



CalPERS Board, DEI Consulting Services Workplan Review

Chanin Kelly-Rae, President & CEO and Executive Consultant, Chanin Kelly-Rae Consulting LLC

Chanin Kelly-Rae is a nationally respected diversity, equity, and inclusion strategist and governance expert with more than 20 years advancing equity, equal employment opportunity, and affirmative action across the public and private sectors. As President & CEO of Chanin Kelly-Rae Consulting LLC, she leads engagements that translate organizational vision into measurable outcomes, with deep expertise in California Proposition 209, the Fair Employment and Housing Act (FEHA), Title VII, and ADA compliance. She is known for designing race- and gender-neutral equity frameworks built for audit-ready implementation.

She previously served as Statewide Diversity Manager and DEI Policy Advisor under Governor Jay Inslee in Washington State, as Head of Diversity for Providence St. Joseph Health, and as National Director of Inclusion for the National CASA Association. Across these roles she advised C-suite leaders, regional health-system CEOs, and public agency executives, integrating equity principles into talent development, policy alignment, and performance accountability. A professional executive advisor, she has served as a subject-matter resource to state supreme courts, boards of directors, and national nonprofits.

Through CKR Consulting, she has supported organizations in more than 40 states, guided by the principle "Build nothing for them without them." Her cross-sector portfolio spans construction, wealth management and financial services, technology, hospitality, education, healthcare, and government — including work with firms such as Mortenson Construction, D.A. Davidson, Symetra, and The Paul Allen Institute. Her work pairs rigorous, disaggregated analytics with disciplined implementation to deliver on-time, on-budget results and sustained performance gains.

Dr. Michael Washington, Executive Consultant, Chanin Kelly-Rae Consulting LLC

Dr. Michael Washington is an operational strategist and supplier diversity expert with more than 25 years of experience leading global operations and organizational redesign. A Certified Lean Six Sigma Black Belt, he embeds equity into procurement, investment, and governance systems and integrates DEI metrics into performance and accountability frameworks.

As a Senior Consultant with CKR Consulting, Dr. Washington focuses on organizational design and business optimization, as well as, helping public agencies and private institutions align supplier diversity goals with operational and compliance objectives. His experience spans the

same range of sectors — construction, wealth management and financial services, technology, hospitality, education, healthcare, and government — with a sustained record of strengthening supply chains, modernizing procurement practices, and translating strategy into durable, accountable operating systems.

He holds a Ph.D. in Interdisciplinary Studies from Union Institute and University, a B.S. in Chemical Engineering from Tuskegee University, and a B.S. in Chemistry from Fisk University.

Dr. Miriam Hawkins, MBA, Senior Data Analyst, Chanin Kelly-Rae Consulting LLC

Dr. Miriam Hawkins is a data and analytics leader who translates complex metrics into measurable workforce, health, and policy outcomes. She specializes in equity analytics and KPI development, building transparent, audit-ready dashboards aligned with public-sector standards to inform executive and board-level decisions.

As Senior Data Analyst with CKR Consulting, Dr. Hawkins designs streamlined reporting processes and leads data design, data modeling, systems analysis, and process documentation. She has applied this analytic work across the same range of sectors — construction, wealth management and financial services, technology, hospitality, education, healthcare, and government — gathering business requirements to identify effective and efficient reporting platforms and ensuring that findings are presented clearly, accurately, and in a form that supports sound governance.

She holds a Ph.D. in Business Administration/Healthcare Administration from North Central University and an MBA in Healthcare Administration from Western Governors University. She is a Certified Six Sigma Black Belt and holds the CompTIA Project+ certification.