



CALSTRS®

Diversity in the management of investments - Annual update
Investment Committee – May 2024

Key milestones to date



Governance

Strategic sponsors

CIO and DCIO

- Chris Ailman
- Scott Chan

Steering committee

Chaired by senior leadership

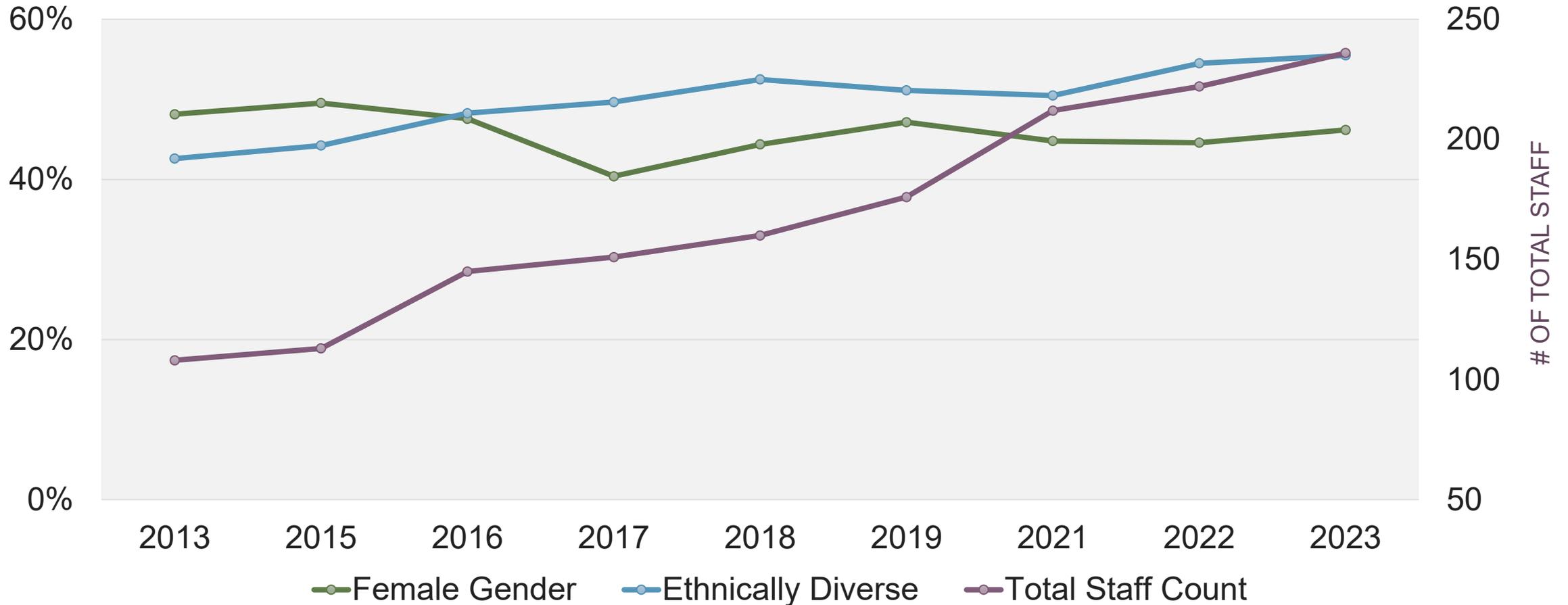
- April Wilcox
- Geraldine Jimenez
- Kirsty Jenkinson
- June Kim
- Shifat Hasan
- Sunny Dhillon
- Sarah Maile

Diversity in management of investments

Representatives from across Investments branch (and Enterprise)

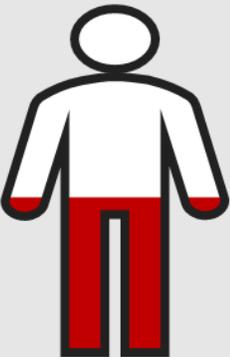
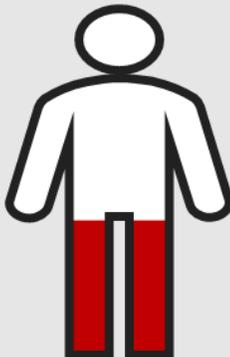
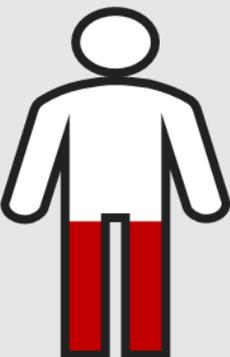
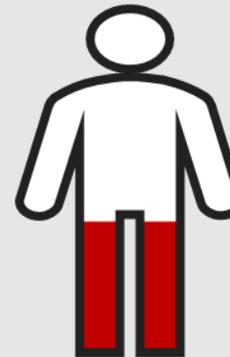
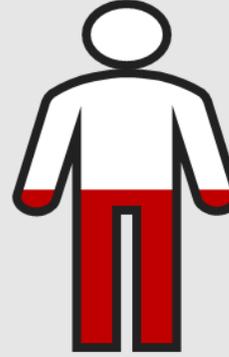
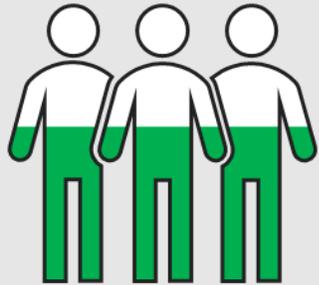
- LaShae Badelita
- Rob Ross
- Vanessa Morris
- Brianna Torres
- Julie Donegan
- Samantha Phan
- Helena Posner
- Madison Doris
- Jackie Mwiti
- Carrie Lo
- Debora Ng
- Debra Green
- Misty Watson
- Mark Melvani
- Gabe DeMesa
- Rehka Vaitla
- Nick Abel
- Ilena Drake
- Janice Fung
- Gabe Barrera
- Daniel Thai
- Jen Enos
- Monica Robinson
- Thomas Willardsen
- Matthew Toepel
- Haytham Sharief
- Scott Brooks
- TJ Kochhar
- Peter Elliot

Staff demographic trends

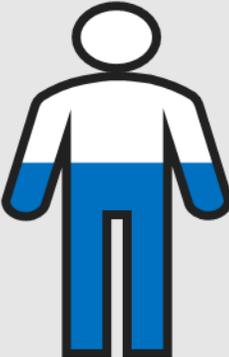
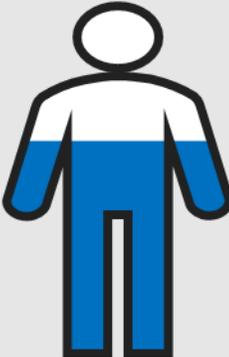
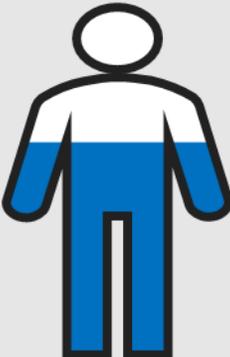
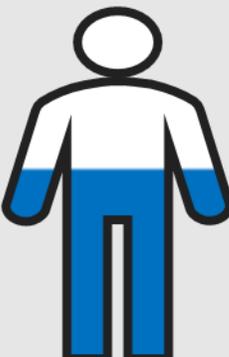
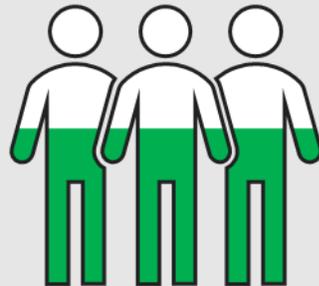


Note: "Ethnically diverse" - Approximate percentages as data includes staff who opted to not self identify ethnicity

Staff demographics (2023 vs. 2022)

DIRECTORS	PORTFOLIO MANAGERS	ASSOCIATE PORTFOLIO MANAGERS	INVESTMENT OFFICER I	TOTAL BRANCH	TOTAL BRANCH ETHNICALLY DIVERSE
<p><u>2022</u> 45% Female</p>  <p><u>2023</u> 50% Female</p>	<p><u>2022</u> 26% Female</p>  <p><u>2023</u> 21% Female</p>	<p><u>2022</u> 39% Female</p>  <p><u>2023</u> 39% Female</p>	<p><u>2022</u> 38% Female</p>  <p><u>2023</u> 39% Female</p>	<p><u>2022</u> 45% Female</p>  <p><u>2023</u> 46% Female</p>	<p><u>2022</u> 55% Diverse</p>  <p><u>2023</u> 56% Diverse</p>

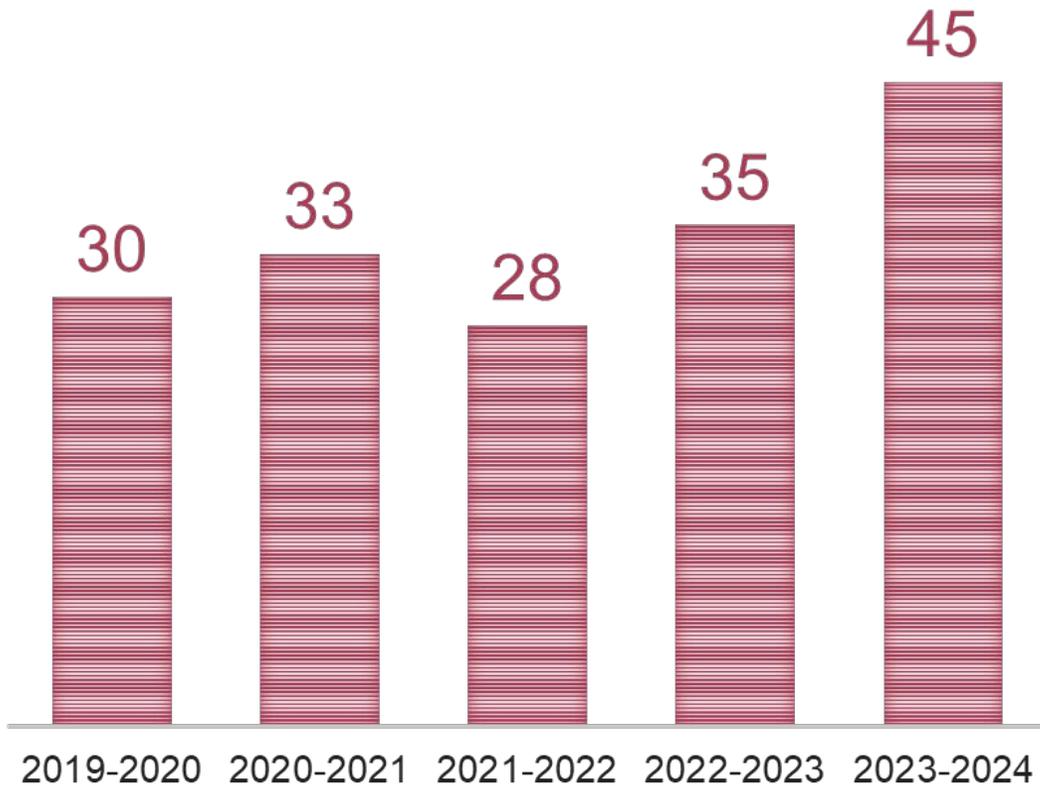
Staff demographics (2023 vs. 2022)

DIRECTORS	PORTFOLIO MANAGERS	ASSOCIATE PORTFOLIO MANAGERS	INVESTMENT OFFICER I	TOTAL BRANCH	TOTAL BRANCH ETHNICALLY DIVERSE
<p><u>2022</u> 55% Male</p> 	<p><u>2022</u> 74% Male</p> 	<p><u>2022</u> 61% Male</p> 	<p><u>2022</u> 62% Male</p> 	<p><u>2022</u> 55% Male</p> 	<p><u>2022</u> 55% Diverse</p> 
<p><u>2023</u> 50% Male</p>	<p><u>2023</u> 79% Male</p>	<p><u>2023</u> 61% Male</p>	<p><u>2023</u> 61% Male</p>	<p><u>2023</u> 54% Male</p>	<p><u>2023</u> 56% Diverse</p>

Mentor and intern programs

INVESTMENT MENTOR PROGRAM

In 2023-2024, 45 protégés were paired with a mentor



SUMMER INTERN PROGRAM

To date, recruited more than 16 students as full-time staff



Industry partners and our influence

CALSTRS LED



California Investors
for Effective Board Diversity

THIRTY
PERCENT
COALITION



CALSTRS BOARD/ADVISORY ROLES



TIDE

girls who
invest

OTHER INFLUENTIAL ROLES



SEO Alternative
Investments

Portfolio company engagement

CALIFORNIA INVESTOR COALITION ON BOARD DIVERSITY

29

companies appointed 35 diverse directors

24

companies updated their definition of diversity to include gender and race/ethnicity

7

companies adopted a diverse director recruitment policy



Portfolio management

ASSETS UNDER EMERGING MANAGERS

