
EDUCATION: DE&I AS PART OF HUMAN CAPITAL MANAGEMENT

Attachment(s): Attachment 1 - Biography of Deborah Gilshan, Independent Advisor, Investment Stewardship & ESG

Attachment 2 - The State of Diversity at Public Company Boards

Attachment 3 - The State of Diversity at Public Company Boards

PowerPoint(s): None

Building on the previous presentation where CalSTRS CEO and CIO discussed internal organizational efforts in respect of diversity, equity and inclusion (“DE&I”), this session will focus on broader stakeholder responses for calls to improve upon DE&I practices. The session is structured to be a virtual fireside chat, with ample time for Board questions and comments. It will be virtually moderated by Catherine Jackson, Mosaic Governance Advisors, LLC, with in-person support from Amy McDuffee, Mosaic Governance Advisors.

The session features guest speaker and expert Deborah Gilshan, a highly regarded UK-based independent advisor to pensions and corporations on DE&I matters. Deborah brings decades of international experience in DE&I to this education session. Her bio is included in Attachment 1, and optional reference materials -- an interview and report authored by Deborah -- are included in Attachments 2 and 3.

Deborah will address the following topics:

- Why DE&I matters to investors as part of an organizations’ approach Human Capital Management?
- How companies are addressing DE&I now and the range of current corporate practices, from minimum compliance to leading edge.
- How the landscape has shifted in terms of accountability and transparency and where it stands now.
- The public policy changes needed to standardize and normalize DE&I as a prudent business practice.
- The risks and opportunities that investors like CalSTRS might expect in the future.
- Where leadership is needed and how CalSTRS can play a role.

The interactive participation of CalSTRS Board members is welcomed to ensure that Board Members maximize their learning from this education session. Questions are encouraged.