



CALSTRS®

Diversity in the management of investments

Investment committee - November 2023



**Investment Leadership Discussion
DIMI Practices**

**November 2023
Investment Committee
Industry DEI Best Practices**



**January 2024
Investment Committee
Practitioners of DEI Best Practices**



Internal Investments branch

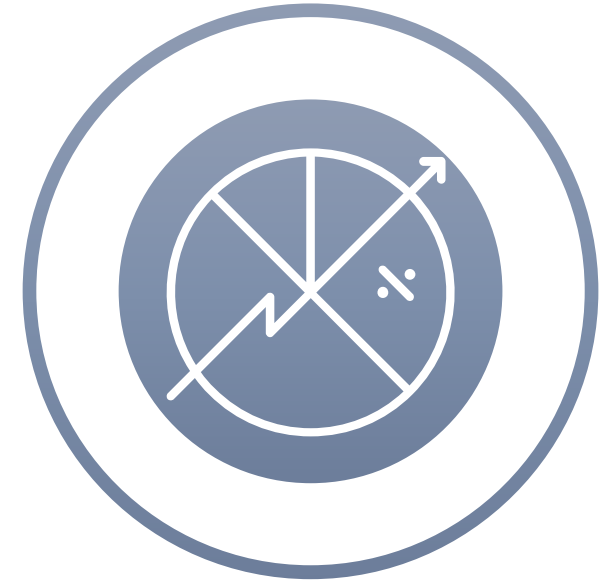
**Industry and portfolio company
engagement**

Portfolio management

Better problem-solving abilities

Drives innovation and change

Contributes risk & return objectives



*Attract diverse professionals
who will drive innovation*

*Engage with companies in our
portfolio and investment leaders on a
global scale*

*Engage, pursue and invest
in emerging and diverse
managers*

DIMI: Industry and portfolio company engagement

Led by CalSTRS



California's Diverse Investment Manager Forum
Hosted by CalPERS and CalSTRS



California Investors
for Effective Board Diversity

CalSTRS has board/advisory roles



Other



DIMI pillar: Industry and portfolio company engagement



Industry (manager) engagement

[2022 Sizzle reel](#)
[2022 Photos](#)



Industry (peer) engagement

[2023 - Day One \(Main stage\)](#)
[2023 - Day Two \(Main stage\)](#)

California Investors for Effective Board Diversity



Portfolio (company) engagement

[CalSTRS engagements
in action](#)