



CALSTRS®

Diversity in the management of investments

Investment committee - May 2023

Internal Investments branch

Better problem-solving abilities



Attract diverse professionals who will drive innovation

Industry and portfolio company engagement

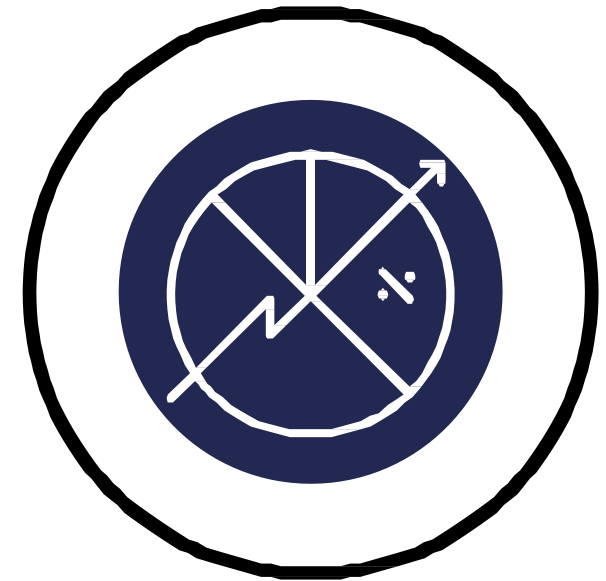
Drives innovation and change



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

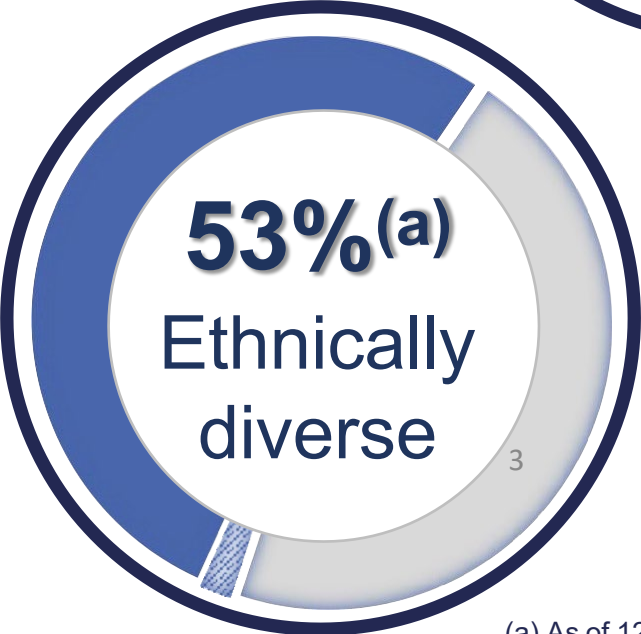
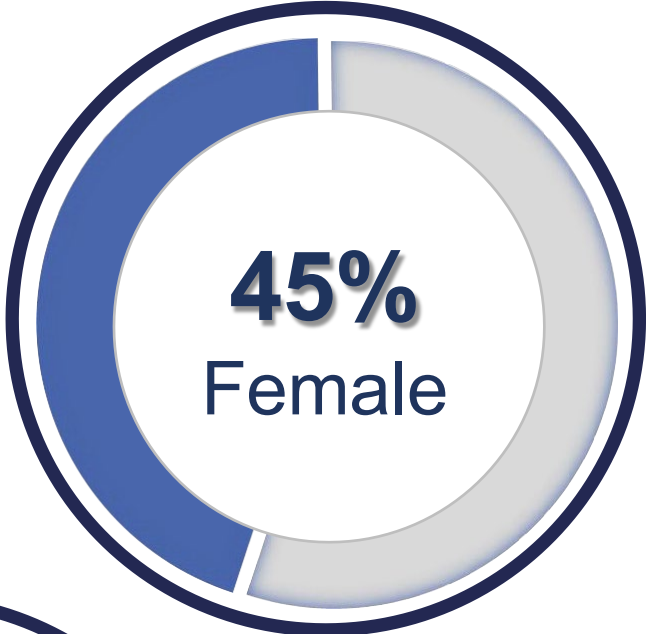
Portfolio management

Contributes to risk & return objectives



Engage, pursue and invest in emerging & diverse managers

Internal staff



Summer intern program

To date, recruited 17 students as full time staff



(a) As of 12/31/22. Total staff count: 222 Investment professionals including administrative support. Does not include four staff who self-identified as “undeclared”.

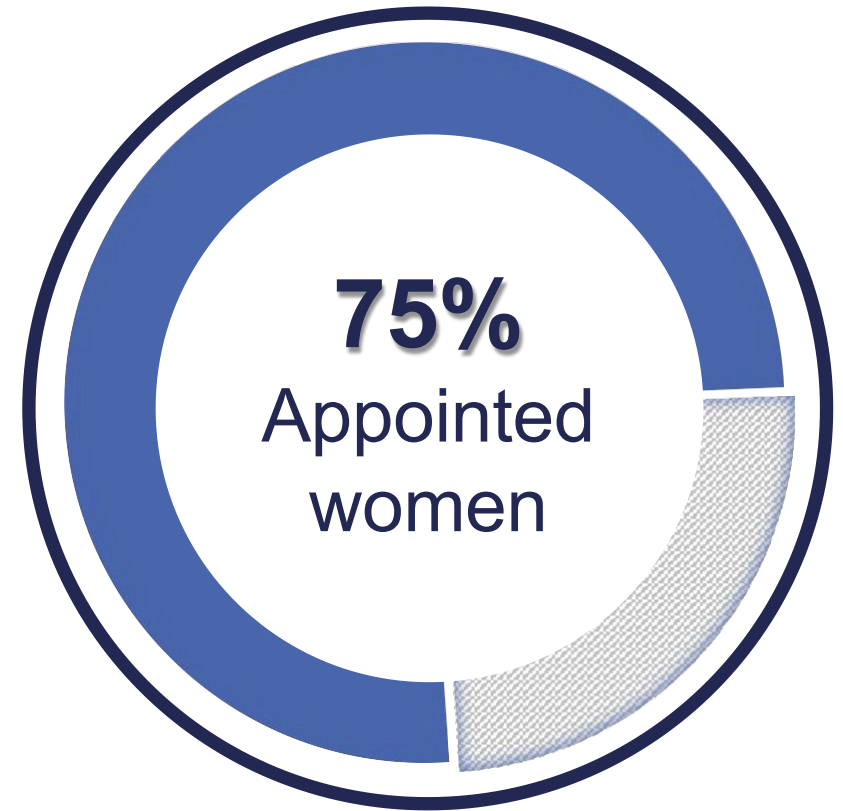
CalSTRS Beyond Talk

Intersectionality and male allyship^(a)

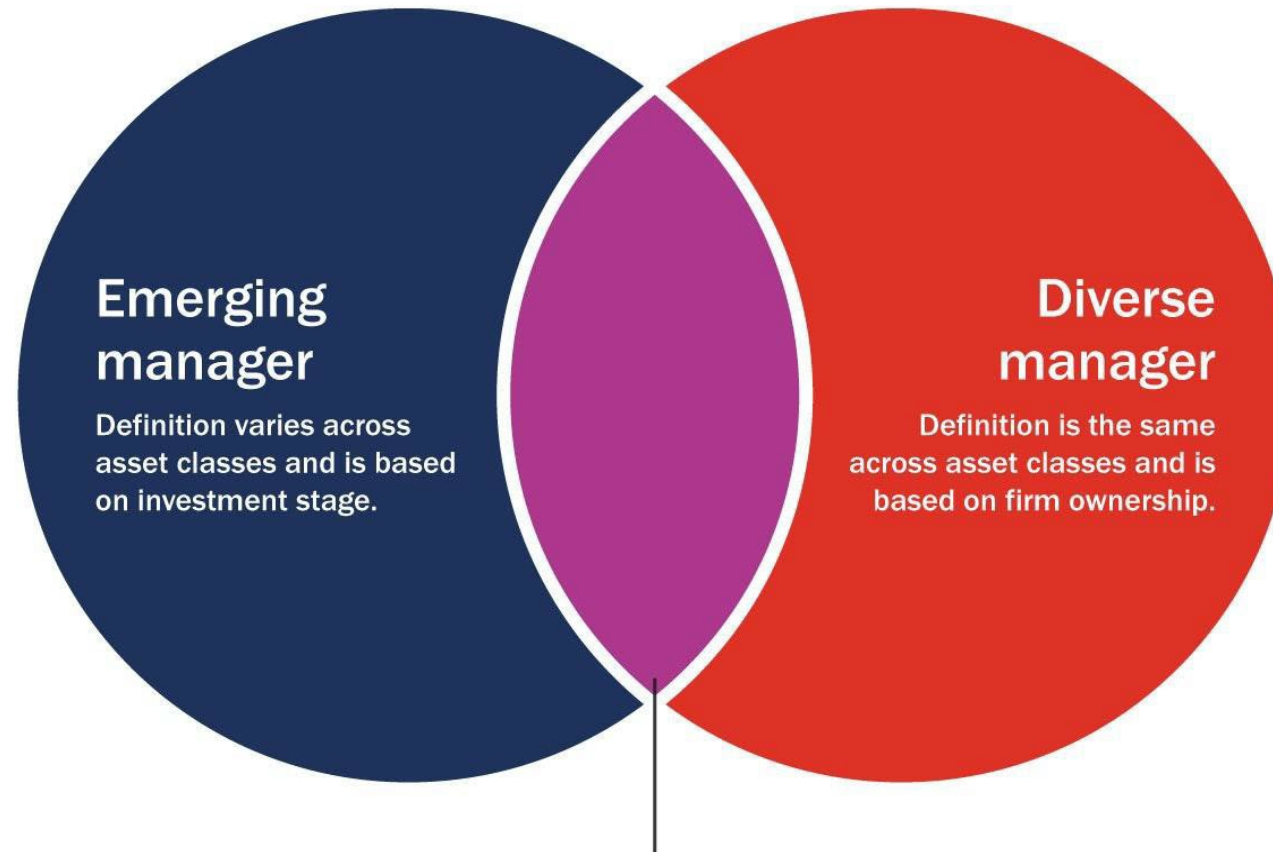


CA investors for effective board diversity

Russell 1000 index^(b)



(a) Number of attendees: 150. (b) Total company engagements: 57



Managers that meet the characteristics of both emerging and diverse manager.

DIMI structure and governance

Program sponsors Chris Ailman & Scott Chan | Program sponsors & members

Steering committee

Chaired by **senior leadership**

Diversity in management of investments

LaShae Badelita | Diversity officer

↕ *Leads and collaborates with*

Diversity team
Representatives from across Investments branch

Reports to

- **July investment committee**

 - Fiscal year 2023-2024 investment business plans

- **September investment committee**

 - Fiscal year 2023-2024 work plan

- **Ongoing**

 - Partner with enterprise to onboard Guidehouse

1989: Allocated first commitment to emerging managers

2002: Diversity integrated into CalSTRS Investment Policy and Management Plan

2005: Expanded “DIMI” across all asset classes

2006 - 2010: Implemented five-year business plan and long term strategic plan

2011: Released first DIMI annual progress report

2021:

- Formed internal diversity steering committee
- Created Investments diversity statement
- Recruited first Investment diversity officer