



Update on incorporating
Diversity, Equity & Inclusion (DEI) across the enterprise

March 2023

Enterprise

CalSTRS core value: Strength

We ensure the
STRENGTH
of our system by embracing a
DIVERSITY
of ideas and people.

Enterprise

CalSTRS vision for Diversity & Inclusion

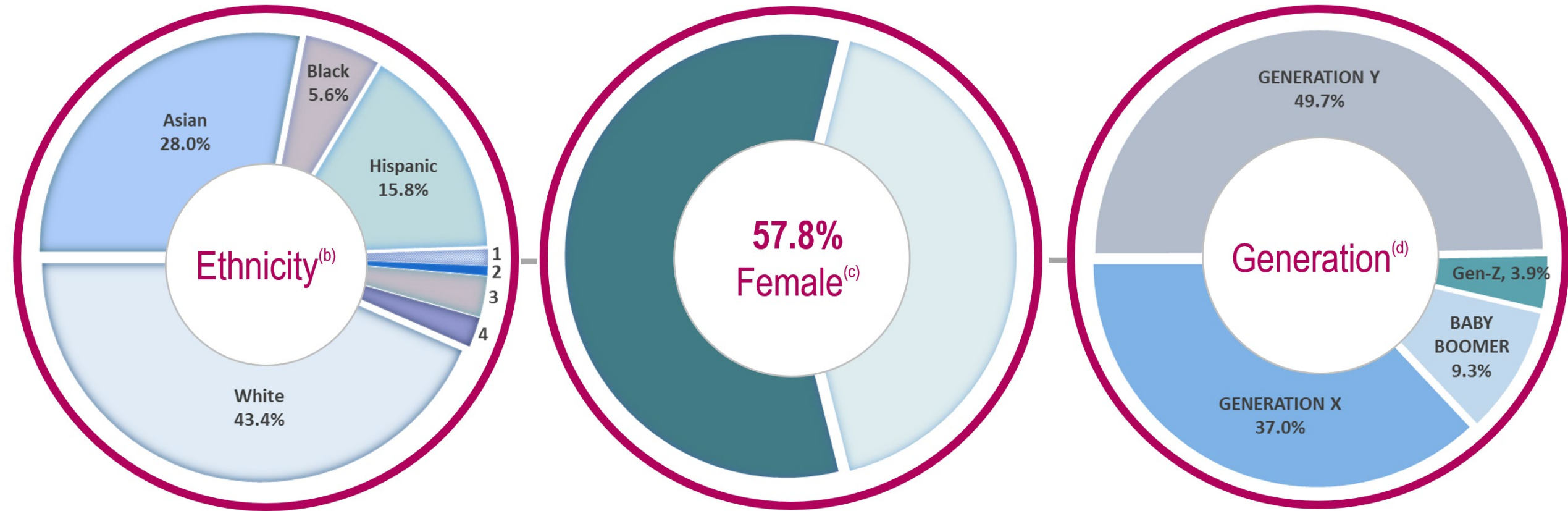
CalSTRS welcomes and embraces diversity of thinking, background and experience to enhance our culture and drive business success. By working together to respect, value and include each individual's perspectives, CalSTRS empowers staff to perform their best work toward the fulfillment of our mission.



Enterprise efforts

Hybrid & technology, sustainability and procurement practices

Enterprise demographics^(a)



Footnotes:

(a) Reflects data as of December 31, 2022.

(b) 1: Pacific Islander: 1.2%, 2. American Indian or Alaskan Native: 0.7%, 3. Multiple: 3.0%, 4. Unknown: 2.2%

(c) Self identify. No staff self-identify as nonbinary.

(d) Traditionalist generation not represented: 0.1%



Celebrating Black History Month

February is Black History Month, a time to honor the contributions and legacy of African Americans across U.S. history and society. Visit the [Diversity, Equity and Inclusion](#) site on Central to learn more.

Watch this quick video

MEMBERS



Arjam Kevall
Technology Services

I am a Muslim American and was born in Ethiopia and lived there until I completed high school. Both my parents were born in East Africa. Ethiopia and Kenya, but are ancestrally Indian. Because of the cultural context and deepening educational opportunities following the revolution in Ethiopia, I moved to California for higher education. There is a lot of pride here and an impact on the organization's composition and direction from the global roots effect. Also, since I don't grow up here, there are a lot of things in my understanding and knowledge of the American culture, so the council allows me to have an opportunity to learn from my peers, to add as provide my perspective. It has been quite an exciting experience.

Read more about Arjam.



Britany Tezanos-Pinto
Benefits & Services

I do my best to make a difference every day, and every way I can. I believe we all have special talents and hope I can continue to do the best to make the most of them as possible for my family, friends, co-workers, and anyone I contact. I'm a social creative and love traveling with my family to gain new experiences and appreciation for different cultures together. I believe in geographic, gender, learning, and teaching. I like anything that can help me to continue to learn new things and find my greatest passions.

Read more about Britany.



Brian Bartow
General Counsel

Brian is the primary legal adviser to the Teachers' Retirement Board. He oversees the division: Employee Information Management, Information Security, Investment Counsel, Legal Services, Operations, and Special Projects.

Read more about Brian.



Kathleen Arceo
Benefits & Services

One of my greatest accomplishments is mentoring others for their personal and professional growth. I contribute to the organization's success through leading their development career through leading their potential and preparing them for opportunities beyond their vision. I am the Assistant Director over Employee Help and Training and Development in the Employee Services Division. I am a workaholic and a perfectionist. I am passionate about relationships and engagement. I joined the council as a work in progress, seeking knowledge and understanding while developing my own personal growth in the area of diversity, inclusion to me is the power of difference through respect, understanding and compassion. I embrace learning to be the best version of me.

Read more about Kathleen.



Meagan Harfield
Financial Services

I'm a California native, a granddaughter of WWI & WWII veterans and I grew up living in this country. I love traveling and being outdoors. My adventures include going hiking, camping, and hoping to see everything in California.

Read more about Meagan.



Melissa Nuncio
Chief Administrative Officer

Melissa is CALSTRS Chief Administrative Officer and also serves as the Inclusion Council's Executive Sponsor. Melissa has human resources, procurement, facilities management, business continuity and sustainability. She joined CALSTRS in 2009 as the equal employment opportunity officer and was promoted to senior leadership roles before being appointed director of human resources in 2015.

Read more about Melissa.



February 2024
Diversity, Equity & Inclusion: The Power of Difference
TJ Kochhar
CALSTRS Manager | Facilitator

The Power of Difference
CALSTRS welcomes and embraces diversity of thinking, background and experience to enhance our culture and drive business success. By working together to respect, value and include each individual's perspectives, CALSTRS empowers staff to perform their best work toward the fulfillment of our mission.

February Celebrations

Black History Month Learn more >	Lantern Festival - 2/6	Valentine's Day - 2/14
President's Day - 2/19	Ash Wednesday - 2/22	

Say the Right Thing: How to Talk About Identity, Diversity, and Justice (Stanford Webinar)

SAY THE RIGHT THING: HOW TO TALK ABOUT IDENTITY, DIVERSITY, AND JUSTICE
Virtual Presentation & Facilitator Chat with Faculty Council
FEB 22 | 9:00-10:00AM PT
Stanford

Enterprise efforts continued

Monthly CEO videos, Inclusion Council, training, and DEI site

Investments efforts

“Big three”

Collaborative Model



Identify opportunities to lower costs

Net zero pledge



Net zero GHG by 2050 or sooner

Diversity



Expand diversity across total fund

Investments efforts

Diversity in the management of investments

Internal Investments Branch



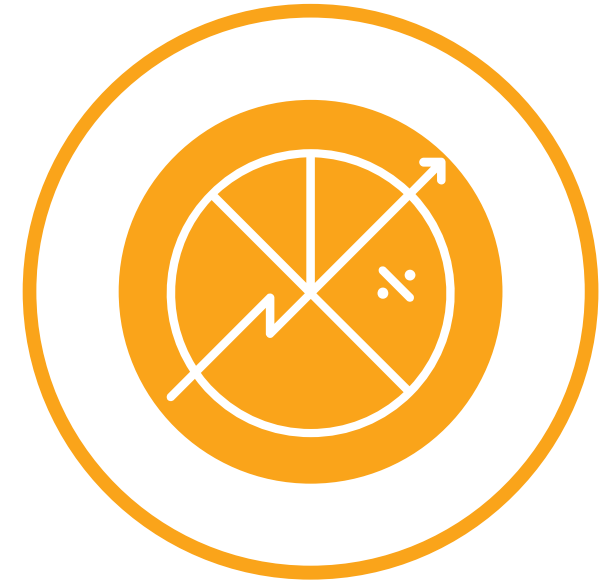
Attract diverse professionals who will drive innovation

Industry and portfolio company engagement



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

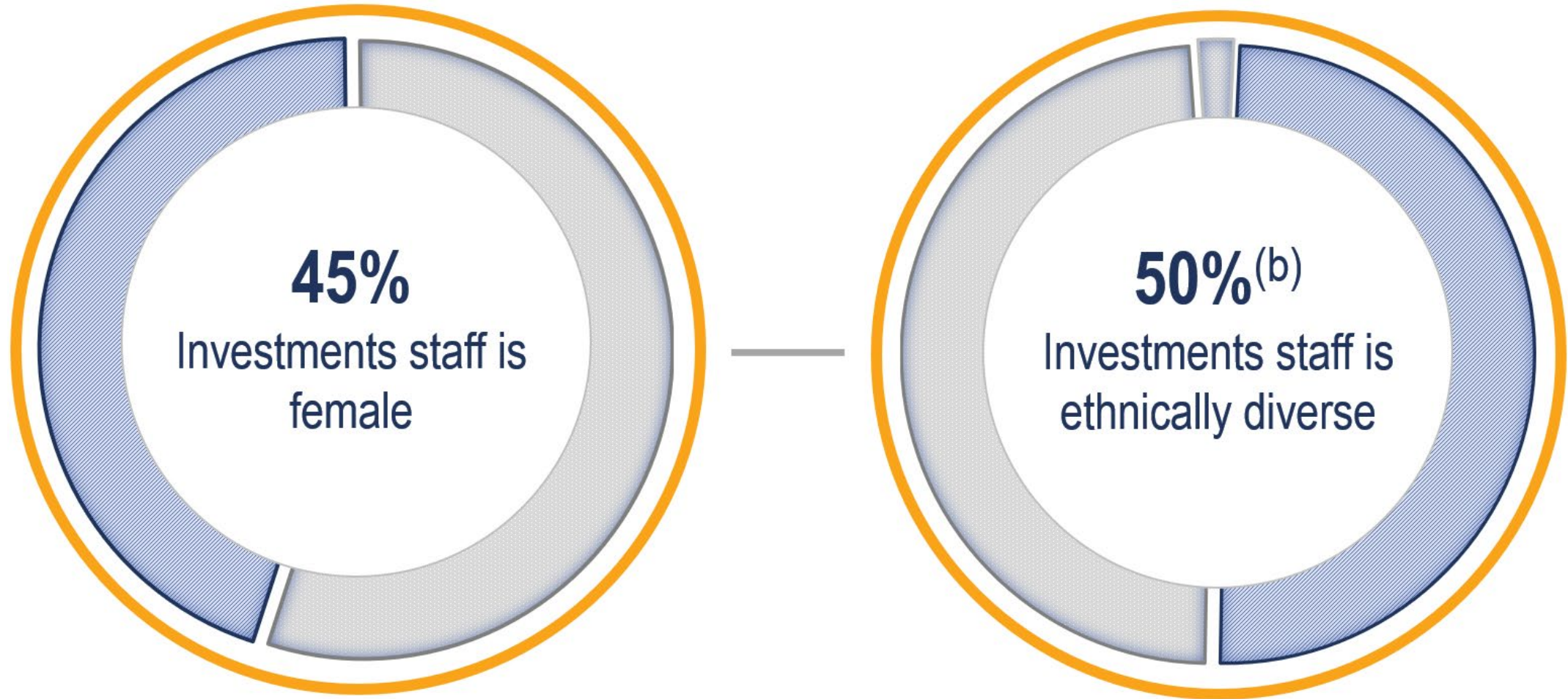
Portfolio management



Engage, pursue and invest in emerging and diverse managers

Investment efforts

Investment staff demographics^(a)



Footnotes:

(a) Reflects data as of December 31, 2022.

(b) Does not include four staff members self-identified as “undeclared”.

Investment efforts

Industry partners



California Investors
for Effective Board Diversity



Enterprise and Investments

Current collaborative efforts



Enterprise and Investments

Collaborative efforts: A look ahead



DEI consultant

Legislation

Communication and reports