



Regular Meeting

Item number 8 – Open session

Subject: Diversity, Equity, and Inclusion (DEI) Assessment Update

Presenter(s): Kristel Turko and TJ Kochhar, CalSTRS and Davita Vance-Cooks, Dr. Kim Turner, and Aaron Brink-Johnson, Guidehouse

Item type: Information

Date and time: November 7, 2024 – 45 minutes

Attachment(s): None

PowerPoint presentation(s): DEI Implementation Recommendations and Next Steps

Item purpose

The purpose of this item is to provide the board an update on diversity, equity and inclusion (DEI) activities at CalSTRS, including recommendations for CalSTRS future DEI initiatives and implementation.

Background

At January 2024 board meeting, Guidehouse provided information on the three-phase DEI enterprise project, including results of Phase 1 Assessment. Since that time CalSTRS and Guidehouse have continued to move through Phase 2 Design and Evolve and have included the following accomplishments:

- Designed and developed action plans and change management plan for two structural recommendations, and three behavioral recommendations, including metrics to measure success.
 1. Developed DEI strategic plan that works alongside CalSTRS DEI vision, goals, strategies, and objectives.
 2. Identified a DEI Governance structure and resourcing.
 3. Expanded on current DEI training and identified additional DEI training needs.
 4. Identified steps in fostering DEI accountability across all levels.
 5. Developed a DEI Communications Strategy to communicate CalSTRS DEI intent.

These plans have been aligned and incorporated into each year of the upcoming 2025-2028 Strategic Plan. Throughout Phase 3, Points of Contact staff met regularly to strategize on integrating Guidehouse recommendations into CalSTRS business processes, and to identify

resourcing needs as well as cross-linkages from various business areas. Phase 3 Implementation and corresponding plans are on track to be finalized in December 2024.

Next Steps

CalSTRS is committed to ensuring prioritized DEI recommendations will continue to support, build, and enhance our inclusive culture. As mentioned above, plans and strategies are aligned with the strategic plan. As these initiatives are operationalized, updates will be reported to the board as part of the Strategic Plan Accomplishments Report and can be provided to the Board annually or as requested.

Strategic Plan linkage:

Goal 1: Trusted stewards – Diversity, equity and inclusion efforts drive organizational out performance

Goal 3: Sustainable organization - Incorporate diversity, equity and inclusion across all CalSTRS practices

Optional reference material: *(prior board items, supplemental educational materials, etc.)*

January 2024, Item 10 - [Diversity, Equity, and Inclusion \(DEI\) Organizational Assessment Update](#)

July 2023, Item 17 - [DE&I and the Board's Role: Leading the Way](#)

March 2023, Item 3 - [Update on Incorporating Diversity, Equity, and Inclusion Practices Across the Enterprise](#)

April 2022, Item 7 - [CalSTRS Approach to Diversity, Equity, and Inclusion](#)