

SMALL GROUP BREAKOUT DISCUSSION WORKSHEET

Direction for Small Group Discussion

Over the next 90 minutes, you'll work with your small group to discuss aspects pertaining to the board's role in DE&I for CalSTRS. We ask that you engage in listening and perspective sharing to find common ground, highlight areas of differing views, and identify where more education, information, and/or discussion may be needed.

1. A Mosaic team member will serve as the team's facilitator and scribe to document the discussion and share the outcomes with the larger group upon reconvening.
2. Privately reflect on your individual perspective in each area of discussion.
3. Discuss the key questions within your small group.
4. Your facilitator will focus discussion on areas where different views exist or where more education, information and discussion may be needed to create consensus.
5. They will capture the majority view for each question.

Small Group Discussion 1. CalSTRS DE&I Foundations (30 minutes)

CalSTRS Definitions

- CalSTRS Diversity definition: All the ways people can differ from one another, visibly and not.
- CalSTRS Inclusion definition: Creating a work environment where differences are welcomed, and every employee feels valued and respected.

CalSTRS Diversity & Inclusion Vision

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.

Questions:

1. What resonates with you about the CalSTRS diversity definition? How closely does it align with your views?
2. What resonates with you about the CalSTRS inclusion definition? How closely does it align with your views?

3. What resonates with you about the CalSTRS D&I vision? How closely does it align with your views?

Small Group Discussion 2. CalSTRS Board Governance (30 minutes)

Question:

4. What does taking leadership in DE&I look like from the perspective of board practices?

Small Group Discussion 3. Board Accountability (30 minutes)

Question:

5. How does the board want to hold itself accountable for DE&I leadership?

Large Group Discussion - Share Back Time (20 minutes)

In this segment, we will:

- Report the findings from each group for each question.
- Identify areas of agreement or areas to explore further.
- Name next steps.