



California State Teachers' Retirement System (CalSTRS)

Diversity, Equity, and Inclusion (DEI)
Benchmark Organizational Assessment
Summary Presentation

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CALSTRS[®]

Guidehouse team



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Observations and recommendations

- Guidehouse project approach
- Phase I: Assessment overview
- Organizational observations
- Inclusive culture recommendations
- Next steps: Phase II

Guidehouse project approach

The DEI organizational assessment has **three phases**:

Assessment

March 2023 – September 2023

Conduct a **DEI current state assessment** and **identify future state best practice priorities** based on the Global Diversity Equity and Inclusion Benchmarks (GDEIB)

Design & Evolve

October 2023 – April 2024

Design and develop **DEI strategies and action plans** based on recommendations approved by CalSTRS

Implementation

May 2024 – December 2024

Support implementation of **DEI strategies and action plans** and support development of a continuous improvement process

Phase I: assessment overview

**Current State
Benchmark
Assessment**

**Future State
Best Practice
Benchmarks**

CalSTRS by the Numbers

500+

Pages of Documents
Reviewed



15

GDEIB Categories
Reviewed



36

Interviews and Focus
Groups Combined



Organizational observations

Key observations from the CalSTRS DEI Benchmark Organizational Assessment

1

CalSTRS is a **proactive DEI organization.**

2

CalSTRS demonstrates **strong commitment** in managing DEI activities in recruitment, job design and sustainability.

3

CalSTRS stakeholders support a **future state** DEI best practice strategy that is **data-driven**, evidence-based, continually assessed and **measurable.**

Inclusive culture recommendations



**Structural
inclusive culture:**
Building a strong DEI foundation
and organization-wide DEI
approach.

**Behavioral
inclusive culture:**
Understanding how DEI can be
incorporated in actions,
attitudes and habits.

Inclusive culture recommendations

**Structural
inclusive
culture**

RECOMMENDATIONS



Establish the DEI strategy



Govern the DEI strategy

Inclusive culture recommendations

Behavioral inclusive culture

RECOMMENDATIONS



Create a learning environment



Hold all accountable



Develop a DEI narrative

Next steps: phase II



Collaborate with CalSTRS to **prioritize and ensure alignment** across the organization in terms of recommendations



Create **action plans** for each recommendation



Research **industry DEI measures and metrics**, determine and or modify them based on applicability for CalSTRS, and develop appropriate **reporting mechanisms**

QUESTION AND ANSWER

