

Corporate DE&I Oversight: Six Questions for Boards

The article "Corporate DEI Oversight: Six Questions for Boards" by leadership consulting firm Spencer Stuart explores the vital role of corporate boards in overseeing diversity, equity, and inclusion (DEI) initiatives. It highlights the strategic significance of DEI and presents six key questions that boards should consider to effectively fulfill their oversight responsibilities. These questions cover areas such as board composition, accountability, transparency, culture, talent development, and metrics. By addressing these questions, boards can drive meaningful change, foster an inclusive culture, and ensure DEI is integrated into the organization's strategies for long-term success.

The article provides valuable insights for corporate boards on overseeing DEI initiatives. However, it is important to adapt and translate these practices to suit the legal governance framework of CalSTRS, as not all recommendations may be appropriate or practical in that context. The purpose of providing the article is to support board members in reflecting on the evolution and focus of board practices related to DEI.

Due to copyright protections, a link to the article is made available. It can be accessed by clicking here:

[Corporate DE&I Oversight: Six Questions for Boards \(spencerstuart.com\)](https://www.spencerstuart.com/research-and-insight/corporate-dei-oversight-six-questions-for-boards)

For those board members with a paper copy of board materials, the article may be accessed by typing the below string into your browser.

<https://www.spencerstuart.com/research-and-insight/corporate-dei-oversight-six-questions-for-boards>