



DEI BLUEPRINT

The DEI Blueprint is a strategic tool to help define and advance our ability to address DEI as an integral factor within our investment discipline and organizational mission. It prioritizes progress and consistency across agency DEI goals, investment portfolio activities, and industry participation.

PROGRESS TO DATE

2022

- DEI Blueprint established
- Created DEI framework and governance structure
- Joined ESG Data Convergence Initiative

2023

- Identified DEI values through workforce, Vision, Mission, Values project
- Established an outreach program for building talent pipeline
- Provided DEI-related education session for the Board
- Collected workforce equity data and developed a dashboard

2024

- Incorporated DEI objectives into staff performance evaluations and Individual Development Plans
- Head of Sustainability appointed to Institutional Limited Partners Association (ILPA) Diversity in Action Steering Committee
- Provided staff training on implicit bias, cultural competence, and allyship in the workplace
- Developed early learning content leveraging LinkedIn Learning platform

2025

- Initiated pulse surveys on inclusion and belonging
- Led collaborative DEI early (journey) learning sessions
- Launched DEI Book Club for staff
- Reviewed DEI-related proxy voting policies, as needed
- Deepened DEI engagement with investment partners