

LIVE VIRTUAL BOARD MEETING



TO VIEW VIA WEB



TO PROVIDE PUBLIC COMMENT

You may submit a request to speak during Public Comment or provide a written comment by emailing PublicComment@lacera.com. If you are requesting to speak, please include your contact information, agenda item, and meeting date in your request.

Attention: Public comment requests must be submitted via email to PublicComment@lacera.com no later than 5:00 p.m. the day before the scheduled meeting.

LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATION
300 N. LAKE AVENUE, SUITE 650, PASADENA, CA

AGENDA

A SPECIAL JOINT MEETING OF THE BOARD OF RETIREMENT

AND THE BOARD OF INVESTMENTS

LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATION

300 NORTH LAKE AVENUE, SUITE 810, PASADENA, CALIFORNIA 91101

9:00 A.M., TUESDAY, AUGUST 18, 2020

This meeting will be conducted by the Board of Retirement and Board of Investments by teleconference under the Governor's Executive Order No. N-29-20.

Any person may view the meeting online at

https://members.lacera.com/lmpublic/live_stream.xhtml.

*The Boards may take action on any item on the agenda,
and agenda items may be taken out of order.*

I. CALL TO ORDER

II. APPROVAL OF MINUTES

A. Approval of the Minutes of the Special Joint Meeting of the Board of Retirement of June 24, 2020

B. Approval of the Minutes of the Special Joint Meeting of the Board of Investments of June 24, 2020

III. PUBLIC COMMENT

(*You may submit written public comments by email to PublicComment@lacera.com. Please include the agenda number and meeting date in your correspondence. Correspondence will be made part of the official record of the meeting. Please submit your written public comments or documentation as soon as possible and up to the close of the meeting.

You may also request to address the Boards. A request to speak must be submitted via email to PublicComment@lacera.com no later than 5:00 p.m. the day before the scheduled meeting. Please include your contact information, agenda item, and meeting date so that we may contact you with information and instructions as to how to access the Board meeting as a speaker.)

August 18, 2020

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IV. REPORTS

- A. Diversity, Equity, and Inclusion in the Boardroom — What are They, and What do They Mean for LACERA Trustees as Fiduciaries, as submitted by Santos H. Kreimann, Chief Executive Officer and Carly Ntoya, Human Resources Director. (Memo dated August 10, 2020)

Ashley K. Dunning, Nossaman LLP, Fiduciary Counsel

Rodney S. Patterson, The Learner's Group

Lisa Summerour, Ph.D., The Learner's Group

Brent Bilodeau, Ph.D., The Learner's Group

V. ITEMS FOR STAFF REVIEW

VI. GOOD OF THE ORDER

VII. ADJOURNMENT

Documents subject to public disclosure that relate to an agenda item for an open session of the Board of Retirement and Board of Investments that are distributed to members of the Boards less than 72 hours prior to the meeting will be available for public inspection at the time they are distributed to a majority of the Board Members at LACERA's offices at 300 N. Lake Avenue, Suite 820, Pasadena, CA 91101, during normal business hours of 9:00 a.m. to 5:00 p.m. Monday through Friday.

****Requests for reasonable modification or accommodation of the telephone public access and Public Comments procedures stated in this agenda from individuals with disabilities, consistent with the Americans with Disabilities Act of 1990, may call the Board Offices at (626) 564-6000, Ext. 4401/4402 from 8:30 a.m. to 5:00 p.m. Monday through Friday or email PublicComment@lacera.com, but no later than 48 hours prior to the time the meeting is to commence.***

MINUTES OF THE BOARD OF RETIREMENT FROM
A SPECIAL JOINT MEETING OF THE BOARD OF RETIREMENT
AND THE BOARD OF INVESTMENTS

LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATION
300 NORTH LAKE AVENUE, SUITE 810, PASADENA, CALIFORNIA 91101

9:00 A.M., WEDNESDAY, JUNE 24, 2020

This meeting was conducted by the Board of Retirement and Board of Investments
by teleconference under the Governor's Executive Order No. N-29-20.

PRESENT: Herman B. Santos, Chair

Vivian Gray, Vice Chair

JP Harris, Alternate Retiree Member

Shawn Kehoe

Keith Knox

Wayne Moore (Arrived at 9:38 a.m.)

Les Robbins

Ronald Okum (Arrived at 9:10 a.m.)

Thomas Walsh

William Pryor, Alternate Safety Member

ABSENT: Gina Zapanta, Secretary

William Pryor, Alternate Safety Member

June 24, 2020

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BOARD OF INVESTMENTS

PRESENT: David Green, Chair

Herman B. Santos, Vice Chair

Wayne Moore, Secretary

Alan Bernstein

Elizabeth Greenwood

Shawn Kehoe

Keith Knox

David Muir

Gina Sanchez

STAFF ADVISORS AND PARTICIPANTS

Santos H. Kreimann, Chief Executive Officer

JJ Popowich, Assistant Executive Officer

Jon Grabel, Chief Investments Officer

Steven P. Rice, Chief Counsel

Kimberly D. Hines, Division Manager, Administrative Services

Richard Bendall, Chief Audit Executive

Leisha Collins, Principal Internal Auditor

Christina Logan, Sr. Internal Auditor

Roberta Van Nortrick, Training Coordinator

James Beasley, Supervising Administrative Assistant

STAFF ADVISORS AND PARTICIPANTS

Lilit Bagdzhyan, Administrative Service Analyst

James Brekk, Information Systems Manager

Carly Ntoya, Human Resources Director

Cassandra Smith, Retiree Healthcare Manager

Kaelyn Ung, Administrative Analyst II

I. CALL TO ORDER

The meeting was called to order by Mr. Green at 9:02 a.m., in the Board Room of Gateway Plaza.

II. APPROVAL OF MINUTES

- A. Approval of the Minutes of the Special Joint Meeting of the Board of Retirement of May 20, 2020

Mr. Santos made a motion, Mr. Knox seconded, to approve the minutes of the special meeting of May 20, 2020. The motion passed (roll call) with Messrs. Kehoe, Santos, Knox, Okum, Robbins, Walsh and Ms. Gray voting yes.

- B. Approval of the Minutes of the Special Joint Meeting of the Board of Investments of May 20, 2020

No action was taken on this item by the Board of Retirement.

III. PUBLIC COMMENT

Messrs. Goodmon and Farrell addressed the Board regarding investment Transaction of the Baldwin Hills Crenshaw Plaza.

We received one written public comment from Joseph Kelly in regards to Item

IV. A-B. This will be part of the meeting record.

IV. CONSENT ITEMS (Mr. Okum joined the Board meeting at 9:10 a.m.)

- A. Recommendation as submitted by Gina Sanchez, Chair, Audit Committee: That the Boards approve and adopt the revised Audit Committee Charter. (Memo dated June 15, 2020)

(Mr. Okum joined the Board meeting at 9:10 a.m.)

Mr. Santos made a motion, Ms. Gray seconded, to adopt the revised Audit Committee Charter. The motion passed (roll call) with Messrs. Kehoe, Santos, Knox, Walsh and Ms. Gray voting yes and Messrs. Okum and Robbins voting no.

- B. Recommendation as submitted by Gina Sanchez, Chair, Audit Committee: That the Boards 1) Approve the establishment of an Audit Reserve Fund in the amount of \$500,000 against contingency funds, and 2) Delegate authority to the Audit Committee to access such reserve funds at their sole discretion based on a preliminary finding from existing audit activities that merit further investigation. (Memo dated June 16, 2020)

Mr. Santos made a motion, Ms. Gray seconded, to 1) Approve the establishment of an Audit Reserve Fund in the amount of \$500,000 against contingency funds, and 2) Delegate authority to the Audit Committee to access such reserve funds at their sole discretion based on a preliminary finding from existing audit activities that merit further investigation. The motion passed (roll call) with Messrs. Knox, Santos, Walsh and Ms. Gray voting yes and Messrs. Okum, Kehoe and Robbins voting no.

V. NON-CONSENT ITEMS

- A. Recommendation as submitted by Santos H. Kreimann, Chief Executive Officer: That the Boards approve the FY 2020-2021 Administrative, Retiree Healthcare Benefits, and Other Post-Employment Benefit Budgets. (Memo dated June 16, 2020)

Messrs. Kreimann, Popowich and Ms. Hines provided a presentation and answered questions from the Board.

(Mr. Moore joined the Board meeting at 9:38 a.m.)

Mr. Santos made a motion, Ms. Sanchez seconded, to approve the FY 2020-2021 Administrative, Retiree Healthcare Benefits, and Other Post-Employment Benefit Budgets. The motion passed (roll call) with Messrs. Kehoe, Santos, Knox, Moore, Robbins, Walsh and Ms. Gray voting yes.

- B. Recommendation as submitted by Steven P. Rice, Chief Counsel: That the Boards approve an amendment to the Chief Executive Officer's Employment Agreement to provide that, due to the unavailability in the present market of life insurance as required by the agreement, LACERA will, until such time as insurance can be obtained, pay \$200,000 to the CEO's beneficiaries upon his death while employed by LACERA and for the rest of his life if employed at least three years after his original start date. (Memo dated June 16, 2020)

Mr. Rice provided a presentation and answered questions from the Board.

Mr. Robbins made a motion, Mr. Kehoe seconded, to hold this matter over until Fiduciary Counsel can be present at a future meeting. The motion failed (roll call) with Messrs.

VI. NON-CONSENT ITEMS (Continued)

Kehoe, Knox, Okum, Robbins voting yes and Messrs. Santos, Moore, Walsh and Ms. Gray voting no.

After a brief discussion, the Board directed staff to work with Fiduciary Counsel and return this item at a future meeting.

VII. REPORTS

- A. For Information Only as submitted by JJ Popowich, Assistant Executive Officer and Roberta Van Nortrick, Training Coordinator, regarding the LACERA Employee Connection Survey Results.
(Memo dated June 15, 2020)

Mr. Popowich and Ms. Van Nortrick provided a presentation and answered questions from the Board.

- B. For Information Only as submitted by JJ Popowich, Assistant Executive Officer, Roberta Van Nortrick, Training Coordinator, James Beasley, Supervising Administrative Assistant and Lilit Bagdzhyan, Administrative Services Analyst, regarding the Phased Transition Plan for Staff Members to Return to LACERA. (Memo dated June 15, 2020)

Mr. Popowich and Ms. Van Nortrick provided a presentation and answered questions from the Board.

VIII. ITEMS FOR STAFF REVIEW

There were no items to report.

IX. GOOD OF THE ORDER

There was nothing to report.

X. EXECUTIVE SESSION

- A. Public Employment
(Pursuant to Paragraph (1) of Subdivision (b) of California
Government Code Section 54957)

Title: Chief Executive Officer

The Board met in Executive Session with counsel pursuant to California
Government Code Section 54957(b)(1). There was nothing to report.

- B. Public Employee Performance Evaluation
(Pursuant to Paragraph (1) of Subdivision (b) of California
Government Code Section 54957)

Title: Chief Executive Officer

The Board met in Executive Session with counsel pursuant to California
Government Code Section 54957(b)(1). There was nothing to report.

XI. ADJOURNMENT

There being no further business to come before the Board, the meeting was
adjourned at 12:45 p.m.

GINA ZAPANTA, SECRETARY

HERMAN SANTOS, CHAIR

MINUTES OF THE BOARD OF INVESTMENTS FROM
A SPECIAL JOINT MEETING OF THE BOARD OF RETIREMENT
AND THE BOARD OF INVESTMENTS

LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATION
300 NORTH LAKE AVENUE, SUITE 810, PASADENA, CALIFORNIA 91101

9:00 A.M., WEDNESDAY, JUNE 24, 2020

This meeting was conducted by the Board of Retirement and Board of Investments
by teleconference under the Governor's Executive Order No. N-29-20.

PRESENT: David Green, Chair

Herman B. Santos, Vice Chair

Wayne Moore, Secretary (Arrived at 9:38 a.m.)

Alan Bernstein

Elizabeth Greenwood

Shawn Kehoe

Keith Knox

David Muir

Gina Sanchez

BOARD OF RETIREMENT

PRESENT: Herman B. Santos, Chair

Vivian Gray, Vice Chair

JP Harris, Alternate Retiree Member

BOARD OF RETIREMENT (Continued)

Shawn Kehoe

Keith Knox

Wayne Moore

Les Robbins

Ronald Okum

Thomas Walsh

William Pryor, Alternate Safety Member

ABSENT: Gina Zapanta, Secretary

William Pryor, Alternate Safety Member

STAFF ADVISORS AND PARTICIPANTS

Santos H. Kreimann, Chief Executive Officer

JJ Popowich, Assistant Executive Officer

Jon Grabel, Chief Investments Officer

Steven P. Rice, Chief Counsel

Kimberly D. Hines, Division Manager, Administrative Services

Richard Bendall, Chief Audit Executive

Leisha Collins, Principal Internal Auditor

Christina Logan, Sr. Internal Auditor

Roberta Van Nortrick, Training Coordinator

James Beasley, Supervising Administrative Assistant

STAFF ADVISORS AND PARTICIPANTS

Lilit Bagdzhyan, Administrative Service Analyst

James Brekk, Information Systems Manager

Carly Ntoya, Human Resources Director

Cassandra Smith, Retiree Healthcare Manager

Kaelyn Ung, Administrative Analyst II

I. CALL TO ORDER

The meeting was called to order by Mr. Green at 9:02 a.m., in the Board

Room of Gateway Plaza.

II. APPROVAL OF MINUTES

- A. Approval of the Minutes of the Special Joint Meeting of the Board of Retirement of May 20, 2020

No action was taken on this item by the Board of Investments.

- B. Approval of the Minutes of the Special Joint Meeting of the Board of Investments of May 20, 2020

Ms. Greenwood made a motion, Ms. Sanchez seconded, to approve the minutes of the special meeting of May 20, 2020. The motion passed (roll call) with Messrs. Bernstein, Green, Kehoe, Knox, Muir, Santos, Ms. Greenwood and Ms. Sanchez voting yes.

III. PUBLIC COMMENT

Messrs. Goodmon and Farrell addressed the Board regarding investment transaction of the Baldwin Hills Crenshaw Plaza.

We received one written public comment from Joseph Kelly in regards to Item

IV. A-B. This will be part of the meeting record.

IV. CONSENT ITEMS

- A. Recommendation as submitted by Gina Sanchez, Chair, Audit Committee: That the Boards approve and adopt the revised Audit Committee Charter. (Memo dated June 15, 2020)

Mr. Santos made a motion, Ms. Sanchez seconded, to adopt the revised Audit Committee Charter. The motion passed (roll call) with Messrs. Knox, Muir, Kehoe, Bernstein, Green, Santos, and Ms. Sanchez and Ms. Greenwood voting yes.

- B. Recommendation as submitted by Gina Sanchez, Chair, Audit Committee: That the Boards 1) Approve the establishment of an Audit Reserve Fund in the amount of \$500,000 against contingency funds, and 2) Delegate authority to the Audit Committee to access such reserve funds at their sole discretion based on a preliminary finding from existing audit activities that merit further investigation. (Memo dated June 16, 2020)

Mr. Santos made a motion, Ms. Greenwood seconded, to 1) Approve the establishment of an Audit Reserve Fund in the amount of \$500,000 against contingency funds, and 2) Delegate authority to the Audit Committee to access such reserve funds at their sole discretion based on a preliminary finding from existing audit activities that merit further investigation. The motion passed (roll call) with Messrs. Knox, Bernstein, Green, Santos and

IV. CONSENT ITEMS (Continued)

Ms. Sanchez and Ms. Greenwood voting yes and Messrs. Kehoe and Muir voting no.

V. NON-CONSENT ITEMS

- A. Recommendation as submitted by Santos H. Kreimann, Chief Executive Officer: That the Boards approve the FY 2020-2021 Administrative, Retiree Healthcare Benefits, and Other Post-Employment Benefit Budgets. (Memo dated June 16, 2020)

Messrs. Kreimann, Popowich and Ms. Hines provided a presentation and

answered questions from the Board.

(Mr. Moore joined the Board meeting at 9:38 a.m.)

Mr. Santos made a motion, Ms. Sanchez seconded, to approve the FY 2020-2021 Administrative, Retiree Healthcare Benefits, and Other Post-Employment Benefit Budgets. The motion passed (roll call) with Messrs. Knox, Muir, Kehoe, Bernstein, Green, Moore, Santos, Ms. Greenwood and Ms. Sanchez voting yes.

- B. Recommendation as submitted by Steven P. Rice, Chief Counsel: That the Boards approve an amendment to the Chief Executive Officer's Employment Agreement to provide that, due to the unavailability in the present market of life insurance as required by the agreement, LACERA will, until such time as insurance can be obtained, pay \$200,000 to the CEO's beneficiaries upon his death while employed by LACERA and for the rest of his life if employed at least three years after his original start date. (Memo dated June 16, 2020)

Mr. Rice provided a presentation and answered questions from the

Board.

V. NON-CONSENT ITEMS (Continued)

Mr. Muir made a motion, Mr. Kehoe seconded, to hold this matter over until Fiduciary Counsel can be present at a future meeting. The motion failed (roll call) with Messrs. Kehoe, Knox, Muir and Bernstein voting yes and Messrs. Santos, Moore, Green and Ms. Greenwood and Ms. Sanchez voting no.

After a brief discussion, the Board directed staff to work with Fiduciary Counsel and return this item at a future meeting.

VI. REPORTS

- A. For Information Only as submitted by JJ Popowich, Assistant Executive Officer and Roberta Van Nortrick, Training Coordinator, regarding the LACERA Employee Connection Survey Results. (Memo dated June 15, 2020)

Mr. Popowich and Ms. Van Nortrick provided a presentation and answered questions from the Board.

- B. For Information Only as submitted by JJ Popowich, Assistant Executive Officer, Roberta Van Nortrick, Training Coordinator, James Beasley, Supervising Administrative Assistant and Lilit Bagdzhyan, Administrative Services Analyst, regarding the Phased Transition Plan for Staff Members to Return to LACERA. (Memo dated June 15, 2020)

Mr. Popowich and Ms. Van Nortrick provided a presentation and answered questions from the Board.

June 24, 2020

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VII. ITEMS FOR STAFF REVIEW

There were no items to report.

VIII. GOOD OF THE ORDER

There was nothing to report.

IX. EXECUTIVE SESSION

- A. Public Employment
(Pursuant to Paragraph (1) of Subdivision (b) of California
Government Code Section 54957)

Title: Chief Executive Officer

The Board met in Executive Session with counsel pursuant to California
Government Code Section 54957(b)(1). There was nothing to report.

- B. Public Employee Performance Evaluation
(Pursuant to Paragraph (1) of Subdivision (b) of California
Government Code Section 54957)

Title: Chief Executive Officer

The Board met in Executive Session with counsel pursuant to California
Government Code Section 54957(b)(1). There was nothing to report.

IV. ADJOURNMENT

There being no further business to come before the Board, the meeting was
adjourned at 12:45 p.m.

WAYNE MOORE, SECRETARY

DAVID GREEN, CHAIR

August 10, 2020

TO: Each Trustee,
Board of Retirement

Each Trustee,
Board of Investments

FROM: Santos H. Kreimann *SHK*
Chief Executive Officer

Carly Ntoya, Ph.D. *CN*
Director, Human Resources

FOR: August 18, 2020 Joint Board of Investments & Board of Retirement Meeting

SUBJECT: Diversity, Equity, and Inclusion in the Boardroom — What are They, and What do They Mean for LACERA Trustees as Fiduciaries

As the first element of the Boards' Diversity, Equity, and Inclusion program, this meeting will present an interactive session on the meaning and importance of these values, how they manifest themselves in the boardroom, and their role in the ongoing performance of the Boards' fiduciary duty to LACERA's members.

The program will begin with comments and discussion led by fiduciary counsel Ashley K. Dunning, of Nossaman LLP, concerning the role of diversity, equity, and inclusion in the governance framework within which the Boards do their work.

Then, Rodney S. Patterson, Dr. Lisa Summerour, and Dr. Brent Bilodeau, of The Learner's Group (TLG), will present and lead discussion with the trustees concerning diversity, equity, and inclusion as foundational principles and sustainable strategies designed to positively affect culture, governance, and engagement.

Throughout the session, fiduciary counsel and TLG will jointly participate with the trustees in reaching consensus on the meaning and importance of diversity, equity, and inclusion in the business of the Boards, and ideas to enhance the Boards' interaction and decision making with these values in mind.

Attached are biographies of the speakers. Also attached is a copy of the July 28, 2020 Board memo describing the Diversity, Equity, and Inclusion program.

Attachments

c: Jonathan Grabel
JJ Popowich
Steven P. Rice



Ashley Dunning is Co-Chair of the Public Pensions & Investments Group at Nossaman and is a member of the firm's Litigation Department. She has provided fiduciary and governance counsel services to public retirement systems since 1998. Ashley currently serves as fiduciary counsel to the California Public Employees Retirement System (CalPERS), and fiduciary, litigation, governance, and/or special projects counsel to the majority of the twenty California retirement systems governed by the County Employees Retirement Law of 1937 (CERL), and to the city retirement systems in San Francisco, San Diego and Los Angeles. She is also general counsel to the county retirement system in Marin. She has provided fiduciary training and advice to the Colorado Public Employees' Retirement Association's Board and staff and to the Board of the Government Employees' Retirement System of the Virgin Islands. Additionally, Ashley has represented public retirement systems in litigation in numerous cases resulting in published decisions.

Ashley speaks regularly at national pension conferences and seminars, including the National Association of Public Pension Attorneys (NAPPA), California Association of Public Retirement Systems (CALAPRS), and State Association of County Retirement Systems (SACRS). Ashley also has been an invited speaker at the annual conference of the National Conference on Teachers' Retirement Systems and Oklahoma Pension Conference.

Ashley was elected to the Executive Board of NAPPA in 2014 and currently serves as President of the organization. She is immediate past-Chair of NAPPA's Fiduciary and Governance Section, a position she held for several years.

THE LEARNER'S GROUP

RODNEY S. PATTERSON, CEO

Rodney Patterson is one of the nation's most effective and engaging diversity and inclusion facilitators. He served as the chief curriculum designer and lead facilitator for the Learner's Group's successful NCAA advanced diversity education programs. Mr. Patterson's numerous corporate roles include his former position as Corporate Diversity Officer for CoBank and Diversity Resource to Farm Credit System's four largest Banks. Previously, Mr. Patterson served as President of Hales Franciscan High School in Chicago, IL and Director of Inclusion and Talent Management at the executive search firm, Hudson Highland.

Mr. Patterson also held the position of Assistant to the Vice President for Multicultural Development and Director of Racial Ethnic Student Affairs for Michigan State University, where he designed and oversaw the implementation of a comprehensive diversity and inclusion model that successfully served MSU's entire campus enterprise. He served in a similar capacity at the University of Vermont. Mr. Patterson has had the privilege of serving as a consultant and facilitator for training and development for several Fortune

500, 100 and 50 organizations, governmental, non-profit, and social services agencies.

Mr. Patterson has served as a consultant with a broad array of large, multinational corporate clients, which included General Mills, Bank of America and Mercer. Mr. Patterson has also worked with professional sports franchises, the NFL's San Francisco 49ers, and the NBA's Denver Nuggets, on diversity matters. His consulting services with professional sports organizations ranged from working with the team's ownership and executive management to coaches, staff, and the professional athletes themselves. Mr. Patterson serves on the Board of Directors at Madonna University, the Agriculture Futures of America and the Denver Seminary.

Mr. Patterson has been certified as a trainer/facilitator with several major companies including ProGroup, Inc., Advanced Research Management Corporation (ARMC), Stir Fry Seminars, and Carlson Learning Company. In addition to his work in higher education, Mr. Patterson also served as the Assistant to the Mayor of Burlington, Vermont, Vermont's largest city.

Recently, Mr. Patterson republished his book, "[Trumping the Race Card: A National Agenda - Moving Beyond Race and Racism.](#)"

DR. LISA SUMMEROUR, SR. VICE PRESIDENT

As Senior Vice President of Consulting Services, Dr. Summerour relies on her skills as a facilitator, presenter and empowerment coach to help leaders establish a consensus across multiple organizational levels; for the purposes of improving employee relationships and fostering an environment that encourages discretionary effort, through effective and sustainable employee engagement strategies.

Dr. Summerour has worked as an adjunct professor teaching online courses in career development and exploration, and business ethics and sustainability, where she was known for creating successful online teaching environments that resulted in student engagement beyond the course structure. She also worked as an experiential learning specialist in career services where she developed and facilitated live, interactive webinars designed to educate students and alumni on career opportunities and interview preparation.

With over 30-years of experience in sales and customer service, Dr. Summerour has a strong focus on what she describes as internal and external client satisfaction. She has presented as a facilitator and motivational speaker, for sales teams of as few as 10 to national conventions hosting nearly 4,000 attendees. Dr. Summerour is a professionally trained life coach with specific training for facilitating groups in both telephone and online individual and group environments. She has completed the Train the Trainer certification, is a certified WholeBrain Practitioner, and certified to conduct Equitable Leadership Assessments (ELA).

Dr. Summerour co-authored "The 4-Tions: Your Guide to Developing Successful Job Search Strategies," which has been distributed to more than 20 countries. Most recently, Dr. Summerour published her, "[What Went Well? Journal](#)" The What Went Well? There is a journal for adults and one specifically designed for children. Both journals encourage individuals to be intentional about focusing on the good things that happen to them, around them, and because of them - daily.

Dr. Summerour earned a bachelor's degree in Sociology from Trenton State University, a Master's degree in Management from Indiana Wesleyan University and a second Master's degree in Christian Studies with a focus on Christian Leadership from Grand Canyon University. She earned her Ed.D. in Ethical Leadership from Olivet Nazarene University. Dr. Summerour is on the Board of Trustees at Villa Maria College in Buffalo, NY.

BRENT BILODEAU, PH.D., VP COLLEGE & UNIVERSITY RELATIONS

Dr. Bilodeau brings over 30 years of experience in higher education leadership to the Learner's Group, emphasizing collaboration, inclusion, and engagement in all that he does. He has held wide-ranging administrative leadership positions in student affairs, most recently serving as Assistant Vice Chancellor and Interim Vice Chancellor for Student Affairs at the University of Wisconsin-Whitewater. Dr. Bilodeau has previously served as the founding director of the Michigan State University LGBTQ+ Resource Center and as a staff member in the MSU Student Affairs Multicultural Development Office. He has also served in positions in university housing, student leadership development, and student life.

Dr. Bilodeau's campus diversity efforts are marked by collaboration with academic affairs on student success and retention initiatives, particularly those concerned underserved students. While at UW-Whitewater, he was the recipient of three Outstanding Faculty-Staff Awards for his support of the Black Student Union, Lambda Alpha Upsilon Latino Fraternity, and IMPACT, the campus LGBTQ+ student organization.

Dr. Bilodeau's research agenda has included campus diversity and campus climate, student belongingness, and non-cognitive variable aspects of student learning. A sample of published work includes *Developing gender-inclusive facilitation: Understanding genderism* in L. Landreman, Ed., *The Art of Effective Facilitation: Reflections from Social Justice Educators*, and the book, *Genderism: Transgender Students, Binary Systems and Higher Education*. He has also engaged in research on GLBT student identity development at three South African Universities.

His scholarship has been recognized with the American Educational Research Association's Scholar-Activist Dissertation Award, the National Association for Student Personnel Association's GLBT Knowledge Community Research Award and University of Wisconsin System "PB Poorman Pride Award" for his work on advancing the concerns of GLBTQ+ people on campus.

Dr. Bilodeau has wide-ranging experience as a diversity and inclusion educator, including the nation-wide campus NCAA diversity education project. He has served as an adjunct faculty member in the Higher Education Leadership Masters program at UW-Whitewater. His course teaching and co-teaching have included Introduction to Higher Education Leadership; Diversity and Equity in Higher Education; and Comparative Higher Education Travel Study, a course focusing on examining international systems of higher education, with Ecuadorian higher education reform as a primary comparison point.

Dr. Bilodeau is inspired to devote this phase of his career to the mission and vision of the Learner's Group.

FOR INFORMATION ONLY

July 28, 2020

TO: Each Trustee,
Board of Retirement

Each Trustee,
Board of Investments

FROM: Santos H. Kreimann *SHK*
Chief Executive Officer

Carly Ntoya, Ph.D. *CN*
Director, Human Resources

FOR: August 5, 2020 Board of Retirement Meeting
August 12, 2020 Board of Investments Meeting

SUBJECT: Diversity, Equity, and Inclusion Education Program and Action Plan

Diversity, equity, and inclusion are core concepts to LACERA as an organization. They are part of our ethics, boundaries, and values.

- **Diversity** means the strength that comes from building and celebrating differences of background and point of view, in all their many dimensions.
- **Equity** means fairness in the opportunity to access information, be heard, and succeed, and equality of treatment to all persons at all times.
- **Inclusion** means a culture that actively encourages participation by all individuals and validates that participation through civil and respectful discourse.

These values should be part of LACERA's day-to-day operations at all levels. Going forward, LACERA will strive to provide training to all staff to support existing practices, encourage improvement, facilitate discussion, and build a lasting culture where these traits are on display every day. This training program will demonstrate, in this time of daily headlines and other important discussions about inequality in our society, that LACERA "walks the talk" and models the work it takes to offer real fairness in our day-to-day interactions.

LACERA recognizes that leadership must include all levels of the organization. Therefore, as the first phase of this program, the Board Chairs and Vice Chairs and the Chief Executive Officer have discussed this topic and recommend that the trustees of the Board of Retirement and Board of Investments be provided education on diversity, equity, and inclusion in the boardroom. This education will take place in joint public meetings of the Boards. The education will be interactive and allow an opportunity for self-assessment. Each meeting will be led by outside experts, including consultants in board equity and excellence, fiduciary and employment counsel, and pension governance consultants. Additional support will be offered as needed in small groups and to individuals.

While diversity, equity, and inclusion reflect a philosophy to live by, they are the necessary foundation for sound governance in compliance with the trustees' fiduciary duties of loyalty and prudence — and that will be the focus of the program. The goal is to facilitate a discussion of practical tools, and possible changes in existing practices, that will enhance the Boards' service to LACERA and its members, and strengthen our organizational culture.

The Board program as proposed will have three modules specifically designed for LACERA and its trustees. The topics, with the current estimated schedule (actual dates may vary), are as follows:

Module 1: Diversity, Equity, and Inclusion in the Boardroom — What are They, and What do They Mean for LACERA Trustees as Fiduciaries. This session will lay out foundational principles, specifically for the LACERA Boards and trustees, with regard to diversity, equity, and inclusion, governance, and fiduciary duty. *August 2020.*

Module 2: Crucial Conversations in the Boardroom — Respect and Civility Coexist with Passionate Advocacy. Issues faced by the trustees on every agenda are of great significance to LACERA and its members to whom the trustees owe fiduciary duties of loyalty and prudence. Trustees may reasonably and strongly disagree with each other and with staff and consultants. The composition of the Boards is legislatively designed to reflect the different perspectives and experiences of trustees who are elected or appointed to, or *ex officio* on, the Boards. By law, the Boards' elected trustees are active general and safety, as well as retired, LACERA members. The appointed trustees are qualified electors of the County who are not connected with county government in any capacity. In the case of the Board of Investments, the appointed trustees also must all have significant experience in institutional investing. The County Treasurer and Tax Collector serves on both Boards. All views of each of these trustees, with the varied professional and personal perspectives they bring, can and should be expressed, discussed, and ultimately resolved by vote or other action in a way that is strong, honest, and direct, as well as respectful and business-like, among trustees, staff, and consultants. *October 2020.*

Module 3: What's Next? The outline for this module will be developed based on the outcome the first two modules to frame Board discussion as to a way forward, including potential governance changes. This module will also address ways to incorporate the lessons learned into LACERA as an organization. *November 2020.*

The Executive Board Assistants will reach out to calendar specific dates. In addition, governance issues will be part of the scheduled September 30, 2020 meeting regarding the Mosaic audit of the Education and Travel Policy.

The Executive team looks forward to working with the Boards, trustees, and staff in making the most of this important effort.

c: Jonathan Grabel Steven P. Rice
JJ Popowich