

ATTACHMENT G



DIVERSITY AND INCLUSION QUESTIONNAIRE

LACERA Due Diligence Regarding Diversity, Equity, and Inclusion

LACERA values **diversity, equity, and inclusion (“DEI”)**, and believes that effectively accessing and managing diverse talent leads to improved outcomes. LACERA takes a broad view of diversity, inclusive of varied backgrounds including, but not limited to, age, experience, race, ethnicity, sexual orientation, gender, gender identity, disability status, national origin, and culture. LACERA expects external asset managers and other third party providers to respect and reflect LACERA’s value of DEI. LACERA’s ongoing monitoring of third party service providers incorporates an assessment of vendors’ commitment to, adherence with, and track record of accessing and retaining diverse and inclusive workforces.

Section I

I. Policy

1. Describe your firm’s approach to diversity, equity, and inclusion (“DEI”) in the workplace and its relation to your strategic objectives.
2. Does your firm have a written policy (or policies) addressing workplace DEI (“Policy”)? A Policy defines the firm’s commitment, policies, and practices regarding equal employment opportunity, including the recruitment, development, retention and promotion of a diverse and inclusive workforce and non-discrimination based on gender, race, ethnicity, sexual orientation, gender identity, age, veteran’s status, and other legally protected categories. A Policy (or policies) may be a standalone document or part of a larger firm document.

Please provide a copy of your firm’s Policy.

3. Does your Policy address sexual harassment in the workplace? If not, please explain.
4. If your firm does not have a written policy, do you commit to promptly adopting and providing a copy of a Policy, if your firm is awarded a mandate/contract with LACERA?

II. Oversight

5. Who is responsible for overseeing the Policy’s implementation? Please provide name and title. What processes are employed to implement and enforce the firm’s Policy?
6. Who is responsible for overseeing compliance with the Policy? Please provide name and title. What processes are employed to promote compliance with the Policy?
7. What oversight, if any, does your firm’s board and/or executive team exercise regarding the firm’s DEI policy and efforts?
8. What data, trends, or analysis does the firm’s board or executive committee receive regarding the firm’s effectiveness in adhering to DEI policies, objectives, and compliance?
9. Under what circumstances would an allegations of non-compliance with the Policy prompt notification and/or consideration by the firm’s board or executive committee?

III. Track Record

10. Please complete the charts in **Section II** regarding your firm’s workplace composition as defined by the Equal Employment Opportunity Commission categories for employees of your firm’s U.S. operations. We also request completion of similar information for non-U.S. employees, absent any applicable legal or regulatory restrictions.
11. Does your firm commit to providing the firm’s workforce composition in a format similar to **Section II** on a periodic basis, if awarded with a mandate/contract with LACERA?

12. Has your firm been subject to any judicial, regulatory, or other legal finding, formal action, or claims related to equal employment opportunity, workplace discrimination, or sexual harassment during the past twelve years? Please describe.
13. Please identify the number of confidential settlements and/or non-disclosure agreements related to workplace discrimination and/or sexual harassment entered into by your firm during the past twelve years. Please describe the nature of each settlement within the terms of the confidential settlement.

IV. Objectives and Compliance Strategies

14. Does your firm integrate DEI into executives' performance reviews and/or incentive pay objectives? Please describe.
15. Does your firm conduct pay disparity analyses to discern any disparities by gender, race, ethnicity, or other attributes of diversity? Please describe or explain why not.
16. Does your firm have a clawback or recoupment policy in place by which workplace misconduct, such as sexual harassment, may trigger recoupment of incentive pay, awards, bonuses, or other compensation?
17. Does your firm provide paid family leave provisions? If yes, please describe.
18. Please explain any other incentives or risk mitigation strategies your firm employs to promote compliance with your DEI policies.
19. How does your firm promote an accessible workplace for employees with disabilities?
20. Please describe any DEI objectives or goals your firm has.
21. Describe any affiliations or leadership positions related to DEI in the financial services industry with which your firm is involved.

V. Portfolio Strategies

22. In the spirit of questions 1 through 21, please describe your firm's practices to evaluate workplace DEI as part of your portfolio analysis, construction, and management process. How do you assess portfolio company DEI policies, track records, and incentives and risk mitigation strategies to promote adherence to established DEI policies and standards.

Section II

General Instructions

LACERA seeks to understand the track record of vendors in accessing and retaining talent inclusive of diverse backgrounds.

We invite all firms to provide the demographics and diversity attributes of their leadership (such as boards or executive committees) and investment professionals, consistent with applicable laws, regulations, and privacy considerations in the markets in which they operate.

LACERA takes a broad view of diversity and welcomes firms to report on diversity attributes relevant to your business. However, as a standard baseline, LACERA requests all firms with U.S. operations to provide reporting consistent with the gender, race, and ethnicity categories used by the United States Equal Employment Commission (EEOC) in your firm's Employer Report EEO-1. See www.eeoc.gov/employers/eeo1survey/index.cfm for further information.

Please complete all columns in Tables 1, 2, and 3 by entering in the number of employees/individuals for each relevant category (not percentages). Blank cells will be interpreted as having a value of zero.

Job Categories:

- Board of directors, and CEO, CFO & COO: This row includes all members of the firm's governing board (or executive committee), as well as CEO, CFO, COO or equivalent positions.
- Investment professionals: All professionals who have a role in investment decision-making at the firm, such as portfolio managers, analysts, and traders.
- Investment support: All professionals who have a role in supporting the investment function, such as marketing, client service, operations, accounting, IT, and legal.
- If an employee is both a member of the board of directors or occupies the position of CEO, CFO or COO, as well as serves as a member of the investment staff, the individual may be counted in both rows.

Total compensation figures should be provided for all investment professionals in each category reported in Row 2 as a percentage of total compensation of all investment professionals (not total personnel of the firm).

Your firm may elect to provide information on additional diversity categories. If you choose to do so, please provide such information on additional sheets.

TABLE 1
Firmwide for U.S. Operations

Job Categories	Hispanic or Latino			Non-Hispanic Or Latino												All														
	Total	M	F	Black or African American			Asian			Native Hawaiian or Other Pacific Islander			American Indian or Alaska Native						Two or More Races			White			Other/Undisclosed Race					
				Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F			
1 Board of Directors and CEO, CFO & COO																											0	0	0	
2 Investment Professionals																												0	0	0
3 Investment Support																												0	0	0
For Investment Professionals: Total																														
4 Compensation %, including Profit Sharing																														



TABLE 2
Employees in Non-U.S. Operations (optional)

Job Categories	Hispanic or Latino			Non-Hispanic Or Latino												All														
	Total	M	F	Black or African American			Asian			Native Hawaiian or Other Pacific Islander			American Indian or Alaska Native						Two or More Races			White			Other/Undisclosed Race					
				Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F			
1 Investment Professionals																												0	0	0
2 Investment Support																												0	0	0
For Investment Professionals: Total																														
3 Compensation %, including Profit Sharing																														

FIRM OWNERSHIP

LACERA invites disclosure of any diversity attributes among your firm’s ownership (where applicable) and the percentage of ownership of each individual. LACERA takes a broad view of diversity (inclusive of gender, race and ethnicity, sexual orientation, gender identity, disability, and other attributes). We invite you to describe how your firm defines diversity in your ownership profile below.

U.S. firms are also requested to provide the baseline demographic information of the firm’s owners, consistent with EEO-1 categories, in Table 3.

Table 3: Firm Ownership of Attributes Consistent with EEO-1 Categories

		# of Owners		% Ownership	
Hispanic or Latino	F				
	M				
	Total				
Black or African American	F				
	M				
	Total				
Asian	F				
	M				
	Total				
Native Hawaiian or Other Pacific Islander	F				
	M				
	Total				
American Indian or Alaska Native	F				
	M				
	Total				
Two or More Races	F				
	M				
	Total				
White	F				
	M				
	Total				
Other Race/Ethnicity	F				
	M				
	Total				
Not disclosed	F				
	M				
	Total				
TOTAL	F	0	0	0%	0%
	M	0	0	0%	0%
	Total	0	0	0%	0%



DEI DDQ Ownership
Summary.xlsx

