



Statement of LACERA's Commitment to Inclusion, Diversity, Equity, and Accessibility

Inclusivity is a core, defining value at LACERA aimed at cultivating an engaged and empowered workforce. Inclusive, accessible, and equitable practices that respect diverse backgrounds produce better outcomes and strengthen LACERA's position to best serve our members and achieve our mission—to produce, protect, and provide the promised benefits to our members. The following harnesses LACERA's existing philosophy, policies, and practices to clearly describe LACERA's approach to demonstrating its commitment to inclusion, diversity, equity, and accessibility.

Our Commitment

- **Inclusion:** LACERA is committed to providing equal opportunity and equitable access and resources for our team and our members. Fostering a respectful and welcoming environment for people of diverse backgrounds is integral to our ongoing success.
- **Diversity:** LACERA values diversity, which we define broadly, inclusive of, but not limited to, age, race, ethnicity, national origin, cultural background and expression, educational background, socioeconomic status, religious and nonreligious beliefs, gender, gender identity, gender expression, sexual orientation, marital status, language, neurodiversity, physical abilities and disabilities, and veteran status.
- **Equity:** LACERA aims to promote fair and equitable treatment for everyone.
- **Accessibility:** LACERA is committed to ensuring equal access to employment opportunities, member services, and operations for all individuals of all abilities.

Acting on Our Commitment

- **Member Experience and Fund Administration:** LACERA aims to reflect our commitment to all aspects of how we produce, protect, and provide the promised benefits to our members and deliver a professional, effective, and exemplary member experience.
- **Talent Management:** Our goal for effective talent management is to be inclusive, equitable, accessible, and respectful of diverse backgrounds to increase employee engagement.

Oversight and Accountability

- **Oversight:** The Board of Retirement and the Board of Investments oversee LACERA policies and strategies to adhere to these principles by reviewing and analyzing periodic reports and performance indicators.
- **Accountability and Internal Alignment:** To promote a robust culture of ethics, compliance, and risk mitigation, LACERA has established policies and practices to reflect the above commitment. These include preventative measures by which anyone who experiences or witnesses any form of discrimination, harassment, or retaliation can safely report concerns.

Further details of the above policies and practices can be found in LACERA's Code of Ethical Conduct, Employee Handbook, and Anti-Discrimination, Harassment, and Retaliation Policy.