



MINUTES
Diversity Committee Meeting
December 10, 2014

The Diversity Committee of the Board of Trustees of the Illinois Teachers' Retirement System met on December 10, 2014 at the Springfield office of the Illinois Teachers' Retirement System, 2815 West Washington Street. Mike Busby, Chair, called the meeting to order at 1:35 p.m. A quorum was present.

Roll call attendance was taken with the following committee members present: Mike Busby, Mark Harris, Rainy Kaplan, Bob Lyons, and Sonia Walwyn.

Trustees present: Mark Bailey, Marcia Campbell, Cynthia O'Neill, Sharon Leggett, and Cinda Klickna.

Others present: Dick Ingram, Executive Director; Stan Rupnik, Chief Investment Officer; Greg Turk, Director of Investments; Tom Gray, General Counsel; Cynthia Fain, Sr. Assistant General Counsel; Gina Larkin, Director of Human Resources; Jana Bergschneider, Director of Administration; Dave Urbanek, Director of Communications; Rich Frankenfeld, Director of Outreach; Sally Sherman, Director of Member Services; Kathleen Farney, Director of Research; Stacy Smith, Director of Internal Audit; Tassi Maton, Sr. Internal Auditor; Christina Baker, Internal Auditor; Tammy Green, Assistant to the Executive Director; Sue Billington, Executive Assistant, Pat O'Hara, Cavanagh & O'Hara (Fiduciary Counsel); Becky Gratsinger, RV Kuhns (Investment Consultant).

Visitors present: Dennis Murfin, IRTA; Don Davis, IRTA; Tony Casalino, IFT; Jim Baker, UNITE HERE; Jack Tucker, IEA-R; Kelley Gallagher, BNY Mellon; and Christine Williamson, Pensions & Investments.

Minutes

A draft of the October 29, 2014 Diversity Committee meeting minutes was sent to the committee members for review. On a motion by Rainy Kaplan, seconded by

Sonia Walwyn, and by unanimous voice vote, the minutes were approved as printed.

Gina Larkin, Director of Human Resources, reported that the Department of Human Rights evaluated TRS's FY 14 affirmative action plan and quarterly reports and found TRS is in compliance with the established criteria. Documentation is on file. Larkin provided a summary of the Equal Employment Opportunity/Affirmative Action Program for the quarter ending September 30, 2014. The reports include workforce analysis by region, summary of workforce analysis, workforce transactions, and various personnel transactions that take place throughout the quarter that may have an impact on EEO goals. Documentation is on file.

Discussion was held regarding the recruitment efforts within the investment department with the intent of having a more diverse workforce. Human Resources is communicating with the Toigo foundation about its internship program.

ADJOURNMENT

On a motion by Bob Lyons, seconded by Sonia Walwyn, and by unanimous vote, the meeting adjourned at 2:05 p.m.



Richard W. Ingram, Executive Director

Approved: 10/28/15