



Chicago Teachers' Pension Fund

**PUBLIC SCHOOL TEACHERS'
PENSION AND RETIREMENT FUND OF
CHICAGO DIVERSITY POLICY**

EFFECTIVE JANUARY 1, 2010

PRINCIPLES:

The Public School Teachers' Pension and Retirement Fund of Chicago ("Fund") is governed by the laws of the State of Illinois.

The Fund desires to establish a policy that sets forth goals to be reviewed annually for the utilization of Minority Owned Businesses, Female Owned Businesses, and Businesses Owned by a Person with Disabilities, as defined in the Business Enterprise for Minorities, Females, and Persons with Disabilities Act, 30 ILCS 575/0.01, *et seq.* ("MWDBE"), for all contracts and services.

The Fund desires to establish a policy that sets forth goals to be reviewed annually to increase the racial, ethnic, gender, and disability diversity of its Fiduciaries as Defined by the Pension code, its Consultants, Service Providers and staff.

NOW THEREFORE, IT IS HEREBY RESOLVED THAT:

The Fund is committed to: diversity in all hiring, employment, and contracting decisions; advancing and increasing the diversity of the Fund's Fiduciaries; Consultants, Service Providers and Staff, and providing opportunities for minorities, women, and persons with a disability to have a meaningful role at the Fund.

It shall be the Fund's policy, pursuant to the law, and subject to the fiduciary responsibilities set forth in the Pension Code and applicable federal and state laws prohibiting discrimination, to expend all reasonable and prudent efforts to utilize the services of persons who are collectively diverse based on race, ethnicity, gender and disability, with the goal of increasing such utilization over time. This policy shall be reviewed annually.