



2022–23 ENTERPRISE COMPLIANCE AND RISK MANAGEMENT PLAN

OBJECTIVE

Assess CalPERS compliance and risk management functions and prioritize initiatives that will modernize the systems, tools, and surveillance capabilities.

Initiative 1

Establish an inventory of control requirements to support compliance and risk management practices.

2022–23 Deliverables

- 1.1. Document laws, rules, and regulatory requirements in collaboration with the First Line of Defense (FLOD). (Multi-year)
- 1.2. Document and assess core division process controls. (Multi-year)
- 1.3. Identify and assess operational risks and mitigation plans. (Multi-year)

Initiative 2

Enhance oversight and monitoring capabilities to minimize compliance risks.

2022–23 Deliverables

- 2.1. Strengthen processes and tools to promote disclosure and identification of potential compliance issues.
- 2.2. Provide managers and employees with education and tools to identify and disclose potential compliance issues.

Initiative 3

Educate CalPERS team members to continue to cultivate an ethical and risk-intelligent organization.

2022–23 Deliverables

- 3.1. Enhance FLOD team member and management understanding of compliance and risk management priorities and concepts.
- 3.2. Develop and implement a risk assessment for program areas to identify and prioritize compliance risks.
- 3.3. Conduct the Annual Enterprise Risk Assessment, including a review of risk appetite, dashboard, profiles, heat map, and developing risks.
- 3.4. Implement ongoing risk reporting metrics into the Enterprise Performance Management framework.