

**METROPOLITAN WATER RECLAMATION DISTRICT RETIREMENT FUND
FIDUCIARY DIVERSITY POLICY**

**Adopted December 16, 2009
August 25, 2021**

PRINCIPLES

The Retirement Board ("Board") of the Metropolitan Water Reclamation District Retirement Fund ("Fund"), is required to discharge its duties solely in the interest of the Fund's participants and beneficiaries (40 ILCS 5/1-109).

The Board desires to establish a policy (40 ILCS 5/1-109.1(5)) that sets forth goals to increase the racial, ethnic, and gender diversity of individuals or companies acting as fiduciaries (40 ILCS 5/1-101.2) on behalf of the Board, including its Consultants and senior staff.

When seeking individuals or companies to act as fiduciaries, the Board includes all qualified individuals and companies regardless of race, ethnicity, gender, or any other classification protected by law.

NOW THEREFORE, IT IS HEREBY RESOLVED THAT:

The Board is committed to ensuring diversity in their consideration of individuals or companies acting as fiduciaries on their behalf. It shall be the Board's policy, subject to their fiduciary responsibilities, to utilize fiduciaries who are collectively diverse based on race, ethnicity, and gender. The Board shall further make its best efforts to ensure that the racial and ethnic makeup of its senior administrative staff represents the racial and ethnic makeup of its membership.

This policy will be reviewed annually.