November 18, 2021

Chairman Gary Gensler U.S. Securities and Exchange Commission 100 F Street, NE Washington, DC 20529-1090

Re: Investor support for mandating disclosure of EEO-1 workforce composition data

Dear Chair Gensler,

The undersigned organizations, representing over \$956B in assets under management and advisement, support the Securities and Exchange Commission's (SEC) plan to develop proposals for consistent, comparable, and decision-useful disclosures addressing human capital management.¹ In so doing, we urge the SEC to incorporate the suggestion of Commissioner Allison Lee to require companies to publicly disclose their EEO-

largest asset managers, including BlackRock⁷ and State Street Global Advisors,⁸

Supporting Signatories:

Adrian Dominican Sisters, Portfolio Advisory Board Marilin Llanes, OP Chair

AFL-CIO Brandon Rees Deputy Director, Corporations and Capital Markets

Align Impact Fabian Willskytt Manager, Public Markets

Ardevora Asset Management William Pattisson CEO

Bailard Annalise Durante Senior ESG Analyst

Boston Common Asset Management Lauren Compere Managing Director

California Public Employees' Retirement System Marcie Frost CEO

Change Finance Dorrit Lowsen President & COO

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Mercy Investment Services, Inc. Katie McCloskey Vice President of Social Responsibility

Natural Investments Michael Kramer Managing Partner

Nia Impact Capital Kristin Hull, PhD. Founder, CEO

NorthStar Asset Management, Inc. Mari Schwartzer Director of Shareholder Activism and Engagement

Parnassus Investments Rachel Nishimoto Manager, ESG Stewardship

Pride Foundation Katie Carter CEO

Region VI Coalition for Responsible Investment Jo Marie Chrosniak, HM Coordinator

Sant Charitable Foundation, Inc. Jason A. Hicks Vice President

Seventh Generation Interfaith Coalition for Responsible Investment

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> SharePower Responsible Investing Richard Torgerson Registered Principal

Sisters of Mary Reparatrix Ann Kasparek Social Justice Coordinator

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