

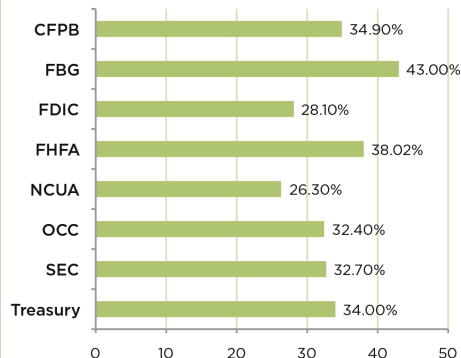
OFFICES OF MINORITY AND WOMEN INCLUSION:

2014 SNAPSHOT OF FINANCIAL REGULATORS' DIVERSITY AND INCLUSION

Key to Abbreviations

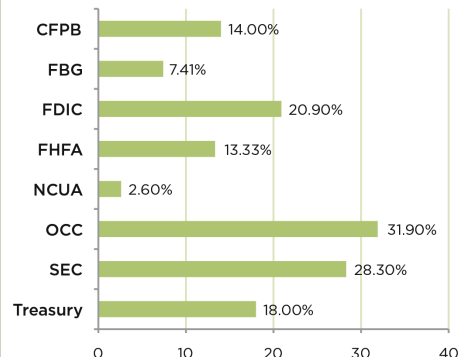
CFPB	Consumer Financial Protection Bureau
FBG	Federal Reserve Board of Governors
FDIC	Federal Deposit Insurance Corporation
FHFA	Federal Housing Finance Agency
NCUA	National Credit Union Administration
OCC	Office of the Comptroller of the Currency
SEC	US Securities and Exchange Commission
Treasury	US Department of the Treasury Departmental Offices

2014 Agency Workforce Diversity



■ Percent Racial and Ethnic Minorities

2014 Agency Vendor Diversity



■ Percent Minority-Owned Businesses

The financial crisis of 2008 disproportionately impacted low-income Americans and communities of color. Congress — recognizing the importance of regulatory agencies that better reflect, understand, and effectively utilize these communities — took action to diversify the financial sector to help prevent this from happening again.

In 2010, Section 342 of the Dodd-Frank Act established Offices of Minority and Women Inclusion (OMWIs) in eight financial agencies: CFPB, FDIC, FHFA*, NCUA, OCC, SEC, the Treasury, FBG, and the 12 regional Federal Reserve Banks. Section 342 stipulates that OMWIs must create standards for workforce and supplier diversity (procurement with diverse vendors) for their respective agencies and the more than 70,000 companies they regulate.

OMWIs' Annual Reports are Critical to Success

Each year the OMWIs submit public progress reports to Congress. These annual reports are the only public resource that benchmark how financial agencies proactively integrate diversity and inclusion into their workforce and supply chains. They also provide a critical snapshot of overall agency and OMWI performance, and whether the OMWIs collaborate with other internal divisions to reach their goals. If used strategically, these reports can be used to share innovative models and promote accountability both inside and outside the agencies.

Agencies Need Better Diversity Data

Section 342 positioned the OMWIs to lead diversity initiatives within their agencies, making it critical that they collect **and** report comprehensive data to inform strategic program decisions. More importantly, this reporting provides a baseline to gauge progress.

Fortunately, in 2014 Congress responded to calls from stakeholders for better data on diversity within financial agencies and commissioned the Inspectors General of each agency to conduct a series of reports. In addition to a lack of people of color in senior leadership, these reports consistently found a lack of necessary data needed to fully analyze data at each agency. Without the basic data tools to understand their agencies and uncover any disparities, the OMWIs cannot realistically produce success. Congress must act on this finding and require specific, thorough metrics in the OMWIs' annual reports moving forward.

*Section 1116 of the Housing and Economic Recovery Act of 2008 created an Office of Minority and Women Inclusion at the FHFA and its regulated entities

Vague Metrics Persist in Annual Reports

Currently, the OMWIs are only required to report on the most general trends within their agencies. Some OMWIs have demonstrated leadership in the categories they track and disaggregate, but more must be done to truly understand how diversity is distributed within the agencies. The tables below show how the OMWIs track some of the most fundamental metrics in workforce and supplier diversity. Data included reflect 2014 Annual Reports to Congress.*

Observed Correlation Exists Between Metrics and Performance

As Greenlining enters its fourth year of analyzing the OMWIs and their reports, we continue to see a relationship between metrics and performance across the agencies: What gets measured gets done. The agencies whose OMWIs produced more thorough data typically have better diversity. Increasing the reporting requirements within these annual reports can promote accountability and ultimately, results.

*The above categories do not reflect all categories reported in OMWI reports. We recommend consulting individual reports for complete details.

Agency Workforce Diversity	2011-2014 Percent Change in Minority Staff	Report Staff Hierarchy by Race/Ethnicity	Report Hiring, Separations, or Promotions by Race/Ethnicity	Report Professional Development by Race/Ethnicity	Staff Diversity Trainings	Diversity Council, Includes Leadership Participation	Staff Feedback on Diversity Issues
CFPB	1.00%				X	X	X
FBG	-0.89%	X		X	X		
FDIC	1.31%		X		X	X	
FHFA	1.07%				X		
NCUA	1.10%	X		X	X		
OCC	2.70%	X		X			X
SEC	1.20%		X		X	X	X
Treasury	4.00%	X	X		X	X	X




Agency Vendor Diversity	2011-2014 Percent Change in Minority Vendors	Report Spend by Commodity	Report Overall Spend by Race/Ethnicity	Report by Contract Dollar Size	Report Outreach Outcome	Contracts Include Good Faith Efforts*
CFPB	2.40%		X			X
FBG	-1.49%		X		X	
FDIC	8.30%		X		X	X
FHFA	-26.28%		X			
NCUA	N/A		X			
OCC	-5.10%	X	X	X	X	X
SEC	2.70%	X	X			
Treasury	-2.00%	X	X			X

*In the GFE clause, contractors affirm their commitment, as well as the commitment of their subcontractors, to make good faith efforts to include minorities and women in their workforces.

The Greenlining Institute Economic Equity Program works to overcome the lingering effects of redlining, help communities of color build wealth, and ensure that our financial system works for all.

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