

Community User Login

https://omdev-fdicsf.cs32.force.com/diversity/s/login?startURL=%2Fdiversity%2F%2F&ec=302

Apps DEV Home TEST All Tabs - Salesforc... PROD UAT

FDIC Federal Deposit Insurance Corporation

johnbank@email.com

.....

Log in

Forgot your password?

Are you an employee? [Login here](#)

Disclaimer Page

FDIC
Federal Deposit Insurance Corporation

johnbank@email.com Log Out

PLEASE READ THIS AGREEMENT CAREFULLY. IT SETS FORTH THE LEGALLY BINDING AGREEMENT AND CONDITIONS FOR YOUR USE OF THE SITE

Welcome to the FDICconnect Financial Institution Diversity portal, which provides the electronic Diversity Self-Assessment Instrument developed for FDIC-regulated financial institutions in support of the Interagency Policy Statement Establishing Joint Standards for Assessing Diversity Policies and Practices of Regulated Entities dated June 10, 2015.

The FDIC may use the information submitted by financial institutions to monitor progress and trends in the financial services industry with regard to diversity and inclusion in employment and contracting activities. This information may also be used to identify and highlight successful policies and practices. The FDIC may publish leading practices, in any form that does not identify a particular organization, financial institution or individual or disclose confidential business information. Financial institutions submitting information may designate such information as confidential commercial information as appropriate, and the FDIC will follow the Freedom of Information Act in the event of requests for particular submissions.

The FDIC has established FDICconnect as a secure platform for electronic communications and transactions between authorized users. While the FDIC has taken reasonable measures and complied with applicable

employment and contracting activities. This information may also be used to identify and highlight successful policies and practices. The FDIC may publish leading practices, in any form that does not identify a particular organization, financial institution or individual or disclose confidential business information. Financial institutions submitting information may designate such information as confidential commercial information as appropriate, and the FDIC will follow the Freedom of Information Act in the event of requests for particular submissions.

The FDIC has established FDICconnect as a secure platform for electronic communications and transactions between authorized users. While the FDIC has taken reasonable measures and complied with applicable statutes and regulations to make FDICconnect a secure channel, we cannot guarantee that connections or transactions effected through FDICconnect will not be intercepted through error, deficient security practices at member institutions, or the intentional, wrongful conduct of third parties. Users of FDICconnect acknowledge and agree that they are using FDICconnect at their sole risk and agree not to hold FDIC liable for the direct and indirect consequences, losses or damages cause by the disclosure of communications, information or documents sent through FDICconnect.

Accept Terms?

Next

© 2019 salesforce.com. All rights reserved.

Community Home Page

Browser address bar: <https://omdev-fdicsf.cs32.force.com/diversity/s/>

Browser tabs: Apps, DEV, Home, TEST, All Tabs - Salesforc..., PROD, LIAT

Federal Deposit Insurance Corporation

FDICconnect JOHN BANK

HOME FAQ HELP

DIVERSITY SELF-ASSESSMENT OF FDIC REGULATED FINANCIAL INSTITUTIONS

Bank Information

Bank Name
Bank of Ashburn

Bank Cert #
5678

Address

Diversity Self-Assessments
Diversity Assessment - Current Year

Diversity Assessment - Current Year

New

Settings Refresh

FID-SA ID ↑	REPORTING PERIOD	ACCOUNT NAME*	DATE SUBMITTED	SUBMISSION STATUS	FI NON-SUBMITTAL
-------------	------------------	---------------	----------------	-------------------	------------------

No items to display.

Home | Contact Us | Search | Help | SiteMap | Forms | En Español
Website Policies | Privacy Policy | Accessibility Statement | Plain Writing Act of 2010 | USA.gov | FDIC Office of Inspector General
Freedom of Information Act (FOIA) Service Center | FDIC Open Government Webpage | No FEAR Act Data

Create a new DSA Record

New Diversity Self-Assessment: New Assessment

Reporting Period

FI Non-Submittal ?

Additional Info

Financial institutions choosing to opt-out of completing their diversity self-assessment must check the "FI Non-Submittal" box; click "Save"; then click "Submit Form". Financial institutions who wish to submit their own assessment format or other documentation to demonstrate diversity practices, may do so under the "Attachments" tab.

Bank Submission Status

PRA Statement is Displayed

ESTIMATED REPORTING BURDEN

OMB Number: 3064-0200
FDIC Form: 2710/05
Expiration: xx/xx/xxxx

Public reporting burden for this collection is estimated to average seven (7) hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed and completing and reviewing the collection of information. Send comments regarding the burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to Paperwork Reduction Act, Legal Division, FDIC, 550 17th Street NW, Washington, D.C. 20429; and to the Office of Management and Budget, Paperwork Reduction Act Project (3064-0200), Washington, D.C. 20503. Respondents need not respond to this request for information unless it displays a currently valid OMB Control Number. An agency may not conduct or sponsor, and a person is not required to respond to, a collection of information unless it displays a currently valid OMB control number.

Cancel

Next

DSA Record Detail Page

Browser address bar: <https://omdev-fdicf.cs32.force.com/diversity/s/diversity-self-assessment/a0Nr000000190GPEAY/247>

Navigation: Apps DEV Home TEST All Tabs ~ Salesforc... PROD UAT

Federal Deposit Insurance Corporation

FDICconnect JOHN BANK

HOME FAQ HELP

DIVERSITY SELF-ASSESSMENT OF FDIC REGULATED FINANCIAL INSTITUTIONS

	Diversity Self-Assessment ID 247	Account Name Bank of Ashburn	Reporting Period 2018	Submission Status In Progress
---	-------------------------------------	---------------------------------	--------------------------	----------------------------------

DIVERSITY SELF-ASSESSMENT ATTACHMENTS HISTORY

 [Submit Form](#) [Print PDF](#)

Section I Section II Section III Section IV

[Edit](#)

Federal Deposit Insurance Corporation

Diversity Self-Assessment of FDIC Regulated Financial Institutions

The Federal Deposit Insurance Corporation (FDIC) provides this self-assessment instrument in support of the *Interagency Policy Statement Establishing Joint Standards for Assessing Diversity Policies and Practices of Regulated Entities* dated June 10, 2015. Pursuant to the Policy Statement, a self-assessment is voluntary. However, financial institutions conducting self-assessment of their diversity policies and practices against the Standards contained in the Policy Statement may use this instrument or its own assessment tool.

The FDIC may use information submitted by financial institutions to monitor progress and trends in the financial services industry with regard to diversity and inclusion in employment and contracting activities. This information may also be used to identify and highlight successful policies and practices. The FDIC may publish leading practices, in any form that does not identify a particular organization, financial institution or individual or disclose confidential business information. Financial institutions submitting information may designate such information as **confidential commercial information** as appropriate, and the FDIC will follow the Freedom of Information Act in the event of requests for particular submissions.

The FDIC will continue to reach out to financial organizations, financial institutions, other federal financial regulators, and other interested parties to discuss diversity and inclusion in the financial services industry and share leading practices.

SECTION I - FINANCIAL INSTITUTION INFORMATION

FID-SA ID 247

Name of Financial Institution Bank of Ashburn

Bank Cert # 5678

Period Covered by the Assessment 2018

Date Submitted

Submission Status In Progress

Diversity and Inclusion Officer or Equivalent:

Name

Title

Email

Telephone

Fax

Supplier Diversity Officer or Equivalent:

Name

Title

Email

Telephone

Fax

Diversity and Inclusion Website


FI Non-Submittal

Provide a brief description of the financial institution covered by this assessment (e.g., governance structure, workforce size, total assets and community characteristics) below.

DIVERSITY SELF-ASSESSMENT OF FDIC REGULATED FINANCIAL INSTITUTIONS

	Diversity Self-Assessment ID 247	Account Name Bank of Ashburn	Reporting Period 2018	Submission Status In Progress
---	-------------------------------------	---------------------------------	--------------------------	----------------------------------

[DIVERSITY SELF-ASSESSMENT](#) [ATTACHMENTS](#) [HISTORY](#)



[Submit Form](#) [Print PDF](#)

Section I
Section II
Section III
Section IV

SECTION II - ASSESSMENT OF THE FINANCIAL INSTITUTION'S DIVERSITY POLICIES AND PRACTICES

[Edit](#)

1. Organizational Commitment to Diversity and Inclusion

The leadership of an organization with successful diversity policies and practices demonstrates its commitment to diversity and inclusion. Leadership comes from the governing body, such as a board of directors, as well as senior officials and those managing the organization on a day-to-day basis. These Standards inform how a financial institution promotes diversity and inclusion in both employment and contracting and how it fosters a corporate culture that embraces diversity and inclusion.

Standards	Yes/No	Activities that support Program Success or Program Challenges
-----------	--------	---

In a manner reflective of the individual financial institution's size and other characteristics,

1.1 The financial institution includes diversity and inclusion considerations in both employment and contracting as an important part of its strategic plan for recruiting, hiring, retention, and promotion.

1.2 The financial institution has a diversity and inclusion policy that is approved and supported by senior leadership, including senior management and the board of directors.

1.3 The financial institution provides regular progress reports to the board and senior management.

1.4 The financial institution regularly conducts training and provides educational opportunities on equal employment opportunity and on diversity and inclusion.

1.5 The financial institution has a senior level official, preferably with knowledge of and experience in diversity and inclusion policies and practices, who oversees and directs the financial institution's diversity and inclusion efforts.

1.6 The financial institution takes proactive steps to promote a diverse pool of candidates, including women and minorities, in its hiring, recruiting, retention, and promotion, as well as in its selection of board members, senior management, and other senior leadership positions.

2. Workforce Profile and Employment Practices

Many financial institutions promote the fair inclusion of minorities and women in their workforce by publicizing employment opportunities, creating relationships with minority and women professional organizations and educational institutions, creating a culture that values the contribution of all employees, and encouraging a focus on these objectives when evaluating the performance of managers. Financial institutions with successful diversity and inclusion programs also regularly evaluate their programs and identify areas to be improved.

Standards

Yes/No

Activities that support Program Success or Program Challenges

In a manner reflective of the individual financial institution's size and other characteristics.

2.1 The financial institution implements policies and practices related to workforce diversity and inclusion in a manner that complies with all applicable laws.

2.2 The financial institution ensures equal employment opportunities for all employees and applicants for employment and does not engage in unlawful employment discrimination based on gender, race, or ethnicity.

2.3 The financial institution has policies and practices that create diverse applicant pools for both internal and external opportunities that may include:

2.3(a) Outreach to minority and women organizations.

2.3(b) Outreach to educational institutions serving significant minority and women student populations.

2.3(c) Participation in conferences, workshops, and other events to attract minorities and women and to inform them of employment and promotion opportunities.

2.4 The financial institution uses both quantitative and qualitative measurements to assess its workforce diversity and inclusion efforts. These efforts may be reflected, for example, in applicant tracking, hiring, promotions, separations (voluntary and involuntary), career development, and retention across all levels and occupations of the financial institution, including the executive and managerial ranks.

2.5 The financial institution holds management at all levels accountable for diversity and inclusion efforts, for example, by ensuring that such efforts align with business strategies and individual performance plans.

3. Procurement and Business Practices - Supplier Diversity

Companies increasingly understand the competitive advantage of having a broad selection of available suppliers to choose from with respect to factors such as price, quality, attention to detail, and future relationship building. A number of financial institutions have achieved success at expanding available business options by increasing outreach to minority-owned and women-owned businesses. As in the employment context, financial institutions often use metrics to identify the baseline of how much they spend procuring and contracting for goods and services, how much they spend with minority-owned and women-owned businesses, and the availability of relevant minority-owned and women-owned businesses, as well as changes over time. Similarly, financial institutions may use outreach to inform minority-owned and women-owned businesses (and affinity groups representing these constituencies) of these opportunities and of the procurement process. In addition, financial institutions' prime contractors often use subcontractors to fulfill the obligations of various contracts. The use of minority-owned and women-owned businesses as subcontractors provides valuable opportunities for both the minority-owned and women-owned businesses and the prime contractor. Financial institutions may encourage the use of minority-owned and women-owned subcontractors by incorporating this objective in their business contracts.

Standards	Yes/No	Activities that support Program Success or Program Challenges
In a manner reflective of the individual financial institution's size and other characteristics,		

3.1 The financial institution has a supplier diversity policy that provides for a fair opportunity for minority-owned and women-owned businesses to compete for procurement of business goods and services. This includes contracts of all types, including contracts for the issuance or guarantee of any debt, equity, or security, the sale of assets, the management of the financial institution's assets, and the development of the financial institution's equity investments.

3.2 The financial institution has methods to evaluate its supplier diversity, which may include metrics and analysis related to:

3.2(a) Annual Procurement Spending.

3.2(b) Percentage of contract dollars awarded to minority-owned and women-owned businesses by race, ethnicity, and gender.

3.2(c) Percentage of contracts with minority-owned and women-owned business subcontractors.

3.3 The financial institution has practices to promote a diverse supplier pool, which may include:

3.3(a) Outreach to minority-owned and women-owned contractors and representative organizations.

3.3(b) Participation in conferences, workshops, and other events to attract minority-owned and women-owned firms and inform them of contracting opportunities.

3.3(c) An ongoing process to publicize its procurement opportunities.

4. Practice to Promote Transparency of Organizational Diversity and Inclusion

Transparency and publicity are important aspects of assessing diversity policies and practices. Greater awareness and transparency give the public information to assess those policies and practices. Financial institutions publicize information about their diversity and inclusion efforts through normal business methods, which include displaying information on their websites, in their promotional materials, and in their annual reports to shareholders, if applicable. By making public a financial institution's commitment to diversity and inclusion, its plans for achieving diversity and inclusion, and the metrics it uses to measure success in both workplace and supplier diversity, a financial institution informs a broad constituency of investors, employees, potential employees, suppliers, customers, and the general community about its efforts. The publication of this information can make new markets accessible for minorities and women to illustrate the progress made toward an important business goal.

Standards	Yes/No	Activities that support Program Success or Program Challenges
In a manner reflective of the individual financial institution's size and other characteristics, the financial institution is transparent with respect to its diversity and inclusion activities by making the following information available to the public annually through its website or other appropriate communication methods.		

4.1 The financial institution publicizes its diversity and inclusion strategic plan.

4.2 The financial institution publicizes its policy on its commitment to diversity and inclusion.

4.3 The financial institution is transparent about its progress toward achieving diversity and inclusion in its workforce and procurement activities, which may include the financial institution's current workforce and supplier demographic profiles.

4.4 The financial institution publicizes its opportunities to promote diversity, which may include:


4.4(a) Current employment and procurement opportunities.

4.4(b) Forecasts of potential employment and procurement opportunities.

4.4(c) The availability and use of mentorship and developmental programs for employees and contractors.

5. Financial Institutions' Self Assessment

Financial institutions that have successful diversity policies and practices allocate time and resources to monitoring and evaluating performance under their diversity policies and practices on an ongoing basis. Financial institutions are encouraged to disclose their diversity policies and practices, as well as information related to their assessments, to the FDIC and the public.

Standards	Yes/No	Activities that support Program Success or Program Challenges
<p>In a manner reflective of the individual financial institution's size and other characteristics,</p> <hr/> <p>5.1 The financial institution conducts an assessment of its diversity policies and practices annually.</p> <p>5.2 The financial institution monitors and evaluates its performance under its diversity policies and practices on an ongoing basis.</p> <p>5.3 The financial institution publishes information pertaining to its assessment of its diversity policies and practices.</p> <hr/>		
<p> Edit</p>		

DIVERSITY SELF-ASSESSMENT OF FDIC REGULATED FINANCIAL INSTITUTIONS

	Diversity Self-Assessment ID 247	Account Name Bank of Ashburn	Reporting Period 2018	Submission Status In Progress
--	-------------------------------------	---------------------------------	--------------------------	----------------------------------

DIVERSITY SELF-ASSESSMENT ATTACHMENTS HISTORY

Submit Form
Print PDF

Section I
Section II
Section III
Section IV

SECTION III - DIVERSITY DATA

[Edit](#)

Workforce Profile

1. What are the numbers and percentages of women and minorities in the financial institution's total workforce for the period covered by this assessment?

Total Workforce #	Women #	Women % 0.0%	Men #	Men % 0.0%	Minorities #	Minorities % 0.0%	Non-Minorities #	Non-Minorities % 0.0%
-------------------	---------	-----------------	-------	---------------	--------------	----------------------	------------------	--------------------------

2. What are the numbers and percentages of women and minorities in the financial institution's Executive/Senior Level Officials and Managers job category for the period covered by this assessment?

Total Management #	Women #	Women % 0.0%	Men #	Men % 0.0%	Minorities #	Minorities % 0.0%	Non-Minorities #	Non-Minorities % 0.0%
--------------------	---------	-----------------	-------	---------------	--------------	----------------------	------------------	--------------------------

3. What are the numbers and percentages of women and minorities of the financial institution's Board of Directors for the period covered by this assessment?

Total Board Members #	Women #	Women % 0.0%	Men #	Men % 0.0%	Minorities #	Minorities % 0.0%	Non-Minorities #	Non-Minorities % 0.0%
-----------------------	---------	-----------------	-------	---------------	--------------	----------------------	------------------	--------------------------

Procurement - Supplier Diversity

4. What is the financial institution's total annual procurement spend for the period covered by this assessment with minority and women-owned businesses compared to the total procurement spend with all vendors and suppliers?

Total Spend \$	Women Owned Spend \$	Women Owned Spend %	Men Owned Spend \$	Men Owned Spend %	Minority Owned Spend \$
		0.0%		0.0%	
Minority Owned Spend %	Minority and Women-Owned Spend \$	Minority and Women-Owned Spend %	Non-Minority Owned Spend \$	Non-Minority Owned Spend %	
0.0%		0.0%			

 Edit

DSA Detail page SECTION 4

DIVERSITY SELF-ASSESSMENT OF FDIC REGULATED FINANCIAL INSTITUTIONS

	Diversity Self-Assessment ID 247	Account Name Bank of Ashburn	Reporting Period 2018	Submission Status In Progress
---	-------------------------------------	---------------------------------	--------------------------	----------------------------------

[DIVERSITY SELF-ASSESSMENT](#) [ATTACHMENTS](#) [HISTORY](#)

 [Submit Form](#) [Print PDF](#)

Section I Section II Section III Section IV

SECTION IV - ADDITIONAL INFORMATION

Other information or comments the financial institution deems important regarding its assessment of its diversity policies and practices:

Attachments

Financial institutions who wish to submit the assessment in their own format, or to submit other documentation to demonstrate diversity practices, may do so through the "Attachments" tab located at the top of the page.

 [Edit](#)

DSA Detail Page Attachments and History Tab


Federal Deposit Insurance Corporation

 JOHN BANK

HOME
FAQ
HELP

DIVERSITY SELF-ASSESSMENT OF FDIC REGULATED FINANCIAL INSTITUTIONS

	Diversity Self-Assessment ID 247	Account Name Bank of Ashburn	Reporting Period 2018	Submission Status In Progress
---	-------------------------------------	---------------------------------	--------------------------	----------------------------------

DIVERSITY SELF-ASSESSMENT **ATTACHMENTS** HISTORY

IMPORTANT: After uploading supporting documents, PLEASE REFRESH THE PAGE, THEN RETURN TO THE DIVERSITY SELF-ASSESSMENT TAB AND CLICK "SUBMIT FORM" to complete your assessment for the reporting period.

Please note the following acceptable file formats: Adobe Portable Document Format (.pdf), Microsoft Word (.doc and .docx), Powerpoint (.ppt and pptx), Graphic (.png, .jpg, .jpeg, and .gif) files. File size limits may not exceed 25MB.

 Files (0)

Add Files

TITLE	OWNER	LAST MODIFIED	SIZE
-------	-------	---------------	------

[Home](#) | [Contact Us](#) | [Search](#) | [Help](#) | [SiteMap](#) | [Forms](#) | [En Español](#)
[Website Policies](#) | [Privacy Policy](#) | [Accessibility Statement](#) | [Plain Writing Act of 2010](#) | [USA.gov](#) | [FDIC Office of Inspector General](#)
[Freedom of Information Act \(FOIA\) Service Center](#) | [FDIC Open Government Webpage](#) | [No FEAR Act Data](#)

DIVERSITY SELF-ASSESSMENT OF FDIC REGULATED FINANCIAL INSTITUTIONS

	Diversity Self-Assessment ID 247	Account Name Bank of Ashburn	Reporting Period 2018	Submission Status In Progress
---	-------------------------------------	---------------------------------	--------------------------	----------------------------------

DIVERSITY SELF-ASSESSMENT ATTACHMENTS **HISTORY**

The "History" section provides an audit trail for the actions completed for this Diversity Self-Assessment. 'Original Value' refers to the initial response. 'New Value' refers to an updated response.

 Diversity Self-Assessment History (1)

DATE	FIELD	USER	ORIGINAL VALUE	NEW VALUE
8/23/2019 8:51 AM	Created.	John Bank		

[View All](#)

[Home](#) | [Contact Us](#) | [Search](#) | [Help](#) | [SiteMap](#) | [Forms](#) | [En Español](#)
[Website Policies](#) | [Privacy Policy](#) | [Accessibility Statement](#) | [Plain Writing Act of 2010](#) | [USA.gov](#) | [FDIC Office of Inspector General](#)
[Freedom of Information Act \(FOIA\) Service Center](#) | [FDIC Open Government Webpage](#) | [No FEAR Act Data](#)

FIDSA PDF

2710/05, Diversity Self-Assessment of FDIC Regulated Financial Institutions 1 / 8

OMB NUMBER: 3064-0200
EXPIRATION DATE: 02/29/2020

Federal Deposit Insurance Corporation
**DIVERSITY SELF-ASSESSMENT OF
FDIC REGULATED FINANCIAL INSTITUTIONS**

ESTIMATED REPORTING BURDEN

Public reporting burden for this collection is estimated to average seven (7) hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding the burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to Paperwork Reduction Act, Legal Division, FDIC, 550 17th Street NW, Washington, D.C. 20429; and to the Office of Management and Budget, Paperwork Reduction Act Project (3064-0200), Washington, D.C. 20503. Respondents need not respond to this request for information unless it displays a currently valid OMB Control Number. An agency may not conduct or sponsor, and a person is not required to respond to, a collection of information unless it displays a currently valid OMB control number.

OMWIAssessmentToPDF 1 / 7

OMB NUMBER: 3064-0200
EXPIRATION DATE: 02/29/2020

Federal Deposit Insurance Corporation
**DIVERSITY SELF-ASSESSMENT OF
FDIC REGULATED FINANCIAL INSTITUTIONS**

The Federal Deposit Insurance Corporation (FDIC) provides this self-assessment instrument in support of the *Interagency Policy Statement Establishing Joint Standards for Assessing Diversity Policies and Practices of Regulated Entities* dated June 10, 2015. Pursuant to the Policy Statement, a self-assessment is voluntary. However, financial institutions conducting self-assessment of their diversity policies and practices against the Standards contained in the Policy Statement may use this instrument or its own assessment tool.

The FDIC may use information submitted by financial institutions to monitor progress and trends in the financial services industry with regard to diversity and inclusion in employment and contracting activities. This information may also be used to identify and highlight successful policies and practices. The FDIC may publish leading practices, in any form that does not identify a particular organization, financial institution or individual or disclose confidential business information. Financial institutions submitting information may designate such information as **confidential commercial information** as appropriate, and the FDIC will follow the Freedom of Information Act in the event of requests for particular submissions.

The FDIC will continue to reach out to financial organizations, financial institutions, other federal financial regulators, and other interested parties to discuss diversity and inclusion in the financial services industry and share leading practices.

SECTION I - FINANCIAL INSTITUTION INFORMATION

Name of Financial Institution	Period Covered by the Assessment	Date Submitted	
Bank of Ashburn	2018		
Address	City	State	Zip Code
Diversity and Inclusion Officer or Equivalent: Name	Supplier Diversity Officer or Equivalent: Name		

Title	Title
Email	Email
Telephone	Telephone
Fax	Fax

Diversity and Inclusion Website

Provide a brief description of the financial institution covered by this assessment (e.g., governance structure, workforce size, total assets and community characteristics) below.

OMB NUMBER: 3045-0200
EXPIRATION DATE: 02/29/2020

Federal Deposit Insurance Corporation
**DIVERSITY SELF-ASSESSMENT OF
FDIC REGULATED FINANCIAL INSTITUTIONS**

SECTION II - ASSESSMENT OF THE FINANCIAL INSTITUTION'S DIVERSITY POLICIES AND PRACTICES

1. Organizational Commitment to Diversity and Inclusion

The leadership of an organization with successful diversity policies and practices demonstrates its commitment to diversity and inclusion. Leadership comes from the governing body, such as a board of directors, as well as senior officials and those managing the organization on a day-to-day basis. These Standards inform how a financial institution promotes diversity and inclusion in both employment and contracting and how it fosters a corporate culture that embraces diversity and inclusion.

Standards	Yes/No	Activities that support Program Success or Program Challenges
-----------	--------	---

In a manner reflective of the individual financial institution's size and other characteristics,

1.1 The financial institution includes diversity and inclusion considerations in both employment and contracting as an important part of its strategic plan for recruiting, hiring, retention, and promotion.		
1.2 The financial institution has a diversity and inclusion policy that is approved and supported by senior leadership, including senior management and the board of directors.		
1.3 The financial institution provides regular progress reports to the board and senior management.		
1.4 The financial institution regularly conducts training and provides educational opportunities on equal employment opportunity and on diversity and inclusion.		
1.5 The financial institution has a senior level official, preferably with knowledge of and experience in diversity and inclusion policies and practices, who oversees and directs the financial institution's diversity and inclusion efforts.		
1.6 The financial institution takes proactive steps to promote a diverse pool of candidates, including women and minorities, in its hiring, recruiting, retention, and promotion, as well as in its selection of board members, senior management, and other senior leadership positions.		

FDIC 2710/05 (2-17)

2. Workforce Profile and Employment Practices

Many financial institutions promote the fair inclusion of minorities and women in their workforce by publicizing employment opportunities, creating relationships with minority and women professional organizations and educational institutions, creating a culture that values the contribution of all employees, and encouraging a focus on these objectives when evaluating the performance of managers. Financial institutions with successful diversity and inclusion programs also regularly evaluate their programs and identify areas to be improved.

Standards	Yes/No	Activities that support Program Success or Program Challenges
In a manner reflective of the individual financial institution's size and other characteristics,		
2.1 The financial institution implements policies and practices related to workforce diversity and inclusion in a manner that complies with all applicable laws.		
2.2 The financial institution ensures equal employment opportunities for all employees and applicants for employment and does not engage in unlawful employment discrimination based on gender, race, or ethnicity.		
2.3 The financial institution has policies and practices that create diverse applicant pools for both internal and external opportunities that may include:		
2.3(a) Outreach to minority and women organizations.		
2.3(b) Outreach to educational institutions serving significant minority and women student populations.		



2.3(c) Participation in conferences, workshops, and other events to attract minorities and women and to inform them of employment and promotion opportunities.		
2.4 The financial institution uses both quantitative and qualitative measurements to assess its workforce diversity and inclusion efforts. These efforts may be reflected, for example, in applicant tracking, hiring, promotions, separations (voluntary and involuntary), career development, and retention across all levels and occupations of the financial institution, including the executive and managerial ranks.		
2.5 The financial institution holds management at all levels accountable for diversity and inclusion efforts, for example, by ensuring that such efforts align with business strategies and individual performance plans.		

FDIC 271005 (2-17)



**DIVERSITY SELF-ASSESSMENT OF
FDIC REGULATED FINANCIAL INSTITUTIONS**

3. Procurement and Business Practices - Supplier Diversity

Companies increasingly understand the competitive advantage of having a broad selection of available suppliers to choose from with respect to factors such as price, quality, attention to detail, and future relationship building. A number of financial institutions have achieved success at expanding available business options by increasing outreach to minority-owned and women-owned businesses. As in the employment context, financial institutions often use metrics to identify the baseline of how much they spend procuring and contracting for goods and services, how much they spend with minority-owned and women-owned businesses, and the availability of relevant minority-owned and women-owned businesses, as well as changes over time. Similarly, financial institutions may use outreach to inform minority-owned and women-owned businesses (and affinity groups representing these constituencies) of these opportunities and of the procurement process. In addition, financial institutions' prime contractors often use subcontractors to fulfill the obligations of various contracts. The use of minority-owned and women-owned businesses as subcontractors provides valuable opportunities for both the minority-owned and women-owned businesses and the prime contractor. Financial institutions may encourage the use of minority-owned and women-owned subcontractors by incorporating this objective in their business contracts.

Standards	Yes/No	Activities that support Program Success or Program Challenges
In a manner reflective of the individual financial institution's size and other characteristics,		
3.1 The financial institution has a supplier diversity policy that provides for a fair opportunity for minority-owned and women-owned businesses to compete for procurement of business goods and services. This includes contracts of all types, including contracts for the issuance or guarantee of any debt, equity, or security, the sale of assets, the management of the financial institution's assets, and the development of the financial institution's equity investments.		
3.2 The financial institution has methods to evaluate its supplier diversity, which may include metrics and analysis related to:		
3.2(a) Annual Procurement Spending.		
3.2(b) Percentage of contract dollars awarded to minority-owned and women-owned businesses by race, ethnicity, and gender.		



3.2(c) Percentage of contracts with minority-owned and women-owned business subcontractors.		
3.3 The financial institution has practices to promote a diverse supplier pool, which may include:		
3.3(a) Outreach to minority-owned and women-owned contractors and representative organizations.		
3.3(b) Participation in conferences, workshops, and other events to attract minority-owned and women-owned firms and inform them of contracting opportunities.		
3.3(c) An ongoing process to publicize its procurement opportunities.		

FDIC 2710/05 (2-17)



OMB NUMBER: 3064-0200
EXPIRATION DATE: 02/29/2020

**Federal Deposit Insurance Corporation
DIVERSITY SELF-ASSESSMENT OF
FDIC REGULATED FINANCIAL INSTITUTIONS**

4. Practice to Promote Transparency of Organizational Diversity and Inclusion
 Transparency and publicity are important aspects of assessing diversity policies and practices. Greater awareness and transparency give the public information to assess those policies and practices. Financial institutions publicize information about their diversity and inclusion efforts through normal business methods, which include displaying information on their websites, in their promotional materials, and in their annual reports to shareholders, if applicable. By making public a financial institution's commitment to diversity and inclusion, its plans for achieving diversity and inclusion, and the metrics it uses to measure success in both workplace and supplier diversity, a financial institution informs a broad constituency of investors, employees, potential employees, suppliers, customers, and the general community about its efforts. The publication of this information can make new markets accessible for minorities and women and illustrate the progress made toward an important business goal.

Standards	Yes/No	Activities that support Program Success or Program Challenges
In a manner reflective of the individual financial institution's size and other characteristics, the financial institution is transparent with respect to its diversity and inclusion activities by making the following information available to the public annually through its website or other appropriate communication methods.		
4.1 The financial institution publicizes its diversity and inclusion strategic plan.		
4.2 The financial institution publicizes its policy on its commitment to diversity and inclusion.		



4.3 The financial institution is transparent about its progress toward achieving diversity and inclusion in its workforce and procurement activities, which may include the financial institution's current workforce and supplier demographic profiles.		
4.4 The financial institution publicizes its opportunities to promote diversity, which may include:		
4.4(a) Current employment and procurement opportunities.		
4.4(b) Forecasts of potential employment and procurement opportunities.		
4.4(c) The availability and use of mentorship and developmental programs for employees and contractors.		

FDIC 2710/05 (2-17)



Federal Deposit Insurance Corporation
**DIVERSITY SELF-ASSESSMENT OF
FDIC REGULATED FINANCIAL INSTITUTIONS**

5. Financial Institutions' Self Assessment

Financial institutions that have successful diversity policies and practices allocate time and resources to monitoring and evaluating performance under their diversity policies and practices on an ongoing basis. Financial institutions are encouraged to disclose their diversity policies and practices, as well as information related to their assessments, to the FDIC and the public.

Standards	Yes/No	Activities that support Program Success or Program Challenges
In a manner reflective of the individual financial institution's size and other characteristics.		
5.1 The financial institution conducts an assessment of its diversity policies and practices annually.		
5.2 The financial institution monitors and evaluates its performance under its diversity policies and practices on an ongoing basis.		
5.3 The financial institution publishes information pertaining to its assessment of its diversity policies and practices.		

SECTION III - DIVERSITY DATA

Workforce Profile

1. What are the numbers and percentages of women and minorities in the financial institution's total workforce for the period covered by this assessment?

Total Workforce #	Women #	Women %	Men #	Men %	Minorities #	Minorities %	Non-Minorities #	Non-Minorities %
		0.0%		0.0%		0.0%		0.0%

2. What are the numbers and percentages of women and minorities in the financial institution's Executive/Senior Level Officials and Managers job category for the period covered by this assessment?

Total Management #	Women #	Women %	Men #	Men %	Minorities #	Minorities %	Non-Minorities #	Non-Minorities %
		0.0%		0.0%		0.0%		0.0%

3. What are the numbers and percentages of women and minorities of the financial institution's Board of Directors for the period covered by this assessment?

Total Board Members #	Women #	Women %	Men #	Men %	Minorities #	Minorities %	Non-Minorities #	Non-Minorities %
		0.0%		0.0%		0.0%		0.0%

Procurement - Supplier Diversity

4. What is the financial institution's total annual procurement spend for the period covered by this assessment with minority and women-owned businesses compared to the total procurement spend with all vendors and suppliers?

Total Spend \$	Women Owned Spend \$	Women Owned Spend %	Men Owned Spend \$	Men Owned Spend %	Minority Owned Spend \$	Minority Owned Spend %	Minority- and Women-Owned Spend \$	Minority- and Women-Owned Spend %	Non-Minority Owned Spend \$	Non-Minority Owned Spend %
\$100		0.0%		0.0%		0.0%		0.0%		0.0%

FDIC 2710/05 (2-17)

Federal Deposit Insurance Corporation
**DIVERSITY SELF-ASSESSMENT OF
FDIC REGULATED FINANCIAL INSTITUTIONS**

SECTION IV - ADDITIONAL INFORMATION

Other information or comments the financial institution deems important regarding its assessment of its diversity policies and practices: