

2022 Credit Union Diversity Self-Assessment Results Report



NCUA
National Credit Union Administration

[THIS PAGE INTENTIONALLY LEFT BLANK]

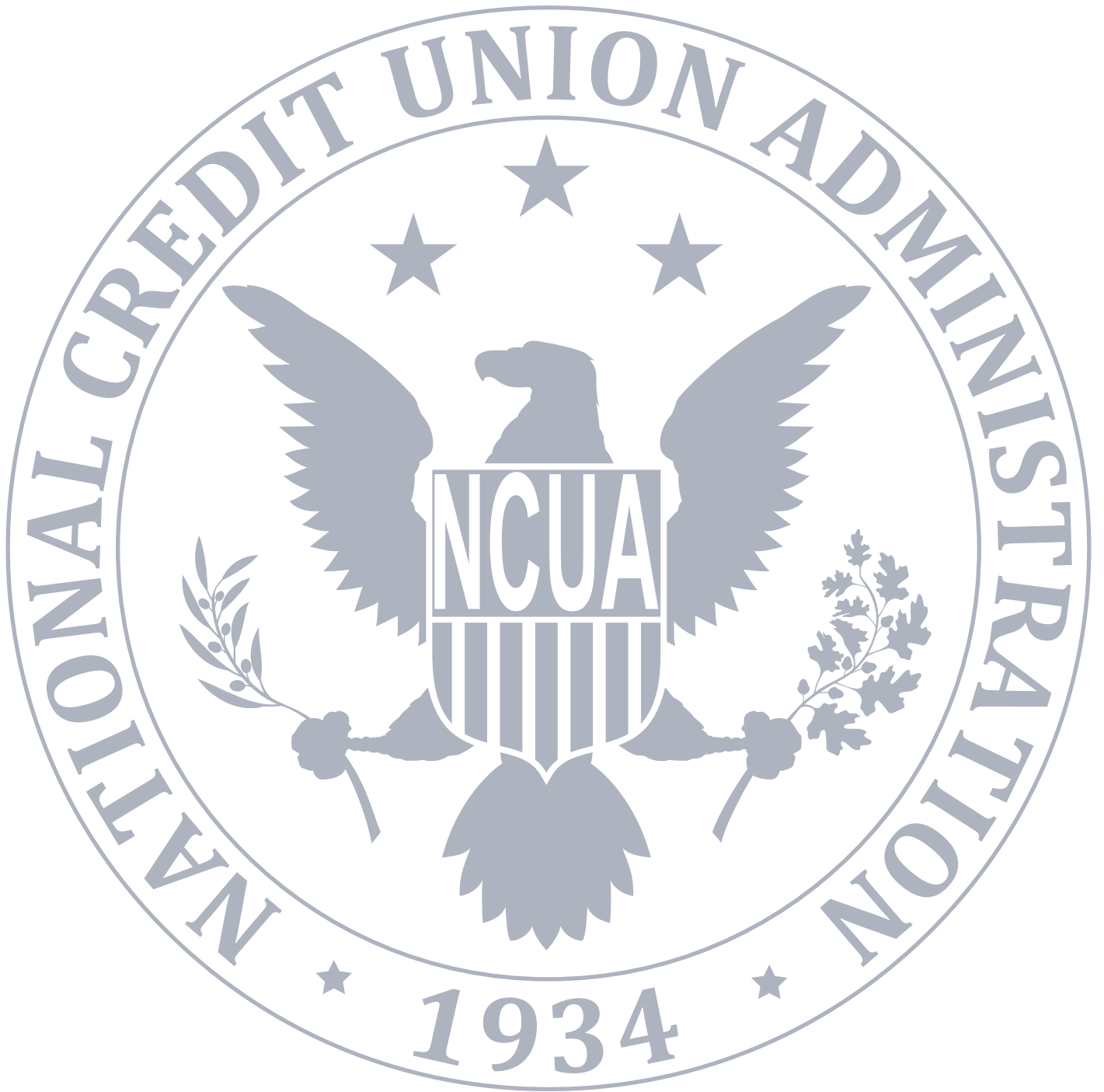


Table of Contents

Table of Figures	ii
Introduction	1
Assessing Diversity Policies and Practices.....	2
Key Findings.....	3
Areas of Success.....	3
Areas for Improvement	3
Credit Union Diversity Self-Assessment Submissions.....	3
2022 Submission Results by Broad Standard	7
Standard 1: Leadership/Organizational Commitment to Diversity and Inclusion	8
Standard 2: Proactive Implementation of Employment Practices that Expand Outreach Efforts to Diverse Individuals	9
Standard 3: Consideration of Supplier Diversity in Procurement and Business Practices.....	10
Standard 4: Promotion of Transparency of Diversity and Inclusion Practices	11
Standard 5: Monitoring and Assessment of Diversity Policy and Practices.....	13
Employment Profile of Diversity Self-Assessment Submitters.....	14
Summary	18

Table of Figures

- Figure 1: CUDSA Completed Submissions, 2018-2022 4
- Figure 2: Number of Consecutive CUDSA Submissions, 2016–2022 5
- Figure 3: CUDSA Participation Rate by Size of Credit Union..... 5
- Figure 4: CUDSA Self-Assessment Tracker, 2020–2022..... 6
- Figure 5: 2022 CUDSA Submitters by Region 6
- Figure 6: Responses by CUDSA Joint Standards, 2018–2022 7
- Figure 7: 2022 Aggregated Results for Standard 1 8
- Figure 8: 2022 Aggregated Results for Standard 2 10
- Figure 9: 2022 Aggregated Results for Standard 3 11
- Figure 10: 2022 Aggregated Results for Standard 4 13
- Figure 11: 2022 Aggregated Results for Standard 5 13
- Figure 12: 2022 Federally Insured Credit Union Employee Count 14
- Figure 13: 2022 CUDSA Submitters’ Workforce by Gender Identification,
Credit Union Size 15
- Figure 14: 2022 CUDSA Submitters’ Workforce by Gender Identification 16
- Figure 15: 2022 CUDSA Submitters’ Workforce by Race/Ethnicity Identification 17

Introduction

This report presents key findings from the 2022 [Credit Union Diversity Self-Assessment](#) (CUDSA) data and offers suggestions that may help credit unions build better relationships with their employees, current and potential members, and the communities they serve.

The National Credit Union Administration supports diversity, equity, and inclusion (DEI) throughout the credit union system and seeks to stay informed of trends in diversity-related activities in the credit union system. Aggregated diversity self-assessment data provided voluntarily by credit unions allows the NCUA to monitor trends in the credit union system's diversity-related activities. The NCUA only shares aggregated results and does not identify specific credit unions. The results are included in the NCUA's annual [OMWI Report to Congress](#) and in this annual report. Previous [Credit Union Diversity Self-Assessment](#) (CUDSA) reports are available on the [NCUA's website](#). This report presents key findings from the 2022 diversity self-assessment data and offers suggestions that may help credit unions build better relationships with their employees, current and potential members, and the communities they serve.

In accordance with Section 342 of the [Dodd-Frank Wall Street Reform and Consumer Protection Act](#) (Dodd-Frank Act), the NCUA's Office of Minority and Women Inclusion (OMWI) is responsible for measuring, monitoring, and establishing policies for diversity and inclusion in the NCUA's management, employment, and business activities. In addition, OMWI activities comply with the requirements of the Dodd-Frank Act to develop and promote standards for workforce diversity, supplier diversity, and equal employment opportunity and to assess the diversity policies and practices throughout the credit union system.

The DEI standards outlined in the voluntary CUDSA describe best practices for creating a more diverse and inclusive credit union. The self-assessment is an opportunity for the NCUA to learn about credit unions' diversity policies and activities and their challenges, allowing the agency to provide effective technical assistance and resources to enhance diversity initiatives. It also helps credit unions assess, guide, and monitor their diversity-related efforts and compare their progress with peer organizations.

Since the NCUA rolled out the voluntary self-assessment in 2016, hundreds of credit unions have shared their diversity and inclusion successes and challenges. The NCUA continues to administer and promote participation in the CUDSA. Year-over-year, credit unions have increasingly used the CUDSA to assess, guide, and monitor their DEI efforts. In 2022, the NCUA received 481 voluntary CUDSA submissions — an all-time high for the NCUA.

Assessing Diversity Policies and Practices

The NCUA's voluntary CUDSA helps credit unions assess their progress in implementing the diversity standards set forth in the *Interagency Policy Statement Establishing Joint Standards for Assessing the Diversity Policies and Practices of Entities Regulated by the Agencies*. The self-assessment also introduces credit unions to diversity, equity, and inclusion best practices they may choose to adopt. The NCUA encourages credit unions to submit a CUDSA each year.

The CUDSA helps credit unions evaluate their practices in relation to five joint standards:

1. Leadership/Organizational Commitment to Diversity and Inclusion
2. Proactive Implementation of Employment Practices that Expand Outreach Efforts to Diverse Individuals
3. Consideration of Supplier Diversity in Procurement and Business Practices
4. Promotion of Transparency of Diversity and Inclusion Practices
5. Monitoring and Assessment of Diversity Policy and Practices

CUDSA 5 Major Standards



Each standard includes specific components that assess whether a credit union implements diversity and inclusion best practices to ensure equal employment opportunity, and whether a credit union evaluates its diversity and inclusion initiatives regularly to identify areas for improvement.

These five standards are qualitative in nature, and the number of credit unions that report each year is a fraction of all the federally insured credit unions. In 2022, only 1 in 10 credit unions — an all-time high — voluntarily completed the CUDSA. As such, the findings and the results in this report should not be interpreted as representative of the entire credit union industry.

Key Findings

Through review of the CUDSA submissions, the NCUA identified areas of success in credit unions' diversity policies and activities, as well as areas for improvement. Through analysis of the 481 voluntary CUDSA submissions received in 2022, the agency identified the following areas of success and areas for improvement.

Areas of Success

As in previous years, most of the responding credit unions reported a strong leadership and organizational commitment to diversity and inclusion, and close to half (42 percent) reported having a written diversity and inclusion policy approved by senior leadership.

In reviewing the aggregated data, the NCUA identified the following four areas where credit unions reported successes.

- As a whole, the reporting credit unions are showing their leadership is committed to DEI principles and standards.
- There is an increase in the number of women in Chief Executive Officer (CEO) and other leadership roles.
- Reporting credit unions show an increase in the number of Hispanics or Latinos in management and CEO roles.
- Reporting credit union have active engagement in DEI outreach efforts.

Areas for Improvement

In its review of the aggregated data, the NCUA identified four areas for improvement. Identifying the areas of improvement will assist the NCUA in aligning resources and training for credit unions.

- Increasing the credit unions' engagement in supplier diversity principles and practices.
- Increasing credit unions' transparency in diversity and inclusion practices and demographics, within the bounds of their field of membership, and within their organizations and the communities they serve.
- Developing and implementing a DEI strategic plan that is sustainable and measurable.
- Increasing the number of credit unions that consecutively submit the CUDSA each year.

Credit Union Diversity Self-Assessment Submissions

Each year, the credit union diversity self-assessment is open for voluntary submissions within a set timeframe. For survey year 2022, credit unions could submit a CUDSA between October 1, 2022, and January 31, 2023. As shown in [Figure 1: CUDSA Completed Submissions, 2018–2022](#), during the 2022 reporting period, 481 credit unions voluntarily participated in the diversity self-assessment. Of the 481 participating credit unions, 302 federal credit unions, 178 federally insured, state-chartered credit unions, and one privately insured credit union completed an assessment.

The number of credit unions that submitted a self-assessment more than doubled from 240 in 2021 to 481 in 2022.

Diversity Self-Assessment Completed Submissions, 2018–2022¹

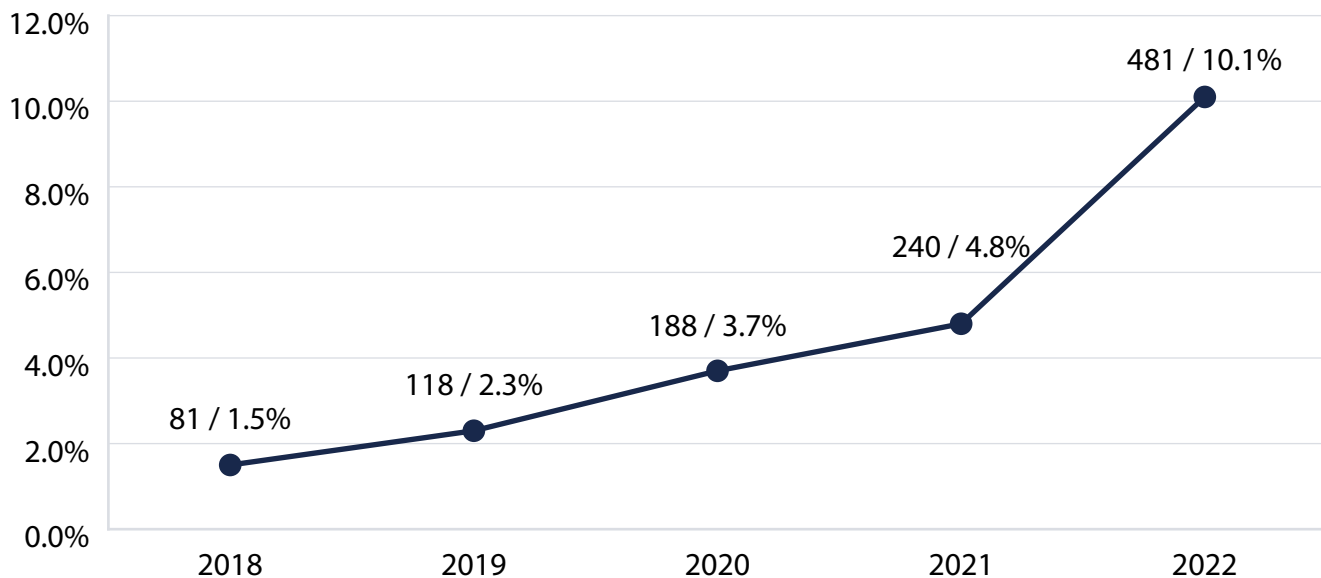


Figure 1: CUDSA Completed Submissions, 2018–2022

Since the CUDSA's inception, the number of credit unions that submit a self-assessment over consecutive years has steadily increased. Of note, 111 credit unions submitted consecutive CUDSAs for 2021–2022 in the aggregate. Furthermore, the five years of aggregated data showed that credit unions that submit a self-assessment in consecutive years tend to demonstrate marked improvement year-over-year in all five broad standards.

Credit unions that voluntarily participated in the diversity self-assessment varied in both the number of employees and asset size, as shown in both [Figure 2](#) and [Figure 3](#), respectively. Of the 481 participating credit unions, results show larger credit unions are more likely to participate in the self-assessment. The aggregated data provides an opportunity for the NCUA to be more strategic in their outreach efforts and increase its outreach to the smaller credit unions.

¹ One non-federally insured credit union completed an assessment in 2022.

Diversity Self-Assessment Participation Rate by Size of Credit Union			
Size of Credit Union	Number of Federally Insured Credit Unions	Credit Unions that Completed the CUDSA	Participation Rate ²
Fewer than 50 employees	3,650	303	8.3%
50 to 100 employees	418	43	10.3%
101 to 500 employees	582	107	18.4%
501 or more employees	120	28	23.3%
TOTAL	4,770	481	10.1%

Figure 2: CUDSA Participation Rate by Size of Credit Union

Diversity Self-Assessment Submitters by Asset Size, 2018–2022

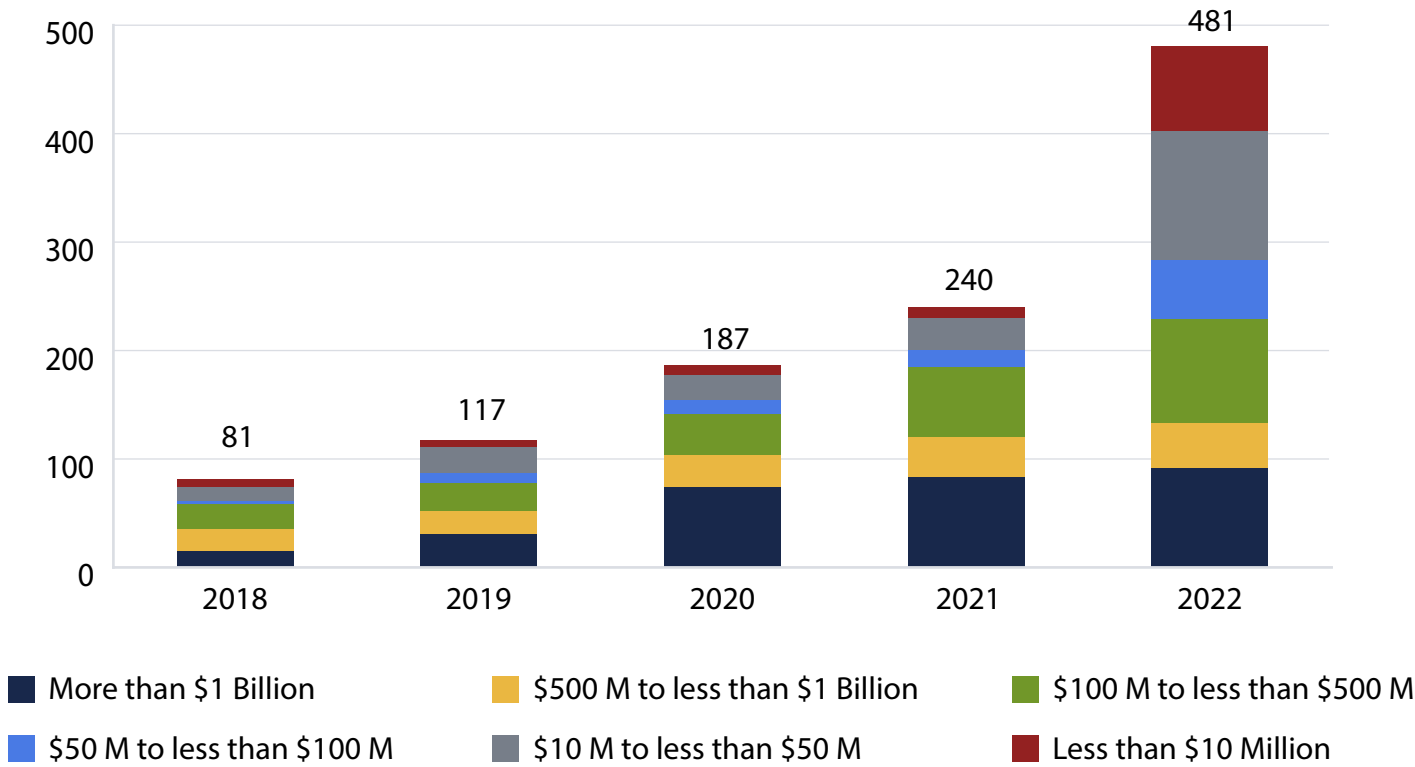


Figure 3: 2022 CUDSA Submitters by Asset Size, 2018–2022

While there has been an increase in the participation as shown in Figure 4, there are several credit unions that started, but did not complete, a self-assessment. Of note, in 2022, 211 credit unions started, but did not submit an assessment. This represents data the NCUA is unable to include in the aggregation of possible data for assessment.

2 One non-federally insured credit union completed an assessment.

Credit Union Diversity Self-Assessment Tracker, 2020–2022

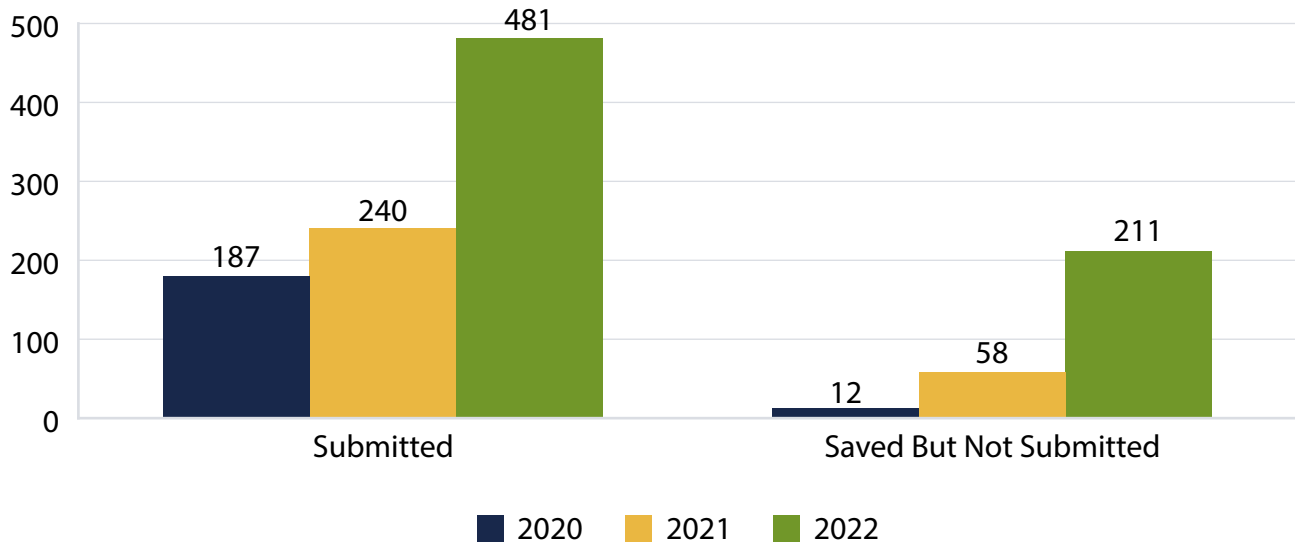


Figure 4: CUDSA Self-Assessment Tracker, 2020–2022

The number of diversity self-assessment submitters by NCUA regional office, as shown in Figure 5 is consistent by total number of submissions.

2022 Diversity Self-Assessment Submitters by Region

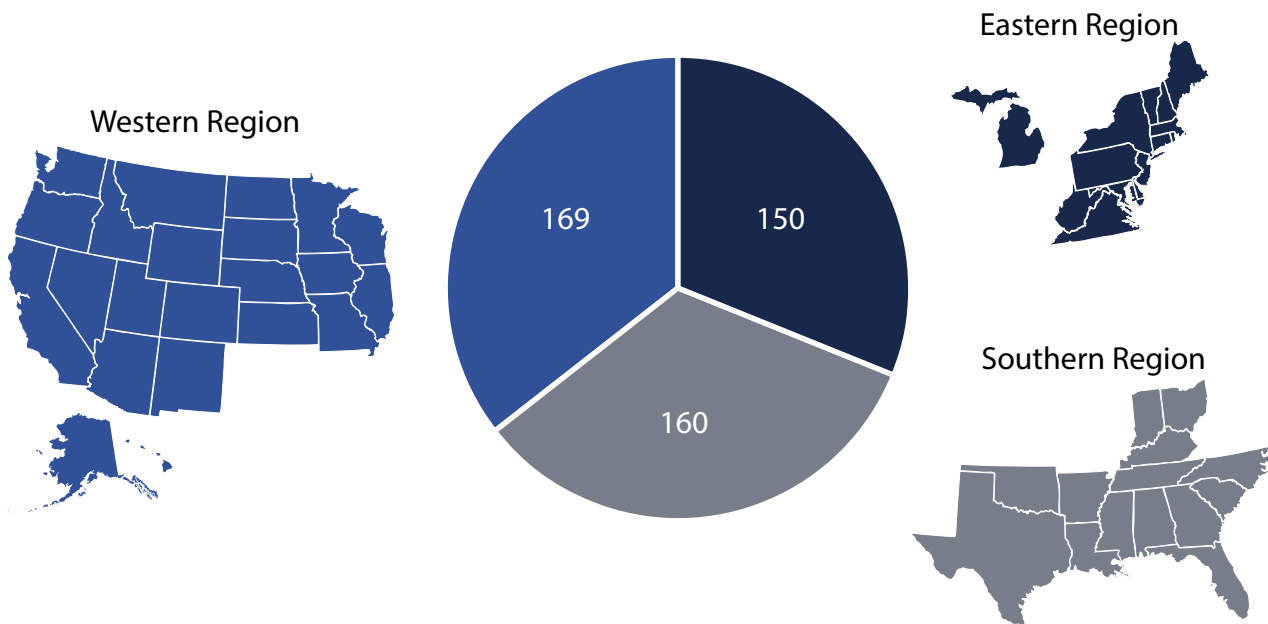


Figure 5: 2022 CUDSA Submitters by Region³

³ Two corporate credit unions were excluded from the regional map.

2022 Submission Results by Broad Standard

Each standard of the diversity self-assessment includes specific components that assess whether a credit union implements diversity and inclusion best practices to ensure equal employment opportunity and whether a credit union evaluates its diversity and inclusion initiatives regularly to identify areas for improvement.

Figure 6 summarizes the diversity self-assessment responses from 2018 through 2022 for each of the five broad standards for assessing diversity within regulated entities. The aggregated data over the five years shows improvement within each standard and helps identify areas of focus for providing resources to help credit unions within each of the standards.

Responses by Diversity Self-Assessment Joint Standards, 2018–2022

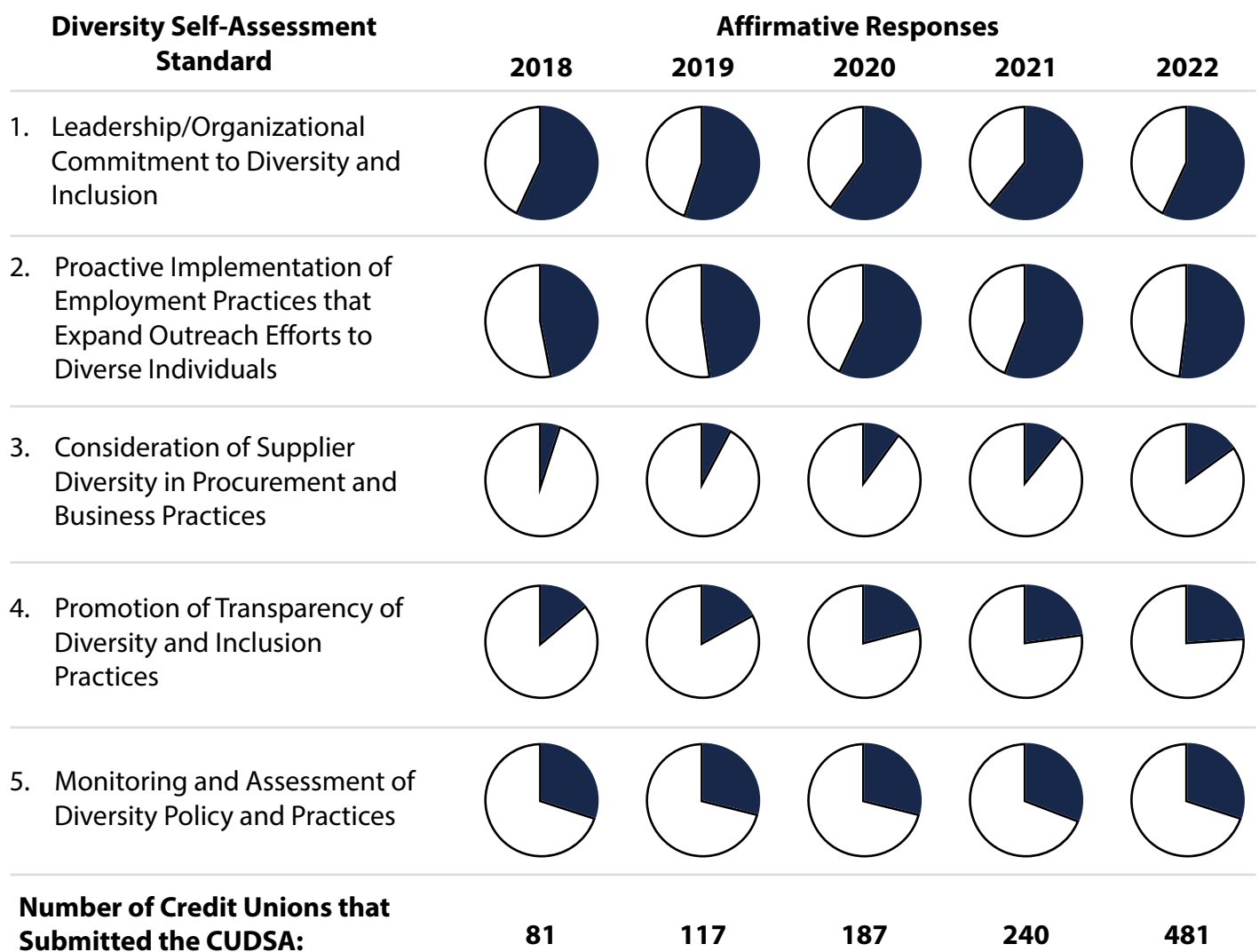


Figure 6: Responses by CUDSA Joint Standards, 2018–2022

The aggregate results of the 2022 diversity self-assessment submissions were analyzed for individual standards. A summary of each standard provides the areas of success and the areas for improvement. It is important to note

that the following results represent a little over 1 in 10 of the 2022 federally insured credit unions and do not represent the entire credit union system.

Standard 1: Leadership/Organizational Commitment to Diversity and Inclusion

Standard 1 focuses on the leadership’s and organization’s commitment to diversity and inclusion. The foundation of most successful diversity and inclusion initiatives is an organizational commitment to diversity and inclusion, and leadership that not only promotes those values in employment and contracting but fosters an organizational culture that embraces them.

Most of the reporting credit unions have a senior-level official who oversees their diversity and inclusion strategies and initiatives (58 percent); included diversity and inclusion considerations in their strategic plan for employment actions (70 percent); and regularly conducted training and provided educational opportunities on diversity and inclusion (52 percent). Fewer of the reporting credit unions included diversity and inclusion considerations in their strategic plans for contracting with vendors (42 percent) or provided regular progress reports on their diversity and inclusion efforts to credit union leadership (27 percent).

2022 Aggregated Results for Standard 1

In a manner reflective of our size and other characteristics, our credit union:	Yes
1. Has a written diversity and inclusion policy approved by senior leadership, including the board of directors and senior management.	42%
2. Has a senior-level official with knowledge of and experience in diversity and inclusion policies and practices to oversee our diversity and inclusion strategies and initiatives.	58%
3. Regularly conducts training and provides educational opportunities on equal employment opportunity and on diversity and inclusion.	52%
4. Takes proactive steps to include a diverse pool of women and minorities or other diverse individual candidates for: ⁴	
a. Hiring, recruiting, retention, or promotion of employees.	84%
b. Selection of board member candidates and senior management.	80%
5. Includes diversity and inclusion considerations in our strategic plan for recruiting, hiring, retention, and/or promotion of our workforce.	70%
6. Includes diversity and inclusion considerations in our strategic plan in contracting with vendors.	42%
7. Provides regular (such as quarterly) progress reports on diversity and inclusion efforts to our board of directors or senior management.	27%

Figure 7: 2022 Aggregated Results for Standard 1

⁴ Other diverse individuals or organizations” refer to those identified in your own established diversity and inclusion policies, which could consist of persons with disabilities, veterans, millennials, or lesbian/gay/bisexual/transgender individuals as examples.

Standard 2: Proactive Implementation of Employment Practices that Expand Outreach Efforts to Diverse Individuals

Standard 2 measures a credit union's efforts to identify and communicate employment opportunities to diverse candidates, create a culture that values the contribution of all employees, and hold management accountable for diversity and inclusion.

Approximately 91 percent of credit unions reporting in 2022 had policies and practices in place to ensure equal employment opportunities for employees and applicants. Many also reported having policies and practices that create or foster diverse applicant pools for employment opportunities. In addition:

- Forty-nine percent conducted outreach to minority, women, and other diverse individuals;
- Forty percent conducted outreach to educational institutions serving these groups; and
- Forty-seven percent participated in conferences, workshops, and other events to attract and inform diverse individuals of employment and promotion opportunities.

Fifty-three percent of the responding credit unions communicated employment opportunities through media targeting diverse populations and 58 percent cultivated relationships with professional organizations or educational institutions that primarily serve these populations.

To ensure their diversity activities are having the intended results, 53 percent of reporting credit unions regularly evaluated their initiatives and identified areas for future improvement. Approximately 48 percent used analytical tools to assess, measure, and track their workforce diversity, and 53 percent used these tools to monitor the inclusiveness of their employment practices.

Effective diversity policies charge management with reinforcing behaviors and establishing or maintaining a culture that embraces diversity and inclusion. They also hold management accountable for effectively leading these efforts. Forty-three percent of the responding credit unions reported holding management accountable for diversity and inclusion efforts.

2022 Aggregated Results for Standard 2

In a manner reflective of our size and other characteristics, our credit union:	Yes
1. Implements policies and practices to ensure equal employment opportunities for employees and applicants for employment.	91%
2. Implements policies and practices that create or foster diverse applicant pools for employment opportunities. These may include:	
a. Conducting outreach to minority, women, or other diverse individuals.	49%
b. Conducting outreach to educational institutions serving significant or predominately minority, women, or other diverse student populations.	40%
c. Participating in conferences, workshops, and other events that attract minorities, women, or other diverse individuals to inform them of employment and promotion opportunities.	47%

In a manner reflective of our size and other characteristics, our credit union:	Yes
3. Communicates employment opportunities through media reaching diverse populations, including publications or professional organizations and educational institutions predominantly serving minority, women, or other diverse populations.	53%
4. Cultivates relationships with professional organizations or educational institutions that primarily serve minority, women, or other diverse individuals or organizations.	48%
5. Evaluates our diversity and inclusion programs regularly and identifies areas for future improvement.	52%
6. Uses analytical tools, including quantitative and qualitative data, to assess, measure, and track:	
a. Our workforce diversity at all levels, including supervisory and executive ranks, by race, ethnicity, gender, or other diverse categories.	48%
b. The inclusiveness of our employment practices for hiring, promotion, career development, internships, or retention, by ethnicity, gender, or other diverse category.	47%
7. Holds management accountable for diversity and inclusion efforts, for example by ensuring these efforts align with business strategies or individual performance plans.	47%

Figure 8: 2022 Aggregated Results for Standard 2

Standard 3: Consideration of Supplier Diversity in Procurement and Business Practices

Standard 3 focuses on supplier diversity as a practice of intentionally including a diverse supplier pool when procuring goods and services for a business or organization. Diverse suppliers are generally defined as small, women-owned, minority-owned, or veteran-owned businesses, or businesses owned by individuals from other groups that have been historically underrepresented, such as persons with disabilities or individuals from the lesbian, gay, bisexual, transgendered, and queer community.

As in prior years, few of the reporting credit unions reported engagement in this area. In 2022, 11 percent of the reporting credit unions had a written supplier diversity policy that provided opportunities for minority- and women-owned businesses to bid on contracts. Thirty-four percent had leadership support to incorporate supplier diversity into business planning cycles or initiatives. Six percent had an established policy to solicit bids from a certain number or percentage of diverse businesses and ten percent reported outreach efforts to inform diverse suppliers of contracting opportunities and how to do business with the credit union.

Regarding the use of metrics to identify a baseline and tracked supplier diversity, eight percent tracked the amount spent procuring and contracting for goods and services, and seven percent tracked the amount spent annually with minority- and women-owned businesses. Eight percent of reporting credit unions tracked the availability of relevant minority- and women-owned businesses to compete in their contracting opportunities. Seven percent tracked the percentage of dollars awarded to diverse businesses by race, ethnicity, and gender as compared to total contract dollars awarded for the calendar year. Ten percent tracked metric changes over time.

Credit unions are encouraged to create and implement supplier diversity policies and practices to expand outreach for contracting opportunities with diverse firms, such as minority- and women-owned businesses.

2022 Aggregated Results for Standard 3

In a manner reflective of our size and other characteristics, our credit union:	Yes
1. Has a written supplier diversity policy that provides opportunities for minority- and women-owned businesses to bid to deliver business goods and services to us.	11%
2. Has leadership support to incorporate supplier diversity into business planning cycles or initiatives.	44%
3. Has an established policy to solicit bids from a certain number or percentage of qualified minority- and women-owned businesses.	6%
4. Conducts targeted outreach specifically to inform minority- and women- owned businesses or affinity groups representing these constituencies of contracting opportunities and how to do business with us.	10%
5. Uses metrics to identify a baseline and track:	
a. The total amount we spend annually buying and contracting goods and services.	35%
b. The availability of relevant minority- and women-owned businesses to compete in our contracting opportunities.	9%
c. The amount we spend with minority- and women-owned businesses.	8%
d. The percentage of contract dollars awarded to minority- and women- owned businesses by race, ethnicity, and gender as compared to total contract dollars awarded for the calendar year.	7%
e. The changes related to the above items over time.	10%
6. Implements practices that promote a diverse supplier pool, which may include:	
a. Participation in conferences, workshops, and other events that attract minority- and women-owned businesses to inform them of our contracting opportunities.	23%
b. Maintaining a listing of qualified minority- and women-owned businesses that may bid on upcoming contracting opportunities.	8%
c. Having an ongoing process to publicize our contracting opportunities.	11%
7. Encouraging prime contractors to use minority- and women-owned subcontractors by incorporating this objective in their business contracts.	10%

Figure 9: 2022 Aggregated Results for Standard 3

Standard 4: Promotion of Transparency of Diversity and Inclusion Practices

This set of standards relates to transparency of diversity and inclusion efforts, which represent a deep level of commitment. Credit unions are encouraged to be transparent by sharing their diversity and inclusion efforts, including their goals and accomplishments. Publicly communicating plans for achieving diversity and inclusion informs a broad constituency of current and potential members, employees, and suppliers, as well as the public, about the credit union’s efforts to promote diversity and inclusion. Publishing this information has the potential

of opening access to a broader market and attracting diverse groups, and it illustrates ongoing progress in meeting a credit union’s diversity and inclusion objectives.

Transparency does not require sharing confidential or proprietary information. Credit unions can communicate information about their efforts through normal business methods, such as displaying information on their website, in promotional material, and in annual reports to members.

The results for this portion of the self-assessment revealed that even the reporting credit unions with established diversity and inclusion programs are not actively publicizing their efforts. In 2022, only:

- Twenty-five percent published demographic information on workforce composition.
- Six percent published demographic information on supplier diversity.
- Twenty-five percent published demographic information on board members and other officials.
- Thirty percent published other information on diversity and inclusion efforts.
- Thirty percent published information on sponsorships or partnerships with diverse organizations.

In 2022, only 16 percent of reporting credit unions made public their policy or commitment to diversity and inclusion in the workforce, and only 34 percent publicly shared their diversity and inclusion strategic plan. Twelve percent made their policy on their commitment to supplier diversity public, and 19 percent publicized their efforts and progress toward achieving diversity and inclusion in their workforce and contracting activities.

Fifty-six percent of the 481 credit unions reporting in 2022 publicized opportunities that promoted diversity and inclusion in their employment and internship opportunities. Most, 85 percent, did not publicize opportunities that promoted diversity and inclusion in their contracting opportunities. Slightly more than one third, or 36 percent, publicized opportunities that promoted mentorship or development programs for employees, and eight percent publicized opportunities that promoted diversity and inclusion in developmental programs for potential contractors.

2022 Aggregated Results for Standard 4

In a manner reflective of our size and other characteristics, our credit union:	Yes
1. Periodically publishes information about our efforts to enhance diversity and inclusion, which may include:	
a. Demographic information on workforce composition (such as that found on an annual EEOC report).	25%
b. Demographic information on supplier diversity (contracting activities).	6%
c. Demographic information on the board members and other officials.	25%
d. Information on sponsorships or partnerships with diverse organizations.	30%
e. Other information on our diversity and inclusion efforts.	30%

In a manner reflective of our size and other characteristics, our credit union:	Yes
2. Makes the following information public:	
a. Our diversity and inclusion strategic plan.	16%
b. Our policy on the credit union's commitment to diversity and inclusion in the workforce.	34%
c. Our policy on the credit union's commitment to diversity and inclusion to supplier diversity.	12%
d. Our efforts and progress toward achieving diversity and inclusion in our workforce and contracting activities.	19%
3. Publicizes opportunities that promote diversity and inclusion, which may include:	
a. Employment and internship opportunities.	56%
b. Contracting opportunities.	15%
c. Mentorship or developmental programs for employees.	36%
d. Developmental programs for potential contractors.	8%

Figure 10: 2022 Aggregated Results for Standard 4

Standard 5: Monitoring and Assessment of Diversity Policy and Practices

The fifth set of diversity standards relates to monitoring and assessing diversity and inclusion policies and practices. Forty-two percent of the reporting credit unions in 2022 conducted an annual self-assessment or evaluation of their diversity policies and practices, and 41 percent reported modifying their policies and practices based on these assessment results. Only 11 percent of reporting credit unions published information about assessing or monitoring diversity policies and practices.

2022 Aggregated Results for Standard 5

In a manner reflective of our size and other characteristics, our credit union:	Yes
1. Conducts a Self-Assessment or evaluation of our diversity policies and practices annually.	45%
2. Modifies our diversity policies and practices based on the results of the self-assessment or evaluation of our diversity policies and practices.	41%
3. Provides information pertaining to the Self-Assessment or evaluation of our diversity policies and practices to the NCUA's Office of Minority and Women Inclusion director annually.	23%
4. Publishes information pertaining to our assessment of our diversity policies and practices.	11%

Figure 11: 2022 Aggregated Results for Standard 5

Employment Profile of Diversity Self-Assessment Submitters

As of December 31, 2022, there were 4,770 federally insured credit unions (including corporate credit unions), 183 fewer than as of December 31, 2021.⁵ Although the number of federally insured credit unions decreased, employment at federally insured credit unions increased by 5.3 percent to 341,419 employees compared to 324,229 at 2021 year-end. As of December 31, 2022, 3,650 credit unions (76.5 percent of all federally insured credit unions) employed fewer than 50 personnel but comprised 12.0 percent of the total employees working at all federally insured credit unions.

2022 Federally Insured Credit Union Employee Count

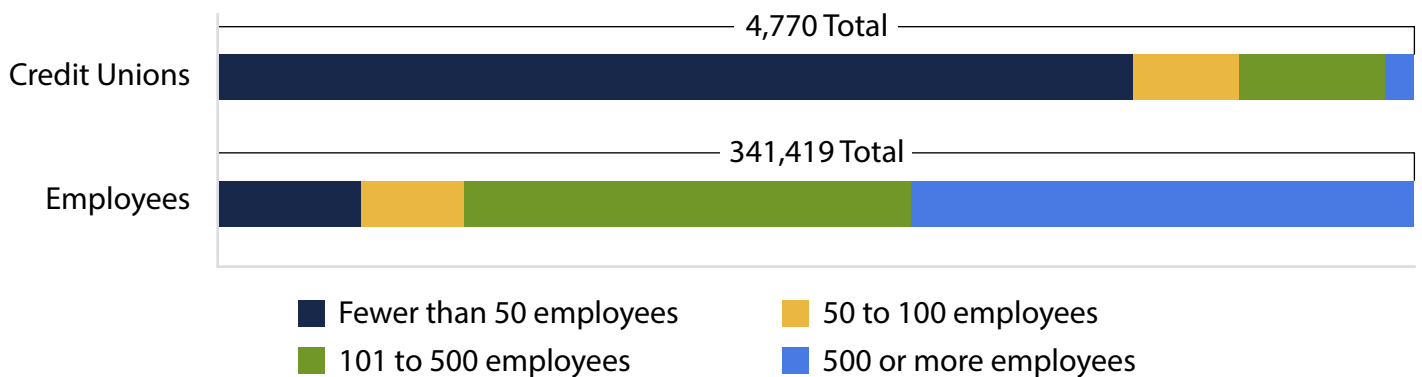


Figure 12: 2022 Federally Insured Credit Union Employee Count

The credit unions that voluntarily responded to the diversity self-assessment varied in number of employees and asset size. In the data snapshot of gender diversity among reporting credit unions' workforce, as represented in both [Figure 13](#) and [Figure 14](#), there are some notable observations:

- Women are well-represented among employees and management at all sizes of credit unions.
- Women are less represented in board member positions at all sizes of credit unions.
- Women represented 45 percent of board members in federally insured credit unions greater than 500 employees, a seven percent increase from 2021.

⁵ This includes 2,980 federal credit unions; 1,779 federally insured, state-chartered credit unions; and 11 corporate credit unions. As of December 31, 2021, the Share Insurance Fund insured 4,942 consumer credit unions (natural-person credit unions) and 11 corporate credit unions.

2022 Diversity Self-Assessment Submitters' Workforce by Gender Identification, Credit Union Size

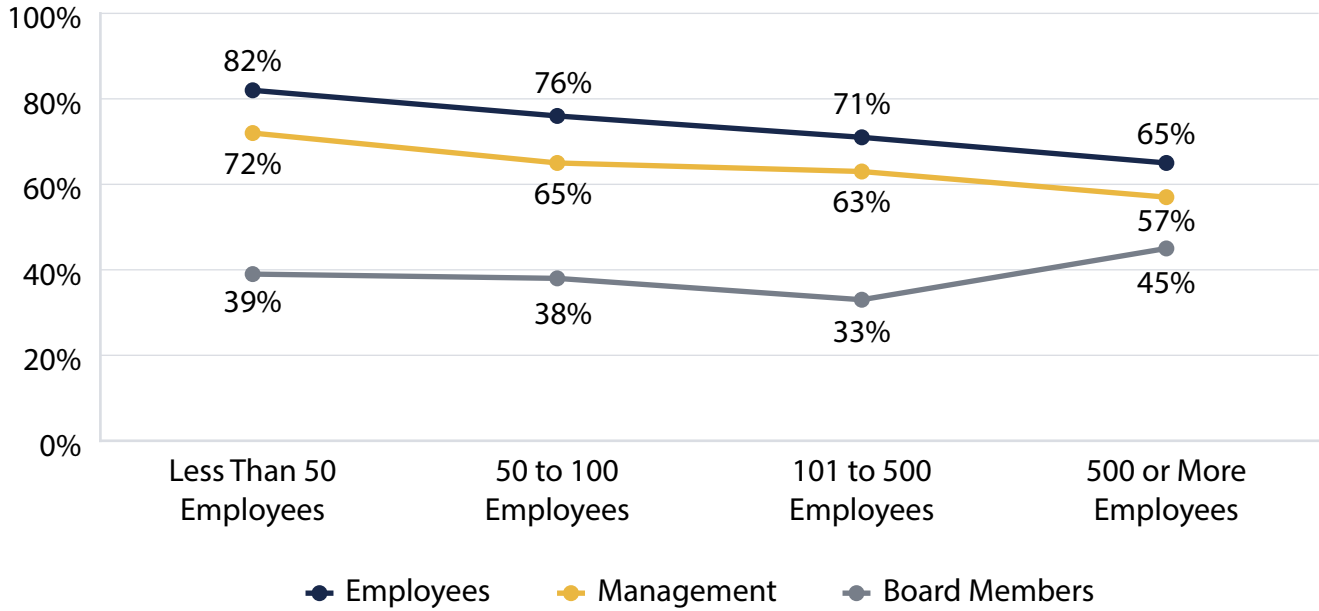


Figure 13: Submitters' Workforce by Gender Identification, Credit Union Size

2022 Diversity Self-Assessment Submitters' Workforce by Gender Identification

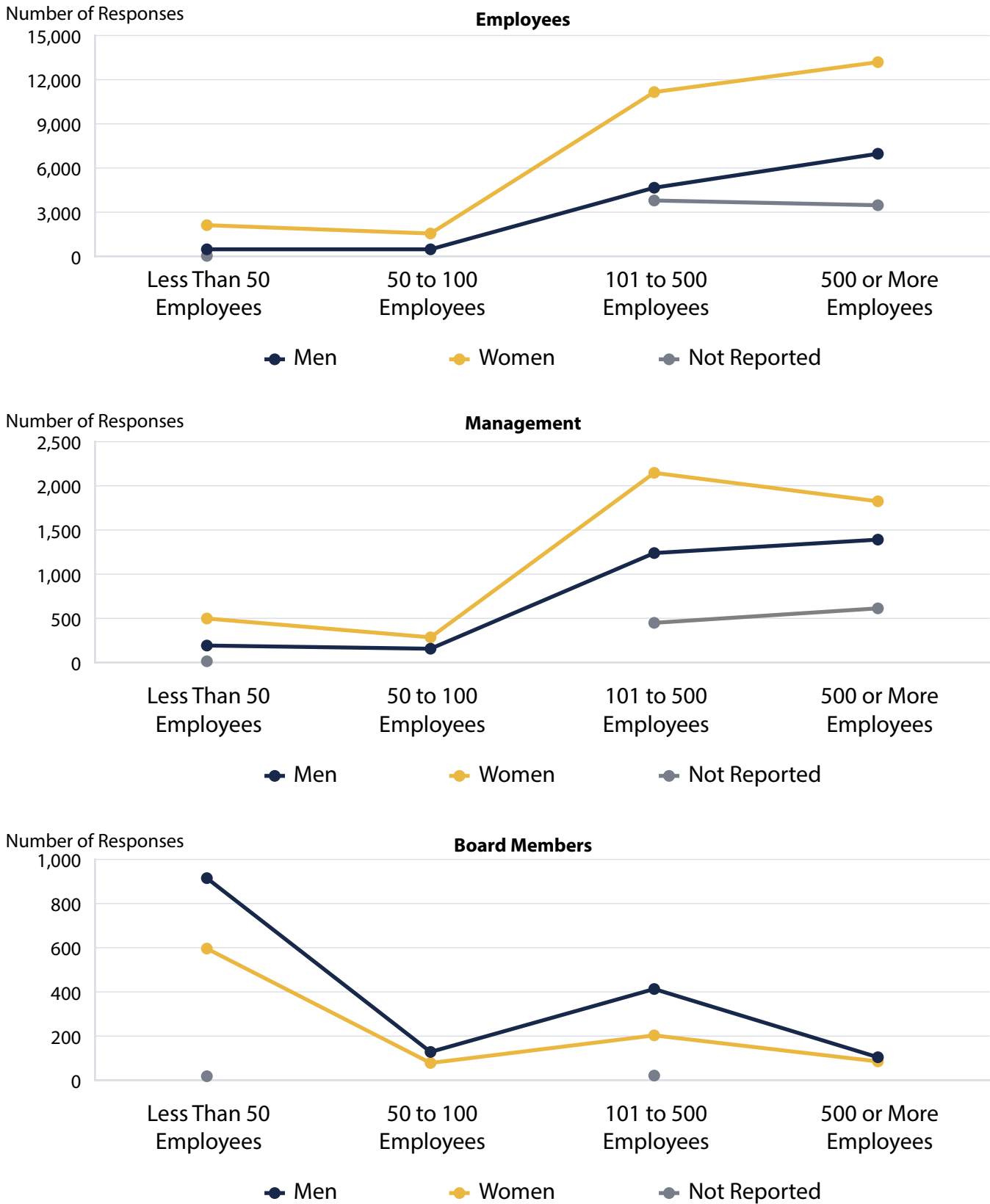


Figure 14: 2022 CUDSA Submitters' Workforce by Gender Identification

Credit unions that shared workforce data in the 2022 diversity self-assessment reported that 61.6 percent of all employees and 71.3 percent of management employees are White. Hispanics or Latinos made up 18.7 percent, and Black or African Americans made up 10.3 percent of all employees. In management positions, Hispanics or Latinos accounted for 13.3 percent, and Black or African Americans represented 7.6 percent of these positions. Credit unions reported that 4.6 percent of board members were Hispanic or Latino, while 10.4 percent were Black or African American.

Native Hawaiians or Other Pacific Islanders were the least represented demographic within federally insured credit unions sharing workforce profile data, while American Indian or Alaska Natives comprised the second least represented group in management positions as well as in the employee base.

2022 Diversity Self-Assessment Submitters' Workforce by Race/Ethnicity Identification^{6,7}

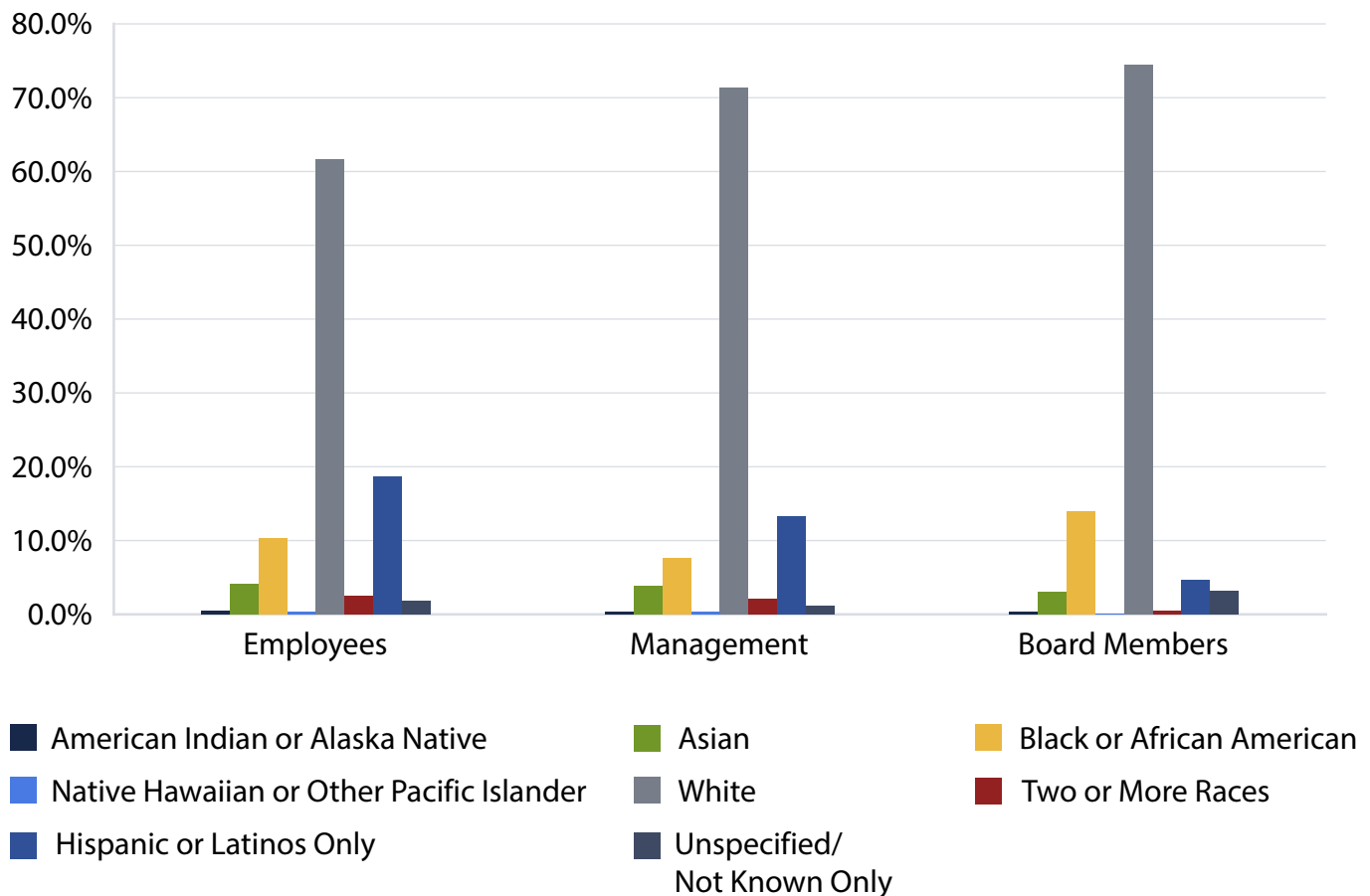


Figure 15: 2022 CUDSA Submitters' Workforce by Race/Ethnicity Identification

6 Percentages may not add to 100.0% due to rounding.

7 In 2022, 84.1% of employees, 75.9% of managers, and 75.1% board members at participating credit unions provided race data. Percentages presented in this chart reflect the data in which race was disclosed.

The NCUA encourages more credit unions to share workforce information by completing the Workforce Profile section of the diversity self-assessment to allow for further analysis of the demographic makeup and employment diversity in the credit union system.

Summary

This is the seventh consecutive year the NCUA has collected diversity data from credit unions using the voluntary diversity self-assessment. Hundreds of credit unions have shared their diversity and inclusion successes and areas for improvement by voluntarily completing and submitting the diversity self-assessment.

In 2022, diversity self-assessment submissions more than doubled, with 481 credit unions submitting a diversity self-assessment. Though the NCUA saw significant improvement in the diversity self-assessment participation rate for 2022, there are some continuing challenges. For example, future NCUA work should include:

- Changing credit unions' perception of the diversity self-assessment to encourage higher participation rates;
- Increasing the number of credit unions that consecutively submit the diversity self-assessment each year; and
- Encouraging credit unions that begin the CUDSA to complete and voluntarily submit the self-assessment.

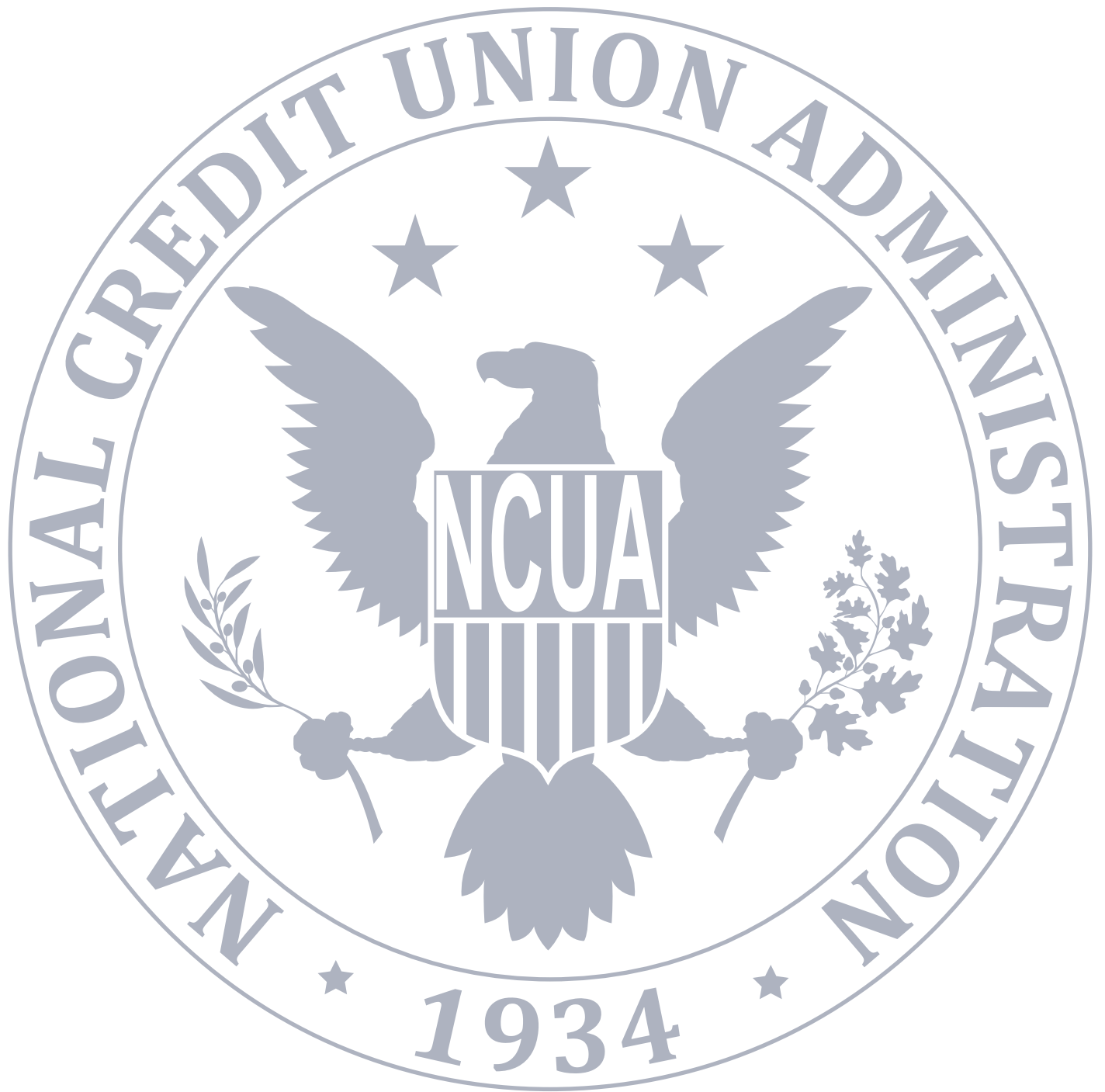
In 2022, the diversity self-assessment results show that responding credit unions reported strong leadership and organizational commitment to diversity, with 57 percent of these credit unions reporting a leadership and organizational commitment to diversity and 58 percent reporting progress in implementing employment practices to demonstrate that commitment. However, two areas for which affirmative responses remain low:

- Low credit union engagement in supplier diversity; and
- Few credit unions publicly publish information pertaining to the assessment of their diversity policies and practices.

The NCUA encourages all credit unions to routinely monitor and evaluate their DEI policies and practices and voluntarily submit the self-assessment. The agency also encourages credit unions to use the diversity self-assessment's best practices as a tool to establish a diversity and inclusion roadmap.

Credit unions can use the diversity self-assessment as a tool to work on various aspects of their diversity and inclusion policy and initiatives. Completing and submitting a diversity self-assessment to the NCUA each year can serve as a useful exercise in self-directing DEI efforts. The self-assessment is also an opportunity for the NCUA to learn about credit unions' diversity policies and activities, and their challenges. This information enables the agency to provide effective technical assistance and resources to help credit unions improve their diversity activities. The credit union diversity self-assessment is confidential and only the aggregated results are shared.

You can direct questions about this report to the NCUA's OMWI at OMWI@mail@ncua.gov.





Office of Minority and Women Inclusion
1775 Duke Street
Alexandria, VA 22314
703 518-1650
OMWImail@ncua.gov

NCUA.gov

