



NCUA
National Credit Union Administration

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Office of Minority and Women Inclusion

NCUA
Diversity, Equity and Inclusion
Program Update

April 21, 2022

Office of Minority and Women Inclusion

- **Established by Section 342 of the Dodd-Frank Act**
 - Requires federal financial regulatory agencies to report annually on successes, challenges for prescribed diversity standards
- **Calls for the development of standards for:**
 - Financial regulators' workforce and supplier diversity
 - Assessing the diversity practices of regulated institutions

Focus of this Presentation

- **NCUA Diversity Equity and Inclusion Review**
 - Agency's Commitment
 - Workforce Diversity
 - Supplier Diversity
 - Credit Union Diversity Program
- **NCUA Minority Depository Institution Program**
- **NCUA Opportunities in DEI**

Agency's Commitment

- **Chairman's annual policy statements**

- **Diversity and Inclusion**

- Commitment to:

- Leveraging the power of diversity in our workforce and supplier base,
- Encouraging diversity throughout the credit union system, and
- Creating an inclusive culture where differences are valued and where our staff feels a sense of belonging.

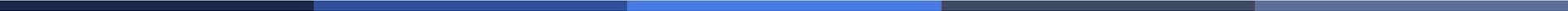
- **Equal Employment Opportunity**

- Commitment to:

- Prohibiting discrimination, harassment or retaliation of any kind, and
- Enforcing equal employment opportunity laws whenever employees make claims regarding these prohibited practices.

Impact of Diversity, Equity and Inclusion

- **Our agency commitment is rooted in our obligation to realize the full potential of all Americans and the skills, ideas and innovations that they bring to bear.**
- **We hold diversity, equity and inclusion as a best practice in organizations.**
- **DEI offers credit unions a competitive advantage.**



NCUA Diversity, Equity and Inclusion Program

WORKFORCE DIVERSITY

NCUA Workforce Highlights

- **Women represented 43% vs. CLF* of 48% of the entire workforce.**
 - 42.3% of managers and 46.8% of all executives
- **Minorities represented 31.2% vs. 27.6% of the entire workforce.**
 - 20.3% of managers and 21.3% of all executives
- **43% of new hires were women, whereas 42% were minorities.**
- **NCUA exceeded federal goals for People with Disabilities (12%) and People with Targeted Disabilities (2%) by 5.4% and 2.5%, respectively.**

* Representation is compared against the Civilian Labor Force (CLF)

Workforce Diversity Strategies

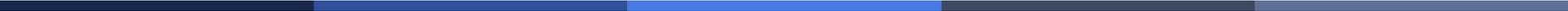
- **Targeted recruitment outreach strategies**
 - Recruitment outreach working group
 - Attending virtual colleges and universities' career fairs, including Historically Black Colleges and Universities and Minority Serving Institutions
 - Career fairs for diverse professionals
 - Social media outreach
 - Direct email to opt-in job seekers interested in NCUA
 - Schedule A, Workforce Recruitment Program, Gallaudet University outreach for disabilities
- **Internships for colleges and high school students**
- **Print advertising in high circulation magazine**

NCUA Diversity, Equity and Inclusion Program

INCLUSION PRACTICES

Workforce Inclusion Strategies

- **Engaged Employee Resource Groups**
- **Active Culture, Diversity and Inclusion Council**
- **Special emphasis programs**
- **Inclusion speaker panels and discussions**
- **Training and development on inclusive behaviors and strategies**
- **Mentor program**
- **Focus on building a sense of belonging**



NCUA Diversity, Equity and Inclusion Program

SUPPLIER DIVERSITY

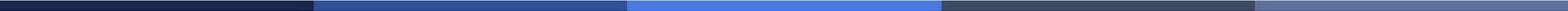
Diversity in Contract Awards

- **NCUA awarded 37% of reportable contract dollars* (\$28.3M) to minority- and women-owned businesses (MWOBs) in 2021.**
 - Increase from 33% reported in 2020
 - IT-related requirements comprise majority of contracting awards (\$21.3 million) to MWOBs.
 - Accounting / financial management / facilities management contracts accounted for \$3.2 million in contracts to MWOBs.

** Excludes office leases, payments associated with real property (e.g., owner association fees, parking), hotel, and other space rental expenses, utilities, taxes, and government payments.*

Vendor Inclusion Strategies

- **Key partnership with the CFO's Office as part of the acquisition process, including the NCUA Acquisition Policy Manual requirements**
- **Proactive vendor outreach as a part of agency's market survey process for new acquisitions**
- **Good Faith Efforts**
 - Required by Section 342 of Dodd-Frank Act
 - Applies to solicitations and contracts greater than \$100,000 in total estimated value



NCUA Diversity, Equity and Inclusion Program

INDUSTRY DIVERSITY

Diversity Self-Assessment

- **NCUA Credit Union Diversity Self-Assessment**

- Agency encourages voluntary participation
- Assesses five broad standards (qualitative) to assess diversity
- 240 submissions in 2021 (28% increase over 2020)
 - 133 federal credit unions
 - 107 federally insured, state-chartered credit unions
- Data reported solely in aggregate; data is confidential
 - Data is never shared internally or externally

**3,100 Federal
Credit Unions**

**1,842 State-
chartered
credit unions**

Diversity Self-Assessment Benefits

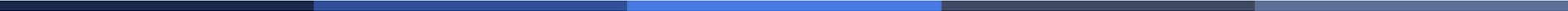
- **For credit unions, the self-assessment is a:**
 - Baseline tool to start DEI journey & leverage DEI
 - Way to identify opportunities to support DEI efforts
 - Path to a competitive advantage by leveraging DEI
 - Improve the odds of outperforming the competition
 - Attract and leverage unique skills of a diverse workforce that represents the communities served
 - Improve access to innovation in products and services
 - Foster growth by tapping underserved markets and fully include the field of membership

Diversity Self-Assessment Responses

Diversity Self- Assessment Standards	2021 Affirmative Responses
	240 Total CUs Count of CUs Selecting “Yes” to at least one element of the standard
1. Leadership and organizational commitment to diversity and inclusion	213
2. Workforce profile and employment practices	213
3. Procurement and business practices – supplier diversity	119
4. Transparency of organizational diversity and inclusion	160
5. Monitoring and self-assessment of diversity policy and practices	133

Credit Union Engagement Strategies

- **2021 DEI Summit (virtual)**
 - 20 DEI / financial inclusion sessions for credit unions
 - Videos of sessions available at [NCUA.gov](https://www.ncua.gov)
 - 800+ industry attendees
 - 85% found the summit useful
 - 90% would recommend the summit to others
 - 94% report they will attend again
- **Focus on Supplier Diversity**
 - NCUA supplier diversity webinar and guidebook
- **Industry support**
 - Credit Union DEI Collective



NCUA Minority Depository Institution Preservation
UPDATE

Small and MDI Support

- **Small and MDI Support Program**
 - 7,600 hours designated for assistance outside of the regular exam and supervisory process.
 - Examiners will provide resource support on items such as:
 - Business and Marketing Plans
 - Analyzing operating expenses for reasonableness and budget impact
 - Considering field of membership and growth opportunities

Research

- **NCUA has procured two research projects**
 - New Charter Modernization and New Charter, MDI Supervision and Examination
 - MDI Preservation
- **Recommendations from the research projects will shape:**
 - MDI Preservation Program
 - MDI and New Charter Supervision and Examination program
- **New Charter Application Guide**

MDI Location

- Credit Union Locator Tool

ENTER ADDRESS, CITY, STATE, OR ZIP CODE

Search Type: Address, City, State, or Zip Code Credit Union Name Charter Number

Refine your search ▼

- Main Office
- Minority Depository Institution
- Radius (miles) [?]
 - 2 5 10 15 25 60
- Service
 - Member Service
 - Drive Through
 - ATM

SEARCH

credit union
LOCATOR

NCUA's Credit Union Locator is designed for consumers and the credit union system.

Search a credit union by address, credit union name, or charter number. Select a credit union from your search results and view basic information. Browse the Locator's companion tool, [Research a Credit Union](#) for detailed information. Note: Credit Union data is refreshed within two business days.

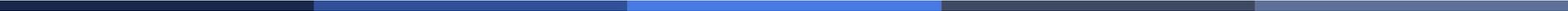
Other Support

- **Modified the Merger Partner Registry Report to Identify MDIs**
- **Developing a Credit Union Resource page**
 - Identify Mentor Credit Unions
 - Identify Resources for Credit Unions
- **Establishing MDI Peer Metrics**

Impact

- MDI Impact Measurements





NCUA Diversity, Equity and Inclusion Program

OPPORTUNITIES

Build Culture of Inclusion

- **Analyze agency/industry data**
 - Identify and address barriers to diversity, equity, and inclusion
- **Establish desired end state and deliver data-driven program to achieve results**
 - Enhance leader competence
 - Increase employees' sense of belonging
 - Sustain internal NCUA inclusion programs
 - Expand recruitment outreach
- **Communicate DEI strategically in agency and credit union system**

2022 NCUA Summit



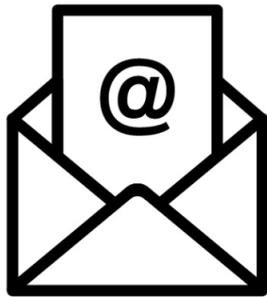
November 2 -3

Location TBD

- DEI and ACCESS content
- Recommended for **credit union leaders, DEI champions, and industry practitioners**

Questions | Comments

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