

**Voluntary Diversity Self-Assessment of Financial Institutions**

*Small: all entities with 100 or fewer employees*

*Large: all entities with over 100 employees*

**Organization information**

Please provide information about your organization.

Please list diversity and inclusion officer or equivalent:

Please list the supplier diversity and inclusion officer or equivalent (if different from D&I Officer):

Please list your company's diversity and inclusion website URL:

Please briefly include a description of the Financial Institution Covered by this Assessment (e.g., governance structure, workforce size, total assets, geographic location(s), and community characteristics).

**Organizational Commitment to Diversity and Inclusion**

In a manner reflective of the individual entity

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

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

The entity provides regular progress reports to the board and senior management.

The entity regularly conducts training and provides educational opportunities on equal employment opportunity and on diversity and inclusion.

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

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

**Workforce Profile and Employment Practices**

In a manner reflective of the individual entity

The entity implements policies and practices related to workforce diversity and inclusion in a manner that complies with all applicable laws.
The entity 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.
The entity has policies and practices that create diverse applicant pools
Outreach to minority and women organizations.
Outreach to educational institutions serving significant minority and women student populations.
Participation in conferences, workshops, and other events to attract minorities and women and to inform them of employment and promotion opportunities.
In a manner reflective of the individual enti
The entity utilizes 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 entity, including the executive and managerial ranks.
The entity 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.

<b>Procurement and Business Practices—Supplier Diversity</b>
In a manner reflective of the individual enti
The entity 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 entity's assets, and the development of the entity's equity investments.
The entity has methods to evaluate its supplier diversity, w
Annual procurement spending.
Percentage of contract dollars awarded to minority-owned and women-owned businesses by race, ethnicity, and gender.
Percentage of contracts with minority-owned and women-owned business subcontractors.
The entity has practices to supplier pool which t
Outreach to minority-owned and women-owned contractors and representative organizations.

Participation in conferences, workshops, and other events to attract minority-owned and women-owned firms and inform them of contracting opportunities.
An ongoing process to publicize its procurement opportunities.

<b>Practices to Promote Transparency of Organizational Diversity and Inclusion</b>
In a manner reflective of the individual entity's size and other characteristics, the entity makes the following information available to the public annually through its website:
The entity publicizes its diversity and inclusion strategic plan.
The entity publicizes its policy on its commitment to diversity and inclusion.
The entity is transparent about its progress toward achieving diversity and inclusion in its workforce and procurement activities, which may include the entity's current workforce and supplier demographic profiles.
The entity publicizes its opportunities to provide information on:
Current employment and procurement opportunities.
Forecasts of potential employment and procurement opportunities.
The availability and use of mentorship and developmental programs for employees and contractors.

<b>Entities' Self-Assessment</b>
In a manner reflective of the individual entity's size and other characteristics, the entity makes the following information available to the public annually through its website:
The entity conducts an assessment of its diversity policies and practices annually.
The entity monitors and evaluates its performance under its diversity policies and practices on an ongoing basis.
The entity publishes information pertaining to its assessment of its diversity policies and practices.

<b>Diversity Data</b>
<b>Workforce Pro</b>
What are the numbers and percentages of women and minorities in the entity's total workforce for the period covered by this assessment?
What are the numbers and percentages of women and minorities in the entity's Executive/Senior Level Officials and Managers job category for the period covered by this assessment?
What are the numbers and percentages of women and minorities of the entity's Board of Directors for the period covered by this assessment?
Procurement - Suppl

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

**Questions to Add: GFI**

Does this entity have a diversity and/or EEO policy statement concerning inclusion of minorities and women in the workforce? Please explain your response and/or attach supporting documentation.

Does the entity have a succession plan and/or professional development plan in place to identify and develop women and minorities at all levels of the organization?

Does the entity have an external communication plan (brochures, newsletter, or advertisements) concerning the inclusion of minorities and/or women in your workforce?

DUNS Identifier/Unique Entity Identifier

Minority-Owned Business?

Women-Owned Business?

FAR Small Business?

Total Annual Income

Number of Women

Number of employees identifying as two or more races

Number of Asian Americans

Number of Black Americans

Number of Hispanic Americans

Number of Native Americans

**Questions to Add: Da**

Please identify the entity's product offerings:

How many employees does the entity have across all sites?

**Questions to Add: Diver**

External Diversity: How does the entity advance economic equity for traditionally marginalized communities?

Is the entity engaged in programming such as:

Has the entity made a public commitment to diversity and inclusion on your website or within external-facing materials?

If yes, please explain:

Has the entity conducted an analysis of the demographics of its consumers?

If yes, have you used this analysis to inform the products and services that you provide?

If yes, please explain:

**Financial Institutions Regulated by the CFPB**

*100 employees or less*

*More than 100 employees*

**Information**

Name of entity/address/period covered by assessment/date submitted
Name, position, phone numbers and email for point of contact for entity
Name, position, phone numbers and email for point of contact for entity
Company's website or URL

Yes	No	Activities that Support Program Success or Program Challenges
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Entity's size and other characteristics:


Yes	No	Activities that Support Program Success or Program Challenges
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Entity's size and other characteristics:


for both internal and external opportunities that may include:


ity's size and other characteristics:


Yes	No	Activities that Support Program Success or Program Challenges
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ity's size and other characteristics:

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hich may include metrics and analytics related to:


promote a diverse  
may include:

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Yes	No	Activities that Support Program Success or Program Challenges
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entity is transparent with respect to its diversity and inclusion activities by  
 through its website or other appropriate communication methods.


to promote diversity, which may include:


Yes	No	Activities that Support Program Success or Program Challenges
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entity's size and other characteristics:


**Data**

Profile

Total workforce	Number & Percent of Women	Number & Percent of Minorities
Total executive/senior level officials and managers	Number & Percent of Women	Number & Percent of Minorities
Total board members	Number & Percent of Women	Number & Percent of Minorities

Senior Diversity

Total spend	Number & Percent of Women-Owned Spend	Number & Percent of Minority-Owned Spend
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**Compliance**

Yes/No
Yes/No
Yes/No
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# in workforce
# in workforce
# in workforce
# in workforce
# in workforce
# in workforce

**Debt Collection**

Debt collection; Credit reporting, credit repair services, or other personal consumer reports; Mortgage; Credit card or prepaid card; Checking or savings account; Vehicle loan or lease; Student loan; Payday loan, title loan, or personal loan (installment loan or personal line of credit); Money transfer, virtual currency, or money service (check cashing service, currency exchange, cashier's/traveler's check, debt settlement)

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<b>Equity &amp; Inclusion</b>
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- a. Offering products for traditionally underserved communities (down payment assistance, housing counseling, etc., small dollar loans, credit repair services, etc.)
- b. Providing job/career services or programs aimed at underserved communities
- c. Supporting Community Development Financial Institutions (CDFIs) and/or Minority Depository Institutions
- d. Partnering with local/non-profit organizations to reach underserved consumers
- e. Philanthropy, including donation matching
- f. Other equity initiatives (please explain)

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Yes/No
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Yes/No