

National Credit Union Administration Contractor Diversity Profile

Contractor Name:

Contract Number:

Contractor POC Name:

Title:

Email Address:

Diversity Profile

Indicate the percentage, in whole numbers, of the following employees in your company (excluding 1099 employees):

Female Employees	Minority Employees ¹
Click to enter %	Click to enter %

Please describe how you assess the levels of representation of minorities and women in your workforce:

Click or tap here to enter text.

Diversity Strategy

How does your organization plan to overcome or reduce obstacles and/or challenges to the inclusion of minorities and women in its workforce? (Provide supporting information to demonstrate your organization's good faith effort to ensure women and minorities have appropriate opportunities to enter and advance within the organization's workforce.)

Click or tap here to enter text.

Diversity Policies and Practices

Indicate which of the following diversity policies and/or practices your organization currently has in place:

- ☐ Diversity and/or EEO policy statement that addresses the inclusion of minorities and women in the workforce
- ☐ Employee training focused on the value of racial, ethnic, and gender diversity in the workforce
- ☐ Reports (internal and/or publicly available) that document substantive efforts to promote the inclusion of minorities and women in its workforce

Describe and/or attach supporting documentation for each item checked 'Yes.'

Click or tap here to enter text.

Diversity Recruitment

Indicate which of the following activities your organization uses to recruit minority and women job applicants:

- ☐ Place position advertisements in media or professional service or trade association publications that focus on issues important to minorities and women

¹ "Minority" has the same meaning as in section 1204(c) of the Financial Institutions Reform, Recovery, and Enforcement Act of 1989 (12 U.S.C. 1811 note), and includes all Black American, Native American, Hispanic American, or Asian American employees.

- ☐ Include a statement indicating that your organization will consider applicants for employment without consideration of minority status or gender in its employment applications, job advertisements, or other solicitations
- ☐ Use staffing agencies that actively seek qualified women and minority applicants
- ☐ Recruit at historically black colleges and universities, Hispanic- serving institutions, women's colleges, and/or trade schools, vocational groups, community colleges, or colleges that typically serve minority populations
- ☐ Attend or recruit at job fairs sponsored by, organized by, or affiliated with, minority and female professional associations
- ☐ Attend or recruit at job fairs in urban communities
- ☐ Partner with inner-city high schools, girls' high schools, and high schools with large minority populations to establish or enhance financial literacy programs and/or provide mentoring

Diversity Staffing

Indicate which of the following activities your organization uses to retain and promote minority and women employees:

- ☐ Support employee affinity/resource groups
- ☐ Provide mentorship opportunities
- ☐ Train leadership and managers on recognizing and mitigating unconscious bias
- ☐ Offer professional development training to all staff

What is your organization's succession plan and/or professional development plan to identify and develop women and minorities at all levels of the organization? (Provide supporting information.)

[Click or tap here to enter text.](#)

Diversity Outreach

Indicate which of the following communication activities your organization engages in:

- ☐ Have an external communication plan (brochures, newsletter, or advertisements) concerning the inclusion of minorities and/or women in your workforce
- ☐ Partner with or support organizations and/or charities that support developing minorities and women

Describe and/or attach supporting documentation for each item checked 'Yes.'

[Click or tap here to enter text.](#)