



NCUA
National Credit Union Administration

Monica Davy, Director

Office of Minority and Women Inclusion

State of Credit Union Diversity, Equity and Inclusion

Board Briefing
November 19, 2020

Dodd-Frank Act of 2010

- Created the Offices of Minority and Women Inclusion at the financial institution regulatory agencies to develop standards for assessing:
 - *NCUA Workforce diversity*
 - *NCUA Supplier diversity*
 - *Diversity policy and practices in credit unions*



The Joint Standards

1. Organizational Commitment to Diversity and Inclusion
2. Workforce Profile and Employment Practices
3. Procurement and Business Practices – Supplier Diversity
4. Practices to Promote Transparency
5. Monitoring and Assessment of Diversity Policies and Practices





Annual Voluntary Credit Union Diversity Self-Assessment

Best Practices for Demonstrating a Commitment to Diversity and Inclusion

Section I – Credit Union Information

Print

Save as Draft

Submit

Reporting Year

Annual Voluntary Credit Union Diversity Self Assessment

2019

Credit Union Name/Charter or Insurance Certificate Number

Enter Credit Union Name/Charter or Insurance Certificate Number

OR

Find My Credit Union by State

Total Number of Employees

Enter Total Number of Employees

Total Members

Total Members

Total Assets

\$ Total Assets

Phone

Phone

Website

Website

Region

Region

Mailing Address

Actual Address

Year Chartered

Year Chartered

Section II – Self-Assessment

Please identify which practices your credit union currently engages in and share your comments in the space provided.

A - Organizational Commitment to Diversity and Inclusion

Successful diversity policies and practices generally begin at the top, with leadership that demonstrates its commitment by promoting diversity and inclusion in both employment and contracting and by fostering an organizational culture that embraces diversity and inclusion. This leadership includes the board of directors, senior officials, and staff managing the daily operations. The following best practices demonstrate an organizational commitment to diversity and inclusion.

In a manner reflective of our size and other characteristics, our credit union:	Yes	Comments
A1 - Has a written diversity and inclusion policy approved by senior leadership, including the board of directors and senior management.	<input type="checkbox"/>	
A2 - 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.	<input type="checkbox"/>	
A3 - Regularly conducts training and provides educational opportunities on equal employment opportunity and on diversity and inclusion.	<input type="checkbox"/>	
A4 - Takes proactive steps to include a diverse pool of women and minorities or other diverse individual candidates for:		
A4a - Hiring, recruiting, retention, or promotion of employees.	<input type="checkbox"/>	
A4b - Selection of board member candidates and senior management	<input type="checkbox"/>	

(Optional, you may submit the self-assessment without this information)

What is the demographic composition of your workforce? NOTE: The categories below are the same categories for race and ethnicity that the EEOC adopted for the EEO-1 Report.

	ALL Employees (Include Management but do not include Board Members or Volunteers)		Management Employees ONLY (Do not include Board Members or Volunteers)		Board Members ONLY	
TOTAL NUMBER	<input type="text"/>		<input type="text"/>		<input type="text"/>	
Number of Women	<input type="text"/>		<input type="text"/>		<input type="text"/>	
Number of Men	<input type="text"/>		<input type="text"/>		<input type="text"/>	
	Enter NON-Hispanic or Latino ONLY					
American Indian or Alaska Native	<input type="text"/>		<input type="text"/>		<input type="text"/>	
Asian	<input type="text"/>		<input type="text"/>		<input type="text"/>	
Black or African American	<input type="text"/>		<input type="text"/>		<input type="text"/>	
Native Hawaiian or Other Pacific Islander	<input type="text"/>		<input type="text"/>		<input type="text"/>	
White	<input type="text"/>		<input type="text"/>		<input type="text"/>	
Two or more races	<input type="text"/>		<input type="text"/>		<input type="text"/>	

(Optional, you may submit the self-assessment without this information)

What is the credit union's total annual procurement spend for the prior year with minority- and women-owned businesses compared to the total procurement spend with all vendors and suppliers?

As of December 31	<input type="text" value="enter year"/>		Percent of Total
Total Spend		<input type="text" value="\$ Amount (to the nearest dollar)"/>	
Minority-Owned		<input type="text" value="\$ Amount (to the nearest dollar)"/>	0.00%
Woman-Owned		<input type="text" value="\$ Amount (to the nearest dollar)"/>	0.00%
Both Minority-Owned and Woman-Owned		<input type="text" value="\$ Amount (to the nearest dollar)"/>	0.00%

Section IV – Recommendations and Feedback

The NCUA welcomes your feedback on this form and recommendations on how we can assist credit unions with their diversity and inclusion efforts. Please share your thoughts below or email us at CUDiversity@NCUA.GOV.

Enter Recommendations and Feedback

Section V – Success Stories

Do your diversity and inclusion efforts include a special loan, share, or other type of product or service? Have you run special marketing campaigns that have been effective in promoting diversity and inclusion? We're always looking for diversity and inclusion success stories to share when reporting the value and benefits of diversity and inclusion in credit unions. We only share information anonymously unless given specific authorization to use your credit union's name so please share your success stories below or email them to us anytime at CUDiversity@NCUA.GOV.



2019 Results Report

Released later today at
www.ncua.gov.

NATIONAL CREDIT UNION ADMINISTRATION

Office of Minority and Women Inclusion

Average Results: 2016-2019

Diversity Self-Assessment Standard	Affirmative Response			
	2016	2017	2018	2019
Number of Submitting Credit Unions	35	64	81	118
1. Leadership/Organizational Commitment to Diversity and Inclusion	54%	46%	57%	56%
2. Proactive Implementation of Employment Practices that Expand Outreach Efforts to Diverse Individuals	53%	54%	47%	48%
3. Consideration of Supplier Diversity in Procurement and Business Practices	7%	7%	5%	8%
4. Promotion of Transparency of Diversity and Inclusion Practices	22%	20%	14%	17%
5. Monitoring and Assessment of Diversity Policy and Practices	22%	24%	30%	29%



2019 Submissions by Asset Size

Asset Size	Submitted Self-Assessments	Total # of CUS in Group	As % of Total CUs in Group
Less than \$100 million	40	3,641	1.1%
\$100 million to less than \$500 million	25	1018	2.5%
\$500 million to less than \$1 billion	21	247	8.5%
More than \$1 billion	32	330	9.7%
TOTAL	118	5236	2.3%



2019 Submitter Profile

Employee Count and Asset Range

Total Employees	Credit Union Count	Asset Range	Aggregate Employees	Total # of CUs in Group	As % of Total CUs in Group
0 - 49	45	\$2M - \$139M	719	4,082	1.1%
50 - 100	14	\$40M - \$1B	1,046	465	3.0%
101 - 500	48	\$343M - \$9B	11,326	583	8.2%
More than 500	11	\$2B - \$6B	7,641	106	10.4%
Total	118		20,732		



Multi-year Submissions

7 Credit Unions Submitted EVERY Year from 2016 to 2019

	Percentage Point Change from 2016-2019	Affirmative Responses			
		2016	2017	2018	2019
Leadership/Organizational Commitment	+ 9	71%	77%	79%	80%
Employment Practices	+ 16	64%	81%	90%	80%
Supplier Diversity	+ 3	9%	7%	11%	12%
Transparency	+ 8	25%	33%	35%	33%
Monitoring and Assessment	+ 40	39%	61%	75%	79%





Credit Union Guide to Supplier Diversity

Office of Minority and Women Inclusion

2018

Supplier Diversity Guide

- Provides roadmap to start supplier diversity program.
- Can be found at www.ncua.gov.

Business Case for CU Diversity

GROWTH



Growth in
untapped
markets

INNOVATION



Innovative solutions
and services

TALENT



Broader
pool of talent



Invest in DEI

NCUA'S FIRST ANNUAL
**CREDIT UNION
DIVERSITY, EQUITY &
INCLUSION SUMMIT**





NCUA
National Credit Union Administration

State of Credit Union DEI

More Signs of Progress



Diversity Equity & Inclusion

Filene Research Institute - Center of
Excellence for Diversity, Equity and
Inclusion



DEI Increases Financial Inclusion

- **ACCESS – Advancing Communities through**
 - Credit
 - Education
 - Stability
 - Support



Conduct the Self-Assessment



To start the self-assessment,
take a picture of the
QR code or visit

<https://cudiversity.ncua.gov/>

For more information
and related resources, visit
[https://ncua.gov/diversity-
self-assessment](https://ncua.gov/diversity-self-assessment).



NCUA
National Credit Union Administration

Office Contacts

Feel free to contact our office with questions or comments.

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State of Credit Union Diversity, Equity, and Inclusion

APPENDIX



Joint Standards: Best Practices

Leadership and Organizational Commitment to Diversity and Inclusion

- *Written policy approved by leadership*
- *Senior official overseeing diversity*
- *Regular EEO and diversity training*
- *Proactively includes diverse pool for selecting employees, managers and board members*
- *Diversity and inclusion in strategic plan*
- *Provides regular progress reports on diversity to board or senior management*



Joint Standards: Best Practices

Proactive implementation of employment practices that expand outreach efforts to diverse individuals

- *Implements policies to ensure equal employment opportunities*
- *Implements policies that foster diverse applicant pools for employment*
- *Communicates employment opportunities broadly*
- *Cultivates relationships with diverse professional organizations*
- *Evaluates diversity and inclusion programs for future improvement*
- *Uses analytical tools to assess, measure and track*
- *Holds management accountable for diversity and inclusion efforts*



Joint Standards: Best Practices

Consideration of Supplier Diversity in Procurement and Business Practices

- *Written SD policy approved by leadership*
- *Leadership support to incorporate SD policies into business planning*
- *Established policy to solicit bids from minority and women owned businesses*
- *Conducts targeted outreach to minority and women owned businesses*
- *Uses metrics to identify baseline and track spending*
- *Implements practices that promote diverse supplier pool*



Joint Standards: Best Practices

Promotion of Transparency of Diversity and Inclusion Practices

- *Publishes information about diversity and inclusion efforts (i.e. demographic workforce composition)*
- *Makes information on the following public: diversity and inclusion strategic plan, policy, and efforts*
- *Publicizes opportunities that promote diversity and inclusion in employment, internships, and contracting opportunities*



Joint Standards: Best Practices

Monitoring and Assessment of Diversity Policy and Practices

- *Conducts self-assessment or evaluation of diversity policy and practices annually*
- *Modifies diversity policies and practices based on results of self-assessment*
- *Provides information pertaining to self-assessment or evaluation to NCUA's OMWI Director annually*
- *Publishes information pertaining to assessment*



Submitter Profiles: 2016-2019

Asset Size	2016		2017		2018		2019	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Less than \$10 million	5	14%	3	5%	7	9%	6	5%
\$10 million to less than \$50 million	0	0%	6	9%	13	16%	24	20%
\$50 million to less than \$100 million	5	14%	7	11%	3	4%	10	9%
\$100 million to less than \$500 million	7	20%	18	28%	23	28%	25	21%
\$500 million to less than \$1 billion	8	23%	18	28%	20	25%	21	18%
More than \$1 billion	10	29%	12	19%	15	18%	32	27%
TOTAL Number of Submitters	35		64		81		118	



Submitter Profile of 95 Credit Unions

Workforce Demographics

	All Employees		Management Employees ONLY		Board Members ONLY	
	Percent	Count	Percent	Count	Percent	Count
Women	69.7%	10,281	60.3%	1,819	35.8%	201
Men	30.3%	4,464	39.7%	1,199	64.2%	361
Gender not identified		1,109		25		23
American Indian or Alaska Native	0.7%	87	0.5%	13	0.9%	4
Asian	4.8%	576	4.6%	112	1.7%	8
Black or African American	11.7%	1,421	9.0%	219	13.7%	63
Native Hawaiian or Other Pacific Islander	0.6%	73	0.3%	7	0.2%	1
White	64.5%	7,809	73.0%	1,778	73.3%	337
Two or more races	1.9%	231	1.2%	29	0.2%	1
Hispanic or Latino ONLY	14.6%	1,768	11.3%	274	5.2%	24
Unspecified/Not Known	1.2%	142	0.1%	3	4.8%	22
Race/National Origin Not Identified		3,747		608		125
Total		15,854		3,043		585



Multi-year Submissions

Comparison of Results When Credit Unions Submit in Consecutive Years

	44 CUs	Year to Year Percent age Point Change	Affirmative Response		24 CUs	Year to Year Percent age Point Change	Affirmative Response		15 CUs	Year to Year Percent age Point Change	Affirmative Response	
			20 18	20 19			20 17	20 18			20 16	20 17
Leadership/Organizational Commitment	2018 vs. 2019	+ 4	62%	66%	2017 vs. 2018	+ 16	59%	75%	2016 vs. 2017	+ 7	72%	65%
Employment Practices		+ 3	53%	56%		-7	69%	62%		+ 8	71%	63%
Supplier Diversity		+ 3	6%	9%		-1	10%	9%		0	7%	7%
Transparency		+ 3	19%	22%		-4	27%	23%		+ 4	26%	22%
Monitoring and Assessment		+ 2	39%	41%		+ 15	37%	52%		+ 17	42%	25%

