



Office of the Chairman

Annual Diversity, Equity, Inclusion and Belonging Statement

July 2021

As the Chairman of the National Credit Union Administration, I am honored to lead an agency with a deep commitment to diversity and inclusion. Today, our commitment is even more important as systemic racism and injustice have been brought to the forefront of our society. To that end, diversity and inclusion are among the highest priorities for the NCUA. More than core values, they are embedded in our business practices and are instrumental to how we achieve success. This year, I add belonging to that list of priorities. Diversity exists in the world around us. Inclusion is what we *do* within the NCUA. And, belonging is how our employees *feel* as a result.

The NCUA firmly recognizes that differences make a difference and values inclusion in our workplace. That is why we view diversity in its broadest definition to include each person's visible and invisible qualities, which make people who they are. We value the diverse perspectives, skills, and talents each member of our workforce contributes to achieving our mission. We strive to maintain an inclusive environment where employees are respected for who they are and what they bring to the agency. In an inclusive environment, employees should feel a strong sense of purpose and belonging. We offer a workplace in which all employees can fully engage and achieve their potential. We encourage employees to bring their authentic selves to work, and we do not tolerate illegal discrimination of any kind.

In the NCUA's role as a citizen and consumer, we value diverse suppliers and vendors who play a vital role in the economic success of small businesses and diverse communities. We support inclusion in our business activities by having policies and practices that ensure we provide opportunities and outreach to external stakeholders.

Finally, we encourage diversity throughout the credit union system, not only in the interest of the public good, but for the success and well-being of the entire system. A strategic focus on diversity and inclusion results in an increased talent pool, business innovation, and growth for credit unions. It also leads to increased financial inclusion nationwide. The NCUA is committed to advancing diversity and economic inclusion within the credit union system and ensuring all Americans have equitable access to financial services.

On behalf of the NCUA Board, I, as Chairman, reaffirm the NCUA's commitment to ensuring diversity in our workforce, advancing inclusion in our workplace and business activities, and creating an inclusive culture where differences are valued and where our staff feels a sense of belonging.

A handwritten signature in blue ink, appearing to read 'Todd M. Harper'.

Todd M. Harper
NCUA Chairman