



2018 Voluntary Credit Union Diversity Self-Assessment Results

National Credit Union Administration
Office of Minority and Women Inclusion





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THE VOLUNTARY CREDIT UNION DIVERSITY SELF-ASSESSMENT

Executive Summary

The [*Annual Voluntary Credit Union Diversity Self-Assessment*](#) form outlines best practices for creating a more diverse and inclusive credit union and more credit unions are using it to monitor their diversity-related efforts. In 2018, submissions increased with 81 credit unions submitting the self-assessment. However, that number represents only 1.5 percent of all credit unions as of December 31, 2018. Accordingly, the results presented in this report are not to be interpreted as representative of the entire credit union industry.

Of the 81 credit unions submitting a self-assessment in 2018, more than half reported having a leadership and organizational commitment to diversity. Just under half reported proactively implementing employment practices that expanded outreach efforts to diverse individuals. Overwhelmingly, the majority of reporting credit unions did not actively engage in supplier diversity and did not make their diversity and inclusion policies and practices publicly available. Approximately one third of the reporting credit unions actively monitored and assessed their diversity policies and practices.

The business case for diversity in credit unions is simple: it makes good business sense to have board members, managers, and employees reflect the community the credit union serves. Research shows that diversity leads to better service, greater innovation, better solutions, increased membership, and an enriched member and employee experience. These things make credit unions strong and sustainable, which ultimately leads to greater strength for the entire credit union system.

The NCUA encourages credit unions to implement policies and practices to improve their levels of diversity and inclusion. Conducting and sharing the results of the self-assessments helps credit unions identify challenges and opportunities and assists the NCUA in monitoring and assessing levels of diversity and inclusion within the credit union system.

Introduction

For three years, the NCUA has collected diversity self-assessments from credit unions. Pursuant to the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010, credit unions and other financial institutions, especially those with more than 100 employees, are encouraged to conduct annual self-assessments of diversity and inclusion practices and policies related to workforce and contracting activities.



To facilitate the self-assessment process, the financial institution regulatory agencies collectively established the diversity standards set forth in the 2015 [Interagency Policy Statement Establishing Joint Standards for Assessing the Diversity Policies and Practices](#).¹ The joint standards are grouped into these five areas, or sets of 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; and
5. Entities' self-assessment.

The standards provide a framework for a financial institution to create or strengthen its diversity policies and practices. Using these joint standards, the NCUA created the [Annual Voluntary Credit Union Diversity Self-Assessment](#) tool tailored for credit unions that provides guidance for advancing diversity and inclusion. It also highlights best practices for demonstrating a commitment to diversity and inclusion. Credit unions began conducting and submitting self-assessments voluntarily to the NCUA's Office of Minority and Women Inclusion in 2016.

The NCUA uses the aggregated self-assessment data to monitor progress and trends in credit union diversity-related activities. The Office of Minority and Women Inclusion only shares the results anonymously, primarily in the NCUA's annual [OMWI Report to Congress](#) and in this annual report of the self-assessment results. The first such of these reports is the [2017 Credit Union Diversity Self-Assessment Results Report](#) issued in 2018.

The self-assessment data also informs the NCUA of areas where additional guidance could be useful. When appropriate, the NCUA issues such guidance to assist credit unions with their diversity efforts. In 2018, the NCUA issued a [Credit Union Guide to Supplier Diversity](#) after identifying that many credit unions reported low levels of engagement in this area.

Employment Profile of Federally Insured Credit Unions

There were 5,375 federally insured credit unions as of December 31, 2018. Of these, 3,376 were federally chartered credit unions and 1,999 were federally insured, state-chartered credit unions. Figure 1 shows the number of credit unions falling within various total employment levels, based on Call Report data as of December 31, 2018.

¹ Office of the Comptroller of the Currency; Board of Governors of the Federal Reserve System; Federal Deposit Insurance Corporation; Bureau of Consumer Financial Protection; Securities and Exchange Commission; and the National Credit Union Administration.



In all, 4,232 representing 79 percent of all federally insured credit unions employ fewer than 50 personnel. Although only 670 credit unions, or 12 percent, have 101 or more total employees, they collectively employ 74 percent of the 312,771 employees working at all federally insured credit unions as of the end of 2018.

Federally Insured Credit Union Employees

Employees	Number of Credit Unions	Percent of Total Credit Unions	Number of Employees	Percent of Total Employees
Fewer than 50 employees	4,232	79%	47,050	15%
50 to 100 employees	473	9%	33,783	11%
101 to 500 employees	569	10%	122,172	39%
501 or more employees	101	2%	109,766	35%
Total	5,375		312,771	

Source: NCUA Call Report Data, December 31, 2018

Figure 1

A majority of credit union managers and chief executive officers are women. However, women managers and CEOs outnumber men only in credit unions with less than \$100 million in assets. Men primarily run credit unions with \$100 million or more in assets. Figure 2 shows a breakdown of the gender diversity of credit union managers and CEOs.

Gender of Credit Union Managers and CEOs

	All Credit Unions		Less than \$100 Million in Assets		\$100 Million to \$500 Million in Assets		\$500 Million to \$1 Billion in Assets		More Than \$1 Billion in Assets	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Gender	52%	48%	63%	37%	28%	72%	16%	84%	13%	87%
Average Net Worth Ratio	14.4	12.7	14.8	14.0	11.9	11.3	11.5	11.3	11.5	11.1
Average CAMEL Rating	2.0	1.9	2.1	2.1	1.8	1.9	1.8	1.7	1.5	1.4
Number of Credit Unions	2,782	2,593	2,413	1,391	290	736	38	199	41	267

Source: NCUA Call Report Data, December 31, 2018

Figure 2

Profile of Credit Unions Submitting Self-Assessments

In 2018, 81 credit unions (51 federal and 30 federally insured, state-chartered) submitted self-assessments, an increase from the 64 self-assessments submitted in 2017 and the 35 self-assessments submitted in 2016. Figure 3 provides a breakdown of submitters for the past three years by asset size.



Submitter Profile – Asset Size and Submission Year

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

Source: NCUA Call Report Data, December 31, 2018

Figure 3

Credit unions submitting the voluntary self-assessment in 2018 varied in asset size and number of employees as shown in Figure 4. The aggregate number of employees working at these credit unions represented 4 percent of all employees at federally insured credit unions as of the end of 2018. Just over half reported 101 or more employees. Asset sizes for reporting credit unions ranged from below \$1 million to more than \$5 billion, with 58 of the 81 credit unions, or 72 percent, reporting \$100 million or more in assets.

2018 Self-Assessment Submitter Profile – Employees and Asset Range

Total Employees	Number of Credit Unions	Asset Range	Aggregate Employees
0 to 49 employees	31	\$399,000–\$215 million	522
50 to 100 employees	9	\$177 million–\$552 million	722
101 to 500 employees	35	\$315 million–\$8 billion	7,572
501 or more employees	6	\$2 billion–\$4 billion	4,312
Total	81		13,128

Source: NCUA Call Report Data, December 31, 2018

Figure 4

Summary of 2018 Submission Results by Broad Standard

As noted in the table below, 57 percent of the 2018 respondents reported having a leadership and organizational commitment to diversity. Less than half, or 47 percent, reported proactive employment practices that expand outreach efforts to diverse individuals. Only five percent of reporting credit unions actively engaged in supplier diversity, and 14 percent promote diversity and inclusion practices transparently. Thirty percent of the reporting credit unions were actively monitoring and assessing diversity policies and practices.



Average Responses for Broad Standards

Diversity Self-Assessment Broad Standard	Average Affirmative Responses			Average Negative Responses		
	2016 35 Credit Unions	2017 64 Credit Unions	2018 81 Credit Unions	2016 35 Credit Unions	2017 64 Credit Unions	2018 81 Credit Unions
1. Leadership/Organizational Commitment to Diversity and Inclusion	54%	46%	57%	46%	54%	43%
2. Proactive Implementation of Employment Practices that Expand Outreach Efforts to Diverse Individuals	53%	54%	47%	47%	46%	53%
3. Consideration of Supplier Diversity in Procurement and Business Practices	7%	7%	5%	93%	93%	95%
4. Promotion of Transparency of Diversity and Inclusion Practices	22%	16%	14%	78%	84%	86%
5. Monitoring and Assessment of Diversity Policy and Practices	22%	24%	30%	78%	76%	70%

Source: 2018 Credit Union Diversity Self-Assessment Data

Figure 5

Consecutive Year Submission Results

Twenty-four credit unions submitted a voluntary self-assessment in both 2017 and 2018. The asset range for these credit unions in 2018 was between \$10 million and \$10 billion. Collectively these credit unions employed approximately 6,000 individuals in 2018, with a range of between 5 and 945 employees.

As indicated in Figure 6, in 2018 these 24 credit unions reported improvements over their 2017 results in two of the five sets of standards. Supplier diversity continues to stand out as an area with low levels of engagement.

To assist the industry with strengthening supplier diversity in credit unions the NCUA published a [Credit Union Guide to Supplier Diversity](#) in 2018. This guide provides an overview of what supplier diversity is, why it is important, and how credit unions can implement supplier diversity. The guide also includes resources and examples to help credit unions develop strong supplier diversity programs of their own.



Credit Unions Reporting in 2017 and 2018

Diversity Self-Assessment Broad Standard	Average Affirmative Responses (24 Credit Unions)		Average Negative Responses (24 Credit Unions)	
	2017	2018	2017	2018
1. Leadership/Organizational Commitment to Diversity and Inclusion	59%	75%	41%	25%
2. Proactive Implementation of Employment Practices that Expand Outreach Efforts to Diverse Individuals	69%	62%	31%	38%
3. Consideration of Supplier Diversity in Procurement and Business Practices	10%	9%	90%	91%
4. Promotion of Transparency of Diversity and Inclusion Practices	27%	23%	73%	77%
5. Monitoring and Assessment of Diversity Policy and Practices	37%	52%	63%	48%

Source: 2018 Credit Union Diversity Self-Assessment Data

Figure 6

Eight credit unions submitted a voluntary self-assessment in each of the three years the NCUA has collected them. The results, shown in Figure 7, indicate improvements in all of the assessed areas, except supplier diversity, which remained essentially unchanged since the self-assessments began in 2016.

Credit Unions Reporting in 2016, 2017 and 2018

Diversity Self-Assessment Broad Standard	Average Affirmative Responses (8 Credit Unions)			Average Negative Responses (8 Credit Unions)		
	2016	2017	2018	2016	2017	2018
1. Leadership/Organizational Commitment to Diversity and Inclusion	75%	80%	80%	25%	20%	20%
2. Proactive Implementation of Employment Practices that Expand Outreach Efforts to Diverse Individuals	69%	84%	79%	31%	16%	21%
3. Consideration of Supplier Diversity in Procurement and Business Practices	10%	8%	10%	90%	92%	90%
4. Promotion of Transparency of Diversity and Inclusion Practices	25%	32%	31%	75%	68%	69%
5. Monitoring and Assessment of Diversity Policy and Practices	34%	53%	56%	66%	47%	44%

Source: 2018 Credit Union Diversity Self-Assessment Data

Figure 7



Aggregate Results of 2018 Self-Assessments by Individual Standard

The aggregate results of the 2018 Credit Union Diversity Self-Assessment submissions are summarized below by each individual standard. It is important to note that these results represent only a small portion of existing credit unions and cannot be interpreted as being representative of the entire credit union system.

Standard 1 - Leadership/Organizational Commitment to Diversity and Inclusion

Leadership that demonstrates a commitment to and fosters an organizational culture that embraces diversity and inclusion is a key to strengthening the foundation of an organization. In credit unions, this leadership includes board members, senior officials, and staff managing the daily operations.

A majority of the responding credit unions reported a strong leadership and organizational commitment to diversity and inclusion. Just under half, or 48 percent, established a written diversity and inclusion policy approved by senior leadership. To ensure accountability, most of the reporting credit unions, 68 percent, appointed a knowledgeable senior-level official to oversee diversity and inclusion strategies and initiatives. However, only 20 percent of the responding credit unions provided regular feedback or progress reports on their diversity and inclusion efforts to their boards and senior management. Providing such feedback reinforces an organization's commitment and can quickly reveal areas where strategic shifts will be necessary to continue to meet the evolving needs of members, employees, volunteers, and the communities the credit union serves.

As it relates to the commitment to recruitment and employee retention, 80 percent of reporting credit unions established practices to attract diverse candidates for employment and volunteer opportunities, and 72 percent reported such practices for selection of board member candidates and senior management. A majority of the credit unions, 68 percent, also reported regularly conducting training on equal employment opportunity and diversity and inclusion principles.

Sixty-eight percent of reporting credit unions included diversity and inclusion considerations in their strategic plan for recruiting, hiring, retaining, or promoting their workforce. However, only 30 percent of reporting credit unions included diversity and inclusion considerations in their strategic plan in contracting with vendors. This may be because some of the reporting credit unions have none or very limited contracting opportunities, or because contracting needs are filled through the credit unions' sponsoring organization. Therefore, these credit unions may not have a need for a formal contracting program.

The section on Standard 3 details the assessment results for supplier diversity.



In a manner reflective of our size and other characteristics, our credit union:	Yes	No
1. Has a written diversity and inclusion policy approved by senior leadership, including the board of directors and senior management.	48%	52%
2. 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.	68%	32%
3. Regularly conducts training and provides educational opportunities on equal employment opportunity and on diversity and inclusion.	68%	32%
4. Takes proactive steps to include a diverse pool of women and minorities or other diverse individual candidates for:		
a. Hiring, recruiting, retention, or promotion of employees.	80%	20%
b. Selection of board member candidates and senior management.	72%	28%
5. Includes diversity and inclusion considerations in our strategic plan for recruiting, hiring, retention, and/or promotion of our workforce.	68%	32%
6. Includes diversity and inclusion considerations in our strategic plan in contracting with vendors.	30%	70%
7. Provides regular (such as quarterly) progress reports on diversity and inclusion efforts to our board of directors or senior management.	20%	80%

Standard 2 - Proactive Implementation of Employment Practices that Expand Outreach Efforts to Diverse Individuals

This set of standards relates to efforts to include minorities, women, or other diverse individuals in the credit union’s workforce through various methods. Essentially, these standards measure a credit union’s efforts to identify and communicate employment opportunities to diverse candidates, create a culture that values the contribution of all employees, and hold management accountable for diversity and inclusion.

Most of the credit unions reporting in 2018, 74 percent, had policies and practices in place to ensure equal employment opportunities for employees and applicants. Moreover, many reported having policies and practices that create or foster diverse applicant pools for employment opportunities:

- 44 percent conducted outreach to minority, women and other diverse individuals;
- 42 percent conducted outreach to educational institutions serving these groups; and
- 52 percent participated in conferences, workshops, and other events that attract minorities, women or other diverse individuals to inform them of employment and promotion opportunities.

Another way to reach diverse populations is by advertising employment opportunities in media targeting such populations and by cultivating relationships with professional organizations or educational institutions that primarily serve these populations. Forty-one



percent and 46 percent of the responding credit unions, respectively, reported efforts in this area.

Forty-nine percent of reporting credit unions regularly evaluated their diversity and inclusion programs and identified areas for future improvement. This is a critical step to ensuring the program is having the intended results and to allow for adjustments to the program if necessary. Using analytical tools and reviewing qualitative and quantitative data will assist with this effort. Forty-nine percent of reporting credit unions used analytical tools to assess, measure, and track their workforce diversity, and 44 percent used these tools to monitor the inclusiveness of their employment practices.

Thirty percent of reporting credit unions held management accountable for diversity and inclusion efforts. Effective diversity programs charge management with reinforcing behaviors and establishing or maintaining a culture that embraces diversity and inclusion. They also hold management accountable for effectively leading these efforts.

In a manner reflective of our size and other characteristics, our credit union:	Yes	No
1. Implements policies and practices to ensure equal employment opportunities for employees and applicants for employment.	74%	26%
2. Implements policies and practices that create or foster diverse applicant pools for employment opportunities. These may include:		
a. Conducting outreach to minority, women, or other diverse individuals. ²	44%	56%
b. Conducting outreach to educational institutions serving significant or predominately minority, women, or other diverse student populations.	42%	58%
c. Participating in conferences, workshops, and other events that attract minorities, women, or other diverse individuals to inform them of employment and promotion opportunities.	52%	48%
3. Communicates employment opportunities through media reaching diverse populations, including publications or professional organizations and educational institutions predominantly serving minority, women, or other diverse populations.	41%	59%
4. Cultivates relationships with professional organizations or educational institutions that primarily serve minority, women, or other diverse individuals or organizations.	46%	54%
5. Evaluates our diversity and inclusion programs regularly, and identifies areas for future improvement.	49%	51%

² “Other diverse individuals or organizations” refer to those identified in a credit union’s established diversity and inclusion policies, which could encompass disabled persons, veterans, women, minorities, lesbian, bisexual, gay, transgendered, or queer individuals as examples.



6. Uses analytical tools, including quantitative and qualitative data, to assess, measure, and track: ³		
a. Our workforce diversity at all levels, including supervisory and executive ranks, by race, ethnicity, gender, or other diverse categories.	49%	51%
b. The inclusiveness of our employment practices for hiring, promotion, career development, internships, or retention, by ethnicity, gender, or other diverse category.	44%	56%
7. Holds management accountable for diversity and inclusion efforts, for example by ensuring these efforts align with business strategies or individual performance plans.	30%	70%

Standard 3 - Consideration of Supplier Diversity in Procurement and Business Practices

Supplier diversity is the practice of intentionally including a diverse supplier pool when procuring goods and services for a business or organization. Diverse suppliers are generally defined as small, women-owned, minority-owned, or veteran-owned businesses, or businesses owned by individuals from other groups that have been historically underrepresented, such as persons with disabilities or individuals from the lesbian, bisexual, gay, transgendered, and queer community.

Opening procurement opportunities to suppliers from a variety of backgrounds, viewpoints, and experiences can yield better business outcomes for credit unions. Using a larger and broader pool of potential vendors creates greater competition, provides new and innovative business solutions, and empowers the diverse communities economically in which credit unions operate. In other words, it makes sound business sense for credit unions to engage in supplier diversity.

As in prior years, the responding credit unions reported low levels of engagement in supplier diversity in 2018. Only 6 percent had a written supplier diversity policy that provided opportunities for minority- and women-owned businesses to bid on contracts. Seventeen percent had leadership support to incorporate supplier diversity into business planning cycles or initiatives. One percent had an established policy to solicit bids from a certain number or percentage of diverse businesses and 3 percent reported outreach efforts to inform diverse suppliers of contracting opportunities and how to do business with the credit union.

Regarding the use of metrics to identify a baseline and track supplier diversity, 17 percent track the amount spent procuring and contracting for goods and services, and only one percent track the amount spent annually with minority- and women-owned businesses. None of the reporting credit unions used metrics to track:

³ Other examples of analytical tools can be found in [NCUA's 2014 Office of Minority and Women Inclusion Congressional Report](#).



- The availability of diverse suppliers to compete in contracting opportunities;
- The percentage of contract dollars awarded to minority- and women-owned businesses by race, ethnicity, and gender as compared to total contract dollars awarded for the calendar year; or
- Changes related to their supplier diversity efforts.

Nine percent of reporting credit unions indicated they participated in events that attracted minority- and women-owned businesses to inform them of contracting opportunities. However, 96 percent reported they did not maintain a listing of qualified minority- and women-owned businesses that could bid on upcoming contracting opportunities. One percent reported having an ongoing process to publicize their contracting opportunities and only 3 percent encouraged prime contractors to use minority- and women-owned business subcontractors by incorporating this objective in their business contracts.

The low levels of supplier diversity engagement may, in part, be attributed to the vast range of procurement needs of the responding credit unions. Smaller credit unions with minimal procurement needs may simply fill their needs through the local office supply store or through online purchases, and thus may be unable to determine whether the supplier meets the definition of “diverse.” Moreover, smaller credit unions generally do not have enough procurement needs to justify a formal supplier diversity program. In addition, some credit unions receive significant sponsor support. For example, some credit union procurement needs, like supplies, janitorial services, office space and remodeling, may be filled directly by the sponsoring organization thus eliminating the need for the credit union to establish a separate supplier diversity program.

The recently published [Credit Union Guide to Supplier Diversity](#) provides guidance on how to establish or enhance a supplier diversity program.

In a manner reflective of our size and other characteristics, our credit union:	Yes	No
1. Has a written supplier diversity policy that provides opportunities for minority- and women-owned businesses to bid to deliver business goods and services to us.	6%	94%
2. Has leadership support to incorporate supplier diversity into business planning cycles or initiatives.	17%	83%
3. Has an established policy to solicit bids from a certain number or percentage of qualified minority- and women-owned businesses.	1%	99%
4. Conducts targeted outreach specifically to inform minority- and women-owned businesses or affinity groups representing these constituencies of contracting opportunities and how to do business with us.	3%	97%



5. Uses metrics to identify a baseline and track:		
a. The total amount we spend annually buying and contracting goods and services.	17%	83%
b. The availability of relevant minority- and women-owned businesses to compete in our contracting opportunities.	0%	100%
c. The amount we spend with minority- and women-owned businesses.	1%	99%
d. The percentage of contract dollars awarded to minority- and women-owned businesses by race, ethnicity, and gender as compared to total contract dollars awarded for the calendar year.	0%	100%
e. The changes related to the above items over time.	0%	100%
6. Implements practices that promote a diverse supplier pool, which may include:		
a. Participation in conferences, workshops, and other events that attract minority- and women-owned businesses to inform them of our contracting opportunities.	9%	91%
b. Maintaining a listing of qualified minority- and women-owned businesses that may bid on upcoming contracting opportunities.	4%	96%
c. Having an ongoing process to publicize our contracting opportunities.	1%	99%
d. Encouraging prime contractors to use minority- and women-owned subcontractors by incorporating this objective in their business contracts.	3%	97%

Standard 4 - Promotion of Transparency of Diversity and Inclusion Practices

Transparency of diversity and inclusion efforts represents a deep level of commitment. Publicly communicating plans for achieving diversity and inclusion informs a broad constituency of current and potential members, employees, suppliers, as well as the public about an organization’s efforts to promote diversity and inclusion. Publishing this information can make new markets accessible for minorities, women, and other diverse groups, and it illustrates a credit union’s progress in meeting its diversity and inclusion objectives. Credit unions are encouraged to be more transparent by sharing their diversity and inclusion efforts, including their goals and accomplishments.

Transparency does not require a credit union to share confidential and proprietary information. Credit unions can communicate information about their diversity and inclusion efforts through normal business methods, such as displaying information on their website, in promotional material, and in annual reports to members.

The results for this area of the self-assessment reveal that even the reporting credit unions with active diversity and inclusion programs are not publicizing their efforts. In 2018, reporting credit unions indicated that most do not periodically compile information suitable for publication about efforts to enhance their diversity and inclusion. In 2018, only:

- Thirty-seven percent published demographic information on workforce composition;
- One percent published demographic information on supplier diversity;



- Seventeen percent published demographic information on board members and other officials;
- Seventeen percent published information on sponsorships or partnerships with diverse organizations; and
- Nine percent published other information related to diversity and inclusion efforts.

Most reporting credit unions, 90 percent, did not make information on their diversity and inclusion strategic plan public. Twenty percent, made their policy on commitment to diversity and inclusion in the workforce public. Only three percent made their policy on their commitment to supplier diversity public; and only seven percent made their efforts and progress toward achieving diversity and inclusion in their workforce and contracting activities public.

Thirty-eight percent of the 81 credit unions reporting in 2018 publicized opportunities that promoted diversity and inclusion in their employment and internship opportunities. Most, or 97 percent, did not publicize opportunities that promoted diversity and inclusion in their contracting opportunities. One-fifth publicized opportunities that promoted mentorship or development programs for employees, and three percent publicized opportunities that promoted diversity and inclusion in developmental programs for potential contractors.

In a manner reflective of our size and other characteristics, our credit union:	Yes	No
1. Periodically publishes information about our efforts to enhance diversity and inclusion, which may include:		
a. Demographic information on workforce composition (such as that found on an annual EEOC report.)	37%	63%
b. Demographic information on supplier diversity (contracting activities.)	1%	99%
c. Demographic information on the board members and other officials.	17%	83%
d. Information on sponsorships or partnerships with diverse organizations.	17%	83%
e. Other information on our diversity and inclusion efforts.	9%	91%
2. Makes the following information public:		
a. Our diversity and inclusion strategic plan.	10%	90%
b. Our policy on the credit union's commitment to diversity and inclusion in the workforce.	20%	80%
c. Our policy on the credit union's commitment to diversity and inclusion to supplier diversity.	3%	97%
d. Our efforts and progress toward achieving diversity and inclusion in our workforce and contracting activities.	7%	93%



3. Publicizes opportunities that promote diversity and inclusion, which may include:		
a. Employment and internship opportunities.	38%	62%
b. Contracting opportunities.	3%	97%
c. Mentorship or developmental programs for employees.	20%	80%
d. Developmental programs for potential contractors.	3%	97%

Standard 5 - Monitoring and Assessment of Diversity Policy and Practices

The final set of diversity standards relates to monitoring and assessing diversity and inclusion policies and practices. Forty-nine percent of the reporting credit unions in 2018 conducted an annual self-assessment or evaluation of their diversity policies and practices, and 40 percent reported modifying their policies and practices based on these assessment results. Only 7 percent, of reporting credit unions published information about assessing or monitoring diversity policies and practices and 22 percent completed and submitted the Credit Union Diversity Self-Assessment form to the NCUA on an annual basis.

The NCUA encourages credit unions to routinely monitor and evaluate performance related to the credit union’s diversity policies and established practices and to disclose, where appropriate, diversity policies, practices, and related information to both the NCUA and the public. The NCUA recommends credit unions conduct the [Annual Voluntary Credit Union Diversity Self-Assessment](#), which contains diversity best practices, and submit results to the NCUA OMWI annually. The NCUA now accepts self-assessments year-round.

In a manner reflective of our size and other characteristics, our credit union:	Yes	No
1. Conducts a self-assessment or evaluation of our diversity policies and practices annually.	49%	51%
2. Modifies our diversity policies and practices based on the results of the self-assessment or evaluation of our diversity policies and practices.	40%	60%
3. Provides information pertaining to the self-assessment or evaluation of our diversity policies and practices to the NCUA’s OMWI director annually.	22%	78%
4. Publishes information pertaining to our assessment of our diversity policies and practices.	7%	93%

Summary

In 2018, submissions increased to 81 credit unions submitting the self-assessment. However, that number represents only 1.5 percent of all credit unions as of December 31, 2018. In order to fulfill the Dodd-Frank Act mandate, which requires the NCUA to monitor and assess diversity in the credit union system, the agency encourages more credit unions to submit the self-assessment.



While it is important to note that the results presented in this report represent only a small portion of existing credit unions and, therefore, cannot be interpreted as representative of the entire credit union industry, we have observed an increase in credit union transparency of their commitment to diversity and inclusion. Many credit unions are now displaying their diversity and inclusion policy, statements of their commitment to diversity and inclusion, and some are even posting diversity and inclusion videos, staff profiles, and member testimonials on their webpages. There has also been greater displays of diversity in credit union advertisements.

The NCUA encourages all credit unions to adopt an organizational commitment to diversity and inclusion, implement it in a manner reflective of the credit union's size and other characteristics, and to conduct and submit the [*Annual Voluntary Credit Union Diversity Self-Assessment*](#) to the NCUA's Office of Minority and Women Inclusion annually. The NCUA now accepts self-assessments year-round.

Please direct questions about the Annual Voluntary Credit Union Diversity Self-Assessment, or this report to the NCUA's Office of Minority and Women Inclusion at omwimail@ncua.gov.