



# Financial Institution Diversity Self-Assessment

Office of Minority and Women Inclusion  
Diversity and Business Inclusion Branch

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# Financial Institution Diversity Self-Assessment

## *Background*

- Section 342 of the Dodd-Frank Wall Street Reform and Consumer Protection Act requires Office of Minority and Women Inclusion (OMWI) agencies to develop standards to assess the diversity policies and practices of the entities they regulate.
- OMWI agencies issued a policy statement that included Joint Standards to assess diversity policies and practices (June 10, 2015).
- The Joint Standards are:
  - Organizational commitment to diversity and inclusion;
  - Workforce profile and employment practices;
  - Procurement and business practices – supplier diversity;
  - Practices to promote transparency of organizational diversity and inclusion; and
  - Entities' self-assessment.
- OMWI is responsible for reviewing and analyzing self-assessment data, identifying patterns, and sharing best practices.

# Financial Institution Diversity Self-Assessment

## *Benefits of Participation*

- Inform internal discussions at financial institutions on what diversity means in terms of employees, customers, and surrounding communities.
- Understand the critical components of a successful diversity and inclusion program.
- Identify successes, challenges, and gaps of an organization's diversity, equity, inclusion, and accessibility (DEIA) program.
- Target resources and provide technical assistance to address DEIA gaps and challenges.
- Share exemplary practices.

# Financial Institution Diversity Self-Assessment

## *Annual Process*

- 2022 Financial Institution Diversity Self-Assessments (FID-SA): Voluntary Self-Assessments Accepted through September 30, 2023 – FIL Issued July 13, 2023
- Invitation and reminder emails sent to FDIC-supervised financial institutions:
  - CEOs and Presidents;
  - Diversity and Supplier Diversity Officers;
  - Registered FID-SA users; and
  - FDICconnect Coordinators.
- **Note: We encourage all FDIC-supervised institutions to participate.**
- No impact on safety and soundness or consumer compliance ratings, or Community Reinvestment Act performance evaluations.
- All submissions received are treated as “*Confidential Commercial Information.*” Individual assessment results are not publically reported and have no supervisory impact.

# Financial Institution Diversity Self-Assessment

## *Submission Options*

- Financial Institution Diversity Self-Assessment (FID-SA) Application.
  - Online electronic application;
  - Accessible via FDICconnect **secure** portal;
  - Multiple bank users may access the form;
  - Download PDF version of completed form; and
  - Copy/clone feature (streamline process).
- Submit your own diversity self-assessment form in FID-SA.
- Download a PDF version of the form, complete it, and submit it via [BankDiversity@fdic.gov](mailto:BankDiversity@fdic.gov) mailbox.



# Financial Institution Diversity Self-Assessment *Resources*

- Financial Institution Diversity Program  
<https://www.fdic.gov/about/diversity/dibanking.html>
- FID-SA Application Demonstration Videos  
<https://www.fdic.gov/about/diversity/fidsaportal.html>
- Diversity Self-Assessment Form  
<https://www.fdic.gov/about/diversity/diversitytoolkit.html>
- For Technical Assistance and Questions Contact:  
Angela Herring, Program Analyst  
LaVonda Pernell, Program Analyst  
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Email: [BankDiversity@fdic.gov](mailto:BankDiversity@fdic.gov)