



Financial Institution Diversity Self-Assessment

Office of Minority and Women Inclusion
Diversity and Business Inclusion Branch

Financial Institution Diversity Self-Assessment

Background

- Dodd-Frank 342(b)(2)(C) requires 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).
- 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.
- Responsible for reviewing and analyzing self-assessment data, identifies patterns and shares best practices.

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Benefits of Participation

- Inform discussions 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, and inclusion (DEI) program.
- Target resources to address DEI gaps and challenges.
- Share exemplary practices.

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Annual Process

- 2021 Financial Institution Diversity Self-Assessments: Voluntary Self-Assessments Accepted Now through June 30, 2022 – FIL Issued February 28, 2022.
- Invitation and reminder email sent to banks with 100 or more employees:
 - CEOs and Presidents;
 - Diversity and Supplier Diversity Officers;
 - Registered FID-SA users (**New**); and
 - FDICconnect Coordinators (**New**).
- **Note: all FDIC banks are welcome to participate.**
- No impact on safety and soundness, consumer compliance, or CRA examination ratings.
- All submissions received are treated as “*Confidential Commercial Information*”. Individual assessment results are not reported.

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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 Section342@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 (**New**)
<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:
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