



January 17, 2019

To: Presidents/Chief Executive Officers of FDIC Regulated Financial Institutions

The Federal Deposit Insurance Corporation's (FDIC) Financial Institution Diversity program is responsible for assessing the diversity policies and practices of FDIC-regulated financial institutions. In 2016 and 2017, the FDIC's Office of Minority and Women Inclusion (OMWI) encouraged the financial institutions it regulates to conduct annual self-assessments of their diversity policies and practices as outlined in the Interagency Policy Statement Establishing Joint Standards for Assessing the Diversity Policies and Practices of Entities Regulated by the Agencies (Policy Statement).

As the FDIC's OMWI Director, I am requesting that your institution submit its diversity self-assessment as described below. Please note that the submission of a diversity self-assessment is voluntary. Nevertheless, the assessment information is important for identifying and analyzing diversity and inclusion trends and best practices in the financial services industry.

The Standards identified in the Policy Statement offer guidance and a framework that enables financial institutions to voluntarily assess their diversity and inclusion practices in several key areas:

- 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
- Entities' Self-Assessment

The FDIC's OMWI is now collecting self-assessment data from FDIC-regulated financial institutions for the 2018 calendar year reporting period, and plans to continue adding to the baseline data for the 2016 and 2017 reporting periods. This includes a breakdown of aggregated assessment results by FDIC region and asset size, an overall breakdown for each of the five standards, and a summary of exemplary practices financial institutions have implemented as part of their recruitment, supplier diversity procurement, and training practices.

The FDIC will continue to provide the Diversity Self-Assessment of FDIC Regulated Financial Institutions instrument to assist institutions with their self-assessments. The electronic self-assessment instrument, associated guidance for completing and submitting the assessment, and other resources are available on the FDIC's website at www.fdic.gov/about/diversity under the Financial Institution Diversity Program.

We greatly appreciate all of the FDIC-regulated financial institutions that conducted self-assessments for the 2016 and/or 2017 calendar years. OMWI has analyzed the responses received for both years, and the analysis for these reporting periods can be found at www.fdic.gov/about/diversity. Please forward this letter to your Chief Diversity Officer and/or

Supplier Diversity Officer, or equivalent. Your voluntary completion of the diversity self-assessment for calendar year 2018 will continue to raise awareness about diversity and inclusion practices throughout the financial industry. Your completed self-assessment for calendar year 2018 may be submitted to FDIC, at Section342@fdic.gov, by March 31, 2019.

For further information related to Section 342 and the submission of the diversity self-assessment, please contact me, Saul Schwartz, OMWI Director at (703) 562-2305, or by email at Section342@fdic.gov.

Sincerely,

Saul Schwartz
OMWI Director