

5. Community

Encourage DEI in FDIC business activities and at regulated financial institutions, and foster financial inclusion in the banking system.

5.1 Economic Opportunity. Identify barriers that underserved communities and individuals may face in taking advantage of FDIC procurement and contracting opportunities and ensure the inclusion, to the maximum extent possible, of minorities and women, and entities owned by minorities and women, including financial institutions, investors, underwriters, accountants, and providers of legal services, in contracts entered into by the FDIC.

- a. Implement a series of technical assistance events to educate and equip minority- and women-owned businesses (MWOBs) with the tools they need to compete for contracts.
- b. Host “Pitch Days” where MWOBs may share their companies’ capabilities and learn about the FDIC’s procurement process.
- c. Review the selection process for historically marginalized attorneys and minority- and women-owned law firms (MWOLFs) to determine if there are opportunities to enhance the selection process, within existing guidelines, for legal referral services.
- d. Partner with the Division of Resolutions and Receiverships (DRR) to host a joint ventures virtual conference and provide technical assistance to minority- and women-owned investors (MWOIs).
- e. Determine whether new policies, regulations, or guidance documents may be necessary to advance equity in agency actions and programs and procurement and contracting opportunities.

5.2 Technology Solutions. Implement automated tools to improve the efficiency and effectiveness of the FDIC’s ability to assess diversity policies and practices at regulated entities and within the contractor workforce.

- a. Streamline and enhance the Financial Institution Diversity Self-Assessment (FID-SA) Application to increase and improve submissions by regulated entities.
- b. Develop and implement a portal in support of OMWI vendor outreach activities.
- c. Implement and enhance the automated tool for performing good faith effort reviews of the contractor workforce.

5.3 DEI Advisor. Provide advice on matters with the goal of supporting financial inclusion in the development and implementation of FDIC policies, including those which promote diversity and inclusion of historically underserved and marginalized populations.

- d.** Explore creation of a non-profit to provide technical assistance to minority depository institutions (MDIs) on digital transformation.
- e.** Explore mechanisms to support internships at MDIs, Community Development Financial Institutions (CDFIs), and other interested financial institutions for students from HBCUs and other Minority-Serving Institutions (MSIs) with established technology programs.
- f.** Train examiners on examining unique business models of MDIs.
- g.** Provide DEI perspective for public awareness campaigns to ensure goals are met and prevent unintended consequences.
- h.** Create a network roadmap illustrating and connecting activities that the FDIC conducts to enhance outreach potential of all programs and initiatives that support DEI.