



March 10, 2020

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

The Federal Deposit Insurance Corporation's (FDIC) Financial Institution Diversity (FID) program is responsible for assessing the diversity policies and practices of FDIC-regulated financial institutions. On January 17, 2020, OMWI Director, Saul Schwartz sent letters encouraging FDIC-regulated financial institutions to submit their diversity self-assessments for the 2019 reporting period. The completion of the self-assessment will help your institution focus on and evaluate its diversity program, and can be a valuable planning tool for advancing diversity and inclusion. I extend my appreciation for your time and commitment in voluntarily assessing and submitting information about your diversity and inclusion practices.

I am contacting you now as a reminder if you haven't already done so, to participate in this important program by conducting a self-assessment of your 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). I urge FDIC-regulated financial institutions with 100 or more employees to conduct a self-assessment against the Standards identified in the Policy Statement, and submit it **by the extended submission date of May 31, 2020**.

I am also taking this opportunity to announce the launch of the FDIC automated Financial Institution Diversity Self-Assessment (FID-SA) instrument. The FID-SA instrument is accessible through *FDICconnect*. This online, automated format provides your financial institution with the ease and efficiency to (a) complete the diversity self-assessment electronically with multiple authorized users; (b) view previous submissions; (c) attach supporting material; and (d) print and save in pdf format. Contact your institution's *FDICconnect* Coordinator to obtain access. If you do not know who the Coordinator for your institution is, you may email FDICconnect@fdic.gov. Information about the FID Program and the new FID-SA application, along with helpful resource material and completed analyses, is available through the FID Program web page, at <https://www.fdic.gov/about/diversity/dibanking.html>.

The aggregated results are important for identifying and analyzing diversity and inclusion trends across the industry, and will also showcase leading practices that can be shared within the banking and financial services communities. All information received is treated as confidential commercial information, as appropriate. For questions or further information related to the

Policy Statement and the submission of the diversity self-assessments, please contact Claire Lam, Chief of OMWI's Diversity and Business Inclusion Branch, at (703) 562-2623, or by email at Section342@fdic.gov.

Sincerely,

Arleas Upton Kea
Deputy to the Chairman and
Chief Operating Officer