To State Member Banks, Bank
Holding Companies, Financial Holding
Companies, Savings and Loan Holding Companies,
and Foreign Banking Offices
in the Twelfth Federal Reserve District

Federal Financial Regulators Proposing Joint Standards for Assessing Diversity Policies and
Practices of Regulated Entities Pursuant to Section 342 of the Dodd-Frank Act

The Board of Governors of the Federal Reserve System and five other federal financial regulatory
agencies are proposing joint standards for assessing the diversity policies and practices of the institutions
they regulate. The proposed standards are intended to promote transparency and awareness of diversity
policies and practices within the institutions. The assessment standards cover four key areas:

- Organizational commitment to diversity and inclusion;
- Workforce profile and employment practices;
- Procurement and business practices and supplier diversity; and
- Practices to promote transparency of organizational diversity and inclusion.

In developing these proposed standards, the six agencies tailored the standards to account for variables
including asset size, number of employees, governance structure, income, number of members or
customers, contract volume, location, and community characteristics. The agencies recognize standards
may need to change and evolve over time.

Each of the federal financial regulatory agencies houses an Office of Minority and Women Inclusion
(OMWI). The agencies’ OMWI directors held roundtable discussions with a range of parties, including
representatives from depository institutions, holding companies, credit unions, and industry trade groups
to solicit input on assessment standards and to learn about the challenges and successes of current
diversity programs and policies. Roundtable discussions also were held with financial professionals,
consumer advocates, and community representatives to gain a greater understanding of issues facing
minorities and women in employment and in business contracting in the financial sector. Information
obtained from those discussions helped shape the proposed standards. Once published in the Federal
Register, the proposed policy statement will be available for public comment for 60 days.

Additional Information

All circulars and documents are available on the Internet through the Federal Reserve Bank of San

For additional information, please contact:

Federal Reserve Bank of San Francisco
Banking Supervision and Regulation
(415) 974-2335

Attachment:

Proposed Interagency Policy Statement Establishing Joint Standards for assessing the Diversity Policies
and Practices of Entities Regulated by the Agencies and Request for Comment