

U.S. SECURITIES AND EXCHANGE COMMISSION

OFFICE OF
MINORITY
AND WOMEN
INCLUSION

ANNUAL REPORT TO CONGRESS

ADVANCING DIVERSITY, EQUITY AND
INCLUSION

MARCH 2022

MESSAGE FROM THE CHAIR



CHAIR GENSLER

On behalf of the U.S. Securities and Exchange Commission, I am pleased to present the SEC Office of Minority and Women Inclusion's (OMWI) Annual Report to Congress. This report sets forth the SEC's collective efforts to promote diversity, equity, and inclusion in our agency.

Fairness and opportunity are central to the SEC's mission: to protect investors, maintain fair, orderly, and efficient markets, and facilitate capital formation. This means that all Americans—whether investors seeking to save for the future or business leaders looking to fund new ideas and innovations—deserve fair access to our capital markets, regardless of their race, gender, color, or any other factor.

It is important that our colleagues—the SEC's most important asset—feel they can bring their whole selves to work. I believe that a diverse SEC workforce helps promote fairness and inclusion in the financial services industry. OMWI continues to lead our efforts to develop an inclusive and equitable workplace that reflects the diversity of the public we serve, uses minority- and women-owned businesses in our business operations, and engages our regulated entities.

Thank you for taking the time to read about our important diversity, equity, and inclusion work. I look forward to continuing to partner with OMWI in the coming year.

Sincerely,

A handwritten signature in blue ink, appearing to read 'GG-1' with a stylized flourish underneath.

GARY GENSLER

Chair

U.S. Securities and Exchange Commission

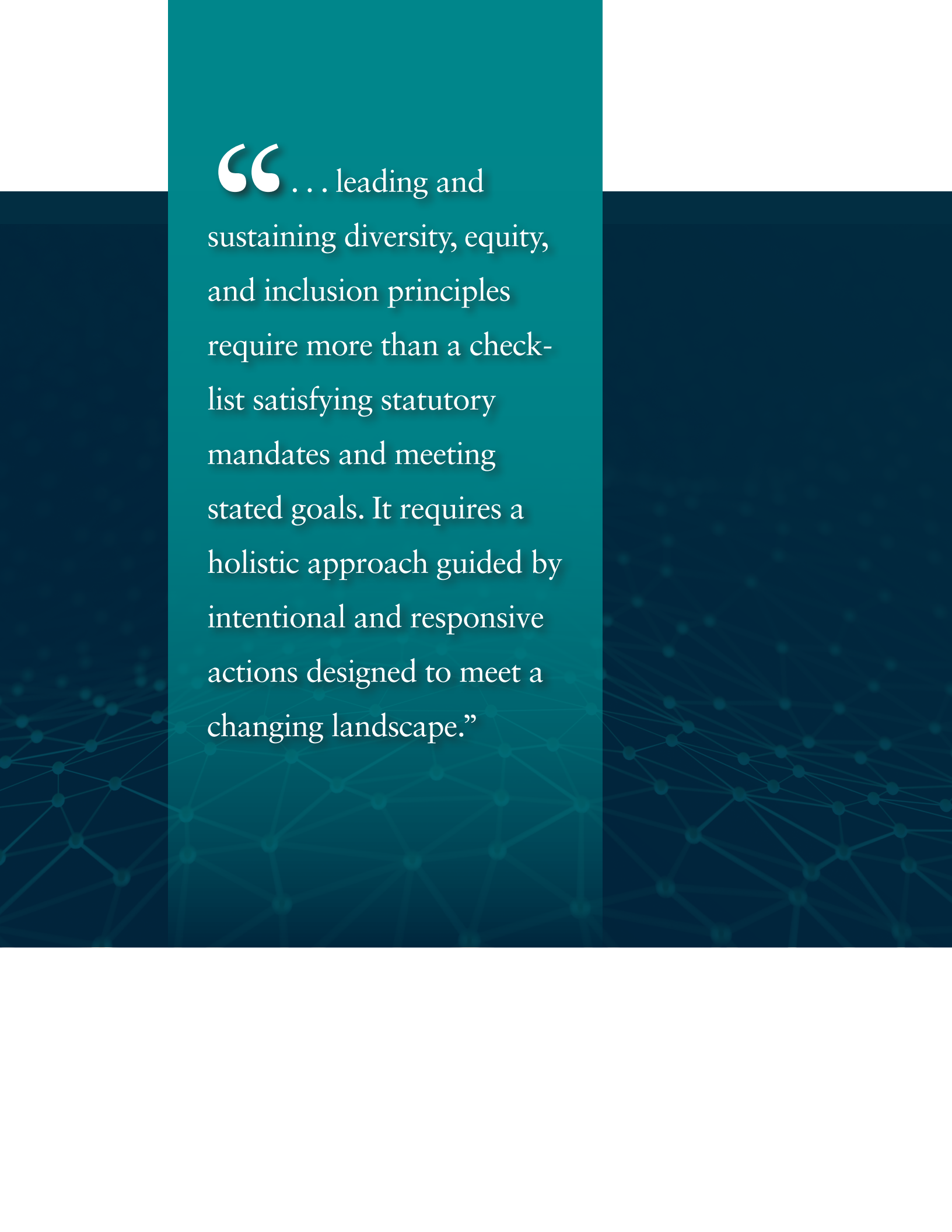
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LIST OF ACRONYMS

AAC	African American Council
AAFEA	African American Federal Executive Association
AAPI	Asian American and Pacific Islander Committee
AARP	American Association of Retired Persons
AHORA	Amigos and Hispanics of Regulatory Agencies
ALPFA	Association of Latino Professionals for America
AMAC	Asset Management Advisory Committee
ARO	Atlanta Regional Office of the Securities and Exchange Commission
BRO	Boston Regional Office of the Securities and Exchange Commission
CDP	Career Development Program
C.O.R.E.	Connections, Opportunities, Relationships, Equity
CAHC	Caribbean American Heritage Committee
CFPB	Bureau of Consumer Financial Protection
CFTC	Commodity Futures Trading Commission
CHRO	Chicago Regional Office of the Securities and Exchange Commission
CLF	Civilian Labor Force
COVID-19	Coronavirus Disease 2019
DAR	Diversity Assessment Report
DIAC	Disability Interests Advisory Committee
DIIP	Diversity and Inclusion Internship Program
EAG	Employee Affinity Group
EWOC	Enterprising Women of Color
FAR	Federal Acquisition Regulation
FDIC	Federal Deposit Insurance Corporation
FEVS	Federal Employee Viewpoint Survey
FIRREA	Financial Institutions Reform, Recovery, and Enforcement Act
FPDS	Federal Procurement Data Systems
FPPS	Federal Personnel and Payroll System
FRB	Board of Governors of the Federal Reserve System
FY	Fiscal Year
GFE	Good Faith Effort
GPA	Grade Point Average
HACU	Hispanic Association of Colleges and Universities
HALO	Hispanic and Latino Opportunity, Leadership, and Advocacy Committee
HBCU	Historically Black Colleges and Universities
HSSIP	High School Scholars Internship Program
LARO	Los Angeles Regional Office of the Securities and Exchange Commission
LGBT	Lesbian, Gay, Bisexual and Transgender
MBDA	Minority Business Development Agency
MESO	Office of Managing Executive for Small Offices
MIRO	Miami Regional Office of the Securities and Exchange Commission

MOU	Memorandum of Understanding
MWOB	Minority-Owned and Women-Owned Business
NAICS	North American Industry Classification System
NAMWOLF	National Association of Minority and Women Owned Law Firms
NASP	National Association of Securities Professionals
NBA	National Bar Association
NCUA	National Credit Union Administration
NEW IQ	New Inclusion Quotient (Federal Employee Viewpoint Survey)
NSHSS	National Society of High School Scholars
NYC	New York City
NYPD	New York Police Department
NYRO	New York Regional Office of the Securities and Exchange Commission
OA	Office of Acquisitions
OASB	Office of the Advocate for Small Business Capital Formation
OCC	Office of the Comptroller of the Currency
OCOO	Office of the Chief Operating Officer
OEEO	Office of Equal Employment Opportunity
OHR	Office of Human Resources
OIEA	Office of Investor Education and Advocacy
OMWI	Office of Minority and Women Inclusion
OPM	United States Office of Personnel Management
PLRO	Philadelphia Regional Office of the Securities and Exchange Commission
PROPELS	Professionals Reaching Out to Promote Excellence and Learning for Students
SDBMS	Supplier Diversity Business Management System
SEC	Securities and Exchange Commission
SECU	SEC University
SFRO	San Francisco Regional Office of the Securities and Exchange Commission
SIFMA	Securities Industry and Financial Markets Association
VOD	Vendor Outreach Day



“... leading and sustaining diversity, equity, and inclusion principles require more than a checklist satisfying statutory mandates and meeting stated goals. It requires a holistic approach guided by intentional and responsive actions designed to meet a changing landscape.”

EXECUTIVE SUMMARY

The U.S. Securities and Exchange Commission's (SEC, Commission, or agency) Office of Minority and Women Inclusion (OMWI) provides leadership and guidance for the SEC's diversity and inclusion efforts. Those efforts are summarized in this Annual Report to Congress for Fiscal Year (FY) 2021 (Report), pursuant to Section 342 of the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010 (the Dodd-Frank Act).¹ This Report highlights the progress the SEC has made toward achieving the goals and objectives of the Dodd-Frank Act and the SEC's Diversity and Inclusion Strategic Plan (DI Strategic Plan), as well as its real-time responsiveness to current events, all of which collectively guide the SEC's ongoing efforts to promote diversity, equity, and inclusion. In accordance with the mandates of the Dodd-Frank Act and the stated goals of the SEC's DI Strategic Plan, OMWI focuses its efforts in the areas of workforce diversity and workplace inclusion, supplier diversity and contractors' workforce inclusion, diversity policies and practices of SEC-regulated entities and SEC mission-related outreach. As such, this Report is organized to highlight these areas specifically.

That said, leading and sustaining diversity, equity, and inclusion principles require more than a checklist satisfying statutory mandates and meeting stated goals. It requires a holistic approach guided by intentional and responsive actions designed to meet a changing landscape. In FY 2021, the SEC fully embraced this holistic approach and prioritized weaving diversity, equity, and inclusion into all areas within its reach—a reach which spans the internal connectedness of its workplace culture, the external cultivation of its future workforce and business relationships, and the creation of opportunities to exercise impact and influence through mission-driven outreach to its stakeholders and the public it protects.

Connecting our workforce through an inclusive workplace culture

As with most transformative work, growth begins on the inside. The SEC encouraged this growth by fostering a connected culture within its workforce through mindful initiatives, programming, and training. Two of its most forward-thinking initiatives were the *UnCovering Taskforce*, whose mission is to identify and implement strategies to ensure that employees are comfortable bringing their authentic selves to work, thereby helping them reach their highest potential; and *Diversity Dialogues*, small group discussions initiated to provide a safe space where employees can candidly discuss sensitive issues surrounding race. These two programs alone brought hundreds of employees to the table as the SEC community endeavored to remain in touch with its greatest asset—its workforce.

Additionally, internal programming is used as a tool to create a sense of belonging. In FY 2021, one such successful program was the *Senior Officer Panel Discussion for Disability Employment Awareness Month*, which featured senior leaders who self-identify as persons with a disability.

¹ Pub. L. No. 111-203, 124 Stat. 1376, July 11, 2010, codified as 12 U.S.C. § 5452. Section 342(e).

During this panel and open dialogue, senior leaders shared their personal stories, highlighted the SEC's reasonable accommodation program and also emphasized the value of relationships and a strong supportive community. Internal programming is also used to raise awareness and tackle challenging issues often brought to light by current events. For example, in FY 2021, the SEC co-sponsored *Unmasking Anti-Asian Violence, Bias and Xenophobia*, a joint federal agency program discussing many of the issues surrounding violence and hate against Asian Americans; and also presented *COVID and its Impact on the Hispanic Community and Hispanic-owned Small Businesses*, addressing unique challenges faced by this community as a result of the pandemic.

Further, in FY 2021, the SEC offered purposeful training, like *Conscious Equity 2.0* and *Language of Inclusion*, which provided guidance to employees on being agents of diversity, mutual respect and inclusion. Hundreds of employees attended these highly effective and interactive trainings. The SEC also developed training to promote professional development. New training in FY 2021 included: C.O.R.E. (Connections, Opportunities, Relationships, Equity), a leadership development program designed to provide minority leaders at the SEC with tools and techniques to enhance their effectiveness, breadth of contributions and engagement within their function; and also the *African American Federal Executive Association's Career Development Program* (AAFEA CDP), where the SEC supported an SEC African American Council (AAC) member to participate in the rigorous 5-month developmental program designed to prepare participants to compete for advanced career positions in the federal government. All available participant slots in C.O.R.E. and AAFEA CDP were filled.

Strategies, like mindful initiatives, programming, and training, helped ensure that the SEC continued to cultivate an inclusive and receptive environment for all employees, and these efforts will continue in the next fiscal year.

Cultivating a pipeline for the next generation of SEC employees and future business relationships

In addition to fostering personal growth and connection within its workforce, the SEC seeks to cultivate a diverse pipeline for its future workforce. Each year, the SEC engages in numerous strategic outreach activities intended to attract a diverse pool of candidates for future employment at the SEC. In FY 2021, the SEC went a step further. Recognizing that diverse candidates from underrepresented communities often lack both the opportunities to gain the experience necessary to be competitive applicants and also the financial freedom to accept unpaid internships, the SEC established two, paid, early-career programs for diverse candidates to join the SEC: the *Diversity and Inclusion Internship Program* (DIIP) and the *High School Scholars Internship Program* (HSSIP). The SEC welcomed 18 interns under DIIP and five returning interns under HSSIP. The close-out session for the DIIP program included moving tributes by both the interns and their SEC hosts expressing sincere gratitude for the rewarding experience and the connections it forged. The SEC plans to increase the opportunities for paid internships next year.

The SEC also continued to cultivate strategic relationships to enhance its future pipeline of diverse workforce candidates by: strengthening its alliance with Historically Black Colleges and Universities (HBCUs) through events like the panel discussion in August 2021 with HBCU business and law school deans, professors, and chancellors to help increase financial literacy for its students; entering into a partnership with the National Bar Association to assist with increasing employee representation of underrepresented groups at the SEC; and conducting webinars for high school students focused on financial education and careers at the SEC.

To cultivate future business relationships, the SEC facilitated approximately 54 one-on-one meetings with vendors via OMWI-hosted Vendor Outreach Day (VOD) sessions. These forums allow interested businesses, including minority-owned and women-owned, 8(a) certified, small, small disadvantaged, women-owned small, service-disabled veteran-owned and HUBZone certified businesses to exchange information on their capabilities and services/goods and to receive technical assistance. OMWI also participated in 39 business conferences and procurement sessions for diverse vendors and businesses to meet with the SEC. As a result of these efforts, FY 2021 saw an increase in both contract payments and awards to Minority and Women Owned Businesses (MWOBs) of 1.7% and 5%, respectively.

The SEC's increased focus on underrepresented communities to help expand both the pathways to federal service and the available business opportunities not only aligns with the goals in the SEC's DI Strategic Plan, but also echoes the values espoused in the *Executive Order 14035 Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce*.² The SEC will continue these efforts in the coming year.

Creating opportunities to exercise impact and influence through mission-driven outreach to its stakeholders and the public it protects

In addition to focusing on connection inside the SEC and cultivation of a future workforce and business relationships outside the SEC, the SEC actively sought opportunities to exercise its impact and influence in the greater community through mission-driven outreach to its stakeholders and the public it protects. OMWI continued to provide assistance to the Commission's independent advisory committees, such as the Asset Management Advisory Committee's Diversity and Inclusion Subcommittee's efforts to address issues related to diverse asset managers. The SEC also continued to promote business diversity with SEC stakeholders by engaging with regulated entities to promote the business case for developing and evaluating diversity and inclusion efforts. These efforts included hosting a meeting with senior leaders from Self-Regulatory Organizations to discuss diversity and inclusion efforts and best practices.

² As an independent agency, the mandates set forth under Executive Orders in calendar year 2021 related to diversity, equity, and inclusion (e.g. Executive Order 14035, Executive Order 14031, Executive Order 13988, Executive Order 13985) do not apply to the SEC. Nonetheless, the SEC is undertaking many initiatives that are resonant with the goals of these Executive Orders.

Further, the SEC engaged in public events intended to foster understanding of the importance of diverse participation in the financial services industry. These events included: *Tech Entrepreneurs of Color - Taking the Pulse of Capital Raising* and *Women of Color Entrepreneurs on Being Powerful Voices for Access to Capital*, both of which focused on challenges facing entrepreneurs of color in raising capital and ways to increase access to capital; partnering with *100 Women in Finance* to host a panel which focused on sharing stories of women in public sector financial services; and partnering with the Association of Latino Professionals for America Boston, Amplify Latinx and the Hispanic National Bar Association, to participate in a panel discussion on *Financial Planning, Smart Investing Practices and Fraud Avoidance for Young Professionals*

The SEC took significant steps toward holistically integrating diversity, equity, and inclusion into the fabric of its mission, as set forth in more detail in the Report that follows. Through its unwavering commitment, the SEC hopes to lead by example within its sphere of influence, and looks forward to continuing its efforts in the next fiscal year.

INTRODUCTION

The U.S. Securities and Exchange Commission's (SEC, Commission, or agency) Office of Minority and Women Inclusion (OMWI) is pleased to submit its Annual Report to Congress for Fiscal Year (FY) 2021 pursuant to Section 342 of the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010 (the Dodd-Frank Act).³ This report will summarize OMWI's efforts to promote diversity and inclusion in the following areas:⁴

- » Workforce diversity and workplace inclusion
- » Supplier diversity and contractors' workforce inclusion
- » Diversity policies and practices of SEC-regulated entities
- » SEC mission-related outreach

ORGANIZATIONAL OVERVIEW

U.S. Securities and Exchange Commission

The U.S. Securities and Exchange Commission (SEC, Commission, agency) is a bipartisan Commission consisting of up to five Commissioners appointed by the President and confirmed by the Senate.⁵ The SEC's mission is to protect investors; maintain fair, orderly, and efficient markets; and facilitate capital formation. Under these tenets, the SEC oversees the nation's securities markets, certain market participants, and organizations such as the Financial Industry Regulatory Authority, Municipal Securities Rulemaking Board, and the Public Company Accounting Oversight Board. The SEC's functional responsibilities are carried out through six divisions and 24 offices, each of which is headquartered in Washington, DC. The SEC also has 11 regional offices located throughout the country.

The Office of Minority and Women Inclusion

In accordance with Section 342 of the Dodd-Frank Act, the SEC established OMWI in July 2011, and assigned the office responsibility for all matters related to diversity in its management, employment, and business activities. OMWI works in close collaboration with all SEC divisions and offices, including the Office of Human Resources (OHR), the Office of Equal Employment Opportunity (OEEEO), and the Office of Acquisitions (OA), to implement the SEC's Diversity and Inclusion Strategic Plan for Fiscal Years 2020-2022 (SEC's DI Strategic Plan).⁶

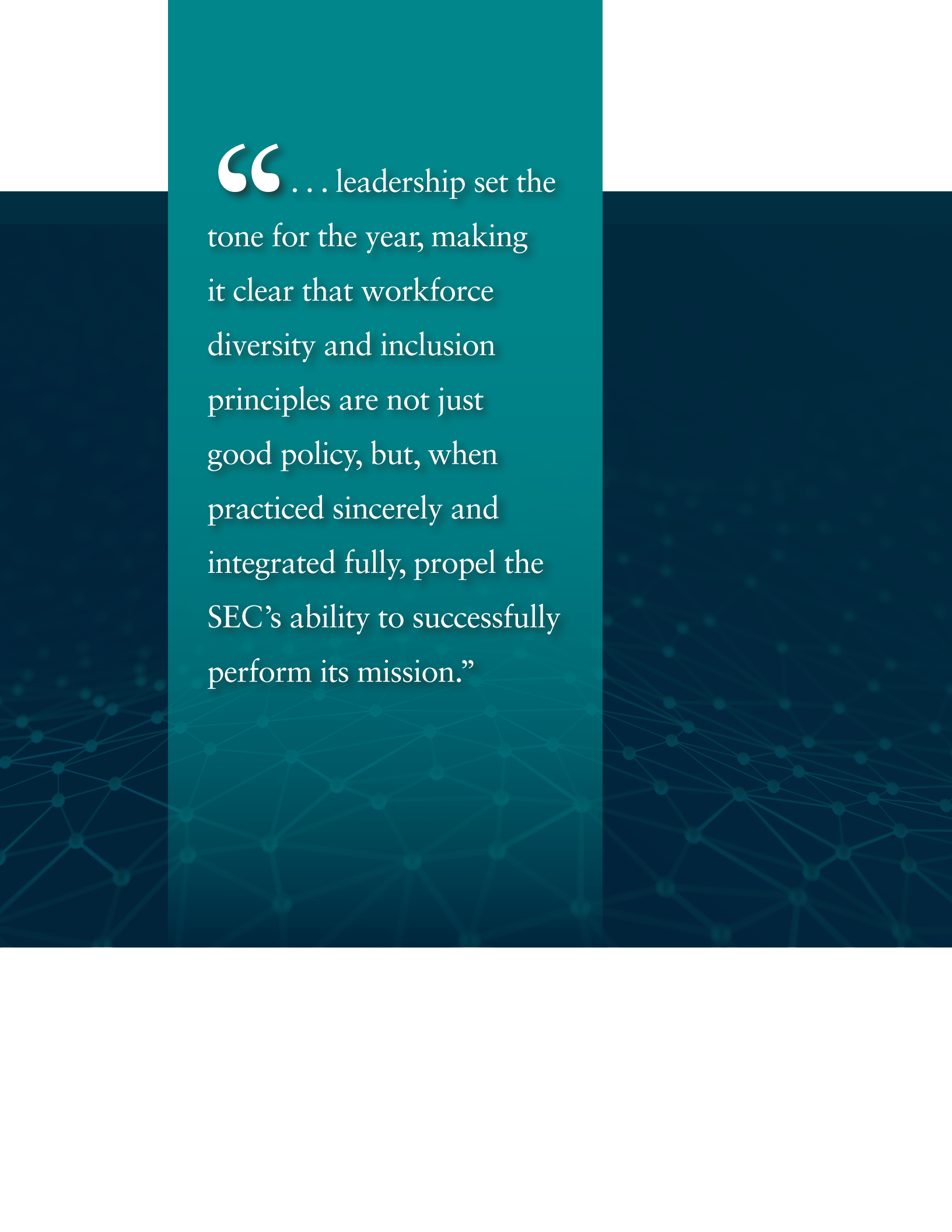
The Director of OMWI, Pamela Gibbs, is a Senior Officer reporting directly to the Chair. As of the time of the submission of this Report, OMWI consists of 11 additional permanent staff, including a Deputy Director. For FY 2022, one additional position will be filled. Additionally, OMWI uses contractors and detailees to support its operations.

3 Pub. L. No. 111-203, 124 Stat. 1376, July 11, 2010, codified as 12 U.S.C. § 5452. Section 342(e).

4 This report covers the period October 1, 2020 to September 30, 2021, unless otherwise noted.

5 The President designates one Commissioner to serve as Chair of the Commission. Jay Clayton was the Chair of the Commission from the beginning of FY 2021 through December 23, 2020. Gary Gensler was confirmed as Chair of the Commission on April 14, 2021. Allison Herren Lee was Acting Chair of the Commission in FY 2021 until Gary Gensler's appointment.

6 The SEC's Diversity and Inclusion Strategic Plan for Fiscal Years 2020-2022 is available at https://www.sec.gov/files/2020_Diversity_and_Inclusion_Strategic_Plan.pdf.



“... leadership set the tone for the year, making it clear that workforce diversity and inclusion principles are not just good policy, but, when practiced sincerely and integrated fully, propel the SEC’s ability to successfully perform its mission.”

WORKFORCE DIVERSITY AND WORKPLACE INCLUSION

The SEC is committed to cultivating a workforce and workplace culture that values diversity; encourages collaboration, flexibility and fairness; and allows all employees to contribute to their full potential. Furthering these principles is an individual and collective responsibility, particularly for leadership whose example and influence help catalyze action. In FY 2021, leadership demonstrated its commitment to promoting diversity and inclusion and ensuring opportunity by opening the year with a Town Hall on Diversity, Inclusion and Opportunity facilitated by the SEC Chair and featuring the OMWI Director and SEC Senior Policy Adviser on Diversity and Inclusion that covered topics including workplace inclusion initiatives, as well as external engagement activities with investors, professional organizations and other stakeholders. In doing so, leadership set the tone for the year, making it clear that workforce diversity and inclusion principles are not just good policy, but, when practiced sincerely and integrated fully, propel the SEC's ability to successfully perform its mission. OMWI provides leadership and guidance for the SEC's diversity and inclusion efforts throughout the Commission, and also fosters collaborations with SEC offices and divisions, as well as with other federal agencies, to enhance progress toward the SEC's objectives; but it is the work of all the SEC's component parts working together that yields true progress. Below are some highlights of these collective efforts.

Highlights

SEC WORKFORCE DEMOGRAPHICS: USING DATA TO DRIVE STRATEGY

A key driver of the SEC's workforce diversity and workplace inclusion efforts is information learned from collecting, analyzing, and reporting data. As promoted under Executive Order 14035, the SEC takes a data-driven approach to advancing policies that promote workforce diversity and workplace inclusion. In partnership with the SEC's Diversity Council, OMWI and OHR developed an interactive dashboard (Diversity Dashboard) to increase transparency, provide access to current workforce data at the SEC, and show the progress and challenges of building and sustaining a diverse workforce at the SEC. The Diversity Dashboard provides on-demand analytics for each of the SEC's divisions and offices by gender, race, ethnicity, occupations, and generations. OMWI regularly monitors the Diversity Dashboard and works with senior management to develop strategies to continue increasing representation of minorities and women in mission-critical occupations.

Applicant Data Analysis

Though not a precise measure of the impact of the SEC's outreach and recruitment efforts, an analysis of applicant demographic data provides OMWI with some measure of the effectiveness of diversity outreach and recruitment initiatives and insight for future areas of strategic outreach. OMWI reviewed available applicant data for 13,034 applications submitted for FY 2021 vacancies in the agency's mission-critical occupations—attorney, accountant, economist,

securities compliance examiner, and IT management;⁷ 8,304 (64 percent) of those applications were from applicants who voluntarily disclosed gender, race and ethnicity as part of their USAJOBS profiles.⁸

Figure 1 shows data from applicants for mission-critical occupations who self-identified their gender, race, and ethnicity. In FY 2021, the representation of Black, Hispanic, and Asian individuals among applicants for each mission-critical occupation was higher than corresponding representation in the same occupations in the Civilian Labor Force (CLF).⁹ The representation of women among FY 2021 applications for all mission-critical occupations, except attorney, was lower than their representation in the CLF.

Figure 1. FY 2021 Applications for Mission-Critical Occupations Compared to 2018 Occupational CLF

		Men	Women	White	Black	Hispanic	Asian	All Other
0905 General Attorney	Applied	60.6%	39.4%	55.9%	16.4%	14.8%	11.8%	1.1%
	OCLF	62.6%	37.4%	83.0%	5.3%	5.7%	4.1%	1.9%
0510 Accounting	Applied	53.8%	46.2%	37.8%	33.9%	11.2%	16.7%	0.4%
	OCLF	39.0%	61.0%	72.2%	8.6%	8.0%	8.9%	2.2%
1831 Securities Compliance Examining	Applied	67.1%	32.9%	46.7%	18.3%	18.3%	16.2%	0.5%
	OCLF	53.7%	46.3%	76.3%	8.2%	8.7%	4.7%	2.1%
0110 Economist	Applied	71.3%	28.7%	45.0%	20.8%	14.4%	18.7%	1.1%
	OCLF	68.1%	31.9%	76.5%	5.6%	7.3%	8.0%	2.6%
2210 IT Management	Applied	78.2%	21.8%	26.9%	29.7%	9.4%	32.3%	1.8%
	OCLF	70.7%	29.3%	75.8%	6.1%	6.1%	9.6%	2.3%

Source: Applicant flow data from OPM retrieved using USA Staffing. OCLF reflects the occupational CLF retrieved from Census 2014-2018 EEO Tabulation using occupational cross-classification provided by the Equal Employment Opportunity Commission. Only applications that included voluntary self-identification are shown.

7 OMWI obtained the demographic data from the Office of Personnel Management (OPM).

8 Because self-identification of demographic information is voluntary, it is not possible to determine whether those who provided information have the same characteristics as those who did not. Therefore, caution must be used when drawing conclusions about the application rates of demographic groups.

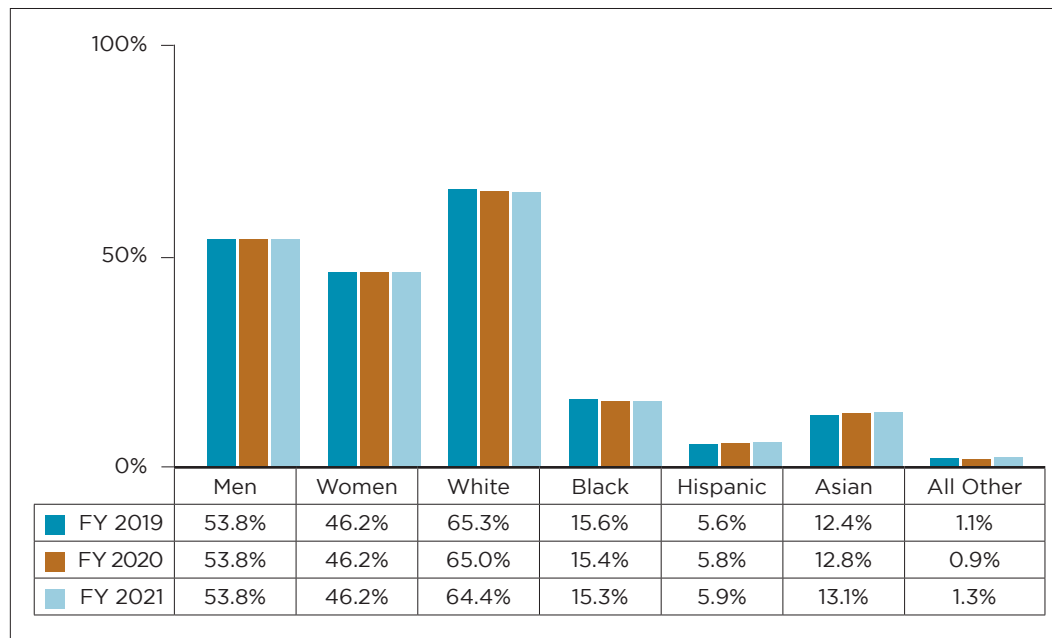
9 The Civilian Labor Force includes all persons 16 years of age and over, except those in the armed forces, who are employed or who are unemployed and seeking work. CLF data are defined by the Bureau of the Census and the Bureau of Labor Statistics and are reported in the most recent decennial or mid-decade census, or current population survey, under title 13 of the United States Code or any other reliable statistical study. See 5 CFR 720.202(d). OCLF data shown are from Census 2014-2018 EEO Tabulation, Table EEO2r – Citizen. Percentages may not total 100 due to rounding.

*FY 2021 SEC Workforce Profile*¹⁰

At the end of FY 2021, the SEC workforce included 4,536¹¹ employees.¹² Nearly 55 percent of SEC employees work from SEC headquarters in Washington, DC, 41 percent work from one of the SEC’s 11 regional offices, and the remainder work from other locations.

Figure 2 shows the SEC workforce representation by gender, race, and ethnicity. As of the end of FY 2021, men comprised 53.8 percent and women comprised 46.2 percent of the SEC workforce. The breakdown of the SEC workforce by race and ethnicity was as follows: 64.4 percent of SEC employees self-identified as white, 15.3 percent as Black or African American, 13.1 percent as Asian, 5.9 percent as Hispanic or Latino, 0.4 percent as American Indian or Alaskan Native, 0.6 percent as Two or More Races, and less than 0.1 percent as Native Hawaiian or Other Pacific Islander; 0.3 percent of the overall workforce did not identify their ethnicity and race.

Figure 2. Workforce Composition by Gender, Race, and Ethnicity FY 2019 – FY 2021



Source: FPPS data. “All Other” includes the Native Hawaiian or Other Pacific Islander, American Indian or Alaskan Native, and Two or More Races categories, as well as individuals who have not self-identified. Note that percentages may not sum to 100 due to rounding.

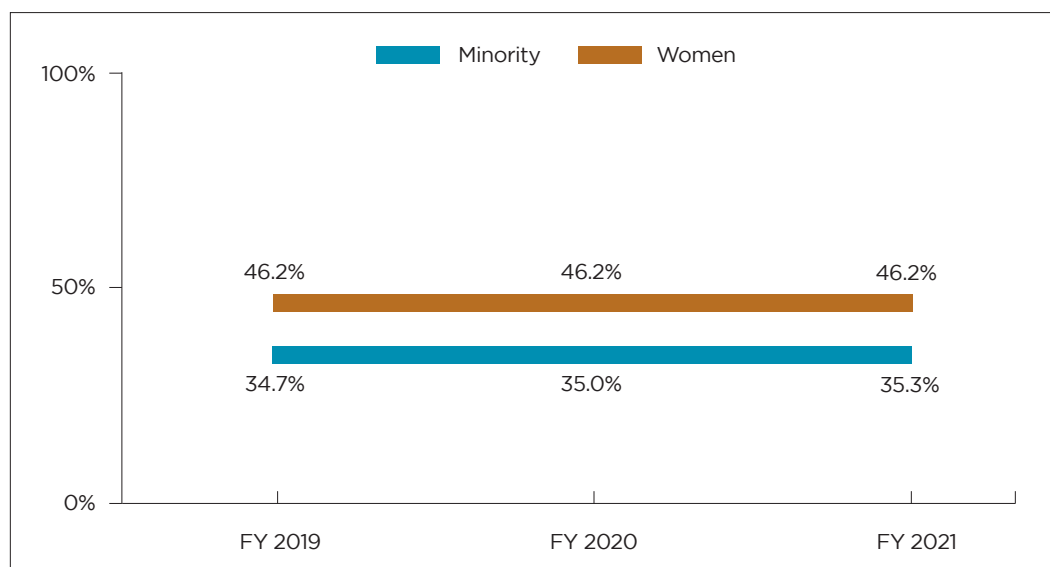
¹⁰ Unless otherwise noted, OMWI relies on workforce data from the Federal Personnel Payroll System (FPPS) accessed via the U.S. Department of the Interior. Year-end data snapshots represent the agency’s workforce as of the end of Pay Period 21 in 2019, 2020, and 2021, shown in this report as FY 2019, FY 2020, and FY 2021, respectively. Snapshot data was retrieved from FPPS on December 22, 2021.

¹¹ The SEC workforce had a net gain of 43 employees as of the end of FY 2021 compared to the prior year (FY 2020: 4,493 employees).

¹² Unless otherwise noted, data is reported for both permanent and temporary employees.

The three-year trend in the representation of women and minorities in the SEC workforce is shown in Figure 3. The overall representation of minorities increased slightly from FY 2019 to FY 2021 while the representation of women has remained at 46.2 percent.

Figure 3. Women and Minority Representation FY 2019 – FY 2021



Source: FPPS data.

SEC Workforce Compared to the Federal Workforce and CLF

Figure 4 shows how the demographic composition (i.e., gender, race, and ethnicity) of the SEC workforce, as of the end of FY 2021, compared to the demographic composition of the Federal workforce and the U.S. citizen CLF.¹³ These comparisons provide a frame of reference for the present level of diversity in the SEC workforce and the progress made toward cultivating a workforce that draws from the full diversity of the Nation. As of the end of FY 2021, at 46.2 percent, the representation of women in the SEC workforce was higher than their representation in the Federal workforce (44.4 percent), but lower than their representation in the CLF (48.2 percent).

Minorities collectively represented 35.3 percent of the SEC workforce as of the end of FY 2021, which was lower than their representation in the Federal workforce (38.4 percent), but higher than their representation in the 2018 CLF (32.5 percent). The SEC workforce had a lower representation of Black or African American employees (15.3 percent) and Hispanic or Latino employees (5.9 percent) than the FY 2021 Federal workforce, and a lower representation of Hispanic or Latino employees than the CLF. The percentage of Asian employees in the SEC workforce exceeded their representation in both the Federal workforce and the CLF.

¹³ This comparison includes updated CLF comparisons using the most recent EEO Tabulation release from the U.S. Census Bureau. EEO Tabulation 2014-2018, Table EEO2r – Citizen, retrieved from <https://www.census.gov/topics/employment/equal-employment-opportunity-tabulation/guidance.html>

Figure 4. FY 2021 SEC Workforce Compared to Federal Workforce and CLF

Demographic Groups	SEC FY 2021 Workforce	FY 2021 Federal Workforce*	2018 Civilian Labor Force
Men	53.8%	55.6%	51.8%
Women	46.2%	44.4%	48.2%
White (Non-Minority)	64.4%	61.2%	67.5%
Minority	35.3%	38.4%	32.5%
Black or African American	15.3%	18.2%	12.3%
Hispanic or Latino	5.9%	9.5%	13.0%
Asian	13.1%	6.5%	4.4%
Native Hawaiian or Other Pacific Islander	<0.1%	0.6%	0.2%
American Indian or Alaska Native	0.4%	1.6%	0.6%
Two or More Races	0.6%	2.0%	2.1%
Remainder / not identified**	0.3%	0.4%	**

Source: FPPS. Federal workforce data from OPM FedScope (Sep 2021) and CLF data from Census 2014-2018 EEO Tabulation, Table EEO2r – Citizen. Percentages may not total 100 due to rounding.

*FedScope data current as of September 2021, retrieved January 2022.

**Remainder represents the percentage of the total that is unidentified – that is, no race or ethnicity information is available from personnel data. The Census EEO Tabulation estimates the labor force within small margins of error, so no remainder or not identified segment exists.

Workforce Analysis by Occupation

While the SEC workforce spans more than 50 occupations, 87 percent of SEC’s employees work in just seven occupations. Figure 5 shows the percentage of each demographic group in the 15 most prevalent occupations in the SEC workforce. It also reveals gender and racial differences in employment patterns.

Attorney is the most prevalent occupation in the SEC workforce; 42.1 percent of all SEC employees were in the attorney occupation as of the end of FY 2021. Attorney is the most prevalent occupation for both men and women, as well as for three of the four largest racial and ethnic groups in the SEC workforce, though differences exist in the degree of prevalence. As of the end of FY 2021, 50.2 percent of White, 36.3 percent of Asian, and 33.2 percent of Hispanic or Latino employees were employed as attorneys. Attorney was the second most prevalent occupation for Black or African American employees (18.2 percent) as of the end of FY 2021. A slightly greater percentage of Black or African American employees were employed in positions in the Miscellaneous Administration and Program Series (20.2 percent).

Figure 5. FY 2021 Percent of Demographic Group in Top 15 SEC Occupations

	SEC	Men	Women	White	Black	Hispanic	Asian	All Other
General Attorney (0905)	42.1%	42.2%	42.0%	50.2%	18.2%	33.2%	36.3%	24.1%
Accounting (0510)	18.5%	19.5%	17.3%	20.3%	10.5%	18.7%	19.8%	10.3%
Securities Compliance Examining (1831)	7.8%	9.3%	6.1%	7.9%	4.5%	10.1%	10.6%	5.2%
Information Technology Management (2210)	7.1%	9.8%	3.9%	4.7%	9.7%	7.8%	14.5%	19.0%
Miscellaneous Administration & Program (0301)	5.6%	2.6%	9.2%	2.5%	20.2%	8.2%	2.5%	6.9%
Management and Program Analysis (0343)	3.5%	2.3%	4.9%	2.4%	9.2%	3.7%	1.8%	6.9%
Economist (0110)	2.2%	2.8%	1.5%	2.2%	0.7%	2.2%	3.7%	5.2%
Paralegal Specialist (0950)	1.8%	0.7%	3.1%	1.3%	4.5%	2.6%	0.8%	3.4%
Financial Analysis (1160)	1.5%	2.2%	0.8%	1.4%	0.6%	1.5%	3.4%	0.0%
Human Resources Management (0201)	1.2%	0.7%	1.9%	0.5%	4.2%	1.9%	0.5%	3.4%
Contracting (1102)	1.1%	0.9%	1.3%	0.7%	2.5%	1.9%	1.0%	5.2%
Program Management (0340)	0.9%	1.0%	0.7%	1.1%	0.6%	1.5%	0.0%	1.7%
Financial Administration and Program (0501)	0.8%	0.4%	1.3%	0.4%	3.0%	0.7%	0.2%	0.0%
General Mathematics and Statistics (1501)	0.5%	0.9%	0.1%	0.5%	0.0%	0.4%	1.2%	3.4%
Miscellaneous Clerk and Assistant (0303)	0.6%	0.4%	0.7%	0.2%	2.5%	0.0%	0.0%	0.0%
All Other Occupations	4.8%	4.3%	5.3%	3.8%	9.2%	5.6%	3.7%	5.2%

Source: FPPS. "All Other" includes Native Hawaiian/Pacific Islander, American Indian/Alaska Native, Two or More Races, and individuals who have not self-identified. SEC's five mission-critical occupations are shown in **bold**.

The majority of White, Asian, and Hispanic or Latino employees worked in the agency's mission-critical occupations shown in bold in Figure 5. As of the end of FY 2021, 85.2 percent of White employees, 84.9 percent of Asian employees, and 72 percent of Hispanic or Latino employees worked in these occupations. In contrast, as of the end of FY 2021, only 43.6 percent of Black or African American employees worked in mission-critical occupations.

Mission Critical Occupations

The SEC has largely directed outreach and recruitment efforts toward enhancing diversity in the agency's mission-critical occupations. Figure 6 shows how the workforce representation of minorities and women in each mission-critical occupation, as of the end of FY 2021, compared to their availability in these occupations in the CLF. The SEC relies on the comparisons with the occupational CLF benchmarks to assess the agency's progress towards improving diversity in mission-critical occupations and to identify areas of focus for ongoing outreach and recruitment strategies.

As of the end of FY 2021, the percentage of women in the attorney occupation was above CLF representation, the percentage of women in the economist occupation was at CLF representation, while women representation in the accountant, securities compliance examiner, and IT management occupation was below the percentage of women in these occupations in the CLF. The percentage of Black or African American employees in the economist occupation in the SEC workforce was lower than their representation in the CLF, while representation among the other four occupations was at or above CLF representation. The percentage of Hispanic or Latino employees is below representation in the CLF for attorneys, accountants, securities compliance examiners, and economists. Asian representation in each of the SEC's five mission-critical occupations exceeds the corresponding representation in the CLF.

Minorities collectively represented 23.3 percent of attorneys, 29.4 percent of accountants, 36.0 percent of economists, and 34.9 percent of securities compliance examiners in the SEC workforce. In contrast, minorities collectively held 57.6 percent of IT management positions in the SEC workforce, which was more than double the percentage of minorities in the IT management occupation in the CLF (24.2 percent).

Figure 6. FY 2021 SEC Workforce Mission-Critical Occupations Compared to 2018 Occupational CLF

		Men	Women	White	Black	Hispanic	Asian	All Other
0905 General Attorney	SEC Workforce	54.0%	46.0%	76.7%	6.6%	4.7%	11.3	0.7%
	OCLF	62.6%	37.4%	83.0%	5.3%	5.7%	4.1%	1.9%
0510 Accounting	SEC Workforce	56.7%	43.3%	70.6%	8.7%	6.0%	14.1%	0.7%
	OCLF	39.0%	61.0%	72.2%	8.6%	8.0%	8.9%	2.2%
1831 Securities Compliance Examining	SEC Workforce	63.9%	36.1%	65.1%	8.7%	7.6%	17.7%	0.8%
	OCLF	53.7%	46.3%	76.3%	8.2%	8.7%	4.7%	2.1%
0110 Economist	SEC Workforce	68.0%	32.0%	64.0%	5.0%	6.0%	22.0%	3.0%
	OCLF	68.1%	31.9%	76.5%	5.6%	7.3%	8.0%	2.6%
2210 IT Management	SEC Workforce	74.8%	25.2%	42.4%	20.9%	6.5%	26.8%	3.4%
	OCLF	70.7%	29.3%	75.8%	6.1%	6.1%	9.6%	2.3%

Source: FPPS. OCLF data from Census 2018 EEO Tabulation, Table EEO2r – Citizen. "All Other" includes Native Hawaiian or Other Pacific Islander, American Indian or Alaskan Native, Two or More Races, and individuals who have not self-identified. Percentages may not total 100 due to rounding.

Figure 7 shows a summary of employees in mission-critical occupations by gender, race, and ethnicity from FY 2019 to FY 2021. The representation of women and minorities collectively in mission-critical occupations increased slightly since FY 2019. The representation of Asian and Hispanic employees in mission-critical occupations increased slightly, while the representation of Black or African American employees decreased slightly.¹⁴ The percentage of women in mission-critical occupations increased slightly in each of the prior two years.

Figure 7. Mission-Critical Occupations FY 2019 – FY 2021

	Total	Men	Women	White	Black	Hispanic	Asian	All Other
FY 2019	3,413	1,995	1,418	2,450	300	175	460	28
	100.0%	58.5%	41.5%	71.8%	8.8%	5.1%	13.5%	0.8%
FY 2020	3,512	2,042	1,470	2,501	305	191	489	26
	100.0%	58.1%	41.9%	71.2%	8.7%	5.4%	13.9%	0.7%
FY 2021	3,526	2,042	1,484	2,489	302	193	505	37
	100.0%	57.9%	42.1%	70.6%	8.6%	5.5%	14.3%	1.0%
Relative Change (FY 2019–2021)	3.3%	2.4%	4.7%	1.6%	0.7%	10.3%	9.8%	32.1%

Source: FPPS. “All Other” includes Native Hawaiian or Other Pacific Islander, American Indian or Alaskan Native, Two or More Races, and individuals who have not self-identified. Note that percentages may not precisely sum due to rounding. Relative change calculates within-group change observed from FY 2019 to FY 2021.

Supervisors and Managers

Generally, SEC employees at grade levels SK-15 (e.g., branch chiefs), SK-17 (e.g., assistant directors), and Senior Officers (e.g., associate directors, deputy directors, and directors) serve in supervisory and managerial positions. Senior Officers, the highest-ranking employees at the SEC, are equivalent to Senior Executive Service personnel at other federal agencies. As of the end of FY 2021, the SEC workforce had 910 supervisors and managers.¹⁵

Figure 8 shows the number and percentage of SEC supervisors and managers by gender, race, and ethnicity from FY 2019 to FY 2021. Women represent 39.5 percent of SEC supervisors and managers as of the end of FY 2021, marginally up from 39.4 percent in FY 2020. Minorities collectively held 26.8 percent of supervisory and managerial positions at the SEC as of the end of FY 2021, up from 25.6 percent in FY 2020. The percentages of SEC supervisors and managers who are Black, Hispanic or Latino, and Asian each increased over the three-year period.

¹⁴ While the number of Black employees in mission-critical occupations increased from 300 in FY 2019 to 302 in FY 2021 (0.7 percent relative increase), Black representation in mission-critical occupations decreased from 8.8 percent in FY 2019 to 8.6 percent in FY 2021 due to increases in other groups from FY 2019 to FY 2021.

¹⁵ The SEC also had supervisors and managers in the SK-9 to SK-14 and SK-16 grade levels. In FY 2021, of the 910 supervisors and managers, 20 supervisors were at these grade levels.

Figure 8. Supervisors and Managers FY 2019 – FY 2021

	Total	Men	Women	White	Black	Hispanic	Asian	All Other
FY 2019	894	550	344	672	79	44	94	5
	100.0%	61.5%	38.5%	75.2%	8.8%	4.9%	10.5%	0.6%
FY 2020	908	550	358	676	84	46	98	4
	100.0%	60.6%	39.4%	74.4%	9.3%	5.1%	10.8%	0.4%
FY 2021	910	551	359	666	89	48	101	6
	100.0%	60.5%	39.5%	73.2%	9.8%	5.3%	11.1%	0.7%
Relative Change (FY 2019–2021)	1.8%	0.2%	4.4%	-0.9%	12.7%	9.1%	7.4%	20.0%

Source: FPPS. “All Other” includes Native Hawaiian or Other Pacific Islander, American Indian or Alaskan Native, Two or More Races, and individuals who have not self-identified. Note that percentages may not precisely sum due to rounding. Supervisors and managers include all supervisors of record regardless of grade level but excludes team leaders. Relative change calculates within-group change observed from FY 2019 to FY 2021.

Senior Officers

Figure 9 presents data on the gender, race, and ethnicity of Senior Officers from FY 2019 to FY 2021. As of the end of FY 2021, the SEC had 155 Senior Officers, one fewer than at the end of FY 2020.

In FY 2021, the representation of women among Senior Officers increased. Women represented 45.8 percent of Senior Officers as of the end of FY 2021, up from 43.6 percent in FY 2020. The representation of women among Senior Officers at the SEC was higher than the 36.4 percent representation of women among all Senior Executives in the Federal workforce.¹⁶

The representation of minorities among Senior Officers continued to increase from FY 2019 to FY 2021. Minorities held 19.4 percent of Senior Officer positions as of the end of FY 2021, up from 16 percent in FY 2020. In contrast, minorities held 23.3 percent of all Senior Executive positions in the Federal workforce in FY 2021.¹⁷ Black or African American representation among Senior Officers increased from 7.1 percent in FY 2020 to 9.0 percent in FY 2021.

Hispanic or Latino representation among Senior Officers increased from 3.2 percent in FY 2020 to 5.2 percent in FY 2021. Asian representation among Senior Officers remained at 4.5 percent in FY 2021.

¹⁶ OPM FedScope, September 2021.

¹⁷ OPM FedScope, September 2021.

Figure 9. Senior Officers FY 2019 – FY 2021

	Total	Men	Women	White	Black	Hispanic	Asian	All Other
FY 2019	146	85	61	127	9	2	6	2
	100.0%	58.2%	41.8%	87.0%	6.2%	1.4%	4.1%	1.4%
FY 2020	156	88	68	131	11	5	7	2
	100.0%	56.4%	43.6%	84.0%	7.1%	3.2%	4.5%	1.3%
FY 2021	155	84	71	125	14	8	7	1
	100.0%	54.2%	45.8%	80.6%	9.0%	5.2%	4.5%	0.6%
Relative Change (FY 2019-2021)	6.2%	-1.2%	16.4%	-1.6%	55.6%	300.0%	16.7%	-50.0%

Source: FPPS. "All Other" includes the Native Hawaiian or Other Pacific Islander, American Indian or Alaskan Native, Two or More Races, and individuals who have not self-identified. Includes only employees in the SO pay plan. Relative change calculates within-group change observed from FY 2019 to FY 2021.

New Hires

The SEC onboarded almost the same number of new hires in FY 2021 as in FY 2020. As shown in Figure 10, there were 291 new employees onboarded by the end of FY 2021, following a period of reduced hiring that ended in FY 2019.

The representation of women among new hires increased to 45 percent in FY 2021, slightly up from 44.7 percent in FY 2020. The representation of minorities among new hires also increased to 45.4 percent in FY 2021, up from 38.9 percent in FY 2020. The percentage of new hires in FY 2021 who are Black or African American increased from FY 2020, while Hispanic or Latino and Asian percentages among new hires decreased from FY 2020.

Figure 10. New Hires Trend by Gender, Race, and Ethnicity FY 2019 - FY 2021

	Total	Men	Women	White	Black	Hispanic	Asian	All Other
FY 2019	86	42	44	56	11	6	12	1
	100.0%	48.8%	51.2%	65.1%	12.8%	7.0%	14.0%	1.2%
FY 2020	293	162	131	179	40	22	49	3
	100.0%	55.3%	44.7%	61.1%	13.7%	7.5%	16.7%	1.0%
FY 2021	291	160	131	159	42	17	48	25
	100.0%	55.0%	45.0%	54.6%	14.4%	5.8%	16.5%	8.6%

Source: FPPS. "All Other" includes the Native Hawaiian or Other Pacific Islander, American Indian or Alaskan Native, Two or More Races, and individuals who have not self-identified. Includes permanent and temporary employees..

Figure 11 shows new hires into mission-critical occupations by gender, race, and ethnicity from FY 2019 to FY 2021. In FY 2021, the majority of new hires—over 70 percent—were employees in SEC’s mission-critical occupations. The percentage of women among new hires into mission-critical occupations was lower in FY 2021 at 42.0 percent than their representation in FY 2020 new hires (44.1 percent). The percentage of minorities among new hires into mission-critical occupations increased to 42.0 percent in FY 2021, up from 37.7 percent in FY 2020.

Figure 11. New Hires into Mission-Critical Occupations FY 2019 – FY 2021

	Total	Men	Women	White	Black	Hispanic	Asian	All Other
FY 2019	63	35	28	46	5	3	9	0
	100.0%	55.6%	44.4%	73.0%	7.9%	4.8%	14.3%	0.0%
FY 2020	220	123	97	137	18	19	43	3
	100.0%	55.9%	44.1%	62.3%	8.2%	8.6%	19.5%	1.4%
FY 2021	205	119	86	119	20	11	37	18
	100.0%	58.0%	42.0%	58.0%	9.8%	5.4%	18.0%	8.8%

Source: FPPS. “All Other” includes the Native Hawaiian or Other Pacific Islander, American Indian or Alaskan Native, Two or More Races, and individuals who have not self-identified. Includes permanent and temporary employees.

Separations

Figure 12 shows separations from the SEC by gender, race, and ethnicity since FY 2019. In FY 2021, 248 employees left the SEC, substantially more than departed in either FY 2020 (165 separations) or FY 2019 (172 separations). In FY 2021, 44.0 percent of separations were resignations from the agency, 38.7 percent were retirements, and 9.3 percent were transfers to other Federal agencies.¹⁸

Figure 12. Workforce Separations by Gender, Race, and Ethnicity FY 2019 – FY 2021

	Total	Men	Women	White	Black	Hispanic	Asian	All Other
FY 2019	172	98	74	126	23	6	16	1
	100.0%	57.0%	43.0%	73.3%	13.4%	3.5%	9.3%	0.6%
FY 2020	165	92	73	110	26	7	20	2
	100.0%	55.8%	44.2%	66.7%	15.8%	4.2%	12.1%	1.2%
FY 2021	248	137	111	155	48	11	32	2
	100.0%	55.2%	44.8%	62.5%	19.4%	4.4%	12.9%	0.8%

Source: FPPS. “All Other” includes the Native Hawaiian or Other Pacific Islander, American Indian or Alaskan Native, Two or More Races, and individuals who have not self-identified. Includes permanent and temporary employees.

Women made up a slightly larger percentage of separating employees in FY 2021 than in FY 2020. Similarly, the percentage of minorities among separating employees (37.5 percent) was higher in FY 2021 than in FY 2020 (33.3 percent).

¹⁸ The remainder were involuntary separations of various types, such as the expiration of a term appointment.

Separations from mission-critical occupations by gender, race, and ethnicity from FY 2019 to FY 2021 are shown in Figure 13. In FY 2021, 71.7 percent of separating employees were in mission-critical occupations. The percentage of minorities separating from mission-critical occupations was substantially higher in FY 2021 (31.5 percent) than in FY 2020 (25.4 percent).

Figure 13. Separations from Mission-Critical Occupations FY 2019 – FY 2021

	Total	Men	Women	White	Black	Hispanic	Asian	All Other
FY 2019	130	78	52	100	8	5	16	1
	100.0%	60.0%	40.0%	76.9%	6.2%	3.8%	12.3%	0.8%
FY 2020	118	73	45	88	10	2	16	2
	100.0%	61.9%	38.1%	74.6%	8.5%	1.7%	13.6%	1.7%
FY 2021	178	113	65	122	23	9	24	0
	100.0%	63.5%	36.5%	68.5%	12.9%	5.1%	13.5%	0%

Source: FPPS. "All Other" includes the Native Hawaiian or Other Pacific Islander, American Indian or Alaskan Native, Two or More Races, and individuals who have not self-identified. Includes permanent and temporary employees.

Promotions

Figure 14 shows promotions by gender, race, and ethnicity from FY 2019 to FY 2021. For purposes of this report, promotions include all instances where employees are converted to a higher pay grade. Accordingly, the data reflects career-ladder, competitive, and temporary promotions, as well as conversions to a higher-level position.

Minorities received 39.7 percent of promotions in FY 2021, a slight decrease from 40.3 percent of promotions in FY 2020. Compared to FY 2020, the share of promotions received by Asian employees decreased in FY 2020, while the percentage of promotions received by Black or African American employees and Hispanic or Latino employees increased slightly. Women received 47.8 percent of the promotions in FY 2021, a decrease from 51.9 percent of promotions in FY 2020.

Figure 14. Promotions FY 2019 – FY 2021

	Total	Men	Women	White	Black	Hispanic	Asian	All Other
FY 2019	304	156	148	178	56	23	40	7
	100.0%	51.3%	48.7%	58.6%	18.4%	7.6%	13.2%	2.3%
FY 2020	283	136	147	169	49	20	39	6
	100.0%	48.1%	51.9%	59.7%	17.3%	7.1%	13.8%	2.1%
FY 2021	456	238	218	275	83	36	57	5
	100.0%	52.2%	47.8%	60.3%	18.2%	7.9%	12.5%	1.1%

Source: FPPS. "All Other" includes the Native Hawaiian or Other Pacific Islander, American Indian or Alaskan Native, Two or More Races, and individuals who have not self-identified. Includes permanent and temporary promotions.

BUILDING A DIVERSE PIPELINE

Strategic outreach and broad recruitment have been the cornerstone of the SEC’s strategy for enhancing workforce diversity. As in the previous year, OMWI continued to focus on developing a pipeline of talent for future careers at all levels of the SEC—executives, professionals, recent graduates, and students. In FY 2021, OMWI staff coordinated or participated in 35 outreach events focused on building a diverse pipeline for careers at the SEC. Additionally, OMWI sponsored or facilitated the SEC’s participation in over 14 diversity outreach and recruitment events, while the SEC’s regional offices participated in dozens more. These events served to inform professionals and students about employment at the SEC.

Diversity Partnerships

OMWI maintains relationships with minority and women-focused professional associations and educational organizations to help further the SEC’s workforce diversity objectives. These collaborative relationships, referred to as “Diversity Partnerships,” provide a variety of opportunities for outreach and recruitment. OMWI continued to maintain its Diversity Partnerships with 20 organizations. For a list of OMWI’s Diversity Partnerships, *see Appendix A*.

In FY 2021, OMWI focused on strengthening its relationship with HBCUs. For example, the SEC and the National Bar Association (NBA), the nation’s oldest and largest network of predominately African-American attorneys and judges, entered into a noteworthy Memorandum of Understanding (MOU) establishing a formal relationship between the SEC and NBA to help them meet important mission objectives. Specifically, the MOU enables the SEC to: participate on a panel at the NBA’s renowned Annual Conference; partner with the NBA in efforts to fill job openings and develop a talent pipeline; publish an annual article in the NBA Magazine; and establish a mechanism to meet with HBCU Law School Deans with the assistance of the NBA.

In addition to formal Diversity Partnerships, OMWI collaborates regularly with academic institutions and educational organizations. To further enhance its relationships with HBCUs, for example, the SEC participated in a roundtable panel discussion with leaders from HBCU business and law schools to discuss developing sustained relationships with HBCUs that result in impactful outcomes for both HBCU students and partner organizations like the SEC.

Advertising

In compliance with the Dodd-Frank Act, OMWI takes affirmative steps to seek diversity in the workforce at all levels at the SEC through employment advertisements in written media oriented toward minorities and women, as well as other mass media communications. To further these employment advertising efforts to diverse groups, OMWI, with assistance from OHR, partners with SEC divisions and offices to advertise vacancy announcements to underrepresented community groups through OMWI’s diversity network, strategic diversity job boards, and custom talent sourcing.

Since OMWI's inception, OMWI has developed partnerships with internal and external groups to create a directory of individuals and organizations interested in supporting OMWI's mission activities, including increasing the SEC's workforce diversity. OMWI's network includes approximately 6,000 individuals and 400 organizations that represent the SEC's key work-force segments. Additionally, OMWI and OHR have identified job boards that allow the SEC to strategically advertise vacancy announcements to key underrepresented communities. For a list of the SEC's strategic diversity job boards, *see* Appendix B.

For FY 2021, OMWI partnered with OHR to update and streamline the position advertising process to help hiring managers maximize their reach when seeking underrepresented candidates. In response to the pandemic, and to leverage its robust network, OMWI primarily engaged in digital advertising. In FY 2021, OMWI and OHR sent out 175 targeted employment advertisements across OMWI's diversity network and strategic job boards. OMWI also contracted with three new strategic job boards to further target individuals from underrepresented communities with skills that align with the SEC's mission-critical occupations. For example, OMWI contracted with the Professional Diversity Network that disseminates employment advertisements to over 300,000 job seekers across eight affinity sites.

In addition to providing assistance through OMWI's diversity network or strategic job boards, OMWI and OHR also provided customized talent sourcing for SEC divisions and offices interested in advertising vacancy announcements to underrepresented communities. The customized talent sourcing allows divisions and offices to engage with potential candidates via LinkedIn.

Outreach Activities

At least 30 SEC employees actively participated in the numerous SEC-sponsored diversity outreach and recruitment events by serving as speakers and panelists at conferences, participating in meetings of partnering organizations, and representing the SEC at career fairs and outreach events, including at minority-serving colleges, universities and law schools. The SEC's regional offices also participated in dozens of additional, independently organized events. Involving employees in this manner helped establish them as internal agents of diversity, and also helped foster mutual respect and inclusion in the workplace. For a list of many of the SEC-sponsored FY 2021 outreach and recruitment events, *see* Appendix C.

PROFESSIONALS. In FY 2021, OMWI connected with various professional organizations that serve diverse members in an effort to provide meaningful guidance and support across a wide range of financial services topics. As part of the SEC's all-agency approach, OMWI coordinated with employees, divisions, and offices across the SEC to further these objectives. Below are several examples of these coordinated efforts.

- » Financial Services Professionals: OMWI again partnered with Financial Services Professionals, a Washington regional network of African American professionals in financial services. The event focused on career pathways into financial regulatory work in the public sector. During this virtual event, four SEC current and former employees from the Division of Trading and Markets highlighted the value of marketable and transferrable skills garnered from their service at the SEC or from the private sector that provided a pathway into public service at the SEC.
- » 100 Women in Finance: OMWI partnered with 100 Women in Finance to host a panel for its Impact Program. The Impact Program is geared toward young women starting their journey in academia or in financial services. The panel focused on sharing the stories of women in public sector financial services, and included the voices of three employees from various parts of the SEC with diverse backgrounds, challenges, and journeys that helped them forge their paths and build their skills, both before arriving at the SEC and after.
- » Enterprising Women of Color (EWOC) Program: Recognizing that minority women are the fastest growing population of entrepreneurs, OMWI partnered with the Minority Business Development Agency (MBDA) to present EWOC which focused on providing minority women entrepreneurs support as they build and scale their businesses. OMWI, along with the Office of Investor Education and Advocacy (OIEA) and the Office of the Advocate for Small Business Capital Formation (OASB) shared insights on ways the SEC could support the clients of the EWOC program.

COLLEGES AND UNIVERSITIES. OMWI continued to connect with colleges and universities in meaningful ways outside of traditional recruitment activities. Examples for FY 2021 include:

- » Colorado Women’s College of the University of Denver’s “Unconscious Bias” Training Video: OMWI worked with this college to create an “Unconscious Bias” training video which focused on explaining unconscious bias, how unconscious bias can manifest in the recruiting process, why organizations should work to combat unconscious bias, and the benefits of having a diverse and inclusive workforce. The training video was viewed by approximately 200 students.
- » Texas Women’s College English, Spanish and Foreign Language Virtual Mock Interviews: For this event, two employees from the SEC’s Fort Worth Regional Office served as interviewers and provided interview feedback to the students. Approximately 130 students seeking English, Spanish, or Foreign Language degrees participated in the mock interviews.

HIGH SCHOOLS. OMWI partners with high schools with large minority populations and organizations that serve minority high school students to provide financial literacy programs and career advice. Some of the outreach OMWI conducted in FY 2021 includes:

- » *The Basics of Saving and Investing and Careers in the Financial Services Industry* presentation to the National Society of High School Scholars (NSHSS):¹⁹ This event was hosted by OMWI and the SEC's OIEA. The event included information and facilitated discussions covering credit and debt management, the importance of saving and investing early, and understanding the risk and returns of investment products. The event also included information about how to recognize the red flags of investment fraud, and questions to ask before investing. OMWI and OIEA also shared information specific to careers at the SEC and the financial services industry during the event.
- » *The Basics of Saving and Investing and Careers in the Financial Services Industry presentation to the New York City (NYC) Bar Association Thurgood Marshall Society Summer Law Internship Program:*²⁰ OMWI and OIEA hosted this virtual presentation as part of the Thurgood Marshall Society's Summer Law Internship Program. The event included information and facilitated discussions covering credit and debt management, the importance of saving and investing early, and understanding the risk and returns of investment products. The event also included information about how to recognize the red flags of investment fraud, and questions to ask before investing. OMWI and OIEA also shared information specific to careers at the SEC and the financial services industry.
- » *Professionals Reaching Out to Promote Excellence and Learning for Students (PROPELS) Financial Literacy and Career Day:* The SEC's African American Council and OMWI partnered to host a virtual event, featuring engaging discussions related to financial literacy awareness and career advice. This event helped shape the lives of 300 students in Washington, DC, Baton Rouge, and Rosedale, Louisiana. Discussion topics included: Career Advice and Possibilities, Financial Empowerment and Navigating as a First Generation Professional.

SEC's Regional Offices

SEC staff members in the regional offices have been indispensable to the success of OMWI's initiatives to promote workforce diversity and inclusion. They have been especially helpful in carrying out activities prescribed by Section 342(f) of the Dodd-Frank Act for seeking diversity at all levels of the SEC's workforce. Overall, staff from nearly all regional offices represented the SEC at numerous conferences, career fairs, and other diversity outreach events this year. Below are just a few highlights of activities organized by several of our regional offices.

19 NSHSS was co-founded by Claes Nobel, senior member of the Nobel Prize family, for the purpose of recognizing and serving the highest-achieving student scholars across the globe. NSHSS members are quite diverse- 60% are minorities, 45% are multi-lingual, 24% are the first in their family to attend college, and 64% of have a Grade Point Average (GPA) above 3.7. The NSHSS database contains 1.7 million lifetime members ages 15-35, their parents and educators.

20 The NYC Bar Association Thurgood Marshall Society Summer Law Internship Program is an intensive internship program, sponsored by the NYC Bar Association that places diverse NYC high school students with legal employers for the summer. Since 1993, this program has provided students with an experience designed to develop them as young professionals and expose them to the legal profession.

OUTREACH/MISSION. In April 2021, the San Francisco Regional Office (SFRO) and New York Regional Office (NYRO) supported the OMWI and OASB presentation of *Tech Entrepreneurs of Color: The Road Ahead*. The event consisted of a 2-part virtual conversation. The Director of the SFRO moderated the first conversation with the Director and Deputy Director of OASB and the Chief of the Office of Small Business Policy in the Division of Corporation Finance. The discussion focused upon the 2021 regulatory fundraising landscape. The Director of the NYRO moderated the second conversation where a dynamic panel of tech founders and funders shared their experiences, insights, and successes in launching and growing new businesses. The panel focused on challenges facing entrepreneurs of color in raising capital for their businesses and ways to increase access to capital for such business owners.

In June 2021, the Los Angeles Regional Office (LARO) participated in the *14th Annual Native American Economic Development Conference*, where top experts participated in panels and interactive discussions focused on economic diversification, and Tribal Leaders convened to discover new ways to enhance their tribe's economic ventures and build resilient and sustainable communities that thrive. This event attracted over 600 attendees.

In July 2021, the Boston Regional Office (BRO) presented on *Safe and Wise Investing for First-Generation Professionals*, jointly with the Hispanic National Bar Association, to an audience of primarily Hispanic or Latino individuals and those from traditionally underserved communities. About 180 individuals attended.

Additionally, the regional offices independently initiated strategic outreach activities as their unique demographics, constituencies and stakeholders dictated and as opportunities arose. For example, the Miami Regional Office (MIRO) participated in numerous outreach events, many with a focus on the employment of Hispanic individuals. These events included: presentation to the University of Florida Association of Latino Professionals for America (ALPFA), Student Chapter; panelist for the Hispanic National Bar Foundation Summer Law Institute; presentation to law students at Florida State University Cuban American Bar Association, Student Division; participation in *Ahead of the Game* Accounting and Business Fair at Florida International University School of Business; and participation in Hispanic National Bar Association Speed Mentoring event.

Furthermore, most regional offices presented investor education programs to specific groups like senior citizens, teachers, military personnel and other current or future investors. The Chicago Regional Office (CHRO), for example, conducted dozens of these educational events to diverse audiences and discussed a wide range of subjects, such as mindful investing, fraud recognition and the work of the SEC. The CHRO's educational events reached hundreds of individuals and involved a wide range of SEC subject matter experts.

Additionally, regional offices seeking to reach seniors and retired persons strategically partnered with organizations like the American Association of Retired Persons (AARP) to conduct investor education events. For example, the Denver Regional Office (DRO) partnered with AARP and other federal agencies to present *Generations of Fraud*, a presentation at Colorado State University to current and future teachers regarding investment fraud prevention for all generations, but with special focus on seniors/grandparents. The event was broadcast to three senior living facilities and reached 1400 participants. The Philadelphia Regional Office (PLRO) also partnered with AARP to present a virtual Town Hall on government imposter schemes and other financial scams as part of AARP's focus on preventing seniors from becoming victims of such frauds. This program reached 1000 participants.

INCLUSION. In addition to conducting outreach activities, the regional offices also organize Special Observance events and other initiatives to help foster inclusion. For example, in honor of Pride Month and in celebration of Asian Pacific American activism, the SFRO hosted the Dean of the College of Ethnic Studies at San Francisco State University—Amy Sueyoshi—to discuss the role Asian Pacific Americans have played in two important issues in gay politics: the repeal of “Don’t Ask Don’t Tell” and the fight for marriage equality.

To highlight the accomplishments of diverse trailblazers, this fiscal year MIRO organized a *Diversity and Inclusion Speaker Series* with notable guest speakers, such as The Honorable Marcia J. Cooke, the first black woman federal judge in Florida; the Honorable Raag Singhal, the first Asian Pacific American and Indian American to serve as an Article III federal judge in the 11th Circuit; and H.T. Smith, a nationally-renowned trial lawyer, educator, leader and Miami's first African-American assistant public defender, first African-American assistant county attorney, and first to establish a Black-owned law firm in downtown Miami.

RESPONSE TO CURRENT EVENTS. The regional offices also initiate events as necessity and opportunities arise, such as those relating to the COVID-19 pandemic and the racial inequities in our nation. In response to COVID-19, for example, the Atlanta Regional Office (ARO), in partnership with other agencies, such as the Alabama Securities Commission, Federal Trade Commission and United States Attorney for the Middle District of Alabama, presented several sessions of *Avoiding Financial Scams, COVID-19 and Beyond*, to audiences that included traditionally underserved communities, military personnel and senior citizens. The PLRO participated in a similar iteration of this program, *Avoiding Financial Scams, Affinity Fraud, COVID-19 and Beyond*, with speakers that included PLRO's Director and staff from OMWI. These events covered potential scams during the COVID-19 pandemic, the red flags of affinity fraud and the most common tricks opportunistic fraudsters use to deceive the public.

Furthermore, NYRO presented on COVID-, crypto-, and affinity-related scams on *La Esquina*, a Spanish-language television program that provides information to elderly members of the greater New York metropolitan area and has over a million viewers.

The regional offices created other programming in response to heightened awareness of racial inequities in our nation. For example, the LARO and SFRO hosted a Town Hall on *Diversity and Allyship*, featuring Dr. Russell Jeung, chair and professor of Asian American Studies at San Francisco State University and co-founder of the Stop AAPI Hate Reporting Center, who discussed the rise in hate crimes against Asian Americans during COVID-19, the historical context of this behavior, and what we can do as individuals to intervene.

Internships

In FY 2021, and resonant with one of the goals of *Executive Order 14035 “Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce”* (Executive Order 14035), the SEC focused on increasing paid internships so that students from all walks of life may be able to participate. Paid internship opportunities that were offered in FY 2021 included:

- » *Diversity and Inclusion Internship Program (DIIP)*—In FY 2021, with the support of OMWI and OHR, the SEC developed the Diversity and Inclusion Internship Program. As diverse candidates often lack the necessary experience to be competitive applicants and may not be financially able to accept unpaid internships, the SEC contracted with the Hispanic Association of Colleges and Universities (HACU) to administer program logistics and recruit a diverse student population for paid internship opportunities at the SEC. The internships introduced students to careers in the federal government and financial services industry. In addition to work assignments that provided students with real-world work experience, interns participated in several professional development activities and engaged with SEC staff to enhance their learning experience. The first cohort of 18 students began their internships at the end of FY 2021. Fourteen offices, including five regional offices, hosted an intern. Twelve interns were from Hispanic-Serving Institutions and two were from Asian American and Native American Pacific Islander-Serving Institutions. The SEC hopes to increase the number of internships offered through this program in FY 2022.
- » *High School Scholars Internship Program (HSSIP)*²¹—The SEC partnered with the U.S. Office of the Comptroller of the Currency (OCC) and the National Credit Union Administration (NCUA) to welcome five returning interns as part of OCC’s High School Scholars Internship Program (HSSIP). The six-week paid internship provided students greater awareness of the OCC, NCUA, and SEC’s operations and missions. Students engaged in interactive classes on financial literacy, leadership, diversity and inclusion, and public speaking. For FY 2022, the SEC has increased funding to support five additional participants, for a total of 10 internships.

The SEC also continued to provide internship opportunities for undergraduate, graduate, and law students to learn about securities regulations and the work of the SEC through the Student Honors Program. The ten-week internship was offered at headquarters and in the SEC’s 11 regional offices. From January to November 2021, about 570 students participated in the

²¹ HSSIP is conducted in partnership with the District of Columbia’s Department of Employment Services, under the Mayor Marion S. Barry Summer Youth Employment Program, in order to deliver a program that reaches students who otherwise may not have such opportunities. The program also allows the SEC to partner with organizations “to place talented young minorities and women in industry internships, summer employment and full-time positions” under the Dodd-Frank Act.

Student Honors Program: 19 interns were from HBCUs and 6 were from Hispanic-Serving Institutions—educational institutions specified in Section 342(f)(1) of the Dodd-Frank Act as outreach and recruitment sources. Beginning in FY 2022, the Student Honors Program was rebranded and is now the SEC Scholars Internship Program. The SEC Scholars Internship Program is a ten-week paid program designed for students pursuing a business or law degree.

WORKPLACE INCLUSION: FOSTERING A CONNECTED CULTURE

In FY 2021, OMWI furthered implementation of the SEC’s DI Strategic Plan’s goal to “Foster a Connected Culture.” Fostering a connected culture requires a multi-dimensional approach through visible leadership support, creative and interactive programs that provide SEC employees a platform to be heard, trainings, professional development opportunities, mentorship, and employee engagement through Employee Affinity Groups (EAGs), as well as evaluations of these efforts based on employee surveys.

Diversity Council

In FY 2021, the SEC Diversity Council had 69 total members and continued to include representatives from the EAGs; senior leadership, including the Directors of the Offices of Equal Employment Opportunity, Human Resources, and Minority and Women Inclusion; the National Treasury Employees Union; and the Chair’s Office. Chair Gensler serves as the chair for the Diversity Council, underscoring his desire to champion diversity, equity, and inclusion at the SEC. This year, the Diversity Council was in a planning phase as it welcomed new leadership and members, and will commence its efforts in FY 2022 with the formation of sub-committees that may provide focused attention on areas of interest, such as matters surrounding the new headquarters building. Initiatives planned for the coming year include reviewing the SEC’s values, highlighting diverse SEC employees via the EAG member spotlight on social media and the Diversity and Inclusion webpage on SEC.gov, and supporting colleagues with disabilities.

Diversity and Inclusion Connection Programs

Deloitte’s research shows that more than 60% of the workforce “cover” important aspects of who they are while in the workplace and that “covering” can apply to all employees regardless of background and gender.²² Recognizing the importance of fostering a workplace culture that allows employees to be authentic, the SEC formed the *UnCovering Task Force*. In FY 2021, the UnCovering Task Force hosted an open house and developed trainings to ensure that employees are comfortable bringing their “whole selves” to work and to help cultivate an inclusive and receptive work environment.

Beginning in FY 2020, OMWI, with the support of OEEO, conducted a series of small group discussions across the SEC that provided a safe space for candid discussions on issues involving diversity and inclusion in the workplace and working together in ways that will result in

²² <https://www2.deloitte.com/us/en/pages/about-deloitte/articles/covering-in-the-workplace.html>

beneficial outcomes for all and enhance mission-effectiveness. Given the success of these sessions, in FY 2021 OMWI and OEEO conducted additional sessions—*Diversity Dialogues II*—again with a focus on enhancing workplace culture and mission-effectiveness. *Diversity Dialogues II* consisted of 10 discussions in which over 400 staff participated.

Diversity and Inclusion Training

Making diversity and inclusion training readily available to managers and employees continues to be a key element of OMWI's strategy for building and maintaining a diverse workforce and fostering an inclusive workplace. In furtherance of Executive Order 14035, OMWI works closely with SECU, a component of OHR, to offer on-demand, web-based courses, as well as virtual classroom training, related to diversity and inclusion throughout the year. Diversity and inclusion trainings underscore the SEC's continued commitment to racial equity by addressing diversity and inclusion at the SEC as a tool for identifying and addressing barriers to equity.

In FY 2021, OMWI offered various virtual classes to help supervisors and managers develop diversity and inclusion skills. Courses included *Conscious Equity 2.0* and *Language of Inclusion*. *Conscious Equity 2.0* was first rolled out in FY 2020, but re-offered in FY 2021 in response to popular demand. As before, the course was primarily targeted toward supervisors and managers to help foster a connected culture where team members can feel empowered, psychologically safe, and prepared to manage self and others. Approximately 150 employees attended *Conscious Equity 2.0*. OMWI also offered *Language of Inclusion*, another course offered to supervisors and managers, designed to establish a toolkit of key terminology and concepts for fostering an inclusive culture. About 340 employees attended *Language of Inclusion*.

Professional Development Programs

The SEC provides employees with numerous opportunities to acquire the skills and certifications needed to succeed in their positions and progress in their careers. SECU offers classroom-style and e-Learning programs in technical areas. The SEC also supports participation in career and leadership development programs. In addition to the SEC's standing professional and leadership development programs, such as the *Excellence in Government Fellows*, *Career Advancement Program*, *Aspiring Leaders*, and *Upward Mobility*, the following new programs were offered: (1) C.O.R.E. (Connections, Opportunities, Relationships, Equity), a leadership development program designed to provide minority leaders at the SEC with tools and techniques to enhance their effectiveness, breadth of contributions and engagement within their function, as well as support their personal well-being and growth; and (2) the AAFEA CDP where the SEC supported an African American Council (AAC) member to participate in the rigorous 5-month developmental program designed to prepare participants to compete for advanced career positions in the federal government.

Mentorship

Another career development resource is the SEC's Mentoring Program which focuses on professional development, collaboration across divisions and offices, expanded employee networks and leadership opportunities. The SEC Mentoring Program offers valuable professional development and networking opportunities for SEC staff, leveraging the experiences of, and feedback from, past participants. The SEC Mentoring Program is open to all SEC employees who have at least one year of federal service at the SEC.

Similar to past years, OMWI assisted OCOO with the administration and development of the content of the program. FY 2021 marked the third cohort of the SEC Mentoring Program, with 30 mentoring pairs participating. Mentors and mentees included individuals from traditionally underrepresented groups—women, minorities, and persons with disabilities. Participants were from headquarters and nine regional offices. Each mentee was paired with a mentor who provided career development and support from January through June 2021. Despite the program's shorter length this year due to COVID, in addition to orientation held in January 2021, there were three formal events specifically tailored for the SEC Mentorship Program including an event with Commissioner Crenshaw and a capstone event with remarks by Chair Gensler.

Employee Engagement

EMPLOYEE AFFINITY GROUPS AND SPECIAL OBSERVANCES. SEC Employee Affinity Groups (EAGs) have been instrumental in helping to cultivate a work-place culture that attracts diverse talent and encourages employee engagement and retention. In FY 2021, nine EAGs were active at the SEC: African American Council (AAC); American Indian Heritage Committee (AIHC); Asian American and Pacific Islander Committee (AAPI); Caribbean American Heritage Committee (CAHC); Disability Interests Advisory Committee (DIAC); Hispanic and Latino Opportunity, Leadership, and Advocacy Committee (HALO); Pride Alliance;²³ Veterans Committee; and Women's Committee.²⁴ EAGs foster inclusion at the SEC by providing educational, cultural, and networking opportunities to interested SEC employees; sponsoring cultural and educational programs; and supporting the SEC's diversity and inclusion efforts. Moreover, the SEC leverages the diversity of the EAG members to support its mission to protect investors, as well as to support its recruitment and outreach efforts.²⁵

23 Formerly known as Lesbian, Gay, Bisexual, and Transgender (LGBT) Committee.

24 OMWI provides program support for all EAGs except the Veterans Committee, which receives program support from OHR.

25 SEC leaders actively work with, and support, the EAGs. Each EAG is sponsored by both an Executive (Senior Officer) and a SEC Commissioner. All EAGs have a representative who serves on the SEC Diversity Council, which is chaired by Chair Gensler.

EAGs have a major role in planning and conducting SEC-sponsored programs and activities to commemorate Special Observances. In FY 2021, EAGs at SEC headquarters and regional offices helped to plan, coordinate, and conduct over 30 SEC-sponsored programs and activities to commemorate Special Observance heritage or awareness months, or otherwise celebrate affinity groups. These programs celebrate the diversity in the SEC workforce and enhance cross-cultural awareness and understanding. For a list of the FY 2021 programs and activities for Special Observances or otherwise celebrate affinity groups, see Appendix D. Some examples include:

- » In Honor of Black History Month the SFRO and AAC co-hosted *Tulsa, 1921: Black Wall Street & The Tulsa Race Massacre*, featuring Dr. Karlos K. Hill, professor at the University of Oklahoma, who spoke about Tulsa's prosperous Greenwood District, once known as the nation's "Black Wall Street," and the race massacre that destroyed the community and resulted in the death of approximately 300 people.
- » During the LGBT+ History Month in October, the Pride Alliance hosted a virtual panel, *Out at the SEC* with Senior Officers at the SEC who identify as LGBTQ+. Panelists included the SEC's MIRO's Director of Enforcement, the Director of OIEA, and the SEC's Solicitor. There were over 220 attendees.
- » In furtherance of the former Chair's FY 2020 diversity and inclusion priorities, the DIAC created two working groups on creating a culture of inclusion for persons with disabilities. Programming to enhance this culture of inclusion included the *Senior Officer Panel Discussion for Disability Employment Awareness Month*, which featured Commissioner Elad Roisman as facilitator and a panel of senior leaders who self-identify as persons with a disability who shared their stories, as well as highlighted the SEC's reasonable accommodation program and the value of relationships and a strong supportive community.

In FY 2021, EAGs also played a major role in connecting the SEC across the federal government and with the public it serves. Some of these events include:

- » In March 2021, the SEC's Pride Alliance hosted the joint Financial Institutions Reform, Recovery, and Enforcement Act (FIRREA) agencies' event, *Pride in Federal Service*, which featured speakers from six FIRREA agencies, opening remarks by SEC Commissioner Elad Roisman and a fireside chat with the NCUA Chair, Todd Harper. The event had over 700 attendees.
- » In April 2021, in response to current events and the rise in Anti-Asian sentiment in the U.S., the SEC partnered with the other OMWI offices to present *Unmasking Anti-Asian Violence, Bias and Xenophobia*, led by Steve Robbins, to discuss many of the issues surrounding violence and hate against Asian Americans.

- » For Pride Month, the SEC partnered with the Commodity Futures Trading Commission (CFTC) to present *Transgender in the Workplace*. The program featured a training by Scott Turner Schofield followed by an in-depth conversation with Katherine Cooper, former CFTC attorney and the only out transgender woman in the derivatives bar, who discussed being out in the financial world.
- » To foster Hispanic outreach and inclusion, the SEC participated in restarting Amigos and Hispanics of Regulatory Agencies (AHORA), a joint FIRREA agencies' Hispanic/Latino employee group. In October 2021, AHORA organized a panel discussion for Hispanic Heritage Month entitled *Leading the Way: Journeys of Latino Leaders in Financial Regulatory Agencies*. The Deputy Director of the SEC's OASB served on the panel, which included leaders from other FIRREA agencies.

Challenges and Next Steps

FY 2021 provided opportunities for the SEC to demonstrate its resilience and creativity as the ongoing pandemic shifted the landscape and posed challenges to the SEC's workforce diversity and inclusion efforts. Despite these challenges, the SEC continued to expand its outreach and recruitment efforts to help prime the pipeline for its future workforce and engage in internal programming to help strengthen the bonds of its workforce. Strategic and thoughtfully targeted outreach to professional organizations, minority-serving institutions, diverse schools, and other sources of diverse and qualified candidates continued to draw significant interest despite being held almost exclusively remotely. What might have been lost in personal interactions with potential candidates, was gained in intentional programming, as well as the conveniences, wider-reach, and often lower costs offered by virtual events. The SEC will continue to capitalize on the benefits of virtual outreach and also explore opportunities for in-person interactions as circumstances allow.

The SEC made progress towards achieving diversity at all levels of the workforce, such as increasing the number of Black or African American new hires and increasing the number of minority supervisors, managers, and Senior Officers. Nonetheless, opportunities for improvement still exist. Focus areas for the SEC's ongoing diversity and inclusion efforts in FY 2022 will continue to be increasing the representation of women in attorney positions and minorities in mission-critical occupations, particularly Black or African American individuals. The SEC is undertaking a number of initiatives with these goals in mind. The SEC is also continuing to expand its alliances through personalized communications with its diversity partners, entering into MOUs, and strengthening its relationships with HBCUs/HSIs.

Also as part of its efforts to increase diversity at the SEC, the SEC established two paid internship programs in FY 2021: DIIP and HSSP. The SEC will expand both programs, including increasing paid internship opportunities in FY 2022. The SEC has also rebranded the Student Honors Program and is now the SEC Scholars Internship Program, a ten-week paid program designed for students pursuing a business or law degree.

Additionally, to help maintain a connected culture despite the challenges presented by the physical separation necessitated by the pandemic, the SEC will continue forward-thinking initiatives like the *UnCovering Taskforce* and *Diversity Dialogues II*. The SEC will also offer new trainings like *Microaggressions* and will continue to use its resources to access new career development programs like C.O.R.E. and AAFEA CDP.

These are just a few highlights of the many steps the SEC plans to take in FY 2022 to enhance workforce diversity and workplace inclusion as part of the cultural fabric of the Commission. Statutory mandates, the SEC's DI Strategic Plan, and current events continue to guide the SEC's efforts toward achieving its diversity and inclusion objectives. OMWI will also continue to create new opportunities for engagement and foster collaborations with SEC offices and divisions, as well as with other federal agencies, to enhance progress toward these goals and objectives, as well as share best practices.



“The SEC actively embraces the principle that establishing and maintaining a diverse supplier base maximizes the SEC’s ability to procure the best goods and services to meet its contracting needs.”

SUPPLIER DIVERSITY AND INCLUSION

Highlights

Despite the challenges presented by the pandemic, OMWI increased its external networking events and procurement matchmaking sessions to expand interaction between MWOBs and the SEC. In FY 2021, OMWI continued to promote the use of the Supplier Diversity Business Management System (SDBMS) internally and externally to communicate and promote partnerships with diverse suppliers. OMWI engaged in 54 vendor matchmaking and outreach events where it connected with hundreds of vendors.

As discussed in more detail below, the data show:

- » Contract payments to MWOBs increased to \$182.6 million or 36.2 percent of total SEC contract payments in FY 2021 from \$162.4 million or 34.5 percent in FY 2020.
- » Contract awards to MWOBs increased to \$226.9 million or 38.8 percent of total SEC contract awards in FY 2021 from \$185.1 million or 33.8 percent in FY 2020.

SUPPLIER DIVERSITY

In addition to the SEC's obligations under the Dodd-Frank Act to promote the increased utilization of MWOBs in its business activities, the SEC's DI Strategic Plan also includes as one of its goals to promote business diversity with SEC stakeholders by advancing diversity and inclusion in the SEC supplier base. The SEC actively embraces the principle that establishing and maintaining a diverse supplier base maximizes the SEC's ability to procure the best goods and services to meet its contracting needs.

To implement the SEC's strategy for promoting supplier diversity, OMWI works closely with OA, which is responsible for all SEC contracting activities. The SEC follows the Federal Acquisition Regulation (FAR), which provides set-aside requirements for specific categories of small businesses under certain conditions.²⁶ This allows the SEC to increase opportunities for MWOBs that are small businesses to compete for contracts through set-asides for 8(a) participants, women-owned small businesses, economically-disadvantaged women-owned small businesses, HUBZone small businesses and service-disabled veteran-owned small businesses.

Initiatives

OMWI participates in external business networking events and procurement matchmaking sessions to increase the interaction between MWOBs and the SEC. In FY 2021, OMWI engaged with hundreds of potential suppliers by participating in 39 business conferences and procurement matchmaking sessions, including the: 30th and 31st Annual Government Procurement Conferences; National Minority Supplier Development Council Conference

²⁶ See FAR Subpart 19.5 – Set-Asides for Small Businesses for more information.

and Business Expo; Elite SDVOB Network National Conference; US Women's Chamber of Commerce, South Central Small Business Federal Contracting Summit; National 8(a) Association 2021 Small Business Conference; General Services Administration and the US Women's Chamber of Commerce - Meet & Match: Achieving Success as a Women-Owned Small Business; Veteran Administration and the US Women's Chamber of Commerce's 1st Annual Women Veteran Small Business Conference "Women Veterans Mean Business"; National 8(a) and AMEX - Celebrate the Power of Connections Conference; and Minority Business Development Agency - MED Week Procurement Matchmaking.

OMWI and OA continued to jointly host monthly VOD sessions virtually. These VOD sessions provided MWOBs and small businesses with an individualized opportunity to learn about the SEC's contracting needs, present their business capabilities to key SEC personnel, and ask questions about the SEC's procurement processes. In FY 2021, 54 businesses participated in VOD sessions, 48 of which are considered MWOBs.

To increase MWOB awareness of the SEC, OMWI, and contracting opportunities with the SEC, OMWI collaborated with various Chambers of Commerce to promote VODs during specific heritage celebration months. For example, in October, OMWI advertised VODs for: National Disability Employment Awareness Month (Disability Chamber of Commerce); Filipino-American History Month (Coalition of Filipino-American Chamber of Commerce); and Italian-American Heritage Month (Italchamber – Italy-America Chamber of Commerce).

OTHER INITIATIVES TO PROMOTE SUPPLIER DIVERSITY. OMWI continues to maintain SDBMS to collect business information and capabilities statements from diverse suppliers interested in doing business with the SEC through its self-registry web portal. SDBMS assists SEC contracting professionals and program offices with identifying MWOB suppliers for market research purposes. SDBMS is also a valuable tool for SEC prime contractors needing assistance with meeting subcontracting requirements, as information on registered businesses can be disseminated to promote partnerships with diverse suppliers.

Further, OMWI utilizes SDBMS to regularly disseminate information to registered businesses about SEC contracting opportunities, industry days, and supplier diversity outreach events. In FY 2021, OMWI actively engaged with vendors registered in the system based on fit relative to the company's North American Industry Classification System (NAICS) categories, SEC current and forecasted business needs, and the companies' capabilities and goals.

OMWI maintains a webpage for Supplier Diversity Outreach and provides access to an email address and a telephone number for contracting inquiries and outreach. OMWI's Supplier Diversity Officer interacts daily with vendors seeking information about how they can do business with the SEC.

The SEC's largest contract spend area continues to be Information Technology (IT) services. Recognizing that the majority of the SEC's vendors are seeking IT procurement opportunities, in FY 2021, OMWI collaborated with key stakeholders to advertise opportunities and specifics of the OneIT Program – a broad enterprise contract vehicle intended to streamline the acquisition process for IT platforms and services - to vendors through a publically-available brochure targeted to MWOBs.²⁷

Performance Metrics

CONTRACT PAYMENTS.²⁸ Figure 15 shows the total number of contractors the SEC paid and the number of MWOBs receiving contract payments from FY 2017 to FY 2021. In each fiscal year since FY 2017, nearly a quarter of firms receiving SEC contract payments have been classified as MWOBs. Of the 379 firms receiving contract payments in FY 2021, 108 or 28.5 percent were MWOBs. Non-minority women-owned businesses (i.e., women-owned firms without minority designations) represented 8.4 percent of the firms receiving SEC contract payments in FY 2021.²⁹ The percentage of non-minority, women-owned businesses among firms receiving contract payments increased to 8.4 percent in FY 2021 from 6.6 percent in FY 2020.

Figure 15. SEC Contractors Receiving Payments FY 2017 – FY 2021

	FY 2017		FY 2018		FY 2019		FY 2020		FY 2021	
SEC Total	430	100.0%	427	100.0%	404	100.0%	376	100.0%	379	100.0%
All Other Firms	323	75.1%	318	74.5%	294	72.8%	270	71.8%	271	71.5%
Total MWOBs	107	24.9%	109	25.5%	110	27.2%	106	28.2%	108	28.5%
Asian	26	6.0%	31	7.3%	32	7.9%	29	7.7%	34	9.0%
Black	29	6.7%	25	5.9%	22	5.4%	26	6.9%	20	5.3%
Hispanic	15	3.5%	14	3.3%	17	4.2%	13	3.5%	13	3.4%
Other Minority	12	2.8%	11	2.6%	11	2.7%	13	3.5%	9	2.4%
Non-minority Women	25	5.8%	28	6.6%	28	6.9%	25	6.6%	32	8.4%

Source: Sam.gov and Delphi retrieved on November 12, 2021. Firm count uses distinct count of Supplier Number. "Non-minority Women" include women-owned businesses without minority designations.

²⁷ The OneIT Program is an SEC enterprise-wide, multiple-award contract that provides IT support services, with the goal of supporting all IT requirements.

²⁸ "Contract payments" are the actual funds the SEC paid out to contractors for goods and services provided. Performance of a contract may not occur within the same fiscal year the contract is awarded. Payments made during the fiscal year in many instances are for goods or services provided under contracts awarded in prior fiscal years. As a result, the dollar amounts for contract payments and contract awards in a given fiscal year are not comparable.

²⁹ In the contract payment data, businesses that are both minority-and women-owned are counted in the minority group categories. For example, an Asian women-owned business would be counted only as an Asian-owned business.

Figure 16 shows SEC total contract payments and the payments made to MWOBs in each fiscal year since FY 2017. The SEC paid \$503.8 million to contractors in FY 2021, of which \$182.6 million or 36.2 percent was paid to MWOBs. The percentage of the SEC total contract payments to MWOBs increased 1.7 percentage points from FY 2020 to FY 2021.

Contract payments to non-minority, women-owned businesses increased to 11.2 percent of SEC total contract payments in FY 2021, up from 9.9 percent in FY 2020. Asian American-owned businesses, Hispanic American-owned businesses, and African American-owned businesses decreased slightly in their percentages of the SEC total contract payments from FY 2020 to FY 2021.

Figure 16. Contract Payments by MWOB Category FY 2017 – FY 2021 (Amount in Millions)

	FY 2017		FY 2018		FY 2019		FY 2020		FY 2021	
SEC Total	\$371.0	100.0%	\$393.5	100.0%	\$433.4	100.0%	\$470.6	100.0%	\$503.8	100.0%
All Other Firms	\$237.3	64.0%	\$269.1	68.4%	\$294.4	67.9%	\$308.3	65.5%	\$321.2	63.8%
Total MWOBs	\$133.7	36.0%	\$124.4	31.6%	\$139.0	32.1%	\$162.4	34.5%	\$182.6	36.2%
Asian	\$68.7	18.5%	\$57.9	14.7%	\$65.5	15.1%	\$64.7	13.7%	\$60.8	12.1%
Black	\$14.7	4.0%	\$10.0	2.5%	\$9.7	2.2%	\$11.8	2.5%	\$8.2	1.6%
Hispanic	\$14.2	3.8%	\$15.7	4.0%	\$16.9	3.9%	\$16.7	3.5%	\$12.7	2.5%
Other Minority	\$16.2	4.4%	\$23.9	6.1%	\$29.1	6.7%	\$22.7	4.8%	\$44.7	8.9%
Non-minority Women	\$20.0	5.4%	\$16.8	4.3%	\$17.9	4.1%	\$46.5	9.9%	\$56.2	11.2%

Source: beta.sam.gov and Delphi retrieved on November 12, 2021. "Non-minority women" includes women-owned businesses without minority designations.

CONTRACT AWARDS.³⁰ Figure 17 shows the total number of MWOBs awarded SEC contracts in each fiscal year since FY 2017, and their percentage among firms awarded SEC contracts. In FY 2021, the SEC awarded contracts to 361 firms, of which 82 or 22.7 percent were classified as MWOBs. Women-owned businesses represented 11.6 percent of the firms awarded SEC contracts in FY 2021, and their percentage among firms awarded SEC contracts decreased slightly compared to FY 2020.

³⁰ "Contract awards" are the net amount of funds obligated for all contract actions, which includes new awards and modifications that the SEC entered into the Federal Procurement Data Systems (FPDS) during the fiscal year.

Figure 17. MWOBs with SEC Contract Awards FY 2017 – FY 2021

	FY 2017		FY 2018		FY 2019		FY 2020		FY 2021	
SEC Total	438	100.0%	413	100.0%	381	100.0%	385	100.0%	361	100.0%
Total MWOBs	115	26.3%	107	25.9%	111	29.1%	99	25.7%	82	22.7%
WOBs	54	12.3%	54	13.1%	54	14.2%	50	13.0%	42	11.6%
MW-OBs	26	5.9%	26	6.3%	27	7.1%	21	5.5%	18	5.0%
MOBs	83	18.9%	78	18.9%	84	22.0%	70	18.2%	58	16.1%
Asian	33	7.5%	31	7.5%	31	8.1%	33	8.6%	27	7.5%
Black	26	5.9%	26	6.3%	26	6.8%	17	4.4%	12	3.3%
Hispanic	12	2.7%	13	3.1%	14	3.7%	9	2.3%	12	3.3%
Native American	6	1.4%	6	1.5%	6	1.6%	6	1.6%	5	1.4%
Other	6	1.4%	2	0.5%	7	1.8%	5	1.3%	2	0.6%

Source: Sam.gov retrieved on November 12, 2021. WOBs include all firms designated as women-owned irrespective of MOB designation. MOBs include all firms designated as minority-owned irrespective of WOB designation. MW-OBs include firms with both minority-owned and women-owned designations. "Other" category includes MOBs with more than one race designation and MOBs with an "other" designation.

Figure 18 shows the dollar value of contract awards to MWOBs in each fiscal year since FY 2017, and the percentage of SEC contract dollars awarded to MWOBs. Of the \$585.4 million in SEC contract awards made in FY 2021, \$226.9 million or 38.8 percent of SEC contract dollars were awarded to MWOBs. This represents an increase of 5 percentage points from FY 2020, and an increase of over 4.8 percentage points since FY 2017.

Contract awards to minority-owned businesses represented 27.9 percent (\$163.4 million) of SEC contract awards; awards to women-owned businesses represented 13.9 percent (\$81.6 million); and awards to minority women-owned businesses represented 3.1 percent (\$18.1 million). The amount awarded to MWOBs in FY 2021 was \$41.8 million more than the amount awarded to MWOBs in FY 2020, representing an increase of 5 percentage points.

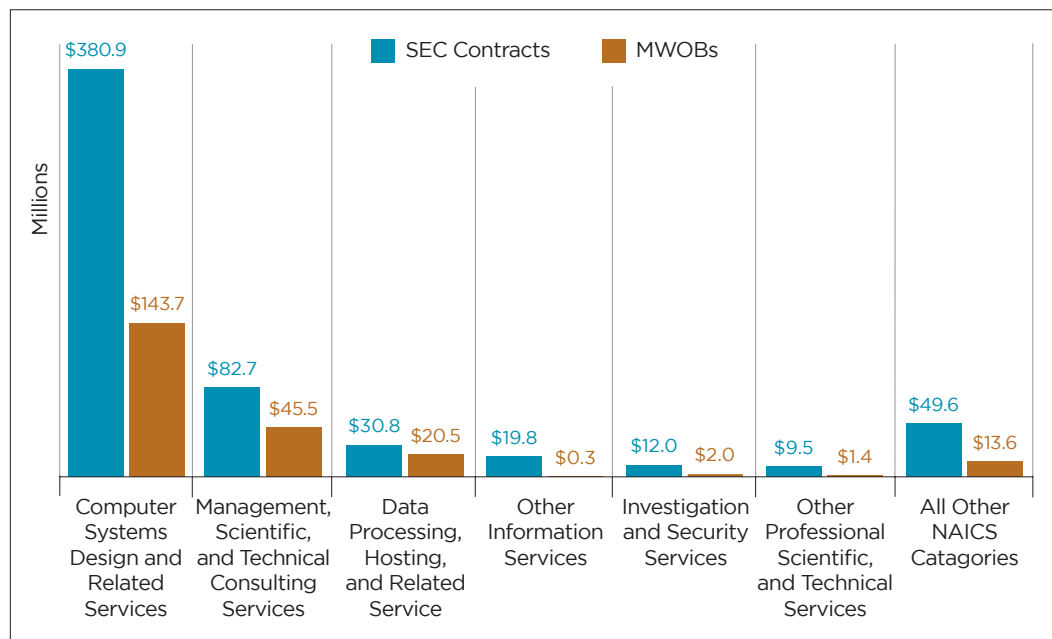
Figure 18. Contract Awards by MWOB Category FY 2017 – FY 2021 (Amount in Millions)

	FY 2017		FY 2018		FY 2019		FY 2020		FY 2021	
SEC Total	\$418.9	100.0%	\$451.0	100.0%	\$484.0	100.0%	\$546.9	100.0%	\$585.4	100.0%
Total MWOBs	\$142.5	34.0%	\$143.8	31.9%	\$141.3	29.2%	\$185.1	33.8%	\$226.9	38.8%
WOBs	\$57.0	13.6%	\$61.3	13.6%	\$54.9	11.3%	\$80.1	14.7%	\$81.6	13.9%
MWOBs	\$34.7	8.3%	\$33.8	7.5%	\$32.9	6.8%	\$26.7	4.9%	\$18.1	3.1%
MOBs	\$112.4	26.8%	\$116.2	25.8%	\$119.4	24.7%	\$131.6	24.1%	\$163.4	27.9%
Asian	\$72.6	17.3%	\$65.1	14.4%	\$72.6	15.0%	\$68.2	12.5%	\$78.1	13.3%
Black	\$12.8	3.1%	\$12.0	2.7%	\$14.4	3.0%	\$7.7	1.4%	\$5.0	0.9%
Hispanic	\$5.0	1.2%	\$17.9	4.0%	\$15.0	3.1%	\$11.5	2.1%	\$27.2	4.6%
Native American	\$14.9	3.6%	\$14.3	3.2%	\$13.7	2.8%	\$36.5	6.7%	\$45.3	7.7%
Other	\$7.1	1.7%	\$6.9	1.5%	\$3.7	0.8%	\$7.7	1.4%	\$7.8	1.3%

Source: sam.gov retrieved on November 12, 2021. WOBs include all firms designated as women-owned irrespective of MOB designation. MOBs include all firms designated as minority-owned irrespective of WOB designation. MW-OBs include firms with both minority-owned and women-owned designations. "Other" category includes MOBs with more than one race designation and MOBs with an "other" designation.

MAJOR CONTRACT AWARD CATEGORIES. Figure 19 shows the distribution of SEC contract awards by NAICS categories. The largest percentage of SEC contract dollars was awarded for contracts in the NAICS category of Computer Systems Design and Related Services, followed by Management, Scientific, and Technical Consulting Services. These categories also accounted for the two largest percentages of SEC contract dollars awarded to MWOBs. In FY 2021, contract awards in these two categories accounted for 79.2 percent of SEC contract dollars awarded and 83.4 percent of the contract dollars awarded to MWOBs.

Figure 19. SEC and MWOBs Contract Amount by NAICS Category (Amount in Millions)



"All Other NAICS Categories" includes, among others: Software Publishers (5112) - \$8.0 million in SEC contract awards, with \$0.4 million awarded to MWOBs; Accounting, Tax Preparation, Bookkeeping, and Payroll Services (5412) - \$4.2 million in SEC contract awards, with \$1.8 million awarded to MWOBs; Employment Services (5613) - \$3.8 million in SEC contract awards, with \$3.8 million awarded to MWOBs; Office Furniture (including Fixtures) Manufacturing (3372) - \$3.2 million in SEC contract awards, with \$3.1 million awarded to MWOBs; and Business Support Services (5614) - \$2.1 million in SEC contract awards, with \$2.1 million awarded to MWOBs.

Source: sam.gov retrieved on November 12, 2021.

CONTRACTOR WORKFORCE INCLUSION: GOOD FAITH EFFORT REVIEWS

To implement the requirements of the Dodd-Frank Act related to the workforce diversity of agency contractors, the SEC includes its Contract Standard for Contractor Workforce Inclusion (Contract Standard) in all solicitations and contracts and subcontracts for services with a dollar value of \$100,000 or more. The Contract Standard requires the service contractor, upon entering into a contract with the SEC, to confirm it will ensure, to the maximum extent possible and consistent with applicable law, the fair inclusion of minorities and women in its workforce.

The Contract Standard further requires a contractor to provide documentation, upon the request of the OMWI Director, demonstrating it has made good faith efforts to ensure the fair inclusion of minorities and women in its workforce and, as applicable, demonstrating its covered subcontractor(s) has made such good faith efforts. The Dodd-Frank Act directs the OMWI Director to determine whether a contractor has failed to make good faith efforts to include minorities and women in its workforce, and requires the agency administrator to take appropriate action if the OMWI Director makes such a determination. OMWI conducts post-award reviews, referred to as “Good Faith Effort Reviews,” (GFE Reviews) to determine whether contractors have complied with the requirements of the Contract Standard to make good faith efforts to ensure workforce inclusion of minorities and women.

In each GFE Review, OMWI determined that the information and representations in the contractor’s submission appeared to indicate the contractor had taken actions demonstrating good faith efforts to comply with the requirements of the Contract Standard. During the review, OMWI also compared the diversity in the contractor’s workforce by EEO-1 job categories to the diversity in the same EEO-1 job categories in the relevant labor market, using the 2006-2010 Census EEO Tabulation as the benchmark. Where OMWI’s analysis of a contractor’s workforce data revealed that the representation of women or minorities in an EEO-1 job category (e.g., Officials and Managers and Professionals) was lower than would be expected, OMWI advised the contractor that the particular job categories should be an area of focus for its ongoing diversity efforts. In FY 2021, OMWI conducted GFE Reviews on a total of 53 contractors (50 prime and 3 subcontractors). In the case of 54% of the GFE Reviews conducted (29 prime), OMWI identified EEO job categories for focus areas of diversity efforts. The identified focus areas for diversity efforts were shared with the contractors to assist in their future, diversity-focused efforts.

Challenges and Next Steps

During the pandemic, all outreach efforts were virtual which sometimes limited the number of minority-owned and women-owned businesses OMWI was able to reach at a particular event. OMWI is looking forward to participating at in-person supplier diversity conferences in order to reach more minority-owned and women-owned businesses. To increase outreach and based on the positive feedback on the OneIT Program brochure, OMWI is looking to expand the concept to other large SEC contracts being awarded. OMWI will also seek to further leverage SDBMS by working with OA to send targeted invitations to MWOBs on programs that will assist potential vendors on effective engagement in SEC procurements and increase the utilization of SDBMS by SEC business managers, contracting officer representatives, and program managers.

In the spirit of *Executive Order 13895 “Advancing Racial Equity and Support for Underserved Communities through the Federal Government,”* OMWI has been engaging with OA to conduct data-driven analyses to identify potential barriers to equity in the procurement process. OMWI will continue to work with OA towards removing potential barriers for MWOBs and expanding vendor diversity in SEC procurements.



“Aligned with the
DI Strategic Plan goal of
promoting diversity with
SEC stakeholders, including
SEC-regulated entities, the
SEC continued to focus on
encouraging SEC-regulated
entities to conduct and
share self-assessments of
their diversity policies and
practices with the SEC.”

DIVERSITY POLICIES AND PRACTICES OF SEC-REGULATED ENTITIES

The Dodd-Frank Act requires the OMWI Director to assess the diversity policies and practices of entities regulated by the SEC. In January 2018, the SEC developed a form called the “Diversity Assessment Report for Entities Regulated by the SEC” (SEC DAR Form) to complement the *Joint Standards for Assessing Diversity Policies and Practices of Entities Regulated by the Agencies* (Joint Standards) issued by the SEC and five other financial regulatory agencies³¹ in June 2015.³² The SEC DAR Form was designed, in part, to: (1) help guide a regulated entity’s self-assessment of its diversity policies and practices using the Joint Standards; and (2) provide the regulated entity with a template for submitting diversity assessment information to the OMWI Director at the SEC.

Although the Joint Standards suggest that regulated entities conduct self-assessments of their diversity policies and practices at least annually, to alleviate reporting burdens, the SEC collects the SEC DAR Form, or comparable diversity self-assessment (e.g., narrative report, firm-prepared diversity self-assessment template, a diversity assessment report submitted to OCC, FRB and/or FDIC) from select regulated entities every two years. In FY 2022, the SEC will invite certain regulated entities, including investment advisors, broker-dealers, municipal advisors, and Self-Regulatory Organizations, to again share information about their self-assessments of their diversity policies and practices.

Highlights

Aligned with the DI Strategic Plan goal of promoting diversity with SEC stakeholders, including SEC-regulated entities, the SEC continued to focus on encouraging SEC-regulated entities to conduct and share self-assessments of their diversity policies and practices with the SEC. In addition to continuing to promote the Joint Standards and raise awareness about the SEC DAR Form, the SEC has focused on educating regulated entities on the benefits and importance of sharing self-assessments. In FY 2021, the SEC began developing its first ever “2020 Diversity Assessment Report,” a document which will provide background on the SEC’s 2020 diversity assessment process, quantify results of five diversity and inclusion indicators in SEC DAR Forms submitted by respondents, and share diversity practices highlighted by respondents.

31 The agencies are OCC, Board of Governors of the Federal Reserve System (FRB), Federal Deposit Insurance Corporation (FDIC), NCUA, and Bureau of Consumer Financial Protection (CFPB).

32 See the “Final Interagency Policy Statement Establishing Joint Standards for Assessing the Diversity Policies and Practices of Entities Regulated by the Agencies,” Release No. 34-75050; File No. S7-10-15; 80 FR 33016 (June 10, 2015).

Challenges and Next Steps

The biggest challenge the SEC faces relating to assessing the diversity policies and practices of its regulated entities remains getting the regulated entities to share information about their self-assessments. In an effort to increase participation in the SEC's collection of self-assessments, the SEC proactively engages external stakeholders in conversations about the importance of diversity, equity, and inclusion during many of the other events discussed throughout this report, such as regulatory events and conferences. The SEC has used these forums to promote the tenets of the Joint Standards and to raise awareness about diversity self-assessments and will continue to do so in the future.

In FY 2022, OMWI will host outreach and awareness campaigns aimed at illustrating the importance of, and business case for, diversity, equity, and inclusion and the attendant value of submitting self-assessments to the SEC. One of the events will feature executives from two regulated entities who will highlight their business-case for participating in the SEC's diversity assessment collection process. OMWI will also provide increased technical support throughout the FY 2022 diversity assessment collection process with updated FAQs and open office hours for its regulated entities.

LEVERAGING DIVERSITY AND INCLUSION FOR MISSION EFFECTIVENESS

In FY 2021, OMWI focused on leveraging diversity and inclusion for mission effectiveness and promoting diversity and inclusion throughout the financial services industry. Using an all-agency approach, OMWI continued to partner with other SEC divisions and offices to proactively connect with the SEC's stakeholders about the importance of diversity, equity, and inclusion and also to provide support and guidance to the SEC on diversity and inclusion imperatives interrelated with the SEC's mission-critical activities. Externally, OMWI continued to support outreach programs that focus on the mission-critical nature of the SEC's diversity, equity, and inclusion efforts, and its importance for the financial services industry.

Highlights

In FY 2021, the SEC remained focused on leveraging diversity and inclusion for mission effectiveness and promoting diversity and inclusion throughout the financial services industry. Consistent with these imperatives, the SEC approved the Nasdaq's proposed rules requiring issuers to disclose certain information about a company's board diversity representation and to offer certain companies access to complimentary board recruiting services. OMWI provided substantive input to various SEC divisions regarding the proposed rules, which were ultimately approved in accordance with the requirements of the Securities Exchange Act of 1934 (Exchange Act).

OMWI also continued to work with the SEC advisory committees to enhance mission effectiveness by working to ensure diverse representation and perspectives on the committees. Through OMWI's efforts, the Commission received feedback on some of the challenges facing underrepresented communities with regard to access and opportunities in the financial services industry. Utilizing this feedback, in July 2021, the SEC's Asset Management Advisory Committee (AMAC), Subcommittee on Diversity and Inclusion (DI Subcommittee), issued a report directly addressing the challenges faced by minority- and women-owned firms with regard to assets under management and representation in senior management and board positions. The DI Subcommittee's report noted findings from its three FY 2020 public sessions on this issue and made five specific recommendations for policy action for consideration by the Commission. The DI Subcommittee's report was unanimously adopted by the AMAC. Similarly, the Small Business Capital Advisory and Investor Advisory Committees addressed issues impacting underrepresented groups.

As part of its efforts to increase diversity, externally, OMWI facilitated a program hosted by the National Association of Minority and Women Owned Law Firms (NAMWOLF) focused on receivership opportunities. The head of the SEC's Division of Enforcement's Bankruptcy Unit participated in a webinar with representatives from the FDIC to discuss receivership opportunities for NAMWOLF firms in connection with SEC and FDIC proceedings and provided a "nuts and bolts" presentation on receivership proceedings.

OMWI also connected with stakeholders about the importance of diversity, equity, and inclusion. These outreach programs focused on the mission-critical nature of the SEC's diversity, equity, and inclusion efforts, and its importance for the financial services industry. In FY 2021, OMWI's Director discussed how OMWI has worked to improve diversity and inclusion within the SEC, as well as within the entities it regulates, at the Securities Industry and Financial Markets Association's (SIFMA) *Diversity, Equity & Inclusion Leadership Summit*. OMWI's Senior Policy Advisor on Diversity and Inclusion spoke at the Practising Law Institute's Diversity & Inclusion in Law Practice 2021 on the SEC's approach to diversity and inclusion as a business imperative impacting mission effectiveness, and the operational efforts the SEC has undertaken to implement its DI Strategic Plan which focuses on both internal and external activities.

Additional outreach events in FY 2021 that OMWI hosted, participated in, supported, or contributed to, that fostered an understanding of the importance of diverse participation in the financial services industry included:

- » Hosting and participating in a roundtable panel discussion with leaders from HBCU business and law schools to discuss developing sustained relationships with HBCUs that result in impactful outcomes for both HBCU students and partner organizations;
- » Supporting *Tech Entrepreneurs of Color* - Taking the Pulse of Capital Raising and Women of Color Entrepreneurs on Being Powerful Voices for Access to Capital, both of which focused on challenges facing entrepreneurs of color in raising capital and ways to increase access;
- » Partnering with 100 Women in Finance to host a panel which focused on sharing stories of women in public sector financial services;
- » Participating at National Association of Securities Professionals' Are We Doing the Right Thing? program which focused on evaluating investment policy tools that seek to mitigate the economic consequences of poor investment outcomes, with an emphasis on diversity in senior-level decision making; and
- » Participating in Beyond Diversifying Your Board: Investor-Driven Diversity, a panel discussion sponsored by All Places/NYU Law's Birnbaum Women's Leadership Network/Beyond #MeToo Working Group on Corporate Governance, Compliance, and Risk, where panelists discussed how: investors can act as allies to advance diversity goals; investors can drive companies' approach to corporate governance, particularly regarding diversity, inclusion, and belonging; regulators influence diversity decisions at companies; and investor diversity can contribute to board and company diversity.

Challenges and Next Steps

The SEC will continue to communicate its commitment to diversity and inclusion to its stakeholders by utilizing a whole-agency approach and by embedding diversity and inclusion principles in its mission-related activities and external engagements. In FY 2022, the SEC will continue to impress upon its stakeholders the importance of diversity and inclusion by practicing transparency and leading through example.

APPENDIX A. OMWI FY 2021 DIVERSITY PARTNERS

Organization Name
ASCEND, Inc.
Association of Latino Professionals For America
Council on Legal Education Opportunity, Inc.
D.C. Diverse Partners Network, Inc.
Hispanic Association of Colleges and Universities
Hispanic National Bar Association
Hispanic Bar Association of the District of Columbia
International Leadership Foundation
National Association of Asian MBAs
National Association of Black Accountants
National Association of Black Accountants, Metropolitan D.C. Chapter
National Bar Association
National Bar Association, Greater Washington Area Chapter
National Black MBA Association, D.C. Chapter
National Society of Hispanic MBAs
National Society of Hispanic MBAs, D.C. Chapter
Thurgood Marshall College Fund
United Negro College Fund
White House Initiative on HBCUs
Women's Bar Association

Source: Office of Minority and Women Inclusion.

APPENDIX B: OMWI FY 2021 STRATEGIC DIVERSITY JOB BOARDS

Organization Name
ButterMilk Club
Financial Services Professionals
Minority Corporate Counsel Association
Minority Professional Network, Inc.
Professional Diversity Network

Source: Office of Minority and Women Inclusion.

APPENDIX C: OMWI FY 2021 TARGETED OUTREACH EVENTS AND MISSION-RELATED ACTIVITIES

Date	Event
January 29, 2021	Self-regulatory Organization Roundtable on Diversity and Inclusion Best Practices and Challenges
February 3, 2021	National Society of High School Scholars
February 21, 2021	College Diversity Network
February 25, 2021	Philadelphia Regional Office Financial Empowerment and Financial Fraud
February 25, 2021	Protecting Yourself from Investment Scams (Community Outreach)
March 10, 2021	NYC Bar Association Thurgood Marshall Society Financial Education
April 6 – 8, 2021	SEO Alternative Investment Conference
April 21, 2021	PROPELS Financial Literacy and Career Day (High School)
April 26-29, 2021	Native American Financial Officers Association
May 18, 2021	National Organization of Investment Professionals
May 21, 2021	Speaking Engagement at “2021 NASAA/SEC 19(D) Conference” regarding Exchange Act Section 19(d) at Conference with North American Securities Administrators Association
June 1, 2021 – August 1, 2021	High School Scholars Internship Program
June 21-26, 2021	South Asia Bar Association Annual Conference
June 26, 2021	National Association of Black Accountants - National Convention & Expo
June 22-24, 2021	Practicing Law Institute—Diversity and Inclusion
June 29, 2021	Walton Foundation HBCU Interns
July 16, 2021	SEC/Minority Business Development Agency: Enterprising Women of Color program at the Regional Center
July 24, 2021-30, 2021	National Bar Association Convention & Exhibits
July 28-30, 2021	Lavender Law Conference & Career Fair
July 29, 2021	Scholars Day Program for National Society of High School Scholars
July 31, 2021	SEC/100 Women in Finance Impact Program
August 2, 2021	Receiverships with National Association of Minority and Women Owned Law Firms
August 12, 2021	Prairie View A&M University College of Business
August 16, 2021	Diversity Dialogue II Presentation to FDR
August 19, 2021	HBCU Sustainability: Engaging with HBCUs for Impact Panel
September 2, 2021	Florida International University College of Law
September 2, 2021	Daniels College of Business/Women's College of the University of Denver
September 10, 2021	Metroplex Area Consortium of Career Centers (MAC3)
September 12-17, 2021	Congressional Black Caucus - Annual Legislative Conference
September 14, 2021	Presentation to Loyola University of Chicago Law School
September 14, 2021	OMNI Research (Dorien Nunez)
September 15, 2021	Prairie View A&M University - Virtual Career Fair - All Majors
September 17, 2021	Association of African American Investment Advisors Vision Conference
September 21, 2021	Provided video on unconscious bias to Daniels College of Business/Women's College of the University of Denver Beyond Career Fairs

APPENDIX C. *Continued*

Date	Event
September 22-24, 2021	National Association of Securities Professionals - Annual Pension and Financial Services Conference
September 22-25, 2021	Corporate Counsel Women of Color – Career Strategies Conference
September 23, 2021	North Carolina Central University Virtual Business & IT Career Fair
September 23, 2021	Texas Woman's University Connect2Careers in Business
September 28, 2021	SEC partnered with Financial Services Professionals to host a panel event for their membership
September 28, 2021	Finance Professor at Delaware State University
September 29, 2021	Texas Woman's University – Virtual Career & Internship Fair
September 29, 2021	Navajo Technical University - Fall 2021 Employment Expo
September 29-30, 2021	California State University – Fall 2021 Business Career Fair (Fullerton and Los Angeles)
September 30, 2021	College Diversity Network
September 29, 2021 – October 1, 2021	PROSPANICA Annual Conference & Career Expo (aka National Society of Hispanic MBAs)

Source: Office of Minority and Women Inclusion.

APPENDIX D: FY 2021 PROGRAMS FOR SPECIAL OBSERVANCES AND OTHER EVENTS CELEBRATING AFFINITY GROUPS

Date	Event
October 1, 2020	Hispanic Heritage Month signature event "COVID and its Impact on the Hispanic Community and Hispanic-Owned Small Businesses"
October 14, 2020	CHRO Hispanic Heritage Month program on the life and works of 20th century Mexican painter Frida Kahlo
October 15, 2020	Pride Alliance LGBT History Month: Out at the SEC Career panel featuring Senior Officers
October 23, 2020	DIAC National Disability Employment Awareness Month (NDEAM) Increasing Access and Opportunity at the SEC: An Open Discussion with Senior Officers who identify as LGBTQ+
October 26, 2020	DIAC NDEAM 'Out the Box Series' event, TED Talk discussion by Haben Girma "Why I Work to Remove Access Barriers for Students with Disabilities"
October 27, 2020	NYRO Hispanic Heritage Month featuring professor Maria Victoria Murrillo
October 29, 2020	SFRO, Pride Alliance, and AAC co-hosted "Common Ground: Examining the Connections Between the Black Civil Rights Movements and the Fight for LGBTQ+ Equality"
October 30, 2020	CHRO Women's History presentation on Ida B. Wells by her great-grandson, Dan Duster.
November 10, 2020	Veteran's Day fireside chat Chair Jay Clayton and retired Navy Adm. Michelle Howard
November 19, 2020	Native American Heritage Month signature event featuring attorney Riyaz Kanji, "History and Impact of the Landmark case McGirt v. Oklahoma"
January 14, 2021	OMWI EAG Welcome Back/ New Year event to celebrate the 2020 EAG accomplishments
February 4, 2021	LARO Celebrates African American History month with USC law professor Jody Armour 'Diversity, Equity, and Inclusion and the Current State of Racial Justice in America'
February 17, 2021	African American History Month: Diversity and Inclusion in the Financial Services featuring Professor Christopher Brummer
February 17, 2021	SFRO African American History Month: Black Wall Street and the 1921 Tulsa Race Massacre featuring professor Karlos K. Hill
February 28, 2021	AAPIC Lunar New Year event with the Gung Kwok Lion Dance troupe
February 24, 2021	AAC African American History Month Book Club discussion "Caste: The Origins of Our Discontents" by Isabel Wilkerson
February 25, 2021	FWRO African American History Month event featuring the Hon. Maryellen Hicks
February 25, 2021	NYRO African American History Month event "Discovering Your Roots Workshop: How to Begin A Journey of a Lifetime" featuring Ms. Robin Semple
March 15, 2021	LARO Women's History Month Entrepreneur Spotlight on SusieCakes Founder-CEO Susan Sarich
March 22, 2021	Joint FIRREA Pride in the Federal Workplace: A Roundtable Panel Discussion
March 24, 2021	NYRO Women's History Month event featuring guest speaker Rebecca Pak

APPENDIX D. *Continued*

Date	Event
March 24, 2021	LARO Women's History Month event featuring guest speaker 'I Waited 96 Years' featuring Sarah Bunin Benor
March 25, 2021	PLRO Women's History Month 'Domestic Violence and Human Rights' featuring Professor Belinda Cooper
March 29, 2021	LARO Women's History Month event "The Power of a Girl and Her Pen featuring Keren Taylor"
March 30, 2021	DIAC 'Outside the Box' series TED Talk discussion by Chris Downey "Design with the Blind in Mind"
April 15, 2021	SFRO/LARO Town Hall on Diversity & Allyship with professor Russell Jeung, co-founder of the Stop AAPI Hate reporting center
April 18, 2021	Joint FIRREA's OMWI Unmasking Anti-Asian Violence, Bias, and Xenophobia featuring Steve Robbins
May 14, 2021	MIRO Asian American Native Hawaiian and Pacific Islander Month event featuring Hon. Raag Singhal
May 19, 2021	ARO Asian American Native Hawaiian and Pacific Islander Month event featuring Byung "Bjay" Pak
May 25, 2021	Asian American Native Hawaiian and Pacific Islander Month Event Signature event featuring Vandī Verma and Swati Mohan (NASA's Jet Propulsion Laboratory)
May 26, 2021	MIRO Asian American Native Hawaiian and Pacific Islander Month Reenactment of the trial for the murder of Vincent Chin
May 31, 2021	Veterans Committee: Memorial Day virtual commemoration featuring personal memorials and tributes from SEC staff honoring family and friends who have served our country with a message from Commissioner Crenshaw.
June 17, 2021	Caribbean American Heritage Month signature event featuring Stephen Thomas
June 23, 2021	Pride Month Joint Event with CFTC: Transgender in the Workplace featuring Scott Turner Schofield and Katherine Cooper
June 29, 2021	Pride Alliance Pride Month History of Pride Virtual Discussion
June 30, 2021	SFRO Pride Alliance and AAPI Asian Pacific American Activism in LGBT+ History featuring professor Amy Sueyoshi
June 30, 2021	PLRO Celebration of Caribbean American Heritage Month featuring Miranda Alexander (Caribbean Community, Philadelphia)
July 14, 2021	MIRO event Women in the Workplace presented by Hilarie Bass
September 10, 2021	Sept. 11th 20th Commemoration event featuring Gen. Richard Myers (U.S. Air Force, retired)
September 29, 2021	ARO Hispanic Heritage Month event featuring Dr. Carlos del Rio

Source: Office of Minority and Women Inclusion.



U.S. Securities and Exchange Commission
OFFICE OF MINORITY and WOMEN INCLUSION
Washington, DC