SELF-ASSESSMENT OF DIVERSITY POLICIES AND PRACTICES – 2022 KICKOFF
Logistics

01. All participants will be muted upon entry.
   Please use the chat box to send questions. You can send questions to Everyone or the Host.

02. This presentation will be recorded.
   A recording of this presentation may be publically posted.

03. Slides will be made available after this presentation.
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01 Chat with Chair Gensler - DEI in the Financial Services Industry

02 Diversity Self-Assessment Overview
   - Benefits
   - Firm Spotlight
     - Ameriprise Financial, Inc.
     - Angel Oak Capital Advisors

03 2020 DAR Analysis
   - Highlights
   - Best Practices

04 Conclusion
   - Key Dates
   - Questions
Speakers

Gary Gensler
Chair, Securities and Exchange Commission

Pam Gibbs
Director, Office of Minority and Women Inclusion

Rudy Rodriguez
Vice President
Global Diversity, Equity and Inclusion
Ameriprise Financial Services, Inc.

Sidney Simms Jr.
Associate General Counsel
Legal & Compliance
Angel Oak Capital Advisors, LLC
Why Submit a Diversity Self-Assessment

Promote Transparency
- Opportunity to promote internal transparency
- Opportunity to spotlight D&I processes internally
- Platform to affirm organizational commitment to D&I

Confidential
- Data is aggregated
- No associated identifying information
- Confidential treatment can be requested
- Not part of the examination process

Tool to Enhance D&I Efforts
- Roadmap for developing D&I policies or procedures
- Opportunity to identify areas for strengthening existing D&I policies and procedures

Education
- Opportunity to inform regulator stakeholders and public of D&I efforts
- Opportunity to share leading practices for enhancing D&I efforts in the industry

SUCCESS
SEC DAR Form

ROAD MAP
Guides self-assessments of diversity policies and practices

JOINT STANDARDS
Complements Joint Standards

STANDARDIZATION
Allows SEC to collect and analyze standardized information
Regulated Entity Perspectives

Ameriprise Financial, Inc.
Angel Oak Capital Advisors, LLC
98% DI in strategic plans for hiring, retaining, and promoting employees

70% take proactive steps to promote a diverse pool of candidates when selecting board or other governing body

88% publish information about diversity and inclusion efforts on their website

62% include the progress they have made toward achieving diversity and inclusion in their workforce on their website

55% maintain list of qualified MWOBs that may compete for upcoming contracting opportunities

- 1,263 regulated entities for participation in the SEC’s DAR process (investment advisers, broker-dealers, municipal advisors, and self-regulatory organizations) identified

- 54 SEC DAR Forms and 5 narratives received, covering 118 regulated entities
Examples of Policies and Practices: Organizational Commitment

- Strengthening leadership accountability, education and training (e.g. customized DEI dashboards, reviewed quarterly by CEO and executive leadership team)

- Embedding inclusion in all organization aspects (talent acquisition, development, and retention)

- Including diversity and inclusion objectives during regular business reviews by senior leaders

- Increasing public visibility surrounding diversity and inclusion progress or practices (e.g. external reports, publications, presentations, industry conferences, websites)
Examples of Policies and Practices: Workforce Diversity

Using diversity and inclusion scorecards and monthly reports of employee hiring and turnover

Banning the use of salary history in the recruitment process

Expanding recruiting to include HBCUs, HSIs, women-only colleges and partnerships with national organizations
Examples of Policies and Practices: Supplier Diversity

- Participating in trade shows/seminars/sponsored events to explain how diverse suppliers can effectively compete and participate in sourcing and procurement process.

- Seeking out diverse suppliers from multiple sources, including: Dun & Bradstreet, National Minority Supplier Development Council, and Women’s Business Enterprise National Council.

- Requiring suppliers to provide written details of expenditures with certified Minority and Women-owned Business Enterprises (MWBEs) on a quarterly basis, specifically setting forth the suppliers’ overall expenditures with MWBEs and, separately, the suppliers’ expenditures with MWBEs on purchase orders.
2022 Diversity Assessment Collection: Key Dates

**June 1**
- Invitations Sent
- SEC DAR Form Instructions FAQs

**June 16**
- Leading Diversity Equity and Inclusion Practices
  - DEI experts will discuss outreach, building impactful pipelines, assessing DEI practices, and supplier diversity

**July 21**
- ESG Considerations for Diversity
  - SEC staff will discuss ESG diversity considerations

**Sep. 30**
- Self-Assessments DUE
  - Extensions may be requested
Any Questions

Chatbox to Everyone or to the Host
Conclusion

We welcome your suggestions for improving the Diversity Assessment Report (SEC DAR Form). Please send them to DAR@sec.gov with Subject: Suggestions for Revising the DAR