
U.S. Securities and Exchange Commission

Office of Minority and Women Inclusion



Annual Report to Congress

March 2019

Disclaimer

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Introduction

The U.S. Securities and Exchange Commission's (SEC) Office of Minority and Women Inclusion (OMWI) is pleased to submit its Annual Report to Congress pursuant to Section 342 of the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010 (the Dodd-Frank Act).¹ The report summarizes the actions the SEC and OMWI have taken to promote diversity and inclusion in the agency's workforce, increase opportunities for minority-owned and women-owned businesses to contract with the agency, and implement other statutory requirements. Unless otherwise noted, this report covers the period October 1, 2017, to September 30, 2018.

The report is organized around OMWI's responsibilities in four areas: Supplier Diversity, Workforce Diversity and Workplace Inclusion, Diversity Policies and Practices of SEC-Regulated Entities, and SEC Contractors' Workforce Inclusion of Minorities and Women. The report highlights the progress the SEC has made towards attaining the goals and objectives of the Dodd-Frank Act, as well as areas of focus for the agency's ongoing efforts to promote diversity and inclusion.

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

Organizational Overview

U.S. Securities and Exchange Commission

The U.S. Securities and Exchange Commission (the SEC, Commission, or agency) is a bi-partisan Commission consisting of five Commissioners appointed by the President and confirmed by the Senate. The President designates one Commissioner to serve as Chairman of the Commission. Jay Clayton is the current Chairman of the Commission. The SEC's mission is to protect investors; maintain fair, orderly, and efficient markets; and facilitate capital formation. Accordingly, the SEC's goals are to focus on the long-term interests of our Main Street investors; recognize significant developments and trends in our evolving capital markets and adjust our efforts to ensure we are effectively allocating our resources; and elevate the agency's performance by enhancing our analytical capabilities and human capital development.

The SEC oversees more than 26,000 market participants, including investment advisers, mutual funds, exchange traded funds, broker-dealers, municipal advisors, transfer agents, national securities exchanges, and others. The agency's functional responsibilities are carried out through five main divisions and 25 offices, each of which is headquartered in Washington, D.C. 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 its Office of Minority and Women Inclusion in July 2011, and assigned the office responsibility for all matters related to diversity in the agency's management, employment, and business activities. The Director of OMWI is a Senior Officer reporting directly to the Chairman. OMWI's staff also includes a deputy director, attorney advisers, a data analyst, and management and program analysts dedicated to the office's major functional areas—workforce diversity and inclusion and supplier diversity.

OMWI is responsible for providing leadership and guidance for the SEC's diversity and inclusion efforts. Section 342 of the Dodd-Frank Act requires the OMWI Director to develop standards for ensuring equal employment opportunity and the racial, ethnic, and gender diversity of the workforce and senior management of the agency; increasing participation of minority-owned and women-owned businesses in the SEC's programs and contracts; and assessing the diversity policies and practices of entities regulated by the SEC.² The OMWI Director is also

² See Section 342(b)(2)(A)-(C).

required to advise the Commission on the impact of the SEC's policies and regulations on minority-owned and women-owned businesses.³

Further, Section 342 of the Dodd-Frank Act requires the OMWI Director to develop procurement procedures that include a written statement that a contractor shall ensure, to the maximum extent possible, the fair inclusion of women and minorities in the workforce of the contractor and, as applicable, subcontractors.⁴ As a result of this requirement, the OMWI Director is required to establish standards and procedures for determining whether agency contractors and subcontractors have failed to make good faith efforts to include minorities and women in their workforces.⁵

³ See Section 342(b)(3).

⁴ See Section 342(c)(2).

⁵ See Section 342(c)(3)(A).

Supplier Diversity

The SEC continues to embrace its obligations under Section 342 of the Dodd-Frank Act to promote the increased utilization of minority-owned and women-owned businesses (MWOBs) in the agency's business activities. 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 agency's strategy for promoting supplier diversity, OMWI works closely with the Office of Acquisitions (OA), which is responsible for all contracting activities at the agency.

The SEC follows the Federal Acquisition Regulation (FAR), which includes provisions that require contracting officers to set aside certain requirements for competition solely among certain categories of small businesses.⁶ This authority allows the SEC to increase opportunities for MWOBs that are small businesses to compete for contracts through the Small Disadvantaged Business, 8(a) Certified, Women-Owned Small Business, and Economically Disadvantaged Women-Owned Small Business programs administered by Small Business Administration (SBA).

In FY 2018, the SEC continued to pursue supplier diversity initiatives for ensuring the utilization of MWOBs in the agency's business activities. As discussed in more detail below, the five-year trend data show:

- The SEC paid MWOBs \$124.4 million or 31.6 percent of the SEC total contract payments in FY 2018; an increase of nearly 5 percentage points since FY 2014.
- SEC contract awards to MWOBs were \$143.8 million in FY 2018, a slight decrease from the \$147.4 million awarded in FY 2014.
- The average dollar value of the SEC contract award to MWOBs increased from \$1.1 million in FY 2014 to \$1.3 million in FY 2018.

⁶ See FAR Subpart 19.5 – Set-Asides for Small Businesses for more information.

Supplier Diversity Initiatives

Outreach and Technical Assistance:

While the SEC's supplier diversity efforts extend to MWOBs of all sizes, many MWOBs are small businesses. In fact, 88.1 percent of MWOBs awarded SEC contracts in FY 2018 were small businesses under SBA size standards. As a result, OMWI and the Small Business Specialist in OA collaborate on outreach activities that are designed to increase MWOB and small business awareness of SEC requirements and participation in agency contracting. The SEC also provides potential contractors technical assistance on how to conduct business within the SEC procurement space.

OMWI and OA jointly host a monthly "Vendor Outreach Day" at SEC headquarters. This event provides MWOBs and small businesses with an individualized opportunity to learn about the SEC's contracting needs and present their business capabilities to OMWI's Supplier Diversity Officer, the SEC's Small Business Specialist, and other key SEC personnel. In FY 2018, 64 businesses participated in Vendor Outreach Day.

In addition, OMWI participates in external business networking events and procurement matchmaking sessions to increase the interaction between MWOBs and the SEC. During FY 2018, OMWI engaged with hundreds of potential suppliers by participating in 11 national business conferences and procurement matchmaking sessions, including the 28th Annual Government Procurement Conference; CelebrAsian Procurement and Business Conference; National 8(a) Association Conference; and the Women's Business Enterprise National Council Conference and Business Fair.

In FY 2018, the SEC worked with other Federal financial regulatory agencies and external business groups to identify additional opportunities for OMWI supplier diversity officers to participate as panelists at business conferences geared toward diverse suppliers. The goal of this effort is to educate larger audiences of MWOBs about our supplier diversity programs and specifics on how to do business with Federal agencies. In FY 2018, the SEC successfully collaborated with the U.S. Pan Asian Chamber of Commerce to secure the participation of a multi-OMWI panel at the organization's CelebrAsian Procurement and Business Conference. Additionally, SEC staff served on three additional national business conference panels arranged by the Bureau for Consumer Financial Protection, Federal Reserve Board, and the Office of the Comptroller of the Currency.

OMWI Joint Procurement Technical Assistance Event:

In FY 2018, the OMWIs from all eight Federal financial regulatory agencies jointly hosted a technical assistance event for companies interested in building and growing their Federal contracting opportunities. The event was held on August 29, 2018 at the downtown campus of the University of Texas at San Antonio. The Supplier Diversity Working Group,

comprised of the OMWI supplier diversity officers from the eight agencies, coordinated with the Minority Business Development Agency (MBDA) Business Center San Antonio and other stakeholders to execute the event.

The theme of the OMWI Joint Procurement Technical Assistance event was “Smart Contacts – Smart Contracts.” The “Smart Contacts” component afforded attendees the opportunity to meet supplier diversity and procurement representatives from the Federal financial regulatory agencies, whose combined annual spend is over \$1 billion. Attendees also had access to networking opportunities with several business assistance organizations. The “Smart Contracts” component included interactive informational sessions on writing smart, winning proposals; and using competitive intelligence to collect data essential for making informed bidding decisions. The two sessions were led by practitioners with decades of federal contracting experience.

Overall attendance was 199, and the feedback received from event attendees was overwhelmingly positive.

Other Initiatives to Promote Supplier Diversity:

OMWI maintains an electronic Supplier Diversity Business Management System (SDBMS) to collect up-to-date business information and capabilities statements from diverse suppliers interested in doing business with the agency. SDBMS is used to assist OA and SEC program offices with identifying MWOB suppliers for market research purposes, upon request.

In addition, OMWI uses the SDBMS to regularly disseminate information to MWOBs about SEC contracting opportunities, industry days, and supplier diversity outreach events. In FY 2018, OMWI launched a self-registry web portal that enables MWOBs to securely complete business profiles in the SDBMS. This new functionality has contributed to OMWI’s ongoing efforts to augment our repository of interested diverse suppliers.

In FY 2018, OMWI actively engaged with over 250 vendors registered in the system based on a fit relative to the company’s North American Industry Classification System (NAICS) categories, SEC current and forecast business needs, and conversations with the companies about their current capabilities and goals.

Another useful tool for MWOBs is the “Potential Competitive Contracting Opportunities Forecast” (Forecast) published by OA on the SEC.gov website. The Forecast lists competitive contracting opportunities that may occur during the fiscal year and provides project descriptions, estimated award amounts, and, in a few instances, the estimated start date for performance. The Forecast also indicates the SEC division with the potential contracting need and whether the government-wide acquisition contract or some other acquisition strategy will be used.

OMWI maintains a webpage for Supplier Diversity Outreach, dedicated email address, and telephone line for contracting inquiries and outreach.

Supplier Diversity Performance Metrics

SEC Contractors:

Figure 1 shows the total number of contractors the SEC paid and the number of MWOBs receiving contract payments from FY 2014 to FY 2018. In each fiscal year since FY 2014, nearly a quarter of firms receiving SEC contract payments have been classified as MWOBs. Of the 427 firms receiving contract payments in FY 2018, 109 or 25.5 percent were MWOBs. Non-minority women-owned businesses (i.e., women-owned firms without minority designations) represented 6.6 percent of the firms receiving SEC contract payments in FY 2018.⁷ The representation of non-minority women-owned businesses among firms receiving contract payments had been trending downward since FY 2014, but increased by nearly one percentage point from FY 2017 to FY 2018.

Figure 1: SEC Contractors Receiving Payments FY 2014 – FY 2018

	FY 2014		FY 2015		FY 2016		FY 2017		FY 2018	
SEC Total	488	100.0%	504	100.0%	405	100.0%	430	100.0%	427	100.0%
All Other Firms	367	75.2%	381	75.6%	294	72.6%	323	75.1%	318	74.5%
Total MWOBs	121	24.8%	123	24.4%	111	27.4%	107	24.9%	109	25.5%
Asian	36	7.4%	39	7.7%	44	10.9%	26	6.0%	31	7.3%
Black	24	4.9%	28	5.6%	27	6.7%	29	6.7%	25	5.9%
Hispanic	9	1.8%	14	2.8%	9	2.2%	15	3.5%	14	3.3%
Other Minority	7	1.4%	9	1.8%	6	1.5%	12	2.8%	11	2.6%
Non-minority Women	45	9.2%	33	6.5%	25	6.2%	25	5.8%	28	6.6%

Source: Federal Procurement Data System (FPDS) and Delphi retrieved on January 29, 2019. Firm count uses distinct count of Supplier Number. “Non-minority Women” include women-owned businesses without minority designations.

*Contract Payments:*⁸

The contract payments made in each fiscal year since FY 2014 and the amounts paid to MWOBs are shown in Figure 2. The SEC paid \$393.5 million to contractors in FY 2018, of

⁷ 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.

⁸ “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.

which \$124.4 million or 31.6 percent was paid to MWOBs. The percentage of the SEC total contract payments to MWOBs (31.6 percent) declined 4.4 percentage points from FY 2017 to FY 2018, and was slightly lower than the average of the previous four fiscal years (31.9 percent), but remains significantly higher than FY 2014 (25.5 percent).

Contract payments to Hispanic American-owned businesses increased from 3.8 percent in FY 2017 to 4.0 percent of the SEC total contract payments in FY 2018. Contract payments to Asian American-owned businesses decreased from 18.5 percent in FY 2017 to 14.7 percent of the SEC total contract payments in FY 2018. Non-minority women-owned businesses and Black/African American-owned businesses also saw slight decreases in their percentages of the SEC total contract payments from FY 2017 to FY 2018 by 1.4 and 1.1 percentage points, respectively.

Figure 2: Contract Payments by MWOB Category FY 2014 – FY 2018 (Amount in Millions)

	FY 2014		FY 2015		FY 2016		FY 2017		FY 2018	
SEC Total	\$336.3	100.0%	\$362.9	100.0%	\$380.9	100.0%	\$371.0	100.0%	\$393.5	100.0%
All Other Firms	\$250.5	74.5%	\$239.8	66.1%	\$257.3	67.6%	\$237.3	64.0%	\$269.1	68.4%
Total MWOBs	\$85.8	25.5%	\$123.2	33.9%	\$123.6	32.4%	\$133.7	36.0%	\$124.4	31.6%
Asian	\$28.6	8.5%	\$52.9	14.6%	\$72.7	19.1%	\$68.7	18.5%	\$57.9	14.7%
Black	\$14.3	4.3%	\$18.9	5.2%	\$16.2	4.3%	\$14.7	4.0%	\$10.0	2.5%
Hispanic	\$8.3	2.5%	\$19.6	5.4%	\$5.8	1.5%	\$14.2	3.8%	\$15.7	4.0%
Other Minority	\$6.1	1.8%	\$4.3	1.2%	\$8.0	2.1%	\$16.2	4.4%	\$23.9	6.1%
Non-minority Women	\$28.5	8.5%	\$27.6	7.6%	\$20.8	5.5%	\$20.0	5.4%	\$16.8	4.3%

Source: FPDS and Delphi retrieved on January 29, 2019. "Non-minority women" includes women-owned businesses without minority designations.

Contract Awards:⁹

Figure 3 depicts the total number of MWOBs awarded SEC contracts in each fiscal year since FY 2014, and the percentage of MWOBs among firms awarded SEC contracts. The percentage of MWOBs among firms awarded SEC contracts increased slightly since FY 2014. In FY 2018, the SEC awarded contracts to 413 firms, of which 107 or 25.9 percent were classified as MWOBs. Women-owned businesses represented 13.1 percent of the firms awarded SEC contracts in FY 2018, and their percentage among firms awarded SEC contracts decreased slightly since FY 2014.

⁹ "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 Data Procurement Systems (FPDS) during the fiscal year.

Figure 3: MWOBs with SEC Contract Awards FY 2014 – FY 2018

	FY 2014		FY 2015		FY 2016		FY 2017		FY 2018	
SEC Total	515	100.0%	549	100.0%	484	100.0%	438	100.0%	413	100.0%
Total MWOBs	130	25.2%	145	26.4%	126	26.0%	115	26.3%	107	25.9%
WOBs	69	13.4%	75	13.7%	63	13.0%	54	12.3%	54	13.1%
MW-OBs	30	5.8%	35	6.4%	35	7.2%	26	5.9%	26	6.3%
MOBs	91	17.7%	105	19.1%	98	20.2%	83	18.9%	78	18.9%
Asian	41	8.0%	45	8.2%	42	8.7%	33	7.5%	31	7.5%
Black	26	5.0%	30	5.5%	28	5.8%	26	5.9%	26	6.3%
Hispanic	14	2.7%	20	3.6%	16	3.3%	12	2.7%	13	3.1%
Native American	2	0.4%	3	0.5%	5	1.0%	6	1.4%	6	1.5%
Other	8	1.6%	7	1.3%	7	1.4%	6	1.4%	2	0.5%

Source: FPDS retrieved on January 29, 2019. 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 4 depicts the dollar value of contract awards to MWOBs in each fiscal year since FY 2014, and the percentage of SEC contract dollars awarded to MWOBs. Of the \$451.0 million in SEC contract awards made in FY 2018, \$143.8 million or 31.9 percent of SEC contract dollars were awarded to MWOBs. This represents a slight decrease of \$1.3 million in awards since FY 2017; contract awards to MWOBs decreased 2.1 percentage points from FY 2017 to FY 2018.

Contract awards to minority-owned businesses represented 25.8 percent (\$116.2 million) of the contract dollars awarded by the SEC, of which awards to women-owned businesses represented 13.6 percent (\$61.3 million), and awards to minority women-owned businesses represented 7.5 percent (\$33.8 million).

The \$143.8 million awarded to MWOBs in FY 2018 represented a slight decrease of 2 percentage points, or \$3.6 million less, than the amount awarded to MWOBs in FY 2014.

Figure 4: Contract Awards by MWOB Category FY 2014 – FY 2018 (Amount in Millions)

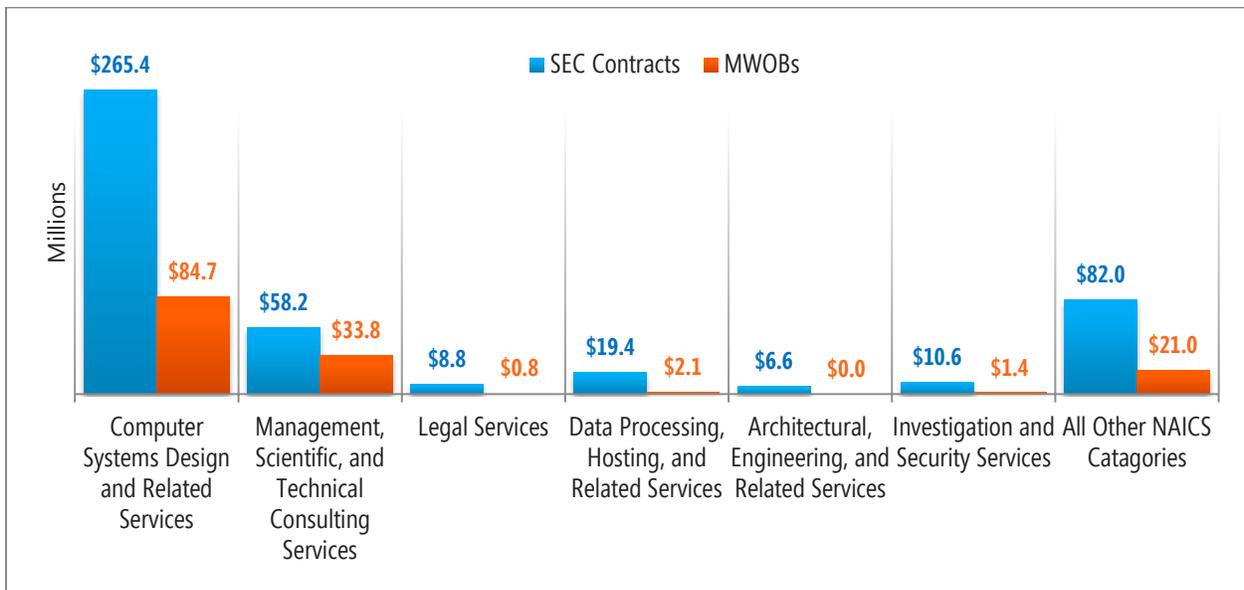
	FY 2014		FY 2015		FY 2016		FY 2017		FY 2018	
SEC Total	\$434.2	100.0%	\$456.9	100.0%	\$486.0	100.0%	\$418.9	100.0%	\$451.0	100.0%
Total MWOBs	\$147.4	33.9%	\$155.6	34.1%	\$153.9	31.7%	\$142.5	34.0%	\$143.8	31.9%
WOBs	\$66.0	15.2%	\$73.3	16.0%	\$75.6	15.6%	\$57.0	13.6%	\$61.3	13.6%
MW-OBs	\$41.5	9.6%	\$49.0	10.7%	\$50.2	10.3%	\$34.7	8.3%	\$33.8	7.5%
MOBs	\$122.9	28.3%	\$131.3	28.7%	\$128.5	26.4%	\$112.4	26.8%	\$116.2	25.8%
Asian	\$84.5	19.5%	\$73.3	16.0%	\$71.1	14.6%	\$72.6	17.3%	\$65.1	14.4%
Black	\$17.8	4.1%	\$30.4	6.7%	\$24.8	5.1%	\$12.8	3.1%	\$12.0	2.7%
Hispanic	\$11.4	2.6%	\$11.1	2.4%	\$15.7	3.2%	\$5.0	1.2%	\$17.9	4.0%
Native American	\$0.8	0.2%	\$5.6	1.2%	\$9.3	1.9%	\$14.9	3.6%	\$14.3	3.2%
Other	\$8.4	1.9%	\$11.0	2.4%	\$7.7	1.6%	\$7.1	1.7%	\$6.9	1.5%

Source: FPDS retrieved on January 29, 2019. 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 5 shows the distribution of SEC contract awards by category, using NAICS categories. The highest amount 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 were also the two largest categories for contract dollars awarded to MWOBs.

Figure 5: SEC and MWOBs Contract Amount by NAICS Category (Amount in Millions)



Source: FPDS retrieved on January 29, 2019.

“All Other NAICS Categories” includes, among others:

- Accounting, Tax Preparation, Bookkeeping and Payroll Services (5412) - \$6.5 million in SEC contract awards, with \$1.9 million awarded to MWOBs;
- Electronic and Precision Equipment Repair and Maintenance (8112) - \$5.3 million in SEC contract awards, with \$0.8 million awarded to MWOBs;
- Business Support Services (5614) - \$5.1 million in SEC contract awards, with \$5 million awarded to MWOBs; and
- Employment Services (5613) - \$1.1 million in SEC contract awards, all awarded to MWOBs.

Next Steps

In FY 2018, the SEC’s Office of Information Technology launched a program to streamline the acquisition process for information technology platforms and services. The resulting Indefinite Delivery Indefinite Quantity (IDIQ) contract covers seven service channels that include platform application management and development; business systems delivery; IT infrastructure management; data management; IT governance; technology business management; and information security. This broad enterprise contract vehicle, now titled “OneIT,” could be used to award up to \$2.5 billion in procurements over the course of a 10-year period of performance. OneIT has a significant “pool” of contractors which includes several MWOBs.

OMWI utilized the SDBMS during FY 2018 to inform vendors of the potential contracting opportunity and associated industry day. Initial interest among MWOBs was high. Three awards were made to large businesses in late FY 2018 and 15 to small businesses in early FY 2019. Among the original 15 small business pool awardees, 10 were MWOBs. Moving forward, OMWI will continue to monitor how the program impacts the participation of MWOBs in this spend category, which historically has accounted for over 50 percent of SEC contract awards.

In FY 2019, OMWI will expand efforts to leverage the SDBMS to conduct targeted outreach to diverse suppliers with a focus on disseminating timely information on potential procurements. The office will also undertake analysis to identify contracting categories that may present opportunities for increased MWOB utilization. Further, OMWI will continue to enhance the content of the supplier diversity section of the office’s external webpage to provide additional information and resources to interested vendors.

Workforce Diversity and Workplace Inclusion

The SEC is firmly committed to achieving the goals and objectives of Section 342 of the Dodd-Frank Act to promote diversity and inclusion in the agency's workforce. To successfully perform its mission of protecting investors, maintaining fair, orderly, and efficient markets, and facilitating capital formation, the SEC recognizes that sustained efforts are needed to attract, hire, develop, and retain high-quality, diverse talent for all levels of the agency's workforce. To that end, the SEC strives to cultivate a workplace culture that values diversity, encourages collaboration, flexibility and fairness, and allows all employees to contribute to their full potential.

The agency pursues a comprehensive strategy for building and maintaining a diverse workforce. Key components of that strategy include:

- Engaging in outreach and recruitment to attract diverse candidates for employment and internship opportunities;
- Training for employees, supervisors, and managers in equal employment opportunity and diversity awareness;
- Supporting employee participation in leadership development training programs;
- Incorporating support for agency diversity and inclusion efforts in a performance standard for supervisors and managers;
- Monitoring and analyzing internal demographics to assess diversity at all levels of the agency's workforce and identify opportunities for improvement; and
- Evaluating the effectiveness of the agency's workforce diversity initiatives.

All SEC divisions and offices have a role in ensuring the agency promotes workforce diversity and fosters an inclusive workplace. While OMWI is responsible for all matters related to diversity in employment at the SEC, OMWI coordinates and collaborates with the Office of Human Resources (OHR), the Office of Equal Employment Opportunity (OEEEO), and other offices to advance the SEC's diversity and inclusion goals and objectives.

Since its creation in 2014, the SEC Diversity Council has been actively involved in supporting and facilitating diversity and inclusion in the agency's workforce. SEC Chairman Jay Clayton currently serves as the chair of the Diversity Council and its 20 members include representatives from agency management, the National Treasury Employees Union (NTEU), and SEC Employee Affinity Groups. As discussed in more detail below, upon the recommendation of the Diversity Council, and following an agency roundtable on options for promoting mentorship opportunities at the SEC hosted by the Chairman and SEC Commissioners, the SEC

established a mentoring program in FY 2018 to help the agency attract, develop, and retain a cadre of diverse and highly talented employees.

The SEC's commitment to diversity and inclusion is also evident in leadership's support for SEC Employee Affinity Groups and their programs and activities. Chairman Clayton, SEC Commissioners, and Senior Officers serve as executive sponsors and leadership resources for the Employee Affinity Groups.

In FY 2018, the SEC continued to direct efforts towards enhancing diversity in senior management positions and the agency's five designated "mission critical occupations"—attorney, accountant, economist, securities compliance examiner, and information technology (IT) management. Employees in these five occupations comprised 78.2 percent of the SEC workforce as of the end of FY 2018. The SEC workforce continues to become more diverse. The data for FY 2016 to FY 2018 show:

- The representation of women among Senior Officers increased from 36.3 percent in FY 2016 to 39.6 percent in FY 2018.
- The representation of minorities in supervisory and management positions increased from 23.4 percent in FY 2016 to 24.2 percent in FY 2018.
- The percentage of employees separating from the SEC workforce who were minorities decreased from 32.9 percent in FY 2017 to 28.5 percent in FY 2018, a total of 4.4 percentage points.

The actions taken in FY 2018 to advance the SEC's strategy for achieving and sustaining diversity at all levels of the agency's workforce are summarized below.

Outreach and Recruitment

Restrictions on external hiring remained in effect throughout FY 2018, and as a result, the SEC participated in fewer outreach and recruitment events than in previous years. The agency placed greater emphasis on developing a pipeline of talent for future careers at the agency and targeted outreach to students at colleges, universities and professional schools.

Diversity Partnerships:

The SEC continues to rely upon its relationships with minority and women professional associations and educational organizations to further the agency's workforce diversity objectives. These collaborative relationships, referred to as "Diversity Partnerships" at the SEC, provide a variety of opportunities for outreach and recruitment. Partnering organizations also agree to disseminate information about current SEC employment and internship opportunities, and share information and best practices for promoting diversity and inclusion. In addition to the formal

partnerships, the SEC collaborates regularly with academic institutions and educational organizations.

In FY 2018, the SEC maintained its Diversity Partnerships with student-focused organizations, such as the National Black MBA Association, National Association of Asian MBAs, and the Council on Legal Education Opportunity, Inc. The SEC also continued its Diversity Partnerships with several minority professional associations, including the Association of Latino Professionals for America, and the National Association of Black Accountants. For a complete list of organizations that have entered into Diversity Partnerships with the SEC, see Appendix A.

Outreach Events:

In FY 2018, OMWI coordinated the SEC's participation in over 30 diversity outreach and recruitment events to inform professionals and students about employment at the SEC, and the SEC regional offices participated in dozens more. Over 100 SEC employees actively participated in diversity outreach, including serving as speakers and panelists at conferences, participating in meetings of partnering organizations, and representing the SEC at career fairs and outreach events held on campuses of women's colleges and minority-serving colleges, universities and law schools.

At events hosted by organizations such as the National Association of Black Accountants and the SIFMA Women's Leadership Forum, SEC employees provided information on a wide variety of topics including the specialized skills and experience needed for employment at the SEC, agency career paths, and the application process. Chairman Clayton was a featured speaker at the National Association of Securities Professionals (NASP) 29th Annual Pension and Financial Services Conference in Houston, Texas. For a list of the FY 2018 outreach and recruitment events, see Appendix B.

Student Outreach Initiatives:

The SEC continued its efforts to encourage student interest in future careers and internships at the SEC and in financial services in FY 2018. SEC employees engaged in outreach while attending events at minority-serving colleges and universities and women's colleges including, Howard University, West Virginia State University, Florida International University, Southern University Law Center, Prairie View A & M University, and Wellesley College. Highlighted below are examples of FY 2018 student-focused outreach activities.

- Hispanic National Bar Foundation (HNBF) Law Camp: The SEC headquarters in Washington, D.C. hosted high-school students from around the country participating in the HNBF's Future Latino Leaders Law Camp. The visit arranged by OMWI included a career panel with senior SEC attorneys and a question and answer session

that helped students understand how to prepare for law school and careers in corporate and securities law. Students toured the SEC's offices and met with senior members of the Chairman's staff.

- West Virginia State University: At this HBCU located in Charleston, West Virginia, OMWI visited with accounting students to discuss opportunities at the SEC and provide background on the SEC's work.
- Trinity University Career Fair: At the career fair held at this women's college located in Washington, D.C., the SEC provided information on careers available to recent graduates in the fields of accounting, law, IT management and other areas, and also provided investor education materials.
- International Leadership Foundation (ILF): ILF is an organization that promotes public service among Asian American youth. OMWI hosted ILF's summer cohort at the SEC for a career seminar, financial literacy event and tour. ILF's college students learned about pathways to SEC careers and how the capital markets promote American entrepreneurship and prosperity. The SEC also participated in ILF's career fair.

The Professionals Reaching Out to Promote Excellence and Learning for Students (PROPELS) financial literacy and mentoring program has been held at headquarters and several regional offices for eight years. Students from high schools with high minority populations participate in the PROPELS program to gain exposure to careers in business, finance, law, and information technology and learn about the importance of financial education.

As part of the PROPELS program in FY 2018, OMWI and the Office of Investor Education and Advocacy teamed up with the Federal Deposit Insurance Corporation to support the Junior Achievement Finance Park program at two locations in Maryland and Virginia. SEC employees at headquarters helped students learn about personal financial planning and career explorations as they navigated storefronts and kiosks set up to correspond to personal financial decisions, such as buying a home, purchasing a car, or determining investment options. Over three days, 46 SEC employees provided one-on-one assistance to over 180 students in Junior Achievement's innovative learning environment.

Diversity Outreach and Initiatives in Regional Offices:

SEC employees in regional offices have been indispensable to the success of the agency's initiatives to promote 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 agency's workforce. For example, employees in the Boston, Fort Worth, and Miami regional offices conducted outreach and recruitment on campuses of minority-serving colleges and universities and women's colleges in their regions in FY 2018. In addition, employees in the

Miami, Los Angeles, New York, Philadelphia, and San Francisco regional offices represented the SEC at conferences, career fairs, and other diversity outreach events.

As part of the FY 2018 PROPELS program, employees in the Boston, Chicago, Denver, Fort Worth, Los Angeles, New York, and Philadelphia regional offices mentored high school students about careers in financial services and financial literacy. Boston regional office employees had over 100 students from three high schools participate in the PROPELS program. New York regional office employees participated in career days at two area high schools as part of PROPELS, and engaged with over 100 students. More than 170 employees from SEC regional offices were involved in the PROPELS program in FY 2018.

The Miami Regional Office's (MIRO) tradition of actively supporting the SEC's workforce diversity and inclusion efforts continued in FY 2018. MIRO employees participated in 22 diversity outreach, recruitment, and education events for diverse professionals, law students, and business students. In addition, MIRO employees made financial education presentations at 14 high schools in South Florida, reaching over 1300 students. Further, MIRO attorneys taught a 14-week Securities Law course at the Florida International University (FIU) College of Law, a Hispanic Serving Institution, in FY 2018. The course, which has been taught since 2009, explores all aspects of SEC enforcement from the perspectives of both the government and the private practitioner.

The Diversity Committees and Employee Affinity Groups in several regional offices conducted programs and activities to commemorate Special Observances and heritage months, which help to foster greater awareness, support and understanding of diversity, and promote an inclusive workplace culture.

Student Interns:

The SEC's Student Honors Program provides opportunities for undergraduate, graduate, and law students to learn about securities regulations and the work of the SEC. The ten-week internship is offered at headquarters and in the SEC's 11 regional offices. From fall 2016 to summer 2018, 730 students participated in the Student Honors Program, and 32 (4.4 percent) were from educational institutions specified in Section 342(f)(1) of the Dodd-Frank Act—historically black colleges and universities, Hispanic-serving institutions, women's colleges, and colleges that typically serve majority minority populations.

Diversity Training

Making diversity and inclusion training readily available to managers and employees continues to be a key element of the SEC's strategy for building and maintaining a diverse workforce and fostering an inclusive workplace. OMWI works closely with SEC University (SECU), a component of the Office of Human Resources (OHR), to offer on-demand, web-based courses, as well as classroom training, related to diversity and inclusion throughout the year. In FY 2018, SECU continued to make available two online classes on unconscious bias.

In late summer and early fall 2018, OMWI staff conducted unconscious bias training for employees in the Boston, Fort Worth, Los Angeles, Miami and San Francisco regional offices. Managers and non-managers attended separate sessions, and 98 managers and 144 non-managers in total received the training. OMWI staff will deliver unconscious bias training to employees in the remaining regional offices in 2019.

During FY 2018, the SEC offered programs aimed at fostering an inclusive culture that covered a wide range of topics. For example, OMWI launched "TED Talk Tuesdays" in FY 2018, a lunchtime discussion series around the inspiring and thought-provoking ideas of TED (Technology, Entertainment and Design) Talks. Employees in headquarters and regional offices participated in sessions featuring presentations concerning cultural differences and stereotyping; and human connection and the power of vulnerability.

As part of the SEC's Leading Author Series, OMWI and OHR presented Meredith A Jones, author of *Women of the Street: Why Female Money Managers Generate Higher Returns (and How You Can, Too)*. The book looks at behavior and biological investment research to explore how women think about investing, and determine why women have a money management edge.

Leadership 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. In addition, the agency supports participation in career and leadership development programs, some of which are described below.

- The **Aspiring Leader Program** is an interactive blended learning program designed to strengthen the leadership and management skills of SEC non-supervisory (SK-13 & SK-14) employees. In FY 2018, the SEC selected 68 employees to participate in the Aspiring Leader program.

- The **Women in Leadership Program** is an external leadership development program conducted by the Brookings Institute. Through the Women in Leadership program, individuals from across federal agencies learn how to strengthen leadership qualities and explore key elements of senior leadership success while maintaining authenticity and balance. The SEC selected seven employees to participate in the Women in Leadership program in FY 2018.
- The **Excellence in Government (EIG) Fellows Program** coordinated by the Partnership for Public Service strengthens the leadership skills of experienced federal employees through a combination of innovative coursework, best practices benchmarking, challenging action-learning projects, executive coaching and government-wide networking. During this competitively-based program, EIG Fellows remain in their full-time jobs, meet every six weeks and spend approximately 21 days total in session(s). This program is offered to employees in both supervisory and non-supervisory roles. In addition to activities with the Partnership for Public Service EIG Fellows, SEC Fellows will be involved in facilitated cohort meetings at SEC headquarters to explore and share in more depth what they are learning and how this information can be applied to improve organizational performance, workplace relationships, and productivity within the SEC. In FY 2018, the SEC supported the participation of 14 employees in the EIG Fellows program.

Mentoring

The SEC's Diversity Council recommended that the agency establish a formal mentoring program to enhance employees' opportunities for career development and advancement. To help ensure the program's long-term success, the Diversity Council's recommendation called for a phased implementation. In January 2018, the Chairman and SEC Commissioners convened a roundtable with internal and external participants to discuss the importance of mentoring and key considerations in developing a mentoring program. With support from the Chairman and SEC Commissioners, the SEC adopted the Council's recommendation and launched a pilot mentoring program in FY 2018.

The SEC's Office of the Chief Operating Officer oversees the mentoring program with assistance from OMWI and the Office of Public Affairs. A total of 30 mentoring pairs were selected to participate in the pilot program, which runs from September 2018 to June 2019. The mentoring program focuses on professional development and is intended to encourage collaboration across divisions and offices, help employees expand their networks, and provide leadership opportunities for mentors. To kick off the mentoring program, the agency hosted a half-day "speed mentoring" event at headquarters in July 2018, where employees had the opportunity to give or receive career advice during a series of short and focused conversations

with colleagues. The event also permitted employees interested in the mentoring program to meet potential mentors and mentees.

Monitoring and Analyzing Internal Demographics

In FY 2018, OMWI continued to provide each of the SEC's divisions and offices a quarterly workforce demographic profile, which tracks personnel activity (e.g., hiring, promotions, and separations) by gender, race, and ethnicity. In addition, OMWI conducted briefings for SEC regional offices that provided an overview of the current state of diversity and inclusion in their organizations. During each meeting, OMWI presented detailed workforce statistics and discussed the progress made since FY 2013 in enhancing diversity, particularly in leadership positions and major occupations in the regional office. OMWI conducted similar briefings in FY 2017 for each of the divisions and offices at headquarters.

Evaluating Performance

Applicant Data Analysis:

OMWI obtained from the Office of Personnel Management (OPM) demographic data for the applicants for vacancies filled through the USAJOBS.gov website. OMWI analyzed the data to determine the diversity of the applicant pools for vacancies in the agency's mission critical occupations—attorney, accountant, economist, securities compliance examiner, and IT management.

As depicted in Figure 6, the data from applicants who self-identified their gender, race, and ethnicity show that the application rate of each minority group for vacancies in mission critical occupations was about equal to or higher than the group's representational percentage in the same occupations in the Civilian Labor Force (CLF).¹⁰ The analysis indicates that women applied for vacancies in accountant, securities compliance examiner, and IT management occupations at rates that were lower than their CLF representational percentages in these occupations.

¹⁰ 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 702,202(d).

Figure 6: Applications by Mission Critical Occupations, Gender, Race, and Ethnicity Comparison to CLF

		Men	Women	White	Black	Hispanic	Asian	All Other
0905 General Attorney	Applied	65.8%	34.2%	63.1%	17.0%	9.0%	9.6%	1.3%
	OCLF	66.7%	33.3%	86.4%	4.7%	4.4%	3.6%	1.0%
0510 Accounting	Applied	57.7%	42.3%	43.9%	29.7%	6.1%	18.2%	2.0%
	OCLF	39.9%	60.1%	76.0%	8.1%	6.1%	8.6%	0.1%
1831 Securities Compliance Examining	Applied	72.1%	27.9%	51.8%	12.9%	16.5%	17.6%	1.2%
	OCLF	54.7%	45.3%	72.4%	12.3%	6.7%	7.7%	0.0%
0110 Economist	Applied	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	OCLF	67.1%	32.9%	81.0%	5.5%	5.2%	7.1%	0.1%
2210 IT Management	Applied	89.3%	10.7%	25.0%	35.7%	17.9%	21.4%	0.0%
	OCLF	70.4%	29.6%	73.1%	11.1%	7.6%	7.1%	1.5%

Source: Applicant flow data from OPM retrieved using USA Staffing MD-715 "A" Tables - Mission Critical Occupations Distribution by Race, Ethnicity, and Sex on February 12, 2019. OCLF reflects the occupational CLF retrieved from Census 2010 EEO Tabulation using occupational cross-classification provided by EEOC. *No economist recruitments in FY 2018.

While not a precise measure of the impact of the SEC’s outreach and recruitment efforts, the analysis of applicant demographic data provides OMWI with some measure of the effectiveness of diversity outreach and recruitment initiatives and can be used to identify areas for strategic outreach. In addition, OEEO regularly looks at applicant demographic data to examine the fairness and inclusiveness of agency recruitment efforts.

Current State of Diversity

FY 2018 SEC Workforce Profile:

As of the end of FY 2018, the SEC workforce had 4,448 employees (4,359 permanent and 89 temporary employees).¹¹ Nearly two-thirds of SEC employees worked at the agency’s headquarters in Washington, D.C., and one-third worked in the SEC’s 11 regional offices.

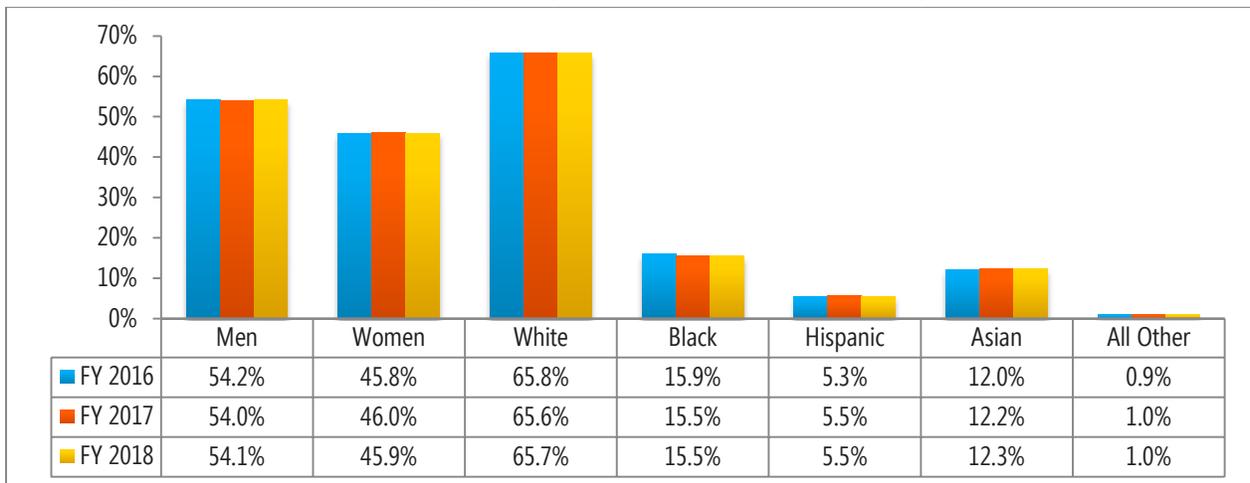
From FY 2017 to FY 2018, the size of the SEC workforce decreased by 151 employees. The overall demographic composition of the SEC workforce, however, remained relatively unchanged.

¹¹ Unless otherwise noted, data is reported for permanent and temporary employees.

Figure 7 shows the SEC workforce representation by gender, race, and ethnicity. As of the end of FY 2018, men comprised 54.1 percent and women comprised 45.9 percent of the SEC workforce. The breakdown of the SEC workforce by race and ethnicity was as follows: 65.7 percent of SEC employees self-identified as White, 15.5 percent as Black or African American, 12.3 percent as Asian, 5.5 percent as Hispanic or Latino, 0.4 percent as American Indian or Alaskan Native, 0.6 percent as Two or More Races, and 0.0 percent as Native Hawaiian or Other Pacific Islander.

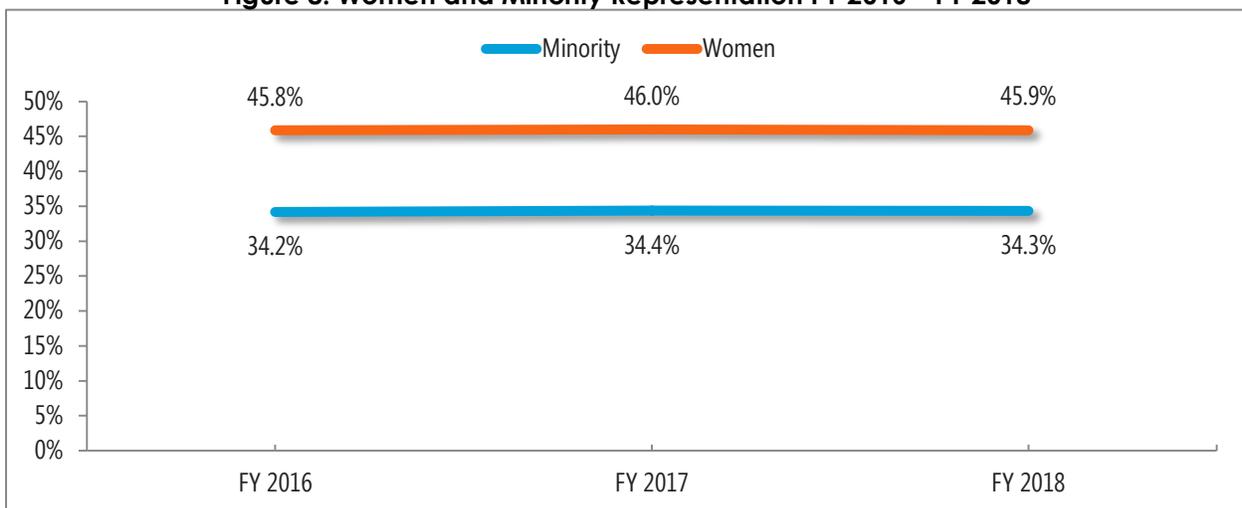
Since FY 2016, the representation of Asian and Hispanic or Latino employees increased slightly, while the representation of Black or African American employees decreased slightly. As shown in Figure 8, the representation of women and minorities in the SEC workforce increased negligibly from FY 2016 to FY 2018.

Figure 7: Workforce Demographic by Gender, Race, and Ethnicity FY 2016 – FY 2018



Source: Federal Personnel and Payroll System (FPPS) FY 2018 data retrieved on January 29, 2019. "All Other" includes the Native Hawaiian or Other Pacific Islander, American Indian or Alaskan Native, Two or More Races categories, and unknowns.

Figure 8: Women and Minority Representation FY 2016 – FY 2018



Source: FPPS FY 2018 data retrieved on January 29, 2019.

SEC Workforce Compared to the Federal Workforce and CLF:

To provide context for the workforce diversity and inclusion efforts, Figure 9 shows how the demographic composition (i.e., gender, race, and ethnicity) of the SEC workforce, as of the end of FY 2018, compared to the demographic composition of the Federal workforce and the CLF. These comparisons provide a frame of reference for the present level of diversity in the SEC workforce and the progress made toward building and maintaining a workforce drawn from all segments of society. As of the end of FY 2018, the representation of women in the SEC workforce was higher than their representation in the Federal workforce, but lower than their representation in the CLF.

Minorities collectively represented 34.4 percent of the SEC workforce as of the end of FY 2018, which was 25 percent higher than their representational percentage in the CLF (27.6 percent), and 7.6 percent lower than their representational percentage in the Federal workforce (37.2 percent). The SEC workforce had a lower representation of Black or African American employees (15.5 percent) and Hispanic or Latino employees (5.5 percent) than the FY 2018 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 representational percentage in both the CLF and Federal workforce.

Figure 9: FY 2018 SEC Workforce Compared to CLF and Federal Workforce

Demographic Groups	SEC FY 2018 Workforce	FY 2018 Federal Workforce	2010 Civilian Labor Force
Men	54.1%	56.5%	51.9%
Women	45.9%	43.5%	48.1%
White (Non-Minority)	65.7%	62.7%	72.4%
Minority	34.3%	37.2%	27.6%
Black or African American	15.5%	18.2%	12.0%
Hispanic or Latino	5.5%	9.0%	10.0%
Asian	12.3%	6.0%	3.9%
Native Hawaiian or Other Pacific Islander	0.0%	0.5%	0.1%
American Indian or Alaska Native	0.4%	1.7%	1.1%
Two or More Races	0.6%	1.7%	0.5%

Source: FPPS FY 2018 data retrieved on January 29, 2019. Federal workforce data from the Office of Personnel Management and CLF data from Census 2010 EEO Tabulation retrieved on January 29, 2019. *Data current as of June 2018.

Workforce Analysis by Occupation:

The SEC has employees in over 50 occupations. Figure 10 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; 42.2 percent of all SEC employees were in the attorney occupation as of the end of FY 2018. Attorney is the most prevalent occupation for both men and women. Attorney is also the most prevalent occupation 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 2018, 50 percent of White, 37.1 percent of Asian, and 30.9 percent of Hispanic or Latino, employees were employed as attorneys. Attorney was the second most prevalent occupation for Black or African American employees (19 percent) as of the end of FY 2018. A slightly greater percentage of Black or African American employees were employed in positions in the Miscellaneous Administration and Program Series (19.6 percent).

Figure 10: FY 2018 Percent of Demographic Group in Top 15 Occupations

	SEC	Men	Women	White	Black	Hispanic	Asian	All Other
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
0905 General Attorney	42.2%	43.4%	40.9%	50.0%	19.0%	30.9%	37.1%	22.7%
0510 Accounting	19.9%	20.8%	18.8%	21.7%	11.2%	22.0%	20.7%	15.9%
1831 Securities Compliance Examining	7.4%	9.1%	5.4%	7.4%	4.3%	8.9%	10.2%	9.1%
2210 Information Technology Management	6.4%	8.7%	3.8%	4.3%	9.1%	8.1%	13.0%	11.4%
0301 Miscellaneous Administration & Program	5.5%	2.7%	8.9%	2.7%	19.6%	8.5%	1.5%	9.1%
0343 Management & Program Analysis	3.3%	2.5%	4.3%	2.2%	8.4%	4.1%	2.2%	6.8%
0110 Economist	2.2%	2.9%	1.5%	2.3%	0.6%	2.0%	4.2%	4.5%
0950 Paralegal Specialist	1.9%	0.7%	3.2%	1.4%	3.7%	3.7%	1.1%	4.5%
0201 Human Resources Management	1.2%	0.6%	2.0%	0.7%	3.7%	1.2%	0.5%	4.5%
1102 Contracting	1.1%	1.0%	1.2%	0.7%	2.3%	2.0%	0.9%	4.5%
1160 Financial Analysis	0.9%	1.2%	0.6%	0.8%	0.4%	0.4%	2.7%	0.0%
0501 Financial Administration & Program	0.8%	0.3%	1.3%	0.4%	2.7%	0.8%	0.4%	0.0%
0303 Miscellaneous Clerk & Assistant	0.7%	0.5%	1.0%	0.2%	3.6%	0.4%	0.0%	0.0%
0340 Program Management	0.7%	0.7%	0.6%	1.0%	0.1%	0.4%	0.0%	2.3%
0318 Secretary	0.6%	0.0%	1.3%	0.2%	2.6%	0.8%	0.4%	0.0%
All Other Occupations	5.0%	4.9%	5.1%	4.1%	8.5%	5.7%	5.1%	4.5%

Source: FPPS FY 2018 data retrieved January 29, 2019. "All Other" includes Native Hawaiian/Pacific Islander, American Indian/Alaska Native, Two or More Races, and unknowns. Mission critical occupations are highlighted in red.

The majority of White, Asian, and Hispanic or Latino employees worked in the agency's mission critical occupations shown in red in Figure 10. As of the end of FY 2018, 85.7 percent of White employees, 85.2 percent of Asian employees, and 71.9 percent of Hispanic or Latino employees worked in these occupations. As of the end of FY 2018, 44.2 percent of Black or African American employees worked in mission critical occupations.

Mission Critical Occupations:

Enhancing diversity in mission critical occupations has been a primary objective of the SEC’s diversity and inclusion initiatives. Figure 11 shows how the FY 2018 workforce representation of minorities and women in each of the SEC’s designated mission critical occupations compared to the availability of minorities and women in these occupations in the CLF. The comparisons with the occupational CLF are helpful in assessing the agency’s progress towards achieving diversity at all levels of the agency’s workforce and identifying any areas that should be the focus of ongoing outreach and recruitment efforts.

The percentage of women in all mission critical occupations in the SEC workforce except attorney was below the percentage of women in these occupations in the CLF. The percentage of Black or African American employees in the securities compliance examiner and economist occupations in the SEC workforce was lower than their percentage in these two occupations in the CLF. The percentage of Hispanic or Latino employees in the attorney, economist, and IT management occupations in the SEC workforce was slightly lower than their representational percentage in the same occupations in the CLF.

Minorities collectively represented 22.3 percent of attorneys, 28.3 percent of accountants, 34 percent of economists, and 34 percent of securities compliance examiners in the SEC workforce. In contrast, minorities collectively held 55.2 percent of IT management positions in the SEC workforce, which was higher than the representational percentage of minorities in the IT management occupation in the CLF (26.9 percent).

Figure 11: FY 2018 SEC Workforce Mission Critical Occupations Compared to CLF

		Men	Women	White	Black	Hispanic	Asian	All Other
0905 General Attorney	SEC Workforce	55.5%	44.5%	77.7%	7.0%	4.0%	10.8%	0.5%
	OCLF	66.7%	33.3%	86.4%	4.7%	4.4%	3.6%	0.9%
0510 Accounting	SEC Workforce	56.7%	43.3%	71.7%	8.7%	6.1%	12.7%	0.8%
	OCLF	39.9%	60.1%	76.0%	8.1%	6.1%	8.6%	1.2%
1831 Securities Compliance Examining	SEC Workforce	66.6%	33.4%	66.0%	9.1%	6.7%	17.0%	1.2%
	OCLF	54.7%	45.3%	72.4%	12.3%	6.7%	7.7%	0.9%
0110 Economist	SEC Workforce	70.0%	30.0%	66.0%	4.0%	5.0%	23.0%	2.0%
	OCLF	67.1%	32.9%	81.0%	5.5%	5.2%	7.1%	1.3%
2210 IT Management	SEC Workforce	73.1%	26.9%	44.8%	21.3%	7.0%	24.8%	2.1%
	OCLF	70.4%	29.6%	73.1%	11.1%	7.6%	7.1%	1.5%

Source: FPPS FY 2018 data retrieved on January 29, 2019. OCLF data from Census 2010 EEO Tabulation retrieved on January 29, 2019. "All Other" includes Native Hawaiian or Other Pacific Islander, American Indian or Alaskan Native, Two or More Races categories, and unknowns.

Figure 12 depicts employees in mission critical occupations by gender, race, and ethnicity from FY 2016 to FY 2018.¹² The percentage of minorities in mission critical occupations increased negligibly from 27.8 percent in FY 2016 to 28 percent in FY 2018. The percentage of Asian, Black or African American, and Hispanic or Latino employees in mission critical occupations changed little over the three-year period. The percentage of women in mission critical occupations increased slightly since FY 2016.

Figure 12: Mission Critical Occupations FY 2016 – FY 2018

	Total	Men	Women	White	Black	Hispanic	Asian	All Other
FY 2016	3,641	2,153	1,488	2,628	320	185	481	27
	100.0%	59.1%	40.9%	72.2%	8.8%	5.1%	13.2%	0.7%
FY 2017	3,592	2,115	1,477	2,581	314	185	481	31
	100.0%	58.9%	41.1%	71.9%	8.7%	5.2%	13.4%	0.9%
FY 2018	3,477	2,041	1,436	2,504	303	177	464	29
	100.0%	58.7%	41.3%	72.0%	8.7%	5.1%	13.3%	0.8%
Percent Change (FY 2016 - FY 2018)	-4.5%	-5.2%	-3.5%	-4.7%	-5.3%	-4.3%	-3.5%	7.4%

Source: FPPS FY 2018 data retrieved on January 29, 2019. "All Other" includes Native Hawaiian or Other Pacific Islander, American Indian or Alaskan Native, Two or More Races categories, and unknowns.

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 2018, the SEC workforce had 898 supervisors and managers. Of this total, 876 supervisors and managers held positions at grade levels SK-15, SK-17, or Senior Officer.¹³

Figure 13 shows the number and percentage of SEC supervisors and managers by gender, race, and ethnicity from FY 2016 to FY 2018. Minorities collectively held 24.2 percent of supervisory and managerial positions at the SEC as of the end of FY 2018, up from 23.4 percent in FY 2016. The percentage of women among SEC supervisors and managers decreased from 38.3 percent in FY 2016 to 38.0 percent in FY 2018, while the percentage of minorities among SEC supervisors and managers increased incrementally over the three-year period.

¹² Certain charts and analyses in our annual reports for FY 2014 to FY 2017 covered only four of the agency’s mission critical occupations —attorney, accountant, economist, and securities compliance examiner. The charts and discussion of mission critical occupations presented in this FY 2018 annual report include IT management. As a result, data for mission critical occupations presented in this report for FY 2016 and FY 2017 differ from data for mission critical occupations presented in our two previous annual reports for FY 2016 and FY 2017.

¹³ The SEC also had employees in supervisory and management positions in the SK-9 – SK-14 grade levels.

Figure 13: Supervisors and Managers FY 2016 – FY 2018

	Total	Men	Women	White	Black	Hispanic	Asian	All Other
FY 2016	911	562	349	698	84	37	84	8
	100.0%	61.7%	38.3%	76.6%	9.2%	4.1%	9.2%	0.9%
FY 2017	902	564	338	685	82	41	88	6
	100.0%	62.5%	37.5%	75.9%	9.1%	4.5%	9.8%	0.7%
FY 2018	898	557	341	681	79	41	92	5
	100.0%	62.0%	38.0%	75.8%	8.8%	4.6%	10.2%	0.6%
Percent Change (FY 2016 - FY 2018)	-1.4%	-0.9%	-2.3%	-2.4%	-6.0%	10.8%	9.5%	-37.5%

Source: FPPS FY 2018 data retrieved on January 29, 2019. "All Other" includes the Native Hawaiian or Other Pacific Islander, American Indian or Alaskan Native, Two or More Races categories, and unknowns.

The percentage of Asian supervisors and managers increased each year since FY 2016. The percentage of Hispanic or Latino supervisors and managers increased incrementally, while the percentage of Black or African American and all other racial minority groups in supervisory and management positions decreased slightly since FY 2016.

Senior Officers:

Figure 14 presents data on the gender, race, and ethnicity of Senior Officers in each year since FY 2016. The number of Senior Officers at the SEC decreased from 146 in FY 2016 to 143 as of the end of FY 2018.

The representation of women among Senior Officers continued to trend upward. Women represented 39.2 percent of the Senior Officers in FY 2018, compared to 36.3 percent in FY 2016. The representation of women among Senior Officers was higher than the representation of women among Senior Executives in the Federal workforce. According to OPM’s FedScope, women made up 33.8 percent of Senior Executives in the Federal workforce in FY 2018.

As of the end of FY 2018, minorities held 12.6 percent of Senior Officer positions. In contrast, minorities held 21.1 percent of Senior Executive positions in the Federal workforce in FY 2018. Since FY 2016, the representation of minorities among Senior Officers decreased slightly. From FY 2016 to FY 2018, the number of Black or African American and Asian Senior Officers remained the same, while the number Hispanic or Latino Senior Officers decreased by one.¹⁴

¹⁴ Although their numbers remained unchanged, Black or African American and Asian Senior Officers left the SEC and Black or African American and Asian Senior Officers were appointed during the three-year period.

Figure 14: Senior Officers FY 2016 – FY 2018

	Total	Men	Women	White	Black	Hispanic	Asian	All Other
FY 2016	146	93	53	127	7	3	8	1
	100.0%	63.7%	36.3%	87.0%	4.8%	2.1%	5.5%	0.7%
FY 2017	149	91	58	130	7	3	8	1
	100.0%	61.1%	38.9%	87.2%	4.7%	2.0%	5.4%	0.7%
FY 2018	143	87	56	125	7	2	8	1
	100.0%	60.8%	39.2%	87.4%	4.9%	1.4%	5.6%	0.7%
Percent Change (FY 2016 - FY 2018)	-2.1%	-6.5%	5.7%	-1.6%	0.0%	-33.3%	0.0%	0.0%

Source: FPPS FY 2018 data retrieved on January 29, 2019 and includes employees in the SO pay plan. "All Other" includes the Native Hawaiian or Other Pacific Islander, American Indian or Alaskan Native, Two or More Races categories, and unknowns. Includes only permanent and temporary employees in the SO pay plan.

New Hires:

The SEC workforce had significantly fewer new hires in FY 2018 than in previous years as a result of the hiring restrictions that were in effect. As shown in Figure 15, the SEC workforce had 53 new hires as of the end of FY 2018, representing a decrease of 88.1 percent from the FY 2016 hiring level.

The percentage of women new hires decreased from 44.8 percent in FY 2016 to 41.5 percent in FY 2018. The percentage of minorities among new hires decreased from 38.3 percent of the 444 new hires in FY 2016 to 13.2 percent of the 53 new hires in FY 2018. The percentage of Black or African American and Asian new hires decreased from FY 2017 to FY 2018. In FY 2017, 6.6 percent of new hires were Hispanic or Latino; in FY 2018 there were no Hispanic or Latino new hires.

Figure 15: New Hires Trend by Gender, Race, and Ethnicity

	Total	Men	Women	White	Black	Hispanic	Asian	All Other
FY 2016	444	245	199	274	56	29	78	7
	100.0%	55.2%	44.8%	61.7%	12.6%	6.5%	17.6%	1.6%
FY 2017	166	100	66	112	12	11	28	3
	100.0%	60.2%	39.8%	67.5%	7.2%	6.6%	16.9%	1.8%
FY 2018	53	31	22	46	3	0	4	0
	100.0%	58.5%	41.5%	86.8%	5.7%	0.0%	7.5%	0.0%

Source: FPPS FY 2018 data retrieved on January 29, 2019. "All Other" includes the Native Hawaiian or Other Pacific Islander, American Indian or Alaskan Native, Two or More Races categories, and unknowns. Includes permanent and temporary employees.

Figure 16 shows new hires into mission critical occupations from FY 2016 to FY 2018 by gender, race, and ethnicity. From FY 2017 to FY 2018, the percentage of women among new

hires into mission critical occupations increased. The percentage of Black or African American and Asian new hires into mission critical occupations decreased from FY 2017 to FY 2018, as the number of new hires into those roles across the agency decreased from 124 to 44.

Figure 16: New Hires into Mission Critical Occupations FY 2016 – FY 2018

	Total	Men	Women	White	Black	Hispanic	Asian	All Other
FY 2016	325	180	145	209	27	21	63	5
	100.0%	55.4%	44.6%	64.3%	8.3%	6.5%	19.4%	1.5%
FY 2017	124	81	43	88	6	5	22	3
	100.0%	65.3%	34.7%	71.0%	4.8%	4.0%	17.7%	2.4%
FY 2018	44	27	17	38	2	0	4	0
	100.0%	61.4%	38.6%	86.4%	4.5%	0.0%	9.1%	0.0%

Source: FPPS FY 2018 data retrieved on January 29, 2019. "All Other" includes the Native Hawaiian or Other Pacific Islander, American Indian or Alaskan Native, Two or More Races categories, and unknowns. Includes permanent and temporary employees.

Separations:

Figure 17 depicts the separations by gender, race, and ethnicity since FY 2016. In FY 2018, 200 employees left the SEC. Separations due to resignation, retirement, and term appointments accounted for nearly all separations from FY 2016 to FY 2017.

Figure 17: Workforce Separations by Gender, Race, and Ethnicity FY 2016 – FY 2018

	Total	Men	Women	White	Black	Hispanic	Asian	All Other
FY 2016	201	114	87	138	30	10	20	3
	100.0%	56.7%	43.3%	68.7%	14.9%	5.0%	10.0%	1.5%
FY 2017	249	148	101	167	37	10	30	5
	100.0%	59.4%	40.6%	67.1%	14.9%	4.0%	12.0%	2.0%
FY 2018	200	112	88	143	23	11	21	2
	100.0%	56.0%	44.0%	71.5%	11.5%	5.5%	10.5%	1.0%

Source: FPPS FY 2018 data retrieved on January 29, 2019. "All Other" includes the Native Hawaiian or Other Pacific Islander, American Indian or Alaskan Native, Two or More Races categories, and unknowns. Includes permanent and temporary employees.

From FY 2016 to FY 2018, the percentage of employees separating from the SEC workforce who were women increased from 43.3 percent to 44.0 percent. The percentage of employees separating who were minorities was lower in FY 2018 than in FY 2016.

Separations from mission critical occupations by gender, race, and ethnicity in each fiscal year since FY 2016 are shown in Figure 18. In FY 2018, 76.3 percent of employees who separated from the SEC left from mission critical occupations. The percentage of minorities separating from mission critical occupations was 4.1 percentage points lower in FY 2018 than in

FY 2017. However, the separations in FY 2018 had little effect on the overall representation of minorities in mission critical occupations.

Figure 18: Separations from Mission Critical Occupations FY 2016 – FY 2018

	Total	Men	Women	White	Black	Hispanic	Asian	All Other
FY 2016	128	77	51	100	10	4	13	1
	100.0%	60.2%	39.8%	78.1%	7.8%	3.1%	10.2%	0.8%
FY 2017	162	109	53	117	11	6	26	2
	100.0%	67.3%	32.7%	72.2%	6.8%	3.7%	16.0%	1.2%
FY 2018	152	98	54	116	9	10	15	2
	100.0%	64.5%	35.5%	76.3%	5.9%	6.6%	9.9%	1.3%

Source: FPPS FY 2018 data retrieved on January 29, 2019. "All Other" includes the Native Hawaiian or Other Pacific Islander, American Indian or Alaskan Native, Two or More Races categories, and unknowns. Includes permanent and temporary employees .

Promotions:

Figure 19 depicts promotions by gender, race, and ethnicity since FY 2016. 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 40 percent of promotions in FY 2018. Compared to FY 2016, the percentage of promotions received by Black or African American, Hispanic or Latino, and Asian employees increased in FY 2018. The percentage of promotions received by women also increased since FY 2016.

Figure 19: Promotions FY 2016 – FY 2018

	Total	Men	Women	White	Black	Hispanic	Asian	All Other
FY 2016	612	330	282	390	102	40	77	3
	100.0%	53.9%	46.1%	63.7%	16.7%	6.5%	12.6%	0.5%
FY 2017	559	290	269	330	103	44	76	6
	100.0%	51.9%	48.1%	59.0%	18.4%	7.9%	13.6%	1.1%
FY 2018	502	248	254	301	92	38	66	5
	100.0%	49.4%	50.6%	60.0%	18.3%	7.6%	13.1%	1.0%

Source: FPPS FY 2018 data retrieved on January 29, 2019. "All Other" includes the Native Hawaiian or Other Pacific Islander, American Indian or Alaskan Native, Two or More Races categories, and unknowns. Promotions include all employee transactions resulting in a higher grade level.

Work Environment

The Partnership for Public Service annually publishes rankings for the Best Places to Work in the Federal Government, which are based on the Federal Employee Viewpoint Survey (FEVS) administered by OPM. The SEC moved up two places in rankings in 2018, and was ranked third out of 27 mid-size agencies. While opportunities for improvement remain, the steady increases in FEVS scores since 2012 on the indices for Global Satisfaction (23 percentage points), New Inclusion Quotient Index (17 percentage points), and Employee Engagement (16 percentage points) reflect the SEC's commitment to promoting workforce diversity and fostering workplace inclusion as an integral part of the agency's human capital strategic plan.

Employee Affinity Groups:

SEC Employee Affinity Groups have been instrumental in helping to cultivate a workplace culture that attracts diverse talent and encourages employee engagement and retention. The improvements seen in FEVS scores and the SEC's high ranking among the Best Places to Work are attributable, in part, to the active involvement of Employee Affinity Groups in fostering inclusion at the SEC. Employee Affinity Groups provide educational, cultural, and networking opportunities for SEC employees, and serve as a resource for outreach and recruitment initiatives.

SEC Commissioners and Senior Officers serve as executive sponsors for Employee Affinity Groups. OMWI provides program support for all Employee Affinity Groups except the Veterans Committee, which receives program support from OHR. In FY 2018, nine Employee Affinity Groups were active at the SEC:

- African American Council;
- American Indian Heritage Committee;
- Asian American and Pacific Islander Committee;
- Caribbean American Heritage Committee;
- Disability Interests Advisory Committee;
- Hispanic and Latino Opportunity, Leadership, and Advocacy Committee;
- Lesbian, Gay, Bisexual, and Transgender (LGBT) Committee;
- Veterans Committee; and
- Women's Committee.

Employee Affinity Groups have a major role in planning and conducting SEC-sponsored programs and activities to commemorate Special Observances. These programs celebrate the diversity in the SEC workforce and enhance cross-cultural awareness and understanding. For a list of the FY 2018 programs and activities for Special Observances, see Appendix C.

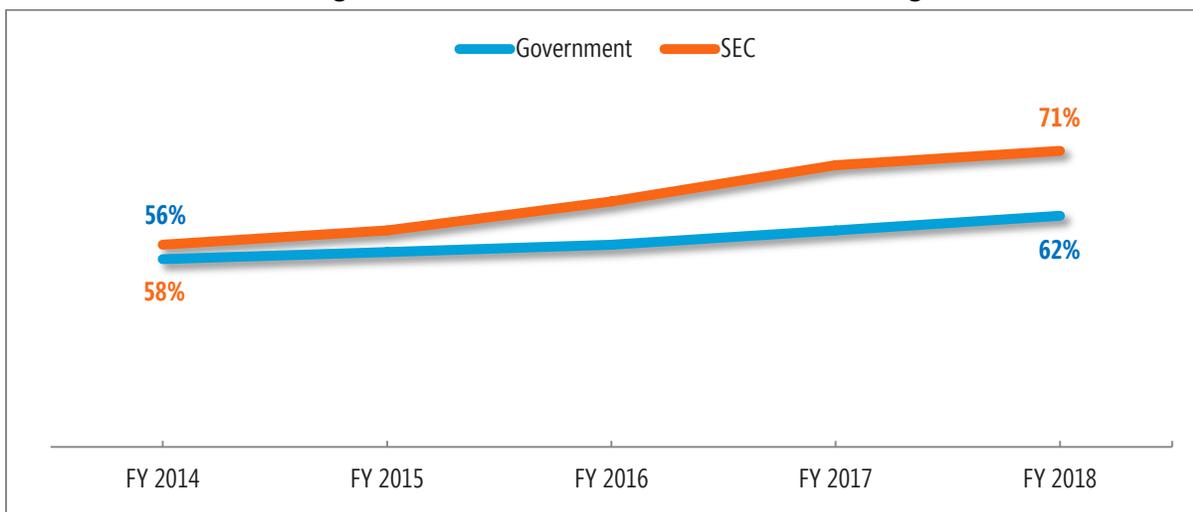
FEVS Inclusion Quotient Index:

The FEVS Inclusion Quotient Index (the New IQ) empirically measures enabling conditions that lead to an inclusive workplace. The New IQ is made up of 20 FEVS questions grouped into the following “5 Habits of Inclusion:”

- Fair: Are all employees treated equitably?
- Open: Does management support diversity in all ways?
- Cooperative: Does management encourage communication and collaboration?
- Supportive: Do supervisors value employees?
- Empowering: Do employees have the resources and support needed to excel?

The New IQ score reflects the percentage of positive responses to the questions corresponding to each “habit” of inclusion. The SEC’s overall New IQ for 2018 was 71 percent positive, which was 2 percentage points higher than the agency’s overall New IQ for 2017 and 15 percentage points higher than 2014. The SEC’s scores on each Habit of Inclusion also increased: Fair (up 3 percentage points), Open (up 2 percentage points), Cooperative (up 2 percentage points), Supportive (up 1 percentage points), and Empowering (up 1 percentage points). The trend calculations shown in Figure 20 indicate the SEC New IQ continues to increase.

Figure 20: SEC’s New IQ vs. Government Average



Source: OPM’s Federal Employee Viewpoint Survey 2018 retrieved on January 30, 2019.

In addition to the New IQ, OMWI tracks the percentage of positive responses to three diversity-related FEVS questions. As shown in Figure 21, the agency’s scores on these questions increased each year since FY 2014, which suggests growing support for the agency’s diversity and inclusion efforts.

Figure 21: SEC Scores on Selected Diversity Related FEVS Questions

Question	2014	2015	2016	2017	2018
Q34 - Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	60%	63%	65%	67%	67%
Q45 - My supervisor is committed to a workforce representative of all segments of society.	71%	72%	76%	80%	82%
Q55 - Supervisors work well with employees of different backgrounds.	63%	64%	68%	77%	78%

Source: OPM’s Federal Employee Viewpoint Survey 2018 retrieved on January 30, 2019.

Challenges and Next Steps

Enhancing diversity in senior management positions and certain mission critical occupations remain key areas of focus for the SEC’s ongoing diversity and inclusion efforts. In FY 2019, OMWI will work with the divisions and offices authorized to fill positions to identify specific recruiting needs and develop outreach and recruitment strategies. The SEC will also increase efforts to recruit diverse students for SEC internship opportunities.

Diversity Policies and Practices of SEC-Regulated Entities

Assessing Diversity Policies and Practices

In January 2018, the SEC introduced a new form called the “Diversity Assessment Report for Entities Regulated by the SEC” (Diversity Assessment Report) as a complement to 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 agencies in June 2015.¹⁵ The Diversity Assessment Report is designed to help SEC-regulated entities conduct voluntary self-assessments of their diversity policies and practices, and provide them with a template for sharing information about their diversity self-assessments with the SEC, as contemplated under the Joint Standards.

The Diversity Assessment Report is intended primarily for SEC-regulated entities with more than 100 employees, as the agencies focused on institutions of this size when developing the Joint Standards. Using registration statements and other public information, the SEC identified regulated entities meeting the threshold number of employees, and asked 1367 investment advisers, broker-dealers, municipal advisors and self-regulatory organizations to submit a Diversity Assessment Report during calendar year 2018.

The requests for Diversity Assessment Reports were staggered; they were sent in January, September, and November. The SEC asked regulated entities in the first group, which was comprised of largest SEC-regulated entities (1000 or more employees), to complete and submit the Diversity Assessment Report online using a secure web-based survey management system. Regulated entities in the second and third groups were invited to submit either a pdf version of the Diversity Assessment Report, which is available on the OMWI page of the agency’s public website,¹⁶ or their own self-assessment instruments.

The response from regulated entities to the request for information about their diversity self-assessments was lower than expected. The SEC received 22 responses from the first group, and 16 from the second and third groups, for a total of 38 individual responses. Some SEC-regulated entities are divisions or subsidiaries of large financial institutions regulated by other Federal financial agencies. In some instances, the SEC asked more than one division or subsidiary of a financial institution to submit a Diversity Assessment Report, and the parent company submitted a single response for all of its subsidiaries that referred to the diversity

¹⁵ 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).

¹⁶ See <https://www.sec.gov/omwi/regulated-entities>

policies and practices of the “enterprise” or the parent company. While the 38 responses cover 55 or 4 percent of the regulated entities asked to submit diversity self-assessment information, the firms represented employ nearly 47 percent of the employees in securities and other financial investments.¹⁷

Of the 38 responses, the overwhelming majority (89 percent) indicated the firm has a written diversity and inclusion policy. The majority of responses (84 percent) indicated that a senior level officer directs the firm’s diversity and inclusion efforts, and a majority (73 percent) said the firm publishes information about its diversity and inclusion efforts on its website. A smaller majority of responses (55 percent) indicated the firm has a supplier diversity policy aimed at providing business opportunities to MWOBs.

Financial Regulatory Agencies’ Diversity and Inclusion Summit

In September 2018, the first-ever “Financial Regulatory Agencies’ Diversity and Inclusion Summit” was held at the Federal Reserve Bank of New York. The Offices of Minority and Women Inclusion from the SEC, Office of the Comptroller of the Currency, Federal Reserve Board, Federal Deposit Insurance Corporation, and the National Credit Union Administration convened the Diversity and Inclusion Summit to provide a forum for business leaders, diversity professionals, and government officials to discuss ongoing efforts to promote diversity and inclusion in the financial services sector. The half-day event, which had over 140 participants, focused on the Joint Standards, as well as best practices for promoting workforce diversity and inclusion, supplier diversity, and organizational commitment to diversity.

Challenges and Next Steps

The Joint Standards envision that regulated entities will conduct self-assessments of their diversity policies and practices at least annually. The SEC expects to collect diversity self-assessment information from its regulated entities every two years. The next round of requests for diversity self-assessments will not be sent until FY 2020. A challenge for the SEC will be to find a way to incentivize regulated entities to conduct diversity self-assessments and share them with the agency.

In the meantime, the SEC will continue to promote the Joint Standards at educational events hosted by industry trade associations and conferences of professional associations. In addition, the agency will continue to encourage SEC-regulated entities to use the Diversity Assessment Report as a guide for their diversity self-assessments.

¹⁷Based on the current employment statistics in the Securities, Commodity Contracts, and Other Financial Investments and Related Activities subsector (NAICS 523) of the Finance and Insurance sector (NAICS 52).

SEC Contractors' Workforce Inclusion of Minorities and Women

To implement the requirements of Section 342 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 for services with a dollar value of \$100,000 or more. The Contract Standard also is to be included in subcontracts for services with a dollar value of \$100,000 or more awarded under the contract.

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.

Section 342 of 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," 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 FY 2018, OMWI reviewed a total of 45 contractors (38 prime and 7 subcontractors). In each 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. 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 areas of focus for its ongoing diversity efforts. In the reviews for 20 prime contractors (53 percent) and 7 subcontractors (100 percent), OMWI identified job categories that should be the focus of diversity efforts.

Conclusion and FY 2019 Outlook

For the SEC, diversity and inclusion is a strategic imperative. Promoting workforce diversity and inclusion and supplier diversity assists the SEC in maintaining the highest standards in pursuit of its mission. OMWI will continue to work with all divisions and offices and SEC senior leadership to advance the agency's diversity and inclusion goals and objectives.

The SEC will also continue to implement initiatives that have been effective and explore new strategies for enhancing diversity in senior management positions and the agency's mission critical occupations. Diversity in both leadership and the workforce is needed to maximize mission effectiveness. Further, as limitations on new hiring are expected to continue, OMWI will continue to focus on developing a pipeline of diverse talent for future employment and internship opportunities.

Appendix A: OMWI FY 2018 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: FY 2018 Outreach and Recruitment Events

Event Name	Date
Minority Corporate Counsel Association (MCCA) - Pathways to Diversity Conference	October 2017
Women of Color (WOC) STEM Conference	October 2017
Securities Industry and Financial Markets Association (SIFMA) Women's Leadership Forum	October 2017
West Virginia State University Campus Visit	October 2017
National Association of Insurance Commissioners (NAIC) Annual Conference	October 2017
National Association of Black Accountants, Inc. (NABA) - 2017 Western Regional Student Conference	October 2017
National Association of Women MBAs (NAWMBA) - 2017 Annual Conference and Career Fair	October 2017
Securities Industry and Financial Markets Association (SIFMA) Annual Conference	October 2017
TOIGO Groundbreakers Summit	October 2017
Accounting & Financial Women's Alliance (AFWA) National Conference	October 2017
Sweet Briar College Federal Career Expo	November 2017
Urban Financial Services Coalition Conference	January 2018
Women-in-Business Breakfast	January 2018
Florida International Law College Visit	February 2018
Financial Literacy and Your Future Program	February 2018
Hispanic National Bar Association (HNBA) - 2018 Corporate Counsel Conference	March 2018
Bowie State University Career & Internship Fair	April 2018
Trinity Washington University Spring Career Fair	April 2018
Financial Industry Regulatory Authority (FINRA) - Sixth Annual Diversity Summit	April 2018
National Association of Securities Professionals (NASP) - 29 th Annual Pension and Financial Services Conference	June 2018
U.S. Department of Housing and Urban Development (HUD) 4 th Annual EEO and Diversity Conference	June 2018
National Association of Black Accountants, Inc. (NABA) - 2018 National Convention & Expo	June 2018
UnidosUS 2018 Annual Conference	July 2018
Hispanic National Bar Foundation (HNBF) Law Camp Visit to SEC	July 2018
International Leadership Foundation (ILF) Visit to SEC	July 2018
National Bar Association (NBA) - 93 rd Annual Convention & Exhibits	August 2018
National LGBT Bar Association - 2018 Annual Lavender Law Conference and Career Fair	August 2018
ASCEND Pan-Asian Leaders - 2018 National Convention and Career Fair	September 2018
Hispanic National Bar Association (HNBA) Annual Convention	September 2018
Congressional Black Conference Foundation - 48 th Annual Legislative Conference	September 2018
Howard University Law School Open House	September 2018

Source: Office of Minority and Women Inclusion. Representative list.

Appendix C: FY 2018 Programs for Special Observances

Program and Speaker
<p>Disability Awareness Month (October 2017)</p> <ul style="list-style-type: none"> - <i>Guest Speaker (HQ): Sara Hart Weir, President & C.E.O. of the National Down Syndrome Society</i>
<p>Veterans Day Commemoration (November 2017)</p> <ul style="list-style-type: none"> - <i>Guest Speaker (HQ): Bradley Warren "Brad" Snyder, a combat-wounded Naval explosive ordinance disposal officer turned gold medal-winning Paralympic swimmer and author</i>
<p>American Indian Heritage Month (November 2017)</p> <ul style="list-style-type: none"> - <i>Guest Speaker (HQ): Keith Harper, Former U.S. Ambassador to UN Human Rights Council</i>
<p>African American History Month (February 2018)</p> <ul style="list-style-type: none"> - <i>Keynote Event (HQ): Command Sgt. Major Michael L. Gragg, U.S. Army Medical Command</i> - <i>Networking Event (HQ): "Financial Literacy and Your Future" program hosted by African American Council, Office of Investor Education and Advocacy, and OMWI for local university students</i>
<p>Women's History Month (March 2018)</p> <ul style="list-style-type: none"> - <i>Keynote Event (HQ): Gen. Flora D. Darpino, Retired, Three-Star Army General and 39th Judge Advocate General of the Army</i> - <i>Panel Discussion (New York Regional Office): Cryptocurrencies and cybersecurity</i> - <i>Financial Fitness Information Session (HQ) hosted by Women's Committee and Office of Investor Education and Advocacy</i>
<p>Asian American Pacific Islander Month (May 2018)</p> <ul style="list-style-type: none"> - <i>Guest Speaker (Los Angeles Regional Office): Mia Yamamoto, criminal defense attorney and co-founder of the Multicultural Bar Alliance and Asian Pacific American Bar Association of Southern California</i> - <i>SEC Career Panel (HQ): AAPI Heritage Month Theme "Unite Our Vision by Working Together"</i> - <i>Guest Speaker (Philadelphia Regional Office): Rob Buscher, Director, Philadelphia Asian American Film Festival Discussion</i>
<p>Caribbean American Heritage Month (June 2018)</p> <ul style="list-style-type: none"> - <i>Guest Speaker (HQ): Dr. Winnette McIntosh Ambrose, chemical engineer-turned-entrepreneur, two-time Food Network Champion, and the creative director and owner of Souk and the Sweet Lobby, an artisanal bakery</i>
<p>Lesbian, Gay, Bisexual and Transgender (LGBT) Pride Month (June 2018)</p> <ul style="list-style-type: none"> - <i>Night OUT at Nationals Park (HQ) Washington Nationals baseball game hosted by the LGBT Committee</i> - <i>Guest Speaker (Philadelphia): Evan Thornburg, Deputy Director of the Philadelphia Office of LGBT Affairs</i> - <i>Guest Speaker (Los Angeles Regional Office): Michael Eselun, co-founder of GLIDE-Gays and Lesbians Initiating Dialogue for Equality</i> - <i>Guest Speaker (Denver Regional Office): Judy and Dennis Shepard, parents of Matthew Shepard, discussing hate crimes prevention</i> - <i>Guest Speaker (New York Regional Office): Douglas Hallward-Driemeier, appellate practice attorney who argued landmark case Obergefell v. Hodges</i> -
<p>Hispanic Heritage Month (September 15-October 15, 2018)</p> <ul style="list-style-type: none"> - <i>Keynote Event (HQ): Jovita Carranza, U.S. Treasurer, U.S. Department of Treasury</i> - <i>Guest Speaker (Chicago Regional Office): Gloria Castillo, President and CEO of Chicago United</i> - <i>Guest Speaker (Philadelphia Regional Office): The Honorable Juan R. Sanchez, Chief Judge U. S. District Court for the Eastern District of Pennsylvania</i> - <i>Guest Speaker (New York Regional Office): The Honorable Dora L. Irizarry, Chief Judge U.S. District Court for the Eastern District of New York</i>

Source: Office of Minority and Women Inclusion. Representative list.