

May 23, 2022



# 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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# AGENDA

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*

## 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.

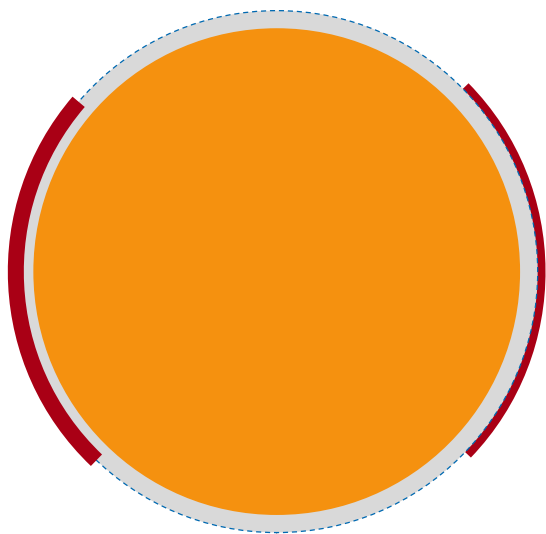


**Sidney  
Simms Jr.**

Associate General  
Counsel  
Legal & Compliance  
Angel Oak Capital  
Advisors, LLC

# Diversity and Inclusion in the Financial Services Industry

## Fireside Chat with Chair Gensler



# 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

## 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

## Confidential

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

## 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



# SEC DAR Form



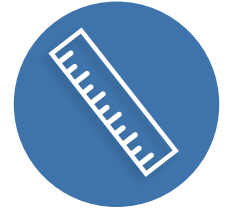
## ROAD MAP

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

# 2020 Diversity Assessment Report Highlights



- ❖ 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)

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

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

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



Expanding recruiting to include HBCUs, HSIs, women-only colleges and partnerships with national organizations

Banning the use of salary history in the recruitment process

# 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](mailto:DAR@sec.gov) with Subject: Suggestions for Revising the DAR



# Helpful Contact Information



***DAR@sec.gov or  
OMWI@sec.gov***

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***sec.gov/omwi/regulated-entities***