



Contractor Diversity Profile

Diversity Strategy

1. How many employees does your company have (excluding contractors or businesses who receive 1099 forms) across all sites? What percentage of your total employees is made up of women? Minorities¹, including any Black American, Native American, Hispanic American, or Asian American?

PERCENTAGE OF WOMEN

PERCENTAGE OF MINORITIES

TOTAL PERCENTAGE OF WOMEN AND MINORITIES

TOTAL NUMBER OF EMPLOYEES

2. Please describe your process for assessing the representation of minorities and women in your workforce.

3. Please describe any strategy your organization has for increasing diversity within your workforce by including women and minorities in recruiting efforts.

4. Has your organization identified obstacles / challenges to the inclusion of minorities and women in its workforce? Have you established a plan of action to overcome / reduce such obstacles?

If so, please describe and/or attach supporting documentation.

¹ The term "minority" has the same meaning as in section 1204(c) of the Financial Institutions Reform, Recovery, and Enforcement Act of 1989 (12 U.S.C. 1811 note), which means any Black American, Native American, Hispanic American, or Asian American.

Diversity strategy cont.

5. Please provide any information your organization believes would demonstrate its good faith effort to ensure that women and minorities have appropriate opportunities to enter and advance within the organization's workforce.

Diversity Policies

6. Does your organization have a diversity and/or EEO policy statement concerning inclusion of minorities and women in the workforce?

Yes No N/A

Please explain your response and/or attach supporting documentation.

7. Does your organization conduct or provide periodic training for your employees that focuses on the value of racial, ethnic and gender diversity in the workforce?

Yes No N/A

Please explain your response and/or attach supporting documentation.

Recruitment

8. Describe steps taken by your organization to recruit minorities and women in your workforce.

Please select the checkbox YES, NO, N/A (Not Applicable) below.

a. Does your organization solicit new employees through advertisements in media or professional service or trade association publications focused on issues important to minorities and women?	YES	NO	N/A
b. Does your organization include a statement in its employment applications, job advertisements or other solicitations indicating that your organization will consider applicants for employment without consideration of minority status or gender?	YES	NO	N/A
c. Does your organization use staffing agencies that actively seek qualified women and minority applicants?	YES	NO	N/A
d. Has your organization recruited at historically black colleges and universities, Hispanic-serving institutions, women’s colleges, and/or trade schools, vocational groups, community colleges, or colleges that typically serve minority populations?	YES	NO	N/A
e. Does your organization attend or recruit at job fairs sponsored by, organized by, or affiliated with minority and female professional associations?	YES	NO	N/A
f. Does your organization attend or recruit at job fairs in urban communities?	YES	NO	N/A
g. Does your organization partner with inner-city high schools, girls’ high schools, and high schools with large minority populations to establish or enhance financial literacy programs and provide mentoring?	YES	NO	N/A

If you answered "not applicable" to questions 8 a-g please explain why the question does not apply.

Succession Planning

9. Does your organization have a succession plan and/or professional development plan in place to identify and develop women and minorities at all levels of the organization?

Yes No N/A

If so, please describe and/or attach supporting information.

Outreach

10. Does your organization have an external communication plan (brochures, newsletter, or advertisements) concerning the inclusion of minorities and/or women in your workforce?

Yes No N/A

Please explain your response and/or attach supporting documentation.

11. Does your organization partner with or support organizations or charities that, in turn, support developing minorities and women?

Yes No N/A

Please explain your response and/or attach supporting documentation.

Supplier - Subcontractor Diversity

12. Does your organization take steps to ensure participation of suppliers and/or subcontractors with diverse workforces?

Yes No N/A

Please explain your response and/or attach supporting documentation.

13. Does your company solicit the interest of certified minority- and women-owned suppliers who have the capability to perform work under your contracts?

Yes No N/A

Please explain your response and/or attach supporting documentation.

Paperwork Reduction Act Statement

Paperwork Reduction Act Statement: According to the Paperwork Reduction Act of 1995, an agency may not conduct or sponsor, and a person is not required to respond to a collection of information unless it displays a valid OMB control number. The OMB control number for this collection is 3133-0196. It expires on 04/30/2020. The time required to complete this information collection is estimated to average approximately 45 minutes per response, including the time for reviewing any instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Comments regarding this collection of information, including the estimated response time, suggestions for improving the usefulness of the information, or suggestions for reducing the burden to respond to this collection should be submitted to the Bureau at the Bureau of Consumer Financial Protection (Attention: PRA Office), 1700 G Street NW, Washington, DC 20552, or by email to CFPB_PRA@cfpb.gov.

Privacy Act Statement

552a(e)(3)

The information that you provide will be used by the Bureau of Consumer Financial Protection (Bureau) to determine whether an agency contractor and, as applicable, subcontractor, has made a good faith effort to ensure the fair inclusion of women and minorities in the workforce of the contractor.

The Bureau may publish information disclosed by the entity in any form that does not identify a particular entity or individual or disclose confidential business.

Information collected will be treated in accordance with the System of Records Notice ("SORN"), CFPB.0013 External Contact Database, www.consumerfinance.gov/privacy/system-records-notices/external-contact-database/. Identifying information may be used by and disclosed to employees, contractors, agents, and others authorized by the Bureau to receive this information to assist in related activities.

The collection of this information is authorized by Public Law 111-203, Title III, Sub-Title D, §342(c), July 21, 2010, 124 Stat. 1541, and 12 U.S.C. 5452(c).