



Kansas City Fed

2022-2024 Diversity, Equity and Inclusion Strategy

Introduction

As an organization responsible for serving the public interest, the Kansas City Fed places a high priority on ensuring the diversity of its region is reflected in its workforce, business activities, and community partnerships. The Bank is best positioned to maintain the public's trust and confidence when its leadership team, employees, boards of directors, advisory groups, suppliers, and community partners reflect the diversity that characterizes the Bank.

“We believe inclusion generates a high performing, innovative and creative environment where everyone feels welcomed, valued and respected.”

Diversity leads to creative approaches and innovative solutions that are required to meet the Bank's current and future challenges. Accordingly, the Bank recognizes that an emphasis on diversity, equity and inclusion strengthens its ability to attract and retain the talent necessary to effectively carry out its important responsibilities. To further

define our commitment, inclusive principles are at the forefront of everything we do. The Bank is guided by the following beliefs and definitions:

- **Diversity** – The range of human identities, experiences, and belief systems that make each person unique, including but not limited to, race, color, ethnicity, sex, gender identity and/or expression, sexual orientation, age, social class, military/veteran status, physical and mental abilities or attributes, geographic location, religious or ethical value systems, and national origin.
- **Equity** – Impartial access to the resources and opportunities needed to succeed at the Bank; when equity is present, all Bank employees feel empowered and equipped to achieve their goals.
- **Inclusion** – Respectful treatment of all Bank employees regardless of their identities, talents, beliefs, backgrounds, or lived experiences; when inclusion is present, Bank employees feel understood, respected, and engaged.
- **Belonging** – Feeling fully accepted as an essential part of the Bank; when belonging is present, Bank employees feel connected and acknowledge that each person (including themselves) has immense value that makes the entire Bank community stronger.

Impact Statement

Our behaviors, words, and actions promote a culture of diversity, inclusion, and belonging where we have the opportunities and resources needed to contribute, influence, and succeed.

Strategic Priorities

The Bank will focus its 2022-2024 diversity, equity and inclusion efforts by pursuing the following strategies.

Recruitment & Diversity

- Source talent and build an internal pipeline that is representative of the communities we serve and the public we represent.

Development & Inclusion

- Invest in professional and leadership development to position our workforce to deliver exceptional outcomes and to support a culture of inclusiveness and belonging.

How We Work

- Implement workplace practices that enable employees to perform high-quality work, seamlessly collaborate with colleagues, and be recognized for outstanding work regardless of physical location.

Supplier Diversity

- Emphasize the value of supplier diversity to internal and external audiences so that all companies interested in doing business with the Bank have the opportunity where appropriate.

Strategic Support

External Relationships

- The Bank recognizes the need for strong community partnerships to accomplish its diversity, equity and inclusion strategy. To this end, we build and cultivate mutually beneficial relationships that enhances community, professional, and educational engagement.

Internal Ownership

- To achieve and cultivate a diverse, equitable and inclusive workforce, the Bank's culture fosters ownership from employees throughout the Bank. In addition to the Bank's leadership, the following groups are focused on advancing diversity, equity and inclusion initiatives.

- The Office of Diversity, Equity and Inclusion (ODE&I) partners with areas across the Bank to advance diversity, equity and inclusion across the Bank. Within ODE&I, the Office of Minority and Women Inclusion (OMWI) is responsible for oversight of the diversity, equity and inclusion strategy and related practices as required by Section 342 of the Dodd-Frank Act. The OMWI director regularly reports progress toward the vision to the Bank's Management Committee and other stakeholders.
- The Diversity Strategy Steering Council is comprised of senior leaders from each Division. The council is responsible for providing the necessary leadership, guidance and resources to ensure diversity, equity and inclusion efforts are well supported and the Bank's strategies are achieved.
- Inclusion Networks are employee-led shared identity groups that provide employees the opportunity to foster a greater sense of belonging, community, and connection with others for the purpose of building a stronger, more inclusive workplace. Inclusion Network groups are open to all employees. Current groups include the Employee Diversity Committee, Minorities in Technology, People of Color in Leadership, and Women in Technology.

Communications

The Bank uses various communication tools to highlight its commitments to employees and the general public. These communication channels include articles in Bank publications, such as TEN Magazine, links on the public website and intranet site, social media channels, the Bank's annual OMWI Report to Congress, and events such as the annual Champion Retreat and Diversity, Equity and Inclusion Summit. The Bank also seeks opportunities to create increased public awareness about its growing business activities and the diverse talent required to support growth and innovation.

Accountability

The Bank's Management Committee is responsible for endorsing the diversity, equity and inclusion strategy, clarifying the links between diversity and organizational success, and ultimately ensuring performance results. Bank management at all levels is responsible for carrying out the strategy in their specific areas of responsibility, demonstrating active support for the strategy, and reinforcing a culture of inclusion in which diversity is respected and leveraged to achieve the Bank's mission and serve its stakeholders. All employees are responsible for recognizing the importance of diversity to the success of the Bank and creating an inclusive work environment.