



Overview

2022 REPORT TO CONGRESS



COMMITMENT TO DIVERSITY, EQUITY AND INCLUSION

Federal Reserve Bank of Kansas City | Office of Minority and Women Inclusion

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ON THE COVER>

From left to right, employees are: Janelle Olawaiye, People, Strategy, and Workplace Support; Kalynn Murray, Information Technology; Connor Brennan, Audit; Kate Hiebert, Regional, Public, and Community Affairs; and Eddie Villanueva, Payments and Law Enforcement

a message from the first vice president and coo



MARCH 31, 2023

At the Federal Reserve Bank of Kansas City, our commitment to diversity, equity and inclusion (DEI) is critical for serving our region's diverse communities. DEI has long been a focus at the Kansas City Fed. With the support and dedication of our leadership and staff, we continue to take many steps forward in our commitment to advance DEI across our Bank, suppliers, and partners.

This report details our efforts throughout 2022 in meeting the requirements outlined by Section 342 of the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010, and more broadly, highlights our efforts in the areas of the Bank's workforce, supplier and procurement strategies, financial education, and community partnerships.

Through our Office of Minority and Women Inclusion (OMWI), we seek to strengthen and continuously improve on our goal of ensuring our activities are inclusive and represent the range of backgrounds and experiences that make up the Federal Reserve's Tenth District, a seven-state region that is home to diverse communities of people.

For more information, visit www.KansasCityFed.org/dei.

Kelly Dubbert
First Vice President and COO
Federal Reserve Bank of Kansas City

executive summary



President Esther George poses with women economists from across academia, private institutions, international central banks, and the Federal Reserve System at the Jackson Hole Economic Policy Symposium held in Jackson Hole, Wyo., in August 2022.

In 2022, the Federal Reserve Bank of Kansas City's OMWI reaffirmed its commitment to DEI.

For the Bank to successfully serve the public's interests, its workforce, procurement practices, partnerships, and financial education efforts must reflect the diversity of the Tenth District.

THREE-YEAR DEI STRATEGY

The Bank's three-year (2022–2024) DEI plan was created to detail how a culture of diversity, inclusion, and belonging contributes to the organization's success. Through four strategic priorities — recruitment and diversity, development and inclusion, “how we work”, and supplier diversity — the plan underlines the Bank's dedication to DEI recruitment and focuses on sourcing talent and building on internal pipelines that

are representative of the communities we serve and the public we represent. The Bank invests in professional and leadership development to position the workforce to deliver exceptional outcomes and to support a culture of inclusiveness and belonging.

The “how we work” framework enhances culture with policies, practices, and resources supporting an accessible and inclusive workplace. The final strategic priority emphasizes the value of supplier diversity so that all companies interested in doing business with the Bank have the opportunity, where appropriate.

PEOPLE, PROCUREMENT, AND PARTNERSHIPS

Throughout 2022, the Bank enhanced efforts to remain proactive relative to its strategy.

PEOPLE

- Women's representation in mid-level management increased from 40.9% in 2021 to 42.5% in 2022.
- Women made up 41.1% of new hires in 2022 compared to 38.6% in 2021, while people of color made up 34.8% of the new hires in 2022 compared to 30.7% in 2021.

PROCUREMENT

- Diverse suppliers were awarded 86 of the Bank's contracts, which contributed to 19.3% of the Bank's total reportable spend.
- To develop a more thorough understanding of supplier diversity efforts, the Bank kept track of tier-2 diverse spend in 2022. Any spend a supplier has with women- and minority-owned businesses in support of bank projects is considered tier-2 spend. In 2022, the Bank's tier-2 spend was \$96,000 with diverse suppliers.

PARTNERSHIPS

- To honor the historical significance of African American baseball and the economic impact of the Negro Leagues, the Bank's Money Museum in Kansas City produced both temporary and virtual exhibits in conjunction with the U.S. Mint's commemorative coin program and the Negro Leagues Baseball Museum.
- The Bank published the book “A Great Moral and Social Force: America's First Black Banks,” which focuses on the histories of Black banks in five U.S. cities that served as models of Black wealth and success.
- The Bank co-hosted the annual Girls in Tech event during Computer Science Education Week with the involvement of members of the Bank's Women in Technology Inclusion Network.
- The Bank hosted its annual Banking and the Economy events along with other Reserve Banks and state bankers associations. For women and professionals of color working in the financial services sector, the programs offer distinctive experiences and knowledge about leadership, DEI, banking, and the economy.

OFFICE OF MINORITY AND WOMEN INCLUSION



After nearly 15 years of service, Tammy Edwards, Senior Vice President and Director of the Office of Minority and Women Inclusion, announced plans to retire April 1, 2023. Tammy's work has had a meaningful impact on the district and

System's low- and moderate-income communities, and played a significant role in helping to shape the culture of DEI.

Tammy joined the Bank in 2008 as assistant vice president and community affairs officer after holding various leadership positions at Sprint Corporation. She was promoted to vice president in 2012. In 2019, she was promoted to her current position on the Management Committee and leads the Bank's strategic focus on addressing community and economic development issues and fostering an engaged and inclusive workplace.

Under her leadership, several high-impact programs were created, including the Investment Connection program that matches funding organizations with nonprofits in need; economic and small business development with a focus on inclusive ecosystem building; targeted resources and programming addressing workforce development and the digital divide; division-level DEI resources; and new Inclusion Networks and ongoing programs for women and minorities in banking that offers professional development and insights on the economy and banking conditions. She also co-chaired the System's Community Affairs Officer and Public Information Officer Communications Work Group that resulted in the launch of the Fed Communities website, which provides community and economic development research, resources, and results for all 12 Reserve Banks and the Board of Governors.

In addition to these programs, Tammy chaired the Bank's Diversity Strategy Steering Council and led System DEI initiatives as a member of the OMWI Council. In 2022, she partnered with several Reserve Banks' first vice presidents to launch a system initiative with local programs and practices focused on diverse representation. This effort advanced attraction, development, and retention of a high-performing workforce.

overview



Members of the Bank's Boards of Directors gathered in Omaha, Neb., in April 2022 for a joint meeting at the branch office, which included a tour of the Stored Value Card department and a panel discussion with U.S. military and U.S. treasury fiscal service executives.

OVERVIEW

Founded in 1914, the Federal Reserve Bank of Kansas City is one of 12 regional banks that, along with the Board of Governors in Washington, D.C., comprise the Federal Reserve System.

As the central bank for the United States, the Federal Reserve System is responsible for three mission areas: setting the nation's monetary policy, providing financial services to depository institutions, and supervising and regulating financial institutions.

The System's decentralized structure, which includes local boards of directors and advisory councils at each Reserve Bank, ensures a broad spectrum of regional views from the public are included in national policy deliberations.

THE TENTH DISTRICT

The Bank employs more than 2,100 people at its head office in Kansas City and in branch offices in Denver, Oklahoma City, and Omaha. The Bank is responsible for the Tenth Federal Reserve District, an area that

includes Colorado, Kansas, Nebraska, Oklahoma, Wyoming, northern New Mexico, and western Missouri. The Tenth District economy represents a diverse range of industries, including agriculture, banking, energy, manufacturing, aerospace, hospitality and tourism, and the military.

The Bank and its branches are guided by a 13-member senior executive team, four boards of directors, and four advisory councils. The Bank's senior executives guide the organization's mission, values, strategy, and

DEI objectives. Women and people of color represent 62% and 23% of senior management, respectively. The Bank is committed to ensuring that discussions on monetary policy include a range of viewpoints and that members of its boards of directors and advisory councils reflect the region's diversity in terms of industries and demographics. More information on the representation of the Bank's boards is available in the appendix.

To learn more about the Bank's boards and councils, see the "about" section at www.KansasCityFed.org.



Tammy Edwards, Senior Vice President and Director of OMWI, leads a discussion with Atlanta Fed President Raphael Bostic during a fireside chat at the Minorities in Banking Forum held in Atlanta, Ga., in September 2022. The event is hosted by the Federal Reserve Bank of Kansas City in partnership with all districts across the System and the Board of Governors.

a legacy of leadership and engagement



As she concluded her 40-year career at the Bank in January 2023, Esther George left behind a legacy of leadership and engagement, especially in the realm of diversity, equity and inclusion. Under her leadership, the Bank formally established OMWI and increased the focus on creating a diverse and inclusive culture both within the Bank and for its employees, but also outside the Bank, focusing on community and stakeholder engagement in the communities that the Bank serves.

And in George's own words, "when we are in a position to provide opportunities, it is essential that we pursue inclusivity in the allocation of those opportunities."

In an effort to pursue inclusivity, she helped raise the profile of female and ethnically diverse economists. Each August, the Kansas City Fed hosts the Jackson Hole Economic Policy Symposium, one of the world's premier events for central bankers, economists, and policymakers.

The economics profession is predominately male. There had been occasional female presenters in Jackson Hole, but program diversity accelerated under George's tenure.

As the host of the event, she worked diligently to connect with female economists and expand the Bank's network of connections. While it was never an announced initiative, over the years the press noticed an increasing number of female economists in Jackson Hole. Soon, they labeled it the "Esther effect."

In 2022, at George's final symposium as Bank president, nearly half of the presenters were female, as were many of the participants. The "Esther effect" was in full swing.



people: representation and engagement



The 2022 summer interns from across the region pose for a photo outside of the Kansas City Fed office.

The Bank is best positioned to fulfill its mission of supporting economic and financial stability when employees at all levels reflect the makeup of the region.

RECRUITMENT OVERVIEW

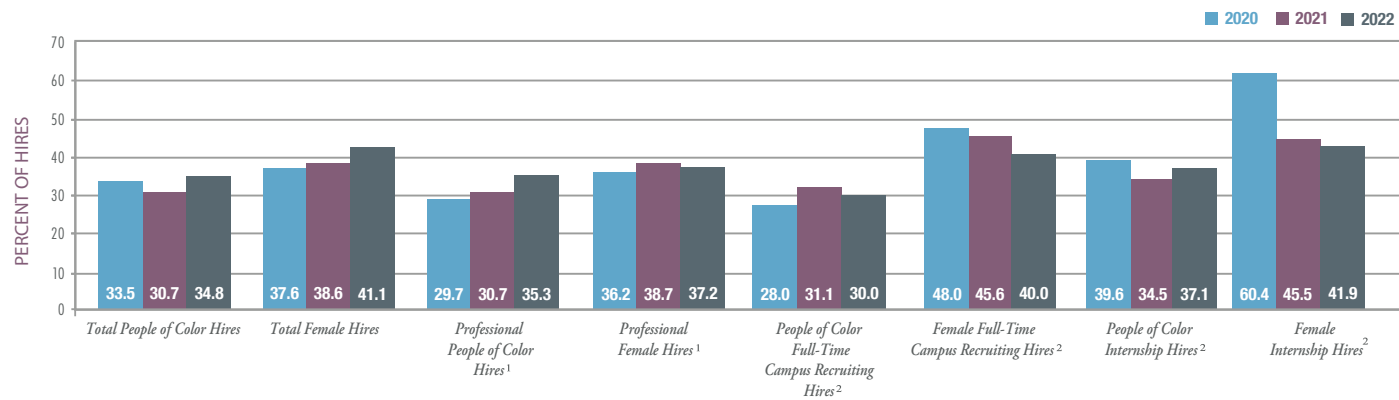
Each year, the Bank pursues qualified applicants through strategic sourcing, targeted collaborative partner events, and partner initiatives. Candidate assessments are being strengthened and reinforced by ongoing improvements to key stakeholder resources, including posting and interview panel guidance and hiring manager best practices training that reduces bias in the hiring process. These initiatives supported the Bank's commitment of increasing the hiring rates of people of color and women in 2022 (see

chart on page 10), helping to align the workforce's demographics with the communities the Bank serves. In comparison to 2021, the percent of women new hires rose by 2.5% and the percent of people of color new hires rose by 4.1% in 2022.

PROFESSIONAL RECRUITING

The Bank attracts experienced professionals by attending career fairs and collaborating with a variety of community and national organizations across the district each year. Recruitment also occurs through a variety of key diverse media channels, including posting open positions on diverse job recruiting websites, with professional associations and with collaborative partner job boards.

PEOPLE OF COLOR AND WOMEN RECRUITMENT – HIRING RATES



¹Data reflects official, management and professional staff.

²Data reflects employees who started in the represented year.

Additionally, the Bank distributes job postings on a biweekly basis to partner organizations across the district, as well as weekly to the Bank’s Inclusion Networks to bring in referrals to the Bank. To further improve outreach, external market monitoring, and internal sourcing benchmarking, the Bank has employed a dedicated sourcing specialist.

Lastly, in connection with the Bank and System-targeted initiatives, the Bank developed an officer posting framework to further support diversity goals in high-level leadership positions. This includes external market benchmarking, cross-functional interview panels, enhanced reporting throughout the recruitment lifecycle, and increased visibility for divisional leaders at the Bank.

In order to engage with the community and open new opportunities for finding talent, the Bank also works with a variety of organizations. Collaborative partners host events in the Bank’s facilities, which gives employees a chance to attend networking events throughout the year. In addition, collaborative partners are invited to networking events hosted by the Bank, where they have the opportunity to hear

from and connect with members of the Bank’s senior leadership team. Senior executives attend high-profile programs, events, and speaking engagements in order to continually strengthen the partnerships.

In 2022, the Bank participated in and engaged with the following diverse events and collaborative partners:

- Asian American Chamber of Commerce of Kansas City Career Fair
- The College Diversity Network’s Virtual Career Fair
- RecruitMilitary Career Fair
- The Kansas City Women’s Employment Network In-House
- Woman Impact Tech Conference and Career Fair
- Black Achiever’s Society of Greater Kansas City
- Center for Disability Inclusion
- Colorado Black Chamber of Commerce
- Colorado Hispanic Chamber of Commerce
- Diversity, Equity and Inclusion Consortium
- Greater Oklahoma City Hispanic Chamber of Commerce
- Hispanic Chamber of Commerce of Greater Kansas City

- Mountain Plains Minority Supplier Development Council
- Urban Financial Services Coalition – Greater Kansas City
- Urban League of Greater Kansas City
- Women in Technology International – Kansas City
- DiversityInc Best Practices

CAMPUS RECRUITING

The Bank conducts recruitment at 14 schools and universities that primarily serve people of color and women. Members of the Bank’s campus recruitment teams for these institutions choose the most effective tactics and participate in a variety of activities, including visiting each campus to attend career fairs, delivering presentations, and conducting interviews.

Each campus recruitment team connects with multicultural offices and other groups of color at these schools and participates in general campus recruiting activities.

The following colleges and universities, which primarily serve people of color and women, maintained their partnerships with Bank staff in 2022:

- Clark Atlanta University
- Colorado State University at Pueblo
- Cottey College
- Langston University
- Lincoln University
- Morehouse College
- Prairie View A&M University
- College of Saint Mary
- Spelman College
- Stephens College
- Texas Southern University
- Texas Women’s University
- University of Arkansas at Pine Bluff
- University of New Mexico at Albuquerque

EMPLOYEE ENGAGEMENT OVERVIEW

By encouraging a sense of belonging and finding purpose at work, employee engagement helps the Bank achieve its strategic aim of being a great place to work. The Bank elevates the employee experience through activities and programs that support employees. This begins with a robust onboarding and learning program that encourages development through internal training, coaching, and mentoring programs. In addition, the Bank strives to provide networking and well-being opportunities through group events, cross-functional work assignments, and community involvement.

In 2022, the Bank continued to focus on creating opportunities to further build a sense of belonging and authenticity among employees. The ongoing use of engagement surveys to measure the Bank’s progress has shown that the Bank continues to meet or exceed industry benchmarks and is seeing a continued increase in scores in the engagement and satisfaction metrics.

TRAINING AND COMMUNICATIONS

Through new employee orientation, professional development courses, and leadership training, employees learn about the Bank’s DEI strategies. To assist new employees and leaders, a workshop was developed in 2021 to make leaders more culturally aware when working with teams, and expanded in 2022 to help employees recognize and acknowledge potential blind spots and strategize ways to overcome them.

In collaboration with Human Resources, the Office of Diversity, Equity and Inclusion (ODEI) supported hiring managers with resources to promote inclusive hiring practices, including best practices for job postings and interviews.

MENTORSHIP AT THE BANK

To assist employees in developing specific skills and enhancing professional growth, the Bank offers a comprehensive mentoring program. Composed of distinctive pathways, the program is designed to meet the broad needs of employees and create an employee-driven path to personal and professional development. One of the distinctive pathways, Emerge, provides one-on-one formal mentoring opportunities for employees to partner with members of Bank management to develop leadership competencies and behaviors. In 2022, 18% of the Bank's population of people of color participated in the Emerge Pathway program, and 28% of the Bank's female employees participated.

INCLUSION NETWORKS

The Bank's Inclusion Networks offer new and different ways for employees to engage, which helps to support and reinforce the Bank value of inclusion. The networks help build community and connections with others for the purpose of supporting a stronger workplace. Inclusion Networks have formed around historically underrepresented communities. With the launch of two new Inclusion Networks during the summer of 2022, the Bank now has six Inclusion Networks.

The Rainbow Alliance (RA) Inclusion Network launched in June with the mission to support LGBTQIA+ employees and allies to connect, learn, and grow together. Since its inception, RA has been involved in and held a range of programs and events related to talent attraction and sourcing. In addition, internal education and awareness programs were held to build awareness for employees around a range of topics that impact and support the LGBTQIA+ community.

The Veteran Engagement Network (VEN) launched in July. VEN's mission is to provide an inclusive network that leverages the unique knowledge, experience, and skills of all Bank employee veterans, including active reservists and allies interested in learning about and supporting the military community. During VEN's inaugural year, the group organized prisoner of war/missing in action tables at three district locations (Kansas City, Denver, and Omaha); held monthly spotlight meetings to highlight individuals' time in the service; and partnered with the Bank's Community Involvement Program for a donation drive for the Veterans Community Project.

The Employee Diversity Committee (EDC) hosted quarterly small group discussions known as "Real Talk: Conversations that Matter," with the goal of creating honest, enriching, and critical conversations among Bank employees. Participants are encouraged to share perspectives that foster cultural awareness and understanding while building community. Real Talk topics included neurodiversity, generational differences in the workplace, and creating a culture of inclusion and belonging in a hybrid work environment. The Real Talk sessions were attended by 196 employees.

The EDC also hosted their monthly book club with 124 participants. The goal of the book club is to provide an opportunity to learn about DEI topics, generate honest and critical conversations, and increase support among Bank employees.

The Minorities in Technology Inclusion Network had employee spotlight and networking events with 194 attendees that highlighted making connections



Amanda Otte, co-lead of the Rainbow Alliance Inclusion Network, speaks with Kelly Dubbert, First Vice President and COO, during the employee engagement fair in August 2022.

as well as meeting members of management and understanding their responsibilities, professional journeys, leadership philosophies, career developments, and the importance of diverse representation in the technology industry.

The Women in Technology Inclusion Network hosted events that engaged 522 employees and covered the historical and future goals of its network, such as advocacy for women in technology and breaking down biases. They also had an event about evolving cyber threats as well as events highlighting the career journeys and thoughts on the importance of women in technology.

The People of Color in Leadership (POCL) Inclusion Network hosted 14 events, including their annual kickoff, Coffee and Conversation meetings, a leadership discussion on "Developing Cultural Curiosity," and a conversation with Jandel Allen-Davis,

member of the Kansas City Board of Directors and President and CEO of Craig Hospital in Colorado, about leading in turbulent times. One of the Coffee and Conversation meetings highlighted a Bank implemented career profile that will play a prominent role in career progression at the Bank. Another meeting was a panel discussion that highlighted advice and guidance from members of management.

The network also engaged in a fireside chat with Bank President Esther George. During the event, President George highlighted how employee input is shaping the Bank's DEI efforts, provided updates on the Bank's DEI learning experiences, and shared her perspective on how DEI has evolved throughout her tenure at the Bank. POCL members also met with their respective division heads throughout the year to engage in a meaningful conversation on their division's efforts and results around DEI.



The Bank celebrates its Diversity Change Agents. From left, Kathy Nakada and Kent Gillespie. Not pictured, Dawn Ross.

DEI CHAMPIONS

Over 160 employees gathered virtually for the eighth annual DEI Champions Retreat hosted by the Bank. The retreat, held at the Bank, provided attendees with an opportunity to enhance their understanding of DEI topics and best practices and recognized the 2021 Diversity Change Agents.

This year's Diversity Change Agents awards were given in memory of Debra Bronston, the first African American member of the Bank's official staff and a bank colleague who led the implementation of several programs and initiatives designed to foster and enhance diversity at the Bank. The 2021 Diversity Change Agents were Kent Gillespie, Kathy Nakada, and Dawn Ross.

Gillespie has been instrumental in efforts of inclusion, mentorship, and development, specifically, organizing the EDC's DEI Book Club. Nakada promoted DEI

communications within her department, creating awareness on important topics, like Mental Health Awareness Month and Juneteenth, and leading several group discussions that led to engaging conversations and high participation. Ross spread awareness related to DEI, routinely organized DEI sessions and celebrations, and encouraged teammates to research topics around DEI and aiding in facilitating events.

WOMEN IMPACT TECH CONFERENCE IN CHICAGO

Several employees joined the Women Impact Technology Conference in Chicago in October to meet hundreds of inspiring and innovative tech professionals.

Technology Manager Kristin Whitten and Chief Enterprise Architect Denise Karimi shared their experience and expertise through panel discussions that inspired and motivated participants with thought-provoking dialogue.

Along with more than 100 other organizations dedicated to innovation, diversity, and inclusion, the Bank hosted an exhibit booth at the conference. The conference provided a forum for networking with women in tech who have taken similar career paths, as well as with leaders and mentors who have a greater influence and further equity in the industry.

One of the drivers for the Bank's participation was to recruit and create a diverse talent pipeline to build more inclusive teams in the Tenth District. The conference gave participants and speakers the chance to hear from other experts, share stories, and work together to educate and empower one another.

INTERNAL REPORTING

Dynamic reports and the associated analysis provide Bank leaders with current data on workforce representation, talent acquisition, retention, and the development of people of color and women at various levels. Semi-annually, the bankwide and division-specific reports are reviewed with members of the Bank's Management Committee. These reports allow senior leaders to discuss and take actionable steps regarding diverse candidate sourcing strategies, action plans developed to address employee engagement scores, and ways the appropriate Bank departments can provide support.

SUCCESSES

- Identification of opportunities and actions to advance DEI across all divisions of the Bank.
- Cross collaboration among divisions allowed for increased understanding of processes and overall employee engagement.
- Human Resources implemented initial components of a robust DEI learning journey, including a cultural curiosity workshop and hands-on skill-building opportunities for leadership.

- Employee engagement practices have been enhanced to support a hybrid workplace, with a focus on culture, inclusion, and belonging.
- Human Resources' talent acquisition, with a new sourcing specialist, business partners, and data analyst functions, has strengthened sourcing efforts through the acquisition of market technologies, reports, and virtual outreach and sourcing tools to innovatively grow the pipeline of talent.

CHALLENGES

The Bank is committed to pursuing opportunities to advance the workforce DEI strategies. Key challenges include:

- Understanding the best way to leverage data to inform DEI strategies.
- Sourcing and attracting people who reflect the communities and the public the Bank represents in a competitive market environment.
- The ongoing transition into how best to connect Bank employees in a hybrid work environment.

LOOKING AHEAD

As the Bank continues to seek ways to advance its workforce DEI efforts, it has identified key future goals, including:

- Developing a bankwide DEI framework that provides support to all employees as they build their DEI knowledge and skills.
- Building the breadth and depth of the Inclusion Network portfolio to expand representation and maximize networks' positive impacts across key drivers of employee engagement and retention.
- Support System initiatives with local programs and practices focused on diverse representation, which will advance the attraction, development, and retention of a high-performing workforce.
- Deploy focused recruiting and retention strategies to improve workforce representation across job categories.

procurement: supplier diversity

STRATEGIES

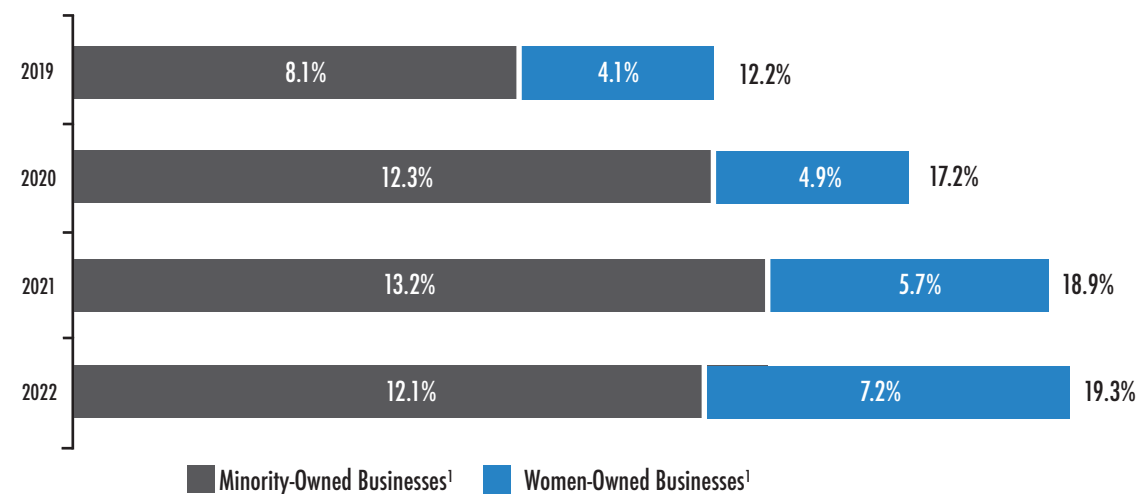
The Bank's supplier diversity strategy seeks to increase the participation of small, minority-, women-, LGBTQ-, disability-, and veteran-owned businesses in contracting opportunities and ensure the Bank's suppliers are similarly committed to diversity and inclusion. By increasing the participation of these businesses in sourcing opportunities, the Bank improves its chances of awarding contracts to a diverse pool of suppliers that provide high-quality goods and services.

Bank staff engages with local, regional, and national organizations for networking and outreach activities throughout the year. These interactions allow the Bank to share its business practices, build diversity resources, and invite potential suppliers to self-register to work with the Bank in the future. All contracts include a written statement asserting the Bank's commitment to equal opportunity in employment and contracting.

This commitment to diversity extends to the Bank's suppliers as well, who are required to endorse a similar commitment in their own business practices. To verify compliance with this commitment, the suppliers must provide documentation of the actions they have undertaken to include minorities and women in their respective workforces and subcontracting opportunities.

The Bank continues to build on last year's implementation of an Enterprise Resource Planning (ERP) system. All procurement transactions and related data are now on a single technical platform, making information readily available for reporting purposes. This year, the Bank was able to leverage the ERP to increase the frequency of diversity reporting on spend, contracts, outreach events, and "good faith effort" determinations from quarterly to monthly.

2019-2022 % SPEND WITH DIVERSE SUPPLIERS



¹Minority women-owned business spend is captured in spend with minority-owned businesses and is not double counted in women-owned business spend.

DIVERSE SPEND

\$13.7M

spent with diverse suppliers in 2022

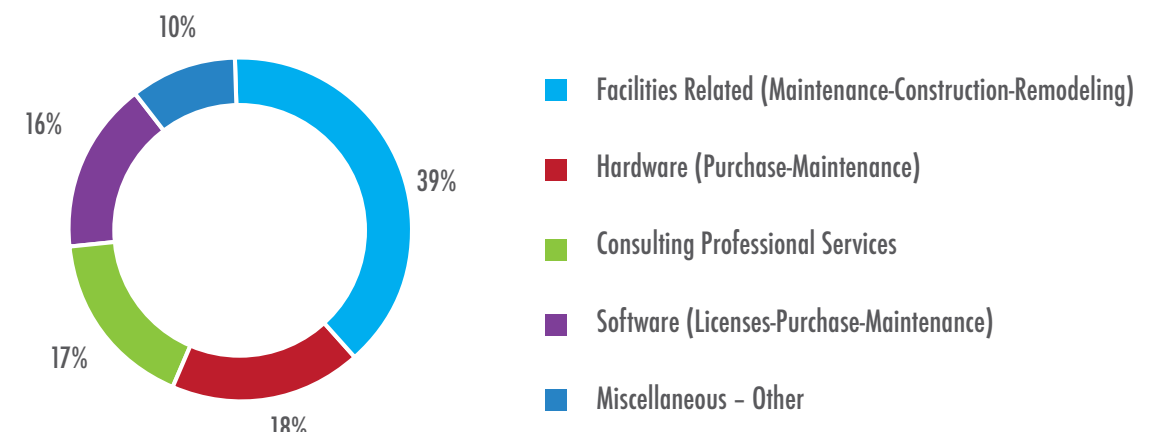
SUCCESSSES

The Bank's 2022 results continue to capture increased spend with diverse suppliers. The suppliers were awarded 86 of the Bank's contracts, which contributed to \$13.7 million spent with diverse suppliers, or 19.3% of the Bank's total reportable spend. This represented an increase in diverse spend of \$2.1 million or 18% compared to 2021. Successes include continuing to leverage national agreements for hardware and janitorial services, while also spending over \$4.1 million with diverse local suppliers for specialty cleaning, maintenance, and office furniture. In 2022, \$8.6 million of spend was with minority-owned businesses and \$5.1 million with women-owned businesses. The Bank has also recorded \$14 million in spending with other small businesses throughout the year.

The Bank continued tracking tier-2 diverse spend in 2022 to establish a more comprehensive view of its financial impact on diverse suppliers. Tier-2 spend is any spend a supplier has with minority- and women-owned businesses in support of bank projects. The Bank tracked a total of \$96,000 in tier-2 spend with diverse suppliers in 2022.

Throughout 2022, the Bank participated in eight outreach events and activities that provided staff with opportunities to connect with diverse suppliers both in a hybrid setting as well as in person. The Bank was able to host a Mountain Plains Minority Supplier Development Council luncheon and attended an in-person national conference with the National Minority Supplier Development Council (NMSDC) for the first time since the pandemic.

% OF TOTAL DIVERSE SPEND BY COMMODITY



Of the Bank's total diverse spend in 2022, approximately 39% went toward facilities related maintenance, construction, and remodeling. An additional 18% was spent on hardware purchases and maintenance, and 17% on consulting professional services.

CHALLENGES

The Bank has made substantial progress in supplier diversity. It has also been challenged to attract potential diverse suppliers to outreach events that align with specific sourcing needs.

The Bank has built several strong relationships with community partners to plan outreach events over the past few years and will continue to leverage those relationships going forward. Additionally, an internal supplier diversity advisory group is working to plan outreach events that correspond with future sourcing needs in the Bank's procurement pipeline.

LOOKING AHEAD

The Bank's 2023 supplier diversity strategy will focus on the following categories:

- 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.
- Utilize procurement pipeline data and collaborate with the supplier diversity advisory group to enhance the Bank's outreach and resources provided to suppliers.
- Ensure the Bank's suppliers are committed to diversity and the inclusion of people of color and women in their own workforce and, as applicable, subcontracting relationships.

The Bank will continue to evolve and build on these strategies throughout the year. Leveraging these strategies and the foundational success of recent years, the Bank believes its supplier diversity program is well-positioned to continue growing and producing successful results.

partnerships: financial education and collaborative partners



Kansas City Student Board of Directors met with Chris Goode, local entrepreneur, community supporter, and small business owner, at his restaurant Ruby Jean's Kitchen and Juicery in Kansas City, Mo.

The Bank is dedicated to promoting financial and economic literacy among the district's diverse demographics. The economic and financial well-being of kindergarten through 12th grade students at predominately people of color and all-girls schools, as well as consumers in low- to moderate-income neighborhoods, relies on programming, partnerships, and resources.

PROGRAMMING

Because of health concerns, several schools and organizations maintained pandemic policies in 2022; therefore, the Bank provided educational programming both in-person and virtually. Bank staff presented and exhibited at several state and regional educator conferences, as well as at programs held throughout the district with predominantly students of color. Among the highlights are the following:

- The Kansas City office collaborated with 20/20 Leadership to provide wealth-building strategies and workforce development tools to over 300 sophomores through seniors from four counties within the urban core of Kansas and Missouri.
- In Denver, staff shared career preparation and economic education along with local high schools and community partners, as well as distributed financial education resources at a career and technical education conference for Colorado teachers.
- In Oklahoma City, staff shared economic and financial education resources with over 300 attendees at a back-to-school event. They shared resources with more than 200 young adults in Claremore, Oklahoma, and presented culturally relevant lessons to approximately 100 high schoolers at an Invest in Girls event. Oklahoma City staff also spoke with about 60 educators at a state-level social studies conference.



"The Bank along with other regional district colleagues were able to attend the NMSDC national conference in person for the first time in over two years. We met with over 140 suppliers at the event."— Gil Parra, Supplier Management Coordinator, Financial Management



At the opening of the “Triple Play” exhibit in April (from left): Jackson County Executive Frank White; Kansas City Mayor Quinton Lucas; Ashley Bailey, U.S. Mint director of the Office of Diversity Management and Civil Rights; Negro Leagues Baseball Museum President Bob Kendrick; Kansas City Royals President and CEO John Sherman and Kansas City Fed President Esther George.

- Omaha hosted a curriculum day event for educators, judged in the Benson Business Pitch program and presented financial education, along with a K-9 demonstration, to 30 students enrolled in an afterschool mentoring program.

In addition to the programs outlined above, all four Tenth District offices participated in Financial Literacy Month in April and the inaugural Economic Education Month in October 2022 by sharing resources and highlighting partner programs with regional administrators, educators, and students.

Staff participated in the Kansas City Public Schools Foundation event in October. In April, staff collaborated with Colorado Jump\$tart to share financial literacy resources with state social studies leaders, as well as with regional coalitions to deliver additional financial and economic education materials. The Bank honored seven students from rural and urban school districts through the Outstanding Economic Student Awards program in April and presented economic education resources at a Tribal Education workshop for about 15 teachers in October.

Staff offered a financial education class to Benson high schoolers and co-hosted the Nebraska Econ Challenge state finals in April while presenting economic education to approximately 50 students for the Completely Kids and Girl Scout mentoring programs in October.

RESOURCES

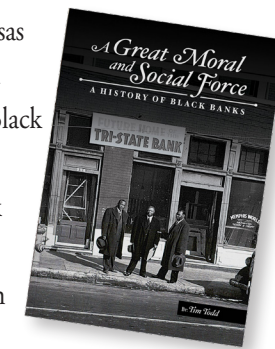
To recognize the 100th anniversary and legacy of Negro Leagues baseball, the U.S. Mint released three commemorative coins featuring the founding and symbolic imagery of the leagues. To honor the historical significance of African American baseball and how the leagues had a positive impact on their local economies, the Bank’s Money Museum in Kansas City created both temporary and virtual exhibits. The league players, who were stationed in different cities around the Federal Reserve System, were also highlighted in the displays.

A collection of small lesson plans and exercises were created with the intention of encouraging critical thinking, creativity, and active learning. To assist students in comprehending and recognizing the legacy

of Negro League Baseball and its major contributors, they integrated cultural and economic elements. Students in kindergarten through 12th grade can participate in inquiry-based, skill-building lessons that also promote diversity through these lessons. Additionally, a lesson based on a children’s literature that emphasizes economic concepts through the experiences of an all-Black Little League baseball team was developed. The comprehension and analysis-driven activities covered within the lesson help students identify productive resources related to baseball and better understand key vocabulary tied to economics.

Another display in the Bank’s Money Museum titled “Circulating, Celebrating, Commemorating: American Women Quarters,” was created to honor the lives and accomplishments of women in American history who are featured on quarters. Wilma Mankiller, Dr. Sally Ride, Maya Angelou, Nina Otero-Warren, and Anna May Wong are some of the people whose quarters have been released and are on display in the Money Museum. Each of these women made a significant contribution to American history.

The latest book from the Kansas City Fed, “A Great Moral and Social Force: America’s First Black Banks,” published in January, focuses on the stories of Black banks in five U.S. cities that were examples of Black wealth and success but ultimately failed, playing a central role in the hurdles that Black, Indigenous, and People of Color (BIPOC) face today regarding financial security and generational wealth. The book was written as a historical reference on Black community banks and as a guide to help all Americans think differently about their relationships



with banks. It investigates areas where banks had a dual role in establishing both economic opportunities and social equality across eras.

In February, the Smithsonian’s National Museum of African American History and Culture highlighted the book as part of their Black History Month observances.

STUDENT BOARDS OF DIRECTORS

The Bank’s Student Boards of Directors program equips students from high schools that predominantly serve people of color with knowledge about the Federal Reserve, the regional economy, entrepreneurship, personal finance, networking support, and developing leadership and career readiness skills. Through the program, students are exposed to area businesses and various career paths within the Bank and the local community. They also have direct access to Bank and business leaders, who share their experiences and tools for success. During the 2021-22 school year, the student board program continued in all four offices with a diverse group of students, 64% of whom were people of color. There were a total of 44 participants from 19 schools in the seven-state region, with 40% male and 60% female. Highlights of the program include:

- Denver and Albuquerque student board members met President Esther George to hear about her Fed career and leadership role.
- Oklahoma City student board members received a commencement address at their pinning ceremony from Chris Turner, a banker of color and member of the Oklahoma City Board of Directors.
- Omaha student board members completed a community service project as part of their learning experience.
- 45 former student board members from Kansas City and Denver attended alumni events to strengthen their networking and communication skills.



Jeremy Hegle, Senior Community Development Advisor, and Ashton Chapman, DEI Manager, listen to residents of a Kansas City neighborhood during a data walk promoting community voice in digital equity.

As in previous years, Kansas City student board members served as summer interns as part of the Summer @ the Fed program. This program teaches local elementary students about the Federal Reserve and money management through interactive lessons and activities. During the summer of 2022, one Kansas City student board member interned, assisting three programs in partnership with the Boys and Girls Club of Greater Kansas City in reaching 115 students. Additionally, the internship included experience with the business side of the Fed through several public affairs initiatives involving research, education outreach, and internal and external communications.

BROADBAND DATA WALK

Swatches of bright red on a map of Kansas City were the catalyst for a neighborhood conversation about broadband. The swatches showed where broadband was available, but where residents did not subscribe.

In October, residents of a Kansas City neighborhood participated in a data walk designed to share information and get their observations about whether it was accurate and what it meant for the neighborhood. The event was produced by the Bank's Community Development team, with partners including aSTEAM Village and the Wendell Phillips Neighborhood Association. The walk was led by Jennifer Wilding, community development specialist; Jeremy Hegle, senior community development advisor; and Ashton Chapman, DEI manager.

The findings will be used by the partners to identify further research, policy reforms, trainings, and events that could be undertaken jointly or independently to address community needs. The public and policymakers will be informed of the findings.

GIRLS IN TECH

During Computer Science Education Week in December, the Bank hosted the annual Girls in Tech event with the leadership of female tech employees, including members of the Women in Technology Inclusion Network. The event is a KC STEM Alliance initiative designed to encourage girls to explore coding and ask questions about career paths in the field. Events like Girls in Tech inspire young women to pursue computer science careers and engage more girls in bringing their valuable contributions to computing professions.

Ninety girls were in attendance, and they heard from a panel of women about coding and their experiences as women programmers at the Bank. Students were equipped with laptops and took turns as drivers and navigators in hands-on coding puzzles. The puzzles introduced the users to basic lessons in coding and the process of computer programming.

Girls in Tech brings awareness and action to the growing demand for qualified employees with diverse backgrounds to work in tech jobs around Kansas City. The Bank is committed to investing in STEM education programs and supporting girls from around the Tenth District in pursuing STEM careers.

DEI SUMMIT

The Bank hosted the 2022 DEI Summit in partnership with the Diversity, Equity and Inclusion Consortium. The hybrid event drew 255 participants from 16 states. Dr. Gina Torino, a workplace expert, highlighted strategies that may be used in the workplace during the transition into a hybrid work model. The DEI Summit's goal was to bring together community stakeholders, DEI practitioners, and champions for professional development to exchange concepts, insights, and best practices.



Dani Edwards, a member of the Women in Technology Inclusion Network, assists students as they take turns as drivers in hands-on coding puzzles during the Girls in Tech event in December 2022.

BLACK ACHIEVER'S SOCIETY OF KANSAS CITY INDUCTION

Alinda Murphy, lead examiner in the Bank's Supervision and Risk Management division, was inducted into the Black Achievers Society of Greater Kansas City (BAS) during the 47th Annual Black Achievers in Business and Industry Awards Ceremony in July. She was recognized for her leadership, community involvement, and professional achievements. The BAS of Greater Kansas City was founded in 1974 by former Kansas City mayor and now United States Congressman Emanuel Cleaver. Its mission is to actively respond to the educational, social, and economic needs of the community by providing role models for Black and minority youth, sharing knowledge gained through academic and corporate experiences, and enhancing the principles upon which the society was founded.



Lead Examiner Alinda Murphy accepts her induction award from Grant Lewis, President of the Black Achievers Society of Greater Kansas City in July 2022.

BANKING AND THE ECONOMY PROGRAMS

The Bank annually hosts its Banking and the Economy programs, which include the Women in Banking Forum, the Minorities in Banking Forum, and an ongoing webinar series.

The eighth annual Women in Banking Forum was held in March in Oklahoma City with more than 175 total registrations. This event is designed for mid-level management to senior-level women leaders in the banking industry and provides content related to banking and economic conditions, as well as opportunities for networking, leadership, and professional development. This year's event featured Bank President Esther George and national leadership coach Dima Ghawi. The speakers highlighted their personal leadership journeys along with career lessons and advice for others.

The seventh annual Minorities in Banking Forum was held in September at the Federal Reserve Bank of Atlanta with 235 attendees. This forum is designed to enhance the careers and networks of middle management to senior-level leaders who are people of color in the financial services industry. This year's event featured Atlanta Fed President Raphael Bostic and former Federal Deposit Insurance Corporation Deputy to the Chair and COO Arleas Upton Kea.

The Banking and the Economy webinar series reached an audience of approximately 700 attendees through three sessions throughout 2022. The webinars engaged numerous guest speakers to highlight the rich history of America's Black banks, impacting perceptions to promote empathetic leadership, and the appeal of cryptocurrency and blockchain technology to minority groups.

SUCCESSSES

- The Bank's return to in-person events in 2022 promoted rich networking opportunities to help foster connections and relationships throughout the district.
- Partnered with the Negro Leagues Baseball Museum in conjunction with the U.S. Mint's commemorative coin program and created related exhibits and content that promotes economic and financial literacy for diverse audiences.
- Kansas City and Denver Branch staff each sponsored a "Funding the Future" event where the band Gooding engaged approximately 440 students with a blend of financial education and live rock music.
- The book "A Great and Moral Social Force" was featured in a Smithsonian event hosted by the National Museum of African American History and Culture, with nearly 700 attendees.
- Continued engagement with career academies within Omaha Public Schools, specifically focused on business, entrepreneurship, and agriculture.
- In-person events were coupled with technology to engage virtual attendees. This new approach allowed for an expanded reach and greater accessibility.

CHALLENGES

The Bank remains focused on strengthening partnerships and offering programs for diverse audiences. Challenges include:

- Program attendees are challenged by travel, health, and budget concerns to attend in-person programming.

- Area schools continue to experience pandemic-related organizational, staffing, and budgetary issues.
- Building and maintaining relationships with schools, educators, and counselors, especially with competing priorities within school districts and the loss of senior administration in majority-people of color school districts throughout the Tenth District.
- There are digital and internet access discrepancies between school districts and access varies across schools and students.

LOOKING AHEAD

The Bank is committed to innovation and continual improvement in its outreach and educational efforts.

In 2023, the Bank will focus on ways to:

- Navigate the evolving environment to deliver content in engaging methods and through effective platforms.
- Leverage collaborative partners to be of greater assistance in sourcing talent, suppliers, and candidates for the Bank's boards of directors and advisory councils. This will broaden outreach engagement and efficacy.
- Strengthen relationships with area schools to promote student board of directors' recruitment and with student board alumni to foster a pipeline for and interest in bank positions, including those in the economics profession.
- Enhance partnerships with internal groups to leverage content that promote economic and financial literacy for diverse audiences.

DIRECTOR CATEGORIES			RACE/ETHNICITY													
			NON-HISPANIC OR LATINO													
CURRENT DIRECTORS			HISPANIC OR LATINO		WHITE		BLACK OR AFRICAN AMERICAN		ASIAN		NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKA NATIVE		TWO OR MORE RACES	
ALL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
RESERVE BANK DIRECTORS																
CLASS A (TOTAL POSITIONS 3)																
By total	3	2	1	0	0	2	1	0	0	0	0	0	0	0	0	0
By percent	100%	67%	33%	0%	0%	67%	33%	0%	0%	0%	0%	0%	0%	0%	0%	0%
CLASS B (TOTAL POSITIONS 3)																
By total	3	3	0	1	0	2	0	0	0	0	0	0	0	0	0	0
By percent	100%	100%	0%	33%	0%	67%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
CLASS C (TOTAL POSITIONS 3)																
By total	3	1	2	0	1	1	0	0	1	0	0	0	0	0	0	0
By percent	100%	33%	67%	0%	33%	33%	0%	0%	33%	0%	0%	0%	0%	0%	0%	0%
BRANCH DIRECTORS																
BRANCH DIRECTORS, APPOINTED BY RESERVE BANK (TOTAL POSITIONS 12)																
By total	12	9	3	0	0	7	3	1	0	0	0	0	1	0	0	0
By percent	100%	75%	25%	0%	0%	58%	25%	8%	0%	0%	0%	0%	8%	0%	0%	0%
BRANCH DIRECTORS, APPOINTED BY BOARD OF GOVERNORS (TOTAL POSITIONS 9)																
By total	9	3	6	2	0	0	3	0	2	1	1	0	0	0	0	0
By percent	100%	33%	67%	22%	0%	0%	33%	0%	22%	11%	11%	0%	0%	0%	0%	0%
TOTALS																
ALL RESERVE BANK DIRECTORS (TOTAL POSITIONS 9)																
By total	9	6	3	1	1	5	1	0	1	0	0	0	0	0	0	0
By percent	100%	67%	33%	11%	11%	56%	11%	0%	11%	0%	0%	0%	0%	0%	0%	0%
ALL BRANCH DIRECTORS (TOTAL POSITIONS 21)																
By total	21	12	9	2	0	7	6	1	2	1	1	0	0	1	0	0
By percent	100%	57%	43%	10%	0%	33%	29%	5%	10%	5%	5%	0%	0%	5%	0%	0%
ALL RESERVE BANK AND BRANCH DIRECTORS (TOTAL POSITIONS 30)																
By total	30	18	12	3	1	12	7	1	3	1	1	0	0	1	0	0
By percent	100%	60%	40%	10%	3%	40%	23%	3%	10%	3%	3%	0%	0%	3%	0%	0%

Note: Reserve Bank directors are elected or appointed to three-year, staggered terms (see <https://www.federalreserve.gov/aboutthefed/directors/about.htm> for more information). This report includes directors who were appointed or elected in 2022 to terms that began on January 1, 2023, as well as directors who are currently serving in existing terms.

Female Representation

JOB CATEGORIES	WHITE		BLACK OR AFRICAN AMERICAN		HISPANIC OR LATINO		NATIVE HAWAIIAN OR PACIFIC ISLANDER		ASIAN		AMERICAN INDIAN OR ALASKA NATIVE		TWO OR MORE RACES		JOB CATEGORY TOTALS	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Executive/Sr. Officials and Managers	6	75.0	2	25.0	-	-	-	-	-	-	-	-	-	-	8	61.5
First/Mid Officials and Managers	121	80.7	8	5.3	3	2.0	1	0.7	12	8.0	-	-	5	3.3	150	42.5
Professionals ¹	420	72.7	62	10.7	33	5.7	3	0.5	54	9.3	2	0.3	4	0.7	578	43.2
Technicians	16	48.5	11	33.3	2	6.1	1	3	3	9.1	-	-	-	-	33	22.9
Sales Workers	4	80.0	1	20.0	-	-	-	-	-	-	-	-	-	-	5	83.3
Administrative Support	103	66.5	26	16.8	17	11.0	-	-	5	3.2	-	-	4	2.6	155	71.4
Craft Workers	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service Workers	5	71.4	1	14.3	1	14.3	-	-	-	-	-	-	-	-	7	9.5
FEMALE TOTAL	675	72.1%	111	11.9%	56	6.0%	5	0.5%	74	7.9%	2	0.2%	13	1.4%	936	43.0%

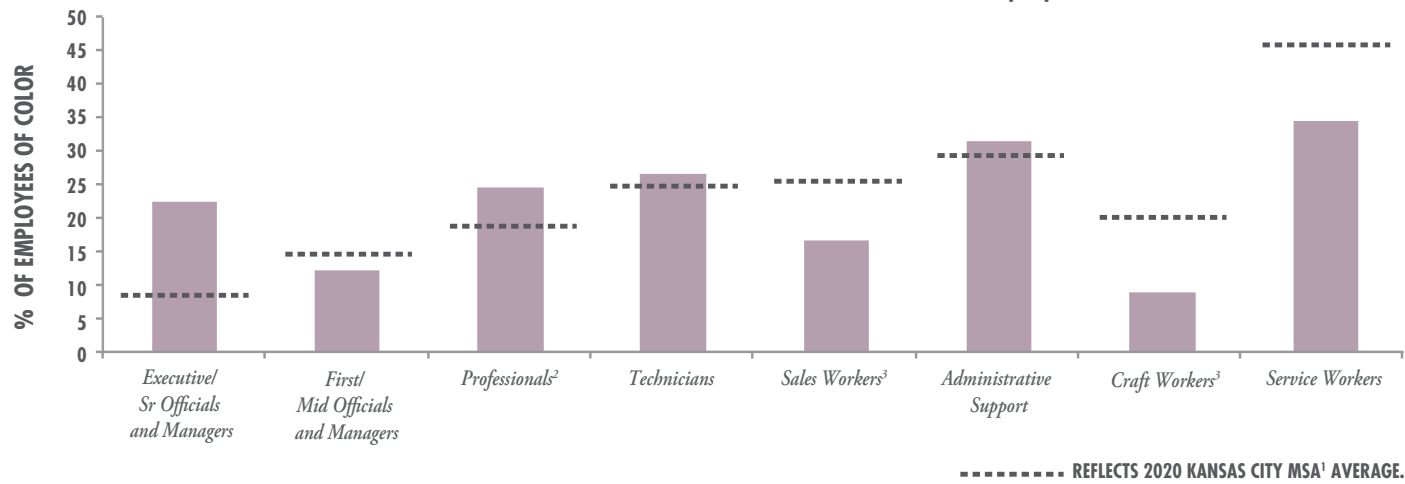
Male Representation

JOB CATEGORIES	WHITE		BLACK OR AFRICAN AMERICAN		HISPANIC OR LATINO		NATIVE HAWAIIAN OR PACIFIC ISLANDER		ASIAN		AMERICAN INDIAN OR ALASKA NATIVE		TWO OR MORE RACES		JOB CATEGORY TOTALS	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Executive/Sr. Officials and Managers	4	80.0	-	-	1	20.0	-	-	-	-	-	-	-	-	5	38.5
First/Mid Officials and Managers	180	88.7	11	5.4	4	2.0	-	-	4	2.0	2	1.0	2	1.0	203	57.5
Professionals ¹	597	78.7	48	6.3	39	5.1	2	0.3	62	8.2	1	0.1	10	1.3	759	56.8
Technicians	87	78.4	12	10.8	8	7.2	-	-	3	2.7	1	0.9	-	-	111	77.1
Sales Workers	1	100.0	-	-	-	-	-	-	-	-	-	-	-	-	1	16.7
Administrative Support	39	62.9	7	11.3	8	12.9	-	-	6	9.7	-	-	2	3.2	62	28.6
Craft Workers	32	91.4	-	-	1	2.9	-	-	-	-	-	-	2	5.7	35	100.0
Service Workers	43	64.2	8	11.9	10	14.9	1	1	3	4.5	-	-	2	3.0	67	90.5
MALE TOTAL	983	79.1%	86	6.9%	71	5.7%	3	0.2%	78	6.3%	4	0.3%	18	1.4%	1,243	57.0%
TENTH DISTRICT TOTAL	1,658	76.1%	197	9.0%	127	5.8%	8	0.4%	152	7.0%	6	0.3%	31	1.4%	2,179	100.0%

¹Professionals include analysts, economists, examiners and IT professionals.

Notes: Numbers may not add due to rounding. Information reflects EEO-1 data as defined by the Equal Employment Opportunity Commission (EEOC). The data is pulled from the December 31, 2022 EEO-1 report. The report is primarily based on employee self-identification. Per EEOC guidance, if race or ethnic information is not self-reported, observer identification may be used.

2022 PEOPLE OF COLOR WORKFORCE REPRESENTATION(%) KANSAS CITY OFFICE



2022 FEMALE WORKFORCE REPRESENTATION(%) KANSAS CITY OFFICE



¹Kansas City Metropolitan Statistical Area (MSA) is based on 2020 federal statistics provided by the EEOC.

²Professionals include analysts, economists, examiners and IT professionals.

³Sales workers and craft workers represent a small number of the total workforce.

Note: Numbers may not add due to rounding. Information reflects EEO-1 data as defined by the Equal Employment Opportunity Commission (EEOC). The data is pulled from the December 31, 2022, EEO-1 report. The report is primarily based on employee self-identification. Per EEOC guidance, if race or ethnic information is not self-reported, observer identification may be used. The Federal Reserve Bank of Kansas City follows a practice of reviewing employee representation against the Kansas City MSA data.

FEDERAL RESERVE BANK OF KANSAS CITY PH.D. ECONOMISTS 2018 - 2022

Demographics	2018		2019		2020		2021		2022	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Men	19	73	16	64	17	65	19	68	18	64
Women	7	27	9	36	9	35	9	32	10	36
White	20	77	17	68	17	65	18	64	18	64
People of color	6	23	8	32	9	35	10	36	10	36
Total	26		25		26		28		28	

CORE METRICS

CATEGORY	DESCRIPTION	MEASURE	2017	2018	2019	2020	2021	2022
Workforce Diversity ¹	Senior Executives	Total #	11	12	13	13	13	13
		% People of Color	18.2%	16.7%	15.4%	15.4%	30.8%	23.1%
		% Women	72.2%	66.7%	69.2%	69.2%	69.2%	61.5%
	Midlevel Managers	Total #	307	316	325	342	342	353
		% People of Color	10.1%	11.4%	12.9%	14.6%	14.3%	14.7%
		% Women	41.4%	42.7%	43.4%	42.4%	40.9%	42.5%
	Professionals	Total #	1,069	1,138	1,196	1,240	1,258	1,337
		% People of Color	21.6%	22.1%	21.7%	22.8%	22.6%	23.9%
		% Women	42.9%	43.8%	43.6%	43.6%	43.6%	43.2%
	Total External Hires	Total #	198	275	240	170	202	348
% People of Color		21.7%	29.8%	27.1%	33.5%	30.7%	34.8%	
% Women		40.4%	44.0%	41.7%	37.6%	38.6%	41.1%	
Total Interns	Total #	48	53	51	48	56	62	
	% People of Color	33.3%	28.3%	33.3%	39.6%	34.5%	37.1%	
	% Women	41.7%	52.8%	49.0%	60.4%	45.5%	41.9%	
Overall Bank Turnover Rate		%	6.1%	8.8%	8.9%	6.2%	11.1%	10.6%
Supplier Diversity	Total Reportable Spend ²	\$ (millions)	\$43.5	\$46.2	\$59.8	\$72.9	\$61.3	\$71.4
	Total Diverse Spend ³	\$ (millions)	\$5.7	\$5.9	\$7.3	\$12.5	\$11.6	\$13.7
		%	13.1%	12.8%	12.2%	17.2%	18.9%	19.3%
	Minority-owned ⁴	\$ (millions)	\$2.3	\$3.4	\$4.8	\$9.0	\$8.1	\$8.6
		%	5.3%	7.3%	8.1%	12.3%	13.2%	12.1%
	Minority-owned (men)	\$ (millions)	\$1.6	\$2.9	\$3.8	\$8.4	\$7.3	\$7.4
		%	3.7%	6.3%	6.4%	11.5%	11.9%	10.5%
	Minority-owned (women)	\$ (millions)	\$0.7	\$0.5	\$1.0	\$0.6	\$0.8	\$1.2
		%	1.6%	1.0%	1.7%	0.8%	1.3%	1.6%
Women-owned ⁴	\$ (millions)	\$4.1	\$3.0	\$3.5	\$4.1	\$4.3	\$6.3	
	%	9.4%	6.5%	5.8%	5.7%	7.0%	8.8%	
Women-owned (nonminority)	\$ (millions)	\$3.4	\$2.5	\$2.5	\$3.5	\$3.5	\$5.1	
	%	7.8%	5.5%	4.1%	4.9%	5.7%	7.2%	
Women-owned (minority)	\$ (millions)	\$0.7	\$0.5	\$1.0	\$0.6	\$0.8	\$1.2	
	%	1.6%	1.0%	1.7%	0.8%	1.3%	1.6%	

¹ The data is as of the Dec. 31st, 2022, EEO-1 report.

²Reportable spend includes all vendor payments except those made for/to association memberships, dues, and fees; international banks; intercompany/inter-fed transfers; government payments; payment network fees; rent; and utilities.

³Total Diverse Spend = Minority-owned (men) + Minority-owned (women) + Women-owned (nonminority).

⁴Minority women numbers are included in both minority-owned and women-owned totals.

Financial Literacy ¹	Program Type	2022
	- Teacher centric	Hybrid
	- Student centric	
	- Hybrid	
Number of Students ²	1,353	
Number of Educators ³	16	
Number of Students Reached ⁴	1,200	

¹Measures report only those OMWI students and teachers who participate in or are reached through programs that have a financial literacy focus. OMWI targeted schools are considered to be inner-city, majority-people of color, and all-girls high schools.

²Students who attended in-person programs and enrolled in online programs.

³Educators who attended in-person programs and enrolled in online professional development programs.

⁴Students reached through educators using a common multiplier of 75.



**Federal Reserve Bank of Kansas City
Office of Minority and Women Inclusion**