



# 2025 OMWI Report to Congress

Federal Reserve Bank of Kansas City



Denver / Oklahoma City / Omaha

The Federal Reserve Bank of Kansas City (the Bank) established an Office of Minority and Women Inclusion (OMWI) pursuant to the requirements of section 342 of the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010 (Dodd-Frank Act). This report consists of a summary of actions by the Bank’s OMWI in 2025, in accordance with the Dodd-Frank Act.

## PEOPLE

The Bank is committed to attracting and retaining a highly qualified workforce through its employment practices in accordance with applicable laws, including its recruiting, hiring, and promotion activities.

### SUCSESSES

- Utilized strategic channels, including posting open positions on job recruiting websites, professional associations, and job boards.
- Leveraged relationships with external networks and source referrals, including outreach and the use of local and national networking and career events.
- Continued investing in cultivating a high-performing, engaged culture, through employee connection, development, and recognition opportunities.

### CHALLENGES

- Increased attrition.
- Competing for talent with niche and highly technical skills and limited location flexibility given on-site work requirements.
- Reduced hiring capacity as a result of efforts to increase efficiency, impacting ability to develop talent pipeline.

## PROCUREMENT

In 2025, the Bank spent \$93.9 million with external suppliers. Of this total, 13.3% was spent with minority-owned businesses and 8.7% was spent with women-owned businesses.

The Bank partnered with community organizations to increase awareness and encourage participation of qualified suppliers, including minority- and women-owned businesses, as required by the Act and in accordance with applicable laws.

### SUCSESSES

- Collaborated with external organizations including the National Minority Supplier Development Council and the Women’s Business Enterprise National Council to expand network of qualified suppliers for sourcing opportunities.

- Enhanced procurement practices through participation in the Kansas City Procurement Roundtable, which includes members from Kansas City-based companies with advanced procurement organizations.
- Utilized online supplier databases available to the public and through community organizations to help identify qualified companies for the Bank's sourcing opportunities.

#### CHALLENGES

- Identifying qualified suppliers, including minority- and women-owned businesses, to participate in sourcing opportunities for specialized products or services needed by the Bank.

#### OUTREACH

The Bank continued to promote understanding and application of economics, personal finance, and career readiness. These efforts enabled the Bank to reach approximately 3,000 teachers and students, including over 1,100 high school students from majority minority and inner-city schools.

#### SUCSESSES

- Collaborated with economic education organizations, schools, and community groups to establish or enhance financial literacy programs for students and educators.
- Provided leadership development and career mentoring to high schoolers, as well as continuing education opportunities for kindergarten through college-level educators.
- Delivered curriculum and supported student competitions that advanced economic and financial knowledge and career preparation skills.
- Cultivated internal partnerships to identify relevant research that can be adapted into lesson plans and/or programming for education audiences.

#### CHALLENGES

- Reaching schools where economics and personal finance are not included within existing curricular requirements.
- Encountering challenges from educators around limited resources and time to integrate economic education in their curriculum and attend professional development offered by the Bank.