



2021 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, employees Jessica Kraus, Community Engagement and Inclusion; Brendan Fowler, Information Technology and Customer Support; Danielle Robinson, Supervision and Risk Management; and Jason Zhang, Information Technology and Customer Support.

a message from the president



MARCH 31, 2022

At the Federal Reserve Bank of Kansas City, our commitment to diversity, equity and inclusion is critical for serving our region's diverse communities. Diversity, equity and inclusion (DE&I) 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 DE&I across our mission areas of monetary policy, financial services and bank supervision.

This report highlights the key role that diversity, equity and inclusion played throughout the Kansas City Fed's activities in 2021 in the areas of our workforce, supplier and procurement strategies, financial education, and partnerships. The following pages detail our efforts in meeting the requirements outlined by Section 342 of the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010, and more broadly, highlight an array of DE&I efforts over and above the requirements of the Act.

Through our Office of Minority and Women Inclusion (OMWI), which is part of our Community Engagement and Inclusion Division, we seek to strengthen and continuously improve 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 substantial Black, Native American, Asian American, and Hispanic and Latino American communities. The following pages tell the story of our successes and challenges during 2021.

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

A handwritten signature in cursive script that reads "Esther L. George".

Esther L. George
President and Chief Executive Officer
Federal Reserve Bank of Kansas City

executive summary



The Bank's Office of Diversity, Equity and Inclusion includes, from left, DE&I specialists Drake Hall and Amy Sanchez; Senior Vice President Tammy Edwards; Manager Ashton Chapman; and Assistant Vice President Chris Constant.

The Federal Reserve Bank of Kansas City's Office of Minority and Women Inclusion (OMWI) in 2021 continued to build and strengthen the Bank's commitment to diversity, equity and inclusion.

The Bank recognizes that achieving its mission and serving its large, varied region requires diversity that reflects the communities it serves and the people it represents.

The Bank experienced a number of successes relative to its strategy of focusing on People, Procurement and Partnerships in 2021.

OFFICE OF MINORITY AND WOMEN INCLUSION

The Bank has taken many steps forward to advance outcomes related to diversity, equity and inclusion, which has long been a focus at the Kansas City Fed. In 2021, the Bank's Diversity and Inclusion Department, which houses the Office of Minority and Women Inclusion, revised its name to the Office of Diversity, Equity and Inclusion. The Bank's focus on equity and ensuring that all employees are provided opportunities to contribute, succeed and grow is not new. Rather, the change in the department's name formally

recognizes the importance of equity and the role the office plays in partnering to advance DE&I across the Bank.

The Bank in 2021 expanded on its existing inclusion and belonging framework to include employee led shared identity groups called Inclusion Networks. Inclusion Networks help all employees build deeper connections and a sense of belonging around underrepresented community groups.

STANDARDS AND APPROACHES

The Bank has created and maintains formal standards and approaches for the following:

- Equal Employment Opportunity and racial, ethnic and gender diversity of the workforce and senior management.
- Participation of minority-owned and women-owned businesses in the Bank's programs and contracts.
- Technical assistance for minority-owned and women-owned businesses.

PEOPLE, PROCUREMENT AND PARTNERSHIPS

The Bank's focus on diversity, equity and inclusion applies to all business areas. Throughout 2021, the Bank enhanced its efforts to remain proactive and progressive relative to its strategy.

PEOPLE

- Officers who are people of color (increased from 14% in 2020 to 16% in 2021.)
- The percentage of new hires who are women (increased from 38% in 2020 to 39% in 2021.)

PROCUREMENT

- The Bank continued tracking tier 2 diverse spend in 2021 to establish a more comprehensive view of its financial impact to 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 \$54,878 in tier 2 spend with diverse suppliers this year.
- The Bank's 2021 results validate that its supplier diversity strategy is effective. Total spend with diverse suppliers represented 18.9% of overall reportable spend. This represented an increase of 1.7% compared to 2020.

PARTNERSHIPS

- The Bank was recognized with a top score of 100 on the Human Rights Campaign Foundation's 2021 Corporate Equality Index, the nation's premier benchmarking survey and report measuring corporate policies and practices related to LGBTQ+ workplace equality. This is the second year the Bank has earned this recognition.
- The Kansas City Fed hosted its first "Women in System Economic Research Conference," a two-day event designed to bring together economists throughout the Federal Reserve System to connect women economists and research staff across the System, promote their work, and provide networking opportunities.
- In 2021, the Bank partnered with other Reserve Banks across the Federal Reserve System to host the annual Minorities in Banking and Women in Banking forums, as part of its Banking and the Economy programming.
- The Bank hosted a "Fed Listens" event at the new First Americans Museum with tribal leaders. The "Fed Listens" series began in 2019 as a way for the Federal Reserve to directly hear how monetary policy affects peoples' daily lives.

OFFICE OF MINORITY AND WOMEN INCLUSION



Tammy Edwards

Tammy Edwards is senior vice president of the Community Engagement and Inclusion Division and director of the Office of Minority and Women Inclusion for the seven states of the Tenth District. She leads engagement initiatives for strategic stakeholders and directs programs that address challenging community and economic development issues that affect underserved individuals and communities.

Appointed OMWI director in 2018, Tammy provides strategic leadership for the development and implementation of diversity, equity and inclusion strategies.

Tammy joined the Bank in July 2008 after a long career in the private sector.



Chris Constant

Chris Constant is assistant vice president in the Community Engagement and Inclusion Division. He assumed this role in 2020 and provides leadership for diversity, equity and inclusion, as well as strategic stakeholder engagement initiatives.

Chris joined the Bank in January 2011.

overview



During a Board of Directors visit to the village of Winnebago and Ho-Chunk, Inc., the economic development arm of the Winnebago Tribe of Nebraska, President Esther George was presented with a traditional quilt, typically given to symbolize friendship. Omaha Branch Director Annette Hamilton, pictured at left, is chief operating officer of Ho-Chunk, Inc. To the right of Esther is Victoria Kitcheyan, chairwoman of the Winnebago Tribe of Nebraska, and Lance Morgan, president and CEO of Ho-Chunk, Inc.

Founded in 1914, the Federal Reserve Bank of Kansas City is one of 12 Regional Banks, which 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 is included in national policy deliberations.

THE TENTH DISTRICT

The Kansas City Fed employs more than 2,000 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/tourism and the military.

In accordance with Section 342 of the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010, each Reserve Bank, along with the Board of Governors, established an Office of Minority and Women Inclusion (OMWI) that is responsible for matters relating to diversity in management, employment and business activities.

The Kansas City Fed's OMWI leads the strategy with Bank leaders on the development and execution of workforce diversity, procurement, financial education and community partnership initiatives.

The Kansas City Fed 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 diversity and inclusion objectives. Women and people of color represent 69% and 31% of senior management, respectively.

The Bank also remains focused on ensuring boards of directors and advisory council members reflect the demographic and sector diversity of the region and that broad and diverse views are part of monetary policy discussions. More information on the representation of the Bank's boards is available in the Appendix.

To learn more about our boards and councils, see the About section at www.KansasCityFed.org.



Members of the Bank's four Boards of Directors gathered in Oklahoma City in October for a joint meeting, which included tours of the First Americans Museum and the Oklahoma City National Memorial and Museum.

in memoriam: DEBRA BRONSTON 1957-2021

people: REPRESENTATION AND ENGAGEMENT

Debra Bronston, a retired Kansas City Fed officer who helped lay the foundation of the Bank's ongoing commitment to diversity and inclusion, is remembered as an inclusive and dynamic leader who strived to make impactful connections across the Bank and in the community. Debra passed away in 2021, leaving a strong legacy as the first African American member of the Bank's official staff.

Debra began her career at the Bank in 1979 and worked in both Bank Supervision and Human Resources. During her distinguished career, Debra worked to establish the Bank as a founding partner of the Kansas City Chapter of the Urban Financial Services Coalition, and went on to serve at the national level. She also led the implementation of a number of programs and initiatives designed to foster and enhance diversity at the Bank. She retired as an assistant vice president in the Human Resources Department in 2011.

"When I joined the Bank 40 years ago, I shared a workspace with Debra and learned so much from her," said Bank President Esther George. "She taught me about banking supervision and people more generally."



Former Bank President Thomas Hoenig and Debra Bronston during her retirement reception in 2011.



After spending several years in the Supervision division, Debra moved to Human Resources, where she was asked to expand the Bank's diversity efforts.

"Before OMWI was established, Debra was the Bank's first diversity officer and her impact is still felt today," Esther said.

Senior Vice President Donna Ward, who served as the Bank's first OMWI director, remembers Debra as a caring person and can trace many of the Bank's current diversity programs and initiatives back to Debra.

"She worked closely with senior leaders to develop an early version of the Bank's diversity strategy, including community partnerships, recruiting plans, and employee programs and training," Donna said.

Senior Vice President and General Auditor Porcia Block remembers how welcoming Debra was to her when she was hired in the banking supervision division.

"When I joined the Bank, Debra was one of the Black leaders who I looked up to," Porcia said. "She was cool, caring and generous with her time, advice and wise counsel. Debra will be missed."



In support of Pride Month held in June, employees across the Tenth District submitted photos for a virtual pride flag to celebrate and demonstrate their support.

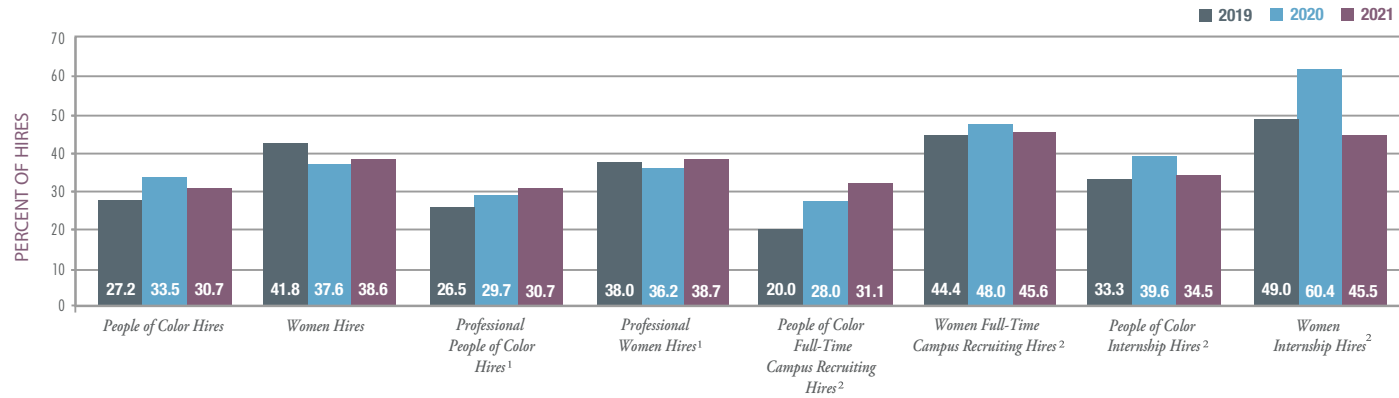
The Federal Reserve Bank of Kansas City is best positioned to fulfill its mission of supporting economic and financial stability when employees at all levels reflect the makeup of its region.

Diversity, equity and inclusion are embedded in the Bank's values, strategic plan and expectations of leaders, who set the tone for an inclusive culture where all employees can contribute and succeed. A sense of belonging and opportunities for involvement are fostered by employee-led groups and reinforced in employee engagement programs and communications efforts. Despite the continued challenges of the pandemic in 2021, the Bank made progress in numerous areas toward increasing representation among people of color and women.

RECRUITMENT OVERVIEW

Several of the Bank's planned 2021 sourcing and recruitment efforts continued to be impacted by the COVID-19 pandemic. As the workforce remained in a largely remote posture, most local and national networking and career fair events were conducted through online platforms. These efforts continued to support the Bank's commitment to enhancing the people of color and women hiring rates (see table on page 10) to align workforce demographics with the communities that the Bank serves. There was also a 2% increase in women and 13% increase in people of color applicants in 2021, compared to 2020.

PEOPLE OF COLOR AND WOMEN RECRUITMENT - HIRING RATES



¹Data reflects official, management and professional staff.

²Data reflects employees who started in the represented year.

PROFESSIONAL RECRUITING

The Bank's Talent Acquisition team pursued diverse talent through strategic collaborative partner events and programs. Despite the challenges presented by the pandemic, the Bank maintained flexibility along with its sourcing partners to participate in online events and develop virtual recruitment strategies.

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 channels, including posting open positions on diverse job recruiting websites, with professional associations and collaborative partner websites.

The Bank distributes job postings on a bi-weekly basis to posting partners across the District. The Bank also collaborates with numerous professional and diverse organizations to connect with the community and create an additional talent-sourcing channel for the Bank. The Bank supports these organizations and seeks to continually enrich the partnerships by inviting senior leaders to attend key programs, events and speaking engagements.

In 2021, the Kansas City Fed participated in the following virtual diverse engagements:

- Asian American Chamber of Commerce of Kansas City Career Fair
- Greater Kansas City Veterans Career Fair
- Urban Financial Services Coalition - Greater Kansas City (UFSC-GKC) - Career Pathing Empowerment Sessions
- DisabilityIN - KC Disability Inclusion Network Career Fair
- Mid-America LGBT Chamber of Commerce and Women's Employment Network (WEN) Virtual Job Fair
- The Sadie Collective Career Fair: Exploring Career Pathways in Economics and Related Fields
- Urban League of Greater Kansas City Career Fair - Project Pathways
- JIVE Career Fair - Kauffman Scholars
- USFS-GKC June Empowerment Session: Elevating Your Career
- HireX - DiversityX Recruiting Career Fair

CAMPUS RECRUITING

The Bank recruits at 14 majority-people of color and women-serving colleges and universities. Members of the campus recruiting teams for these schools visit each campus in-person or virtually to attend career fairs, deliver presentations and conduct interviews. At majority-serving schools, each campus recruiting team is responsible for connecting with campus multicultural offices and other diverse groups.

In 2021, Bank employees continued relationships with the following majority-people of color and women-serving colleges and universities:

- 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

The Bank has created several initiatives to increase awareness about its commitment to diversity, equity and inclusion, and expectations of staff. Employee education efforts focus on the importance of diversity to the Bank's business results and the link between inclusive behaviors and organizational success. In 2021, the Bank continued to focus on creating opportunities to further build a sense of belonging and authenticity among employees. The Bank measures progress in these areas by conducting engagement surveys. As of the most recent survey



"For me, our work is meaningful because we have the opportunity to make a difference at both the District and System levels." —Drake Hall, Community Engagement and Inclusion

conducted in October, the Bank continues to meet or exceed industry benchmarks in engagement and satisfaction metrics.

TRAINING AND COMMUNICATIONS

Diversity, equity and inclusion education is accomplished through new employee orientation, professional development courses and management training. The Real Talk Program, which was formed in 2019 with the goal of creating honest, enriching and critical conversations among employees in safe and confidential spaces, continued in 2021.

To assist new employees and further develop diversity, equity and inclusion education, resources were added

to the Bank's new employee onboarding program to help employees recognize and acknowledge potential blind spots and strategize ways to overcome them. Also, in 2021 resources continued to be developed for Bank leaders to better understand cultural differences, develop personal awareness and identify cultural dynamics at work.

MENTORSHIP AT THE BANK

To assist employees in developing specific skills and enhancing professional growth, the Bank offers a comprehensive mentoring program. Comprised of distinctive pathways, Perspectives Mentoring Pathways is designed to meet the broad needs of employees and create an employee-driven path to

personal and professional development. The Emerge pathway provides one-on-one formal mentoring opportunities for employees to partner with members of Bank management to develop leadership competencies and behaviors. In 2021, 15% of the Bank's population of people of color participated in the Emerge pathway program; 23% of the Bank's women employees participated.

INCLUSION NETWORKS

The Bank in 2021 expanded on its existing inclusion and belonging framework to include employee led shared identity groups called Inclusion Networks. Inclusion Networks help all employees build deeper connections and a sense of belonging around underrepresented community groups. In 2022, the Bank will usher in several new inclusion networks formed around categories such as race, ethnicity, sexual orientation, people with disabilities, military status and gender. Existing diversity, equity and inclusion groups such as the Employee Diversity Committee (EDC), Minorities in Technology, Women in Technology and the People of Color in Leadership are cornerstones of the new Inclusion Network framework.

In 2021, the groups hosted 201 programs and events, published 26 articles to employees with more than 6,000 views, and accounted for 103 employee referrals by sharing open positions posted by the Bank.

The Employee Diversity Committee (EDC), made up of 115 volunteers from across the Bank, hosted a variety of cultural and professional development programs throughout the year. The continuation of the Real Talk program brought together hundreds of employees to learn about relevant world diversity issues while providing a space for sharing perspectives.

The EDC relaunched the Diversity and Inclusion Book Club, promoting discussions on four books, including a showcase from a local Kansas City author.

People of Color in Leadership provides a networking and development forum for employees of color who are current or aspiring leaders in the Bank. Throughout 2021, they held small group mentoring sessions, a leadership panel discussion, a virtual discussion with an external speaker and a fireside chat with Bank President Esther George.

The Minorities in Technology network focuses on empowering people of color while promoting an inclusive culture in technology and innovation. The group hosted events to support summer technology interns, connect people of color technologists for networking, and partner with the Tenth District's TechEdge program on the annual Code-A-Thon for college students. The TechEdge program helps entry-level talent develop technical and professional skills while defining their career paths.

The Women in Technology Community of Practice focuses on empowering current and aspiring women technologists through mentoring, knowledge sharing, community outreach and leadership opportunities. The group hosted events focused on the impact of the pandemic on women in the technology sector.

INTERNAL REPORTING AND ASSESSMENT

The Bank has an established, systematic process to measure its progress in advancing diversity, equity and inclusion. The Bank produces a semi-annual DE&I Performance Management Report. The report highlights, by defined categories: workforce representation; information on people of color and



"I appreciate the opportunity to explore and be a part of new DE&I programs and initiatives in my role. It's great that we can discuss where the Bank is in its own DE&I journey—where we were, where we are, where we need to be and how to continue forward." -Amy Sanchez, Community Engagement and Inclusion

women hiring; engagement; retention; and promotion rates. The report also includes procurement's diverse contracts and spend amounts, along with the people of color and women representation of the boards and councils in the Tenth District. Bank employees have access to the Tenth District performance reports that include key workforce representation. The Office of DE&I and Human Resources meet with senior leaders in each division to review and discuss Bankwide and Division-specific metrics, determine best practices and incorporate new ideas to advance DE&I.

DIVERSITY CHAMPIONS RETREAT

The Bank hosted its seventh annual Diversity Champions Retreat, which was attended by approximately 160 people online. The event, themed

“Live Inclusively,” featured keynote speaker Mary-Frances Winters, the founder and CEO of the Winters Group, a global organization development and diversity and inclusion firm.



The Bank celebrates its Diversity Change Agents. Top row from left, Barry Magnuson, Mady Henderson-Barnes, Kristen Malloy, Amy Ivey, Sadid Carrillo. Bottom row from left, Eric Hogue, Chad Darden, Meera Rao, Terri Bradford. Not pictured: Kerri Allen and Jared Beal.

The event concluded with members of the Bank's senior executive team recognizing employees and departments for their work to promote diversity and foster inclusion within the Tenth District. These awards are the Diversity Change Agent award for individuals and Connect 10 award for divisions, respectively.

SUCCESSSES

- The Real Talk program continued to create honest, enriching and critical conversations among employees.
- The Cultural Curiosity Guide was developed to provide guidance to leadership on being more culturally aware when working with teams.
- Added resources to all new hire onboarding in order to develop a DE&I conscious workforce.
- Launched the Leadership Exposure program as a development and awareness-building experience designed to enhance participants' knowledge of the Bank's business areas and provide exposure to senior executives outside of their area.
- Women participation in the Management Leadership Development Program increased 2% compared to 2020.
- Adapted training strategies to the virtual environment to promote an inclusive workplace.

CHALLENGES

The Bank is committed to its workforce diversity, equity and inclusion strategies and pursuing opportunities to advance DE&I. Key challenges include:

- Adapting recruiting strategies to support a virtual landscape across campus and midcareer professional efforts.
- Identifying and competing for diverse talent with highly specialized and technical skill sets.
- Increasing people of color representation at all levels of the workforce to align demographics with the communities that the Bank serves..

LOOKING AHEAD

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

- Implement an enhanced diversity, equity and inclusion learning process for all levels of the organization.
- Evolve talent strategies and practices that continue to attract and retain diverse employees.
- Support System initiatives with local programs and practices focused on diverse representation. This effort will advance the attraction, development and retention of a high performing workforce.
- Deploy active, focused recruiting and retention strategies to improve workforce representation across job categories.

procurement: SUPPLIER DIVERSITY

STRATEGIES

The Bank places a high priority on achieving diversity in its sourcing and contracting opportunities. Through outreach events, community partnerships, data tools, and other resources the Bank actively seeks out potential suppliers, with an emphasis on finding competitive minority- and women-owned businesses. By increasing the participation of these diverse businesses in procurement opportunities, the Bank improves its ability to serve the diverse communities of the Federal Reserve's Tenth District.

The Bank includes a provision in each of its contracts asserting its commitment to equal opportunity in both employment and contracting. Suppliers are required to endorse a similar commitment in their own business practices. To verify compliance with this commitment, the Bank requires suppliers to provide documentation of the actions they have undertaken to include minorities and women in their respective workforces.

The Bank launched new supplier diversity initiatives in 2021, including the creation of a supplier diversity intranet page that provides additional resources to internal business lines.

A new Enterprise Resource Planning platform was implemented in 2021 that provides a streamlined sourcing process and stronger supply chain reporting capabilities.

SUCSESSES

The Bank's 2021 results validate that its supplier diversity strategy is effective. Diverse suppliers were awarded 77 of the Bank's contracts, which contributed to \$11.6 million spent with diverse suppliers, or 18.9% of the Bank's total reportable spend. This represented an increase of 1.7% compared with 2020. In 2021, \$8.1 million of spend was with minority-owned businesses and \$3.5 million with women-owned businesses.

DIVERSE SPEND

\$11.6 MILLION

spent with diverse suppliers

The Bank continued tracking tier 2 diverse spend in 2021 to establish a more comprehensive view of its financial impact to 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 \$54,878 in tier 2 spend with diverse suppliers in 2021.

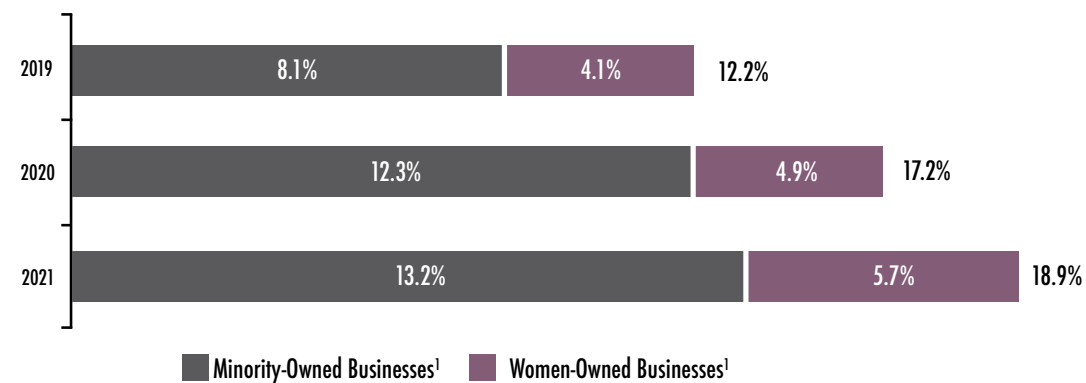
Of the Bank's total diverse spend in 2021, approximately 67% went toward facilities-related

purchases. An additional 23% was spent on hardware-related purchases and 6% on consulting services.

CHALLENGES

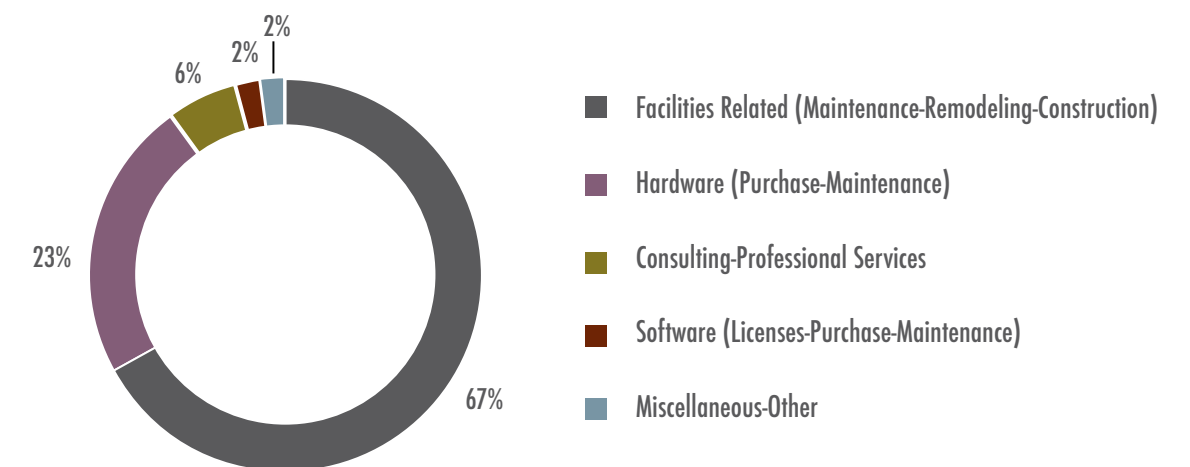
While the Bank has made significant strides in supplier diversity, it continues to look for ways to strengthen its efforts. The Bank faces challenges with identifying diverse suppliers for specialized software and services and increasing the responsiveness of diverse suppliers to sourcing opportunities.

2019-21 PERCENT 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.

PERCENT OF TOTAL DIVERSE SPEND BY COMMODITY



The Bank's outreach efforts have also been heavily impacted by the COVID-19 pandemic. To counter this, the Bank has relied on data tools and collaborated with community partners to plan virtual outreach events. For the year ahead, the Bank will find other creative ways to engage with diverse suppliers. These efforts will be timed to correspond with specific sourcing needs at the Bank.

LOOKING AHEAD

The Bank's 2022 supplier diversity strategy will focus on the following five categories:

- Communicate the value of supplier diversity to internal and external audiences.
- Maximize the inclusion of diverse businesses in sourcing and contracting opportunities, including the addition of veteran-, LGBTQ+, and disability-owned suppliers.

- Foster partnerships with community organizations and seek out new partnerships throughout the Federal Reserve's Tenth District.
- Provide suppliers with educational opportunities and technical resources.
- Ensure the Bank's suppliers are committed to diversity and the inclusion of minorities 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 ahead. Leveraging these strategies and the foundational success of recent years, the Bank believes its supplier diversity program is positioned well to continue growing and producing successful results.



"We really care about engaging with diverse suppliers. We continue to expand our supplier diversity strategy because we truly want to reflect the diversity of the region we represent. Our efforts continue to result in positive trends in our spend with diverse suppliers."

—Alexandria Caldwell, Supplier Management Coordinator, Financial Management

partnerships: FINANCIAL EDUCATION AND COLLABORATIVE PARTNERS



The Oklahoma City Branch Public Affairs team traveled to Tulsa to share information on the Federal Reserve Bank as well as personal finance concepts with Tulsa's NextGen Talent (TNT) students. They were joined by former Kansas City Board Chair Rose Washington, second from right.

STUDENT BOARDS OF DIRECTORS

The Kansas City Fed's Student Boards of Directors strives to help mentor and equip students from majority-people of color high schools with knowledge and skills to help them develop life and career skills for future success. Through the program, students learn about the Federal Reserve, money management, entrepreneurship and leadership. They also gain tools to build their workforce experience and career readiness and have an opportunity to learn about businesses in their region, as well as the economic impact of those businesses.

For the 2020-21 school year, there were Student Boards in all four Bank offices, as well as in Albuquerque, New Mexico, totaling 63 students. Here are a few highlights from the program:

- The Denver/Albuquerque Student Board participated in a virtual networking event with current and past Board of Directors to learn about the board members' roles and companies.

- The Omaha Student Board met with Omaha Branch Director Javier Fernandez, CEO of Omaha Public Power District, to learn about his career and his role as a member of the Omaha Branch Board of Directors.
- The Oklahoma City Student Board learned about the local and regional economy with the Oklahoma City Thunder and Assistant Economist Courtney Shupert. They also learned more about the Federal Reserve with Oklahoma City Branch Board members Tina Patel, Board chair, and Chris Turner.
- In Kansas City, the Student Board members met with an academic adviser from the Educational Opportunity Foundation for college preparation. Student Board members worked on building their networking and public speaking skills, in addition to participating in leadership engagement opportunities with President George, Board Chairman Edmond Johnson and several program alumni.

As in previous years, three Student Board members in Kansas City interned with the Bank over the summer as part of the Summer @ the Fed program. They worked remotely for 10 weeks while gaining exposure to the business side of the Fed and developed professional skills. The interns supported Public Affairs business lines on projects related to research, producing and updating contacts and developing proposals for new activities and programs.

ECONOMIC RESEARCH

The Economic Research Department supported efforts to improve the diversity and inclusion of underrepresented groups in the economics profession. Of special note was the inaugural Women in System

Economic Research conference, which was held in November and led by Alison Felix, a senior policy advisor based in the Denver Branch. The goal of the conference was to connect women economists and research staff across the System, promote their work, and provide networking opportunities for future co-authorship and mentorship. In addition, a keynote panel discussion featured senior leaders from the System focused on the importance of diversity in the economics profession and how women economists can help advance inclusion and equity in the Federal Reserve System. The conference included welcome remarks from President George. Registration was open to System employees of all genders. About 200 people registered for the conference with 60 being research staff.

Economic Research continued to be intentional about the authors and speakers selected for hosted conferences to ensure diversity. For example, one half of the speakers for the annual Jackson Hole Economic Policy Symposium were female. In addition, the traditional convening of women attendees at the annual Jackson Hole meeting continued virtually. This informal gathering provides an opportunity for female participants to network with one another, share perspectives and experiences, and highlight what they are doing to encourage diversity at their institutions.

Economic Research staff engaged with Prep KC, an organization dedicated to preparing students in low-income and majority-minority school districts for their future education and careers. Staff worked with the director of Prep KC to create presentations about economics and careers in the field of economics. Additionally, regional research staff in Branch offices connected to mentor Student Board members regarding potential education and workforce pathways. The mentoring and engagement opportunities extended to the Branches' Boards of Directors and President George, who met with the students to answer questions about their own experiences.

FINANCIAL LITERACY AND ECONOMIC EDUCATION

The Federal Reserve Bank of Kansas City is dedicated to financial educational engagement with diverse populations within its seven-state region. Programming and resources are developed to promote the economic and financial well-being of Pre K-12 students in majority-people of color and all-girls schools, as well as consumers in low-to-moderate-income communities. As the global pandemic continued, school systems throughout the district were both in-person and virtual, sometimes shifting

between the two throughout the year. In response, the Bank provided virtual programming and promoted access to existing resources through our website, social media platforms, and programs with internal and external partners. One such partnership was a Federal Reserve Education webinar focused on Black banking history and resources, where several lesson plans developed on the topic were presented.

All four Tenth District offices engaged in Financial Literacy Month activities in April, including partnerships with regional financial coalitions and the delivery of financial education materials or presentations.

The Oklahoma City office partnered with the Tulsa Chamber, headed by former Oklahoma City and Kansas City Board Chair Rose Washington, on two financial literacy-focused events for 20 students involved with the Tulsa NextGen Talent program. Additionally, 25 students from the Tulsa Public Schools Summer Internship Program received a personal finance and budgeting presentation and five students transitioning out of foster care in El Reno went through a workshop on budgeting and understanding the consequences of choices.

In Kansas City, the partnership with Money Smart Kansas City continued to facilitate full days of financial management training for low-to-moderate-income skilled laborers who were hired for the new Kansas City International Airport construction project. Each training covered a variety of money management principles including saving, investing, wise use of credit, planning for retirement and understanding Social Security. The training materials were compiled from resources from the Federal Reserve, Federal Deposit Insurance Corporation, Social Security Administration and a few local



The Bank hosted a Fed Listens session at the First Americans Museum in Oklahoma City in mid-October. Pictured from left are Chairman John "Rocky" Barrett, Citizen Potawatomi Nation; Principal Chief David Hill, Muscogee Nation; Principal Chief Chuck Hoskin, Jr., Cherokee Nation; Principal Chief Geoffrey Standing Bear, Osage Nation; Federal Reserve Governor Lael Brainard; Vice Chairman James Pepper Henry, Kaw Nation; Kansas City Fed President Esther George; Governor Reggie Wassana, Cheyenne and Arapaho Tribes; and Governor Bill Anoatubby, Chickasaw Nation.



During the 100-year memorial of the Tulsa Race Massacre, Bank staff accompanied the Oklahoma City Branch Board of Directors to visit Black Wall Street and participate in a panel discussion.

Community Development Financial Institutions. Kansas City also collaborated with 20/20 Leadership to reach sophomores through seniors enrolled in leadership and enrichment programs in Johnson and Wyandotte Counties in Kansas and Jackson County in Missouri. All District offices supported the inaugural Economic Education Month in October as well, by sharing resources and highlighting partner programs to regional administrators, educators and students.

DIVERSITY, EQUITY & INCLUSION SUMMIT

The Bank's Office of Diversity, Equity and Inclusion, in partnership with the Diversity & Inclusion Consortium, hosted the 2021 Diversity and Inclusion Summit: Allyship! From 'Anti' to 'Ally': A Story of Personal Transformation. Approximately 200 people attended. The Diversity and Inclusion Summit convenes external community stakeholders,

DE&I practitioners and champions for professional development dedicated to the exchange of concepts, insights and best practices in the field of DE&I.

HUMAN RIGHTS CAMPAIGN

The Federal Reserve Bank of Kansas City received a score of 100 on the 2021 Corporate Equality Index (CEI), as announced by the Human Rights Campaign Foundation. The CEI is the nation's foremost benchmarking survey and report measuring corporate policies and practices related to LGBTQ+ workplace equality. With this top score, the Bank earns the designation as one of the Best Places to Work for LGBTQ+ Equality.

SYSTEMWIDE COLLABORATION

In late 2020, the Federal Reserve System launched a ten-part series focused on understanding racial barriers in the economy.

President George participated in the series installment on the economics profession and how race affects the people and practice of economics; how to improve economics research practices; and professional processes to achieve greater diversity, expand avenues of inquiry and better inform public policy.

Dell Gines and Steve Shepelwich, senior community development advisors, played significant roles in developing two of the sessions, which focused on entrepreneurship and employment. The entrepreneurship session highlighted barriers faced by small business owners of color. The employment session focused on 'occupational segregation' or the exclusion of Blacks and Hispanics from professional and managerial roles, and over-representation of these groups in lower-wage occupations such as food preparation, cleaning, and health care services and support.

CENTENNIAL OF THE TULSA RACE MASSACRE

The Office of Diversity, Equity and Inclusion hosted a virtual event in partnership with the Federal Reserve System's African American Employee Resource Network. The event consisted of a panel focused on

educating and reflecting on the anniversary of the Tulsa Race Massacre. Centered around an article in the Bank's publication, *Oklahoma Economist*, the discussion made a connection to the economic impact and eradication of wealth in the Black community. The event provided insight on how the Greenwood neighborhood in Tulsa is experiencing a rebirth. The panel featured Kansas City Fed employee, Dell Gines, senior community development advisor, and Chad Wilkerson, vice president and Oklahoma City Branch Executive. Tyrance Billingsley II, founder of Black Tech Street, and Rose Washington, chief executive officer of Tulsa Economic Development Corporation and former board chair of the Federal Reserve Bank of Kansas City, also spoke on the panel.

BANKING AND THE ECONOMY PROGRAMS

The Bank annually hosts its Banking and the Economy programs, which includes the Women in Banking Forum, the Minorities in Banking Forum and an ongoing webinar series. These programs are designed to equip attendees with industry knowledge and professional development to enhance their careers, as well as increase awareness of the Federal Reserve System's mission and work.

CONNECTING WITH HOWARD STUDENTS

Howard University economics students interacted with Esther George in February during an event highlighting the influence of Black banking and the role of women in U.S. financial policy. She discussed her career and the Bank's publication "Let Us Put Our Money Together: The Founding of America's First Black Banks." Before engaging with students, Esther spoke via livestream with Howard University economics professor William Spriggs.



The seventh annual Women in Banking Forum was held virtually and reached over 300 women bank leaders from primarily Colorado, Missouri, Nebraska, New Mexico, Oklahoma and Wyoming representing approximately 100 organizations. The sixth annual Minorities in Banking Forum, a nationwide initiative of the Federal Reserve System, was also held virtually and reached over 800 diverse bank leaders from 42 states and over 300 organizations. The Banking and the Economy webinar series reached an audience of approximately 800 attendees through three sessions throughout the year.

These events featured insights from leaders across the country and offered sessions addressing the unique challenges of the year including the economic impacts of COVID-19, systemic racism, the state of the economy, industry expertise on how to support their organizations and communities, and other leadership and professional development topics.

SUCCESSSES

- About 50 individuals participated in a Money Smart financial management training in 2021, 90 percent of whom represented people of color.



“Technology made it easy for us to continue to reach a broader audience and connect with attendees from different regions throughout the country,” said Erin Davis of the Kansas City Fed, who serves as the Banking and the Economy program manager.

- Maintained 14 diverse collaborative partnerships across the Tenth District, to advance our diversity, equity and inclusion strategy within the communities we serve.
- Pivoted to virtual programming in order to reach a broader audience.

low-to-moderate-income students. In 2022, the Bank will focus on ways to:

- Navigate the evolving environment to deliver content in engaging methods and through effective platforms.
- Leverage new and existing relationships and network to source talent, suppliers and candidates for the Bank’s boards and councils.
- Continue to strengthen collaborative partnerships, internally and externally, to broaden outreach engagement and efficacy.
- Strengthen relationships with our Student Boards of Directors alumni to promote recruitment for Bank positions, deepen its network, foster interest in the economics profession and provide education on economic and financial issues.
- Enhance partnership with the National Negro Leagues Baseball Museum in conjunction with their commemorative coin program to create related content that promotes economic and financial literacy for diverse audiences.
- Explore opportunities to reach people of color served by the Kansas City Royals Urban Youth Academy with personal finance, economics and career readiness materials.

CHALLENGES

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

- The COVID-19 pandemic continues to dictate educational environments (in-person, online only or hybrid) and learning approaches (webinar, video, etc.)
- Strengthening relationships amidst pandemic protocols and within a primarily virtual environment.
- Educators are challenged by competing priorities in their school districts and classrooms, along with added health-related concerns.
- Digital and internet access varies per school district and sometimes per school or student.

LOOKING AHEAD

The Bank is committed to innovative and continual improvement in its outreach and educational efforts, especially in reaching diverse, majority-minority and

Bloomberg interview covers careers and diversity



In February 2021, Esther George joined Bloomberg TV hosts Kathleen Hays and Shery Ahn to discuss the economic outlook and diversity in the field of economics. The conversation included remarks about George’s efforts to include more women in the annual Jackson Hole Economic Symposium as well as the importance of diversity in employment recruiting. “It’s not just a numbers game but you have to be intentional about what you’re looking for,” George said. “And so there are highly qualified people that sometimes you just haven’t met because it takes being persistent. It takes really reaching out to find people that can be part of this network.” The broadcast noted that the Kansas City Fed was rated among the best places to work for LGBTQ+ equality.

DIRECTOR CATEGORIES			RACE/ETHNICITY														
			NON-HISPANIC OR LATINO														
			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
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
By percent			100%	67%	33%	0%	0%	67%	33%	0%	0%	0%	0%	0%	0%	0%	0%
CLASS B (TOTAL POSITIONS 3)																	
By total			3	2	1	1	0	1	0	0	0	0	0	0	0	0	0
By percent			100%	67%	33%	33%	0%	33%	0%	0%	0%	0%	0%	0%	0%	0%	0%
CLASS C (TOTAL POSITIONS 3)																	
By total			3	2	1	0	1	1	0	0	0	0	0	0	0	0	0
By percent			100%	67%	33%	0%	33%	33%	0%	0%	0%	0%	0%	0%	0%	0%	0%
BRANCH DIRECTORS																	
BRANCH DIRECTORS, APPOINTED BY RESERVE BANK (TOTAL POSITIONS 12)																	
By total			12	6	5	0	0	5	3	1	0	0	0	0	2	0	0
By percent			100%	50%	42%	0%	0%	42%	25%	8%	0%	0%	0%	17%	0%	0%	
BRANCH DIRECTORS, APPOINTED BY BOARD OF GOVERNORS (TOTAL POSITIONS 9)																	
By total			9	3	6	1	0	1	3	0	3	1	0	0	0	0	0
By percent			100%	33%	67%	11%	0%	11%	33%	0%	33%	11%	0%	0%	0%	0%	
TOTALS																	
ALL RESERVE BANK DIRECTORS (TOTAL POSITIONS 9)																	
By total			9	6	3	1	1	4	1	1	0	0	0	0	0	0	0
By percent			100%	67%	33%	11%	11%	44%	11%	11%	0%	0%	0%	0%	0%	0%	
ALL BRANCH DIRECTORS (TOTAL POSITIONS 21)																	
By total			21	9	11	1	0	6	6	1	3	1	0	0	2	0	0
By percent			100%	43%	52%	5%	0%	29%	29%	5%	14%	5%	0%	10%	0%	0%	
ALL RESERVE BANK AND BRANCH DIRECTORS (TOTAL POSITIONS 30)																	
By total			30	15	14	2	1	10	7	2	4	1	0	0	2	0	0
By percent			100%	50%	47%	7%	3%	33%	23%	7%	13%	3%	0%	7%	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 2021 to terms that began on January 1, 2022, as well as directors who are currently serving in existing terms. Directors are given the option to self-identify their race/ethnicity and gender. Totals reflect a director who has chosen not to self-identify.

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	66.7	2	22.2	-	-	-	-	1	11.1	-	-	-	-	9	69.2
First/Mid Officials and Managers	117	83.6	7	5.0	3	2.1	1	0.7	7	5.0	-	-	5	3.6	140	40.9
Professionals ¹	406	74.1	58	10.6	22	4.0	2	0.4	53	9.7	1	0.2	6	1.1	548	43.6
Technicians	16	50.0	10	31.3	3	9.4	-	-	3	9.4	-	-	-	-	32	22.7
Sales Workers	4	80.0	1	20.0	-	-	-	-	-	-	-	-	-	-	5	83.3
Administrative Support	95	66.9	24	16.9	17	12.0	-	-	4	2.8	-	-	2	1.4	142	69.6
Craft Workers	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service Workers	5	71.4	1	14.3	1	14.3	-	-	-	-	-	-	-	-	7	10.8
FEMALE TOTAL	649	73.5%	103	11.7%	46	5.2%	3	0.3%	68	7.7%	1	0.1%	13	1.5%	883	42.9%

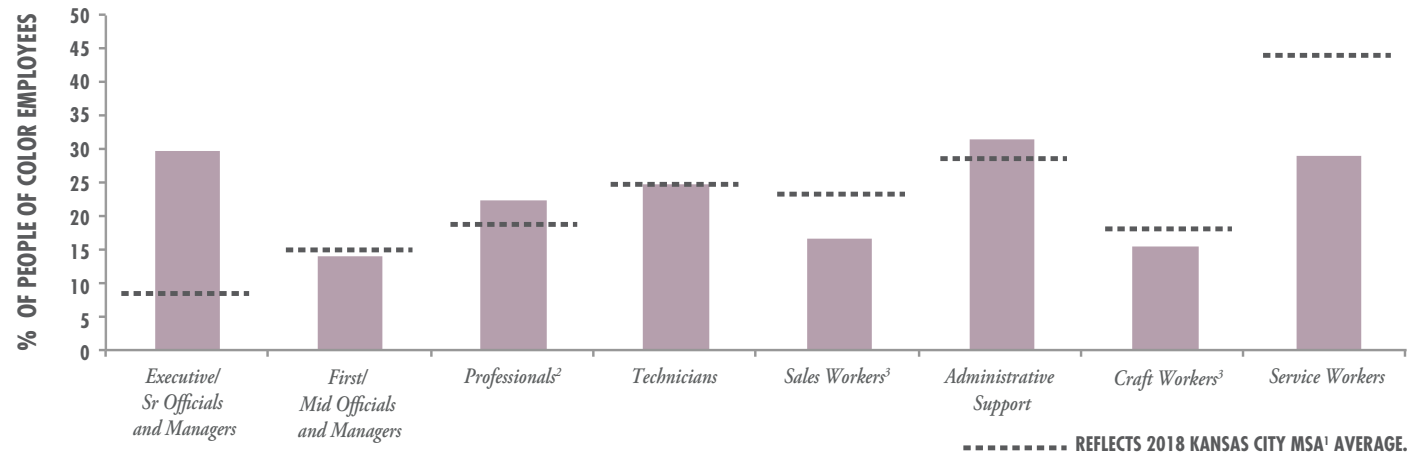
Male Representation

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	3	75.0	-	-	1	25.0	-	-	-	-	-	-	-	-	4	30.8
First/Mid Officials and Managers	176	87.1	13	6.4	4	2.0	-	-	4	2.0	3	1.5	2	1.0	202	59.1
Professionals ¹	568	80.0	43	6.1	35	4.9	2	0.3	53	7.5	2	0.3	7	1.0	710	56.4
Technicians	88	80.7	10	9.2	7	6.4	-	-	3	2.8	1	0.9	-	-	109	77.3
Sales Workers	1	100.0	-	-	-	-	-	-	-	-	-	-	-	-	1	16.7
Administrative Support	42	67.7	6	9.7	6	9.7	-	-	5	8.1	1	1.6	2	3.2	62	30.4
Craft Workers	25	83.3	1	3.3	1	3.3	-	-	1	3.3	-	-	2	6.7	30	100.0
Service Workers	42	72.4	7	12.1	6	10.3	1	1.7	2	3.4	-	-	-	-	58	89.2
MALE TOTAL	945	80.4%	80	6.8%	60	5.1%	3	0.3%	68	5.8%	7	0.6%	13	1.1%	1,176	57.1%
TENTH DISTRICT TOTAL	1,594	77.4%	183	8.9%	106	5.1%	6	0.3%	136	6.6%	8	0.4%	26	1.3%	2,059	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). Data are pulled from the Dec. 16 - 31, 2021, pay period. 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.

2021 PEOPLE OF COLOR WORKFORCE REPRESENTATION(%) KANSAS CITY OFFICE



2021 FEMALE WORKFORCE REPRESENTATION(%) KANSAS CITY OFFICE



¹Kansas City Metropolitan Statistical Area (MSA) is based on 2018 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.

Notes: Numbers may not add due to rounding. Information reflects EEO-1 data as defined by the Equal Employment Opportunity Commission (EEOC). Data are pulled from the Dec. 16 - 31, 2021, pay period. 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 2017 - 2021

Demographics	2017		2018		2019		2020		2021	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Men	19	73	19	73	16	64	17	65	19	68
Women	7	27	7	27	9	36	9	35	9	32
Non-people of color	20	77	20	77	17	68	17	65	18	64
People of color	6	23	6	23	8	32	9	35	10	36
Total	26		26		25		26		28	

CORE METRICS

CATEGORY	DESCRIPTION	MEASURE	2016	2017	2018	2019	2020	2021
Workforce Diversity	Senior Executives ¹	Total #	12	11	12	13	13	13
		% People of Color	16.7%	18.2%	16.7%	15.4%	15.4%	30.8%
		% Women	66.7%	72.2%	66.7%	69.2%	69.2%	69.2%
	Midlevel Managers ¹	Total #	280	307	316	325	342	342
		% People of Color	10.0%	10.1%	11.4%	12.9%	14.6%	14.3%
		% Women	42.1%	41.4%	42.7%	43.4%	42.4%	40.9%
	Professionals ¹	Total #	1,011	1,069	1,138	1,196	1,240	1,258
		% People of Color	21.5%	21.6%	22.1%	21.7%	22.8%	22.6%
		% Women	43.2%	42.9%	43.8%	43.6%	43.6%	43.6%
	Total External Hires	Total #	303	198	275	240	170	202
		% People of Color	26.1%	21.7%	29.8%	27.1%	33.5%	30.7%
		% Women	34.0%	40.4%	44.0%	41.7%	37.6%	38.6%
Total Interns	Total #	35	48	53	51	48	56	
	% People of Color	25.7%	33.3%	28.3%	33.3%	39.6%	34.5%	
	% Women	45.7%	41.7%	52.8%	49.0%	60.4%	45.5%	
Overall Bank Turnover Rate		%	8.3%	6.1%	8.8%	8.9%	6.2%	11.1%
Supplier Diversity	Total Reportable Spend ²	\$ (millions)	\$49.7	\$43.5	\$46.2	\$59.8	\$72.9	\$61.3
	Total Diverse Spend ³	\$ (millions)	\$5.7	\$5.7	\$5.9	\$7.3	\$12.5	\$11.6
		%	11.5%	13.1%	12.8%	12.2%	17.2%	18.9%
	Minority-owned ⁴	\$ (millions)	\$2.3	\$2.3	\$3.4	\$4.8	\$9.0	\$8.1
		%	4.7%	5.3%	7.3%	8.1%	12.3%	13.2%
	Minority-owned (men)	\$ (millions)	\$1.6	\$1.6	\$2.9	\$3.8	\$8.4	\$7.3
		%	3.2%	3.7%	6.3%	6.4%	11.5%	11.9%
	Minority-owned (women)	\$ (millions)	\$0.7	\$0.7	\$0.5	\$1.0	\$0.6	\$0.8
		%	1.5%	1.6%	1.0%	1.7%	0.8%	1.3%
Women-owned ⁴	\$ (millions)	\$4.1	\$4.1	\$3.0	\$3.5	\$4.1	\$4.3	
	%	8.3%	9.4%	6.5%	5.8%	5.7%	7.0%	
Women-owned (non-minority)	\$ (millions)	\$3.4	\$3.4	\$2.5	\$2.5	\$3.5	\$3.5	
	%	6.8%	7.8%	5.5%	4.1%	4.9%	5.7%	
Women-owned (minority)	\$ (millions)	\$0.7	\$0.7	\$0.5	\$1.0	\$0.6	\$0.8	
	%	1.5%	1.6%	1.0%	1.7%	0.8%	1.3%	

¹The data for 2016 is as of Aug. 31, the data for 2017-2021 is as of the Dec. 31st, 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 (non-minority).

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

Financial Literacy ¹	Program Type	2021
	- Teacher centric	Hybrid
	- Student centric	
	- Hybrid	
Number of Students ²	678	
Number of Educators ³	40	
Number of Students Reached ⁴	3,000	

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