
U.S. Securities and Exchange Commission

Office of Minority and Women Inclusion



Annual Report to Congress

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Disclaimer

This is a report of the staff of the U.S. Securities and Exchange Commission. The Commission has expressed no view regarding the analysis, findings, or conclusions contained herein.

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Introduction

The Office of Minority and Women Inclusion (OMWI) was established within the U.S. Securities and Exchange Commission (SEC) pursuant to Section 342 of the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010 (the Dodd-Frank Act), and assigned responsibility for all matters relating to diversity in the agency's management, employment, and business activities.

OMWI is required under Section 342(e) of the Dodd-Frank Act to annually report to Congress on the actions the SEC and OMWI have taken to advance the agency's workforce and supplier diversity objectives and to comply with other requirements of the Act. The annual report must address the amounts paid to SEC contractors since the previous report; the percentage of the total amounts paid to SEC contractors that were minority-owned and women-owned businesses; the successes achieved and the challenges faced in operating minority and women outreach programs, hiring qualified minority and women employees, and contracting with qualified minority-owned and women-owned businesses; and any other information, findings, conclusions or recommendations for legislative or agency action deemed appropriate by the Director of OMWI.¹

OMWI submits this Annual Report pursuant to Section 342(e) of the Dodd-Frank Act. Unless otherwise noted, this report covers the period October 1, 2013 to September 30, 2014.

¹ Section 342(g)(3) of the Dodd-Frank Act provides that the term "minority" has the same meaning as in section 1204(c) of the Financial Institutions Reform, Recovery, and Enforcement Act of 1989 (12 U.S.C. 1811 note), which defines the term to mean "Black American, Native American, Hispanic American, and Asian American." For purposes of this report, these demographic groups are identified by the categories for race and ethnicity that the Equal Employment Opportunity Commission (EEOC) adopted for the Federal Agency Annual EEO Program Status Report (EEO MD-715). The categories are: "Hispanic or Latino," "Black or African American," "Asian," "Native Hawaiian or Other Pacific Islander," "American Indian or Alaska Native," and "Two or More Races." These categories also are consistent with the minimum standards for maintaining, collecting and presenting data on race and ethnicity prescribed by the Office of Management and Budget. See Revised Standards for the Classification of Federal Data on Race and Ethnicity, 62 FR 58782 (October 30, 1997).

Background

The U.S. Securities and Exchange Commission

The U.S. Securities and Exchange Commission (the SEC or the agency) is headed by a bi-partisan Commission consisting of five Commissioners appointed by the President and confirmed by the Senate. The President also designates one Commissioner to serve as Chair. The mission of the SEC is to protect investors, maintain fair, orderly and efficient markets, and facilitate capital formation. Accordingly, the agency's goals are to establish and maintain an effective regulatory environment, promote compliance with the Federal securities laws, facilitate access to information needed to make informed investment decisions, and enhance the agency's performance through effective management of human resources, information, and financial capital.

The SEC oversees more than 25,000 market participants, including nearly 12,000 investment advisers, approximately 10,500 mutual funds and exchange traded funds, nearly 4,500 broker-dealers and approximately 450 transfer agents. The agency also oversees 18 national securities exchanges, 10 registered credit rating agencies and eight active registered clearing agencies, as well as the Public Company Accounting Oversight Board, Financial Industry Regulatory Authority, Municipal Securities Rulemaking Board, the Securities Investor Protection Corporation, and the Financial Accounting Standards Board. The SEC also has responsibility for selectively reviewing the disclosures and financial statements of approximately 9,000 reporting companies.

The SEC's functional responsibilities are carried out through five main divisions and 22 offices, each of which is headquartered in Washington, D.C. The SEC also has 11 regional offices located throughout the country. As of the end of FY 2014, the SEC employed 4,235 permanent and temporary employees.²

The Office of Minority and Women Inclusion

In accordance with Section 342 of the Dodd-Frank Act,³ the SEC established its Office of Minority and Women Inclusion in July 2011, and appointed its first Director in January 2012. The Director for OMWI is a Senior Officer position reporting directly to the Chair. As of the date of this report, OMWI has a staff of ten permanent employees, including the director, deputy director, attorney adviser, and analysts dedicated to the office's major functional areas – workforce diversity and supplier diversity.

² The SEC employee count data presented in this report was retrieved from the Federal Personnel and Payroll System (FPPS) on November 7, 2014, and includes all permanent and temporary employees.

³ Pub. L. No. 111-203, 124 Stat. 1376, July 11, 2010, codified as 12 U.S.C. § 5452.

OMWI is responsible for providing leadership and guidance for all of the SEC's diversity and inclusion efforts. Section 342 of the Dodd-Frank Act requires the OMWI Director to develop standards for ensuring equal employment opportunity and the racial, ethnic, and gender diversity of the workforce and senior management of the agency, increasing participation of minority-owned and women-owned businesses in the SEC's programs and contracts, and assessing the diversity policies and practices of entities regulated by the SEC.⁴ The OMWI Director is also required to advise the Commission on the impact of the SEC's policies and regulations on minority-owned and women-owned businesses.⁵ Further, the OMWI Director is required to submit to Congress an annual report regarding the actions taken by the agency and OMWI to implement the requirements of Section 342 of the Dodd-Frank Act.⁶

⁴ See Section 342(b)(2)(A)-(C).

⁵ See Section 342(b)(3).

⁶ See Section 342(e).

Workforce Diversity and Inclusion

The SEC is committed to attracting, engaging, and retaining a diverse and skilled workforce. To that end, the SEC strives to cultivate an inclusive work environment where all employees are treated fairly, valued, and respected. While all SEC Divisions and Offices have a role in ensuring equal employment opportunity and workforce diversity and inclusion, direct management responsibilities are divided among three offices — OMWI, the Office of Equal Employment Opportunity (OEEO), and the Office of Human Resources (OHR). OMWI coordinates and collaborates with OEEO and OHR to implement the agency's multi-pronged strategy for achieving and sustaining a diverse workforce, and cultivating an inclusive work environment.

The SEC's Diversity Council held its inaugural meeting in May 2014. The Diversity Council was formed to advise the Commission on all agency matters relating to diversity, including management, employment, and business activities. Commissioner Luis A. Aguilar serves as the chair of the Diversity Council and its 20 members include representatives from agency management, the National Treasury Employees Union (NTEU), and SEC-sponsored Employee Resource Groups. OMWI and OHR have non-voting representation on the Diversity Council. The Chair's Deputy Chief of Staff attends the Council meetings as an observer. The Diversity Council plays an important role in promoting diversity and inclusion at the SEC.

Key components of the SEC's strategy for workforce diversity include strategic outreach and recruitment, training for employees, supervisors, and managers in EEO and diversity awareness, and monitoring and assessing performance. OMWI introduced new initiatives in FY 2014 to advance the SEC's workforce diversity objectives, which are described below in the discussion of Outreach and Recruitment and Performance Measurement. The analyses of SEC workforce statistics and employee surveys presented in this report indicate that the SEC is making progress towards improving workforce diversity. To continue this progress, the SEC will continue its efforts to improve the representation of women and minority employees in SEC mission critical occupations and in supervisory and senior management positions.

Outreach and Recruitment

The SEC's outreach and recruitment activities have focused primarily on enhancing diversity in the agency's four mission critical occupations — attorney, accountant, economist, and securities compliance examiner. OMWI has been successful in enlisting the participation of SEC staff, and minority and women professional associations and educational organizations in the SEC's outreach and recruitment efforts. In FY 2014, OMWI took steps to make the outreach and recruitment component of the agency's strategy for attaining workforce diversity more effective.

Strategic Partnerships. In FY 2014, OMWI accomplished its goal of establishing new and strengthening existing collaborative relationships with minority and women professional associations and educational organizations, whose members are in professional occupations included in the SEC's workforce. OMWI considers these collaborative relationships essential for developing and maintaining a pipeline of minority and women candidates for careers at the SEC. As of the end of FY 2014, 18 partnering organizations had signed letters confirming their commitment to: (1) timely disseminate information received from OMWI about current SEC employment and internship opportunities; (2) exchange ideas and best practices for the purpose of enriching diversity and inclusion at the SEC; and (3) continuously evaluate the current communication and engagement methods between the organization and OMWI.

Regional Outreach Coordinators. In FY 2014, OMWI established Regional Outreach Coordinators in each of the SEC's 11 Regional Offices to help organize and manage the participation of employees from their respective offices in the SEC's recruitment and outreach efforts. Approximately, 80 employees from SEC regional offices participated in diversity outreach events during FY 2014. As discussed below, OMWI has begun to collect information to assess the impact of participation in outreach and recruitment events on the demographic composition of applicant pools for SEC vacancies.

Diversity Champions. OMWI has been successful in obtaining employee support for the agency's workforce diversity and inclusion efforts, as evidenced by the steadily increasing number of employees who volunteer to assist with outreach and recruitment as Champions for Diversity. In FY 2014, SEC employees participated in over 40 diversity outreach and recruitment initiatives nationwide. SEC employees served as speakers and panelists at conferences and meetings of the partnering organizations, and represented the agency at career fairs. SEC employees participating in outreach and recruitment helped promote the SEC as an employer of choice by providing information on a wide-variety of topics including the specialized skills and experience needed for employment at the SEC; the career paths available to employees who join the agency; and tips on how to succeed through the application process. A list of the FY 2014 outreach and recruitment events is set forth in the Appendix A.

Employment Advertising. OMWI continued to rely on employment advertising to attract diverse applicant pools for SEC vacancies. OMWI sent weekly "job blasts" to organizations that have committed to helping the agency with outreach and recruitment, and more than 100 diverse professional organizations. OMWI also posted more than 400 advertisements on national job board sites for organizations whose members are primarily minorities and women in professions aligned with SEC's mission critical occupations. Further, the SEC expanded its use of social media sources as part of its recruitment strategy to attract candidates who may not search for employment opportunities through traditional means. In FY 2014, the agency established a LinkedIn recruitment profile that already has more than 13,900

followers. OMWI's goal is to achieve a wider-distribution of SEC job announcements to attract potential candidates.

Training

OMWI continued to offer training opportunities to enhance cultural awareness and inclusiveness. In FY 2014, OMWI expanded its offerings for all employees to include "Generational Differences: Achieving Success in a Multi-Generational Workforce" and "Cultural Sensitivity in the Workplace: Navigating through Cross-Cultural Differences," an interactive presentation led by experts in the field. OMWI also sponsored or co-sponsored with OHR or OEEO courses that were specifically geared toward supervisors and managers, including "Everyday Bias in the Performance Management Process" and "Hiring Best Practices: EEO and Diversity Perspectives."

Performance Measurement

Evaluation and performance measurement are essential to the success of workforce diversity initiatives. In FY 2014, OMWI took steps to develop additional metrics for assessing the impact of the actions taken to enhance the racial, ethnic, and gender diversity of the SEC workforce and senior management.

Applicant Data Analyses. In FY 2014, the Office of Personnel Management made available to the SEC applicant flow data for SEC vacancies filled through the USAJOBS.gov website. As a result, OMWI now has access to data showing the gender, race, and ethnicity of applicants for the SEC's four mission critical occupations. OMWI will analyze the data to determine the diversity in the applicant pools for mission critical occupations, which in turn should help to provide a measure of the effectiveness of outreach and recruitment activities.⁷

New Application Question for Job Applicants. For those positions advertised on the USAJOBS.gov website, applicants are asked, "How did you become aware of the vacancy?" and instructed to check all of the following applicable options: USAJOBS, Facebook, LinkedIn, Twitter, SEC Employee, SEC Website, Career Fair, Conference, and Job Board (e.g., Monster). During the last quarter of FY 2014, an additional option was added for applicants responding to this question for SEC vacancies to check "Affiliation with a Professional or Diversity Association." OMWI will consider the responses of Career Fair, Conferences, Job Boards, and Affiliation with a Professional or Diversity Association in measuring the extent to which interest in and applications for SEC vacancies are attributable to OMWI's outreach and recruitment

⁷ As outlined in the Equal Employment Opportunity Commission's Management Directive 715, applicant flow and hiring data are analyzed as part of the EEO Program self-assessment that agencies must conduct to determine whether barriers exist to equal employment opportunity.

activities, particularly, its collaborative relationships with minority and women professional associations and educational organizations.

Quarterly Snapshots. Since its inception at the SEC, OMWI has worked closely with the senior management of the agency to develop and implement division and office specific diversity and inclusion initiatives. OMWI provides Senior Officers with workforce demographic profiles and personnel activity data (e.g., hires, promotions, and separations) for their respective division or office. In FY 2014, OMWI began publishing Quarterly Snapshots of the SEC’s workforce that show the current representation of minorities and women and the results of recent hiring activities for each division and office. The Quarterly Snapshots are available to all employees on the SEC internal website. OMWI believes the Quarterly Snapshots promote transparency, accountability and engagement in the agency’s workforce diversity efforts.

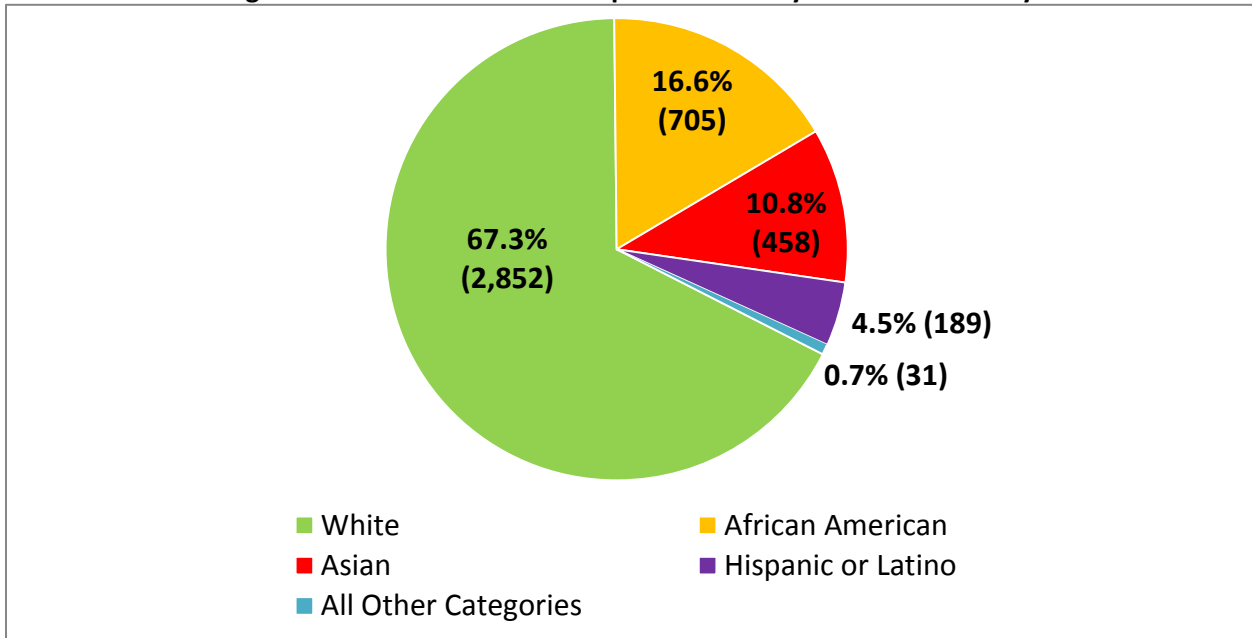
Internal Controls. Consistent with the recommendations of the SEC’s Office of Inspector General (OIG) report entitled *Audit of the Representation of Minorities and Women in the SEC’s Workforce*, Report No. 528 (Nov. 20, 2014), OMWI has begun developing internal policies and procedures to formalize its diversity efforts and programmatic activities, including systematic and comprehensive methods to monitor and evaluate the effectiveness of its activities.

Workforce Diversity Metrics

FY 2014 Workforce Profile. In FY 2014, the SEC employed 4,235 permanent and temporary employees in its workforce. Nearly two-thirds of SEC employees worked at the agency’s headquarters in Washington, D.C., and one-third worked in the SEC’s 11 regional offices. Employees in mission critical occupations — attorneys, accountants, economists and securities compliance examiners — comprised approximately 71 percent of the SEC workforce. The remaining 29 percent of the SEC workforce consisted of paralegal specialists and employees in administrative and program, management and program analysis, and IT management occupations. These occupations are collectively referred to as “additional occupations” in certain charts below.

Figure 1 shows SEC workforce representation by race and ethnicity. As of the end of FY 2014, 67.3 percent of the employees in the SEC workforce self-identified as White, 16.6 percent as Black or African American, 10.8 percent as Asian, 4.5 percent as Hispanic or Latino, .4 percent as American Indian or Alaska Native, .1 percent as Native Hawaiian or Other Pacific Islander, and .3 percent as Two or More Races.

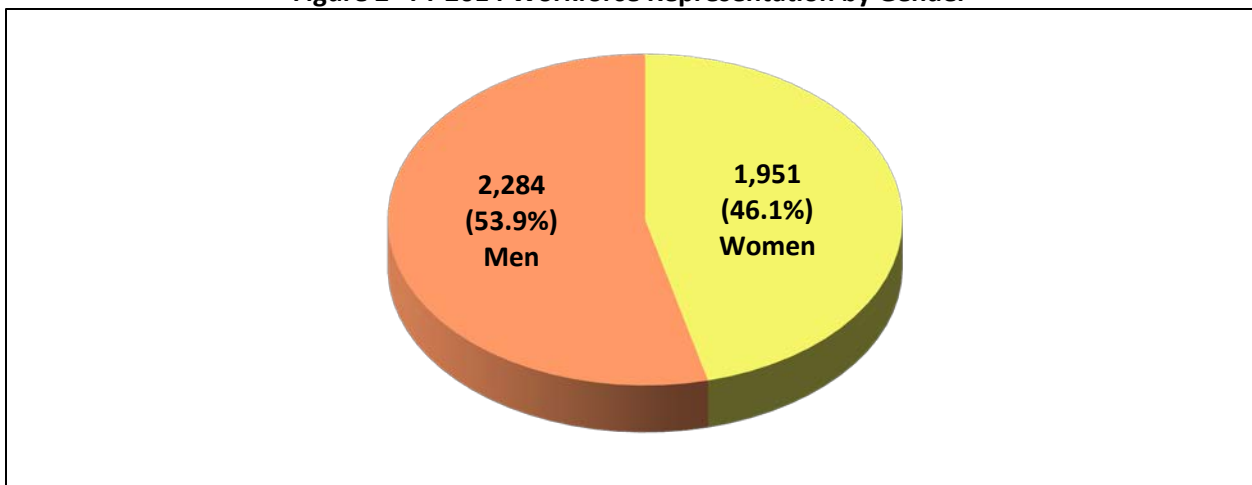
Figure 1 FY 2014 Workforce Representation by Race and Ethnicity



Source: Federal Personnel and Payroll System (FPPS) Fiscal Year 2014 data retrieved November 7, 2014. "All Other Categories" includes the Native Hawaiian or Other Pacific Islander, American Indian or Alaska Native, and Two or More Races categories, which combined comprised less than 1 percent of the SEC workforce.

As depicted in Figure 2, men comprised 53.9 percent and women comprised 46.1 percent of the SEC workforce in FY 2014.

Figure 2 FY 2014 Workforce Representation by Gender

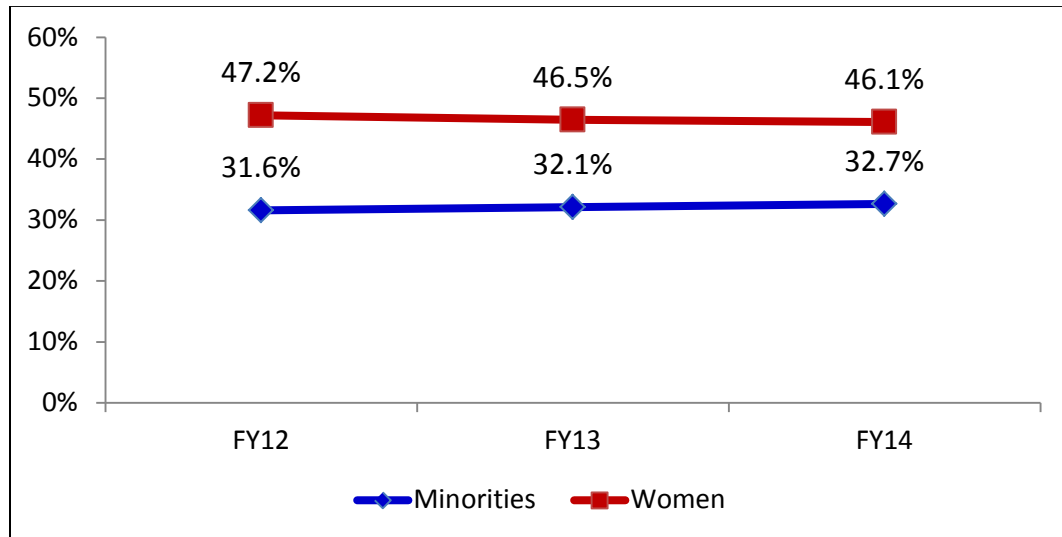


Source: Federal Personnel and Payroll System (FPPS) Fiscal Year 2014 data retrieved November 7, 2014.

The three-year trend in the representation of women and minorities in the SEC workforce is shown in Figure 3. The representation of women in the SEC workforce decreased slightly in

each fiscal year since FY 2012, and the representation of minorities increased incrementally over the same period.

**Figure 3 Representation of Minorities and Women in SEC Workforce
FY 2012-FY 2014**



Source: Federal Personnel and Payroll System (FPPS) data for Fiscal Years 2012 - 2014 retrieved November 7, 2014.

Federal Workforce, Civilian Labor Force, and Relative Civilian Labor Force Comparison. To provide context for workforce diversity and inclusion efforts, Figure 4 shows how the gender, racial, and ethnic composition of the SEC workforce as of the end of FY 2014 compared to the composition of the Federal workforce, the Civilian Labor Force (CLF), and the Relevant Civilian Labor Force (RCLF).⁸ In FY 2014, the SEC workforce had a greater representation of women than the Federal workforce and the RCLF, but a lower representation than the CLF. Women comprised 46.1 percent of the SEC workforce, compared to 43.3 percent of the Federal workforce, 45.6 percent of the RCLF, and 48.1 percent of the CLF.

Minorities collectively represented 32.7 percent of the SEC workforce in FY 2014, which was lower than the Federal workforce representation of minorities (34.9 percent). The SEC workforce had a greater representation of Asian employees (10.8 percent) than the Federal workforce (5.6 percent). The SEC workforce representation of employees from all other minority groups was lower than the representational percentages for these groups in the Federal workforce.

⁸ The RCLF is calculated by weighting the CLF data to reflect the professions most relevant to the SEC workforce. For example, Attorneys comprise 42 percent of the SEC workforce and Accountants comprise 23 percent of the SEC workforce, etc.

The 32.7 percent representation of minorities in the SEC workforce was greater than the 27.6 percent representation of minorities in the CLF and the 20.3 percent representation of minorities in the RCLF. In addition, the SEC workforce had a greater percentage of Black or African American employees (16.6 percent) than the CLF (12 percent) and the RCLF (7.6 percent). Similarly, the SEC workforce representation of Asian employees (10.8 percent) was greater than the CLF (3.9 percent) and the RCLF (5.4 percent) representation of Asian employees. However, the SEC workforce representation of Hispanic or Latino employees (4.5 percent) was lower than the CLF (10 percent) and the RCLF (6.1 percent) representation. The representational percentage of employees from all other minority groups in the SEC workforce — American Indian or Alaska Native (.4 percent), Native Hawaiian or Other Pacific Islander (.1 percent) — was lower than, or equal to, their representational percentages in the CLF and the RCLF.

**Figure 4 FY 2014 SEC Workforce -
Federal Workforce, Civilian Labor Force, and Relevant Civilian Labor Force Comparison**

Demographic Groups	SEC FY 2014 Workforce	FY 2014 Federal Workforce	2010 Civilian Labor Force	2010 Relevant Civilian Labor Force
Men	53.9%	56.7%	51.9%	54.4%
Women	46.1%	43.3%	48.1%	45.6%
Minorities	32.7%	34.9%	27.6%	20.3%
White	67.3%	65.1%	72.4%	79.7%
Asian	10.8%	5.6%	3.9%	5.4%
Black or African American	16.6%	17.6%	12.0%	7.6%
Hispanic or Latino	4.5%	8.2%	10.0%	6.1%
American Indian or Alaska Native	0.4%	1.8%	1.1%	0.7%
Native Hawaiian or Other Pacific Islander	0.1%	0.5%	0.1%	0.1%
Two or More Races	0.3%	1.2%	0.5%	0.5%

Sources: Federal Personnel and Payroll System (FPPS) for SEC FY 2014, U.S. Office of Personnel Management FedScope Federal Human Resources Data for FY 2014 Federal Workforce, and U.S. Census, EEO Tabulation for 2010 Civilian Labor Force and 2010 Relevant Civilian Labor Force. As of the date of this report, the 2010 U.S. Census, EEO Tabulation was the most recent data available.

Mission Critical Occupations. A primary objective of SEC’s diversity and inclusion initiatives has been to enhance diversity in mission critical occupations. Figure 5 shows the number of employees in the SEC workforce by gender, race and ethnicity in mission critical occupations and additional occupations as of the end of FY 2014, and the percentage of SEC mission critical occupations and additional occupations held by each demographic group.

**Figure 5 Distribution of Employees by Gender, Race, and Ethnicity
in Mission Critical Occupations**

Occupation Type	Men	Women	White Non-Minority	Hispanic or Latino	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races
Mission Critical Occupations	1,760	1,241	2,309	123	221	334	2	9	3
	58.6%	41.4%	76.9%	4.1%	7.4%	11.1%	0.1%	0.3%	0.1%
Additional Occupations	524	710	543	66	484	124	3	6	8
	42.5%	57.5%	44.0%	5.3%	39.2%	10.0%	0.2%	0.5%	0.6%

Source: Federal Personnel and Payroll System (FPPS) data for Fiscal Year 2014 retrieved November 7, 2014.

Figure 6 shows the employees in mission critical occupations by gender, race, and ethnicity for each fiscal year since FY 2012. The data for three years show that the total minority representation in mission critical occupations increased incrementally from FY 2012 to FY 2014. The representation of Asian employees in mission critical occupations increased incrementally over the three year period, while the representation of Hispanic or Latino employees remained unchanged and the representation of Black or African American employees decreased slightly.

**Figure 6 Employees by Gender, Race, and Ethnicity in Mission Critical Occupations
FY 2012 – FY 2014**

Fiscal Year	Total	Men	Women	White Non-Minority	Hispanic or Latino	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races
2012	2,870	1,675	1,195	2,224	118	216	301	1	8	2
2012 % of total	100%	58.4%	41.6%	77.5%	4.1%	7.5%	10.5%	0.0%	0.3%	0.1%
2013	2,972	1,743	1,229	2,305	117	225	312	2	9	2
2013 % of total	100%	58.6%	41.4%	77.6%	3.9%	7.6%	10.5%	0.1%	0.3%	0.1%
2014	3,001	1,760	1,241	2,309	123	221	334	2	9	3
2014 % of total	100%	58.6%	41.4%	76.9%	4.1%	7.4%	11.1%	0.1%	0.3%	0.1%

Source: Federal Personnel and Payroll System (FPPS) data for Fiscal Years 2012 - 2014 retrieved November 7, 2014.

To better understand the diversity in the SEC workforce, the representation of women and minorities in the SEC's mission critical occupations was compared to the representation of women and minorities in the same occupations in the CLF and the Federal workforce.⁹ For each of the four mission critical occupations, Figure 7 shows the representation by gender, race, and ethnicity in the SEC workforce, Federal workforce, and the CLF. For all four mission critical occupations, the SEC workforce representation of Asian employees was greater than both the CLF and Federal workforce representation of Asian employees.

For some mission critical occupations, a demographic group's representation in the SEC workforce was above one of the benchmarks but below the other. For example, the SEC workforce representation of Black or African American attorneys and accountants was greater than the CLF but lower than the Federal workforce representation of Black or African American attorneys and accountants. Similarly, the SEC workforce representation of women attorneys was greater than the CLF but lower than the Federal workforce representation of women attorneys. The SEC workforce representation of Hispanic or Latino accountants and securities compliance examiners was greater than the Federal workforce but lower than the CLF representation of Hispanic or Latino accountants and securities compliance examiners.

For some mission critical occupations, however, the SEC workforce representation of a demographic group was lower than the group's representation in both the CLF and Federal workforce benchmarks. The SEC workforce representation of women accountants, economists, and securities compliance examiners was lower than the CLF and Federal workforce representation of women in these occupations. The representation of Black or African American economists and securities compliance examiners was lower in the SEC workforce than in the CLF and Federal workforce. Likewise, the Hispanic or Latino representation of attorneys and economists in the SEC workforce was lower than the CLF and Federal workforce representation of Hispanic or Latino professionals in these occupations. Improving representation in these areas will be the focus of OMWI's continued outreach and recruitment strategies in FY 2015.

⁹ For the federal workforce data, the following occupation series codes were used: Attorneys (0905), Accountants (0510), Economists (0110), and Compliance Examiners (1831 and 0570).

**Figure 7 SEC FY 2014 Mission Critical Occupations –
Federal Workforce and Civilian Labor Force Comparison**

Mission Critical Occupations	Men	Women	White Non-Minority	Hispanic or Latino	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races
FY 2014 SEC Attorneys	57.6%	42.4%	80.1%	3.2%	6.9%	9.3%	0.1%	0.3%	0.1%
FY 2014 FW Attorneys	51.9%	48.1%	79.6%	4.3%	8.6%	6.0%	0.2%	0.4%	1.0%
Occupational CLF 2010	66.7%	33.3%	86.4%	4.4%	4.7%	3.6%	0.0%	0.5%	0.4%
FY 2014 SEC Accountants	57.1%	42.9%	72.5%	5.7%	8.8%	12.5%	0.0%	0.3%	0.1%
FY 2014 FW Accountants	40.8%	59.2%	61.6%	4.6%	22.6%	8.6%	0.2%	1.3%	1.0%
Occupational CLF 2010	39.9%	60.1%	76.0%	6.1%	8.1%	8.6%	0.1%	0.6%	0.5%
FY 2014 SEC Economists	69.4%	30.6%	63.5%	2.4%	3.5%	29.4%	0.0%	1.2%	0.0%
FY 2014 FW Economists	65.8%	34.2%	77.8%	3.9%	7.1%	10.1%	0.0%	0.3%	0.8%
Occupational CLF 2010	67.1%	32.9%	81.0%	5.2%	5.5%	7.5%	0.1%	0.6%	0.2%
FY 2014 SEC Compliance Examiners	72.5%	27.5%	75.3%	5.1%	6.2%	12.9%	0.0%	0.0%	0.6%
FY 2014 FW Compliance Examiners	62.8%	37.2%	77.1%	5.0%	11.2%	5.0%	0.1%	0.6%	1.0%
Occupational CLF 2010	54.7%	45.3%	72.4%	6.7%	12.3%	7.7%	0.0%	0.4%	0.5%

Sources: Federal Personnel and Payroll System (FPPS) Fiscal Year 2014 data, U.S. Office of Personnel Management FedScope Federal Human Resources data, and U.S. Census, EEO Tabulation 2010 CLF data (the most recent data available), retrieved November 7, 2014.

Supervisors and Managers. In the SEC workforce, employees at grade levels SK-15 (e.g., branch chiefs), SK-17 (e.g., assistant directors), and Senior Officers (e.g., associate directors, deputy directors, and directors) serve in supervisory and management positions.¹⁰ Senior Officers, the highest-ranking employees at the SEC, are equivalent to Senior Executive Service positions at other Federal agencies. During FY 2014, the SEC employed 817 supervisors and managers in its workforce. Of this total, 792 supervisors and managers held positions at grade levels SK-15, SK-17, and Senior Officer.

¹⁰ The SEC has supervisors in lower grade levels as well.

Figure 8 shows, for each fiscal year since FY 2012, the number and percentage of SEC supervisors and managers by gender, race, and ethnicity. While the number of women in supervisory and management positions increased in each fiscal year since FY 2012, the percentage of supervisory and management positions held by women decreased slightly from FY 2013 to FY 2014.

In each fiscal year since FY 2012, the number of minorities in supervisory and management positions in the SEC workforce increased overall. The percentage of supervisory and management positions held by minorities increased from FY 2012 to FY 2014, though the percentage dropped slightly from FY 2013 to FY 2014. As of the end of FY 2014, minorities held 21.5 percent and women held 38.2 percent of supervisory and management positions at the SEC. By comparison, minorities held 28.4 percent and women held 33.9 percent of supervisory and management positions in the Federal workforce.¹¹

The representation of all but one minority group in the SEC’s supervisory and management positions increased from FY 2012 to FY 2014. The largest increase was seen in the representation of Black or African American and Asian employees at the supervisory and management level, though the representation of Asian employees decreased slightly from FY 2013 to FY 2014. Since FY 2012, the representation of employees who are Hispanic or Latino, Native Hawaiian or Other Pacific Islander, and Two or More Races in supervisory and management positions increased incrementally, while the representation of American Indian or Alaska Native employees remained unchanged.

Figure 8 SEC Supervisors and Managers by Gender, Race, and Ethnicity FY 2012 – FY 2014

Fiscal Year	Total	Men	Women	White Non-Minority	Hispanic or Latino	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races
2012	757	474	283	612	27	62	51	2	3	0
2012 % of total	100%	62.6%	37.4%	80.8%	3.6%	8.2%	6.7%	0.3%	0.4%	0.0%
2013	764	470	294	598	28	69	61	3	4	1
2013 % of total	100%	61.5%	38.5%	78.3%	3.7%	9.0%	8.0%	0.4%	0.5%	0.1%
2014	817	505	312	641	30	75	64	3	3	1
2014 % of total	100%	61.8%	38.2%	78.5%	3.7%	9.2%	7.8%	0.4%	0.4%	0.1%

Source: Federal Personnel and Payroll System (FPPS) data for Fiscal Years 2012 - 2014 retrieved November 7, 2014.

¹¹ U.S. Office of Personnel Management FedScope Federal Human Resources data.

Appendix B contains tables showing the number of supervisors and managers at the SK 15 and SK-17 grade levels by gender, race, and ethnicity for each fiscal year since FY 2012.

Senior Officers. The representation in Senior Officer positions by gender, race, and ethnicity in each fiscal year since FY 2012 is shown in Figure 9. Since FY 2012, the SEC added 11 Senior Officer positions and had 139 Senior Officers in its workforce as of the end of FY 2014. While the number of Senior Officers who were minorities did not change from FY 2013 to FY 2014, the percentage representation of minorities at the Senior Officer level decreased from 12.4 percent in FY 2013 to 11.5 percent in FY 2014. By comparison, 20.5 percent of Senior Executives in the Federal workforce were minorities.¹² The number of Asian and Hispanic or Latino Senior Officers remained unchanged from FY 2013 to FY 2014, and the number of Black or African American Senior Officers increased from seven to eight. The percentage representation of Hispanic or Latino employees among Senior Officers decreased slightly from 3.9 percent in FY 2012 to 2.2 percent in FY 2014, while the representational percentages for Black or African American and Asian employees among Senior Officers increased incrementally during the same period.

The number of women Senior Officers increased from 40 in FY 2012 to 48 in FY 2014. The percentage representation of women at the Senior Officer level also increased over this period. Women represented 34.5 percent of the Senior Officers in FY 2014, compared to 31.3 percent in FY 2012. By comparison, 33.9 percent of Senior Executives in the Federal workforce were women as of FY 2014.¹³

Figure 9 SEC Senior Officers by Gender, Race, and Ethnicity FY 2012 - FY 2014

Fiscal Year	Total	Men	Women	White Non-Minority	Hispanic or Latino	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races
2012	128	88	40	111	5	7	4	0	1	0
2012 % of total	100%	68.8%	31.3%	86.7%	3.9%	5.5%	3.1%	0.0%	0.8%	0.0%
2013	129	85	44	113	3	7	5	0	1	0
2013 % of total	100%	65.9%	34.1%	87.6%	2.3%	5.4%	3.9%	0.0%	0.8%	0.0%
2014	139	91	48	123	3	8	5	0	0	0
2014 % of total	100%	65.5%	34.5%	88.5%	2.2%	5.8%	3.6%	0.0%	0.0%	0.0%

Source: Federal Personnel and Payroll System (FPPS) data for Fiscal Years 2012 - 2014 retrieved November 7, 2014.

¹² U.S. Office of Personnel Management FedScope Federal Human Resources data.

¹³ U.S. Office of Personnel Management FedScope Federal Human Resources data.

New Hires. The new hires by gender, race and ethnicity for each year since FY 2012 are shown in Figure 10. The SEC hired 381 new employees in FY 2014 – a 19.1 percent decrease from the 471 new employees hired in FY 2013. Minorities comprised 36.5 percent of the agency’s new hires in FY 2014, compared to 33.8 percent in FY 2013. Women comprised 39.6 percent of the agency’s new hires in FY 2014, compared to 40.3 percent in FY 2013.

**Figure 10 SEC New Hires by Gender, Race and Ethnicity
FY 2012- FY 2014**

Fiscal Year	Total New Hires	Men	Women	White Non-Minority	Hispanic or Latino	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races
2012	375	241	134	258	13	49	50	1	2	2
2012 % of total	100%	64.3%	35.7%	68.8%	3.5%	13.1%	13.3%	0.3%	0.5%	0.5%
2013	471	281	190	312	15	73	66	1	1	3
2013 % of total	100%	59.7%	40.3%	66.2%	3.2%	15.5%	14.0%	0.2%	0.2%	0.6%
2014	381	230	151	242	15	66	53	0	2	3
2014 % of total	100%	60.4%	39.6%	63.5%	3.9%	17.3%	13.9%	0.0%	0.5%	0.8%

Source: Federal Personnel and Payroll System (FPPS) data for Fiscal Years 2012 - 2014 retrieved November 7, 2014.

Figure 11 shows new hires into mission critical occupations by gender, race, and ethnicity for each fiscal year since FY 2012. The percentage of women new hires into mission critical occupations increased from FY 2012 to FY 2014, though there was a decrease in the percentage of women new hires in these occupations from FY 2013 to FY 2014. The overall minority percentage of new hires into mission critical occupations increased from FY 2012 to FY 2014. The percentage of Hispanic or Latino new hires into mission critical occupations and the percentage of Asian new hires in these occupations increased from FY 2012 to FY 2014. However, the percentage of Black or African American new hires into mission critical occupations decreased from FY 2012 to FY 2104.

**Figure 11 New Hires into Mission Critical Occupations by Gender, Race, and Ethnicity
FY2012 - FY 2014**

Fiscal Year	Total	Men	Women	White Non-Minority	Hispanic or Latino	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races
2012	231	154	77	175	7	16	33	0	1	0
2012 % of total	100%	66.7%	33.3%	56.6%	2.3%	5.2%	10.7%	0.0%	0.3%	0.0%
2013	270	170	100	217	8	17	27	1	1	0
2013 % of total	100%	63.0%	37.0%	58.5%	2.2%	4.6%	7.3%	0.3%	0.3%	0.0%
2014	195	124	71	141	7	10	35	0	0	1
2014 % of total	100%	63.6%	36.4%	53.4%	2.7%	3.8%	13.3%	0.0%	0.0%	0.4%

Source: Federal Personnel and Payroll System (FPPS) data for Fiscal Year 2014 retrieved November 7, 2014.

Separations. Employee separations from the agency were evaluated to assess their impact on workforce diversity. If separation rates for a demographic group are higher than the group’s workforce representation, the group’s workforce representational percentage will tend to decrease. Figure 12 depicts the separations by gender, race, and ethnicity in each fiscal year since FY 2012. In FY 2014, 280 employees left the SEC. Separations due to resignation, retirement, and term appointments accounted for over 95 percent of employee separations in FY 2012 to FY 2014.

For women, separation rates decreased to 43.2 percent in FY 2014, compared to 47.3 percent in FY 2013, but increased when compared to 42.6 percent in FY 2012. The minority separation rate increased to 31.8 percent in FY 2014 from 29.7 percent in FY 2013 and 24.5 percent in FY 2012.

**Figure 12 Separations by Gender, Race, and Ethnicity
FY2012 - FY 2014**

Fiscal Year	Total	Men	Women	White Non-Minority	Hispanic or Latino	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races
2012	270	155	115	204	14	30	21	1	0	0
2012 % of total	100%	57.4%	42.6%	75.6%	5.2%	11.1%	7.8%	0.4%	0.0%	0.0%
2013	273	144	129	192	15	37	28	0	1	0
2013 % of total	100%	52.7%	47.3%	70.3%	5.5%	13.6%	10.3%	0.0%	0.4%	0.0%
2014	280	159	121	191	11	52	25	0	1	0
2014 % of total	100%	56.8%	43.2%	68.2%	3.9%	18.6%	8.9%	0.0%	0.4%	0.0%

Source: Federal Personnel and Payroll System (FPPS) data for Fiscal Years 2012 - 2014 retrieved on November 7, 2014.

Of the 280 employees who separated from the SEC in FY 2014, 169 (60.3 percent) left from mission critical occupations. Figure 13 shows separations from mission critical occupations by gender, race, and ethnicity for each fiscal year since FY 2012. The overall minority rate of separation from mission critical occupations increased from FY 2012 to FY 2014. The Hispanic or Latino separation rate from mission critical occupations increased from FY 2012 to FY 2013, but decreased from FY 2013 to FY 2014. The Black or African American separation rate from mission critical occupations increased in each year since FY 2012. The Asian separation rate from these occupations increased from FY 2012 to FY 2013, but decreased from FY 2013 to FY 2014.

**Figure 13 FY 2014 Separations from Mission Critical Occupations
by Gender, Race, and Ethnicity FY 2012 - FY 2014.**

Fiscal Year	Total	Men	Women	White Non-Minority	Hispanic or Latino	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races
2012	174	114	60	146	3	6	11	0	0	0
2012 % of total	100%	65.5%	34.5%	88.0%	1.8%	3.6%	6.6%	0.0%	0.0%	0.0%
2013	171	102	69	137	7	8	18	0	0	0
2013 % of total	100%	59.6%	40.4%	80.6%	4.1%	4.7%	10.6%	0.0%	0.0%	0.0%
2014	169	113	56	136	4	13	13	0	0	0
2014 % of total	100%	66.9%	33.1%	81.9%	2.4%	7.8%	7.8%	0.0%	0.0%	0.0%

Source: Federal Personnel and Payroll System (FPPS) data for Fiscal Year 2014 retrieved November 7, 2014

Promotions. The calculation for promotions includes all instances where employees are converted to a higher grade. The reasons for a promotion include: career-ladder promotions, competitive promotions, temporary promotions, reassignments, and other reasons.¹⁴ Figure 14 depicts promotions by gender, race, and ethnicity in each fiscal year since FY 2012. The promotion rate for minorities collectively decreased from 35.6 percent in FY 2012 to 34.9 percent in FY 2014. The decrease in the overall percentage of the minority promotion rate is attributable to a decrease in the promotion rate for Hispanic or Latino employees from 3.8 percent in FY 2012 to 3.2 percent in FY 2014, and a decrease in the promotion rate for Black or African American employees from 23.0 percent in FY 2012 to 21.0 percent in FY 2014. Over the same period, the promotion rate for Asian employees increased from 8.2 percent in FY 2012 to 10.3 percent in FY 2014. The promotion rate for women also decreased from 51.0 percent in FY 2012 to 46.6 percent in FY 2014.

¹⁴ Promotion rates for FY 2012 and FY 2013 presented in this FY 2014 annual report are greater than those presented in our FY 2013 annual report. The promotion rates for FY 2012 and FY2013 were modified in this FY 2014 annual report to reflect consecutive promotions, which occurred when an employee received a temporary promotion and then was promoted permanently to the position. In the FY 2013 annual report these promotions were counted once when they should have been treated as two separate promotions.

Figure 14 SEC Promotions FY 2012-FY 2014

Fiscal Year	Total	Men	Women	White Non-Minority	Hispanic or Latino	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races
2012	478	234	244	308	18	110	39	2	1	0
2012 % of total	100%	49.0%	51.0%	64.4%	3.8%	23.0%	8.2%	0.4%	0.2%	0.0%
2013	434	220	214	275	18	86	49	1	3	2
2013 % of total	100%	50.7%	49.3%	63.4%	4.1%	19.8%	11.3%	0.2%	0.7%	0.5%
2014	590	315	275	384	19	124	61	0	1	1
2014 % of total	100%	53.4%	46.6%	65.1%	3.2%	21.0%	10.3%	0.0%	0.2%	0.2%

Source: Federal Personnel and Payroll System (FPPS) data for Fiscal Years 2012 - 2014 retrieved November 7, 2014.

While promotion rates decreased from FY 2012 to FY 2014, promotion rates in FY 2014 for most demographic groups were comparable to the representational percentages in the SEC workforce, as shown in Figures 1 and 2. In FY 2014, 590 employees were promoted at the agency. Women received 46.6 percent of the promotions, which is slightly higher than the SEC workforce representational percentage for women of 46.1 percent. Black or African American employees received 21.0 percent of the promotions, which is higher than the 16.6 percent SEC workforce representation of Black or African American employees. Asian employees received 10.3 percent of the promotions in FY 2014, which was slightly below the 10.8 percent representation of Asian employees in the SEC workforce. Hispanic or Latino employees received 3.2 percent of the promotions, which was lower than the 4.5 percent Hispanic or Latino representation in the SEC workforce.

Appendices C and D contain tables showing for each fiscal year since FY 2012 promotions to the two highest grade levels in the SEC workforce — SK 17 and Senior Officer — by gender, race, and ethnicity.

Student Outreach Initiatives

In FY 2014, OMWI continued to cultivate and leverage its partnering relationships with minority professional associations and educational organizations to attract a diverse talent

pipeline for current and future employment and internship opportunities at the SEC. In collaboration with the Thurgood Marshall College Fund (TMCF),¹⁵ the SEC hosted a series of webinars that profiled the Financial Economist position, promoted the benefits of internships at the SEC, and described the application process for those opportunities. SEC employees also participated in two national conferences held by TMCF. At one of the conferences, SEC employees spoke to students about information technology careers at the agency. At the second conference held for the presidents, administrators, and faculty of historically black colleges and universities (HBCUs), SEC staff spoke about emerging career fields and the recommended curriculum for students.

For the second year, OMWI hosted students participating in the United Negro College Fund's Gateway to Leadership program. SEC staff shared information about the role and responsibilities of the SEC, and exposed students to the variety of career options for their future consideration. The Gateway to Leadership program provides students from HBCUs with paid internships at firms in the financial services industry.

The SEC hosted and provided a similar presentation on careers at the SEC to students from Pennsylvania State University's ASCEND Student Chapter, who were in Washington, D.C. to attend the Pan-Asian organization's National Conference.

SEC staff also participated in other student-focused initiatives, career fairs and outreach events held on campuses of minority-serving business schools and law schools, and women's colleges nationwide.

As in previous years, SEC staff taught Securities Law courses at two minority-serving institutions: Florida International University School of Law and Howard University Law School.

To assist with outreach and recruitment efforts, OMWI developed a directory of colleges and universities, including graduate programs, to identify those educational institutions specified in Section 342(f)(1) of the Dodd-Frank Act — HBCUs, Hispanic-serving institutions, women's colleges, and colleges that typically serve majority minority populations. The directory, which includes 293 colleges and universities, is aligned with the SEC's 11 Regional Offices and identifies those institutions with academic programs that are geared toward the SEC's mission critical occupations. SEC employees who are actively engaged in outreach, recruitment, or hiring, including the Regional Outreach Coordinators, utilize the directory to build relationships with colleges and universities, and to seek potential candidates for internships and entry-level positions at the SEC. The SEC had 697 interns between the fall of 2013 and the summer of 2014, of which 22 (3 percent) were from 12 colleges and universities included in OMWI's college directory.

¹⁵ TMCF is a national organization that provides scholarships and programmatic support to the 47 public Historically Black Colleges and Universities (HBCUs), law schools, and medical schools.

Further, for the third consecutive year, the SEC hosted PROPELS (Professionals Reaching Out to Promote Excellence and Learning for Students), in which high school students shadow a SEC employee for the day in order to gain exposure to careers paths at the SEC and learn about the importance of financial education. The PROPELS program is hosted at the SEC's Headquarters and Regional Offices. It targets inner-city high schools and high schools with majority minority populations and is viewed as an opportunity to provide mentoring and financial education as these students progress through their education and establish their career goals. In FY 2014, 270 SEC employees participated in the PROPELS program that engaged 250 students from 18 high schools.

Work Environment

For the past several years, one of the SEC's strategic objectives has been to maintain a work environment that attracts, engages, and retains a diverse and technically proficient workforce. To accomplish this goal, the SEC endeavors to cultivate a work environment that fosters inclusion and promotes employee engagement. Several internal initiatives help to advance the agency's commitment to maintaining a work environment where employees feel valued, treated fairly, and personally connected to the agency and its mission. Employee survey results suggest that workforce inclusion initiatives are advancing this objective.

SEC-Sponsored Employee Resources Groups. The SEC encourages employees to participate in agency-Sponsored Employee Resource Groups. These groups provide networking, mentoring and outreach opportunities to all interested employees, offer cultural and educational programs, are sponsored by a SEC Commissioner, and receive program support from the SEC's Office of Equal Employment Opportunity and/or Office of Human Resources.

In FY 2014, the following Employee Resource Groups were active at the SEC:

- African-American Council;
- American Indian Heritage Committee;
- Asian Pacific American Committee;
- Caribbean American Heritage Committee;
- Disability Issues Advisory Committee;
- Hispanic and Latino Opportunity, Leadership, and Advocacy Committee;
- Lesbian, Gay, Bisexual, and Transgender Committee;
- Veteran's Committee; and
- Women's Committee.

In FY 2014, SEC staff observed commemorative heritage, history, and awareness month events at SEC headquarters and regional offices. When possible, remote access to these events was provided across the agency.

Employee View Point Survey. The results of the 2014 Federal Employee Viewpoint Survey (FEVS) administered by the Office of Personnel Management (OPM) provide insight into employee perceptions of diversity and inclusion at the SEC and whether existing initiatives are having the desired impact. Specifically, OPM’s new Diversity and Inclusion index referred to as the “New Inclusion Quotient” (“the New IQ”) combines survey responses on several items related to inclusive work environments. Twenty survey questions in the FEVS were grouped into “5 Habits of Inclusion” – Fair, Open, Cooperative, Supportive, and Empowering. An overall New IQ and New IQs for each “habit” were calculated for the entire Government and for each agency participating in the FEVS. Although the New IQ was reported for the first time in the 2014 FEVS Government-wide Management Report, the items that comprise the New IQ appeared on the FEVS in previous years, which allowed trends to be calculated and included in the 2014 report.

In 2014, 2,472 employees at the SEC provided responses to the FEVS. The New IQ scores reflect the percentage of positive responses to the questions corresponding to each item. The SEC’s overall New IQ was 58 percent positive, which was four percentage points higher than the overall New IQ calculated for 2013. The trend calculations show that 2014 marked the first time since 2010 that the SEC’s New IQ was higher than the Government-wide New IQ, which was 56 percent positive.

Exit Surveys. In FY 2014, the SEC began utilizing Exit Surveys to examine the reasons employees leave the SEC. Analysis of Exit Survey responses for the last three quarters of FY 2014 showed a response rate of 41 percent of separating employees to the voluntary survey. The top reasons for leaving the SEC were retirement/buy out (29 percent) and accepting employment in private industry (29 percent). One item on the survey called for respondents to indicate their level of agreement with nine statements regarding work at the SEC. Notably, 64 percent of respondents agreed with the statement “My workgroup was open to diverse viewpoints and backgrounds,” while 15 percent disagreed with the statement.¹⁶

¹⁶ The nine statements on this item in the exit survey are:

- (1) The work I did at SEC was important.
- (2) My work gave me a feeling of personal accomplishment.
- (3) I had the opportunity to professionally grow in my career field.
- (4) My skills were effectively put to use.
- (5) Overall, my immediate supervisor/team leader did a good job.
- (6) I had a positive working relationship with my supervisor.
- (7) Policies and programs promoted diversity in the workplace.
- (8) My workgroup was open to diverse viewpoints and backgrounds.
- (9) I had a good balance between work and personal time.

Forty-five percent of respondents agreed with the statement “Policies and programs promoted diversity in the workplace,” while 10 percent of respondents disagreed with the statement, 25 percent were neutral, and 20 percent responded they “can’t judge.”

Challenges and Next Steps

OMWI will continue to work with SEC senior management on division and office specific initiatives to enhance diversity in mission critical occupations. Where the SEC workforce representation of women, Black or African American, or Hispanic or Latino professionals in a mission critical occupation was lower than their CLF and Federal workforce representational percentages in the same occupations, OMWI will examine whether adjustments to the agency's multi-pronged strategy for attaining workforce diversity might be needed. OMWI will continue to direct outreach and recruitment efforts towards improving the representation of women accountants, economists and securities compliance examiners, Black or African American economists and securities compliance examiners, and Hispanic or Latino attorneys and economists in the SEC workforce. Further, OMWI will work with OEEEO and OHR to determine the reasons for the decrease in promotion rates for certain minority groups and the increase in the separation rates for Black or African American employees.

Though data on gender, race, and ethnicity are available only for applicants who choose to self-identify these characteristics, analyses of the newly available data will provide some indication of whether outreach and recruitment efforts are attracting a diverse pool of qualified applicants for all SEC vacancies in mission critical occupations. For example, a preliminary analysis of data for applicants who self-identified¹⁷ disclosed that only 36 percent of applicants for the four mission critical occupations were women, which is equivalent to the 36 percent new hire rate for women in mission critical occupations. OMWI will continue to monitor the rate of women applicants for mission critical occupations throughout FY 2015 and focus efforts on attracting more women applicants.

The preliminary analysis of the data also showed that vacancies in mission critical occupations attracted racially and ethnically diverse applicant pools. OMWI will attempt to assess whether outreach and recruitment efforts contribute to the racial and ethnic diversity observed in the applicant pools. In addition, OMWI will work with OEEEO and OHR to capture and analyze data to better understand whether barriers might exist for minorities seeking employment in mission critical occupations with the agency. If potential barriers are identified, OMWI will work with OEEEO and OHR to take appropriate measures to address them.

¹⁷ Fewer than 50 percent of applicants in the data reviewed self-identified.

Supplier Diversity

The SEC is committed to enhancing the diversity of its suppliers and utilizing minority-owned and women-owned businesses (MWOBs) in the agency's business activities. While the SEC's supplier diversity efforts extend to MWOBs of all sizes, 94 percent of MWOBs that received awards from the SEC in FY 2014 are small businesses. As a result, in implementing the agency's strategy for promoting supplier diversity, OMWI collaborates with the Office of Acquisitions (OA), which is responsible for all contracting activities at the agency and for ensuring that the SEC attains the specific statutory goals established by the Small Business Administration (SBA) for increasing small business contracting opportunities.

The SEC is required to follow the Federal Acquisition Regulation (FAR) when acquiring goods and services. The FAR generally requires that Federal agencies procure goods and services through full and open competition. However, included in FAR Subpart 19 are provisions that require contracting officers to set aside certain requirements for competition solely among certain categories of small businesses.¹⁸ This authority allows the SEC to increase opportunities for small MWOBs to compete for contracts through the Small Disadvantaged Business, 8(a) Certified, Women-Owned Small Business, and Economically Disadvantaged Women-Owned Small Business programs administered by the SBA.

Outreach and Technical Assistance

OMWI and OA work together on outreach to promote the inclusion of MWOBs that are small businesses in the SEC's procurement activities. This collaboration between the two offices has been a significant factor in the overall success of the SEC's supplier diversity efforts. As a result of the outreach conducted, more MWOBs are contacting OMWI to inquire about contracting opportunities. Additionally, the demand for vendor outreach has expanded, and more business organizations continue to seek to engage the SEC in their conferences, where potential matchmaking opportunities are available for entrepreneurs.

OMWI also has adopted a multi-pronged approach for identifying and attracting MWOBs to contracting opportunities with the SEC. OMWI and OA jointly host a monthly "Vendor Outreach Day" at SEC headquarters. This forum provides MWOBs and businesses with an individualized opportunity to learn about the SEC's contracting needs and to present their capabilities to OMWI's Supplier Diversity Officer, the SEC's Small Business Specialist, and other key SEC personnel. In FY 2014, a total of 58 businesses participated in Vendor Outreach Days, and six participants were awarded contracts with the SEC.

¹⁸ See FAR Subpart 19.5 – Set-Asides for Small Businesses for more information.

In addition, OMWI participates in external business conferences and procurement matchmaking sessions to increase the interaction between MWOBs and the SEC. During FY 2014, OMWI participated in 11 national conferences and/or business matchmaking sessions held by the National 8(a) Association,¹⁹ Women as Veteran Entrepreneurs, the National Minority Supplier Development Council, and the Women’s Business Enterprise National Council, among others.

In FY 2014, OA launched a new tool that will allow MWOBs to better plan for upcoming contracting opportunities. OA published on the SEC.gov website the “Securities and Exchange Commission (SEC) FY 15 List of Potential Competitive Contracting Opportunities.” The list provides project descriptions, estimated award amounts, and in a few instances, the estimated start date for performance.²⁰ The list also indicates the SEC division with the contracting need and whether the government-wide acquisition contract or some other acquisition strategy will be used.

Further, OMWI developed and disseminates promotional literature on SEC contracting opportunities that is specifically geared toward MWOBs and small businesses. OMWI also maintains a website, dedicated email address and telephone line for contracting inquiries and outreach.

Supplier Diversity Metrics

Contract Awards.²¹ Figure 15 shows the number of MWOBs awarded contracts in each fiscal year since FY 2012, and the percentage of SEC contract awards that MWOBs received. In FY 2014, 25.2 percent of the SEC’s contractors were minority-owned and women-owned businesses. The number of MWOBs awarded SEC contracts increased from 112 in FY 2013 to 130 in FY 2014.

The breakdown of SEC contractors by MWOB category is as follows: Asian American-owned 41 (8.0 percent); Black/African American-owned 26 (5.0 percent); Hispanic American-owned 14 (2.7 percent); Native American-owned 2 (0.4 percent); and other Minority-owned 8 (1.6 percent). The percentage of SEC contractors that were MWOBs remained within two percentage points from FY 2013 to FY 2014. Although the number of women-owned businesses

¹⁹ The National 8(a) Association works to promote and support businesses in the 8(a) Business Development Program, which was created by the SBA to help small businesses owned and controlled at least 51% by socially and economically disadvantaged individuals compete in the marketplace. See <http://www.sba.gov/content/about-8a-business-development-program>.

²⁰ The list qualifies the included information as “subject to change as requirements emerge over the fiscal year” and the listed projects as “subject to revision or cancellation.”

²¹ “Contract awards” are the net amount of funds obligated for all contract actions, which includes new awards and modifications, that the SEC entered into the Federal Data Procurement Systems (FPDS) during the fiscal year.

increased from 65 in FY 2013 to 69 in FY 2014, the percentage of SEC contractors that were women-owned businesses decreased from 14.5 percent in FY 2013 to 13.4 percent in FY 2014.

Figure 15 MWOBs with SEC Contracts FY 2012 - FY 2014

	FY 2012	FY 2013	FY 2014
Total SEC Contractors	441	447	515
Minority-Owned and Women-Owned Businesses (MWOBs)	102	112	130
<i>Minority-Owned and Women-Owned Businesses (MWOBs)</i>	23.1%	25.1%	25.2%
Minority-Owned Business (MOBs)	62	80	91
<i>Minority-Owned Businesses (MOBs)</i>	14.1%	17.9%	17.7%
Women-Owned Businesses (WOBs)	59	65	69
<i>Women-Owned Businesses (WOBs)</i>	13.4%	14.5%	13.4%
Minority Women-Owned Businesses (MW-OBs)	19	33	30
<i>Minority Women-Owned Businesses (MW-OBs)</i>	4.3%	7.4%	5.8%
Asian American-Owned Businesses	21	35	41
<i>Asian American- Owned Businesses</i>	4.8%	7.8%	8.0%
Black/African American-Owned Businesses	20	24	26
<i>Black/African American- Owned Businesses</i>	4.5%	5.4%	5.0%
Hispanic American-Owned Businesses	13	11	14
<i>Hispanic American Owned Businesses</i>	2.9%	2.5%	2.7%
Native American-Owned Businesses	2	3	2
<i>Native American Owned Businesses</i>	0.5%	0.7%	0.4%
Other Minority-Owned Businesses	6	7	8
<i>Other Minority Owned Businesses</i>	1.4%	1.6%	1.6%

Source: Federal Procurement Data System (FPDS) data retrieved November 7, 2014.

Figure 16 depicts the dollar value of contracts awarded to MWOBs in each fiscal year since FY 2012, and the percentage of SEC contract dollars awarded to MWOBs. Of the \$434.2 million in SEC contract awards in FY 2014, a total of \$147.4 million or 33.9 percent of the contract dollars awarded by the SEC went to MWOBs. Contract awards to minority-owned businesses represented 28.3 percent of the contract dollars awarded by the SEC (\$122.9 million), contract awards to women-owned businesses were 15.2 percent (\$66 million), and contract awards to minority women-owned businesses represented 9.6 percent (\$41.5 million) of the awarded contract dollars.

The \$147.4 million awarded to MWOBs in FY 2014 represented a 58 percent increase over the \$92.9 million awarded to MWOBs in FY 2013, and is largely attributed to the \$56 million increase in contract awards to minority-owned businesses.

Comparing FY 2013 and FY 2014 contract award dollar amounts for minority-owned businesses, Asian American-owned businesses saw a significant increase of \$52.8 million. During the same period, contract awards to Hispanic American-owned businesses increased by \$5.1 million and contract awards to Black/African American-owned businesses increased by \$0.3 million.

Figure 16 MWOB Contract Awards, FY 2012 – FY 2014 (in millions)²²

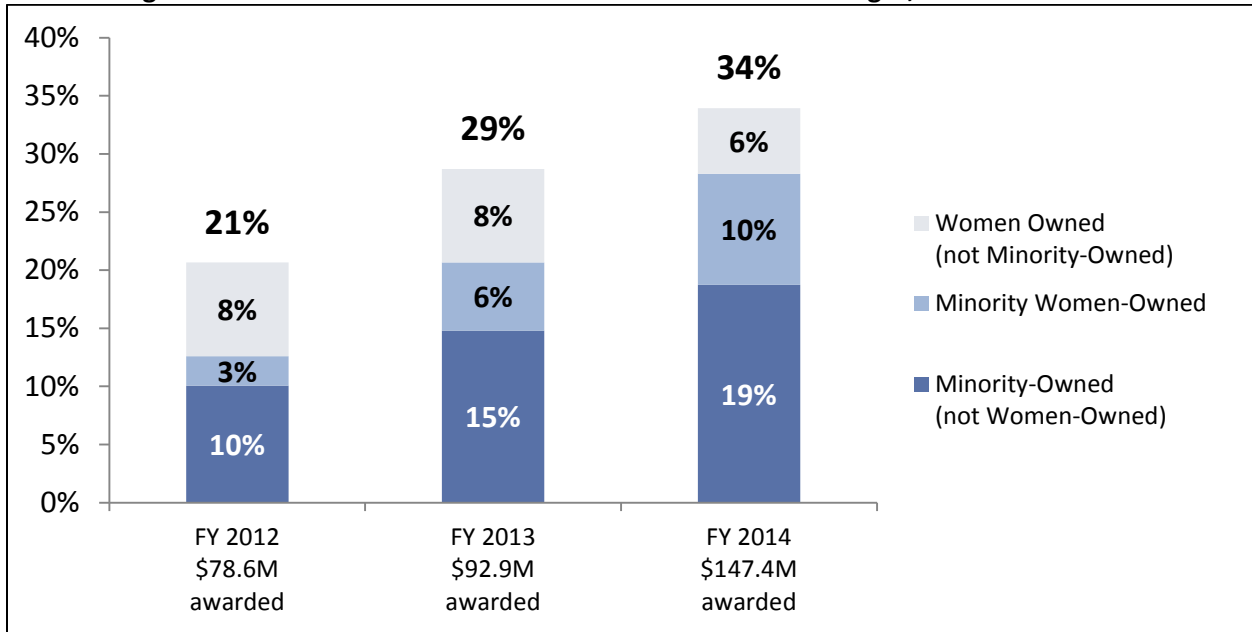
	FY 2012	FY 2013	FY 2014
Total	\$380.3	\$323.4	\$434.2
Minority-Owned and Women-Owned Businesses (MWOBs)	\$78.6	\$92.9	\$147.4
<i>Minority-Owned and Women-Owned Businesses (MWOBs)</i>	20.7%	28.7%	33.9%
Minority-Owned Business (MOBs)	\$47.9	\$66.9	\$122.9
<i>Minority-Owned Businesses (MOBs)</i>	12.6%	20.7%	28.3%
Women-Owned Businesses (WOBs)	\$40.3	\$45.0	\$66.0
<i>Women-Owned Businesses (WOBs)</i>	10.6%	13.9%	15.2%
Minority Women-Owned Businesses (MW-OBs)	\$9.6	\$19.0	\$41.5
<i>Minority Women-Owned Businesses (MW-OBs)</i>	2.5%	5.9%	9.6%
Asian American-Owned Businesses	\$13.3	\$31.7	\$84.5
<i>Asian-American Owned Businesses</i>	3.5%	9.8%	19.5%
Black/African American-Owned Businesses	\$23.4	\$17.5	\$17.8
<i>Black/African American-Owned Businesses</i>	6.1%	5.4%	4.1%
Hispanic American-Owned Businesses	\$4.8	\$6.3	\$11.4
<i>Hispanic American-Owned Businesses</i>	1.3%	2.0%	2.6%
Native American- Owned Businesses	\$0.2	\$2.4	\$0.8
<i>Native American-Owned Businesses</i>	<0.1%	0.8%	0.2%
Other Minority Owned Businesses	\$6.2	\$8.9	\$8.4
<i>Other Minority- Owned Businesses</i>	1.6%	2.8%	1.9%

Source: Federal Procurement Data System (FPDS) data retrieved November 7, 2014.

Not only did the SEC award more contracts to MWOBs, but the average dollar value awarded per contractor also increased from \$821,000 in FY 2013 to \$1.1 million in FY 2014. Figure 17 illustrates that, in terms of dollars and percentage of the contract dollars awarded, the SEC strategy for promoting supplier diversity has resulted in measurable progress, as the agency is doing more business with MWOBs.

²² Deobligations (the removal of excess funds from a contract when the total obligated amount is not paid) are removed when calculating contract award amounts. The standard output data from FPDS includes deobligations and does not reflect the full amounts awarded in a fiscal year.

Figure 17 MWOB Contract Awards – Dollar Amount Percentages, FY 2012 – FY 2014



Source: Federal Procurement Data System (FPDS) data retrieved November 7, 2014.

Amounts Paid to Contractors.²³ The contract payments made during FY 2013 and FY 2014 are shown in Figure 18. In FY 2014, the SEC paid a total of \$290.5 million to contractors. Of this total, \$90.4 million (31.1 percent) was paid to MWOBs. Minority-owned businesses and women-owned businesses received payments of \$63.3 million (21.8 percent) and \$43.6 million (15.0 percent) respectively. With the exception of the category Other Minority-Owned Businesses, the percentage of the SEC total contract payments paid to each MWOB increased from FY 2013 to FY 2014. In FY 2014, the SEC paid Black/African American-owned businesses \$15.7 million (5.4 percent of contract dollars paid), Hispanic American-owned businesses \$8.4 million (2.9 percent of contract dollars paid) and Asian American-owned businesses \$31.1 million (10.7 percent of contract dollars paid).

²³ “Contract payments” are the actual funds the SEC paid out to contractors for goods and services provided. Performance of a contract may not occur within the same fiscal year the contract is awarded. Payments made during the fiscal year in many instances are for goods or services provided under contracts awarded in prior fiscal years. As a result, the dollar amounts for contract payments and contract awards in a given fiscal year are not comparable.

Figure 18 Contract Payments (in millions), FY 2014

	FY 2013	FY 2014
Total	\$329.9	\$290.5
Minority-Owned and Women-Owned Businesses (MWOBs)	\$79.3	\$90.4
<i>Minority and Women Owned Businesses (MWOBs)</i>	24.0%	31.1%
Minority-Owned Business (MOBs)	\$46.9	\$63.3
<i>Minority-Owned Businesses (MOBs)</i>	14.2%	21.8%
Women-Owned Businesses (WOBs)	\$44.8	\$43.6
<i>Women-Owned Businesses (WOBs)</i>	13.6%	15.0%
Minority Women-Owned Businesses (MW-OBs)	\$12.3	\$16.4
<i>Minority Women-Owned Businesses (MW-OBs)</i>	3.7%	5.6%
Asian-American Owned Businesses	\$16.0	\$31.1
<i>Asian-American Owned Businesses</i>	4.9%	10.7%
Black/African-American Owned Businesses	\$17.1	\$15.7
<i>Black/African-American Owned Businesses</i>	5.2%	5.4%
Hispanic American Owned Businesses	\$5.4	\$8.4
<i>Hispanic American Owned Businesses</i>	1.6%	2.9%
Native American Owned Businesses	\$0.3	\$3.1
<i>Native American Owned Businesses</i>	0.1%	1.1%
Other Minority Owned Businesses	\$8.1	\$5.0
<i>Other Minority Owned Businesses</i>	2.4%	1.7%

Sources: DELPHI system data and Federal Procurement Data System (FPDS) data retrieved November 7, 2014.

Major Contract Award Categories. Figure 19 depicts the distribution of contract awards by category, using the North American Industry Classification System (NAICS). During FY 2014, 52.2 percent of the SEC’s contract dollars were awarded for contracts in the NAICS category of Computer Design and Related Services. Contract awards for this category totaled \$226.7 million. The amounts awarded for contracts in other categories were as follows:

- Management, Scientific, and Technical Consulting Services - \$51.4 million (11.8 percent);
- Data Processing, Hosting, and Related Services - \$15.1 million (3.5 percent);
- Computer and Software Stores - \$15.0 million (3.5 percent); and
- Other Information Services - \$13.4 million (3.1 percent).

The remaining \$112.6 million (25.1 percent) of the agency’s total contract awards were in other categories (such as computer equipment manufacturing and software publishers). As Figure 20 illustrates, the contract awards to MWOBs were similarly distributed.

Figure 19 Major Contract Awards by Contracting Category, FY 2014

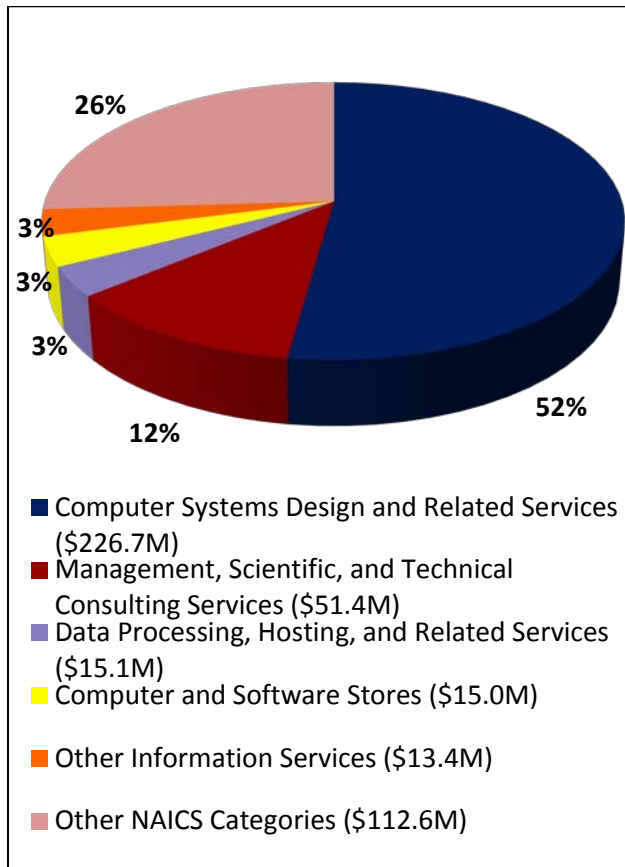


Figure 20 MWOB Major Contract Awards by Contracting Category, FY 2014

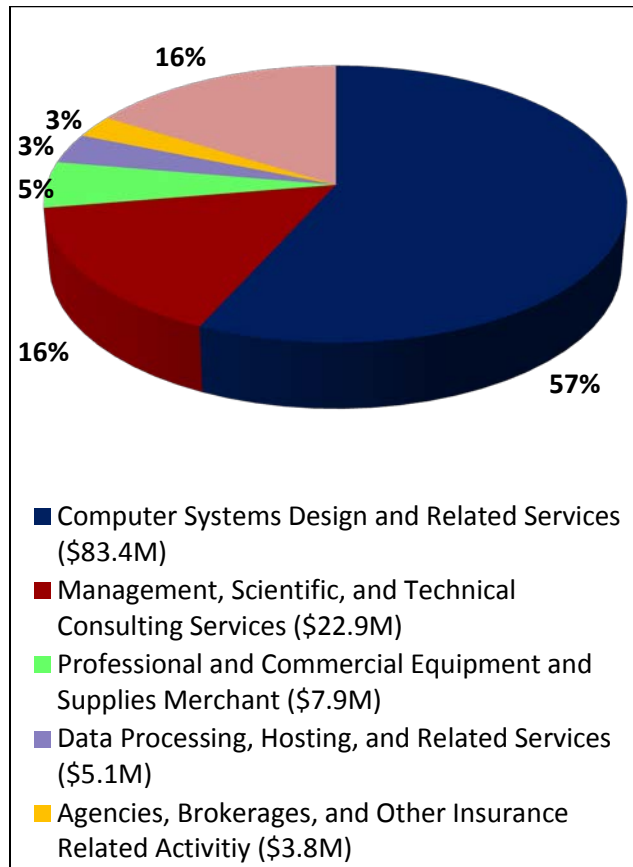


Figure 21 shows the major contract awards to MWOBs by NAICS category. From FY 2013 to FY 2014, contract awards to MWOBs increased in three of the SEC’s five major contracting categories: Computer Systems Design and Related Services (from \$41.1 million to \$83.4 million); Management, Scientific, and Technical Consulting Services (from \$17.7 million to \$22.9 million); and Computer and Software Stores (from \$13,390 to \$3.4 million). MWOBs experienced gains in the three categories in larger proportions than the gains experienced by SEC contractors overall. Contract awards to MWOBs for Data Processing, Hosting, and Related Services decreased from \$6.2 million in FY 2013 to \$5.1 million in FY 2014. There were no contract awards to MWOBs for Other Information Services (including Internet Publishing and Broadcasting and Web Search Portals and News Syndicates), yet the category increased for all SEC contractors overall from \$7.2 million in FY 2013 to \$13.4 million in FY 2014.

**Figure 21 MWOB Major Contract Awards by Contracting Category
FY 2013 and FY 2014**

Major Categories	FY 2013 Total Contract Awards	FY 2013 MWOB Contract Awards	FY 2014 Total Contract Awards	FY 2014 MWOB Contract Awards
Computer Systems Design and Related Services	\$135,366,831	\$41,104,417	\$226,693,015	\$83,368,466
Management, Scientific, and Technical Consulting Services	\$41,868,065	\$17,722,011	\$51,420,566	\$22,918,776
Data Processing, Hosting, and Related Services	\$14,338,976	\$6,202,962	\$15,127,065	\$5,136,830
Computer and Software Stores	\$8,719,622	\$13,390	\$15,005,707	\$3,442,869
Other Information Services	\$7,193,966	\$0	\$13,363,055	\$0

Source: Federal Procurement Data System (FPDS) data retrieved November 7, 2014.

Challenges and Next Steps

In FY 2015, OMWI expects to take the following actions to advance the SEC’s supplier diversity objectives:

- enhance internal education to increase management and staff awareness of the benefits of doing business with MWOBs;
- develop a centralized database of MWOB capabilities and contact information accessible by staff with contracting responsibilities, with online registration for vendors;
- use data analytics to design targeted marketing and outreach plans that encourage participation by MWOBs in the SEC’s top NAICS categories; and
- further enhance the content on the OMWI Supplier Diversity webpage.

OMWI will also continue its broad outreach campaign to increase awareness of the SEC’s contracting needs and to encourage MWOBs to compete for agency contract awards. Further efforts will be made to engage in targeted outreach to increase contracting opportunities for Black/African American-owned businesses and Hispanic American-owned businesses, in particular.

Contractor Workforce Inclusion

The Commission has developed a proposed Contract Standard for Contractor Workforce Inclusion (Contract Standard) to implement the requirements of Section 342(c) of the Dodd-Frank Act. On February 13, 2015, a Notice of the proposed Contract Standard was published in the Federal Register for a 60-day comment period.²⁴ The proposed Contract Standard will apply to solicitations and resulting contracts for services with a dollar value of \$100,000 or more, and is similar to the contract clauses adopted by OMWIs of other federal financial regulatory agencies.²⁵

The proposed Contract Standard requires a service contractor, upon entering into a contract with the Commission for services with a dollar value of \$100,000 or more, to confirm that it will ensure, to the maximum extent possible and consistent with applicable law, the fair inclusion of minorities and women in its workforce. In addition, the proposed Contract Standard requires the contractor to include the substance of the Contract Standard in all subcontracts for services awarded under the contract with a dollar value of \$100,000 or more. Further, the proposed Contract Standard requires a contractor to provide documentation, upon the request of the OMWI Director, to demonstrate that it has made good faith efforts to ensure the fair inclusion of minorities and women in its workforce and, as applicable, to demonstrate that its covered subcontractors have made such good faith efforts. OMWI expects the SEC will begin using the proposed Contract Standard in solicitations and contracts in the third quarter of FY 2015.

²⁴ See Release No. 34-74239, 80 FR 8119 (February 13, 2015).

²⁵ See Department of the Treasury Acquisition Regulations; Contract Clause on Minority and Women Inclusion in Contractor Workforce, 79 FR 15551 (March 20, 2014).

Regulated Entities

The OMWI Directors of the Securities and Exchange Commission, Federal Deposit Insurance Corporation, National Credit Union Administration, Federal Reserve Board, Bureau of Consumer Financial Protection, and the Office of the Comptroller of the Currency (the Agencies) collaborated to develop a Proposed Interagency Policy Statement Establishing Joint Standards for Assessing the Diversity Policies and Practices of Entities Regulated by the Agencies (the Proposal). The Proposal was published in the Federal Register on October 25, 2013, for a 60-day public comment period.²⁶

The Proposal set forth standards for assessing an entity's diversity policies and practices in the following areas: Organizational Commitment to Diversity and Inclusion; Workforce Profile and Employment Practices; Procurement and Business Practices – Supplier Diversity; and Practices to Promote Transparency of Organizational Diversity and Inclusion. The Proposal also detailed the Agencies' view of an assessment approach and explained that, in a "model assessment," a regulated entity would use the standards to undertake a self-assessment, disclose the self-assessment and other relevant information to the appropriate Agency, and share with the public its efforts to comply with the standards.

The Agencies considered more than 200 public comments received in response to the Proposal. As of the writing of this annual report, the Agencies are working to complete the final Policy Statement establishing joint standards for assessing the diversity policies and practices of regulated entities.

²⁶ 78 FR 64052.

Conclusion and FY 2015 Outlook

During FY 2014, OMWI took several actions to advance diversity and inclusion at the SEC, and to improve OMWI's internal operations. Going forward, OMWI will continue to work with all divisions and offices, SEC senior leadership, the agency's Diversity Council, the Office of Equal Employment Opportunity, and the Office of Human Resources to implement the agency's multi-pronged strategy for attaining workforce diversity and inclusion. OMWI will continue to make adjustments to the agency's strategy to improve gender, racial, and ethnic diversity in SEC mission critical occupations, monitor promotions and selections for supervisory and management positions, and build on the agency's success with increasing its utilization of minority-owned and women-owned businesses.

To further enhance workforce diversity and inclusion at the SEC, and as recommended in the OIG's *Audit of the Representation of Minorities and Women in the SEC's Workforce*, Report NO. 528 (Nov. 20, 2014), an immediate priority of OMWI in FY 2015 is to complete the standards prescribed in Section 342(b) of the Dodd-Frank Act for ensuring gender, racial, and ethnic diversity in the SEC workforce. OMWI also looks forward to working with the Diversity Council in the coming months and expects the Council will be instrumental in helping to promote diversity and inclusion at the SEC.

Appendix A

OMWI Outreach and Events, FY 2014	
Event Name	Date
National Association of Black Accountants - Eastern Region Student Conference	October 2013
Houston Initiative (Houston University, Texas Southern University, Prairie View A&M)	November 2013
National Association of Securities Professionals - Mentors Luncheon Career Symposium	November 2013
Thurgood Marshall College Fund - 2013 Leadership Institute	November 2013
Women's Bar Association-DC How to Drill Down for Success in Federal Government Employment Applications and Interviews	January 2014
Thurgood Marshall College Fund – Careers that Count Webinar Acing the Application Process for Internships at SEC	January 2014
Federal Bar Association – Public Service Career Fair	January 2014
First Annual Federal STEM Volunteer Fair	February 2014
The Chinese Finance Association-Boston and Harvard Chinese Students and Scholars Association – Spring Reception	February 2014
National Association of Black Accountants - Corporate Breakfast	February 2014
Wellesley College - The Fair @ Wellesley College	February 2014
Minority Corporate Counsel Association - 2014 CLE Expo	March 2014
University of Houston School of Business SEC Headquarters Visit and Tour	March 2014
Penn State University - 15th Annual S.T.A.R.T (Striving Toward Awareness & Respect for Tomorrow)	March 2014
Washington Bar Association - Eleventh Annual Career Fair	March 2014
National Diversity Pre-Law Conference & Law Fair	April 2014
Native American Finance Officers Association - Annual Conference	April 2014
SEC Student Shadowing Program Professionals Reaching Out to Promote Excellence and Learning for Students (PROPELS)	April 2014
Thurgood Marshall College Fund – Careers that Count Webinar Profiling the Division of Economic and Risk Analysis	April 2014
Thurgood Marshall College Fund - 2014 Member Universities Professional Institute	April 2014
American Bar Association - Legal Career Development Expo	May 2014
Spelman College - Annual Spelman College Women of Color	May 2014

Leadership Summit	
United Negro College Fund Gateway to Leadership Academy SEC Headquarters onsite program	May 2014
National Association of Black Accountants - Annual Convention and Expo	June 2014
National Association of Securities Professionals - Annual Pension and Financial Services Conference	June 2014
North American South Asian Bar Association - 2014 Annual Conference	June 2014
Urban Financial Services Coalition - Annual International Summit	June 2014
Workforce Recruitment Program – 2014 Awards Ceremony	July 2014
Minority Corporate Counsel Association - Creating Pathways to Diversity Conference	July 2014
National Association of Black Accountants - 2014 George Willie Accounting Career Awareness Program	July 2014
National Bar Association - Annual Convention	July 2014
National Urban League - Annual Conference	July 2014
White House Initiative on Asian Americans and Pacific Islanders Annual Federal Employee Conference	July 2014
Association of Latino Professionals in Finance and Accounting - Annual Convention	August 2014
National LGBT Bar Association - Lavender Law Conference and Career Fair	August 2014
Pan-Asian Leaders (ASCEND) - National Conference	August 2014
Florida International University - Fall 2014 Accounting and Business Expo	September 2014
National Society of Hispanic MBAs – Annual Conference and Career Expo	September 2014
Hispanic National Bar Association - Annual Convention	September 2014
University of Houston School of Business – 2014 Business Career Fair	September 2014
National Black MBA Association - Annual Conference and Expo	September 2014
The Atlanta University Center Consortium - Fall 2014 Career Fair	September 2014

Appendix B

SK-15 and SK-17 Supervisors and Managers

Supervisors and Managers at the SK-15 Grade Level FY 2012 – FY 2014:

Fiscal Year	Total	Men	Women	White Non-Minority	Hispanic or Latino	Black or African-American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races
2012	253	171	82	186	11	27	26	1	2	0
2012 % of total	100%	67.6%	32.4%	73.5%	4.3%	10.7%	10.3%	0.4%	0.8%	0.0%
2013	268	179	89	193	10	31	31	1	1	1
2013 % of total	100%	66.8%	33.2%	72.0%	3.7%	11.6%	11.6%	0.4%	0.4%	0.4%
2014	298	200	98	211	12	37	34	1	2	1
2014 % of total	100%	67.1%	32.9%	70.8%	4.0%	12.4%	11.4%	0.3%	0.7%	0.3%

Source: Federal Personnel and Payroll System (FPPS) data for Fiscal Year 2014 retrieved November 7, 2014

Supervisors and Managers at the SK-17 Grade Level FY 2012 – FY 2014

Fiscal Year	Total	Men	Women	White Non-Minority	Hispanic or Latino	Black or African-American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races
2012	349	209	140	297	11	21	19	1	0	0
2012 % of total	100%	59.9%	40.1%	85.1%	3.2%	6.0%	5.4%	0.3%	0.0%	0.0%
2013	343	200	143	277	15	25	23	1	2	0
2013 % of total	100%	58.3%	41.7%	80.8%	4.4%	7.3%	6.7%	0.3%	0.6%	0.0%
2014	358	205	153	294	15	24	23	1	1	0
2014 % of total	100%	57.3%	42.7%	82.1%	4.2%	6.7%	6.4%	0.3%	0.3%	0.0%

Source: Federal Personnel and Payroll System (FPPS) data for Fiscal Year 2014 retrieved November 7, 2014

Appendix C

SEC Promotions to the SK-17 Grade Level

Promotions to the SK-17 Grade Level FY 2012 – FY 2014

Fiscal Year	Total	Men	Women	White Non-Minority	Hispanic or Latino	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races
2012	62	36	26	52	2	5	2	1	0	0
2012 % of total	100%	58.1%	41.9%	83.9%	3.2%	8.1%	3.2%	1.6%	0.0%	0.0%
2013	45	20	25	26	5	6	5	1	2	0
2013 % of total	100%	44.4%	55.6%	57.8%	11.1%	13.3%	11.1%	2.2%	4.4%	0.0%
2014	56	27	29	46	1	3	6	0	0	0
2014 % of total	100%	48.2%	51.8%	82.1%	1.8%	5.4%	10.7%	0.0%	0.0%	0.0%

Source: Federal Personnel and Payroll System (FPPS) data for Fiscal Year 2014 retrieved November 7, 2014

Appendix D

SEC Promotions to the Senior Officer

Promotions to the Senior Officer FY 2012-FY 2014

Fiscal Year	Total	Men	Women	White Non-Minority	Hispanic or Latino	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races
2012	12	7	5	9	0	3	0	0	0	0
2012 % of total	100%	58.3%	41.7%	75.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%
2013	16	7	9	14	0	0	2	0	0	0
2013 % of total	100%	43.8%	56.3%	87.5%	0.0%	0.0%	12.5%	0.0%	0.0%	0.0%
2014	14	10	4	12	1	1	0	0	0	0
2014 % of total	100%	71.4%	28.6%	85.7%	7.1%	7.1%	0.0%	0.0%	0.0%	0.0%

Source: Federal Personnel and Payroll System (FPPS) data for Fiscal Year 2014 retrieved November 7, 2014