
U.S. Securities and Exchange Commission

Office of Minority and Women Inclusion



Annual Report to Congress

March 2017

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 U.S. Securities and Exchange Commission's (SEC) Office of Minority and Women Inclusion (OMWI) is pleased to submit its Annual Report pursuant to Section 342 of the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010 (the Dodd-Frank Act).¹ OMWI is required to report annually to Congress on the actions the SEC and OMWI have taken to enhance diversity in the agency's workforce, promote the utilization of minority-owned and women-owned businesses in the agency's business activities, and implement other statutory requirements. The annual report must address the following subjects:

- 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;
- Any challenges that were faced in 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.²

The major sections in this Annual Report describe the specific actions the SEC and OMWI have taken to execute the statutory responsibilities related to Supplier Diversity, Workforce Diversity and Workplace Inclusion, Regulated Entities, Contractor Workforce Inclusion of Minorities and Women, and Other Requirements. Unless otherwise noted, this report covers the period October 1, 2015 to September 30, 2016.

¹ Pub. L. No. 111-203, 124 Stat. 1376, July 11, 2010, codified as 12 U.S.C. § 5452. Section 342(e).

² 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).

Organizational Overview

U.S. Securities and Exchange Commission

The U.S. Securities and Exchange Commission (the SEC or Commission) is a bi-partisan Commission consisting of five Commissioners appointed by the President and confirmed by the Senate. The President designates one Commissioner to serve as Chairman of the Commission. Michael S. Piowar currently serves as the Acting Chairman. 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 27,000 market participants, including investment advisers, mutual funds and exchange traded funds, broker-dealers, transfer agents, national securities exchanges, and others. The agency's functional responsibilities are carried out through five main divisions and 23 offices, each of which is headquartered in Washington, D.C. The SEC also has 11 regional offices located throughout the country.

The Office of Minority and Women Inclusion

In accordance with Section 342 of the Dodd-Frank Act, the SEC established its Office of Minority and Women Inclusion in July 2011, and assigned the office responsibility for all matters related to diversity in the agency's management, employment, and business activities. The Director of OMWI is a Senior Officer reporting directly to the Chairman. OMWI's staff also includes a deputy director, attorney advisers, data analyst, and program management analysts dedicated to the office's major functional areas—workforce diversity and supplier diversity.

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.³ The OMWI

³ See Section 342(b)(2)(A)-(C).

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.⁴

Further, Section 342 of the Dodd-Frank Act requires the OMWI Director to develop procurement procedures that include a written statement that a contractor shall ensure, to the maximum extent possible, the fair inclusion of women and minorities in the workforce of the contractor and, as applicable, subcontractors.⁵ As a result of this requirement, the OMWI Director is required to establish standards and procedures for determining whether an agency contractor or subcontractor has failed to make a good faith effort to include minorities and women in its workforce.⁶

⁴ See Section 342(b)(3).

⁵ See Section 342(c)(2).

⁶ See Section 342(c)(3)(A).

Supplier Diversity

The SEC has embraced its obligations under Section 342 of the Dodd-Frank Act to develop and implement standards for increasing the utilization of minority-owned and women-owned businesses (MWOBs) in SEC programs and contracts. By taking proactive steps to build and maintain a diverse supplier base, the SEC ensures that it is procuring the best goods and services to meet its contracting needs. OMWI works closely with the Office of Acquisitions (OA), which is responsible for all contracting activities at the agency, to implement the agency's strategy for promoting supplier diversity. OA also has responsibility for ensuring that the SEC attains the specific statutory goals established by the Small Business Administration (SBA) for increasing small business contracting opportunities.

The provisions of the Federal Acquisition Regulation (FAR), which the SEC follows when acquiring goods and services, require contracting officers to set aside certain requirements for competition solely among certain categories of small businesses. This authority provides opportunities for MWOBs that are small businesses 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.

In FY 2016, the SEC continued to execute a supplier diversity strategy that has resulted in increased utilization of MWOBs in the agency's business activities. As discussed in more detail below, the five-year trend data show:

- The dollar amounts and percentages of SEC contract awards to MWOBs increased by \$75.2 million and 11 percentage points since FY 2012;
- The number of MWOBs receiving SEC contract awards increased from 102 in FY 2012 to 126 in FY 2016; and
- The average dollar value of the SEC contract award to MWOBs increased from \$770,951 in FY 2012 to \$1.22 million in FY 2016.

Supplier Diversity Initiatives

Contractor Outreach and Technical Assistance:

As many MWOBs are small businesses under SBA size standards, OMWI and the Small Business Specialist in OA collaborate on outreach activities that are designed to increase MWOB and small business awareness of SEC requirements and, ultimately, the level of participation in agency contracting. The SEC also provides potential contractors technical assistance on how to conduct business within the SEC procurement space. The cooperation between OMWI and OA has contributed significantly to the overall success of the SEC's supplier diversity efforts.

Ongoing OMWI outreach and technical assistance initiatives in FY 2016 included:

- Hosting monthly “Vendor Outreach Days” in concert with OA at SEC headquarters. This forum provides MWOBs and small businesses with an individualized opportunity to learn about the SEC’s contracting needs and to present their business capabilities to OMWI’s Supplier Diversity Officer, the SEC’s Small Business Specialist, and other key SEC personnel. A total of 66 businesses participated in Vendor Outreach Day in FY 2016.
- Participating in external business conferences and procurement matchmaking sessions to increase the interaction between MWOBs and the SEC. During FY 2016, OMWI participated in eight national conferences and/or business matchmaking sessions, including the 26th Annual Government Procurement Conference; National 8(a) Association Winter Conference; Women as Veteran Entrepreneurs Annual Seminar; National Minority Supplier Development Council Conference and Business Expo; and the Women’s Business Enterprise National Council Conference and Business Fair, among others;
- Assisting OA and SEC Program Offices with identifying MWOB suppliers for market research purposes, as requested;
- Developing and disseminating information to MWOBs on SEC contracting opportunities and business events; and
- Maintaining a dedicated email address and telephone line for contracting inquiries and outreach.

Maturation of the Supplier Diversity Business Management System:

FY 2016 represented the first full year of implementation and utilization of OMWI’s Supplier Diversity Business Management System (SDBMS). The SDBMS serves as the central repository of general business information and statements of capabilities provided by MWOBs interested in doing business with the SEC. The database continued to grow in FY 2016, and has allowed OMWI to successfully engage in customer relationship management and track information on supplier diversity program metrics. Information on diverse suppliers in the SDBMS has been shared with OA and other SEC Divisions and Offices in sourcing vendors for market research to develop agency business requirements. As the system continues to mature, its value as a sourcing tool for the SEC, a program management tool for OMWI, and a marketing tool for vendors is expected to increase.

Expanded Internal Supplier Diversity Education Campaign:

In FY 2016, OMWI expanded the reach of its internal supplier diversity education campaign. During the previous fiscal year, the campaign focused on senior leadership and business managers in promoting the SEC supplier diversity program. In FY 2016, the training emphasis was on Contracting Officer Representatives (CORs) who have direct responsibility for managing contracts on behalf of their respective SEC Divisions and Offices. The “Introduction to Supplier Diversity for CORs” training was delivered in conjunction with OA. It was designed to provide an in-depth overview of the SEC supplier diversity program; inform CORs of the resources available to them; and share information on the ways in which they can support program initiatives. By providing this training, OMWI seeks to increase awareness of how supplier diversity aligns with the SEC’s overall mission, and foster involvement and advocacy among SEC staff with contracting responsibilities.

Supplier Diversity Performance Metrics

SEC Contractors:

This section presents five-year trend data for contract payments and awards. Figure 1 shows the total number of contractors the SEC paid from FY 2012 to FY 2016, and the number of contractors receiving payments that were MWOBs during this five-year period. Among the 405 firms that received contract payments in FY 2016, 111 or 27.4 percent were classified as MWOBs. The number of MWOBs receiving contract payments has increased since FY 2012, though the number of MWOBs receiving contract payments decreased from FY 2015 to FY 2016. The percentage of MWOBs among all firms receiving payments increased from 25.1 percent in FY 2012 to 27.4 percent in FY 2016. From FY 2015 to FY 2016, the percentage of women-owned businesses among firms receiving SEC contract payments decreased slightly.

Figure 1: SEC Contractors Receiving Payments FY 2012 – FY 2016

| | FY 2012 | | FY 2013 | | FY 2014 | | FY 2015 | | FY 2016 | |
|------------------------|---------|--------|---------|--------|---------|--------|---------|--------|---------|--------|
| SEC Total | 311 | 100.0% | 464 | 100.0% | 488 | 100.0% | 504 | 100.0% | 405 | 100.0% |
| All Other Firms | 233 | 74.9% | 350 | 75.4% | 367 | 75.2% | 381 | 75.6% | 294 | 76.5% |
| Total MWOBs | 78 | 25.1% | 114 | 24.6% | 121 | 24.8% | 123 | 24.4% | 111 | 27.4% |
| Asian | 24 | 7.7% | 29 | 6.3% | 36 | 7.4% | 39 | 7.7% | 44 | 10.9% |
| Black | 12 | 3.9% | 21 | 4.5% | 24 | 4.9% | 28 | 5.6% | 27 | 6.7% |
| Hispanic | 10 | 3.2% | 13 | 2.8% | 9 | 1.8% | 14 | 2.8% | 9 | 2.2% |
| Other Minority | 3 | 1.0% | 8 | 1.7% | 7 | 1.4% | 9 | 1.8% | 6 | 1.5% |
| Women Only | 29 | 9.3% | 43 | 9.3% | 45 | 9.2% | 33 | 6.5% | 25 | 6.2% |

Source: Federal Procurement Data System (FPDS) and Delphi retrieved on March 23, 2017. Firm count uses distinct count of Supplier Number. “Women Only” include firms without minority designations.

Contract Payments:⁷

Figure 2 shows SEC total contract payments and the payments made to MWOBs in each fiscal year since FY 2012. In FY 2016, the SEC paid \$380.9 million to contractors. Of the SEC's total contract payments, 32.4 percent went to MWOBs, which was 1.5 percentage points lower than the contract payments made to MWOBs in FY 2015. Contract payments to MWOBs in FY 2016, however, were 8.3 percentage points higher than the payments to MWOBs in FY 2012.

As of the end of FY 2016, MWOBs, which represented 27.4 percent of firms receiving SEC contract payments, received 32.4 percent of the total payments. Women-owned businesses, which were 6.2 percent of firms receiving SEC contract payments in FY 2016, received 5.5 percent of all payments.

Figure 2: Contract Payments by MWOB Category FY 2012 – FY 2016 (Amount in Millions)

| | FY 2012 | | FY 2013 | | FY 2014 | | FY 2015 | | FY 2016 | |
|------------------------|---------|--------|---------|--------|---------|--------|---------|--------|---------|--------|
| SEC Total | \$117.9 | 100.0% | \$436.1 | 100.0% | \$336.3 | 100.0% | \$362.9 | 100.0% | \$380.9 | 100.0% |
| All Other Firms | \$89.5 | 75.9% | \$309.2 | 70.9% | \$250.5 | 74.5% | \$239.8 | 66.1% | \$257.3 | 67.6% |
| Total MWOBs | \$28.4 | 24.1% | \$126.9 | 29.1% | \$85.8 | 25.5% | \$123.2 | 33.9% | \$123.6 | 32.4% |
| Asian | \$7.0 | 5.9% | \$63.4 | 14.5% | \$28.6 | 8.5% | \$52.9 | 14.6% | \$72.7 | 19.1% |
| Black | \$8.4 | 7.1% | \$16.9 | 3.9% | \$14.3 | 4.3% | \$18.9 | 5.2% | \$16.2 | 4.3% |
| Hispanic | \$1.7 | 1.4% | \$5.5 | 1.3% | \$8.3 | 2.5% | \$19.6 | 5.4% | \$5.8 | 1.5% |
| Other Minority | \$0.1 | 0.1% | \$3.3 | 0.8% | \$6.1 | 1.8% | \$4.3 | 1.2% | \$8.0 | 2.1% |
| Women Only | \$11.1 | 9.4% | \$37.8 | 8.7% | \$28.5 | 8.5% | \$27.6 | 7.6% | \$20.8 | 5.5% |

Source: FPDS and Delphi retrieved on March 23, 2017. "Women Only" include firms without minority designations.

Contract Awards:

Contract awards provide insight into an agency's planned expenditures. Figure 3 depicts the total number of firms awarded SEC contracts in each fiscal year since FY 2012, and the number of MWOBs receiving SEC contract awards. In FY 2016, the SEC awarded contracts to 484 firms, of which 126 or 26.0 percent of firms were classified as MWOBs. The percentage of MWOBs among firms receiving SEC contract awards increased from FY 2012 to FY 2016, though there was a slight decrease in the percentage of contract awards to MWOBs from FY 2015 to FY 2016. The percentage of women-owned businesses awarded SEC contracts decreased from 13.7 percent in FY 2015 to 13.0 percent FY 2016.

⁷ Payment statistics does not include non-FAR based transactions such as real estate leases.

Figure 3: MWOBs with SEC Contract Awards FY 2012 – FY 2016

| | FY 2012 | | FY 2013 | | FY 2014 | | FY 2015 | | FY 2016 | |
|------------------------|---------|--------|---------|--------|---------|--------|---------|--------|---------|--------|
| SEC Total | 441 | 100.0% | 447 | 100.0% | 515 | 100.0% | 549 | 100.0% | 484 | 100.0% |
| Total MWOBs | 102 | 23.1% | 112 | 25.1% | 130 | 25.2% | 145 | 26.4% | 126 | 26.0% |
| WOBs | 59 | 13.4% | 65 | 14.5% | 69 | 13.4% | 75 | 13.7% | 63 | 13.0% |
| MW-OBs | 19 | 4.3% | 33 | 7.4% | 30 | 5.8% | 35 | 6.4% | 35 | 7.2% |
| MOBs | 62 | 14.1% | 80 | 17.9% | 91 | 17.7% | 105 | 19.1% | 98 | 20.2% |
| Asian | 21 | 4.8% | 35 | 7.8% | 41 | 8.0% | 45 | 8.2% | 42 | 8.7% |
| Black | 20 | 4.5% | 24 | 5.4% | 26 | 5.0% | 30 | 5.5% | 28 | 5.8% |
| Hispanic | 13 | 2.9% | 11 | 2.5% | 14 | 2.7% | 20 | 3.6% | 16 | 3.3% |
| Native American | 2 | 0.5% | 3 | 0.7% | 2 | 0.4% | 3 | 0.5% | 5 | 1.0% |
| Other | 6 | 1.4% | 7 | 1.6% | 8 | 1.6% | 7 | 1.3% | 7 | 1.4% |

Source: FPDS retrieved on January 30, 2017. WOBS include all firms designated as women-owned irrespective of MOB designation. MOBs include all firms designated as minority-owned irrespective of WOB designation. MW-OBs include firms with both minority-owned and women-owned designations. "Other" category includes MOBs with more than one race designation and MOBs with an "other" designation.

Figure 4 depicts the dollar value of contract awards to MWOBs in each fiscal year since FY 2012. Of the \$486 million in SEC contract awards made in FY 2016, a total of \$153.9 million or 31.7 percent went to MWOBs. The dollar amount and percentage of SEC contracts awarded to MWOBs decreased from FY 2015 to FY 2016. However, the average dollar value of the MWOB contract award increased from \$1.07 million in FY 2015 to \$1.22 million in FY 2016, an increase of 13.8 percent.

Figure 4: Contract Awards by MWOB Category FY 2012 – FY 2016 (Amount in Millions)

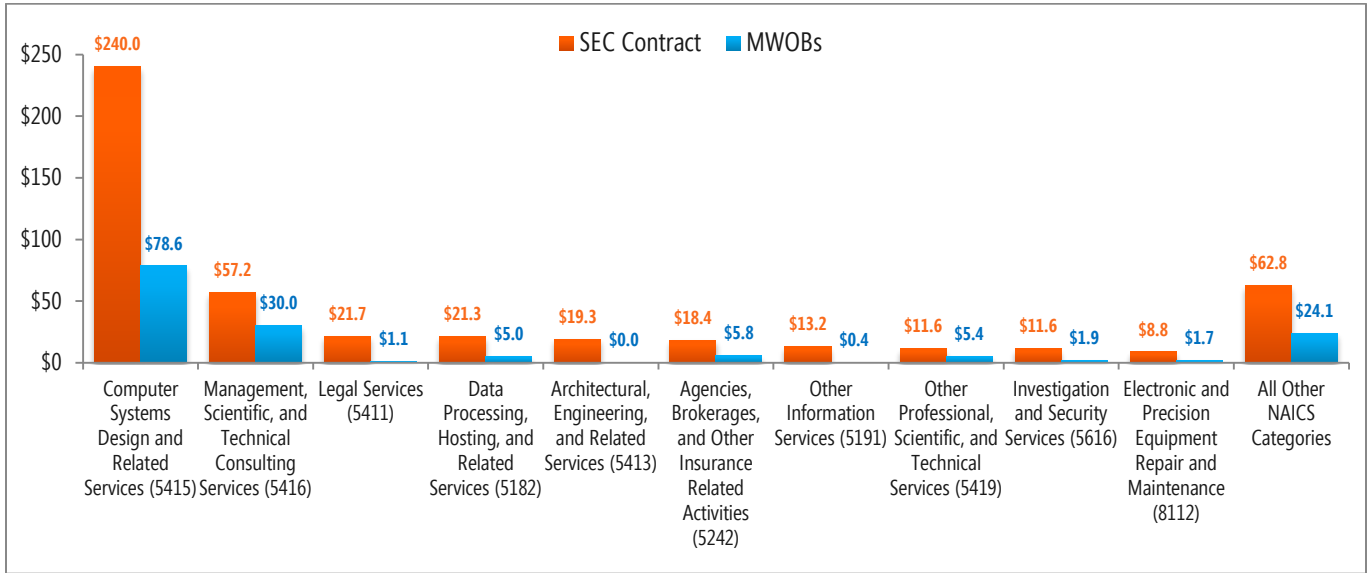
| | FY 2012 | | FY 2013 | | FY 2014 | | FY 2015 | | FY 2016 | |
|------------------------|---------|--------|---------|--------|---------|--------|---------|--------|---------|--------|
| SEC Total | \$380.3 | 100.0% | \$323.4 | 100.0% | \$434.2 | 100.0% | \$456.9 | 100.0% | \$486.0 | 100.0% |
| Total MWOBs | \$78.6 | 20.7% | \$92.9 | 28.7% | \$147.4 | 33.9% | \$155.6 | 34.1% | \$153.9 | 31.7% |
| WOBs | \$40.3 | 10.6% | \$45.0 | 13.9% | \$66.0 | 15.2% | \$73.3 | 16.0% | \$75.6 | 15.6% |
| MW-OBs | \$9.6 | 2.5% | \$19.0 | 5.9% | \$41.5 | 9.6% | \$49.0 | 10.7% | \$50.2 | 10.3% |
| MOBs | \$47.9 | 12.6% | \$66.9 | 20.7% | \$122.9 | 28.3% | \$131.3 | 28.7% | \$128.5 | 26.4% |
| Asian | \$13.3 | 3.5% | \$31.7 | 9.8% | \$84.5 | 19.5% | \$73.3 | 16.0% | \$71.1 | 14.6% |
| Black | \$23.4 | 6.2% | \$17.5 | 5.4% | \$17.8 | 4.1% | \$30.4 | 6.7% | \$24.8 | 5.1% |
| Hispanic | \$4.8 | 1.3% | \$6.3 | 1.9% | \$11.4 | 2.6% | \$11.1 | 2.4% | \$15.7 | 3.2% |
| Native American | \$0.2 | 0.1% | \$2.4 | 0.7% | \$0.8 | 0.2% | \$5.6 | 1.2% | \$9.3 | 1.9% |
| Other | \$6.2 | 1.6% | \$8.9 | 2.8% | \$8.4 | 1.9% | \$11.0 | 2.4% | \$7.7 | 1.6% |

Source: FPDS retrieved on January 30, 2017. WOBS include all firms designated as women-owned irrespective of MOB designation. MOBs include all firms designated as minority-owned irrespective of WOB designation. MW-OBs include firms with both minority-owned and women-owned designations. "Other" category includes MOBs with more than one race designation and MOBs with an "other" designation.

Major Contract Award Categories:

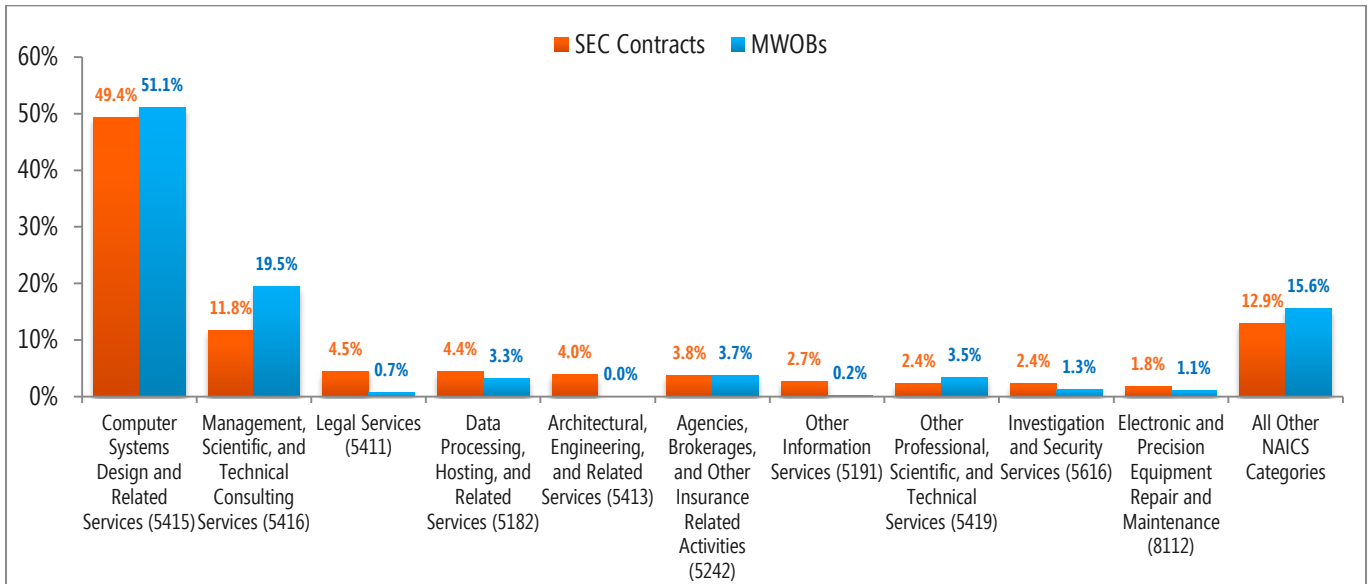
Figure 5 shows the total SEC contract awards and contract awards to MWOBs by the North American Industry Classification System (NAICS) categories, and Figure 6 illustrates the percent of total contract award dollars by NAICS category. The largest percentage of SEC contract dollars was awarded for contracts in the NAICS category of Computer Systems Design and Related Services, followed by Management, Scientific, and Technical Consulting Services. These were also the two largest categories for contract dollars awarded to MWOBs.

Figure 5: SEC and MWOBs Contract Amount by NAICS Category (Amount in Millions)



Source: FPDS retrieved on January 6, 2017.

Figure 6: SEC and MWOBs Contract Percent by NAICS Category



Source: FPDS retrieved on January 6, 2017.

“All Other NAICS Categories” include, among others:

- Accounting, Tax Preparation, Bookkeeping and Payroll Services (5412) - \$8.7 million in SEC contract awards, and MWOBs awarded contracts totaling \$4.1 million;
- Electronics and Appliance Stores (4431) - \$7.5 million in SEC contract awards, and MWOBs awarded contracts totaling \$1.7 million;
- Business Support Services (5614) - \$5.3 million in SEC contract awards, and MWOBs awarded contracts totaling \$5.0 million; and
- Employment Services (5613) - \$1.1 million in SEC contract awards and all awarded to MWOBs.

Next Steps

In FY 2017, OMWI anticipates taking actions to augment existing efforts to build and maintain a diverse supplier base. OMWI will continue to populate the SDBMS with complete diverse supplier profiles to increase OMWI’s repository of interested diverse suppliers. In addition, OMWI plans to enhance the content of the supplier diversity section of the OMWI external webpage to provide additional information and resources to interested vendors.

Workforce Diversity and Workplace Inclusion

The SEC is firmly committed to attaining the workforce diversity goals and objectives established by Section 342 of the Dodd-Frank Act. To successfully perform its mission—protecting investors, maintaining fair and orderly markets, and facilitating capital formation—the SEC must attract, hire, develop, and retain a high-quality, diverse, and results-oriented workforce. In furtherance of this objective, the SEC strives to cultivate and maintain a work environment that promotes fair and equitable treatment of employees and applicants for employment, and respects and values workforce diversity and workplace inclusion.

The SEC has adopted a comprehensive strategy for building and maintaining a high-performing, diverse workforce. Key components of that strategy include:

- Engaging in outreach and recruitment to attract diverse candidates for employment and internship opportunities;
- Training for employees, supervisors, and managers in equal employment opportunity and diversity awareness;
- Supporting employee participation in career development training programs;
- Incorporating support for agency diversity and inclusion efforts in a performance standard for supervisors and managers;
- Monitoring and analyzing internal demographics to assess diversity at all levels of the agency's workforce and identify areas of focus; and
- Evaluating the effectiveness of the agency's workforce diversity initiatives.

All SEC Divisions and Offices have a role in promoting workforce diversity and fostering a workplace that encourages collaboration, flexibility, and fairness to enable all employees to contribute to their full potential. While OMWI is responsible for all matters related to diversity in employment at the SEC, OMWI coordinates and collaborates with the Office of Human Resources (OHR), the Office of Equal Employment Opportunity (OEEEO), and other offices to implement the SEC's strategy for promoting workforce diversity and workplace inclusion.

The SEC Diversity Council is also actively involved in promoting workforce diversity and cultivating an inclusive workplace culture. The Diversity Council was formed to advise the Commission on agency matters relating to diversity, including management, employment, and business activities. Commissioner Kara M. Stein 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 Employee Affinity Groups. In FY 2016, subcommittees of

the Council examined existing policies and practices concerning attorney hiring, mentoring and sponsorship, and transparency of workforce data with an eye toward making recommendations.

In FY 2016, as in previous years, the SEC directed efforts towards enhancing diversity in the supervisory and managerial positions, and in four of the agency's designated "mission critical occupations"—attorney, accountant, economist, and securities compliance examiner.⁸ The actions taken in FY 2016 to advance the SEC's strategy for achieving and sustaining diversity at all levels of the agency's workforce are summarized below.

Outreach and Recruitment

Diversity Partnerships. The SEC uses several methods to attract, recruit, and hire a diverse workforce. The SEC relies on relationships it has established with minority and women professional associations and educational organizations to advance the agency's workforce diversity goals. These collaborative relationships, known at the SEC as Diversity Partnerships, have been instrumental in helping the agency develop and maintain a pipeline of diverse candidates for professional employment and internship opportunities. Diversity Partnerships provide a variety of opportunities for outreach and recruitment. Partnering organizations agree to disseminate information about job vacancies and internships to their members, and exchange information about best practices for advancing workforce diversity and inclusion objectives.

Outreach Events. In FY 2016, the SEC participated in over 60 workforce diversity outreach and recruitment events, and engaged more than 170 SEC employees from Divisions and Offices across the agency in these efforts. SEC employees served as speakers and panel participants at conferences hosted by professional associations and educational organizations, and addressed a wide range of topics related to investment, securities, and the mission of the SEC. They also represented the SEC at career fairs and recruiting events at educational organizations and academic institutions and helped to promote the agency as an employer of choice. A list of FY 2016 workforce diversity outreach and recruitment events is set forth in Appendix A.

Following the success of the New York Regional Office's on-site hiring event in FY 2015, the SEC's Chicago Regional Office hosted an on-site Career Open House for Accountants and Examiners in FY 2016 to connect with potential candidates. OMWI advertised the event with its partnering professional associations, minority-serving institutions, and women's colleges, and a diverse group of 50 professionals attended the Open House. The attendees had an opportunity to network with SEC staff and learn about career opportunities, the application process, and the benefits of working for the SEC.

⁸ The SEC has designated Information Technology (IT) Specialist as a mission critical occupation. The representation of minorities in the IT Specialist occupation has been above the relevant benchmark, and the representation of women has been within a few percentage points of the relevant benchmark.

Employment Advertising and Social Media. OMWI continued to distribute job vacancy announcements to more than 250 recruitment sources to attract diverse talent for current employment and internship opportunities. In FY 2016, the SEC also expanded its use of and visibility in social media such as Twitter, Facebook, and YouTube for outreach and recruitment. The agency saw an increase in followers on its LinkedIn account, and added a subscription to Glassdoor to reach the student population.

Student Outreach Initiatives. The SEC continued to cultivate and leverage its partnering relationships with minority and women professional associations and educational organizations to attract a diverse talent pipeline for current and future employment and internship opportunities at the SEC. In FY 2016, SEC staff participated in student-focused initiatives, career fairs, and outreach events held on campuses of minority-serving business schools and law schools, and women's colleges nationwide. The SEC's Miami Regional Office conducted outreach at two Hispanic-Serving Institutions (HSIs) in Puerto Rico, Universidad Politecnica de Puerto Rico and Universidad del Sagrado Corazon, to promote SEC internship and employment opportunities.

For the fourth consecutive year, the SEC hosted students participating in the United Negro College Fund's Gateway to Leadership program, which provides students from historically black colleges and universities (HBCUs) with paid internships at firms in the financial services industry. During the visit, SEC staff shared information about the role and responsibilities of the SEC and financial literacy, and exposed students to the variety of entry level career and internship opportunities for their future consideration.

The SEC has hosted the PROPELS program—Professionals Reaching Out to Promote Excellence and Learning for Students—for the last six years. Students from high schools with high minority populations, who have expressed an interest in careers in business, law, and technology, shadow SEC professionals for the day and gain exposure to careers in these areas. They also learn about the importance of financial education. The PROPELS program is hosted at the SEC's headquarters and regional offices. The mentoring program, which began in 2011 with 28 students from a high school in Prince Georges County, MD, has grown into a nationwide program. In FY 2016, more than 790 students from 20 high schools participated in PROPELS.

Student Interns. The SEC's Student Honors Program provides opportunities for undergraduate, graduate, and law students to learn about securities regulations and the work of the SEC. The ten-week internship is offered at headquarters and in the SEC's 11 regional offices. From fall 2015 to fall 2016, 947 students participated in the Student Honors Program, and 45 (5 percent) were from educational institutions specified in Section 342(f)(1) of the Dodd-Frank Act — HBCUs, HSIs, women's colleges, and colleges that serve majority minority populations.

Diversity Training

Providing SEC managers and employees diversity and inclusion training is an integral component of the agency's strategy for building and maintaining a diverse workforce and fostering an inclusive workplace. OMWI works closely with SEC University (SECU) in OHR to offer a wide range of diversity-related training. In FY 2016, SECU introduced two new courses on non-conscious bias, adding to the existing catalog of on-line courses related to diversity and inclusion. In addition, the "Diversity and Inclusion Series" offered instructor-led diversity training on emerging topics, including:

- challenges and opportunities presented by having four generations working side by side in an organization;
- issues faced by transgender people in the workplace and respecting and valuing differences;
- career management, navigating organizational cultures, and building multicultural competencies;
- challenges facing senior-level women executives and strategies for moving up in an organization; and
- culturally effective practices that foster team-building and inclusion.

Career Development Programs

In FY 2016, the SEC sponsored eight employees for The Women in Leadership program, an external developmental program conducted by the Brookings Institution. Women from across Federal agencies learn how to strengthen leadership qualities and explore key elements of senior leadership success.

In addition, 14 SEC employees (five supervisors and nine non-supervisors) participated in the *Excellence in Government (EIG) Fellows* program coordinated by the Partnership for Public Service. The EIG program strengthens the leadership skills of experienced Federal employees through a combination of innovative coursework, best practices benchmarking, challenging action-learning projects, executive coaching, and government-wide networking.

OHR also offered employees the opportunity to explore their career goals and develop career plans through a full service career management center. Career Horizons provides confidential advice and guidance to SEC employees in identifying factors that can lead to career success and help prepare them for the next step. In FY 2016, 536 employees received career coaching and guidance through Career Horizons.

Diversity and Inclusion Performance Standard

All SEC supervisors and managers share responsibility for the success of the agency's initiatives to promote workforce diversity and workplace inclusion. In FY 2016, the SEC began transitioning to a new performance management program, under which diversity and inclusion competency is included under the critical element related to managing human resources in the performance work plans (PWP) for SK-15 and SK-17 supervisors and managers. The new performance management program uses a four-level scale to rate performance on critical elements. Under the managing human resources critical element, the descriptions for the two highest ratings—"Performance Leader" and "Accomplished Practitioner"—include examples of actions demonstrating the supervisor or manager champions and promotes a diverse and inclusive work environment.

A total of 604 supervisors and managers were evaluated under the new PWP pilot that includes diversity and inclusion efforts under the critical element for human resources management in FY 2016. Of the 604 supervisors, 229 (or 37.9 percent) were rated "Performance Leader," 370 (or 61.3 percent) were rated "Accomplished Practitioner," and five (or 0.8 percent) were rated "Improvement Required" on this critical element.

Monitoring and Analyzing Internal Demographics

Quarterly Workforce Diversity Profiles:

In FY 2016, OMWI continued to provide each of the SEC's Divisions and Offices a quarterly workforce demographic profile, which tracks personnel activity (e.g., hiring, promotions, and separations) by gender, race, and ethnicity. In addition to monitoring and providing this personnel activity data, senior management is encouraged to work with OMWI to develop targeted strategies to address lower than expected representation of minorities or women in a mission critical occupation. Some Divisions and Offices have requested assistance from OMWI with outreach and recruitment as a result of the workforce snapshots presented in the quarterly profiles.

Evaluating Performance

Applicant Data Analysis:

The Office of Personnel Management (OPM) makes available applicant demographic data for SEC vacancies filled through the USAJOBS.gov website. OMWI analyzes the data for gender, race, and ethnicity obtained from applicants who voluntarily self-identified demographic characteristics to determine the diversity in the applicant pools for accountant, attorney, economist, and securities compliance examiner vacancies. In FY 2016, the SEC used USAJOBS.gov to recruit for 346 job vacancies. The agency received over 30,000 unique

applications for employment and 56.2 percent of all applicants elected to provide some type of demographic information.

As depicted in Figure 7, the data from applicants who self-identified their gender, race, and ethnicity data show that the application rate of each minority group for vacancies in the four mission critical occupations was higher than the group’s percentage representation in the same occupations in the Civilian Labor Force (CLF).⁹ The analysis indicates that women applied for vacancies in accountant, securities compliance examiner, and economist occupations at rates that were lower than their CLF representation in these occupations. Although not a precise measure of the impact of the SEC outreach and recruitment efforts, the analysis of applicant demographic data provides some measure of the effectiveness of those efforts and can be used to identify areas for strategic outreach.

Figure 7: Applications by Mission Critical Occupations, Gender, Race, and Ethnicity Compared to CLF

| | | Men | Women | White | Black | Hispanic | Asian | NHPI | AIAN | TOM |
|---|---------|-------|-------|-------|-------|----------|-------|------|------|------|
| 0905 General Attorney | Applied | 59.9% | 40.1% | 55.3% | 17.4% | 11.2% | 12.7% | 1.4% | 0.5% | 1.4% |
| | OCLF | 66.7% | 33.3% | 86.4% | 4.7% | 4.4% | 3.6% | 0.0% | 0.5% | 0.4% |
| 0510 Accounting | Applied | 55.1% | 44.9% | 34.3% | 33.9% | 13.6% | 15.6% | 0.3% | 0.3% | 2.0% |
| | OCLF | 39.9% | 60.1% | 76.0% | 8.1% | 6.1% | 8.6% | 0.1% | 0.6% | 0.5% |
| 1831 Securities Compliance Examining | Applied | 65.2% | 34.8% | 44.3% | 24.7% | 18.4% | 11.2% | 0.4% | 0.3% | 0.8% |
| | OCLF | 54.7% | 45.3% | 72.4% | 12.3% | 6.7% | 7.7% | 0.0% | 0.4% | 0.5% |
| 0110 Economist | Applied | 72.8% | 27.2% | 54.4% | 14.6% | 9.7% | 19.4% | 1.9% | 0.0% | 0.0% |
| | OCLF | 69.9% | 30.1% | 46.3% | 17.8% | 11.4% | 21.9% | 0.3% | 1.6% | 0.6% |

Source: Applicant flow data from OPM retrieved using USA Staffing portal from the “Vacancy Detail” data file for each quarter in FY 2016. OCLF reflects the occupational CLF retrieved from Census 2010 EEO Tabulation using occupational cross-classification provided by EEOC.

Current State of Diversity

This section presents SEC workforce statistics and three-year trend data for FY 2014 to FY 2016. In response to the recommendation in the report issued by House Financial Services Committee Democratic staff entitled, *The Dodd-Frank Act Five Years Later: Diversity in the Financial Services Agencies* (November 5, 2015), the OMWI Directors of the Federal financial services agencies agreed to standardize the content of the annual report, and include a three-year trend analysis of workforce data. Unless otherwise noted, data is reported for permanent and temporary employees.

⁹ CLF consists of all people, 16 years of age or over, excluding those in Armed Forces, who are employed or seeking employment in all U.S. occupations

Since FY 2014, the SEC workforce has become more diverse. The agency, however, continues to direct efforts towards enhancing the gender and racial diversity in senior management and certain mission critical occupations. The three-year trend data discussed in more detail below show:

- Representation of women among Senior Officers increased from 34.5 percent in FY 2014 to 36.3 percent in FY 2016.
- Minority representation in mission critical occupations increased from 23.1 percent in FY 2014 to 27.8 percent in FY 2016.
- Minorities held 23.4 percent of supervisory and management positions at the SEC in FY 2016, up from 21.5 percent in FY 2014.
- The percentages of Black or African American and Hispanic or Latino new hires into mission critical occupations increased from FY 2014 to FY 2016.

FY 2016 SEC Workforce Profile:

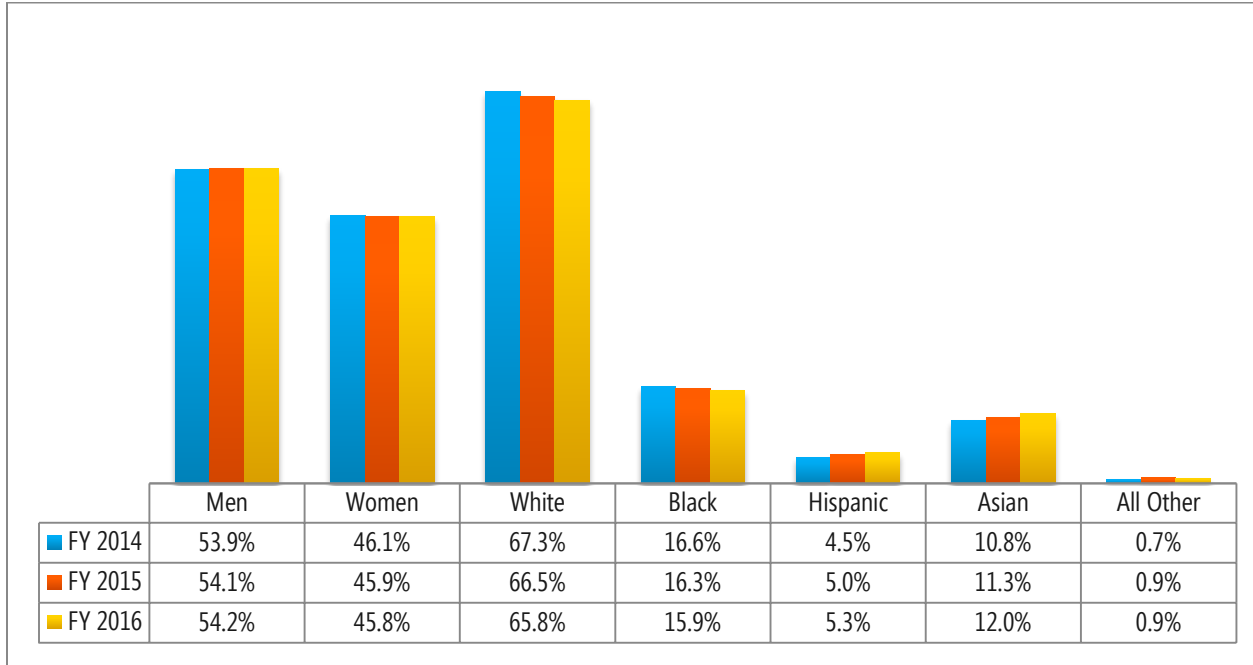
The SEC workforce had 4,685 employees (4,582 permanent employees and 103 temporary employees) as of the end of FY 2016. Nearly two-thirds of SEC employees worked at the agency's headquarters in Washington, D.C., and one-third worked in 11 regional offices. From FY 2015 to FY 2016, the demographic composition of the SEC workforce remained relatively unchanged.

The SEC workforce representation by gender, race, and ethnicity from FY 2014 to FY 2016 is shown in Figure 8. Men comprised 54.2 percent and women comprised 45.8 percent of the SEC workforce as of the end of FY 2016.

The breakdown of the SEC workforce by race and ethnicity as of the end of FY 2016 was as follows: 65.8 percent of SEC employees self-identified as White, 15.9 percent as Black or African American, 12.0 percent as Asian, 5.3 percent as Hispanic or Latino, 0.4 percent as American Indian or Alaskan Native, 0.1 percent as Native Hawaiian or Other Pacific Islander, and 0.4 percent as Two or More Races.

The representation of Asian and Hispanic or Latino employees increased slightly since FY 2014. The representation of Black or African American employees decreased slightly over the three-year period.

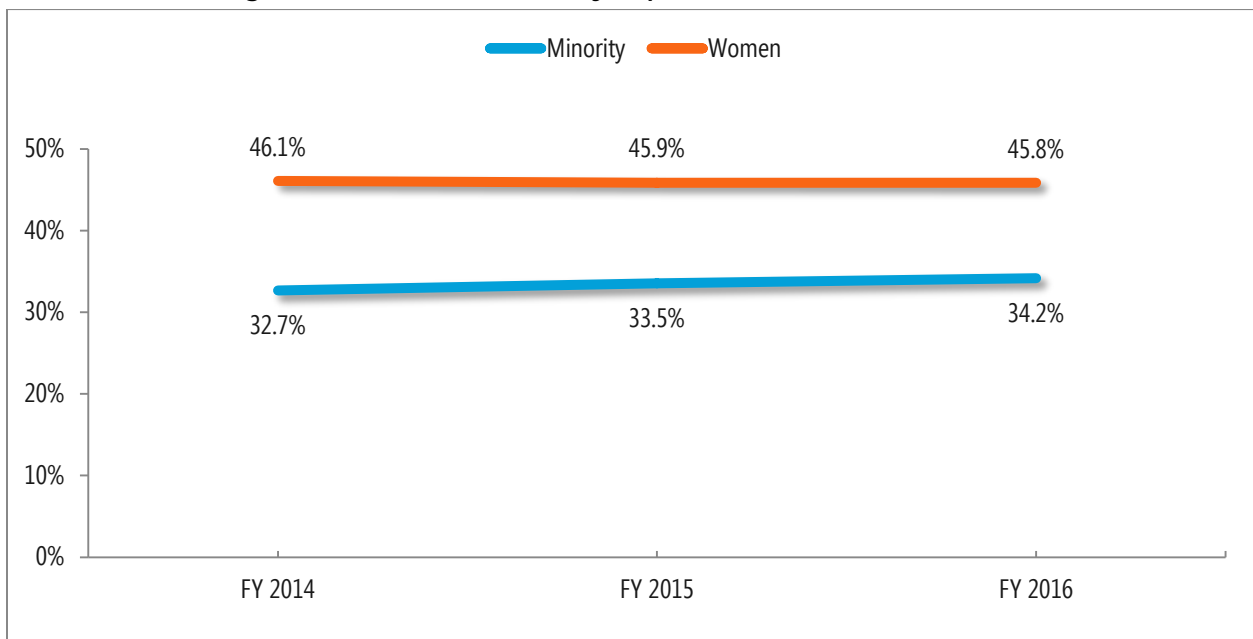
Figure 8: Workforce Demographic by Gender, Race, and Ethnicity FY 2014 – FY 2016



Source: Federal Personnel and Payroll System (FPPS) retrieved on December 21, 2016. "All Other" includes the Native Hawaiian or Other Pacific Islander, American Indian or Alaskan Native, Two or More Races categories, and unknowns.

As depicted in Figure 9, the representation of women in the SEC workforce decreased slightly since FY 2014 and the minority representation increased incrementally over the same period.

Figure 9: Women and Minority Representation FY 2014 – FY 2016



Source: FPPS retrieved on December 21, 2016.

Benchmark Comparisons:

To provide context for workforce diversity and inclusion efforts, Figure 10 shows how the demographic composition (i.e., gender, race, and ethnicity) of the SEC workforce compared to the demographic composition of the CLF and the Federal workforce. As of the end of FY 2016, the SEC workforce had a higher representation of women than the Federal workforce by 2.5 percentage points. However, the SEC end-of-year representation of women was at 95.2 percent of the 2010 CLF benchmark.

Minorities, collectively, represented 34.2 percent of the SEC workforce as of the end of FY 2016, which was 25 percent higher than the CLF (27.6 percent), and about 5 percent lower than the FY 2016 Federal workforce representation of minorities (35.9 percent). The SEC workforce had a lower representation of Black or African American (15.9 percent) and Hispanic or Latino employees (5.3 percent) than the FY 2016 Federal workforce, and a lower representation of Hispanic or Latino employees than the CLF. The representational percentage of Asian employees in the SEC workforce exceeded both benchmarks.

Figure 10: FY 2016 SEC Workforce Compared to CLF and Federal Workforce Benchmarks

| Demographic Groups | SEC FY 2016 Workforce | FY 2016 Federal Workforce | 2010 Civilian Labor Force |
|---|-----------------------|---------------------------|---------------------------|
| Men | 54.2% | 56.7% | 51.9% |
| Women | 45.8% | 43.3% | 48.1% |
| White | 65.8% | 64.0% | 72.4% |
| Minority | 34.2% | 35.9% | 27.6% |
| Black or African American | 15.9% | 17.9% | 12.0% |
| Hispanic or Latino | 5.3% | 8.5% | 10.0% |
| Asian | 12.0% | 5.9% | 3.9% |
| American Indian or Alaska Native | 0.1% | 1.7% | 1.1% |
| Native Hawaiian or Other Pacific Islander | 0.4% | 0.5% | 0.1% |
| Two or More Races | 0.4% | 1.5% | 0.5% |

Source: FPPS retrieved on December 21, 2016. Federal workforce data from the Office of Personnel Management and CLF data from Census 2010 EEO Tabulation retrieved on January 4, 2017.

Workforce Analysis by Occupation:

As of the end of FY 2016, the SEC employed 4,685 individuals in over 50 occupations. Analysis of the SEC workforce by occupation, gender, race, and ethnicity reveals that gender and racial differences exist in employment patterns.

Figure 11 shows the percentage of each demographic group in the 10 most prevalent occupations in the SEC workforce. Attorney is the most prevalent occupation in the SEC workforce. As of the end of FY 2016, about 43.3 percent of all SEC employees were employed as attorneys (1.3 percentage points higher than in FY 2015).

Figure 11: FY 2016 Percent of Demographic Group in Top 10 Occupations

| | SEC | Men | Women | White | Black | Hispanic | Asian | All Other |
|--|--------|--------|--------|--------|--------|----------|--------|-----------|
| Total | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| 0905 General Attorney | 42.0% | 43.3% | 40.4% | 49.8% | 18.3% | 31.9% | 36.1% | 26.2% |
| 0510 Accounting | 20.4% | 21.3% | 19.3% | 22.0% | 11.1% | 23.4% | 22.6% | 14.3% |
| 2210 Information Technology Management | 6.6% | 9.0% | 3.7% | 4.4% | 9.2% | 9.3% | 13.1% | 16.7% |
| 1831 Securities Compliance Examining | 6.3% | 7.9% | 4.4% | 6.4% | 3.6% | 7.7% | 8.7% | 4.8% |
| 0301 Miscellaneous Administration and Program | 5.2% | 2.6% | 8.3% | 2.9% | 16.5% | 7.3% | 1.6% | 9.5% |
| 0343 Management and Program Analysis | 2.8% | 1.7% | 4.1% | 1.9% | 7.4% | 3.2% | 1.6% | 7.1% |
| 0110 Economist | 2.5% | 3.3% | 1.6% | 2.6% | 0.5% | 2.4% | 5.0% | 2.4% |
| 0950 Paralegal Specialist | 1.9% | 0.6% | 3.5% | 1.5% | 4.0% | 3.2% | 1.1% | 4.8% |
| 0201 Human Resources Management | 1.3% | 0.7% | 2.1% | 0.8% | 4.3% | 0.8% | 0.5% | 2.4% |
| 1102 Contracting | 1.0% | 0.9% | 1.1% | 0.6% | 2.3% | 1.6% | 0.9% | 4.8% |

Source: FPPS retrieved on December 21, 2016. "All Other" includes Native Hawaiian/Pacific Islander, American Indian/Alaska Native, Two or More Races, and unknowns. Mission critical occupations are highlighted in red.

The top 10 occupations by gender show attorney is the most prevalent occupation for both men and women, followed by accountant. IT management is the third most prevalent occupation for men, while the third most prevalent occupation for women is the 0301 occupational series, Miscellaneous Administration and Program Series.

Attorney is also the most prevalent occupation for all racial and ethnic groups, though differences exist in the degree of prevalence. Nearly 50 percent of White, 36.1 percent of Asian, 31.9 percent of Hispanic or Latino, and 18.3 percent of Black or African American employees are employed as attorneys.

For White employees, the second most prevalent occupation is accountant, followed by securities compliance examiner. Occupational rankings for Hispanic or Latino and Asian employees are similar; accountant is the second most prevalent occupation for these two groups, followed by IT management. For Black or African American employees, the 0301 occupational series is the second most prevalent occupation, followed by accountant.

Mission Critical Occupations:

Figure 12 shows how the FY 2016 workforce representation of minorities and women in four mission critical occupations—attorney, accountant, securities compliance examiner, and economist—compared to the availability of minorities and women in these occupations in the CLF. The comparisons with these two benchmarks are helpful in assessing the agency’s progress towards achieving diversity at all levels of the agency’s workforce, and identifying areas where outreach and recruitment efforts might be directed.

The SEC workforce representation of women in the accountant, securities compliance examiner, and economist occupations was below the CLF representation of women in these occupations. The Hispanic or Latino representation in all four mission critical occupations was slightly lower than the CLF. Black or African American representation in securities compliance examiner and economist occupations was lower in the SEC workforce than in the occupational CLF.

Figure 12: FY 2016 SEC Workforce Mission Critical Occupations Compared to CLF

| | | Men | Women | White | Black | Hispanic | Asian | NHPI | AIAN | TOM |
|-----------------------------|---------------|-------|-------|-------|-------|----------|-------|------|------|------|
| General Attorney | SEC Workforce | 55.9% | 44.1% | 78.1% | 7.0% | 4.0% | 10.3% | 0.1% | 0.3% | 0.2% |
| | OCLF | 66.7% | 33.3% | 86.4% | 4.7% | 4.4% | 3.6% | 0.9% | 0.5% | 0.4% |
| Accounting | SEC Workforce | 56.6% | 43.4% | 71.3% | 8.7% | 6.1% | 13.3% | 0.0% | 0.3% | 0.3% |
| | OCLF | 39.9% | 60.1% | 76.0% | 8.1% | 6.1% | 8.6% | 1.2% | 0.6% | 0.5% |
| Securities Examiners | SEC Workforce | 68.1% | 31.9% | 67.1% | 9.2% | 6.4% | 16.6% | 0.0% | 0.0% | 0.7% |
| | OCLF | 54.7% | 45.3% | 72.4% | 12.3% | 6.7% | 7.7% | 0.9% | 0.4% | 0.5% |
| Economist | SEC Workforce | 71.2% | 28.8% | 66.9% | 3.4% | 5.1% | 23.7% | 0.0% | 0.8% | 0.0% |
| | OCLF | 67.1% | 32.9% | 81.0% | 5.5% | 5.2% | 7.5% | 0.9% | 0.6% | 0.2% |

Source: FPPS retrieved on December 21, 2016. OCLF data from Census 2010 EEO Tabulation retrieved on January 4, 2017. NHPI = Native Hawaiian/Pacific Islander; AIAN = American Indian/Alaska Native, and TOM = Two or More Races.

Figure 13 depicts employees in mission critical occupations by gender, race, and ethnicity since FY 2014. The three-year trend data show the total minority representation in mission critical occupations increased from 23.1 percent in FY 2014 to 25.2 percent in FY 2016. The percentages of Asian, Black or African American, and Hispanic or Latino employees in mission critical occupations increased from FY 2014 to FY 2016. The percentage of women in mission critical occupations also increased slightly over the three-year period.

Figure 13: Mission Critical Occupations FY 2014 – FY 2016

| | Total | Men | Women | White | Black | Hispanic | Asian | All Other |
|---|--------------|-------------|--------------|-------------|--------------|--------------|--------------|--------------|
| FY 2014 | 3,001 | 1,760 | 1,241 | 2,309 | 221 | 123 | 334 | 14 |
| | 100.0% | 58.6% | 41.4% | 76.9% | 7.4% | 4.1% | 11.1% | 0.1% |
| FY 2015 | 3,154 | 1,841 | 1,313 | 2,394 | 233 | 145 | 365 | 17 |
| | 100.0% | 58.4% | 41.6% | 75.9% | 7.4% | 4.6% | 11.6% | 0.1% |
| FY 2016 | 3,333 | 1,924 | 1,409 | 2,493 | 251 | 162 | 407 | 20 |
| | 100.0% | 57.7% | 42.3% | 74.8% | 7.5% | 4.9% | 12.2% | 0.6% |
| Percent Change (FY 2014 - FY 2016) | 11.1% | 9.3% | 13.5% | 8.0% | 13.6% | 31.7% | 21.9% | 42.9% |

Source: FPPS retrieved on December 21, 2016. "All Other" includes Native Hawaiian or Other Pacific Islander, American Indian or Alaskan Native, Two or More Races categories, and unknowns.

Supervisors and Managers:

Generally, SEC 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. Senior Officers, the highest-ranking employees at the SEC, are equivalent to Senior Executive Service personnel at other Federal agencies. During FY 2016, the SEC employed 911 supervisors and managers in its workforce. Of this total, 881 supervisors and managers held positions at grade levels SK-15, SK-17, or Senior Officer.¹⁰

Figure 14 shows the number and percentage of SEC supervisors and managers by gender, race, and ethnicity from FY 2014 to FY 2016. The number of women in supervisory and management positions increased over the three-year period. From FY 2015 to FY 2016, however, there was a slight decrease in the percentage of supervisory and management positions held by women.

Figure 14: Supervisors and Managers FY 2014 – FY 2016

| | Total | Men | Women | White | Black | Hispanic | Asian | All Other |
|---|--------------|--------------|--------------|-------------|--------------|--------------|--------------|--------------|
| FY 2014 | 817 | 505 | 312 | 641 | 75 | 30 | 64 | 6 |
| | 100.0% | 61.8% | 38.2% | 78.5% | 9.2% | 3.7% | 7.8% | 0.7% |
| FY 2015 | 866 | 527 | 339 | 673 | 80 | 33 | 72 | 8 |
| | 100.0% | 60.9% | 39.1% | 77.7% | 9.2% | 3.8% | 8.3% | 0.9% |
| FY 2016 | 911 | 562 | 349 | 698 | 84 | 37 | 84 | 8 |
| | 100.0% | 61.7% | 38.3% | 76.6% | 9.2% | 4.1% | 9.2% | 0.9% |
| Percent Change (FY 2014 - FY 2016) | 11.5% | 11.3% | 11.9% | 8.9% | 12.0% | 23.3% | 31.3% | 33.3% |

Source: FPPS retrieved on December 21, 2016. "All Other" includes the Native Hawaiian or Other Pacific Islander, American Indian or Alaskan Native, Two or More Races categories, and unknowns.

The level of racial or ethnic diversity in supervisory and management positions in the SEC workforce increased from FY 2014 to FY 2016. The number of minorities in supervisory and management positions increased from 175 in FY 2014 to 213 in FY 2016. As of the end of FY 2016, minorities held 23.4 percent of supervisory and management positions at the SEC, up from 21.5 percent in FY 2014.

The representation of all but one minority group in the SEC's supervisory and management positions increased from FY 2014 to FY 2016. The largest increase was seen in the representation of Asian employees at the supervisory and management level, which increased from 7.8 percent in FY 2014 to 9.2 percent in FY 2016. The percentage of Hispanic or Latino supervisors and managers increased incrementally from FY 2014 to FY 2016. Since FY 2014,

¹⁰ The SEC also had employees in supervisory and management positions in the SK-9 – SK-14 grade levels.

the representation of employees who are Native Hawaiian or Other Pacific Islander, American Indian or Alaska Native, and Two or More Races in supervisory and management positions increased slightly. The percentage Black or African American employees in supervisory and management positions remained unchanged over the three-year period.

Senior Officers:

Figure 15 depicts the three-year trend in the representation among Senior Officers by gender, race, and ethnicity. Since FY 2014, the SEC added seven Senior Officer positions and had 146 Senior Officers in its workforce as of the end of FY 2016. This increase represents an overall 5 percent change. The representation of minorities at the Senior Officer level increased from 11.5 percent in FY 2014 to 13.0 percent in FY 2016. The minority representation among SEC Senior Officers as of the end of FY 2016 was 13 percent, which is lower than the 21.3 percent minority representation among Senior Executives in the Federal workforce, as reported in OPM’s FedScope.

Figure 15: Senior Officers FY 2014 – FY 2016

| | Total | Men | Women | White | Black | Hispanic | Asian | All Other |
|---|-------------|-------------|--------------|-------------|---------------|-------------|--------------|------------|
| FY 2014 | 139 | 91 | 48 | 123 | 8 | 3 | 5 | 0 |
| | 100.0% | 65.5% | 34.5% | 88.5% | 5.8% | 2.2% | 3.6% | 0.0% |
| FY 2015 | 147 | 91 | 56 | 128 | 8 | 4 | 7 | 0 |
| | 100.0% | 61.9% | 38.1% | 87.1% | 5.4% | 2.7% | 4.8% | 0.0% |
| FY 2016 | 146 | 93 | 53 | 127 | 7 | 3 | 8 | 1 |
| | 100.0% | 63.7% | 36.3% | 87.0% | 4.8% | 2.1% | 5.5% | 0.7% |
| Percent Change (FY 2014 - FY 2016) | 5.0% | 2.2% | 10.4% | 3.3% | -12.5% | 0.0% | 60.0% | N/A |

Source: FPPS retrieved on December 21, 2016 and includes employees in the SO pay plan. “All Other” includes the Native Hawaiian or Other Pacific Islander, American Indian or Alaskan Native, Two or More Races categories, and unknowns.

From FY 2015 to FY 2016, the number of Black or African American and Hispanic or Latino Senior Officers decreased, and the number of Asian Senior Officers increased. Since FY 2014, the percentage of Senior Officer positions held by Black or African American and Hispanic or Latino employees decreased.

The number of women Senior Officers increased from 48 in FY 2014 to 53 in FY 2016, a net change of 10.4 percent. The percentage representation of women at the Senior Officer level increased over this three-year period as well. Women represented 34.5 percent of the Senior Officers in FY 2014, compared to 36.3 percent in FY 2016. By comparison, 35.4 percent of Senior Executives in the Federal workforce were women as of FY 2016, according to OPM’s FedScope.

New Hires:

New hires by gender, race, and ethnicity since FY 2014 are shown in Figure 16. As of the end of FY 2016, the SEC workforce had 444 new hires, representing a 16.5 percent change from FY 2014. The percentage of women new hires in FY 2016 increased to 44.6 percent, compared to 39.6 percent in FY 2014. From FY 2015 to FY 2016, the representational percentage for minorities among new hires increased nearly two percentage points.

Figure 16: New Hires Trend by Gender, Race, and Ethnicity

| | Total | Men | Women | White | Black | Hispanic | Asian | All Other |
|----------------|--------|-------|-------|-------|-------|----------|-------|-----------|
| FY 2014 | 381 | 230 | 151 | 242 | 66 | 15 | 53 | 5 |
| | 100.0% | 60.4% | 39.6% | 63.5% | 17.3% | 3.9% | 13.9% | 1.3% |
| FY 2015 | 456 | 255 | 201 | 292 | 56 | 33 | 70 | 5 |
| | 100.0% | 55.9% | 44.1% | 64.0% | 12.3% | 7.2% | 15.4% | 1.1% |
| FY 2016 | 444 | 246 | 198 | 274 | 57 | 29 | 80 | 4 |
| | 100.0% | 55.4% | 44.6% | 61.7% | 12.8% | 6.5% | 18.0% | 0.9% |

Source: FPPS retrieved on December 21, 2016. "All Other" includes the Native Hawaiian or Other Pacific Islander, American Indian or Alaskan Native, Two or More Races categories, and unknowns.

Figure 17 shows new hires into mission critical occupations by gender, race, and ethnicity since FY 2014. The percentage of women new hires into mission critical occupations increased from FY 2014 to FY 2016. The percentages of Black or African American and Hispanic or Latino new hires into mission critical occupations increased from FY 2014 to FY 2016. The percentage of Asian new hires into mission critical occupations decreased in FY 2016, compared to the FY 2014 level.

Figure 17: New Hires into Mission Critical Occupations FY 2014 – FY 2016

| | Total | Men | Women | White | Black | Hispanic | Asian | All Other |
|----------------|--------|-------|-------|-------|-------|----------|-------|-----------|
| FY 2014 | 195 | 124 | 71 | 141 | 10 | 7 | 35 | 1 |
| | 100.0% | 63.6% | 36.4% | 72.3% | 5.1% | 3.6% | 17.9% | 0.5% |
| FY 2015 | 297 | 168 | 129 | 210 | 19 | 22 | 46 | 0 |
| | 100.0% | 56.6% | 43.4% | 70.7% | 6.4% | 7.4% | 15.5% | 0.0% |
| FY 2016 | 267 | 134 | 133 | 182 | 22 | 16 | 45 | 2 |
| | 100.0% | 50.2% | 49.8% | 68.2% | 8.2% | 6.0% | 16.9% | 0.7% |

Source: FPPS retrieved on December 21, 2016. "All Other" includes the Native Hawaiian or Other Pacific Islander, American Indian or Alaskan Native, Two or More Races categories, and unknowns.

Separations:

Figure 18 depicts the separations by gender, race, and ethnicity since FY 2014. In FY 2016, 201 employees left the SEC. Separations due to resignation, retirement, and term

appointments accounted for nearly all separations from FY 2015 to FY 2016, involuntary separations account for less than 1 percent of all separations.

Figure 18: Workforce Separations by Gender, Race, and Ethnicity FY 2014 – FY 2016

| | Total | Men | Women | White | Black | Hispanic | Asian | All Other |
|----------------|--------|-------|-------|-------|-------|----------|-------|-----------|
| FY 2014 | 280 | 159 | 121 | 191 | 52 | 11 | 25 | 1 |
| | 100.0% | 56.8% | 43.2% | 68.2% | 18.6% | 3.9% | 8.9% | 0.4% |
| FY 2015 | 258 | 139 | 119 | 176 | 40 | 15 | 25 | 2 |
| | 100.0% | 53.9% | 46.1% | 68.2% | 15.5% | 5.8% | 9.7% | 0.8% |
| FY 2016 | 201 | 114 | 87 | 138 | 30 | 10 | 20 | 3 |
| | 100.0% | 56.7% | 43.3% | 68.7% | 14.9% | 5.0% | 10.0% | 1.5% |

Source: FPPS retrieved on December 21, 2016. "All Other" includes the Native Hawaiian or Other Pacific Islander, American Indian or Alaskan Native, Two or More Races categories, and unknowns.

From FY 2014 to FY 2016, the percentage of women separating from the SEC remained relatively unchanged. The percentage of minorities separating was slightly lower in FY 2016 than in FY 2014. Of the 201 employees who separated from the SEC in FY 2016, 128 (or 63.7 percent) left from mission critical occupations. Figure 19 shows separations from mission critical occupations by gender, race, and ethnicity from FY 2014 to FY 2016. The percentage of minorities separating from mission critical occupations was nearly one percentage point lower in FY 2016 than in FY 2014.

Figure 19: Separations from Mission Critical Occupations FY 2014 – FY 2016

| | Total | Men | Women | White | Black | Hispanic | Asian | All Other |
|----------------|--------|-------|-------|-------|-------|----------|-------|-----------|
| FY 2014 | 169 | 113 | 56 | 136 | 13 | 7 | 13 | 0 |
| | 100.0% | 66.9% | 33.1% | 80.5% | 7.7% | 4.1% | 7.7% | 0.0% |
| FY 2015 | 161 | 97 | 64 | 128 | 11 | 7 | 14 | 1 |
| | 100.0% | 60.2% | 39.8% | 79.5% | 6.8% | 4.3% | 8.7% | 0.6% |
| FY 2016 | 128 | 75 | 53 | 104 | 7 | 4 | 12 | 1 |
| | 100.0% | 58.6% | 41.4% | 81.3% | 5.5% | 3.1% | 9.4% | 0.8% |

Source: FPPS retrieved on December 21, 2016. "All Other" includes the Native Hawaiian or Other Pacific Islander, American Indian or Alaskan Native, Two or More Races categories, and unknowns.

Promotions:

Figure 20 depicts promotions by gender, race, and ethnicity since FY 2014. For purposes of this report, promotions include all instances where employees are converted to a higher pay grade. Accordingly, the data reflects career-ladder, competitive, and temporary promotions, as well as conversions to a higher level position.

Minorities received 36.3 percent of promotions in FY 2016. Compared to FY 2014, the percentages of promotions received by employees who self-identified as Black or African

American, Hispanic or Latino, Asian, and All Other Races were higher in FY 2016. The percentage of promotions received by women decreased slightly over the three-year period.

Figure 20: Promotions FY 2014 – FY 2016

| | Total | Men | Women | White | Black | Hispanic | Asian | All Other |
|----------------|--------|-------|-------|-------|-------|----------|-------|-----------|
| FY 2014 | 590 | 315 | 275 | 384 | 124 | 19 | 61 | 2 |
| | 100.0% | 53.4% | 46.6% | 65.1% | 21.0% | 3.2% | 10.3% | 0.3% |
| FY 2015 | 564 | 292 | 272 | 345 | 117 | 30 | 64 | 8 |
| | 100.0% | 51.8% | 48.2% | 61.2% | 20.7% | 5.3% | 11.3% | 1.4% |
| FY 2016 | 612 | 330 | 282 | 390 | 102 | 40 | 77 | 3 |
| | 100.0% | 53.9% | 46.1% | 63.7% | 16.7% | 6.5% | 12.6% | 0.5% |

Source: FPPS retrieved on December 21, 2016. "All Other" includes the Native Hawaiian or Other Pacific Islander, American Indian or Alaskan Native, Two or More Races categories, and unknowns.

Work Environment

The SEC strives to cultivate and maintain an inclusive workplace culture that respects and values diversity, encourages collaboration, flexibility, and fairness, and allows employees to contribute to their full potential. The Employee Affinity Groups at the SEC have been instrumental in helping the agency build a diverse workforce and foster workplace inclusion. This is demonstrated through the results of the 2016 Federal Employee Viewpoint Survey (FEVS) administered by OPM that suggest overall improvements in the indices for Global Satisfaction (9 percentage points) and Employee Engagement (5 percentage points), among others.

Employee Affinity Groups:

The SEC recognizes and supports participation in Employee Affinity Groups as instrumental to achieving the agency’s strategic objective of maintaining an organizational culture that attracts diverse talent and encourages employee engagement and retention. Employee Affinity Groups provide educational, cultural, and networking opportunities for SEC employees, and serve as a resource for outreach and recruitment initiatives. SEC Commissioners serve as sponsors for Employee Affinity Groups. OMWI provides program support for all Employee Affinity Groups except the Veterans Committee, which receives program support from OHR. In FY 2016, the following Employee Affinity Groups were active at the SEC:

- African American Council;
- American Indian Heritage Committee;
- Asian American Pacific Islander Committee;

- Caribbean American Heritage Committee;
- Disability Interests Advisory Committee;
- Hispanic and Latino Opportunity, Leadership, and Advocacy Committee;
- Lesbian, Gay, Bisexual, and Transgender Committee;
- Veterans Committee; and
- Women’s Committee.

Employee Affinity Groups have a major role in planning and conducting SEC-sponsored programs and activities to commemorate Special Observances. Appendix B contains a list of programs sponsored for Special Observances in FY 2016.

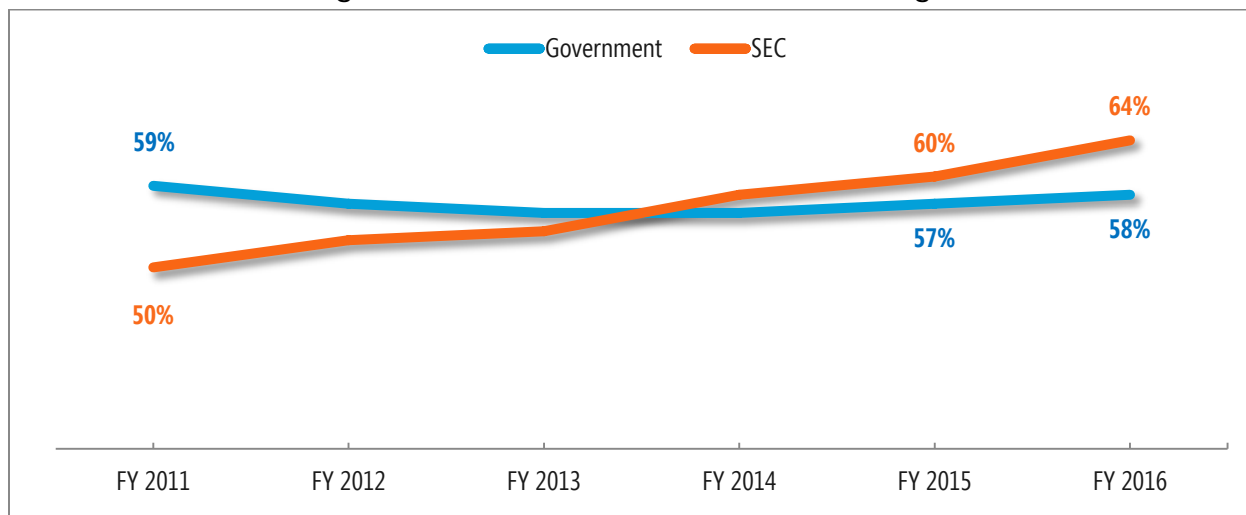
FEVS Inclusion Quotient Index:

The FEVS Inclusion Quotient Index (the New IQ) empirically measures workplace inclusion, and provides insight into the SEC’s progress towards cultivating an inclusive workplace that values and respects diversity. The New IQ is made up of 20 FEVS questions grouped into the following “5 Habits of Inclusion:”

- Fair: Are all employees treated equitably?
- Open: Does management support diversity in all ways?
- Cooperative: Does management encourage communication and collaboration?
- Supportive: Do supervisors value employees?
- Empowering: Do employees have the resources and support needed to excel?

The New IQ score reflects the percentage of positive responses to the questions corresponding to each “habit” of inclusion. The SEC’s overall New IQ was 64 percent positive, which was four percentage points higher than the agency’s overall New IQ for 2015 and 14 percentage points higher than 2011. The SEC’s scores on each Habit of Inclusion also increased: Fair (up 4 percentage points), Open (up 4 percentage points), Cooperative (up 6 percentage points), Supportive (up 3 percentage points), and Empowering (up 6 percentage points). The trend calculations shown in Figure 21 indicate the SEC New IQ continues to increase.

Figure 21: SEC's New IQ vs. Government Average



Source: OPM's Federal Employee Viewpoint Survey 2016 retrieved on January 6, 2017.

In addition to the New IQ, OMWI tracks the percent of positive responses to three diversity-related FEVS questions. As shown in Figure 22, the agency's scores on these questions have increased each year since FY 2012, which suggests that efforts to promote workforce diversity and foster an inclusive workplace are having a positive impact.

Figure 22: SEC Scores on Selected Diversity Related FEVS Questions

| Question | 2012 | 2013 | 2014 | 2015 | 2016 |
|---|-------|-------|-------|-------|-------|
| Q34 - Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring). | 52.9% | 53.1% | 59.8% | 63.4% | 64.7% |
| Q45 - My supervisor is committed to a workforce representative of all segments of society. | 62.9% | 66.2% | 71.4% | 72.3% | 75.9% |
| Q55 - Supervisors work well with employees of different backgrounds. | 58.1% | 58.7% | 62.8% | 63.8% | 67.7% |

Source: OPM's Federal Employee Viewpoint Survey 2016 retrieved on January 6, 2017.

Challenges and Next Steps

The SEC is committed to developing and implementing initiatives that will improve the diversity in senior management and certain mission critical occupations. The SEC's ongoing outreach and recruitment efforts will continue to focus on improving the representation of women in the accountant, securities compliance examiner, and economist occupations, the Black or African American representation in securities compliance examiner and economist occupations, and the Hispanic or Latino representation in all four mission critical occupations. Increasing the gender, racial, and ethnic diversity among the Senior Officers will continue to be a focus of the agency's diversity initiatives.

Regulated Entities

On June 10, 2015, the SEC joined with the Office of the Comptroller of the Currency, Board of Governors of the Federal Reserve System, Federal Deposit Insurance Corporation, Bureau of Consumer Financial Protection, and National Credit Union Administration (“Agencies”) in issuing the “*Final Interagency Policy Statement Establishing Joint Standards for Assessing the Diversity Policies and Practices of Entities Regulated by the Agencies*” (Joint Standards). The Joint Standards provide a framework for regulated entities to create and strengthen their diversity policies and practices, including their organizational commitment to diversity, workforce and employment practices, procurement and business practices, and practices to promote transparency of organizational diversity and inclusion. The Joint Standards envision that regulated entities will conduct self-assessments of their diversity policies and practices and provide information pertaining to their self-assessments to the OMWI Director of their primary Federal financial regulator.

On February 28, 2016, the SEC and the other Agencies issuing the Joint Standards received approval from the Office and Management Budget (OMB) under the Paperwork Reduction Act (PRA) to collect information pertaining to diversity assessments, as contemplated under the Joint Standards. To facilitate self-assessments and to provide a means for regulated entities to provide diversity assessment information, OMWI has developed a form—the Diversity Assessment Report for Entities Regulated by the SEC. The Diversity Assessment Report is structured around the Joint Standards, and is intended to promote consistency, uniformity, and economy in the collection of diversity assessment information.

OMWI will seek approval from OMB to revise the approved information collection to add the Diversity Assessment Report as a collection instrument. On the January 24, 2017, OMWI published a notice in the Federal Register soliciting public comment on the proposed Diversity Assessment Report (82 FR 8248). The 60-day comment period closed on March 27, 2017.

OMWI will continue to pursue opportunities such as educational events hosted by industry trade associations to promote the Joint Standards and encourage self-assessments and submission of diversity assessment information. OMWI expects that the diversity assessment information received from SEC-regulated entities will make it possible to monitor the progress and trends in the financial services industry regarding diversity and inclusion in employment and contracting, and identify and highlight those policies and practices that have been successful.

Contractor Workforce Inclusion of Minorities and Women

The Commission adopted the SEC Contract Standard for Contractor Workforce Inclusion (Contract Standard) to implement the requirements of Section 342 of Dodd-Frank related to the workforce diversity of agency contractors. The Contract Standard is included in all solicitations and contracts for services with a dollar value of \$100,000 or more, and in subcontracts for services with a dollar value of \$100,000 or more awarded under the contract.

The Contract Standard requires the service contractor, upon entering into a contract with the SEC, to confirm it will ensure, to the maximum extent possible and consistent with applicable law, the fair inclusion of minorities and women in its workforce. The Contract Standard further requires a contractor to provide documentation, upon the request of the OMWI Director, demonstrating it has made good faith efforts to ensure the fair inclusion of minorities and women in its workforce and, as applicable, demonstrating its covered subcontractor(s) has made such good faith efforts.

Section 342 of the Dodd-Frank Act directs the OMWI Director to determine whether a contractor has failed to make good faith efforts to include minorities and women in its workforce, and requires the agency administrator to take appropriate action if the OMWI Director makes such a determination. In May 2016, OMWI began conducting post-award reviews, referred to as “Good Faith Effort Reviews,” to determine contractor compliance with the requirements of the Contract Standard.

OMWI reviewed a total of 33 contractors (30 prime contractors, and 3 subcontractors) in FY 2016. In each of the reviews, OMWI determined that the information and representations in the contractor’s submission appeared to indicate the contractor had taken actions demonstrating good faith efforts to comply with the requirements of the Contract Standard. In about 55 percent of the reviews, OMWI advised the contractor that its ongoing diversity efforts should focus on the workforce representation of women and/or minorities in an EEO-1 job category (e.g., primarily Officials and Managers and Professionals).

Other Requirements

In FY 2016, OMWI made it a priority to complete the materials needed to implement the recommendations contained in 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). The OIG report recommended that OMWI use the U.S. Government Accountability Office's (GAO) "Standards for Internal Control in the Federal Government" and "Performance Measurement and Evaluation" to develop (a) internal policies and procedures to guide its diversity efforts and programmatic activities, and (b) workforce diversity standards required by the Dodd-Frank Act, including methods to monitor and evaluate its activities.

Using GAO standards as a guide, OMWI developed systematic and comprehensive methods for monitoring and evaluating the effectiveness of its programmatic activities. OMWI's "Guide to Performance Measurements and Evaluation Methods" contains performance goals and evaluation measures that focus on workforce diversity, supplier diversity, and contractor workforce inclusion. OMWI also developed a Program Manual for its staff members, which sets forth policies and procedural guidance for conducting the work of OMWI, and describes the internal controls for certain programmatic activities.

OMWI issued SEC administrative regulations to set forth policies and procedures for partnering with minority, women, and other diverse professional associations and educational organizations; and procedures for determining contractor compliance with the obligation under the SEC Contract Standard to make good faith efforts to ensure the fair inclusion of minorities and women in its workforce. OMWI also published an administration regulation that outlines operating guidelines for Employee Affinity Groups and provides guidance for conducting programs to promote diversity and inclusion, including agency-sponsored programs to commemorate Special Observances.

As directed by recommendations in both the OIG audit report and House Financial Services Committee Democratic Staff Report, OMWI developed standards for equal employment opportunity and workforce diversity prescribed by Section 342(b)(2)(A) of the Dodd-Frank Act. OMWI issued a policy memorandum setting forth standards for equal employment opportunity, workforce diversity, and workplace Inclusion. The standards, and the mechanisms by which they are implemented, will enhance agency's ability to build and maintain a technically proficient and high-performing workforce drawn from all segments of American society. On September 23, 2016, OIG auditors closed the outstanding audit recommendation.

Conclusion and FY 2017 Outlook

In FY 2017, 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 promote diversity in the agency's workforce and cultivate an inclusive work environment. The SEC will continue to implement existing initiatives and explore new strategies for improving gender, racial, and ethnic diversity in SEC mission critical occupations and senior management positions. Further, OMWI will continue to work with the Office of Acquisitions to build on the agency's success in advancing the agency's supplier diversity goals.

OMWI anticipates receiving OMB approval for its Diversity Assessment Report for Entities Regulated by the SEC in FY 2017, and expects to begin requesting diversity assessment information in FY 2018. OMWI will use educational events with industry trade associations to promote the use of the Joint Standards and encourage SEC-regulated entities to conduct self-assessments of their diversity policies and practices. OMWI will also continue to conduct post-award reviews of agency contractors to determine compliance with SEC Contract Standard for Contractor Workforce Inclusion.

Appendix A: FY 2016 Outreach and Recruitment Events

| Event Name | Date |
|---|-------------------|
| National Society of Hispanic MBAs 26th Annual Conference & Career Expo | October 08, 2015 |
| Hispanic Association of College Universities (HACU) 29th Annual Conference | October 10, 2015 |
| National Association of Women MBAs 2015 Annual Conference & Career Fair | October 15, 2015 |
| National Association of Asian MBAs 7th Annual AMBA Leadership Conference & Career Expo | October 16, 2015 |
| SEC Internship Workshop Howard University Law School, Business Law Society | October 19, 2015 |
| SEC Internship Workshop Howard University Law School, Business Law Society | October 29, 2015 |
| Thurgood Marshall College Fund Webinar - Internships and Careers | October 29, 2015 |
| Leadership Council on Legal Diversity | November 05, 2015 |
| National Asian Pacific American Bar Association Convention | November 05, 2015 |
| The League of United Latin American Citizens (LULAC) Emerge Latino Conference | February 25, 2016 |
| Wellesley College Fair | February 26, 2016 |
| The Washington Bar Association Career Fair | February 27, 2016 |
| SEC PROPELS Student Shadowing Program | March 17, 2016 |
| Career Fair at the 19th Annual Hispanic Law Conference | April 07, 2016 |
| Federal Bar Association 41st Annual Indian Law Conference | April 07, 2016 |
| Native American Finance Officers Association 34th Annual Conference | April 17, 2016 |
| National Bar Association Mid-Year Conference | April 21, 2016 |
| Trinity Washington University On-Campus Recruitment | April 22, 2016 |
| Student Honors Program Webcast - Thurgood Marshall College Fund | April 28, 2016 |
| Professional & Technology Diversity Career Fair | May 03, 2016 |
| Outreach at Tulane Law School, Louisiana Outreach Initiative | May 10, 2016 |
| Outreach at Newcomb College Institute, Louisiana Outreach Initiative | May 10, 2016 |
| Outreach at Tulane University (Business School), Louisiana Outreach Initiative | May 10, 2016 |
| Outreach at Southern University, Louisiana Outreach Initiative | May 10, 2016 |
| South Asian Bar Association of North America 13th Annual Convention | May 12, 2016 |
| Dade County Bar Association Diversity Summit | May 18, 2016 |
| Securities Industry and Financial Markets Association (SIFMA) Women's Leadership Forum | May 18, 2016 |
| Morgan State University, Workforce Diversity Signature Seminar | May 19, 2016 |
| United Negro College Fund (UNCF) Gateway to Leadership Visit | June 01, 2016 |
| Women in Technology Summit (WITI) | June 05, 2016 |
| National Association of Black Accountants Annual Convention | June 22, 2016 |
| Boston Federal Reserve Bank - Interagency Policy Statement on Diversity Standards Meeting | July 06, 2016 |
| SEC Career Open House for Accountants and Examiners at Chicago Regional Office | July 11, 2016 |
| National Bar Association Annual Convention | July 16, 2016 |
| 2016 Minority Corporate Counsel Association Creating Pathways to Diversity Conference | July 18, 2016 |

| Event Name | Date |
|--|--------------------|
| NAACP National Convention Diversity Career Fair | July 19, 2016 |
| National Council of la Raza Annual Conference | July 23, 2016 |
| National Association of Asian MBAs ASCEND 2016 National Convention and Career Fair | July 30, 2016 |
| National LGBT Bar Association 2016 Lavender Law Conference & Career Fair | August 04, 2016 |
| National Urban League National Conference & Career Fair | August 04, 2016 |
| Association of Latino Professionals For America 44th Annual Conference | August 05, 2016 |
| Information and Networking Event for Individuals with Disabilities | August 08, 2016 |
| "Meet the Employers" Information Fair - Howard University | August 11, 2016 |
| SEC Chair's Attorney Honors Program Webinar | September 06, 2016 |
| Hispanic National Bar Association Annual Conference | September 07, 2016 |
| Puerto Rican Attorney College's Annual Conference | September 08, 2016 |
| Outreach at Universidad Politecnica de Puerto Rico | September 08, 2016 |
| Outreach at Universidad del Sagrado Corazon | September 09, 2016 |
| Boston College 2016 Fall Career & Internship Fair | September 13, 2016 |
| Morehouse College, MBA Week Economics Panel | September 14, 2016 |
| Montclair State University Accounting Career Fair | September 15, 2016 |
| Congressional Black Caucus Foundation PDN Career Fair | September 15, 2016 |
| Outreach at New Mexico State University - Las Cruces | September 20, 2016 |
| Outreach at New Mexico State University - Alamogordo | September 20, 2016 |
| Corporate Counsel Women of Color Career Strategies Conference | September 21, 2016 |
| University of the Virgin Islands School of Business, Career Services Office, and the Small Business Development Center Outreach Presentation | September 26, 2016 |
| Outreach at University of New Mexico - Albuquerque | September 27, 2016 |
| Outreach at University of New Mexico - Valencia Campus | September 27, 2016 |
| National Society of Hispanic MBAs Prospanica Conference & Career Expo | September 29, 2016 |
| Alabama State University Career Fair | September 29, 2016 |
| Savannah State University - An Evening with Business Professionals | September 29, 2016 |

Source: Office of Minority and Women Inclusion.

Appendix B: FY 2016 Programs for Special Observances

| Program and Speaker |
|--|
| <p>Hispanic Heritage Month <i>Guest Speaker: Federal Trade Commission Chair Edith Ramirez</i></p> |
| <p>Disability Awareness Month <i>Interviews with SEC Management</i></p> |
| <p>Veterans Day Commemoration – Guest Speaker: <i>Vice Admiral James Alvin Sagerholm, U.S. Navy (retired)</i></p> |
| <p>American Indian Heritage Month <i>Guest Speaker: Vincent Logan, Special Trustee for American Indians, Department of the Interior</i></p> |
| <p>African American History Month <i>Guest Speaker: Gregory S. Bell, Author and Director of Speechwriting for the U.S. Department of Housing and Urban Development</i></p> |
| <p>Women’s History Month <i>Guest Speaker: United States Attorney General Loretta Lynch</i></p> |
| <p>Asian American Pacific Islander Month <i>Guest Speaker: Sharon Wong, then Acting Director, Office of Diversity and Inclusion, Office of Personnel Management</i></p> |
| <p>Caribbean American Heritage Month <i>Guest Speaker: Claudia Gordon, Chief of Staff, Department of Labor</i></p> |
| <p>Pride Month <i>Guest Speaker: Melissa Brand, Civil Rights Attorney, EEOC.</i></p> |

Source: Office of Minority and Women Inclusion.