



U.S. Securities and Exchange Commission
Office of Minority and
Women Inclusion

January 13, 2025

The Honorable Tim Scott
Chairman
Committee on Banking, Housing, and Urban Affairs
534 Dirksen Senate Office Building
Washington, DC 20510

Dear Chairman Scott:

Enclosed please find the U.S. Securities and Exchange Commission's Office of Minority and Women Inclusion's (OMWI) Annual Report to Congress, Fiscal Year 2024, regarding the actions taken by the SEC and OMWI pursuant to Section 342 of the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010 (Public Law 111-203) (Dodd-Frank Act). This staff report is submitted in accordance with Section 342(e) of the Dodd-Frank Act.

Sincerely,

A handwritten signature in black ink, appearing to read "N + M + W + I + B".

Nathaniel H. Benjamin
Director

Enclosure



U.S. Securities and Exchange Commission

Office of Minority and Women Inclusion

January 13, 2025

The Honorable Elizabeth Warren
Ranking Member
Committee on Banking, Housing, and Urban Affairs
534 Dirksen Senate Office Building
Washington, DC 20510

Dear Ranking Member Warren:

Enclosed please find the U.S. Securities and Exchange Commission's Office of Minority and Women Inclusion's (OMWI) Annual Report to Congress, Fiscal Year 2024, regarding the actions taken by the SEC and OMWI pursuant to Section 342 of the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010 (Public Law 111-203) (Dodd-Frank Act). This staff report is submitted in accordance with Section 342(e) of the Dodd-Frank Act.

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Director

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U.S. Securities and Exchange Commission

**Office of Minority and
Women Inclusion**

January 13, 2025

The Honorable French Hill
Chairman
Committee on Financial Services
2129 Rayburn House Office Building
Washington, DC 20515

Dear Chairman Hill:

Enclosed please find the U.S. Securities and Exchange Commission's Office of Minority and Women Inclusion's (OMWI) Annual Report to Congress, Fiscal Year 2024, regarding the actions taken by the SEC and OMWI pursuant to Section 342 of the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010 (Public Law 111-203) (Dodd-Frank Act). This staff report is submitted in accordance with Section 342(e) of the Dodd-Frank Act.

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U.S. Securities and Exchange Commission

**Office of Minority and
Women Inclusion**

January 13, 2025

The Honorable Maxine Waters
Ranking Member
Committee on Financial Services
4340 O'Neill House Office Building
Washington, DC 20515

Dear Ranking Member Waters:

Enclosed please find the U.S. Securities and Exchange Commission's Office of Minority and Women Inclusion's (OMWI) Annual Report to Congress, Fiscal Year 2024, regarding the actions taken by the SEC and OMWI pursuant to Section 342 of the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010 (Public Law 111-203) (Dodd-Frank Act). This staff report is submitted in accordance with Section 342(e) of the Dodd-Frank Act.

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Director

Enclosure



U.S. Securities and
Exchange Commission

Office of Minority
and Women Inclusion

Annual Report

TO CONGRESS

JANUARY 2025

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.

Contents

List of Acronyms	v
Executive Summary	1
Introduction	2
Organizational Overview	3
U.S. Securities and Exchange Commission	3
The Office of Minority and Women Inclusion	3
People: Building Our Future through Our People.....	4
Outreach.....	5
Recruitment	6
Collaborative Partnerships	7
Consultations with SEC Divisions/Offices	8
Culture: Fostering a Culture of Inclusivity and Connectedness	9
Inclusion as a Shared Responsibility—Divisions and Offices	9
Inclusion Diversity Equity and Accessibility Strategy (IDEAS) Program.....	9
DEIA Presentations	10
Tragic Events Guide.....	10
Employee Empowerment.....	10
Employee Affinity Groups (EAGs)	10
Professional Development.....	12
Mentorship.....	12
Leadership Development	12
Training	12

Mission: Leveraging DEIA for Mission Effectiveness	14
Supplier Diversity	14
Matchmaking and Outreach.....	14
Performance Metrics	15
Contractor Workforce Inclusion: Good Faith Effort Reviews.....	18
Embedding Diversity in the SEC’s Mission.....	18
Mission-Related Diversity Activities	18
Promoting the Importance of DEIA in the Financial Services Industry and with the SEC’s Regulated Entities.....	19
Appendix A: Outreach and Recruitment Events.....	20
Appendix B: FY 2024 Strategic Diversity Job Boards	22
Appendix C: OMWI Engagement Organizations	23
Appendix D: Programs for Special Observances and Other Events Celebrating Affinity Groups.....	26
Appendix E: Supplier Diversity Conferences and Outreach Events	29
Endnotes.....	30

List of Acronyms

AAC	African American Council
AANHPI	Asian American, Native Hawaiian and Pacific Islander
AAPIC	Asian American and Pacific Islander Committee
CAHC	Caribbean American Heritage Committee
CSYE	Choo Smith Youth Empowerment
DAR	Diversity Assessment Report
DSAT	Diversity Self-Assessment Tool
DEIA	Diversity, Equity, Inclusion, and Accessibility
DIAC	Disability Interests Advisory Committee
EAG	Employee Affinity Group
FAR	Federal Acquisition Regulation
FY	Fiscal Year
GFE	Good Faith Effort
HALO	Hispanic and Latino Opportunity, Leadership, and Advocacy Committee
HBCU	Historically Black Colleges and Universities
HSI	Hispanic Serving Institution
IDEAS	Inclusion, Diversity, Equity and Accessibility Strategy
JCHA	Jewish Cultural and Heritage Alliance
LGBTQ	Lesbian, Gay, Bisexual, Transgender, and Queer (or Questioning)
MWOB	Minority-Owned and Women-Owned Business
NAICS	North American Industry Classification System
OA	Office of Acquisitions
OHR	Office of Human Resources
OMWI	Office of Minority and Women Inclusion
PCAOB	Public Company Accounting Oversight Board
SEC	U.S. Securities and Exchange Commission
SECU	SEC University
SIFMA	Securities Industry and Financial Market Association
VOD	Vendor Outreach Day



Executive Summary

The U.S. Securities and Exchange Commission's (SEC) Office of Minority and Women Inclusion's (OMWI) Annual Report to Congress provides highlights of OMWI's work. During Fiscal Year 2024, OMWI focused on activities highlighting DEIA across the agency's people, culture, and mission, as integral to successfully meeting the SEC's three-part mission of protecting investors; maintaining fair, orderly, and efficient markets; and facilitating capital formation.

To build the SEC's future through its people, OMWI continued to focus on drawing from all segments of society in its outreach and recruitment strategies. Through its partnerships with historically black colleges and universities, Hispanic-serving institutions, women's colleges and colleges that typically serve majority minority populations, and professional organizations serving underrecognized groups, OMWI participated in over 50 targeted outreach and recruitment events. Recruiting staff with the right mix of skills and expertise helps support a skilled workforce that is fully equipped to advance agency objectives.

OMWI continued to champion a culture of inclusivity, connectedness, and belonging as a shared responsibility. Recognizing divisions and offices are key stakeholders in fostering an inclusive culture, OMWI began working closely with divisions and offices to provide customized DEIA recommendations. OMWI also sought to empower employees through an understanding that diversity of talents, ideas, experiences, and identities catalyze collaboration and innovation.

OMWI furthered the SEC's mission effectiveness by expanding efforts to encourage regulated entities to conduct and submit self-assessments of their diversity and inclusion practices. OMWI also continued to participate in SEC advisory committees and task forces, and engage with diverse suppliers.

We look forward to serving as conduits for an inclusive work culture where people from diverse backgrounds share ideas that impact not only our workplace and the financial services industry, but also the diverse communities that we serve.

Introduction

The U.S. Securities and Exchange Commission (SEC, Commission, or agency) Office of Minority and Women Inclusion (OMWI) is pleased to submit its Annual Report to Congress for Fiscal Year (FY) 2024 pursuant to Section 342 of the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010 (the Dodd-Frank Act). This Report highlights the progress the SEC has made toward achieving the goals and objectives of the Dodd-Frank Act and the SEC's *Diversity, Equity, Inclusion, and Accessibility Strategic Plan for Fiscal Years 2023-2026 (DEIA Strategic Plan)*, both of which collectively guide the SEC's ongoing efforts to promote diversity, equity, inclusion, and accessibility (DEIA). OMWI focuses its efforts in the areas of workforce diversity and workplace inclusion, supplier diversity and contractor workforce inclusion, and leveraging diversity and inclusion for mission effectiveness. As such, this Report highlights these specific areas.

This report covers the period from October 1, 2023, to September 30, 2024, unless otherwise noted.

Organizational Overview

U.S. Securities and Exchange Commission

The SEC is a bipartisan Commission consisting of up to five Commissioners appointed by the President and confirmed by the Senate. The President designates one Commissioner to serve as Chair of the Commission. Gary Gensler was the Chair of the Commission for FY 2024. The SEC's mission is to protect investors; maintain fair, orderly, and efficient markets; and facilitate capital formation. Accordingly, the goals are to focus on the long-term interests of our investors; recognize significant developments and trends in our evolving capital markets and adjust our efforts to ensure we are effectively allocating our resources; and elevate the SEC's performance by enhancing our analytical capabilities and human capital development.

The SEC oversees the nation's securities markets and certain market participants, including broker-dealers, investment companies, investment advisers, clearing agencies, transfer agents, credit rating agencies, and securities exchanges, as well as organizations such as the Financial Industry Regulatory Authority, Municipal Securities Rulemaking Board, and the Public Company Accounting Oversight Board (PCAOB). The SEC's functional responsibilities are conducted through six divisions and 25 offices, each of which is headquartered in Washington, DC. The SEC also has 10 regional offices located throughout the country.

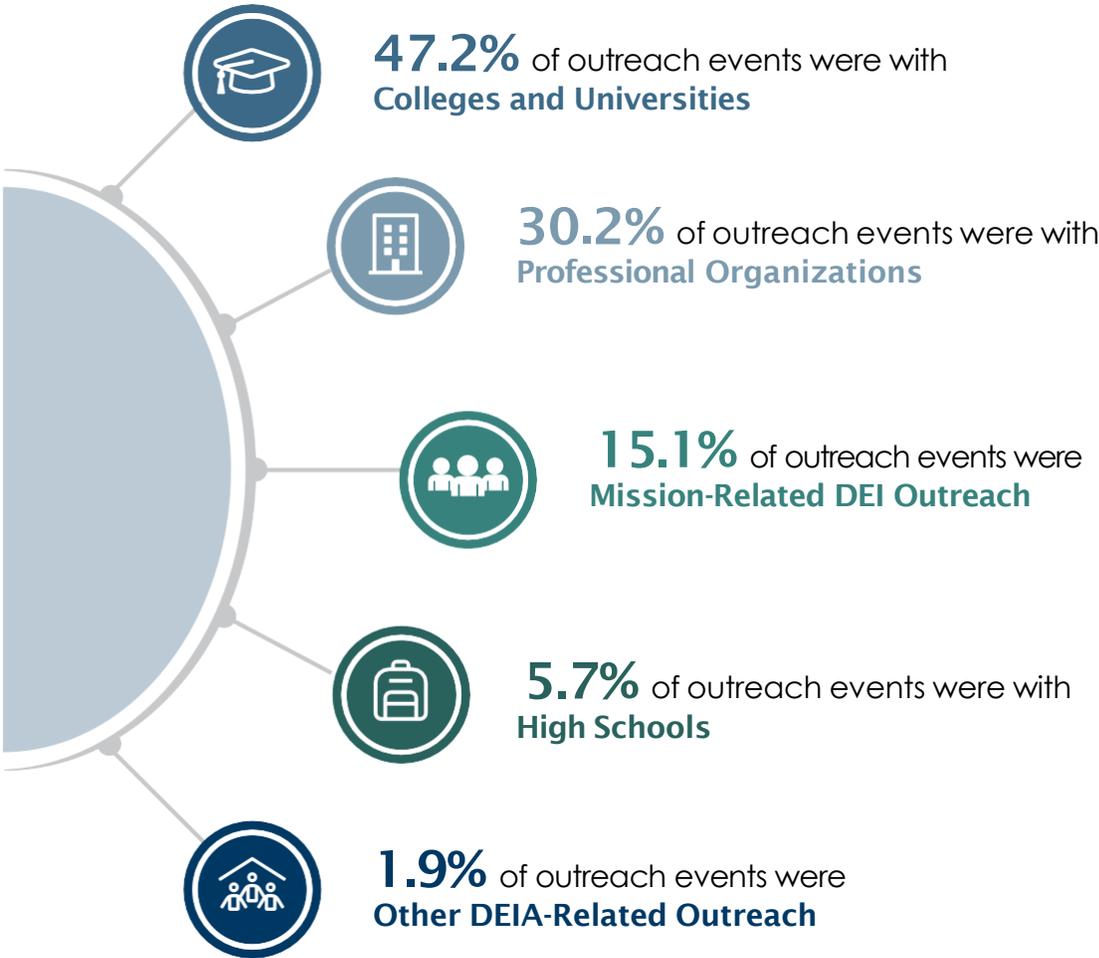
The Office of Minority and Women Inclusion

In accordance with Section 342 of the Dodd-Frank Act, the SEC established OMWI in July 2011 and assigned the office responsibility for all matters related to diversity in its management, employment, and business activities. The Director of OMWI, Nathaniel H. Benjamin, is a Senior Officer who reports directly to the Chair. OMWI works in close collaboration with all SEC divisions and offices to implement the SEC's *DEIA Strategic Plan*.¹

People: Building Our Future through Our People

The SEC recognizes that people are the agency's most important asset and strives to attract high-quality diverse talent with the right mix of skills and expertise, including those from underrecognized groups. The SEC also seeks to develop and retain high-quality talent. Doing so allows the agency to strengthen the SEC's brand to be considered an employer of choice for all and build and maintain a workforce that reflects a diversity of backgrounds and experiences, as well as the diversity of the investors and market participants.

OVER 50 OMWI TARGETED OUTREACH EVENTS*

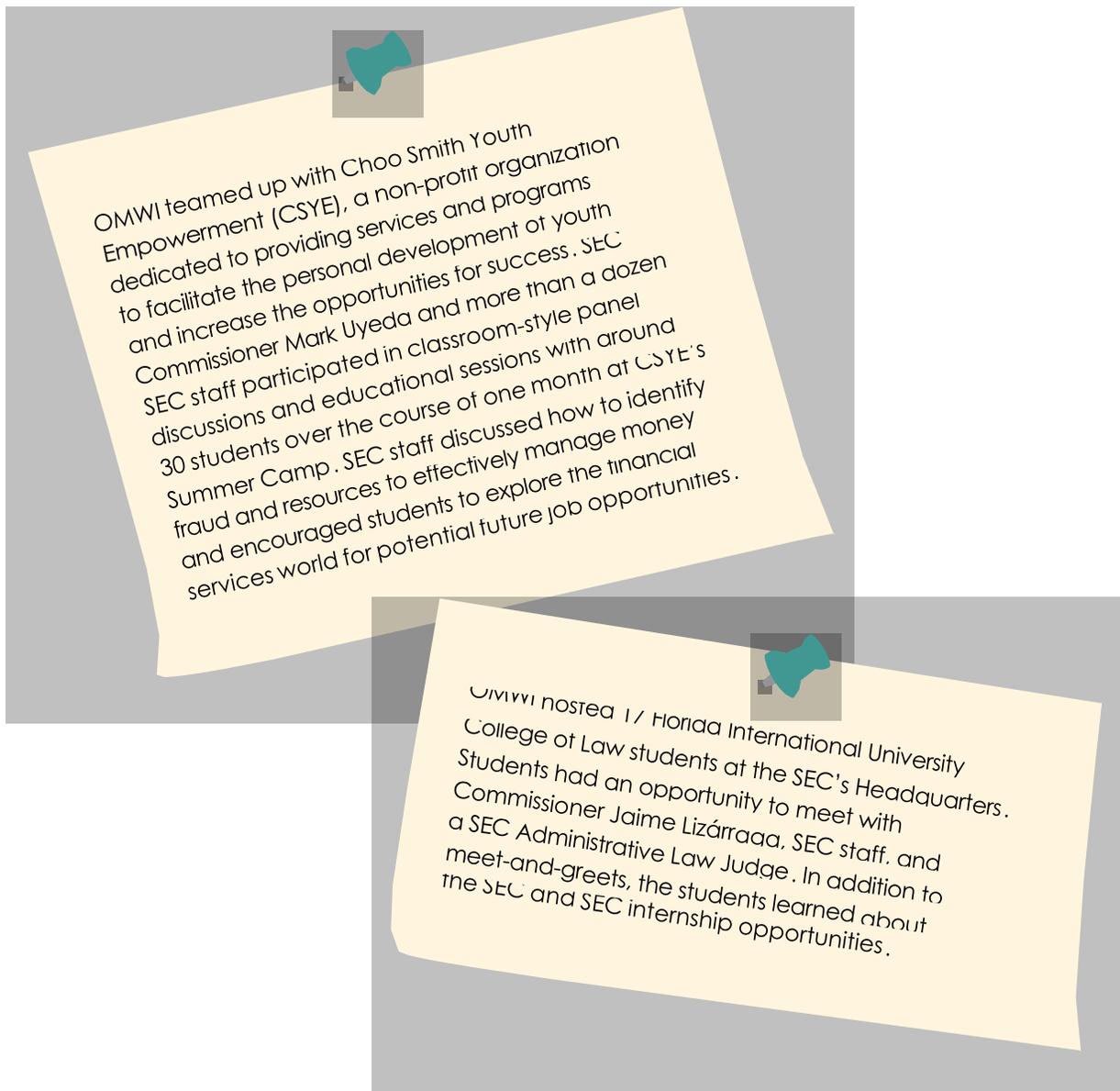


*Percentages of total may not sum to 100 due to rounding.

Outreach

Strategic outreach and broad recruitment continue to be the cornerstone of the SEC's strategy for enhancing workforce diversity. As in the previous year, OMWI focused on developing a more diverse applicant pool for careers at all levels of the SEC - executives, professionals, recent graduates, and students. During FY 2024, OMWI coordinated, participated in, sponsored, or facilitated over 50 diversity outreach and recruitment events. Regional offices engaged in nearly 60 additional outreach and recruitment events.

For a list of many of these outreach and recruitment events, *see* Appendix A.



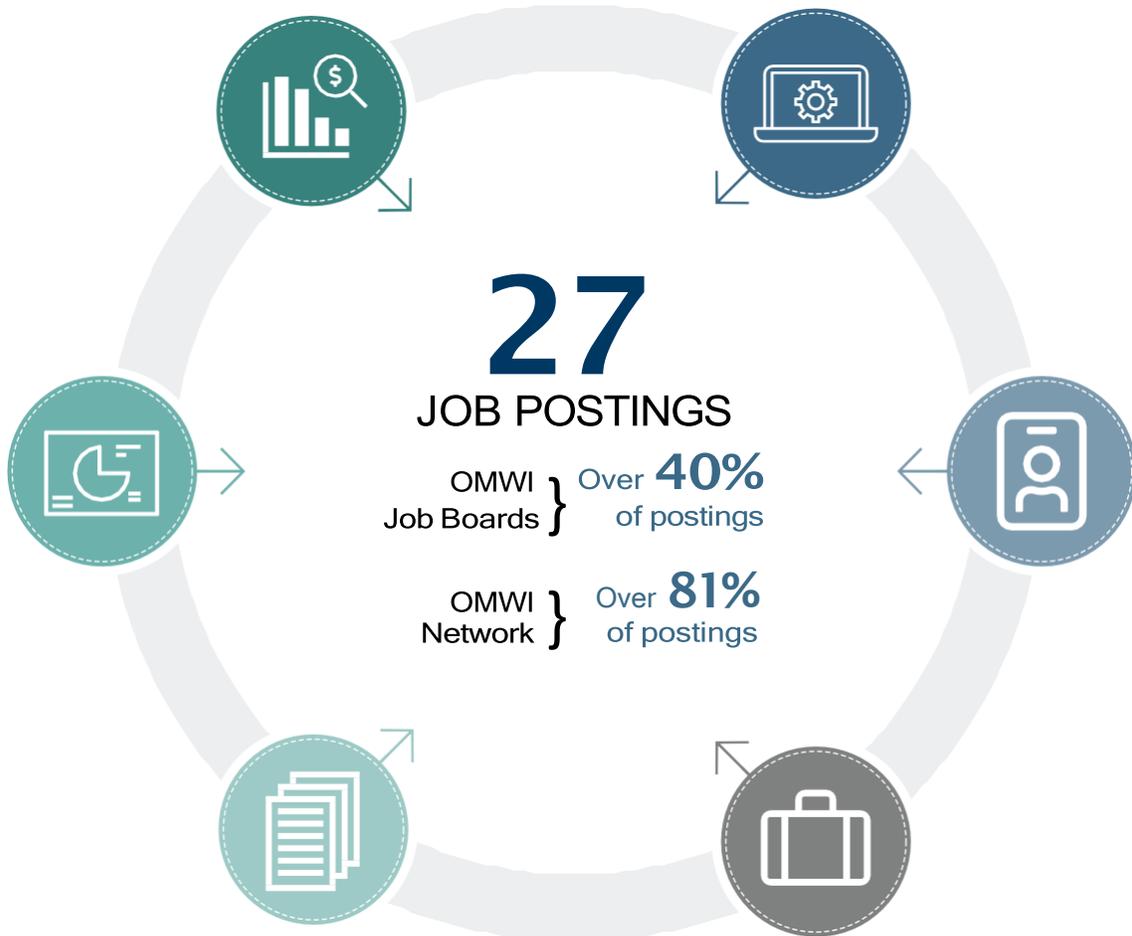
Recruitment

Each year, OMWI takes actions to broaden the applicant pool for all positions at the SEC through employment advertisements in written media oriented toward minorities and women, as well as other mass media communications. To further these employment advertising efforts, OMWI, with assistance from the Office of Human Resources (OHR), partners with SEC divisions and offices to advertise vacancy announcements to a broad array of groups through OMWI's Diversity Network, strategic diversity job boards, and custom talent sourcing.

Recruiting staff with the right mix of skills and expertise in the SEC's mission-critical occupations remains a priority. In FY 2025, OMWI will assist divisions and offices maximize outreach and recruitment strategies to draw from all segments of society.

For a list of OMWI's FY 2024 Strategic Diversity Job Boards, *see* Appendix B.

OMWI NETWORK AND JOB BOARD UTILIZATION





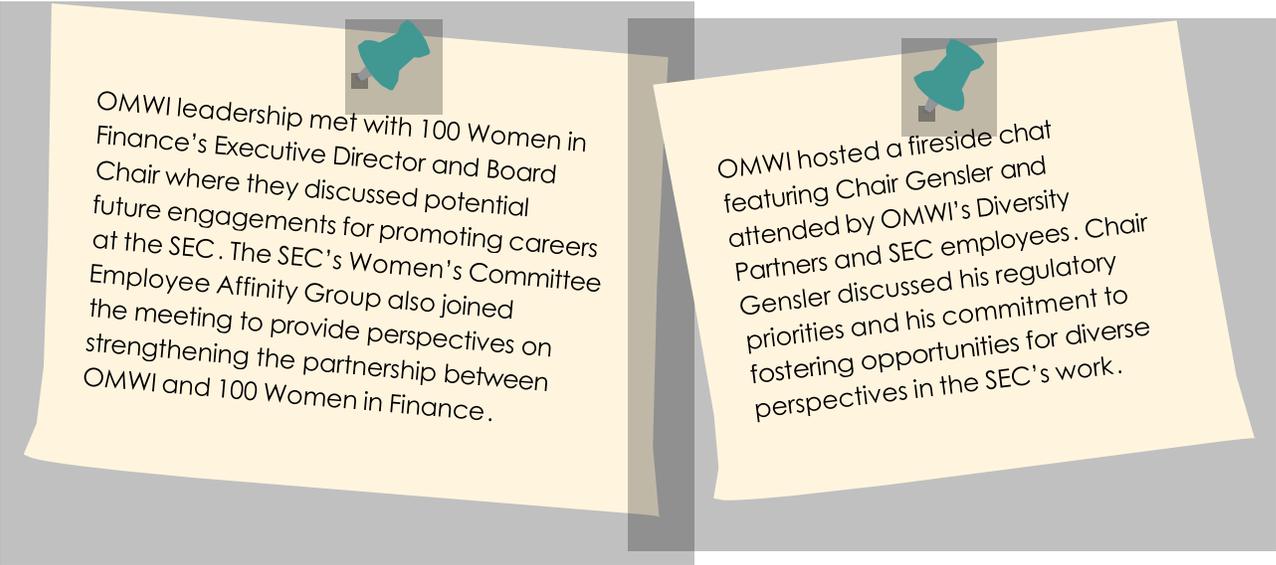
OMWI refreshed the Diversity Network to provide more targeted outreach and recruitment communications and increase engagement. OMWI's Diversity Network includes over 1,450 individuals from over 45 diversity partner organizations actively interested in supporting OMWI's and the SEC's recruitment efforts.

Collaborative Partnerships

OMWI maintains relationships with minority- and women-focused professional associations and educational organizations to help further the SEC's workforce objectives. These collaborative partnerships provide touchpoints that bolster sustainability and intentional outreach and recruitment strategies, among other benefits.

This year, OMWI continued to host meetings with its Diversity Partners. The Diversity Partners Meeting provides minority- and women-focused professional associations with an opportunity to enhance professional connections, obtain a better understanding of the work of the SEC, gain insights on how to provide input on the SEC's rule proposals, learn about SEC employment opportunities and policies, as well as further other mutually shared goals.

For a list of minority- and women-focused professional associations and educational organizations with whom OMWI engaged, *see* Appendix C.



OMWI leadership met with 100 Women in Finance's Executive Director and Board Chair where they discussed potential future engagements for promoting careers at the SEC. The SEC's Women's Committee Employee Affinity Group also joined the meeting to provide perspectives on strengthening the partnership between OMWI and 100 Women in Finance.

OMWI hosted a fireside chat featuring Chair Gensler and attended by OMWI's Diversity Partners and SEC employees. Chair Gensler discussed his regulatory priorities and his commitment to fostering opportunities for diverse perspectives in the SEC's work.

Consultations with SEC Divisions/Offices

OMWI offers analytics consultations to agency, division, and office leadership. These consultations ensure the organization has accurate and relevant information on the state of workforce diversity, enabling stakeholders to assess progress on diversity in the workplace and to formulate plans and goals for diversity outreach and workforce development. Consultations often include analysis and review of an organization's diversity metrics with a division or office director and provide opportunities for program evaluation or inquiry. The primary impact of these consultations is to move stakeholders to greater clarity on progress and opportunities in the DEIA space using quantitative analysis. Through consultations, OMWI also continues to help educate and share resources with stakeholders, like the SEC's Diversity Dashboard, which provides high-level diversity statistics.



Culture: Fostering a Culture of Inclusivity and Connectedness

The SEC is committed to continue to cultivate an inclusive culture by fostering a psychologically safe workplace, as a shared responsibility. These foundational attributes help to fuel motivation at work, support our customers and communities, and foster a culture of inclusivity, connectedness and belonging. The SEC recognizes that meaningful and sustained progress in furtherance of this goal is an individual and collective responsibility, and that accountability helps propel action.

Inclusion as a Shared Responsibility—Divisions and Offices

INCLUSION DIVERSITY EQUITY AND ACCESSIBILITY STRATEGY (IDEAS) PROGRAM

In FY 2024, OMWI continued to promote DEIA as a shared responsibility through the roll out of the IDEAS Program (formerly DEIA Assessment Program). The IDEAS Program assists divisions and offices to take proactive actions that result in increased engagement at the division and office level. Through the IDEAS Program, OMWI offers comprehensive evaluations, expert advice, and a DEIA Assessment. The DEIA Assessment consists of: a self-assessment tool, five-level Maturity Model, actionable and strategic recommendations to advance each participating division's/office's progress in the DEIA space, and recommendations for a DEIA Action Plan. Recognizing that meaningful and sustained progress is an individual and collective responsibility, organizational DEIA Action Plans not only demonstrate commitment, shared responsibility, and accountability for DEIA, but also provide a roadmap for the planned activities, including priorities and thoughtful measurement on the effectiveness of those activities.

DEIA PRESENTATIONS

SEC leadership demonstrated the importance of fostering inclusion through collaborations with OMWI. In FY 2024, several divisions and offices included diversity and inclusion presentations from OMWI during their in-person gatherings. Providing a space to discuss diversity and inclusion during these important touchpoints signaled division and office leadership's commitment to the shared responsibility of creating connection and a culture where all employees feel valued.

TRAGIC EVENTS GUIDE

The SEC takes its duty of caring for employees' health, safety, and wellbeing seriously. In the context of trauma, divisions and offices may be a valuable component in supporting employees as they cope with, or recover from, an event; even if it occurs outside of the workplace. Divisions and offices are often in the best position to identify their employees' unique needs. In response to requests from several divisions and offices on ways to support their employees in times of collective tragedy, OMWI developed a guide to assist divisions and offices with *Strategies for Helping Employees Cope with Tragic Events*.

Employee Empowerment

EMPLOYEE AFFINITY GROUPS (EAGS)

SEC EAG's have been instrumental in helping to cultivate a workplace culture that attracts diverse talent and encourages employee engagement and retention. In FY 2024, ten EAGs were active at the SEC: African American Council (AAC); American Indian Heritage Committee (AIHC); Asian American and Pacific Islander Committee (AAPIC); Caribbean American Heritage Committee (CAHC); Disability Interests Advisory Committee (DIAC); Hispanic and Latino Opportunity, Leadership, and Advocacy Committee (HALO); Jewish Cultural and Heritage Alliance (JCHA); Pride Alliance; Veterans Committee; and Women's Committee.² EAGs foster inclusion at the SEC by providing educational, cultural, and networking opportunities to interested SEC employees; sponsoring cultural and educational programs; and supporting DEIA-related efforts. Moreover, the SEC leverages the diversity of the EAG members to support its mission to protect investors, as well as to support its outreach and recruitment efforts.³ In FY 2024, EAGs, and Diversity and Inclusion Committees, helped to plan, coordinate, and conduct 57 programs and activities to commemorate Special Observance heritage or awareness months.

EAG AND REGIONAL SEC-WIDE INCLUSION EVENTS

28

SPECIAL OBSERVANCE EVENTS



29

OTHER DEIA EVENTS



Observances Celebrated
Black History Month
Women's History Month
Asian American and Pacific Islander Heritage Month
Memorial Day
Caribbean American Heritage Month
LGBTQ+ Month
Hispanic Heritage Month
National Disability Employment Awareness Month (NDEAM)
National Coming Out Day
Native American Heritage Month
Veterans Day

HIGHLIGHTED EVENTS

<p><i>Amigos and Hispanics of Regulatory Agencies Hispanic Heritage Month</i> featuring Government Executives</p>	<p><i>Hispanic Heritage Month Signature Event</i> featuring Commissioners Alvaro Bedoya (FTC) and Jaime Lizárraga (SEC)</p>	<p><i>National Native American Heritage Month Event</i> featuring Dean Stacy Leeds of Arizona State University</p>
<p><i>Veteran's Day Event</i> featuring Terri Tanielian, Special Asst. to the Pres. for Veterans Affairs and Maj. Gen. Gregory Mosser</p>	<p><i>National Disability Employment Awareness Month Event</i> featuring Thomas Foley from the National Disability Institute</p>	<p><i>Black History Month Signature Event</i> featuring Commissioner Kristin N. Johnson (CFTC)</p>
<p><i>Women's History Month Signature Event</i> featuring Tamika Tremaglio of the National Basketball Players Association</p>	<p><i>The Enduring Legacy of Emmett Till: Commemoration and Fireside Chat</i> featuring Emanuel Powell</p>	<p><i>AANHPI Heritage Month Event: Fireside Chat</i> with David Lat Hosted by PLRO</p>
<p><i>Jewish American Heritage Month: JCHA Inaugural Event</i> featuring Chair Gary Gensler</p>	<p><i>Pride Alliance Virtual Fireside Chat</i> featuring Chai Feldblum</p>	<p><i>Caribbean American Heritage Month Event</i> featuring Andrea Dore of World Bank</p>

For a list of many of these programs and activities, *see* Appendix D.

Professional Development

Providing employees with mentorship and professional development opportunities helps foster a sense of belonging which, in turn, may empower employees to feel invested in reaching the agency's mission, increase retention, and cultivate a connected culture.

MENTORSHIP

The SEC Mentoring Program focuses on professional development, collaboration across divisions and offices, expanded employee networks, and leadership opportunities. The SEC Mentoring Program offers valuable professional development and networking opportunities for SEC staff, leveraging the experiences of, and feedback from, past participants. The SEC Mentoring Program is open to all SEC employees who have at least one year of service at the SEC.

LEADERSHIP DEVELOPMENT

The SEC provides employees with numerous opportunities to acquire the skills and certifications needed to succeed in their positions and progress in their careers. SEC University (SECU) offers classroom-style and e-Learning programs in technical areas. The SEC also supports participation in career and leadership development programs, such as the *Excellence in Government Fellows*, *Aspiring Leaders*, *Connections Opportunities Relationships Equity*, and the *Leadership, Evaluation, Accession and Development Program*.

Training

Making diversity and inclusion training readily available to managers and employees continues to be a key element of OMWI's strategy for building and maintaining a diverse workforce and fostering an inclusive workplace. OMWI works closely with SECU, a component of OHR, to offer on-demand web-based courses, as well as virtual classroom training related to diversity and inclusion throughout the year. Diversity and inclusion trainings underscore the SEC's continued commitment to its DEIA values. In FY 2024, as part of OHR's new online training called *Leading at the SEC*, OMWI created *An Introduction to Diversity, Equity, Inclusion, and Accessibility for Managers and Supervisors*. This training provides managers and supervisors with an overview of OMWI and DEIA at the SEC across its people, culture, and mission.

OMWI collaborated with OHR/SECU to provide a training on creating an inclusive culture in the workplace through the *Leading Author Series Sessions with David Glasgow* where Mr. Glasgow focused on finding practical solutions to navigating difficult conversations and creating an inclusive work environment. OMWI also collaborated with OHR/SECU to provide allyship training through *ALLY: The Neuroscience of Advocating for Others at the SEC*. *ALLY* provided tools for creating a more inclusive culture through allyship.



Mission: Leveraging DEIA for Mission Effectiveness

Leveraging DEIA is a strategic business priority that enables us to better protect investors, facilitate capital formation, and maintain fair, orderly, and efficient markets. By embedding DEIA into all aspects of the SEC, we are better situated to effectively meet the current and future needs of a changing—and increasingly diverse world.

Supplier Diversity

The SEC actively embraces the principle that establishing and maintaining a diverse supplier base maximizes the SEC's ability to procure the best goods and services to meet its contracting needs. Under the Dodd-Frank Act, OMWI helps promote the increased utilization of Minority- and Women-Owned Businesses (MWOBs) in its business activities. OMWI works closely with the Office of Acquisitions (OA), which is responsible for all SEC contracting activities. The SEC follows the Federal Acquisition Regulation (FAR), which provides set-aside requirements for specific categories of small businesses under certain conditions.⁴ This allows the SEC to increase opportunities for MWOBs that are small businesses to compete for contracts through set-asides for 8(a) participants, women-owned small businesses, economically-disadvantaged women-owned small businesses, HUBZone small businesses and service-disabled veteran-owned small businesses. OMWI also focuses on promoting the use of MWOBs through matchmaking and outreach activities.

MATCHMAKING AND OUTREACH

OMWI participates in external business networking events and procurement matchmaking sessions to increase the interaction between MWOBs and the SEC. In FY 2024, OMWI engaged with hundreds of potential suppliers through its participation in 5 business conferences and outreach events. For a list of FY 2024 Supplier Diversity Conferences and Outreach Events, see Appendix F. In addition, OMWI collaborated with the Office of the Advocate for Small Business Capital Formation and the Office of Investor Education and Advocacy at a workshop for Black and Hispanic entrepreneurs hosted by Black Ambition. OMWI shared information and procurement resources on opportunities at the SEC.

OMWI and OA continued to jointly host monthly Vendor Outreach Day (VOD) sessions. These VOD sessions provided MWOBs and small businesses with an individualized opportunity to learn about the SEC's contracting needs, present their business capabilities to key SEC personnel, and ask questions about the SEC's procurement processes. To better assess the effectiveness of VODs, a follow-up questionnaire was provided to companies who participated in VOD sessions. The questionnaire provides an opportunity for companies to share feedback from the VOD sessions to SEC officials to help gauge the VOD sessions' effectiveness.

VENDOR OUTREACH DAYS



21
Businesses
participated in
VOD SESSIONS



13
Businesses
were
MWOBS

PERFORMANCE METRICS

Vendor Payments⁵

Table 1 shows the total number of socioeconomically identifiable⁶ vendors and the number and percentage of those vendors identified as MWOBs receiving payments from FY 2020 to FY 2024. In each fiscal year since FY 2020, over one quarter of identified firms receiving payments from SEC were MWOBs. Of the 320 firms receiving payments in FY 2024, 93 firms or 29.1 percent were MWOBs. Women-owned firms without minority designations represented 7.8 percent of the firms receiving payments in FY 2024.⁷

Table 1: Vendors Receiving Payments from SEC, FY 2020 FY 2024

	FY 2020		FY 2021		FY 2022		FY 2023		FY2024	
Total identifiable vendors paid	382	100.0%	389	100.0%	364	100.0%	336	100.0%	320	100.0%
Total MWOBs	117	30.6%	121	31.1%	95	26.1%	92	27.4%	93	29.1%
American Indian / Alaska Native	6	1.6%	6	1.5%	5	1.4%	5	1.5%	6	1.9%
Asian	33	8.6%	41	10.5%	28	7.7%	29	8.6%	31	9.7%
Black	25	6.5%	20	5.1%	14	3.8%	12	3.6%	13	4.1%
Hispanic	15	3.9%	15	3.9%	15	4.1%	16	4.8%	14	4.4%
Other Minority	7	1.8%	5	1.3%	4	1.1%	4	1.2%	4	1.2%
Non-Minority Women	31	8.1%	34	8.7%	29	8.0%	26	7.7%	25	7.8%

Source: Payment data from Delphi, retrieved on November 15, 2024. Business designation retrieved from Sam.gov award data. Not all entities receiving payments can be linked to a business designation—these vendor payments are excluded from this analysis. Vendor count is the distinct count of unique Supplier Numbers. “Non-minority Women” is comprised of women-owned businesses without minority designations.

Table 2 shows SEC total vendor payments and the payments made to MWOBs in each fiscal year since FY 2020. Of \$679.7 million paid to vendors in FY 2024, \$308.6 million or 45 percent was paid to MWOBs. The percentage of the SEC total vendor payments to MWOBs increased by 1 percentage point from FY 2023 to FY 2024.

Table 2: Contract Payments by MWOB Category FY 2020 FY 2024 (Amount in Millions)

	FY 2020		FY 2021		FY 2022		FY 2023		FY 2024	
Total identifiable vendor payments	\$470.6	100.0%	\$500.9	100.0%	\$565.9	100.0%	\$613.3	100.0%	\$679.7	100.0%
Total MWOBs	\$146.9	31.2%	\$184.8	36.9%	\$228.7	40.4%	\$271.4	44.3%	\$308.6	45.4%
American Indian/ Alaska Native	\$15.3	3.2%	\$36.2	7.2%	\$47.2	8.3%	\$46.9	7.7%	\$56.5	8.3%
Asian	\$66.4	14.1%	\$61.1	12.2%	\$71.0	12.5%	\$91.5	14.9%	\$109.6	16.1%
Black	\$11.7	2.5%	\$8.2	1.6%	\$7.5	1.3%	\$7.2	1.2%	\$7.8	1.1%
Hispanic	\$20.5	4.4%	\$16.6	3.3%	\$24.9	4.4%	\$26.8	4.4%	\$34.4	5.1%
Other Minority	\$8.3	1.8%	\$10.2	2.0%	\$13.8	2.4%	\$23.1	3.8%	\$18.8	2.8%
Non-Minority Women	\$24.7	5.3%	\$52.6	10.5%	\$64.2	11.4%	\$75.8	12.4%	\$81.6	12.0%

Source: Payment data from Delphi, retrieved on November 15, 2024. Business designation retrieved from Sam.gov award data. Not all entities receiving payments can be linked to a business designation—these vendor payments are excluded from this analysis. Vendor count is the distinct count of unique Supplier Numbers. “Non-minority Women” is comprised of women-owned businesses without minority designations.

Contract Actions⁸

Table 3 shows the net dollar value of contract actions to MWOBs in each fiscal year since FY 2020, and the percentage of SEC contract dollars awarded to MWOBs. Of the \$550.4 million in SEC contract actions in FY 2024, \$224.1 million or 40.7 percent of SEC contract dollars were awarded to MWOBs. Contract awards to minority-owned businesses represented 32.7 percent (\$179.8 million) of SEC contract awards and awards to women-owned businesses represented 11.6 percent (\$64 million).

Table 3: SEC Contract Actions Net Obligations FY 2020 FY 2024

	FY 2020		FY 2021		FY 2022		FY 2023		FY 2024	
SEC Total	\$521.5	100.0%	\$550.0	100.0%	\$558.6	100.0%	\$701.9	100.0%	\$550.4	100.0%
Total MWOBs	\$172.2	33.0%	\$210.4	38.3%	\$215.4	38.6%	\$238.6	34.0%	\$224.1	40.7%
Women Owned	\$72.5	13.9%	\$70.7	12.8%	\$50.4	9.0%	\$68.3	9.7%	\$64.0	11.6%
Minority Owned	\$125.1	24.0%	\$155.5	28.3%	\$182.6	32.7%	\$194.3	27.7%	\$179.8	32.7%
American Indian/ Alaska Native	\$35.5	6.8%	\$42.7	7.8%	\$43.5	7.8%	\$58.5	8.3%	\$45.7	8.3%
Asian	\$65.0	12.5%	\$75.5	13.7%	\$84.8	15.2%	\$89.0	12.7%	\$103.0	18.7%
Black	\$6.1	1.2%	\$4.2	0.8%	\$5.5	1.0%	\$6.1	0.9%	\$2.9	0.5%
Hispanic	\$10.8	2.1%	\$25.4	4.6%	\$27.3	4.9%	\$20.6	2.9%	\$28.0	5.1%
Other Minority	\$7.6	1.5%	\$7.7	1.4%	\$21.5	3.9%	\$20.1	2.9%	\$0.3	0.1%

Source: Sam.gov retrieved on November 22, 2024. Women-Owned businesses include all firms designated as women-owned irrespective of minority-owned designation. Minority-Owned businesses include all firms designated as minority-owned irrespective of women-owned designation. “Other Minority” category includes minority-owned businesses with more than one race designation and minority-owned businesses with an “other” designation in Sam.gov.

Major Contract Award Categories

Table 4 shows the distribution of SEC contract awards by the top 10 NAICS industry categories by net obligations for FY 2024. The largest percentage of SEC contract dollars were awarded in the NAICS category of Computer Systems Design and Related Services (5415), followed by Management, Scientific, and Technical Consulting Services (5416). MWOBs were awarded 36.6 percent of dollars in Computer Systems Design and Related Services and 69.5 percent in Management, Scientific, and Technical Consulting Services.

Table 4: SEC and MWOBs Contract Amount by NAICS Category (Amount in Millions)

NAICS	NAICS Category	SEC Total	All Other Firms	MWOBs	MWOB % of category
5415	Computer Systems Design and Related Services	\$379 .6	\$240 .7	\$139.0	36 .6%
5416	Management, Scientific, and Technical Consulting Services	\$53 .8	\$16.4	\$37.4	69 .5%
5192	Web Search Portals, Libraries, Archives, and Other Information Services	\$17.1	\$17.1	\$-	0 .0%
5419	Other Professional, Scientific, and Technical Services	\$18.1	\$15.7	\$2.4	13.4%
5182	Computing Infrastructure Providers, Data Processing, Web Hosting, and Related Services	\$19.1	\$4.4	\$14.8	77.2%
5616	Investigation and Security Services	\$11.7	\$1.3	\$10.4	88.6%
5241	Insurance Carriers	\$8.4	\$8.4	\$-	0.0%
5191	Other Information Services	\$8.6	\$8.1	\$0.5	6.2%
5112	Software Publishers	\$ 8.1	\$1.4	\$6.7	82.6%
5613	Employment Services	\$5.6	\$-	\$5.6	100.0%
All Other Categories	All Other Categories	\$20.3	\$12.9	\$7.4	36.7%

Source: sam.gov retrieved on November 22, 2024.

Next year, OMWI will continue to work with OA to increase the utilization of MWOBs.

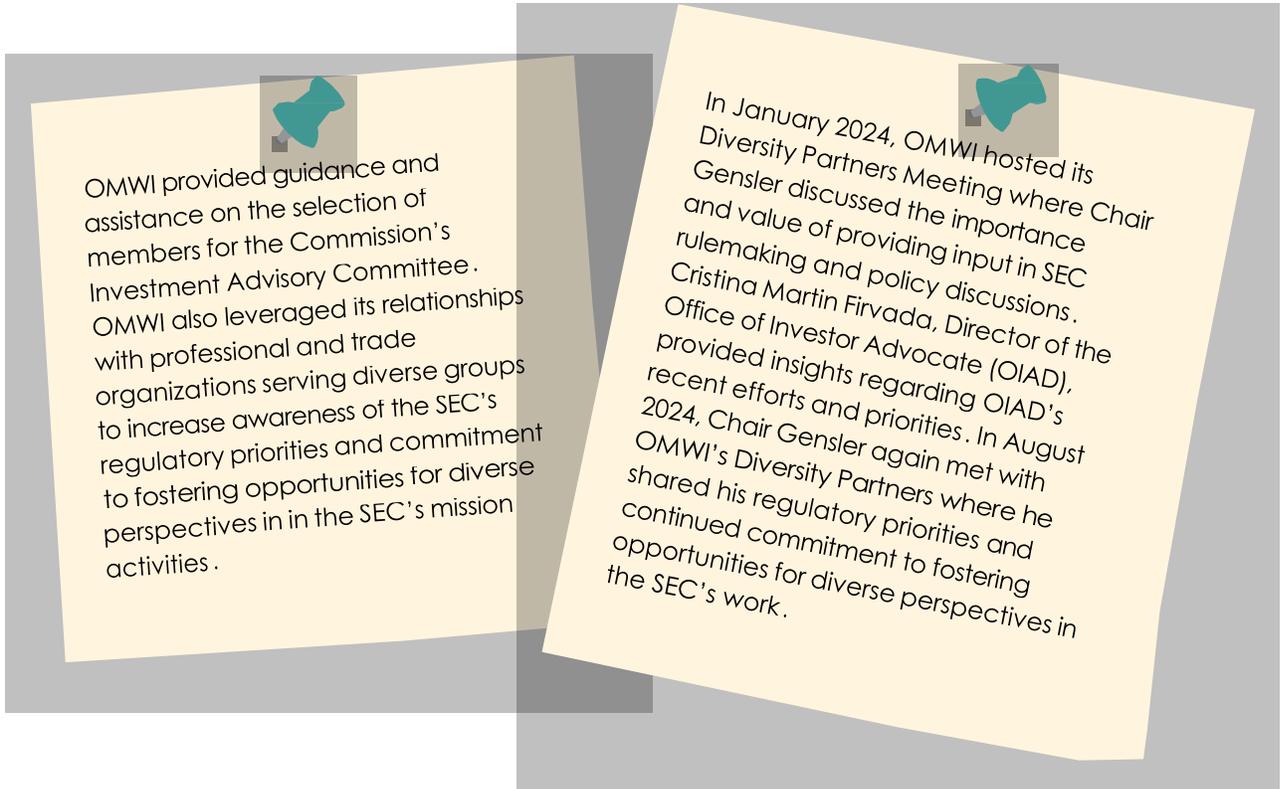
CONTRACTOR WORKFORCE INCLUSION: GOOD FAITH EFFORT REVIEWS

To implement the requirements of the Dodd-Frank Act related to the workforce diversity of agency contractors, the SEC includes its Contract Standard for Contractor Workforce Inclusion (Contract Standard) in all eligible solicitations and contracts and subcontracts for services with a dollar value of \$100,000 or more. The Contract Standard requires the service contractor, upon entering 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. OMWI conducts post-award reviews, referred to as “Good Faith Effort Reviews” (GFE Reviews), to determine whether contractors have complied with the requirements of the Contract Standard to make good faith efforts to ensure workforce inclusion of minorities and women. In FY 2024, OMWI conducted GFE Reviews on a total of 17 contractors and subcontractors. Of the GFE Reviews conducted, OMWI identified Equal Employment Opportunity job categories for focus areas of diversity efforts in 11 of the reviews. The identified focus areas for diversity efforts were shared with the contractors to assist in their future diversity-focused efforts.

Embedding Diversity in the SEC’s Mission

MISSION-RELATED DIVERSITY ACTIVITIES

OMWI remained focused on educating underrecognized groups on avenues for providing diverse perspectives on the SEC’s mission work through deepened outreach with professional organizations related to the financial services industry.



PROMOTING THE IMPORTANCE OF DEIA IN THE FINANCIAL SERVICES INDUSTRY AND WITH THE SEC'S REGULATED ENTITIES

Section 342(b)(2)(C) of the Dodd-Frank Act requires the OMWI Director to develop standards for assessing the diversity policies and practices of entities regulated by the agency. To implement this requirement, on June 10, 2015, the SEC and five other federal financial agencies (the Agencies)⁹ jointly issued the Final Interagency Policy Statement Establishing Joint Standards for Assessing the Diversity Policies and Practices of Entities Regulated by the Agencies (Policy Statement)¹⁰ OMWI also developed a Diversity Self-Assessment Tool (DSAT) to help guide a regulated entity's self-assessment of diversity policies and practices using the Joint Standards and provide the regulated entity with a template for submitting diversity assessment information to the OMWI Director at the SEC.

In FY 2024, OMWI invited select regulated entities to submit a DSAT or other comparable self-assessment (e.g., narrative report, firm-prepared diversity self-assessment template, a diversity assessment report submitted to another regulatory agency). As part of its FY 2024 collection efforts, OMWI implemented new communication strategies.

SELF-ASSESSMENT COLLECTION COMMUNICATION STRATEGIES



Increased Communications

In addition to the initial invitation to submit self-assessments, periodic communications were sent to regulated entities promoting the importance of submitting self-assessments.



Leverage SEC Senior Leadership

Senior Leadership who routinely interact with regulated entities were provided talking points and background information on self-assessments to assist them in discussions with, or speeches to, regulated entities.



Promote the DSAT

OMWI promoted the streamlined and shortened DSAT (formerly known as the Diversity Assessment Report or DAR) to regulated entities.



Leverage Diversity Partners

Communications were sent to OMWI's Diversity Partners, including professional and financial services trade associations to provide additional information about and the value of submitting self-assessments. The OMWI Director also spoke at the SIFMA Diversity Summit where he promoted OMWI's collection of self-assessments.



OMWI-Hosted Programs

OMWI continued to host programs with regulated entities that focused on promoting diversity and inclusion in the financial services industry, as well as the importance of self-assessments of diversity and inclusion policies and practices. In August 2024, OMWI hosted a Diversity Self-Assessment Lunch and Learn program that featured a fireside chat with SEC senior leaders followed by a presentation on self-assessments, the DSAT, and frequently asked questions.



Increased Use of Social Media

Platforms OMWI increased use of social media to promote self-assessments, including OMWI's collection and associated programming. Social media posts also included periodic reminders about self-assessments and OMWI's collection on LinkedIn, X, and Facebook.

In FY 2025, OMWI will analyze DSAT responses received from regulated entities during the FY 2024 collection.

Appendix A

Outreach and Recruitment Events

Event Date	Title
10/4/2023	California State University Long Beach Virtual Government and Social Services Mini Fair
10/5/2023	Reaching OUT MBA Conference
10/6/2023	Virtual Panel for Michigan State University Black Law Students Association
10/9/2023	National Association of Black Accountants Washington Regional Conference
10/18/2023	PROSPANICA Annual Conference
10/18/2023	California State University Long Beach Fall Job and Internship Fair
10/19/2023	PFLAG Annual Conference (Arlington, VA)
10/25/2023	Accounting and Financial Women's Alliance, Women Who Count Conference
10/25/2023	Women in Investing of Philadelphia
10/25/2023	Accounting and Financial Women's Alliance Annual Conference
10/26/2023	Montgomery College LGBTQ+ Friendly Job Fair
10/27/2023	Hispanic Association of Colleges and Universities 37th Annual Conference
11/6/2023	Columbus School of Law, Culture Appreciation Night
11/9/2023	2023 National Asian Pacific American Bar Association Convention
11/17/2023	Bowie State University Presentation
11/28/2023	Ron Brown High School Outreach
1/5/2024	Allied Social Science Association Annual Conference
1/10/2024	OMWI Diversity Partners Meeting
1/24/2024	National Association of Black Compliance & Risk Management Professionals Annual Summit
1/31/2024	Who Is OMWI?
2/12/2024	Jackson State University Outreach
2/28/2024	Federal Aviation Administration's Hispanic Serving Institutions Summit
2/28/2024	SEC - North American Securities Administrators Association - Georgia Secretary of State Investors Roundtable
3/1/2024	Florida International University College of Law students at SEC

Appendix A. *Continued.*

3/5/2024	National Black Law Students Association Annual Convention
3/6/2024	Building Wealth Over Time Presentation (Phi Beta Sigma Fraternity, Inc.)
3/14/2024	Council on Legal Education Opportunity, Inc. Connection Workshop
3/20/2024	National Association of Black Compliance & Risk Management Professionals - Women's Leaders Program
3/26/2024	Jackson State University College of Business "Applying to Federal Jobs for Students and Recent Graduates"
3/27/2024	Federal Aviation Administration's Hispanic Serving Institutions Summit
4/2/2024	Delaware State University Outreach
4/3/2024	Bowie State University Annual Spring Career Fair
4/5/2024	University of Pennsylvania Law School Scholars Career Session
4/25/2024	Bowie State University's Excellence in Leadership Series
5/7/2024	Philander Smith University National Alumni Association
5/22/2024	Texas Hispanic-Serving Institutions Consortium
6/11/2024	OMWI & 100 Women in Finance
6/11/2024	National Association of Securities Professionals DEI in Securities Industry Panel
6/12/2024	SIFMA Diversity & Inclusion Leadership Summit
6/18/2024	Financial Industry Regulatory Authority African American Network Juneteenth Program
6/26/2024	Choo Smith Youth Empowerment Summer Camp
6/28/2024	Walton Family Foundation HBCU Interns
7/10/2024	South Asian Bar Association of North America Annual Conference
7/24/2024	Fireside Chat with Chair Gensler
7/25/2024	Level Up to Public Service
8/5/2024	National Black Prosecutors Association
8/7/2024	LGBTQ+ Bar Conference
8/9/2024	Northeast Black Law Students Association Annual Job Fair
8/29/2024	Catholic Law's 2024 Public Sector/Public Interest Expo
9/11/2024	Association of African American Financial Advisors V.I.S.J.O.N. Conference
9/4/2024	Hispanic National Bar Association Conference
9/14/2024	2024 Annual National HBCU Week Conference
9/19/2024	National Black MBA Association Conference

Appendix B

FY 2024 Strategic Diversity Job Boards

Organization
Association of Latino Professionals for America
African American Attorney Network
Handshake
Hispanic National Bar Association
Minority Corporate Counsel Association
Minority Professional Network
National Association of Black Accountants
National Association of Women Lawyers
National Bar Association
National Black MBA Association
National LGBTQ+ Bar Association

Appendix C

OMWI Engagement Organizations

Organization
100 Women in Finance
Accounting & Financial Women's Alliance
Allen University
Alliance of Black Women Accountants
American Bar Association - White Collar Crime Committee
American Indian Law Center, Inc.
Ascend
Association of African American Financial Advisors
Association of Asian American Investment Managers
Association of Latino Professionals for America
Black Ambition
Black In-House Counsel Network
Bowie State University
Buttermilk Club
California State University, Los Angeles
Center for Black Equity
Clafflin University
Council of Urban Professionals
Council on Legal Education and Opportunity, Inc.
Delaware State University Financial Literacy Institute
Diverse Lawyers Network
Financial Services Professionals
Girl Scouts of America, Inc.

Appendix C. *Continued.*

HBCU Business Deans
HBCU White House Initiatives
Hispanic Association of Colleges and Universities
Hispanic Bar Association of the District of Columbia
Hispanic National Bar Association
International Leadership Foundation
Jackson State University -College of Business
LatinoJustice PRLDEF
Morgan State University
Ms. JD
National Asian Pacific American Bar Association
National Association of Securities Professionals
National Association of Black Accountants
National Association of Black Accountants, Metropolitan D.C. Chapter
National Association of Black Compliance & Risk Management Professionals
National Association of Investment Companies
National Association of Minority & Women Owned Law Firms
National Association of Women Lawyers
National Bar Association
National Bar Association, Greater Washington Area Chapter
National Black MBA Association, Inc.
National Diversity Coalition
National Native American Bar Association
National Urban League
New America Alliance
New York City Bar Association Office of Diversity, Equity, Inclusion and Belonging
OUT in Finance
PROSPANICA
Reaching Out (MBA)

Appendix C. *Continued.*

SAGE
South Asian Bar Association of North America
Southern University Law Center
Take Your Seat
The Institute for Inclusion in the Legal Profession
The LGBTQ+ Bar Association
Thurgood Marshall College Fund
United Negro College Fund
Williams Franklin Foundation
Women's Bar Association of D.C.

Appendix D

Programs for Special Observances and Other Events Celebrating Affinity Groups

Date	Event
10/5/2023	San Francisco Regional Office: Hispanic Heritage Month Event with Judge Maria Morga
10/11/2023	National Disability Education and Awareness Month Event with Mike LeDonne, New York City Disability Pride Parade Founder Hosted by DIAC and the New York Regional Office
10/11/2023	National Coming Out Day Panel Hosted by Pride Alliance
10/12/2023	Hispanic Heritage Month Event with Judge Myrna Perez Hosted by the New York Regional Office
10/12/2023	Hispanic Heritage Month Event Hosted by the Philadelphia Regional Office
10/16/2023	PCAOB Hispanic Heritage Month Event Featuring Commissioner Lizárraga
10/17/2023	Joint FIRREA Amigos and Hispanics of Regulatory Agencies Hispanic Heritage Month Event
10/18/2023	Hispanic Heritage Month Signature Event with Commissioner Alvaro Bedoya (Federal Trade Commission) and Commissioner Jaime Lizárraga (SEC)
10/24/2023	DIAC Outside the Box: Remembering Judy Heumann
10/25/2023	HALO Book Club <i>Our Migrant Souls: A Meditation of Race and the Meaning and Myths of Latino" by Hector Tobar</i>
10/26/2023	Author Talk with Amy Bloom Hosted by the New York Regional Office and DIAC Caregivers Subcommittee
10/30/2023	AAC <i>1619 Project</i> Book Club Discussion
11/6/2023	National Native American Heritage Month Event Featuring Dean Stacy Leeds of Arizona State University
11/8/2023	Veteran's Day Event Featuring Terri Tanielian, Special Asst. to the Pres. for Veterans Affairs and Maj. Gen. Gregory Mosser
11/15/2023	National Disability Education and Awareness Month Event with Commodity Future Trading Commission Featuring Thomas Foley
11/16/2023	Native American Heritage Movie Discussion: <i>Killers of the Flower Moon</i>
11/28/2023	Native American Heritage Month Event Featuring Dean Elizabeth Kronk Warner of S.J. Quinney College of Law at the University of Utah Hosted by the Atlanta, Denver, and Salt Lake City Regional Offices
1/10/2024	Beyond the Policy: How DEI Works Without Formal Mandates Hosted by the Fort Worth Regional Office's Diversity and Inclusion Committee
1/24/2024	HALO Book Club: <i>Latinísimo</i> by Sandra Gutierrez
2/6/2024	Black History Month Kickoff Event: Leadership in the Field
2/8/2024	Asian American and Pacific Islander Heritage Month Program: Virtual Screening of Alvin Ailey American Dance Theater's masterwork <i>Revelations</i>

Appendix D. *Continued.*

2/21/2024	Lunar New Year Luncheon Hosted by AAPIC
2/27/2024	Black History Month Signature Event with Commissioner Johnson, Commodity Futures Trading Commission
2/27/2024	Black History Month Program Featuring Judge Jerome A. Holmes hosted by the Atlanta, Denver, and Salt Lake City Regional Offices
2/28/2024	Black History Month Program Featuring Cecilia Rouse Hosted by the New York Regional Office
2/29/2024	Black History Month Event Featuring Judge Jamel K. Semper Hosted by the Philadelphia Regional Office
3/7/2024	Women's History Month Signature Event: <i>Women Who Advocate for Equity, Diversity, and Inclusion</i>
3/12/2024	AAC's Coffee and Conversations with Commissioner Jaime E. Lizárraga
3/13/2024	Women's History Month Event Featuring Camille Joseph Varlack, Chief of Staff to the Mayor of New York City Hosted by the New York Regional Office
3/19/2024	Women's History Month Event Featuring Judge Linda T. Walker Hosted by the Atlanta Regional Office
3/21/2024	<i>Leading the Charge: Women Shaping the Future of Compliance and Risk Management</i> Hosted by the Diversity and Inclusion Committees of the Divisions of Examinations and Enforcement
3/28/2024	<i>The Enduring Legacy of Emmett Till: A Commemoration and Fireside Chat</i> Featuring Emanuel Powell Hosted by the New York Regional Office
3/28/2024	HALO Book Club: <i>A Million Miles Away</i> and <i>Reaching for the Stars: The Inspiring Story of a Migrant Farmworker Turned Astronaut</i> by José Hernández
4/16/2024	Women's Committee Financial Series: <i>Building Good Credit</i>
4/17/2024	Holocaust Remembrance Day: <i>What You Do Matters ... A Holocaust Survivor Shares Their Personal Testimony</i> Hosted by the Jewish American Heritage Book Club
5/1/2024	HALO Cinco de Mayo Potluck
5/1/2024	Asian American, Native Hawaiian, and Pacific Islander Heritage Month Event Featuring David Lat Hosted of Original Jurisdiction and <i>Exclusive Jurisdiction</i> .
5/8/2024	Asian American, Native Hawaiian, and Pacific Islander Heritage Month Event Featuring Assistant District Attorney Hannah Yu Hosted by the New York Regional Office
5/13/2024	Jewish American Heritage Month Event: JCHA Inaugural Event Featuring Chair Gary Gensler
5/20/2024	Asian American, Native Hawaiian, and Pacific Islander Heritage Month Coffee & Donuts
5/22/2024	Women's Committee: <i>Return To Office 1 Year In - Reflections on Making Hybrid Environment Work</i>
5/22/2024	Pride Alliance Event Featuring Judge J. Paul Oetken Hosted by the New York Regional Office Pride Alliance
5/30/2024	Pride Month Celebration Featuring Bayard Rustin Center for Social Justice Hosted by the Philadelphia Regional Office
6/5/2024	National Juneteenth Museum Overview Featuring Jarred Howard of the National Juneteenth Museum Hosted by the Fort Worth Regional Office's Diversity Committee
6/11/2024	Spanish Cafecito: Spanish Language Skills Inaugural Event Hosted by the Division of Enforcement's Diversity and Inclusion Committee
6/12/2024	Pride Alliance: Fireside Chat with Chai Feldblum
6/17/2024	Pride Month: In-Person Mixer with Chair Gary Gensler
6/20/2024	Korean Language Skills Hosted by the Division of Enforcement's Diversity and Inclusion Committee

Appendix D. *Continued.*

6/26/2024	Book Club Discussion: <i>On Juneteenth</i> by Annette Gordon-Reed Hosted by the New York Regional Office Diversity Book Club
6/27/2024	Caribbean American Heritage Month Event Featuring Andrea Dore of Work Bank
6/27/2024	AAC Three-Part Financial Awareness and Literacy Programming
7/18/2024	HALO Book Club: <i>Caramelo</i> by Sandra Cisneros
7/25/2024	French Language Skills Hosted by the Division of Enforcement's Diversity and Inclusion Committee
8/27/2024	Women's Committee: <i>Understanding Medicare</i> Featuring Sharon Graham of Center for Medicare and Medicaid Services Philadelphia
9/12/2024	SECU Expo: Exploring Learning Possibilities at the SEC for EAG Members and SEC Staff
9/18/2024	HALO Book Club: <i>Mustang Miracle</i> and <i>The Long Game</i> by Humberto G. Garcia
9/25/2024	Hispanic Heritage Month Event Featuring Judge Esther Salas Hosted by the Philadelphia Regional Office

Appendix E

Supplier Diversity Conferences and Outreach Events

Event Date	Title
10/12/2023	Houston Minority Supplier Development Council 50th Anniversary Expo
10/17/2023	National Association of Women Business Owners National Women's Business Conference
10/18/2023	National Small Business Federal Contracting Summit Matchmaking
10/25/2023	National Minority Supplier Development Council Annual Conference & Exchange
11/14/2023	Veterans in Business National Conference

Endnotes

- 1 The SEC's DEIA Strategic Plan is available at [2023-2026 SEC DEIA Strategic Plan](#).
- 2 OMWI provides program support for all EAGs except the Veterans Committee, which receives program support from OHR.
- 3 SEC leaders actively work with, and support, the EAGs. Each EAG is sponsored by both an Executive (Senior Officer) and a SEC Commissioner. All EAGs have a representative who serves on the SEC Diversity Council, which is chaired by Chair Gensler.
- 4 See FAR Subpart 19.5—Set-Asides for Small Businesses for more information.
- 5 “Vendor payments” are payments made by the SEC to businesses. Contract performance may occur in different fiscal years than year(s) awarded, so payments made during a fiscal year are often for goods or services 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 directly comparable.
- 6 OMWI relies on socioeconomic business designations from SEC-specific award data sourced from Sam.gov to categorize vendors in payment data. SEC makes payments to businesses that are not always identifiable from the award data, such as longer-term operating expenses like lease payments. When vendors cannot be socioeconomically categorized, they are excluded from analysis and do not appear in the overall total. Sam.gov business entity socioeconomic designations can change over time.
- 7 In the supplier data analysis, businesses that are both minority- and women-owned are included in the designated minority group categories. For example, an Asian women-owned business would be counted as an Asian-owned business. The minority group categories are inclusive of both women- and men-owned firms.
- 8 “Contract actions” are the net amount of funds obligated for all contract actions, which includes new awards and modifications—both additional obligations and deobligations—that the SEC entered into the Federal Data Procurement Systems (FPDS) during the fiscal year.
- 9 The agencies are Office of the Comptroller of the Currency, Board of Governors of the Federal Reserve System, Federal Deposit Insurance Corporation, National Credit Union Administration, and Consumer Financial Protection Bureau.
- 10 See the “Final Interagency Policy Statement Establishing Joint Standards for Assessing the Diversity Policies and Practices of Entities Regulated by the Agencies,” Release No. 34-75050; File No. S7-10-15; 80 FR 33016 (June 10, 2015).

