



What is the Office of Diversity and Inclusion?

The Federal Reserve Bank of Richmond has a long-standing commitment to diversity and inclusion in our workplace and business practices. We established our Office of Diversity and Inclusion (ODI) as part of the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010, which required establishment of an Office of Minority and Women Inclusion (OMWI) at various organizations, including the Federal Reserve. Our ODI represents a new organizational structure that advances our commitment to equal employment and diversity and inclusion in all aspects of our business.

What are the goals of the Office of Diversity and Inclusion?

Our goals reflect our commitment to diversity and inclusion in all business matters, including:

Our Leadership

Be a sought after leader in Diversity and Inclusion strategies and provide guidance and influence to enhance leadership commitment in our Bank, our community and the System.

Our Workforce

Promote an open culture of high performance, employee engagement and inclusion. Recruit and retain diverse leaders and employees who reflect our communities. Leverage the best of all employees to meet evolving Bank needs.

Our Suppliers

Develop and enhance partnerships that engage diverse suppliers while expanding our diversity and inclusion brand and increasing our pools of suppliers.

Our Communities

Build mutually beneficial relationships by becoming a high-quality and sought-after partner in promoting diversity and inclusion. Make substantial contributions within our communities to improve employment and business opportunities.

Our Brand

Be recognized as a leader in diversity and inclusion in the Federal Reserve System and in the communities we serve.

Our Accountability

Embed diversity and inclusion at all levels of the organization, exceeding the requirements of Section 342 of the Dodd-Frank Act.



What reports are required of the Office of Diversity and Inclusion?

The ODI will submit to Congress an annual report, including a statement of the total dollar amount and percentage of contract expenditures to minority- and women-owned businesses. This report also will include our achievements and challenges related to operating minority and women outreach programs as well as the recruiting and hiring of minorities and women. The office also is committed to reporting all Equal Employment Opportunity data.