





minority and women business owners to discuss procurement opportunities and gain insights on how we can enhance our current procedures and processes.

With regard to the establishment of standards to assess the diversity policies and practices of regulated entities, the Federal Reserve Board of Governors will develop the standards in coordination with other federal banking regulators, as regulatory authority lies with the Board.

### **Workforce Diversity**

In my October 27, 2010, response to you, I noted the Bank's long-standing commitment to including minorities and women in all levels of our workforce and provided a list of established initiatives in support of this commitment. Subsequently, the OMWI has taken additional steps to seek diversity in the Bank's workforce that will build upon these efforts. For example, one new diversity and inclusion effort is the expansion of our recruitment at universities to include historically black, Hispanic-serving, and women's colleges.

### **Section 342(c)(2) Statement**

The Bank is finalizing the written statement, required by Section 342(c)(2), that obligates a contractor engaged by the Bank to ensure to the maximum extent possible the fair inclusion of minorities and women in the workforce of the contractor and, as applicable, its subcontractors. We will incorporate the final statement into contracts going forward.

### **Challenges**

The Bank's OMWI is fully prepared to discharge its duties as specified under Section 342 and has already initiated action. We have not encountered challenges in establishing the OMWI.

### **Additional Information**

The Bank has heightened its communication efforts by prominently displaying vendor opportunities, as well as other OMWI-related information, reports, and congressional status correspondence on its public website. At [KansasCityFed.org](http://KansasCityFed.org), visitors can click "Diversity and Inclusion" on the home page to quickly access pertinent information. In addition, I recognize the importance of an organization's leadership setting the tone for priorities in words and in actions. I have attached an article from the January 6 *Kansas City Star* that notes the Bank's efforts in advancing women to executive positions.

I hope that you find this information responsive to your request. If you have any further questions or would like additional information, please feel free to contact me or Ms. Ward.

Sincerely,

Thomas M. Hoenig  
President

Enc.

## Kansas City Fed leader endorses push to increase women in executive suites



Miriam Pepper

Miriam Pepper

Kansas City Fed chief **Thomas Hoenig**, known nationally for eight “no” votes on fed policies, opened his annual economic overview speech to the Central Exchange today with a resounding “yes” to the organization’s “Win-Win” campaign.

The “Win-Win” campaign goal is to make sure local corporate boards and top executive suites include at least 20 percent women by 2020. If successful, the campaign would mean a big increase for women executives locally. Today, Kansas City companies can claim just 7 percent women executives, even though the workforce is half female and 60 percent of college graduates are women.

Hoenig’s support for the initiative comes from personal experience. He said the Kansas City Federal Reserve Bank executive committee is half women, and the bank is better off because of the diverse voices at the helm, women he described as merit-based selections. Surely that puts the bank in rarified territory for local boards, and speaks well of his leadership.

His tenure at the bank’s helm ends this year, based on mandatory retirement policies at 65.

On the economy for 2011, Hoenig expects positive growth of 3.5 percent to 4 percent this year. But he also expects unemployment to remain high, not falling below 9 percent all year.

Hoenig, who delivered his seventh consecutive first-of-the-year economic address to the Central Exchange, has attracted plenty of national attention in the last year following his series of “no” votes opposing policies of the Federal Open Market Committee, including the latest stimulus effort. And he spent time today defending the value of dissent on the committee.

His major beef with financial reform legislation focuses on the “too big to fail” banking entities that he worries are now “way too big to fail.” He’s a believer that American economic strength emerged from a diversity of institutions and hopes to see more diversity return in the future.

The “no” man who prefers the tag “non-zero-interest-rate-guy” is clearly not on the “no” side on diversity of many stripes, in boardrooms and in businesses.

Read more: <http://voices.kansascity.com/entries/kansas-city-fed-leader-endorses-push-increase-women-executive-suites/#ixzz1CApE2DjG>

Posted January 5, 2011