

FHFA Contractor Outreach Program Standards¹ (ACTION)

The FHFA Contractor Outreach Program Standards will facilitate the process of Agency accountability and make diversity and inclusion (D&I) and equality of opportunity intrinsic parts of the Agency's culture. We have identified the following six key Standards and Objectives to help achieve this goal: 1. Assessment; 2. Communication; 3. Talent; 4. Involvement; 5. Oversight; and 6. Network. OMWI will assess the Contractor Outreach Program Standards or updates as needed. A description of each Standard and its Objective is below:

Standard # 1: Assessment – FHFA, through OMWI, will perform Agency self-assessments at regular intervals to affirm consistency with Section 342 of the Dodd-Frank Act and FHFA D&I goals and objectives.

Objective: To analyze relevant information to evaluate Agency regulatory² compliance and the effectiveness of the Agency's organizational and operational infrastructure in support of FHFA's contractor outreach program to ensure that minority-, women-, and disabled-owned businesses (MWDOBs) are made aware of and given the opportunity to compete for contracts with the Agency.

Standard # 2: Communication - FHFA will communicate the value of supplier diversity to internal and external Agency stakeholders and the requirement to promote business opportunities for MWDOBs.

Objective: To educate FHFA staff, proactively, on statutory and regulatory supplier diversity requirements, including outreach, engagement and technical assistance opportunities to promote increased MWDOB participation.

Standard # 3: Talent – Consistent with D&I concepts and objectives, FHFA will seek to attract increased participation of MWDOBs for FHFA's business opportunities.

Objective: To provide technical assistance to MWDOBs as appropriate to facilitate the identification and solicitation of MWDOBs.

Standard # 4: Involvement - FHFA will foster an environment exhibiting commitment, involvement, respect, and connection, where increased business opportunities for MWDOBs is encouraged and leveraged to achieve the mission of the Agency.

Objective: To leverage the use of participation in professional conferences and available acquisition strategies in an effective way to encourage diversity from the marketplace including MWDOBs.

¹ Pursuant to section 342(b)(2)(B) of the Dodd-Frank Wall Street Reform and Consumer Protection Act (Dodd-Frank Act), 12 U.S.C. § 5452, the Director of the Agency's Office of Minority and Women Inclusion is required to develop standards for: "increased participation of minority-owned, and women-owned businesses in the programs and contracts of the agency, including standards for coordinating technical assistance to such businesses..."

² FHFA promulgated its final rule to establish its minority and women outreach programs on March 24, 2017 at 12 C.F.R. 1207.

Standard # 5: Oversight - FHFA will seek to bolster leadership accountability for MWDOB participation consistent with the Agency's D&I policies, procedures, and applicable legal requirements, while upholding FHFA's core values.

Objective: To ensure that FHFA consistently evaluates executives, managers and supervisors, on their adherence to D&I policies and practices, and on their completion of associated training, as well as providing opportunities for FHFA staff interfacing with the contracting community to become knowledgeable about and actively promote the Agency's contractor outreach program.

Standard # 6: Network - FHFA will collaborate with skilled resources (internal stakeholders, external contributors, and D&I thought leaders) to incorporate and apply D&I principles into the Agency contractor outreach program.

Objective: To develop a team of invested stakeholders to help create a strategic outreach and educational plan designed to increase MWDOB participation in FHFA's business and activities.

OMWI will assess the D&I Contractor Outreach Program Standards periodically and will update them as needed.