



2025 ANNUAL REPORT TO CONGRESS

OFFICE OF MINORITY
AND WOMEN INCLUSION



Federal Reserve Bank *of* Atlanta

This document contains an annual summary of the actions of the Federal Reserve Bank of Atlanta (the Bank) and the Office of Minority and Women Inclusion (OMWI) pursuant to the requirements under Section 342 of the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010 (Dodd-Frank Act). The Federal Reserve Bank of Atlanta serves the Sixth Federal Reserve District, which encompasses all of Alabama, Florida, and Georgia, as well as sections of Louisiana, Mississippi, and Tennessee. The Sixth District, headquartered in Atlanta, GA, has five branches: Birmingham, AL; Jacksonville, FL; Miami, FL; Nashville, TN; and New Orleans, LA. The Sixth District also encompasses Federal Reserve System entities outside its primary geographic boundaries, including the Office of Employee Benefits (OEB) located in Newark, NJ and employees who are part of the Federal Reserve Financial Services (FRFS) payments office that work in Minneapolis, MN.

1) Total Amounts Paid to Contractors Since the Previous Report

Pursuant to Section 342(e)(1):

Total contractor spend for 2025: \$237,340,096.64.

(2) Percentages Paid to Women-Owned and Minority-Owned Businesses

Pursuant to Section 342(e)(2):

Total spend with minority-owned and women-owned businesses: 12.08 percent or \$28,668,914.38.

(3) Successes and Challenges of Minority and Women Outreach Programs

Pursuant to Section 342(e)(3):

The Bank has successfully engaged in minority and women outreach by forming dedicated partnerships, creating academic alliances, and providing technical support. Additionally, progress has been achieved through effective financial literacy programs, nonprofit Board service, and participation in career expositions. Key successes and challenges are outlined as follows:

The Bank remains committed to inclusive outreach and engagement. All procurement and contracting decisions are based on business needs and vendor qualifications, and the Bank remains committed to fulfilling the requirements of the Dodd-Frank Act. In 2025, as we focused on meeting our business needs and vendor qualifications. The Bank broadened its engagement with minority-and-women-owned businesses and expanded opportunities for inclusion across its procurement processes. The Bank participated in national conferences hosted by the Women's Business Enterprise National Council and the National Minority Supplier Development Council, reinforcing its commitment to identifying qualified minority-and-women-owned businesses and staying informed on best practices in supplier inclusion. The Bank collaborated with local affiliate councils to deliver technical assistance, capacity-building resources, and educational programming to minority-and-women-owned businesses. These efforts supported supplier readiness, fostered meaningful networking opportunities, and enhanced the Bank's ability to identify vendors capable of participating in competitive sourcing and acquisition activities. Collectively, these initiatives contributed to the continued growth and sustainability of the Bank's supply chain diversification and supported diverse spend outcomes consistent with Section 342 (e) (2).

Vendor concentration risk remains a key challenge, with a substantial portion of diverse spend concentrated among a limited number of vendors. The Bank is addressing this challenge by continuing to expand outreach across business lines to identify opportunities to broaden the supplier base.

In 2025, the Bank's education team used a comprehensive approach to promote financial literacy for inner-city high schools, girls-only high schools, and others. The team demonstrated success in communities throughout our District by delivering lesson plans and distributing infographics on a robust array of financial readiness topics. The in-person and online programs reached nearly 10,000 students and 671 educators.

Many school districts continue to limit opportunities for external organizations to offer programs during Systemwide professional development days, making it difficult for teachers to secure substitutes or administrative approval to participate in our sessions during school hours.

The Bank participated in 18 college/university-oriented recruiting events, with several of them specifically focused on exposing women and minorities to different employers. These events included participation on a women-in-technology industry panel and a job shadowing program for first generation college students. We will continue to engage in outreach efforts pursuant to our mandate under the Dodd-Frank Act by deepening our relationships with Historically Black Colleges and Universities and Hispanic Serving Institution schools in the Sixth District.

Throughout 2025, challenges included limited hiring opportunities and restricted positions at an entry-level role.

(4) Challenges Faced in Hiring/Contracting Qualified Minority and Women Employees and Businesses

Pursuant to Section 342 (e)(4), the Bank's approach for employment activities, whether recruiting, hiring, or promoting—is to select the most qualified candidate for the role identified. Accordingly, to effectuate this goal, the Bank seeks to attract a wide array of candidates to ensure it has the best possible candidate pool. The Bank's approach to contracting qualified minority and women businesses is the same: casting a wide net to attract the most qualified businesses for our organization.

Flexibility and market competitiveness for wages remain a challenge in a market with low unemployment rates. Additionally, recruiting and onboarding for new positions were limited.

As mentioned above, the Bank continues to focus on vendor concentration. This challenge is consistent across the System, and the National Procurement Office continues to explore national contracting approaches to improve scale and supplier access.

The Bank continues to comply with all requirements pursuant to Section 342 of the Dodd-Frank Act. The wide variety of demographics present in our workforce and our diverse spend speak to the good faith efforts we make in community engagement and recruitment. We will continue to select the most qualified candidates and vendors to support the mandate of the Federal Reserve Bank of Atlanta. This concludes the report of the Director of the Office of Minority and Women Inclusion.