



Federal Home Loan Bank
NEW YORK

2017 D&I ANNUAL STATUS REPORT



**FOSTERING DIVERSITY & INCLUSION
ACROSS OUR BUSINESS**

Diversity & Inclusion Mission Statement

At the Federal Home Loan Bank of New York, the ideals of mutual respect, teamwork, and serving the diverse communities in our district are at the core of our corporate culture and are the driving force behind our diversity and inclusion efforts. Our collaborative approach to diversity and inclusion also helps facilitate and strengthen the relationships we have with our employees and business partners.

We achieve our diversity & inclusion mission by advocating for access to career and development opportunities that lead to leadership positions for employees, and by engaging in outreach to, and education of our minority, women, and disabled-owned business partners to help improve opportunities to grow their businesses and succeed.

[VIA EMAIL AND FEDERAL EXPRESS]

March 30, 2018

Director of the Office of Minority and Women Inclusion
Federal Housing Finance Agency

RE: 2017 Diversity & Inclusion Annual Status Report

Dear [REDACTED]:

Introduction §1223.23(a)

The 2017 Diversity & Inclusion Status Report (“Report”) is being submitted in compliance with the Federal Housing Finance Agency (“FHFA”) Final Rule, 12 CFR Part 1223¹ – Minority and Women Inclusion (“Final Rule”) relating to Section 1116 of the Housing and Economic Recovery Act of 2008. The Report contains activities that the Federal Home Loan Bank of New York (“FHLBNY” or “Bank”) undertook during the period between January 1, 2017 through December 31, 2017 (“Period”); in implementing the provisions of the Final Rule. Further, the Report contains supporting documentation as required by the FHFA.

The FHLBNY approaches the Final Rule in the following distinct areas of concentration: Governance, Employment, Procurement, Capital Markets - Funding & Investments, and Affordable Housing and Community Lending Programs. The Bank fosters diversity and inclusion across its business because it is value added, has a positive impact to the Bank's bottom line and culture, is aligned with the Bank's mission of serving the diverse communities in our district and it's the right thing to do.

In addition to hiring, developing, promoting, and retaining a workforce that mirrors the communities it serves, the Bank continues to create an inclusive experience for its suppliers, prospects, members, and business partners. The Bank's objective is to continue to serve as a preferred partner in the employment, contracting, Capital Markets and Affordable Housing communities.

Responsibility for helping to ensure that diversity and inclusion is part of the Bank's business activities lies with the Bank's Board of Directors, Chief Executive Officer, Management Committee, Committee Chairs, Vice President Directors, Senior Managers, managers, project managers, and employees. It takes a diverse and inclusive effort to have a diverse and inclusive workplace.

¹ These regulations were formerly located at 12 CFR 1207. On March 24, 2017, the FHFA's Minority Outreach Program (MWOP) rulemaking redesignated the Minority and Women Inclusion regulation as part 1223 of title 12 of the CFR and the new MWOP regulation as part 1207, in order to organize all FHFA regulations related to FHFA's Organizations & Operations in subchapter A, and those regulations related to Regulated Entities in subchapter B.

Executive Summary

2017 was another strong year for diversity and inclusion (“D&I”) initiatives at the Bank as evidenced by the contents included in the Report. Governance was enhanced in several areas and planned initiatives were executed seamlessly. A summary of the achievements are as follows:

- Governance for D&I responsibilities were designated to the Executive Committee of the Board of the Directors.
- A Board approved:
 - D&I Mission Statement
 - 2017 D&I Annual Plan
 - D&I Communication Plan that’s designed to communicate the Bank’s diversity and inclusion commitment, efforts, and activities to the Federal Housing Finance Agency, Board of Directors, Management Committee, current and future employees and current and future business partners.
 - D&I Employment Program that’s designed to communicate various channels used throughout the employment cycle to help ensure that diversity and inclusion is embedded in the Bank’s outreach, recruitment, hiring, performance management, learning and development, promotion, and succession planning processes.
 - D&I Supplier Program that’s designed to provide a framework for the Bank’s diversity and inclusion commitment, efforts, and activities related to governance, outreach, education, and opportunities provided to Minority, Women, and Disabled Owned Businesses.
 - D&I Capital Markets Plan that’s designed to provide a framework for the Bank’s diversity and inclusion commitment, efforts, and activities related to governance, outreach, education, and opportunities provided to Minority, Women, and Disabled Owned Broker/Dealers.
 - Quantifiable aspirational targets (on a best efforts basis) for Employment, Procurement and Capital Markets that are designed to help measure the Bank’s diversity and inclusion performance.
- The Bank awarded its first Affordable Housing Program grant to a tribal housing project, the Akwesasne Housing Authority’s Sunrise Acres III supportive housing project.
- Enhanced D&I training to the Bank’s Board of Directors and Bank employees.
- Enhanced D&I reporting to the Bank’s Management Committee and Board of Directors.
- Performed an annual risk assessment that included D&I risk exposure on an entity-wide basis.
- Developed an Internal Audit department plan and audit scope that includes a comprehensive, entity-wide review and assessment of the Bank’s D&I program.

Diversity and Inclusion Advocates

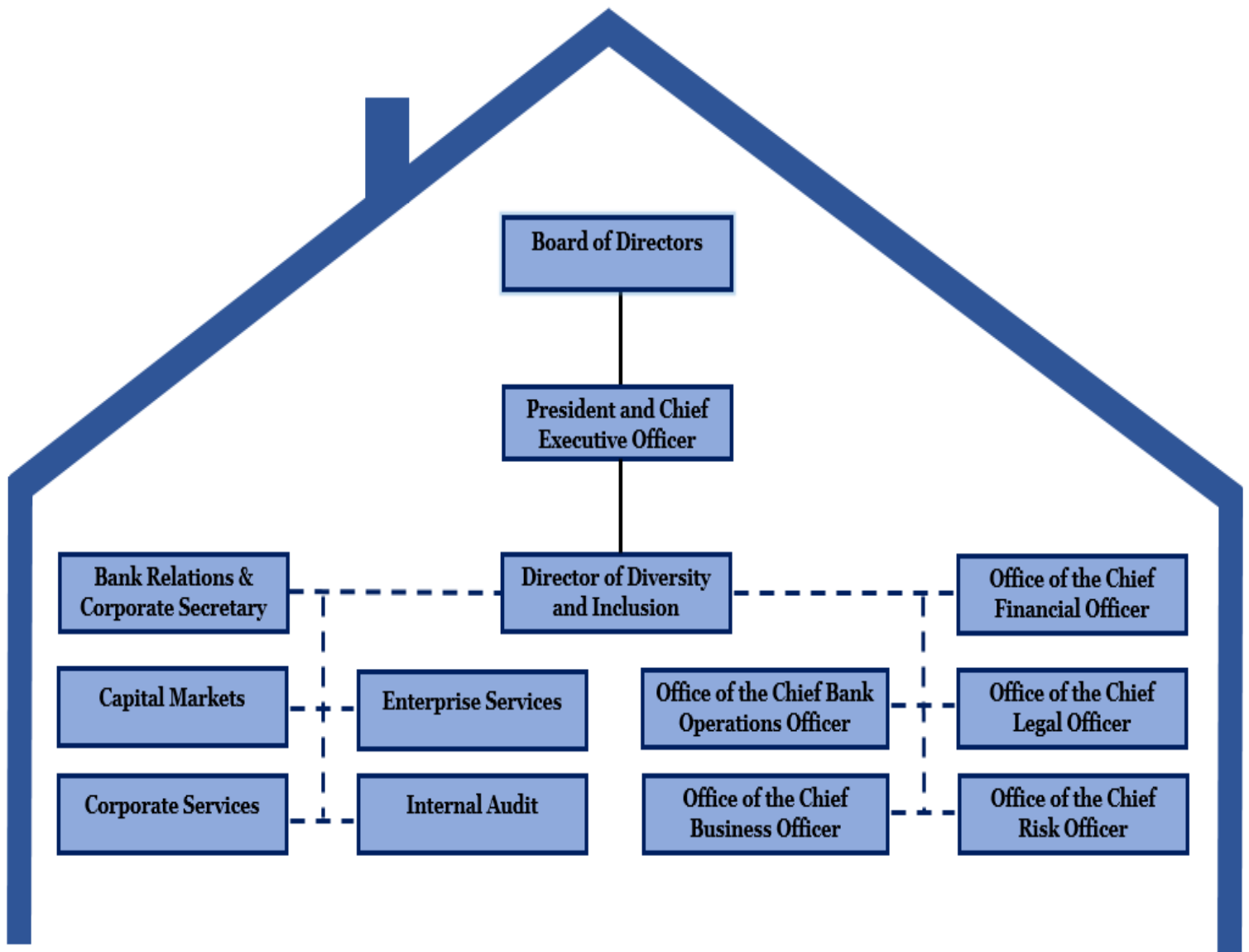


TABLE OF CONTENT

I.	2017 Diversity & Inclusion Plan and Outcomes - §1223.21(b)(8)	8
II.	Diversity and Inclusion Overall Outcome Analysis – Employment: §1223.23(b)(24)	14
III.	Diversity and Inclusion Outreach Activity – Employment: §1223.23(b)(13)	19
IV.	Board Outreach Regarding Diversity - §1223.23(b)(10)(i), (a) and (b) (ii)	19
V.	Diversity and Inclusion Overall Impact Analysis – Procurement: §1223.22, §1223(b)(14), §1223.23(b)(15), §1223.23(b)(16)(i), (ii) and (iii), §1223.23(b)(17) (i), (ii) and (iii), §1223.23(b)(18), §1223.23(b)(19)	20
VI.	Outreach Activities – Procurement: §1223.23(b)(13)	24
VII.	Diversity and Inclusion Overall Impact Analysis – Capital Markets, Funding and Investments	25
VIII.	Outreach Activities - Capital Markets, Funding and Investments: §1223.23(b)(13)	28
IX.	Incorporating Diversity and Inclusion into the Bank’s Community Investment Programs	31
X.	Outreach with New Business Partners Paves the Way for Significant Program Changes	32
XI.	Ensuring that Diversity and Inclusion Drive Employee and Governance Decisions	33
XII.	Legal Working Group Activities	33
XIII.	MWDOB Legal Partnerships	35
XIV.	Internal Training	35
XV.	FHLB System OMWI Collaboration:	36
XVI.	Complaints - §1223.23(b)(21)(i), (ii) and (iii)	38
XVII.	Complaint Settlements - §1223.23(b)(22)(i) and (ii)	38
XVIII.	Future Strategy - §1223.23(b)(25)	38
XIX.	Certification of Compliance - §1223.23(b)(20)	40
XVIII	Appendix	41
	A. Diversity and Inclusion Statement	42
	B. Expanded Reporting to Management Committee & Board of Directors	44
	C. 2017 Demographic Data from Census	45
	D. Procurement Definitions	46
	E. Exclusions	48
	F. MWDOB Dealer Profiles	49
	G. 2017 Diverse Dealer Dinner Presentation Brochure	54
	H. Equal Employment Opportunity Staffing Levels - §1223.23(b)(1)(2)	56
	I. External Applicant Data - §1223.23(b)(3)	57
	J. Hiring Data - §1223.23(b)(4)	58
	K. Termination of Employment Data - §1223.23(b)(5)	59
	L. Employee Reasonable Accommodations Log - §1223.23(b)(6)	61
	M. Internal Employee Applicant Data - §1223.23(b)(7)(i) and (ii) §1223.23(b)(8)(i), (ii) and (iii)	62
	N. Individuals Responsible for Managing Employees - §1223.23(b)(9)(i)	67

- XX.** Index
 - O.** Diversity and Inclusion Communication Plan
 - P.** Diversity and Inclusion Employment Program
 - Q.** Diversity and Inclusion Procurement Program
 - R.** Diversity and Inclusion Capital Markets Plan

I. 2017 Diversity and Inclusion Plan and Outcomes – §1223.21(b)(8)

The Bank’s Board of Directors approved the 2017 Diversity and Inclusion Plan (“D&I Plan”) that focuses on the following areas:

- A. Governance
- B. Employment
- C. Procurement
- D. Capital Markets

The initiatives contained in the D&I Plan were executed efficiently and effectively. A summary of the D&I Plan components and its results are discussed below and in other sections of the Report.

A. GOVERNANCE

1. Add Diversity and Inclusion Governance to Board Committee Charter

Diversity & Inclusion governance responsibilities were designated to the Executive Committee of the Board. The Executive Committee of the Board reviewed and/or approved the following:

- 2017 Diversity and Inclusion Plan with Quantifiable Aspirational Targets
- Diversity and Inclusion Mission Statement
- Diversity and Inclusion Communication Plan
- Diversity and Inclusion Statement Policy (**see Exhibit A**)
- Minority and Women Inclusion Policy
- Diversity and Inclusion Employment Program
- Diversity and Inclusion Procurement Program
- Diversity and Inclusion Capital Markets Plan
- Diversity and Inclusion Metrics Reporting

2. Expand Bank Management Committee Governance of Diversity and Inclusion

The following were reviewed and/or approved by the Bank’s Management Committee:

- 2016 Office of Minority, Women Inclusion Annual Report
- 2017 Diversity and Inclusion Plan with Quantifiable Aspirational Targets
- Diversity and Inclusion Mission Statement
- Diversity and Inclusion Communication Plan
- Diversity and Inclusion Statement Policy
- Minority and Women Inclusion Policy
- Diversity and Inclusion Employment Program
- Diversity and Inclusion Procurement Program
- Diversity and Inclusion Metrics Reporting

3. Develop a Diversity and Inclusion Communication Plan

A comprehensive Diversity and Inclusion Communication Plan was developed to communicate the Bank's diversity and inclusion commitment, efforts, and activities to the Federal Housing Finance Agency, Board of Directors, Management Committee, current and future employees and current and future business partners. The Diversity and Inclusion Communication Plan was approved by the Executive Committee of the Board in June.

4. Develop a Diversity and Inclusion Employment Program

A comprehensive Diversity and Inclusion Employment Program was developed to communicate various channels used throughout the employment cycle to help ensure that diversity and inclusion is embedded in the Bank's outreach, recruitment, hiring, performance management, learning and development, promotion, and succession planning processes. The Diversity and Inclusion Employment Program was approved by the Executive Committee of the Board in September.

5. Develop Supplier Diversity and Inclusion Program

A comprehensive Diversity and Inclusion Procurement Program was developed to provide a framework for the Bank's diversity and inclusion commitment, efforts, and activities related to governance, outreach, education, and opportunities provided to Minority, Women, and Disabled Owned Businesses. The Diversity and Inclusion Procurement Program was approved by the Executive Committee of the Board in September.

6. Develop a Diversity and Inclusion Capital Markets Plan

A comprehensive Diversity and Inclusion Capital Markets Plan was developed to provide a framework for the Bank's diversity and inclusion commitment, efforts, and activities related to governance, outreach, education, and opportunities provided to Minority, Women, and Disabled Owned Broker/Dealers. The Diversity and Inclusion Capital Markets Plan was approved by the Executive Committee of the Board in December.

B. EMPLOYMENT

1. Build a Candidate Pipeline by:

- i. increasing percentage of applicants from Black or African American, Hispanic or Latino, or individuals with disabilities ("Diverse Group") who apply for open positions at the Bank,
- ii. identifying the right candidates for open positions,
- iii. enhancing the Bank's website,
- iv. developing the Bank's brand as an employer of choice through various touch points, and
- v. enhancing job postings for open positions.

The Bank's candidate pipeline was enhanced by laying a foundation to help increase the number of applicants in diverse groups as follows:

- ✓ Hired a Diversity and Inclusion Outreach Business Partner whose objective is to meet with local schools and professional associations to establish relationships, promote career opportunities, and identify ways to engage diverse candidates
- ✓ Enhanced the Bank's Internship Program to target a more diverse student population
- ✓ Reviewed and enhanced certain positions descriptions making them more inclusive and appealing to diverse groups

- ✓ Partnered with local minority-based organizations to promote career opportunities

Human Resources initiated discussions with the Group Heads to help create a profile of ideal candidates for certain positions by using historical employment data and identifying knowledge, skills, and abilities required to perform current and future position requirements. These profiles will be used by Human Resources to identify diverse candidates for current and future open positions. Additional positions will be reviewed on an ongoing basis.

Human Resources also initiated meetings with local diverse schools and professional associations to establish relationships, promote career opportunities, and highlight the Bank's culture and competitive benefits. The Bank participated in three virtual diversity career fairs which were used to promote the Bank's brand, mission, and culture, as well as advertise enhanced job postings.

The Bank's Internship Program was enhanced to target a more diverse student population through partnerships and marketing to diverse student clubs and organizations. The program was also enhanced to provide extended employment for top-performing interns with the possibility of full-time placement in open positions upon graduation.

The Bank also initiated a review of position descriptions with the objective of making them more inclusive and appealing to diverse groups to help increase the number of women, minorities, and candidates with disabilities who apply for open positions. Additional position descriptions will be reviewed and enhanced on an ongoing basis.

An essential element in improving the Bank's brand as an employer of choice is to provide prospective candidates with a view of the Bank's commitment to diversity and inclusion. To this end, the Bank's careers, and diversity and inclusion sections on its website were redesigned and enhanced to convey our message.

The Bank also engaged a consultant to revise position descriptions that are posted on the Bank's career section of its website so that they are more appealing by creating unique and engaging titles and headings, promoting open positions more than describing the details of the positions, and showing candidates why they should apply for positions at the Bank.

2. Enhance Recruiting

The Bank helped to ensure objective screening and selection of prospective candidates by enhancing processes and providing appropriate training to hiring teams by doing the following:

- Conducted structured behavioral interview workshop for ten hiring managers and members of the hiring team that had a module on raising awareness about unconscious bias
- Encouraged the utilization of diverse interviewing teams when possible. By including interviewers of diverse lenses, whether it be from cross functional groups or departments, different position rankings, race, gender, disability, parental status, or sexual orientation, candidates are able to see the Bank's commitment to diversity and inclusion at the onset of the recruiting process
- Encouraged use of a Candidate Assessment Form to help to ensure consistency for all candidates and serve as a basis for objective evaluation
- Enhanced the Bank's Hiring Standards Document to help ensure the attraction of a diverse pool of candidates for open positions and the selection of candidates for hire is in alignment with the Bank's Business plans and commitment to diversity and inclusion

The Bank also assessed its resume screening process to help ensure it is free from hidden bias by identifying an automated solution that allows certain resumes to be redacted, which can hide the candidate's name, address, phone number, school(s), organizations or anything that has identifiable terms. The Bank plans to identify system requirements in 2018 for possible integration in the Bank's automated recruiting system from Workday when activated.

Diversity and inclusion training was delivered to various audiences at the Bank throughout 2017. Some of the training that was held on the Bank's premises are as follows:

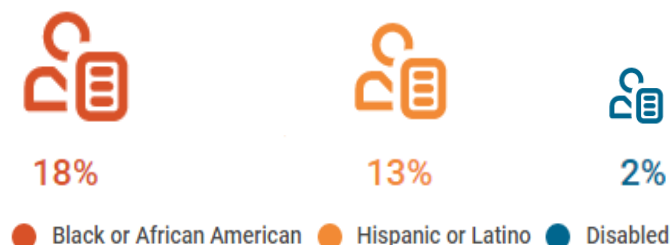
- [REDACTED] training on "Managing Effective Meetings" that contained a module on different communication styles by gender and people from diverse ethnic backgrounds (*April 18, 2017*)
- [REDACTED] training on "Business Writing" that provided insight on writing with a gender neutral tone (*June 20, 2017*)
- "Developing U" training that discussed the components that make-up D&I at the Bank, how the Bank fosters D&I across its business, and who is responsible for D&I. (*July 11th and 13th, respectively*)
- [REDACTED] training on "Manager Excellence" that had a module on promoting an Inclusive Culture (*August 8, 2017*)
- [REDACTED] presentation on "The Impact of Diversity and Inclusion on the Bottom Line" that promoted the business case for diversity and inclusion at the Board of Director level, at organizations that the Board members are leaders in, at the Bank, and how it impacts the bottom line (*August 17, 2017*)
- [REDACTED] – Delivered D&I automated self-directed training to all employees (*October 2017*)

In addition to the internal training that was delivered, the Bank's Talent and Development Guide was enhanced to include a review by Human Resources to help ensure all employment actions, including such matters as compensation, promotions, succession planning, and transfers are administered in a nondiscriminatory manner.

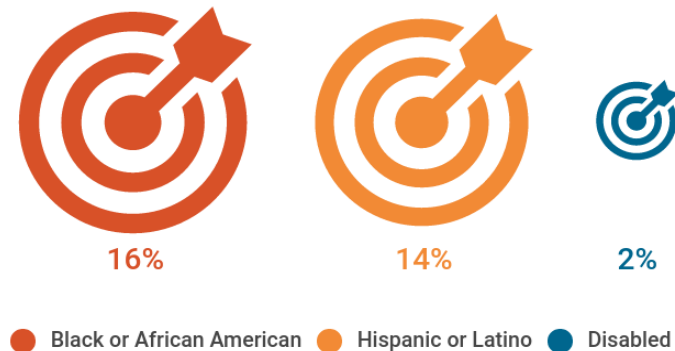
3. Aspirational Targets

The Board of Directors approved aspirational targets designed, on a best efforts basis, to measure our progress in increasing the number of applicants and the hiring of Black or African Americans, Hispanic or Latino, and Disabled individuals over a three year period.

Percentage of Applicants for Open Positions Target Average (over a 3-year period)



**Percentage of New Hires
Target Average (over a 3-year period)**



C. PROCUREMENT

1. Outreach

The Bank continued to enhance its outreach efforts to MWDOBs by attending four diverse supplier outreach events and had informal meetings with additional MWDOBs that attended these events

2. Education

The Bank's lead procurement partner ("purchasing") also conducted educational meetings/sessions with nine MWDOBs to provide them an overview of the Bank, the types of services and goods that are procured, the competitive bidding process and feedback we provide if they are not awarded the engagement. Similar meetings were held with nine of the Bank's Group Heads and ten frequent business users to better understand their business needs, help ensure that the procurement process was understood, and to explain the Bank's requirement to include MWDOBs in the bidding process.

3. Opportunity

- To help ensure that MWDOBs are provided with an opportunity to compete for the Bank's business, definitions for preferred vendor and sole source were reviewed and enhanced by Bank stakeholders, approved by the Management Committee, and incorporated into the Bank's procurement practices. In addition, the list of exclusions for the FHFA's spend reporting was reviewed and enhanced by Bank stakeholders and approved by the Bank's Board of Directors.
- The Bank increased the pool of MWDOBs from 91 to 122, an increase of 31 MWDOBs. The Bank also increased bid opportunities to diverse vendors for all products and services from 68 in 2016 to 192 in 2017 and increased the number of Disabled-Owned Businesses from three in January to six by the end of 2017.
- A pre-qualified database containing a list of MWDOBs continues to be enhanced so that Bank buyers and project owners can select MWDOBs to include in the bidding process.

4. Aspirational Targets

The Board of Directors approved aspirational targets designed, on a best efforts basis, to measure our progress in increasing the number of MWDOBs and MWDOB spend over a three year period.

**Total Supplier & MWDOB Spend
2013-2016 & Approved Aspirational Targets**

Category	2013		2014		2015		2016		Average		Target (over a 3-year period)
	(\$)	(%)	(\$)	(%)	(\$)	(%)	(\$)	(%)	(\$)	(%)	(%)
MOB	\$1,401,080	6.94%	\$1,391,607	7.74%	\$1,508,437	7.10%	\$3,104,647	11.56%	\$1,851,442.75	8.34%	12%
WOB	\$2,541,955	12.60%	\$1,820,962	10.12%	\$1,893,326	9.00%	\$1,545,811	5.76%	\$1,950,513.50	9.37%	12%
DOB	\$58,335	0.29%	\$0	0.00%	\$165,653	0.80%	\$206,422	0.77%	\$107,602.50	0.47%	1%
Diverse Spend	\$4,001,370	19.83%	\$3,212,569	17.86%	\$3,567,416	16.90%	\$4,856,880	18.09%	\$3,909,558.75	18.17%	25%
Other Spend	\$16,173,752	80.16%	\$14,767,080	82.14%	\$17,538,803	83.10%	\$21,993,734	81.92%	\$17,618,342.25	81.83%	75%
Total Spend	\$20,175,122		\$17,979,648		\$21,106,218		\$26,850,613		\$21,527,900.25		100%

D. CAPITAL MARKETS

1. Governance

- The Bank's Minority and Women Inclusion Policy was revised to include Capital Markets and was approved in June by the Bank's Board of Directors
- Capital Markets improved governance by creating procedures outlining the creation, execution, and monitoring of the Capital Markets Plan. The procedures address "key person risk" and includes an annual D&I educational session with the members of Capital Markets.

2. Enhance Capital Markets Outreach and Education

- The FHLB System OMWI Council Capital Markets Sub-group published a list of Home Loan Bank System wide Aspirational Practices in the area of Capital Market outreach
- Capital Markets continues to provide MWDOBs opportunities by contacting all MWDOBs dealers, new and current, providing an education on what business needs the Bank has and providing the MWDOBs access to the Bank's business in the areas of debt issuance, asset purchases and sales and consulting
- Capital Markets continues to alert each MWDOB Dealer to its funding needs through [REDACTED] messages and phone calls, as well as communicating our needs to the newly designated MWDOB support team at the Office of Finance ("OF")
- Capital Markets continues to work with [REDACTED] on projects to enhance the Capital Markets' trading workflow
- The Bank is currently in the process of approving a MWDOB that was approved by the OF, [REDACTED], as a broker/dealer. In late October, [REDACTED], a woman-owned firm, was approved by the OF and the Bank will contact them to explore if we help them become an approved Broker/Dealer in the near future.
- Capital Markets continues to supply MWDOB Dealers with its business needs. On September 20th, the Bank participated in a panel discussion at the [REDACTED] on doing business with the [REDACTED]. The Bank organized and presented at the System's Diverse Dealer Dinner on October 25th

- When a purchase or sale of a security is desired, at least one MWDOB is included in the process. The Bank has solicited bids and purchased several securities from MWDOBs.
- The Bank continues to host and visit MWDOB firms such as [REDACTED] and [REDACTED] and visited [REDACTED] and additional [REDACTED] employees on November 17th. [REDACTED] is scheduled to visit the Bank on November 27th. Other trips are being explored by the Bank and in coordination with the OF for 2018.
- The Diverse Dealer Dinner was organized by FHLBNY and occurred on October 25th. FHLBNY made a presentation to the participants outlining the activities and achievements of the FHLB System OMWI Council Capital Markets Sub-group (Co-Chaired by FHLBNY) and the System's and OF's activity during the year.
- FHLBNY participated in a panel discussion on "Dealing with the GSEs" at the [REDACTED] Conference on September 20th

3. Opportunity

- The Bank purchased \$245 million of UST from [REDACTED]
- Investment Portfolio Management ("IPM") continues to work with [REDACTED] and [REDACTED] and [REDACTED] to include MWDOB firms on various deals. On October 12th, the Bank purchased its first municipal security including a MWDOB firm, [REDACTED]
- [REDACTED] continues to work with the OF and purchased its first municipal security from a MWDOB firm, [REDACTED] on October 12th

4. Expand Reporting

Progress reports to the Management Committee and Executive Committee of the Board has been enhanced and reported more frequently. Reporting on MWDOB activity and outreach in Capital Markets has been presented at several Asset Liability Management Committee meetings, Management Committee meetings and at Board Meetings. **(Exhibit B)**

5. Aspirational Targets

The Board of Directors approved aspirational targets designed, on a best efforts basis, to measure our progress in increasing the historical yearly average activity in 2018 for outreach, education and opportunity and to increase asset and liability trade touchpoints with MWDOBs.

II. Diversity and Inclusion Overall Outcome Analysis – Employment: §1223.23(b)(24)

The Bank employed a cumulative total of 330 regular employees in 2017. The information contained in the charts and images below show the Bank's employee demographics, number of applicants for open positions, number of hires, and distribution of officers by race and gender from 2014 through 2017.

Overall, the Bank's distribution of men (54%) and women (46%) for this Period is fairly balanced and has been for several years. However, a review of the Bank's employee demographic data from 2014 through 2017 shows that the representation of Black or African American, Hispanic or Latino, or individuals with disabilities employees ("Diverse Group") is low when compared to the demographics of the diverse communities that the Bank serves. This trend is also evident with applicant data for open positions and distribution of officers in the Bank sorted by rank of First Level Officer and higher.








































Exhibit C contains the population demographic data for New York and New Jersey extracted from the US Census Bureau.

Bank Employee Demographics					
Year	Women	Asian	Black or African American	Hispanic or Latino	Disabled
2014	45%	24%	14%	12%	0%
2015	44%	24%	13%	13%	0%
2016	45%	26%	14%	13%	0%
2017	46%	26%	15%	13%	*0%

*There is one employee that has been identified as disabled.

Number of Applicants for Open Positions					
Year	Women	Asian	Black or African American	Hispanic or Latino	Disabled
2014	33%	28%	16%	12%	0%
2015	34%	36%	8%	6%	0%
2016	32%	33%	11%	6%	0%
2017	35%	30%	15%	7%	0%

Number of Hires

2014	2015	2016	2017
 32 Total Hires	 50 Total Hires	 46 Total Hires	 50 Total Hires
 14 Women	 24 Women	 17 Women	 24 Women
 18 Men	 26 Men	 29 Men	 26 Men
 8 Asian	 16 Asian	 15 Asian	 15 Asian
 5 Black or African American	 6 Black or African American	 5 Black or African American	 8 Black or African American
 5 Hispanic or Latino	 5 Hispanic or Latino	 4 Hispanic or Latino	 6 Hispanic or Latino
 0 Native Hawaiian or Other Pacific Islander	 0 Native Hawaiian or Other Pacific Islander	 0 Native Hawaiian or Other Pacific Islander	 1 Native Hawaiian or Other Pacific Islander
 0 Two or More Races	 0 Two or More Races	 0 Two or More Races	 1 Two or More Races
 14 White	 23 White	 22 White	 19 White
 0 Disabled	 0 Disabled	 0 Disabled	 0 Disabled

Distribution of Officers by Race and Gender

2014	Asian		Black or African American		Hispanic or Latino		Two or more races		White		Percentage		Total
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	
CEO & Senior Vice President	0	1	0	0	0	1	0	0	0	9	0%	12%	11
First Level, AVP, VP	11	11	1	1	5	5	2	2	12	33	33%	55%	83

2015	Asian		Black or African American		Hispanic or Latino		Two or more races		White		Percentage		Total
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	
CEO & Senior Vice President	0	0	0	0	0	2	0	0	1	10	1%	12%	13
First Level, AVP, VP	9	12	2	3	5	4	2	2	12	36	30%	57%	87

2016	Asian		Black or African American		Hispanic or Latino		Two or more races		White		Percentage		Total
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	
CEO & Senior Vice President	0	0	0	0	0	2	0	0	1	10	1%	10%	13
First Level, AVP, VP	13	17	5	4	7	7	2	2	13	41	32%	57%	111

2017	Asian		Black or African American		Hispanic or Latino		Two or more races		White		Percentage		Total
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	
CEO & Senior Vice President	0	0	0	0	0	2	0	0	1	9	1%	8%	12
First Level, AVP, VP	16	18	7	4	7	7	2	3	15	42	35%	56%	121

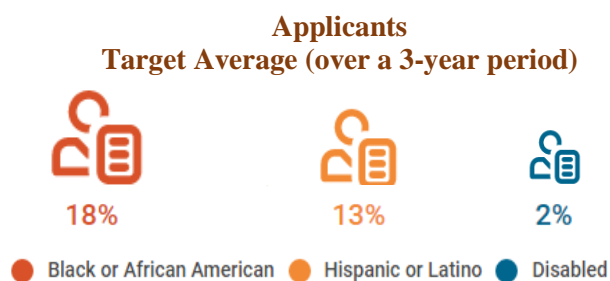
Some of the factors that may be contributing to the lack of balance of the demographic composition at all levels in the Bank and the low number of applicants from diverse groups who apply for open positions are as follows:

- a) Outreach and education about the Bank, its mission and the employment opportunities that it provides to professional associations, high schools and universities that specialize in the education, development and networking of Women, Black or African Americans, and Hispanic or Latino professionals and students, and individuals with disabilities;
- b) Branding and marketing of job postings on the Bank's website as well as with external websites that focus on diversity;
- c) Interviewing process including how hiring teams evaluate candidates;
- d) Performance evaluation process and the discussions employees and managers have about development, career pathing and promotion opportunities; and
- e) Succession Planning process and the criteria that's used to identify potential successors for senior management positions.

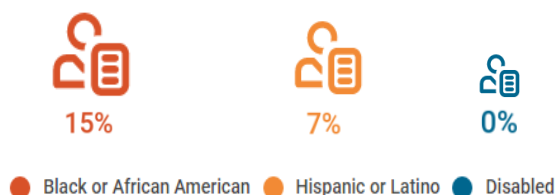
One other contributing factor may include unconscious bias (bias that we are unaware of, and which happens outside of our control) by employees who participate in, and are decision makers, in some or all of the steps in the recruiting, selection, performance management, development, promotions, and succession planning process.

The enhancements to the Bank’s D&I governance and execution of various initiatives described in section B under Employment should help enhance the balance of our employee demographics across all levels of the Bank.

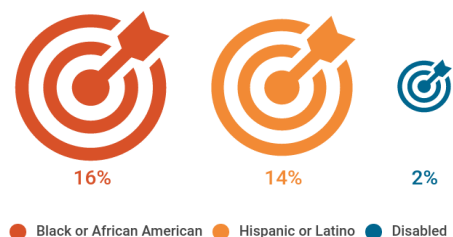
In addition, specific aspirational targets were approved by the Board to help the Bank on a “best efforts basis” to measure progress over a three year period towards achieving our objectives. Aspirational targets and results for the first year for employment are as follows:



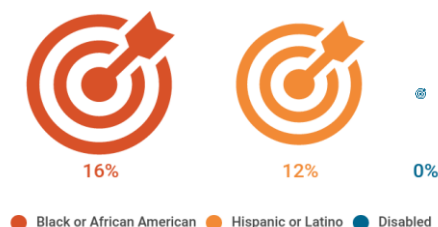
2017 Percentage of Applicants for Open Positions



New Hires Target Average (over a 3-year period)



2017 Percentage of New Hires



III. Diversity and Inclusion Outreach Activity – Employment: §1223.23(b)(13)

The Bank hired a Diversity and Inclusion Outreach Business Partner whose objective is to meet with local schools and professional associations to establish relationships, highlight the Bank’s culture and competitive benefits, promote career opportunities, and identify ways to engage diverse candidates.

The Bank participated in three virtual diversity career fairs which were used to promote the Bank’s brand, mission, and culture, as well as advertise enhanced job postings. The Bank also utilizes varied methods of recruitment, including using MWDOB employment agencies; placing postings on diversity-based websites, attending diversity and women job fairs in the New York Metropolitan area, and participating in diversity and women-based networking groups.

The Bank continued to maximize its recruiter’s seat on LinkedIn, a social networking website for people in professional occupations. This has enabled the Bank to expand its applicant sourcing activities to over 396 million members of LinkedIn. The Bank also attended a diversity dining and etiquette dinner at the [REDACTED] in New Jersey, as a means of networking with a diverse student population in the Finance and Technology fields. In 2016, the Bank began an initiative to partner with the [REDACTED], a New York based workforce development program targeted towards providing minorities in urban communities with corporate experience. Through [REDACTED] rotational program, the Bank began working with one intern in the Corporate Real Estate Department as a pilot. Based on the success of the partnership in 2016, the Bank continued to utilize this program as a means of fostering opportunities for diverse applicants in the local area. Through job postings, attendance at diverse career events, networking, and membership in the following LinkedIn Groups, the Bank continues to expand its ability to reach a diversified applicant base.

LinkedIn Groups

[REDACTED]	
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]

IV. Board Outreach Regarding Diversity - §1223.23(b)(10)(i), (a) and (b)(ii)

The FHFA published an amendment in 2015 to the Minority and Women Inclusion Regulation requiring the Bank and each of the other FHLBs to (1) annually request each member of the FHLB’s Boards provide, on a voluntary basis, self-identification of his or her Equal Employment Opportunity status information as well as (2) describe outreach activities and strategies related to promoting diversity in nominating or soliciting nominees for positions on the Board.

The FHLBNY recognizes that diversity at the Board level strengthens the Bank’s ability to respond to members needs and adjust as needed to a rapidly changing environment. As with other aspects of the FHLBNY’s operations, defining, maintaining, and increasing diversity directly impacts individuals and requires careful thought and implementation.

In this regard, the FHLBNY encourages its members to consider diversity in nominating and electing qualified individuals to member and independent directorship positions. For example, in its 2017 Director Election Announcement Package sent to eligible members on June 30, 2017, this message appeared:

“The Critical Importance of a Diverse Board

The FHLBNY’s Board of Directors consists of a talented group of dedicated individuals that benefits from, among other things, demographic (including gender and racial) diversity, and we expect that this will continue in the future. As you consider potential nominations for Member Directorships and give thought to persons who might be interested in Independent Directorships, please keep diversity in mind. Your participation in this year’s Director Election process is greatly appreciated, and will help continue to keep the Board and the FHLBNY diverse – and strong.”

With respect to the 2017 Independent Director Election process, the FHLBY received for consideration before the application deadline five applications to fill two open positions. Three of the applications were from women and two applications were from incumbent male Directors (one of whom was a Black or African American male). Based on the Corporate Governance and External Affairs Committee’s recommendation, after consultation with the Board’s Affordable Housing Advisory Council, the Board nominated the two incumbent candidates to be the two nominees for placement on the ballot for the two Independent Directorships to be filled for terms beginning on January 1, 2018. Both nominees were elected by the FHLBNY’s membership.

Data pertaining to the composition of the Board for the 2017 reporting period was collected through questionnaires, which did not contain any requests for self-identification. Based on the received responses, there were nineteen Directors on the FHLBNY’s Board as of year-end 2017. Twelve of these Directors identified as White men; two identified as White women; three identified as Black or African American men; one identified as a Hispanic or Latino man; and one identified as a Hispanic or Latino woman. This information is collected the above is set forth in the below table.

The below table does not reflect a White woman Director who passed away in January of 2017. The vacancy caused by the passing of this Director was filled by the Board after a search for qualified candidates by a Hispanic or Latino woman Director. Except for the foregoing, there was no change from the composition of the Board in 2016.

FEDERAL HOME LOAN BANK OF NEW YORK BOARD OF DIRECTORS SUMMARY FOR THE PERIOD ENDING DECEMBER 31, 2017																
NUMBER OF DIRECTORS																
			HISPANIC OR LATINO		NON-HISPANIC OR LATINO											
					MALE						FEMALE					
	Overall Total (Sum of Col B thru p)	Did not self identify	Male	Female	White (not of Hispanic origin)	Black (not of Hispanic origin)	Native Hawaiian or Pacific Islander	Asian (not of Hispanic origin)	American Indian or Alaskan Native	Two or more Races (not of Hispanic origin)	White (not of Hispanic origin)	Black (not of Hispanic origin)	Native Hawaiian or Pacific Islander	Asian (not of Hispanic origin)	American Indian or Alaskan Native	Two or more Races (not of Hispanic origin)
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
Directors	19.0	0.0	1.0	1.0	12.0	3.0	0.0	0.0	0.0	0.0	2.0	0.0	0.0	0.0	0.0	0.0

V. Diversity and Inclusion Overall Impact Analysis – Procurement: §12 C.F.R. §1223.22, §1223(b)(14), §1223(b)(15), §1223(b)(16)(i), (ii) and (iii), §1223(b)(17)(i), (ii) and (iii), §1223(b)(18), §1223(b)(19)

Purchasing continued its efforts to enhance MWDOB inclusion in 2017, and partnered with existing and newly-identified MWDOBs and contract owners to help raise awareness about the Bank’s commitment and efforts to D&I.

The Bank's total expenditure for 2017 was approximately \$54.19 million, an increase of approximately \$22.5 million from the 2016 spend of \$31.7 million. This is largely due to the cost of the construction of the Bank's New York City headquarters, design efforts for the New Jersey office, and increase of rent and operating expense.

In 2017, the Bank had 920 active vendors, and recorded expenditure with 424 vendors, of which 37 were MWDOBs. The total spend with MWDOB's for 2017 was \$7.94 million. This was an increase from 2016 expenditures of \$4.86 million and has been trending higher since 2014.

The table below contains the total Bank and MWDOB expenditure from 2014-2017. The table also details MWDOB expenditure by the following categories: Minority Owned Business ("MOB"), Women Owned Business ("WOB"), and Disabled-Owned Business ("DOB").

Total Bank & MWDOB Expenditures: 2014-2017

Category	2014		2015		2016 (A)		2016 (B)		2017	
	\$	%	\$	%	\$	%	\$	%	\$	%
MOB	\$1,391,607	7.74%	\$1,508,437	7.10%	\$3,104,647	11.56%	\$3,104,647	9.80%	\$5,893,959	10.88%
WOB	\$1,820,962	10.12%	\$1,893,326	9.00%	\$1,545,811	5.76%	\$1,545,811	4.88%	\$1,820,536	3.36%
DOB	\$0	0.00%	\$165,653	0.80%	\$206,422	0.77%	\$206,422	0.65%	\$222,108	0.41%
Diverse Spend	\$3,212,569	17.86%	\$3,567,416	16.90%	\$4,856,880	18.09%	\$4,856,880	15.33%	\$7,936,603	14.65%
Other Spend	\$14,767,080	82.14%	\$17,538,803	83.10%	\$21,993,734	81.91%	\$26,821,447	84.67%	\$46,251,312	85.35%
Total Spend	\$17,979,649		\$21,106,219		\$26,850,614		\$31,678,327		\$54,187,915	

Vendor Management Program

In 2016, the Bank implemented a new Vendor Management Program ("VM Program") which aims to effectively manage, measure, monitor, and report on risks associated with third-party relationships. The VM Program is governed by the Vendor Management Board Policy ("VM Policy") which sets forth the responsibilities of the Board and Bank management in implementing the VM Program. The VM Policy replaced the Board-approved Purchasing & Procurement Policy ("Purchasing Policy"), which was retired effective January 31, 2016. The VM Policy provides a formal framework for vendor relationship management and will help to ensure a pre-contract assessment process, competitive bid practice, and the appropriate due diligence requirements and contract structuring and review requirements are in place for on-boarding all vendors.

The VM Program has centralized and outlined the requirements to enter into relationships with vendors for the procurement of goods and services. Major components within the VM Program serve to:

- Ensure that a competitive bid process includes, where possible, a MWDOB prior to entering into any contract or agreement for the procurement of goods and services with values equal to or greater than \$10,000 in accordance with internal procedures and/or guidelines governing such practices; and,
- Identify and define any exceptions to the bid process ("sole source", "preferred vendor" and "rush order");
- Determine if the bid exceptions are warranted or if additional bids can be obtained, including that

of a MWDOB, and help ensure exceptions are subject to the review and approval by Purchasing and Group Head;

- Identify and detail exclusions to spend reporting and contract language, specifically those categories of spend that are considered exempt for inclusion in the annual spend report to the FHFA; and
- Promote and support D&I and compliance with the Final Rule, regarding MWDOBs in bid opportunities.

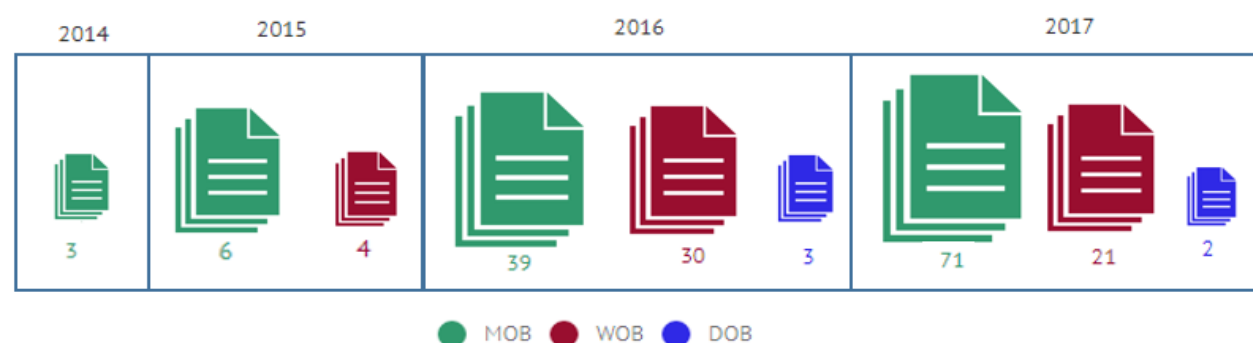
In 2017, Purchasing partnered with the Vendor Management Office and initiated an internal review of the existing definitions for exceptions to the competitive bid process, Sole Source and Preferred Vendor, and the list of exclusions to spend reporting and contract language. The internal review process included collaborative sessions with Group Heads and a working sub-group of the Operational Risk Committee (“ORC”), and developed enhancements to the existing definitions for Sole Source and Preferred Vendor, generated a new category of Rush Order (**Exhibit D**), and refined the existing list of exclusions to spend and contract language (**Exhibit E**). The enhanced definitions and exclusion list were approved by the ORC and Management Committee and integrated into the VM Program in October 2017; the exclusion list was approved by the Board in November 2017 and incorporated into the VM Policy.

Diverse Vendor Contracts

With the implementation of the VM Program and automated system in 2016, the Bank enhanced its reporting capabilities on the pre-procurement process and relationships entered with vendors. As such, reporting on relationships with MWDOB’s for 2017 is based on relationships that were reviewed and approved as part of the VM Program.

In 2017, the Bank had 94 relationships, an increase from 72, with 35 MWDOBs for the purchase of goods and services. The distribution of agreements by MWDOB category is in the table below.

Total Number of Relationships by MWDOB Categories



Contract Owner Education and Vendor Outreach

In 2017, Purchasing continues to, (1) educate Contract Owners on the Bank’s procurement and competitive bid process and MWDOB inclusion efforts to increase awareness of MWDOBs and (2) arrange meet and greet sessions between MWDOBs and Contract Owners to help establish relationships. The new program has been well received.

As part of the education program, Purchasing partnered with the Vendor Management Office to begin education to Group Heads on current bid practices and review current practices for changes to meet the needs of the business and help ensure compliance with regulatory requirements. As part of these sessions there were

educational/brainstorm meetings/sessions conducted with each of the nine Group Heads, as well as five meetings with the Operational Risk Committee and a subgroup. In addition, Purchasing identified and held meetings with ten frequent business users.

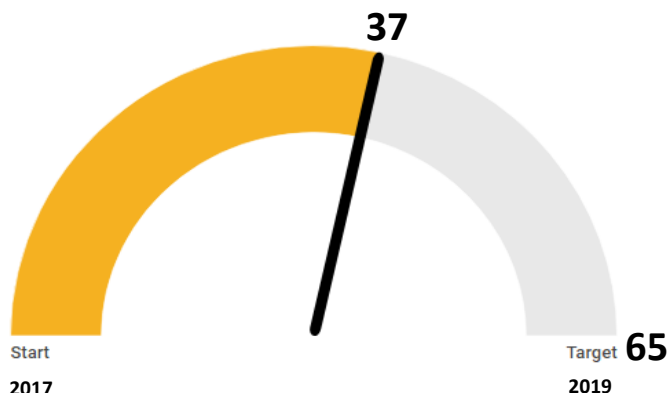
As part of Vendor Outreach activities for 2017, Purchasing conducted educational sessions with nine MWDOBs, and partnered with Contract Owners and processed 270 engagements for purchase of goods and services. Of those engagements, 192 bid opportunities were provided to MWDOBs, and 94 (49%) were awarded to MWDOBs.

In addition to the outreach activities in 2017, the Bank continued its efforts to identify, design, and build its New Jersey office. As part of those efforts, Purchasing identified MWDOBs to participate in the bidding for consulting and construction services and successfully identified and on-boarded MWDOBs to perform construction management, technology, audio visual, acoustic, and security services. Also, a women-owned construction management firm [REDACTED] was selected to manage and construct the new office space for an estimated contract cost of \$10 million.

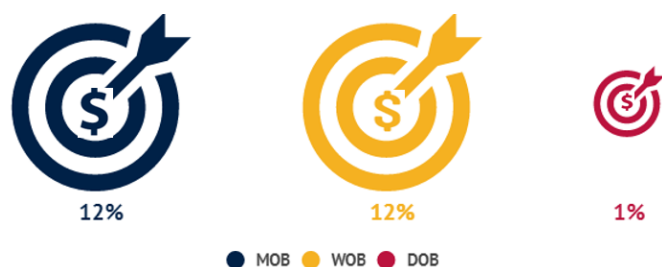
In addition to Tier 1 spend, Purchasing also partnered with its New York construction manager during the construction of the New York office to extend bidding opportunities to MWDOBs for construction services in the Tier 2 category. This resulted in the identification of 14 MWDOBs for 19 various construction services, and awarded three MWDOBs contracts for approximately \$2.0 million dollars.

In 2017, specific aspirational targets were approved by the Board to help the Bank on a “best efforts basis” to measure progress over a three year period towards achieving our objectives. Aspirational targets and results for the first year for procurement are as follows:

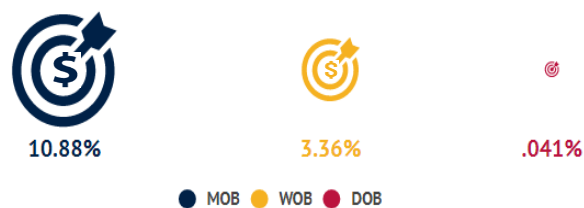
2017 Number of Active MWDOBs



Total Supplier & MWDOB Spend Target Average (over a 4-year period)



2017 MWDOB Spend



VI. Outreach Activities – Procurement: §1223.23(b)(13)

In 2017, the Bank continued to build on its effort to support and promote MWDOB activities. The Bank attended an event hosted by the [REDACTED]. This [REDACTED] event provided diverse suppliers with an opportunity to meet with prospective business representatives. The event featured over 140 vendors, and our team members interviewed approximately 30 MWDOBs that offer products and services in various categories. Current and future opportunities with the regional representative from the [REDACTED] were also discussed.

In August the Bank attended the [REDACTED]. Team members attended the [REDACTED] and conducted vendor interviews and provided registration information including the web-link to potential MWDOBs. In addition, our met with other corporate members of the [REDACTED] to share best practices.

In September the Bank attended the [REDACTED]. A team member attended the meeting and volunteered to be on the [REDACTED]. The purpose of this committee is to educate diverse vendors on the requirements of the [REDACTED] corporate members.

In October the Bank hosted the [REDACTED] where the Bank's D&I Director shared with the members, the Bank's efforts in promoting Diversity and Inclusion not only in Procurement but in the Bank's employment, Capital Markets and other areas.

In addition to the outreach activities with local councils and organizations, the Bank is working with [REDACTED] to streamline the reporting capabilities to meet the reporting needs of the Bank. The Bank also continues to welcome vendor solicitations on its diversity page on the Bank's website at <http://www.fhlbny.com/about-us/diversity-inclusion/supplier-diversity.aspx> and diverse vendors will be directed to the [REDACTED] ("portal") for registration as an MWDOB vendor.

The Bank incorporated its commitment to MWDOBs in the standard company description and has enhanced supplier questions and complaint process on the Bank's webpage.

VII. Diversity and Inclusion Overall Impact Analysis – Capital Markets, Funding and Investments

The FHLBNY had another strong year in building, strengthening relationships, and executing business with MWDOBs in 2017 on both the liability and asset sides of the balance sheet. Some highlights from 2017:

▪ Witnessed an increase of 90% over last year in purchases of Mortgage Backed Securities (“MBS”) and Housing Finance bonds (HFA) from MWDOBs as it purchased \$343 million of MBS/HFA; up from the \$195 million purchased in 2016.
▪ Transacted MBS purchases with seven MWDOBs; up from six firms in 2016
▪ Transacted 29 MBS trades with MWDOBs; up from 19 in 2016
▪ Purchased \$590 million of bonds from ██████████
▪ The FHLBNY issued \$7.7 billion of Discount Notes (“DN”) and Negotiated Bonds; a 43% increase over last year’s \$5.4 billion. In addition, the total issuance amount by the FHLBNY to MWDOBs for 2017 was \$39.2 billion, up from 2016’s total of \$19.2 billion; a 104% increase.
▪ For 2017, the FHLBNY calculates it issued 14.7% of the Total Negotiated System MWDOB CO issuance and 17.2% of total System CO Issuance with MWDOBs. In 2017, the FHLBNY paid 17.2% of fees earned by MWDOBs for Discretionary Issuance and 12.4% of fees paid to MWDOBs for total System CO issuance.
▪ As a portion of the FHLBNY’s overall spend with ██████████, \$80 thousand was related to the continued enhancement of the front-end trade capture system Epsilon helped develop over the last six years.
▪ The FHLBNY approved ██████████ and ██████████ as asset counterparties for bond and MBS purchases
▪ As Co-Chair of the OMWI Council’s Capital Markets Sub-group, the FHLBNY, in concert with the other FHLBNYs, the OF and the Funding Officers, was able to create opportunities for MWDOB Dealers in the various debt issuance programs, particularly in the DN Auction to grow their businesses and to generate fees. The most significant action was including the MWDOBs in the DN auction and giving them a major fee-generating opportunity.
▪ The FHLBNY was also able to bring awareness of MWDOB opportunities to the System through a presentation at the System Investment and Funding Officers’ Meeting in Cincinnati and at the FHLB System Diverse Dealer Dinner.
▪ The OMWI Council’s Capital Markets Sub-group added the Diverse & Inclusion category of “Veteran” to the list. This change allowed Multi-Bank Securities to be included in the D&I calculations of the Bank but listed separately from the other MWDOB activity. The Sub-Group also created a set of Aspirational Practices for the System to follow in the area of MWDOB Capital Markets activity.

Bond Issuance

The FHLBNY sends out its funding needs, for both short-term and long-term funding, on a daily basis to a number of dealers, including all but one of the Office of Finance listed MWDOBs.* The message includes the structures, amounts, and indicative rates of the debt the FHLBNY is looking to issue.

* The FHLBNY does not yet have a contact name for [REDACTED] but is in the process of establishing a relationship.

During 2017, the FHLBNY negotiated bond and DN issuance with eight MWDOBs dealers, up from seven in 2016.

Minority Dealer	Amount	Fees	Transactions
[REDACTED]	\$0.016 Billion	\$677	6
[REDACTED]	\$3.0 Billion	\$71,154	30
[REDACTED]	\$0.301 Billion	\$46,955	11
[REDACTED]	\$3.2 Billion	\$103,279	46
[REDACTED]	\$0.716 Billion	\$24,160	18
[REDACTED]	\$0.520 Billion	\$9,131	4
Total:	\$7.007 Billion	\$255,356	115

Woman-Owned Dealer	Amount	Fees	Transactions
[REDACTED]	\$0.015 Billion	\$0	1
Total:	\$0.015 Billion	\$0	1

Disabled Dealer	Amount	Fees	Transactions
[REDACTED]	\$0.006 Billion	\$175	1
Total:	\$0.006 Billion	\$175	1

The FHLBNY had great success with the MWDOB Dealers as they are the larger firms and very active in the debt markets. The FHLBNY continues to engage Women and Disabled firms with meetings and phone calls concerning debt issuance but has been more successful on the asset side.

Bond Purchases

From time to time, the FHLBNY contacts MWDOB Dealers to purchase bonds in order to retire them from the FHLBNY's balance sheet. These "Debt Buybacks" are related to the amount of prepayment fees the FHLBNY has received and, therefore, the transactions are a limited activity. Unlike previous years, the FHLBNY did not have any Debt Buyback activity in 2017.

However, the FHLBNY created a Liquidity Trading Portfolio in 2016 but had little activity until the latter part of 2017. Upon the re-entrance to the market, the FHLBNY began to broaden the outreach to MWDOB Dealers to include the purchase assets for the portfolio. For 2017, the FHLBNY purchased \$350 million in five trades with [REDACTED]. These Liquidity Trading Portfolio Assets represent 25% of the bond purchases for the portfolio. The FHLBNY is able to transact with [REDACTED] due to its size and ability to occasionally hold bonds in inventory. The FHLBNY is focused primarily on US Treasury Securities as investments as the anticipated new FHFA Liquidity Guidelines will preclude the use of other assets in the satisfaction of the liquidity requirements.

The FHLBNY also purchased \$475 million of [REDACTED] to act as swap collateral on its derivative

transactions with its two [REDACTED]. The FHLBNY purchased \$240 million from [REDACTED] – 51% of the total purchase.

For the year, the FHLBNY purchased \$1.9 billion of bonds with 32% coming from a MWDOB firm. This activity continues in 2018. The FHLBNY visited [REDACTED] in November of 2017 to better understand [REDACTED] capability to source assets and refine its trading process and activity as well as discussing additional consulting opportunities at the FHLBNY and suggestions for ways [REDACTED] could address and engage the other FHLBs.

Mortgage Backed Securities Purchases

The FHLBNY's Board-approved investment policy restricts the FHLBNY's MBS investing to Government insured and "AAA" rated agency securities, that is, [REDACTED], [REDACTED], and [REDACTED] mortgage-backed securities. The FHLBNY conducts business mainly within the primary market, but on occasionally will enter the secondary market for the purpose of purchasing specific securities that fit within our investment parameters. Secondary market trades for fixed-rate securities must be of sufficient size that would meet the hedging and funding requirements of the FHLBNY. Secondary market trades for adjustable London Inter-FHLBNY Offer Rate ("LIBOR") floaters may also be purchased at smaller sizes, but again, must meet current investment parameters. The FHLBNY also invests in Housing Finance Bonds and has worked with the MWDOBs to purchase such assets.

The FHLBNY continued its effort in 2017 to work with dealers and the other GSEs to develop ways to include more MWDOBs in MBS and HFA transactions and was able to do its first Municipal Bond trade with a MWDOB; [REDACTED]. The FHLBNY's total MBS trades as well detailed transaction information are below.

MBS/HFA Trades	
[REDACTED]	Seven trades for a total of \$104.8 million
[REDACTED]	Three trades for a total of \$48 million
[REDACTED]	Eight trades for a total of \$64 million
[REDACTED]	One trade for a total of \$5 million
[REDACTED]	Three trades for a total of \$52 million
[REDACTED]	Six trades for a total of \$65 million
[REDACTED]	One trade for a total of \$8 million
Totals: 29 trades for a total of \$346.8 million	

MBS Trades – Detailed Transactions					
2017	Transacted	2 or More Agency Trades	Amount	Sector	MWDOB Dealer
January	✓		\$5 million	Agency CMBS	
January	✓		\$8 million	Agency CMBS	
February	✓		\$10 million	Agency CMBS	
February	✓		\$10 million	Agency CMBS	
March	✓		\$10 million	Agency CMBS	
April	✓		\$10 million	Agency CMBS	
May	✓		\$10 million	Agency CMBS	
May	✓		\$10 million	Agency CMBS	
June		✓	\$25 million	Agency CMBS	
June	✓		\$5 million	Agency CMBS	
July	✓		\$15 million	Agency CMBS	
July	✓		\$9 million	Agency CMBS	
July	✓		\$10 million	Agency CMBS	
August		✓	\$25 million	Agency CMBS	
August	✓		\$10 million	Agency CMBS	
September	✓		\$23 million	Agency CMBS	
September	✓		\$10 million	Agency CMBS	
September	✓		\$10 million	Agency CMBS	
September	✓		\$5 million	Agency CMBS	
October	✓		\$39.825 million*	HDC Muni	
October	✓		\$2 million	Agency CMBS	
October	✓		\$15 million	Agency CMBS	
November	✓		\$27 million	Agency CMBS	
December	✓		\$10 million	Agency CMBS	
December		✓	\$25 million	Agency CMBS	
December	✓		\$8 million	Agency CMBS	

* The Muni transaction. The first of its type to be purchased by FHLBNY from a MWDOB.

VIII. Outreach Activities - Capital Markets, Funding and Investments - §1223.23(b)(13)

The FHLBNY continued to build on previous years' successful outreach through constant reinforcement of the commitment to allow access to MWDOB broker-dealers to our daily Capital Markets activities. The FHLBNY maintained its practice of giving MWDOBs access to its day-to-day funding and investment needs, and sought ways to provide the MWDOBs additional information and tools to allow them to potentially grow their businesses through the FHLBNY. The FHLBNY reinforced contact with MWDOBs through phone calls, emails, [REDACTED] messages, a conference panel and in-office visits and outings with several MWDOBs and lobbying outside firms to include MWDOBs in a number of deals.

The FHLBNY's Capital Markets Group sustained focused engagement efforts with all the MWDOB-owned financial entities in the areas of both short-term and long-term debt issuance.

The FHLBNY continues to discuss issuance in the short-term DN market and was able to build on and strengthen relationships with [REDACTED] and [REDACTED]. The FHLBNY’s chief discretionary short-term issuance type is the Discount Note Reverse Program; however, the FHLBNY engages with the MWDOBs and lets the firms know the maturity and the levels it wishes to transact in the DN Window. The FHLBNY places its DN needs in the Window and the MWDOBs transact them if they wish. The FHLBNY does the highest percentage of its DN Funding in the Window vis-à-vis the DN Auction in the System so there are numerous opportunities for the MWDOBs to transact with the FHLBNY. The FHLBNY continues to be one of the first calls the MWDOB make when they have an investor need in DN space.

The FHLBNY increased its working relationship on the MBS side to seven MWDOBs, up from six in 2016, to purchase 28 agency Commercial Mortgage Backed Securities (“CMBS”) and one Housing Development Municipal Deal. The MBS deal count was up from nineteen agency MBS deals in 2016.

The main focus of our continued outreach in Capital Markets has been to continually engage MWDOBs financial entities into the FHLBNY’s day-to-day Capital Markets activities. With the addition of [REDACTED], [REDACTED] and [REDACTED], the FHLBNY now has thirteen of the fifteen OF-Approved Issuers approved by the FHLBNY’s Board of Directors to buy and sell assets:

[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]

The FHLBNY, as a result of the firm’s inactivity in the asset markets, has decided not to pursue [REDACTED] as an Asset counterparty at this time. The firm, [REDACTED] was approved by the Office of Finance as an issuance participant in the second half of 2017 and the FHLBNY will explore an asset relationship with the firm in 2018. The FHLBNY has approved thirteen of the fourteen MWDOBs and, if mutually beneficial, an approval of [REDACTED] would complete the approval of all the MWDOBs currently engaged in the FHLBNY’s activity. The OF is currently working with [REDACTED] and [REDACTED] and is assessing the issuance capabilities of [REDACTED] and several other firms. The FHLBNY will also assess and reach out to any additional MWDOBs approved by the Office of Finance during the upcoming year.

The FHLBNY also continues to meet with these firms through presentations, charitable events, receptions, personal relationships, and through their market presence.

Further, the FHLBNY continues to send out, via a [REDACTED] message, its funding needs for the day. This information includes the structures, amounts, and indicative rates of the debt the FHLBNY is looking to issue. These messages go out on a daily basis to the OF-Approved MWDOBs and afford these firms the opportunity to engage the FHLBNY in negotiations to issue bonds and DNs. The MWDOBs then have the ability to sell the bonds and DNs to their investors. The lack of capital prevents most of the firms from participating in taking down bonds for inventory, however the FHLBNY is prepared to issue the minimum amount under the OF Guidelines, and one would hope, a bit easier under the recently changed minimums.

The FHLBNY also has daily contact with several MWDOBs on the telephone or via [REDACTED] chat. The

discussions include market color, research, funding and investment needs, presentations, and offering of capital markets-related services. In 2017, the effort continued to include more of the short-term DN issuance and the FHLBNY has daily contact with the MWDOBs on the FHLBNY's short-term funding needs.

In 2017, the FHLBNY continued its outreach program to MWDOBs to provide them with opportunities to expand their business in Capital Markets. Some of the outreach initiatives were as follows:

A. The Capital Markets Sub-Group will continue to assess various initiatives to create outreach and to include MWDOBs in FHLBNY Capital Markets activity
<p>B. In 2016, the Office of Finance received a MRA concerning its interaction with MWDOBs and was specifically asked to make improvements in its various debt issuance practices. Working with the OF, the FHLBNY, as Co-Chair of the Capital Markets Sub-group of the OMWI Council, worked with the OF to develop a series of initiatives to augment current issuance practices at the OF, in particular, a long sought action, paying fees to OMWI firms bringing investor orders to the Discount Note Auction. There were additional initiatives outlined and discussed.</p> <p>The FHLBNY and the OF presented the list of initiatives to the Sub-group for discussion and chose the items with the most impact and those able to be implemented in a short period of time. The FHLBNY and the OF then went over the initiatives with the Funding Officers' Debt Issuance Working Group and obtained the votes for passage of several initiatives from the formal Funding Officers Group and the Financial Officers. The initiatives were implemented earlier this year. There remains a list of additional initiatives to be worked on throughout the year by the Sub-group. The OF MRA was satisfied.</p>
C. The Sub-group also established a standard Capital Markets reporting methodology of FHLBNY D&I Activity for the Annual Report to the FHFA; a request made by the FHFA.
D. The FHLBNY and the OF held a conference call with the [REDACTED] to learn more about the OMWI activities and programs from FNMA and FHLMC.
E. The FHLBNY had lunches with [REDACTED] to discuss OF debt issuance practices and ways to help them issue more debt with the System.
F. The FHLBNY accompanied representatives of the OF to a meeting with [REDACTED] and [REDACTED]
G. [REDACTED] solicited the FHLBNY's input and commentary on a proposal for fee opportunities on System floater issuance and a Reverse Repo product.
H. The FHLBNY approached [REDACTED] and [REDACTED] concerning the purchase of FFCB floaters to place in its Liquidity Trading Portfolio only to learn the FFCB does not allow small firms to participate in its program.
I. [REDACTED] requested a meeting with the CEO and senior management of the Office of Finance to discuss various D&I programs and initiatives. The OF asked the

FHLBNY if it would attend to give the FHLBNY’s perspective and it attended the meeting in [REDACTED].
J. The FHLBNY held a meeting in with one of the newest MWDOB firm approved firms, [REDACTED] out of [REDACTED] with the Capital Markets trading area in [REDACTED]. Capital Markets and Credit Policy and Review representatives hosted a [REDACTED], [REDACTED] and were joined by the [REDACTED] and [REDACTED] via conference call. The FHLBNY explained the activities it engaged in with the other MWDOBs and [REDACTED] will be sending us [REDACTED] financials to seek approval as a Broker/Dealer for asset purchases and sales.
K. The FHLBNY made visits to [REDACTED] to visit [REDACTED] and [REDACTED]
L. The FHLBNY was visited in May by the newly approved [REDACTED] to discuss debt issuance, asset purchases and potential consulting opportunities.
M. In September, the FHLBNY participated in a panel entitled “How to do business with the [REDACTED] [REDACTED] in [REDACTED]

A profile of each MWDOB Dealer is included in **Exhibit F**.

FHLB Diversity Dealer Dinner

On October 25, 2017, the FHLB System held a Diverse Dealer Dinner, organized by FHLBNY, for all of the current Diverse Dealers and Dealers currently in the pipeline for potential approval by the OF. In addition to the current MWDOB Dealers, new firms such as [REDACTED] and [REDACTED] and [REDACTED] were invited. At FHLBNY’s suggestion, the [REDACTED] from [REDACTED] was also invited in an effort to broaden the Capital Markets outreach beyond asset purchases and debt issuance. Also, as a result of running into [REDACTED], Managing Director of [REDACTED] at the [REDACTED] Conference, though no longer a member of the OF Issuance Group, the FHLBNY invited [REDACTED] to the Diverse Dealer Dinner. Each FHLB was represented and FHLBNY planned the tables so Home Loan Bank System bank contacts responsible for certain business lines would be matched with MWDOB contacts with the corresponding FHLB business line.

The FHLBNY updated the website listing all of the FHLB System Capital Markets contacts, responsibilities and contact information and again presented the URL on a business card for an easy takeaway. FHLBNY also worked with the Office of Finance to create a brochure listing all the Initiative and accomplishment of the Home Loan Bank System in 2017 and examples of the way MWDOBs could transact and engage with the System and presented the brochure and its contents to the group in a speech at the dinner. A brochure entitled “2017 Diverse Dealer Dinner Presentation Brochure” was created by FHLBNY and the OF for the event is included as **Exhibit G** in the Report.

IX. Incorporating Diversity and Inclusion into the Bank’s Community Investment Programs

The FHLBNY’s Second District is one of the most diverse in the country in terms of ethnicity, race, and economic status. The major cities in New York State (New York City, Albany, Buffalo, Rochester, Syracuse) and New Jersey (Camden, Elizabeth, Newark, Trenton) are prime examples. The district also includes the rural areas of Upstate New York, northern and southern New Jersey, and the central parts of Puerto Rico — areas where the population’s needs are quite different from those in the urban centers. By virtue of their design and eligibility criteria, the Bank’s affordable housing and community lending programs have a direct impact on very low- and low-income residents.

X. Outreach with New Partners Paves the Way for Significant Program Changes

In 2017, the Bank's community investment team undertook a more thorough review of the competitive Affordable Housing Program ("AHP") than in recent years. Through a survey of programs at the other Federal Home Loan Banks, extensive outreach with community groups and other stakeholders in the district, and consultations with industry experts, the team gained a better understanding of several unmet needs in the district.

In particular, satisfying a goal established in the Bank's 2017 Community Lending Plan, team members made contact with all eight federally recognized Native American tribes in New York State with the goals of promoting AHP and learning about specific challenges tribes and their affiliated housing entities might face in submitting applications. During the course of the year, team members visited the St. Regis Mohawk (Akwesasne) tribe, the Seneca Nation and the Shinnecock Indian Nation to meet with their leaders, tour existing housing developments and survey the housing stock and needs, and brainstorm future partnerships with the Bank.

Beyond the district, the AHP team led a large-group training on the AHP for members of tribes from across the Eastern U.S., including those in New York State, at a program in Florida hosted by the Department of Housing and Urban Development's Office of Native American Programs. Together with five other Federal Home Loan Banks, the Bank sponsored and attended the National Indian Housing Council's annual convention in Nashville, Tennessee.

Since these discussions and other activities began, the Bank awarded its first AHP grant to a tribal housing project, the Akwesasne Housing Authority's Sunrise Acres III supportive housing project. For the 2018 AHP round and beyond, the Bank will allow tribes to use the same income eligibility standards they use to receive federal funding from the Department of Housing and Urban Development. This change could make it easier for tribal projects to meet the AHP eligibility criteria if neighboring areas have low income levels. And it may reduce the operational burden on tribal resources since they can use the same approach across funding sources.

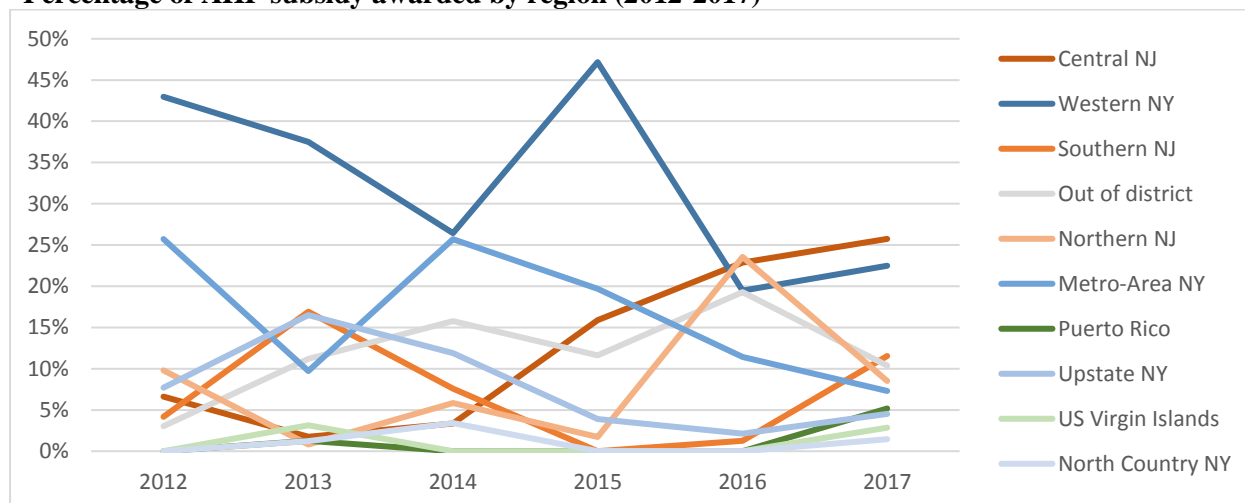
The Bank also expanded its network in the area of supportive housing for special needs populations, including people with mental and physical disabilities, the formerly incarcerated, and those with chemical dependencies. The Bank's team sought out networks of community groups in both New York and New Jersey, as well as state funding agencies with a focus on supportive housing, to understand how financing these kinds of projects may be different and more difficult than those faced by typical AHP applicants. In 2018, the AHP will explicitly reward AHP applications with a supportive housing component. This should make these projects more competitive in the application process. It should expand the types of populations that are directly impacted by the program.

Further program changes should benefit smaller real estate developers, particularly those that may struggle to pull together many sources of financing for a given project. Based on conversations with members of the Bank's Affordable Housing Advisory Council, the scoring criteria will reduce the cost (in points) of requesting a high dollar amount per unit in the project, they will make it easier to demonstrate a project's readiness to proceed, and they will explicitly reward projects with 25 or fewer units. All of these changes should reduce the barriers for submitting an AHP application to minority- and women-owned developers who are not part of deals involving low income housing tax credits and large investors.

Lastly, AHP's growing geographic diversity can be attributed to planned, strategic outreach over the past few years. As the graph below shows, more funding is going to New Jersey, whereas as recently as five years ago the program was dominated by projects in Western New York. In fact, in both the 2016 and 2017 rounds, more commitments went to New Jersey projects than to projects in New York — something that had not happened previously in the program's history. This is the result of large, in-person presentations and tireless

over-the-phone technical assistance to project sponsors.

Percentage of AHP subsidy awarded by region (2012-2017)



Note: Data current as of January 10, 2017.

As each of these areas show, the Bank is increasingly using insights from the community to provide more pathways to success in the competitive AHP.

XI. Ensuring that Diversity and Inclusion Drive Employee and Governance Decisions

At the outset of the year, the AHP team encouraged Members and sponsors of competitive AHP projects to make the Bank part of their celebration plans, for events such as check presentations, ground-breakings, and grand openings. Throughout 2017, Bank AHP team members addressed residents and other community members at these events. And, for the first time, community investment team members were joined by colleagues from across the Bank, who demonstrated their support for the Bank’s housing mission and were able to hear first-hand about the impact of the Bank’s housing programs.

In the most meaningful cases, Bank employees who attended heard the testimonies of project residents, who often spoke about their prior housing circumstances and the value of safe, affordable housing in their communities. The Bank’s marketing team has shared these experiences on the Bank’s LinkedIn page as a way to show potential employees and others the inclusive nature of the housing programs.

In 2017, the Bank also welcomed two new members to its Affordable Housing Advisory Council — both women and members of minority groups. [REDACTED] the [REDACTED], and [REDACTED] the [REDACTED] in [REDACTED], joined five other women on the Council, including its chair; women now account for half of the Council’s members. The AHP Team consistently and sincerely turns to this group for strategic advice on the AHP, as well as on the set-aside First Home Club program for first-time homebuyers and the Community Lending Programs, which provide discount advances to Members that make loans for affordable housing and community development.

XII. Legal Working Group Activities

In 2017, FHLBank attorneys representing the eleven FHLBanks and the Office of Finance continued their participation in the working group originally established in late 2013 (the “Legal Working Group”) with the purpose of focusing on diversity and inclusion and coordinating efforts across the FHLBank System (“System”). The Legal Working Group’s 2017 initiatives included:

- Updating the Outside Legal Counsel Directory: In 2017, the Legal Working Group updated the directory of outside law firms used by the FHLBanks that was initially compiled in 2014. The directory serves as a resource for the FHLBanks' legal departments in identifying minority- and women-owned law firms to assist with various legal matters. The directory lists, for each reported law firm, (i) firm diversity status, (ii) attorney contacts and diversity status, (iii) engagement subject matter, (iv) FHLBank(s) involved in previous engagements, and (v) method of engagement. The current edition of the directory indicates that the FHLBanks currently have relationships with 18 minority- and women-owned law firms. The Legal Working Group anticipates continuing to update the directory annually.
- Conducting Diversity Surveys with Majority-Owned Law Firms: The Legal Working Group requested that the [REDACTED] law firms, both of which are engaged on a System-wide basis, participate in a diversity survey and provide information about the firms' diversity efforts. From the survey responses, the Legal Working Group discovered the following:
 - [REDACTED], a large international law firm, has an active diversity committee with clear goals for recruitment, retention and advancement of women and minorities, and developing greater awareness and inclusion. [REDACTED] a medium-sized U.S.-based firm, does not have a formal diversity committee.
 - Women make up roughly 21 percent of the partnership at [REDACTED] offices and approximately 29 percent of the partnership at [REDACTED]. [REDACTED] has slightly fewer women than male associates, while [REDACTED] has slightly more women than male associates.
 - Minorities account for approximately 7 percent of [REDACTED] partnership and 20 percent of [REDACTED] partnership. At [REDACTED] minorities account for approximately 29 percent of all U.S. associates, while at [REDACTED], minorities represent approximately 33 percent of associates.
 - For the time period reviewed (July 1, 2016 to June 30, 2017), [REDACTED] billed the System 1,331 attorney hours. Of that total, female attorneys billed 35 percent of the hours and minorities billed 32 percent of the hours.
 - During the same period, [REDACTED] provided legal services to the System on a fixed fee basis, with one non-minority male attorney providing all such services.

The Legal Working Group expects to continue using diversity surveys as a tool to not only assess the diversity policies and practices of law firms engaged in System matters, but to also communicate the importance of staffing diverse attorneys on System matters.

- Engaging Diversity Speakers at Bank Counsel Committee (BCC) Meetings: At the Spring 2017 BCC meeting held in Washington, D.C., the Legal Working Group invited [REDACTED] to lead a discussion regarding how the FHLBanks could leverage their group LCLD membership to foster diversity within their legal departments. The Legal Working Group expects to continue its practice of inviting speakers to lead discussions about best practices in diversity and inclusion at future BCC meetings.
- Membership in [REDACTED]: The Legal Working Group established a System-wide Legal Department membership in [REDACTED] in 2016, with eight of the FHLBanks continuing that membership in 2017. [REDACTED] is an organization of corporate chief legal officers and law firm managing partners that is dedicated to creating a truly diverse legal profession. During 2017, members of FHLBank legal departments participated in [REDACTED]-sponsored diversity and outreach programs and presentations, with one FHLBank also mentoring a student through [REDACTED] mentoring program and hosting a summer intern through [REDACTED].

In 2018, the Legal Working Group will continue to convene periodically to discuss best practices, trends, and current activities in diversity, inclusion, and outreach.

XIII. MWDOB Legal Partnerships

The FHLBNY uses a woman-owned firm, the [REDACTED], for assistance with a variety of employment-related matters. This firm was founded in 2017 by owner [REDACTED], who provided services for the FHLBank when she was a partner at the [REDACTED] law firm. Separately, assistance with immigration-related queries is provided by [REDACTED], owner of the woman-owned [REDACTED] [REDACTED] [REDACTED] [REDACTED]. In addition, assistance with structuring benefits documentation is provided by [REDACTED], a woman partner at the [REDACTED] law firm. While the FHLBNY values the relationships it has established with its outside counsel – some of which are relationship of many years' duration – it is open to new opportunities.

XIV. Internal Training

The Bank delivered the following D&I related training:

Employment

- [REDACTED] training on “Managing Effective Meetings” that contained a module on different communication styles by gender and people from diverse ethnic backgrounds (*April 18, 2017*)
- [REDACTED] training on “Business Writing” that provided insight on writing with a gender neutral tone (*June 20, 2017*)
- “Developing U” training that discussed the components that make-up D&I at the Bank, how the Bank fosters D&I across its business, and who is responsible for D&I. (*July 11th and 13th, respectively*)
- [REDACTED] training on “Manager Excellence” that had a module on promoting an Inclusive Culture (*August 8, 2017*)
- [REDACTED] presentation on “The Impact of Diversity and Inclusion on the Bottom Line” that promoted the business case for diversity and inclusion at the Board of Director level, at organizations that the Board members are leaders in, at the Bank, and how it impacts the bottom line (*August 17, 2017*)
- [REDACTED] – Delivered D&I automated self-directed training to all employees (October 2017)

Procurement

As part of the education program, Purchasing partnered with the Vendor Management Office to begin education to Group Heads on current bid practices and review current practices for changes to meet the needs of the business and help ensure compliance with regulatory requirements. As part of these sessions there were educational/brainstorm meetings/sessions conducted with each of the nine Group Heads, as well as five meetings with the Operational Risk Committee and a subgroup. In addition, Purchasing identified and held meetings with ten frequent business users. As part of Vendor Outreach activities for 2017, Purchasing conducted educational sessions with nine MWDOBs.

Capital Markets

Capital Markets held its first D&I educational session with team members.

External Seminars: “Women in Banking” Conferences

The FHLBNY attended and sponsored both the [REDACTED] Conferences. The theme of the 2017 New Jersey conference was “Knowledge-Power-Mentorship” and the theme for the New York conference was “Empowering Leaders” presenters included accomplished women in the finance and banking industry, as well as representatives in the fields of leadership, Human Resources among others. The Bank’s Chief Risk Officer, [REDACTED] assisted with the design of the New York conference and served as the master of ceremonies. [REDACTED] also moderated an information session within the NY conference called “Managing Risk in an Evolving Industry”. Additionally, [REDACTED] was assisted by [REDACTED], Market & Member Research Officer at the FHLBNY. [REDACTED] assisted in formulating the agenda for the NY conference and through discussions contributed to identifying topics that were presented. Both events were well attended. The Bank plans to continue to participate in the 2018 conferences as well.

XV. FHLB System OMWI Collaboration

In 2017, two OMWI Council (“Council”) sub-groups were established, one for procurement and the other for employment. These two sub-groups, along with the Capital Markets sub-group, worked closely with the Council and FHFA OMWI Examination Manager, [REDACTED] to provide feedback to help with the development of a data dictionary to help implement a uniform reporting methodology. The Council met in-person with [REDACTED] on three occasions until many of our questions were answered.

The Council also met with [REDACTED], [REDACTED] during two in-person meetings the Council held, one in May and the other in October. [REDACTED] provided the Council with updates on OMWI examinations were completed at some of the banks and the common findings that were being identified. [REDACTED] also provided an overview of some of upcoming amendments to the OMWI Regulations.

The following presenters presented to the Council during its in-person meetings:

- [REDACTED], [REDACTED], presented to the Council on the topic of “Diversity in Banking: Evidence and Best Practices”. [REDACTED] discussed differences between diversity and affirmative action, provided evidence for how diversity impacts a firm’s bottom line, including when women serve as Board members. [REDACTED] also provided evidence that a group of people with diverse individual expertise would be better than a homogeneous group at solving complex, non-routine problems.
- [REDACTED], [REDACTED], FHLBank [REDACTED], presented to the Council on Capital Markets Operations. [REDACTED] discussed how a balance sheet is funded with debt issuance and derivatives, how short and long term investment portfolios are managed, and how to help ensure compliance with regulatory liquidity and leverage requirements. [REDACTED] also discussed how Fixed Mortgage Backed Securities and MPF Rate Risk are managed using callable bonds.
- A panel discussion with the FHLB [REDACTED] Independent and Member Board of Director’s on how the Board of Directors in [REDACTED] engages in diversity and inclusion beyond compliance, the Board’s partnership and support of senior management’s D&I initiatives, and D&I training for Board members.
- [REDACTED], [REDACTED] FHLB [REDACTED] presented to the Council and provided an overview of how the Internal Audit departments performs D&I audits.
- [REDACTED] and [REDACTED] of [REDACTED] provided Council members with a 2 ½ hour training session on managing biases as an OMWI Director.

The Council believes that D&I is now viewed as enterprise-wide and not just a Human Resources endeavor. This is evidenced by the increase in participation and attendance by employees from Capital Markets, Accounting, Legal, Procurement, Human Resources, Vendor Management, and Affordable Housing at the Council in-person meetings.

Capital Markets Sub-Group of the OMWI Council

The FHLBNY Co-Chairs the Capital Markets subgroup of the System OMWI Council. The subgroup was established in 2016 and continues its efforts in a number of areas. The membership continues to include all of the Home Loan System banks, as well as the OF. The subgroup has monthly conference calls and met in person at FHLBNY on the day of the Diverse Dealer Dinner in October. The meetings and calls have focused on outreach and creating opportunities for the MWDOBs. The sub-group is also in touch with the CROs to perhaps help to create a common methodology for MWDOB approval for asset transactions.

Some requests and ideas from various MWDOBs led to a discussion between FHLBNY and the OF in order to determine the viability of the requests and the necessary, if any, infrastructural changes needed to be made to accommodate the initiatives and timing of those changes. In addition, FHLBNY undertook the initiative to determine the differences among [REDACTED] and the FHLB System's programs addressing MWDOB Dealers.

The Sub-group also worked very closely with the Office of Finance to address any issues related to the OMWI MRA received by the OF and help address the issues within the MRA. The Sub-group also created a set of MWDOB Aspirational Practices for the FHLBNYs to follow when dealing with MWDOBs and as a foundation for the outreach, education and creation of opportunities for MWDOBs in the areas of Capital Markets. The FHLBNY presented the Aspirational Practices to both the System Funding Officers and the System Financial Officers.

As a representative of the Sub-group, the FHLBNY led a discussion at the Investment and Funding Officers' Conference in Cincinnati in September concerning the initiatives of the Sub-group and its efforts to increase the System's outreach, education, access and creation of opportunities for MWDOBs in the area of Capital Markets.

The following were some other accomplishments of the Sub-group in 2017:

- The OF underwriting requirements for inclusion in the Dealer Group was reduced to a minimum level of Capital and Owner's Equity of \$1 million.
- The Six-month Underwriting Activity Requirement was reduced for bonds to \$5 million from \$50 million; for Discount Notes to \$50 million of any DN type rather than \$250 million of Overnights or \$100 million of Non-overnight.
- The most significant accomplishment would be to work to allow the MWDOBs to bring investor orders to the DN Auctions and earn a concession of two basis points. This is an example of mutually beneficial situation for the System and the MWDOBs. The System gains potential new investors and the MWDOBs earn fees.
- The minimum trade size for a callable-reverse inquiry was lowered to \$10 million.
- The Dealer Requirements for CO auctions were changed from Capital-based to Activity-based to enable several more MWDOBs to join various bond bidding groups.
- Dealer names were added on DN Reverses to distinguish between MWDOB and Non-MWDOB firms giving banks more opportunity to deal with MWDOBs.

XVI. Complaints - §1223.23(b)(21)(i), (ii) and (iii)

The Bank developed policies and processes for accepting, reviewing, and granting or denying requests for reasonable accommodations for religious beliefs or practices, and for request for reasonable accommodations for disabilities from employees or applicants for employment. The Bank also established a process for receiving and attempting to resolve complaints of discrimination in employment and in contracting. The Bank maintains a “Supplier Complaint Link” on its public website to manage vendor questions or complaints.

A) [REDACTED]

[REDACTED]

B) [REDACTED]

[REDACTED]

XVII. Complaint Settlements - §1223.23(b)(22)(i) and (ii)

A) [REDACTED]

[REDACTED]

B) [REDACTED]

[REDACTED]

XVIII. Future Strategy - §1223.23(b)(25)

Employment

The information in this Report provides evidence that the Bank’s gender distribution between men and women continues being balanced, but requires enhancement in middle and senior management positions. The same conclusion can be arrived at for representation of employees in the diverse racial categories.

Continued execution of the Board approved D&I Employment Program, execution of the Board approved 2018 D&I Plan, and regular reporting of D&I initiatives and outcomes to senior management and the Board should help ensure that the employee composition at all levels in the Bank reflects the rich diverse demographics that are in the communities that it serves in New York, New Jersey, Puerto Rico, and US Virgin Islands.

Contracting

The Bank will continue to identify enhancements to systems and processes that integrate vendor diversity into the Bank’s business practices. Continued execution of the Board approved D&I Procurement Program and execution of the Board approved 2018 D&I Plan will help ensure that the Bank provides MWDOBs with an opportunity to compete for the Bank’s business on a regular basis.

Capital Markets: Funding and Investments

The Bank will begin execution of the Board approved D&I Capital Markets Plan in 2018 that will help with the objective of continuing to pursue methods for incorporating MWDOB securities dealers into more of its

trading pipeline and daily activity and working with dealers to develop ways to include more MWDOBs in MBS transactions.

Affordable Housing and Community Lending Programs

Looking ahead, the Bank will support recovery in Puerto Rico and the U.S. Virgin Islands.

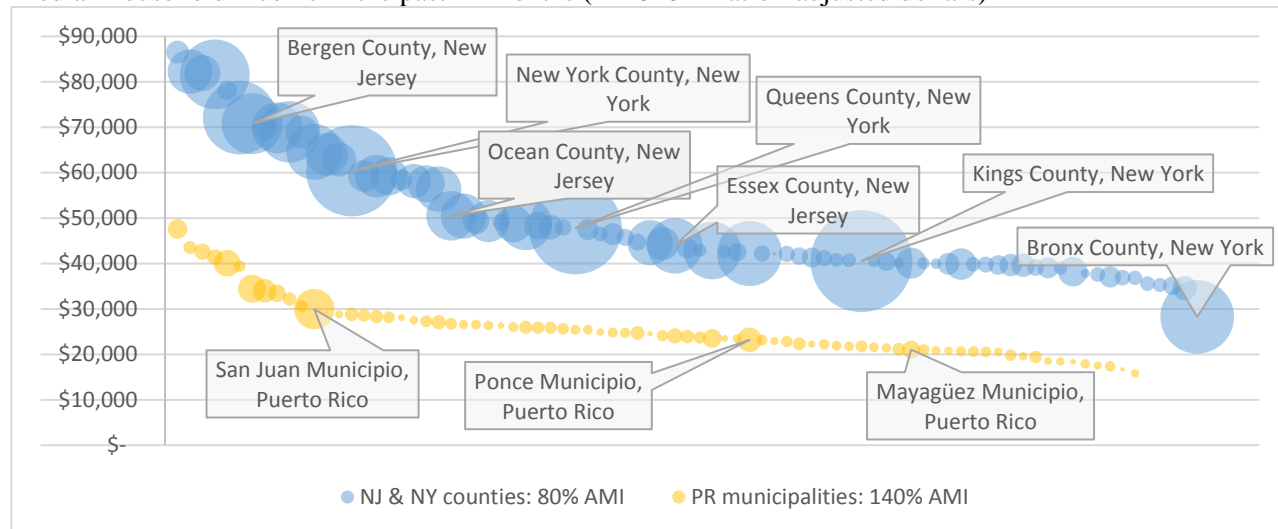
In the immediate aftermath of Hurricanes Irma and Maria in September 2017, the Bank's Board of Directors authorized \$775,000 for charitable contributions to front-line organizations providing disaster relief services such as medicine, water, food and emergency shelter. This amount was supplemented by the other Federal Home Loan Banks, so the Bank actually disbursed over \$1 million to national and local organizations. These funds came at a time when electricity was still not available for much of Puerto Rico and the U.S. Virgin Islands, when supplies such as generators were hard to come by, and well before serious rebuilding efforts (and federal emergency relief payments) began.

At that early date the Board also authorized a \$1 billion window for Disaster Relief Funding, whereby the Bank's Members can take discounted rate advances to fund loans for affordable housing and economic development in the territories affected by the disaster.

The Bank's team understood that there was a gap between the immediate needs that could be reached by charitable contributions and the longer-term efforts that will be relevant for the Disaster Relief Funding. So in the months that followed the hurricanes, Bank employees consulted with Members in Puerto Rico and the U.S.V.I. and developed two additional programs that will support medium-term recovery efforts. One grant program will provide up to \$10,000 to homeowners to make repairs or buy needed supplies, and a similar program will give grants to small businesses for repairs, replacement of inventory, or simply for working capital to get back up and running, paying salaries, and serving as the lynchpin of devastated communities.

The program for homeowners will target households with an annual income at or below 140% of the area median income. What is difficult to appreciate from the mainland U.S. is that incomes in Puerto Rico are so significantly lower than those in the rest of the district. The graph below shows these disparities clearly. The blue bubbles show 80% of the area median income for the counties in New York and New Jersey. Households below this level would qualify for the Bank's competitive AHP and set-aside First Home Club. The yellow bubbles show 140% of the area median income for municipalities in Puerto Rico. This means that most moderate-income Puerto Ricans are poorer than most low-income residents of New York and New Jersey.

Median household income in the past 12 months (in 2016 inflation-adjusted dollars)



Note: Bubble size corresponds to population.

Source: American Community Survey

In December 2017, the Board authorized \$5 million in total for these two programs. In the first quarter of 2018, the Bank's team will engage heavily with Members and their resources in the territories to launch the programs and ensure the funds do the most good for affected households and businesses.

Beyond these disaster recovery programs, the Bank will continue to target outreach efforts at communities and issues that have yet to receive significant funding from the affordable housing and community lending programs.

Legal

A member of the FHLBNY's Legal Department will continue to participate in the Legal Working Group in 2018. In addition to maintaining and continuously updating the Outside Legal Counsel Directory, as noted above, the Legal Working Group intends to continue conducting surveys of law firms engaged on FHLB System wide issues. The Legal Working Group will continue to convene periodically to discuss best practices, trends, and current activities in diversity, inclusion and outreach.

XIX. Certification of Compliance - §1223.23(b)(20)

FHLBNY continues to execute strategies to adhere to the Final Rule. As evidenced by the foregoing, I believe the FHLBNY is in full compliance with all provisions of 12 C.F.R. Part 1223 – Minority and Women Inclusion as of December 31, 2017. Additional outreach to MWDOBs, potential employees, and MWDOB Broker Dealers is planned for 2018, as Diversity and Inclusion continue to be integrated into the business areas of the FHLBNY.

Thank you and respectfully submitted,

[Redacted Signature]

Senior Vice President,
Head of Corporate Services & Director of Diversity and Inclusion

XVIII. Appendix

A) Diversity and Inclusion Statement Policy

See Exhibit A

B) Expanded Reporting to Management Committee & Board of Directors

See Exhibit B

C) 2017 Demographic Data from Census

See Exhibit C

D) Procurement Definitions

See Exhibit D

E) Exclusions

See Exhibit E

F) MWDOB Dealer Profiles

See Exhibit F

G) 2017 Diverse Dealer Dinner Presentation Brochure

See Exhibit G

H) Equal Employment Opportunity Staffing Levels - §1223.23(b)(1)(2)

See Exhibit H

I) External Applicant Data - §1223.23(b)(3)

See Exhibit I

J) Hiring Data - §1223.23(b)(4)

See Exhibit J

K) Termination of Employment Data - §1223.23(b)(5)

See Exhibit K

L) Employee Reasonable Accommodations Log - §1223.23(b)(6)

See Exhibit L

M) Internal Employee Applicant Data - §1223.23(b)(7)(i) and (ii) §1223.23(b)(8)(i), (ii) and (iii)

See Exhibit M

N) Individuals Responsible for Managing Employees - §1223.23(b)(9)(i)

See Exhibit N

A. Diversity and Inclusion Statement



DIVERSITY AND INCLUSION STATEMENT

The Federal Home Loan Bank of New York is committed to the following:

To recruit, hire, develop, motivate, promote, retain and compensate all applicants and employees in a nondiscriminatory manner without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, status as a parent, disability, genetic information, or any other characteristic protected by applicable law (including Title VII of the Civil Rights Act of 1964);

To ensure that all employment actions, including such matters as compensation, promotions, transfers, benefits, Bank sponsored training/educational assistance, and social and recreational programs are administered in a nondiscriminatory manner without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, status as a parent, disability, genetic information, or other protected characteristics; and

To ensure, to the maximum extent possible in balance with financially safe and sound banking practices, the outreach, education and business opportunity to minority-, women-, and disabled owned businesses.

The Bank prohibits, and shall not knowingly permit, retaliation or reprisal against a person who in good faith makes a report of unlawful discrimination or any employee who participates in an investigation of alleged unlawful discrimination.

Diversity and Inclusion principles of the Federal Home Loan Bank of New York include:

Board Nominees: The Bank encourages the consideration of diversity in nominating or soliciting nominees for positions on the Bank's board of directors.

Employee Recruitment: The Bank engages in recruiting and outreach directed at encouraging individuals who are minorities, women, or individuals with disabilities to seek and apply for employment with the Bank.

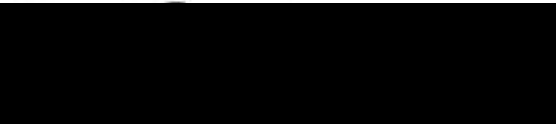
Reasonable Accommodations: The Bank does not discriminate on the bases of disability nor religion as defined by applicable law. The Bank attempts to reasonably accommodate the known disability of an employee or an applicant for employment where such person requests a reasonable accommodation. The Bank also attempts to reasonably accommodate employees or an applicant to observe their sincerely held religious beliefs, given neither accommodation would constitute an undue hardship to the Bank's business.

Contracting Outreach and Education: The Bank engages in outreach and education designed to ensure to the maximum extent possible in balance with financially safe and sound business practices the inclusion in contracting opportunities of minorities-, women-, and disabled owned businesses.

This Diversity and Inclusion Statement shall be posted in the Bank's physical facilities, including through alternative media formats, as necessary, and shall be posted on the Bank's web site. Consistent with the provisions of at 12 C.F.R. § 1207.3(a), this Diversity and Inclusion Statement does not and should not be construed to create any right or benefit, substantive or procedural, enforceable at law, in equity, or through administrative proceeding, by any party against the Bank, its directors, officers, employees, and agents, or any other person.

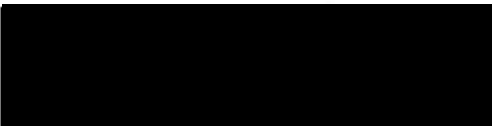
Questions regarding this Diversity and Inclusion Statement may be directed to the Bank's Director of the Office of Minority and Women Inclusion.

I certify that the above is a true and correct copy of the Diversity and Inclusion Statement approved by the Bank's Board of Directors at its meeting on August 17, 2017.



Corporate Secretary

I endorse the above Diversity and Inclusion Statement.



President and Chief Executive Officer

B. Expanded Reporting to Management Committee & Board of Directors

Employment	Procurement	Capital Markets
Bank Employee Demographics – Race and Gender by Business Group	Number of active Minority, Women, and Disabled Owned Businesses	Total Mortgage Backed Securities Trades and Transaction Details
Demographic Data from United States Census	Number of Agreements - Minority, Women, Disabled Owned Business categories	Total number, notional amount and fees paid to MWDOB firms for debt issuance to include approvals of MWDOB firms as counterparties.
Distribution of Officers by Race and Gender	Total Amount - Bank & Minority, Women, and Disabled Owned Business Expenditures	Activity in the purchase and sale of non-MBS assets.
Career Advancement - Race and Gender	Number of Purchase Requests - Minority, Women, Disabled Owned Business Categories	Meetings, visits, phone calls to MWDOB Firms
Internal Employee Applicant Data	Number of Sole Source and Preferred Vendor Request and by Business Group	Approval of new MWDOB counterparties to participate in the buying and selling of securities.
External Applicant Data	Number of Purchase Bid Request Exceptions and Business Group	
Number of Reasonable Accommodations		
Number of Applicants for Open Positions by Race, Gender, and Disability Status		
Number of Hires by Gender, Diverse Group, and Business Group		
Turnover by Race, Gender, Group, and Reason		
Number of Disabled Employees by Race and Gender		

C. 2017 Demographic Data from Census

New York Demographics												
	Bronx		Kings		New York		Queens		Richmond		Overall Average	
Asian	49,609	3%	262,276	10%	179,552	11%	511,787	22%	35,164	7%	207,678	11%
Black or African American	505,200	36%	860,083	34%	246,687	15%	426,683	19%	49,857	10%	417,702	23%
Hispanic or Latino	741,413	53%	496,285	19%	403,577	25%	613,750	27%	81,051	17%	467,215	28%
Two or more races	73,243	5%	76,304	3%	63,323	3%	100,913	4%	12,118	2%	65,180	3%
White	386,497	27%	1,072,041	42%	911,073	57%	886,053	39%	341,677	72%	719,468	47%

New Jersey Demographics												
	Bergen		Hudson		Essex		Passaic		Union		Overall Average	
Asian	131,329	14%	84,924	13%	35,789	4%	25,092	5%	24,839	4%	282,102	8%
Black or African American	52,473	5%	83,925	13%	320,479	40%	64,295	12%	118,313	22%	544,835	18%
Hispanic or Latino	145,281	16%	267,853	42%	159,117	20%	185,677	37%	146,704	27%	787,269	28%
Two or more races	22,710	2%	27,827	4%	24,804	3%	18,599	3%	16,556	3%	97,251	3%
White	650,703	71%	342,792	54%	333,868	42%	314,001	62%	329,052	61%	1,707,174	58%

New York & New Jersey Demographics Combined						
	NYC		NJ		Total	
Asian	207,678	11%	282,102	8%	348,729	9%
Black or African American	417,702	23%	544,835	18%	690,119	21%
Hispanic or Latino	467,215	28%	787,269	28%	860,850	28%
Two or more races	65,180	3%	97,251	3%	113,806	3%
White	719,468	47%	1,707,174	58%	1,573,055	53%

*www.census.gov

D. Procurement Definitions

Sole Source

A sole source vendor is one that a requisitioned good or service for which the services rendered, may include but not limited to maintenance, upgrades, enhancements, expansion of existing service, etc., which are only available from a single source, manufacturer, provider, vendor, or distributor and deemed to be the only entity capable of providing such a good or service.

Verification Criteria

- i. Independent evidence that there are no additional providers of the good or service at the time of the request

Preferred Vendor

2017 Enhanced Preferred Vendor Definition: A preferred vendor is one that, (unlike a Sole Source Vendor there may be other vendors that provide service) can provide for the continuation of Bank matters and would not result in duplication of cost or unacceptable delays. Consideration will be based on specific vendor attributes or ability to perform (i.e., consistent past performance, high quality product or service, or prominent professional in the industry).

Verification Criteria

- i. Evidence of contract extension: the contract under consideration is an extension of work currently being performed or has recently completed for any Bank purpose.
- ii. Successful previous engagements.
- iii. Expert in FHLB System or Bank business.
- iv. Leader in the field.

Rush Orders

Rush Order Definition: When the need for the goods and/or services is of such urgency that following the competitive bid process would result in the Bank's business being negatively impacted, the VRM may submit a rush order request. The VRM should document their justification for requesting the Rush Order option rather than the competitive bid process.

Verification Criteria

- i. When such request is made, the Buyer will confirm if multiple bids cannot be obtained for the required goods and or services in the allotted timeframe.
- ii. Rush Orders may be used for, but are not limited to the following:
 - Business Continuity program ("BCP")
 - Operational/Systems/Infrastructure needs that are time sensitive which can negatively impact the Bank's business
 - Meet contractual obligations due to events outside of the Bank's control (e.g. vendor delays)
 - To meet a specific regulatory requirement
 - Unforeseen event that can negatively impact the Bank's business

E. Exclusions

Exclusions List from OMWI: Spend Reporting and Contract Language	Exclude Spend Reporting	Exclude Contract Language
Member Contracts	N/A	Yes
Letters of Credit Contracts	N/A	Yes
Interbank transfers	Yes	Yes
Charitable Donations – contributions to charitable organizations. No goods or services are received	Yes	N/A
Director Fees – fees paid to regulated entity’s board of directors and advisory councils.	Yes	N/A
Federally required sources (FRB, FDIC, Comptroller of Currency, FHFA, etc.)	Yes	N/A
Organizational and Professional Dues – fees for annual/periodic membership for professional networks, licenses, or similar requirements	Yes	No
Confidentiality and Non-Disclosure Agreements	N/A	Yes
Loans/indebtedness by the FHLBNY	Yes	N/A
Salaries and Benefits – compensation and non-wage compensation like health care insurance, retirement plans, vacation and sick time, employees expense (overtime meals, transportation), Tuition reimbursement	Yes	No*

*Not applicable to salaries, tuition, sick time and vacation time where no contract exists

F. MWDOB Dealer Profiles

MWDOB DEALER PROFILES	
<p>The FHLBNY has taken the time to visit, call, [REDACTED] Message, and attend various events with the MWDOBs and has learned a great deal about each of them as both firms and as people. This interaction allows the FHLBNY to understand how we may help them gain business and how they may be in a position to help us. Some, particularly the larger firms, are able to help us with a variety of business lines; while others are only able to provide services or activities not related to the balance sheet and/or Asset/Liability needs of the FHLBNY and, therefore, activity is limited.</p>	
<p>1. [REDACTED] [REDACTED]</p>	<p>[REDACTED] is a Disabled Veterans Owned firm with offices in [REDACTED], [REDACTED]. The FHLBNY's contact is [REDACTED] out of [REDACTED]. The FHLBNY met with [REDACTED] in November to discuss the FHLBNY's business needs and the contact names for access and opportunity. The FHLBNY was not able to transact with [REDACTED] on either the asset or liability side via discretionary trading, but was able to meet some of its needs in the DN Window. The FHLBNY will attempt to engage [REDACTED] in the MBS investment process. [REDACTED] does not have relevant consulting services available. Daily Contact.</p>
<p>2. [REDACTED] [REDACTED]</p>	<p>[REDACTED] [REDACTED] is an investment firm headquartered in [REDACTED] [REDACTED] and managed by [REDACTED] and their son, [REDACTED], is the main contact for us and for the OF. The firm's activity is predominantly in the area of Discount Notes through the DN Window, with a few reverse trades shown in throughout the year. They are not a regular participant in Global Issuance, having not sold any Global bonds in 2017. We have asked them to show us DN Reverses; however, the few trades shown to us have not met our maturity needs. [REDACTED] also does not wish to show in MBS trades, nor does it have a bond inventory and, as a result, the FHLBNY has not initiated the approval process for [REDACTED] [REDACTED] to become an approved dealer on the asset side. The FHLBNY is ready to move forward if [REDACTED] business situation changes. FHLBNY visited [REDACTED]'s office in the fall of 2015 but other FHLBs have visited since then and report the same condition. [REDACTED] declined to send a representative to last year's Diverse Dealer Dinner and the Annual Dealer Meeting. Current Business Focus: DN Reverses Future Potential Business: None at this time but remain in contact on a Daily basis.</p>
<p>3. [REDACTED] [REDACTED] [REDACTED]</p>	<p>FHLBNY's contacts, [REDACTED] and [REDACTED], are located in the [REDACTED] office. [REDACTED] has become less active with the FHLBNY in DN Reverses and negotiated bonds; the firm's focus is still on the issue of longer-dated callables; a debt structure on which FHLBNY has strict pricing and balance sheet guidelines. The FHLBNY has had some success in the DN Window Program. In addition to the daily [REDACTED] Message, we continue to work with [REDACTED] to show us callables in structures we may trade. [REDACTED] does not offer MBS, or at least Security types the FHLBNY may participate in for investments. FHLBNY visited [REDACTED] in October, 2015. Current Business Focus: DN Reverses Future Potential Business: Negotiated Bonds, particularly Callable Bonds. Daily Contact.</p>

<p>4. [REDACTED] [REDACTED]</p>	<p>FHLBNY's principle contacts, [REDACTED], [REDACTED] and [REDACTED], are located in the [REDACTED] office, though a number of other contacts in the [REDACTED] office, particularly [REDACTED] and founder, [REDACTED] [REDACTED] is a dominant firm in the MWDOB area and is second only to [REDACTED] in terms of System debt issuance. [REDACTED] is involved in DN issuance, bond issuance, debt buybacks and MBS sales. FHLBNY is in constant contact with [REDACTED] on the phone and in person and has attended several events and meetings with [REDACTED] throughout the year at the FHLBNY and at the OF's office in [REDACTED]. [REDACTED] continues to be appreciative of the FHLBNY's efforts to support its efforts to transact more business with the FHLB System and the role it played in moving initiatives through the Sub-Group and through to final approval.</p> <p>FHLBNY visited the [REDACTED] office in October, 2015. Current Business Focus: DN Reverses, Negotiated Bonds, MBS sales and bond purchases. Future Potential Business: [REDACTED] acts as broker for a Reverse Repo Program and solicits money market investments but the FHLBNY is not involved in such brokered activity. FHLBNY will evaluate any new programs presented by [REDACTED]. [REDACTED] has presented a Reverse Repo Program with [REDACTED] acting as a broker for the transactions. The FHLBNY has limited Reverse Repo counterparties, prefers to deal directly with the borrower and has limited use of the investment. Also, due to [REDACTED] size and its subsequently larger footprint in the area of securities trading, will be a firm considered for the debentures and US Treasuries the FHLBNY may want to buy for the Liquidity Trading Portfolio. Daily Contact.</p>
<p>5. [REDACTED] [REDACTED]</p>	<p>The outreach and subsequent FHLBNY approval of [REDACTED] began at the Diverse Dealer Reception held in [REDACTED] in October, 2016. [REDACTED] a Disabled-Veteran firm principally located in [REDACTED] was in attendance and the FHLBNY met with [REDACTED]. The firm had principally been doing business with FHLB [REDACTED] as a former associate of [REDACTED] was on FHLB [REDACTED] Board of Directors. [REDACTED] contacted the FHLBNY and a meeting was held in the FHLBNY's office on November 16, 2016. [REDACTED] sent in its financials and the FHLBNY's Credit Policy and Review group approved them to be a dealer and sent the recommendation for approval to the Credit Risk Committee and the Management Committee of the FHLBNY and [REDACTED] was approved in December, 2016.</p> <p>[REDACTED] is the first firm the FHLBNY has approved before the firm was approved by the OF, though approval was finally completed. The FHLBNY did its first MBS trade with [REDACTED] in early January of 2017 and transacted an additional five trades during 2017. The FHLBNY also visited the firm with the OF the day of the Diverse Dealer Dinner in October. Current Business Focus: MBS Future Potential Business, DN and bonds. The firm is concentrating on MBS sales; however, the FHLBNY will continue outreach to determine if we may help in each area of [REDACTED] business, particularly in the area of debt issuance.</p>

<p>6. [REDACTED] [REDACTED]</p>	<p>FHLBNY's principal contact is [REDACTED] and [REDACTED]. [REDACTED] is a woman-owned regional firm in [REDACTED]. [REDACTED] issues a number of callable bonds with the System, usually pairing-up with additional dealers as it cannot take down a large number of bonds by itself. This is one of the reasons FHLBNY was in favor of, and moved forward, in the Capital Markets Sub-groups recommendations to the Funding Officers and eventually the OF Board, the reduction in minimum size of callable issuance for MWDOBs. FHLBNY is in contact each day with the firm in terms of debt issuance. Unfortunately, as callable bonds, when swapped, cannot currently be cleared through an exchange and the trade remains between FHLBNY and the swap counterparty and thereby creates potential credit risk with the counterparty.</p> <p>The counterparty [REDACTED] prefers to work with has had some credit issues and the FHLBNY is currently bringing the firm back into its trading group. Therefore, FHLBNY hopes, to the extent the market favors callable bond issuance, to be transacting more callable bonds with [REDACTED]. The FHLBNY has issued a few bonds with [REDACTED]. The firm is not very active in Discount Notes, though the FHLBNY does ask for trades and watches the various DN Reverses for [REDACTED] name. On the MBS front, [REDACTED] is involved with a number of transactions of MBS Structures the FHLBNY is very interested in and is looking to work with [REDACTED] to possibly purchase MBS. Current Business Focus: Negotiated Bonds and MBS Color. Future Potential Business: Callable Bond Issuance, Bond and MBS purchases. Daily contact. There is a plan to visit the firm with the OF sometime in the Spring of 2018.</p>
<p>7. [REDACTED] [REDACTED] [REDACTED]</p>	<p>FHLBNY's contact at [REDACTED] headquartered in [REDACTED] is its [REDACTED], on both the debt side and the asset side. The FHLBNY has worked with [REDACTED] to try to issue some term bonds but the maturity and/or the level did not meet the FHLBNY's needs. The FHLBNY has also tried in the area of DN Reverses, but again, other FHLBNYs were ahead of us in the Capital Allocation Queue or the maturities or rates did not meet the FHLBNY's need. The FHLBNY was able to transact one MBS deal with [REDACTED] last year. Current Business Focus: DN, negotiated bonds and MBS. Future Potential Business: Continue to work with [REDACTED] to increase the three aforementioned items. FHLBNY visited [REDACTED] in October, 2015. Daily contact.</p>
<p>8. [REDACTED] [REDACTED]</p>	<p>[REDACTED] is a minority firm with locations throughout the country. The FHLBNY's contacts are [REDACTED] in [REDACTED] and [REDACTED] in [REDACTED]. The FHLBNY met with [REDACTED] at the FHLBNY last May and the FHLBNY visited [REDACTED] in [REDACTED] in November of 2017. The FHLBNY was not able to yet transact with [REDACTED] on either the asset or liability side via discretionary trading, but was able to meet some needs in the DN Window. The FHLBNY approved [REDACTED] as an asset counterparty in August of 2017. Daily Contact</p>
<p>9. [REDACTED] [REDACTED]</p>	<p>[REDACTED], principally headquartered in [REDACTED], is the largest MWD debt issuer for the System and the largest for FHLBNY with over</p>

	<p>\$3.1 billion of discretionary debt issuance. The FHLBNY's principle contacts are [REDACTED] on the issuance side and [REDACTED], replacing [REDACTED] upon his leaving the firm, on the asset side. The FHLBNY is in constant contact with [REDACTED] for DN issuance and is one of the "Go-to" FHLBs for DNs and Floating-Rate debt issuance. The FHLBNY is also continuing to work with [REDACTED] on MBS transactions and was able to execute on trade this year. The FHLBNY has had great success in purchasing US Treasuries for both its Liquidity Trading Portfolio and for use as swap collateral. [REDACTED] visits the FHLBNY each time [REDACTED] or [REDACTED] are in [REDACTED] and the FHLBNY visited the [REDACTED] office in [REDACTED] in November of 2017. Among the MWD firms, [REDACTED] has an active Capital Markets consulting service; a service going beyond the Investment Advisory service offered by many of the other firms. The FHLBNY engaged [REDACTED] for a collateral project outside the Capital Markets area and advised them on ways to engage with the other FHLBs in terms of consulting opportunities.</p> <p>FHLBNY, in coordinating the Diverse Dealer Dinner, invited the Consulting contacts from [REDACTED] to the reception to meet all of the FHLBNYs in order to help market and potentially expand [REDACTED] consulting business. Current Business Focus: DN and term issuance, MBS and bond purchases for the Liquidity Trading Portfolio. Future Potential Business: Continue to work on those three areas and monitor any new services offered by the Consulting Group and/or match any particular FHLBNY need with either the old or new consulting services. Daily Contact.</p>
<p>10. [REDACTED] [REDACTED] [REDACTED]</p>	<p>The FHLBNY contact with [REDACTED] [REDACTED], principally located in [REDACTED] is [REDACTED]. The FHLBNY has transacted a few DN Reverses with [REDACTED] as the firm is not a significant issuer of debt for the System, but the FHLBNY will continue to work with them on debt issuance. The FHLBNY has had more success in the area of MBS Trades as the FHLBNY was able to purchase \$48 million in three trades with [REDACTED]. Current Business Focus: Small DN trades and MBS Future Potential Business: Continuation of outreach in areas of Debt Issuance and MBS purchases. FHLBNY visited [REDACTED] in October of 2015. Daily contact.</p>
<p>11. [REDACTED] [REDACTED]</p>	<p>The FHLBNY's principal contacts at [REDACTED] headquartered in [REDACTED], are the principals, [REDACTED], [REDACTED] on the bond purchase and issuance side and [REDACTED] on the MBS side. The FHLBNY has had several meetings and outings with [REDACTED], focusing particularly on how to structure potential debt issuance programs with the OF. [REDACTED] does not have a real presence on the FHLBNY's or System's debt issuance front; however, it is extremely helpful in the selling of Global bonds and is, in fact, one of the largest MWD firm in Global bond sales. The FHLBNY has a very strong relationship with [REDACTED] and works very closely on all Capital Markets fronts. Current Business Focus: Advice on debt issuance, purchase of debt for buyback and color and discussion on the MBS market. Future Potential Business: Same as the current one. FHLBNY visited the [REDACTED] branch in October of 2015. Daily contact and frequent meetings as [REDACTED] office is only a few blocks away from the FHLBNY.</p>

<p>12. [REDACTED] [REDACTED] [REDACTED] [REDACTED]</p>	<p>The FHLBNY's contacts for [REDACTED] headquartered in [REDACTED] are, on the debt side, [REDACTED] in [REDACTED] and [REDACTED], located in [REDACTED], on the asset side, [REDACTED] located in [REDACTED]. The FHLBNY is in daily contact with [REDACTED]. The FHLBNY has not had a great deal of success issuing debt with the firm other than a few DN and bond trades. The success with [REDACTED] comes on the MBS front as the FHLBNY was able to transact seven trades for a total of \$104.8 million. One of the trades was FHLBNY's first Muni MBS transaction with a MWDOB firm. [REDACTED] provides extensive color on the MBS market and is very helpful. Current Business Focus: MBS Future Potential Business: Continued effort on the MBS front and working with [REDACTED] and [REDACTED] to satisfy any debt issuance needs. The FHLBNY visited [REDACTED] in [REDACTED] in October of 2015. Daily contact.</p>
<p>13. [REDACTED] [REDACTED] [REDACTED]</p>	<p>The FHLBNY's contact for [REDACTED] headquartered in [REDACTED] are [REDACTED] and [REDACTED]. Though the FHLBNY is in touch with [REDACTED] on the issuance side, the firm is the smallest MWD firm in terms of debt issued; below \$325 million. Therefore, the FHLBNY has not been able to help issue debt as the maturities or the rates offered did not fit. The FHLBNY's outreach and business with [REDACTED] centers around MBS purchases as the FHLBNY was able to execute a MBS trade for a total of \$5 million. Current Business Focus: MBS Future Potential Business: Continued focus on MBS and keeping in touch with the debt issuance side in case the firm needs us and/or if issuance volume increases. Daily Contact.</p>
<p>14. [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED]</p>	<p>The FHLBNY's principal contacts with [REDACTED] headquartered in [REDACTED] are [REDACTED] and [REDACTED], as well as contact with [REDACTED]. The FHLBNY works closely with [REDACTED] to issue DNs through the DN Reverse process. The FHLBNY was not been able to negotiate any bond issuance for 2017 but will continue to work with the firm. The FHLBNY's success is in the area of MBS as the FHLBNY was able to execute three transactions for a total of \$52 million. [REDACTED] provides MBS color and analysis from [REDACTED] on a weekly basis via an emailed newsletter. The FHLBNY met with [REDACTED] with the OF in first half of last year. Current Business Focus: DN Reverses and MBS. Future Potential Business: Continue with the DNs and the MBS but continue to work on the area of debt issuance. Daily Contact.</p>

G. 2017 Diverse Dealer Dinner Presentation Brochure

							
							
							
	<p>We are proud of our efforts in Diversity & Inclusion and look forward to continuing our work with the D&I community.</p>				<p>The 2017 Diverse Dealer Dinner</p>		
	<p>For a listing of all System D&I Contacts: FHLBNY.com/DiverseDealer</p>				<p>The FHLBank System is committed to providing education, outreach, access, and opportunities to members of its Diversity and Inclusion (D&I) Dealer community. The System has built on its long history of inclusion by developing additional infrastructure and introducing new initiatives to address the specific needs of diverse dealers.</p>		
							
							
							
							

Our 2017 initiatives have resulted in many positive outcomes:

- **Increased Activity:** more D&I dealer approvals, more opportunities in various FHLBank debt programs, more volume from D&I dealers
- **Greater Understanding:** FHLBanks, investors, and other dealers are gaining a greater understanding of the strategic importance of D&I inclusion
- **Active Dialogue:** FHLBanks are more active in outreach with D&I dealers to identify potential trading opportunities on a more frequent basis
- **Additional outreach in the areas of consulting and security transactions**
- **A number of D&I firms approved as FHLBank counterparties**

Differentiated Requirements & Increased Funding Opportunities for D&I Dealer Group Members

D&I Underwriter Requirements:

- **Capital and Owners Equity:** \$1mm
- **Six-month Underwriting activity requirement:**
 - Bonds (\$5mm vs \$50mm)
 - Discount Notes (\$50mm of any maturity vs \$250mm O/N or \$100mm non-O/N)
- **All authorized D&I dealers invited to bid in the Discount Note (DN) auction with investor orders as part of the D&I DN Auction Group**
- **\$10 million minimum trade size for D&I dealers for callable reverse inquiry**
- **D&I dealers have executed over 30 new bond transactions with the reduced trade amount**
- **The dealer requirements for CO auctions were changed from capital-based to activity-based, enabling several D&I dealers to join various bond bidding groups**
- **Dealer names included on reverse inquiries at the DN window to allow FHLBanks to allocate to D&I dealers more effectively**

FHLBank System Initiatives & Accomplishments

- Since June, 2016, System-wide Capital Markets Working Group includes a sub-group focused on the needs of D&I dealers; membership consists of the Office of Finance and all 11 FHLBanks
- Helped to emphasize the counterparty credit approval process in the FHLBanks
- Collective sharing of asset purchase success stories with different diverse dealers
- The D&I Dealer Group set of criteria was expanded to include LGBT and Veteran categories
- Four new diverse dealers added to the D&I Dealer Group as authorized FHLBank underwriters; the group now totals 16

Areas of Opportunity

Consulting

- The FHLBank System has utilized D&I dealers on a consultative basis in the following areas:
 - Loan & bond asset valuation & review
 - Collateral liquidation plans
 - Model validations
 - Technology Projects including Trading Systems

Buying & Selling of Assets

- Over the past year, FHLBanks have purchased or sold through D&I Dealers:
 - U.S. Treasuries
 - Agency Debentures
 - MBS:
 - » Agency CMBS
 - » Hybrid ARMs
 - » HFA/Municipals
 - » Hybrid ARMs
 - » GNMA TBAs

Debt Underwriting

- The FHLBank System offers the following Debt Issuance Programs through the Office of Finance:
 - Discount Note Auction and Window
 - Negotiated MTNs
 - TAP and Callable Auctions
 - Global Issuance

H. Equal Employment Opportunity Staffing Levels - §1223.23(b)(1)(2)

Effective as of Date: 12/31/2017

Organizations: Federal Home Loan Bank of New York

Company: LE001 Federal Home Loan Bank of New York

Location (United States): New Jersey
New York

Hispanic or Latino	Gender	Race/Ethnicity	1.1 - Executive/Senior Level Officials and Managers	1.2 - First/Mid-Level Officials and Managers	2 - Professionals	5 - Administrative Support Workers	Count
No	Female	Asian	0	7	32	0	39
No	Female	Black or African American	0	4	20	5	29
No	Female	Two or More Races	0	1	3	1	5
No	Female	White	1	12	31	1	45
No	Male	Asian	0	8	29	1	38
No	Male	Black or African American	0	2	11	1	14
No	Male	Two or More Races	0	3	2	0	5
No	Male	White	8	24	54	4	90
Yes	Female	Black or African American	0	0	1	0	1
Yes	Female	Hispanic	0	4	16	2	22
Yes	Male	Hispanic	2	2	14	2	20
Total			11	67	213	17	308

I. External Applicant Data

12 C.F.R. §1223.23(b)(3)

FEDERAL HOME LOAN BANK OF NEW YORK EXTERNAL APPLICANT DATA FOR THE PERIOD OF JANUARY 1, 2017 - DECEMBER 31, 2017																	
NUMBER OF APPLICANT																	
				HISPANIC OR LATINO		NON-HISPANIC OR LATINO											
						MALE						FEMALE					
APPLICANT CATEGORIES	Overall Total (Sum of Col B thru Q)	Did not self identify	Individuals with disabilities	Male	Female	White (not of Hispanic origin)	Black (not of Hispanic origin)	Native Hawaiian or Pacific Islander	Asian (not of Hispanic origin)	American Indian or Alaskan Native	Two or more Races (not of Hispanic origin)	White (not of Hispanic origin)	Black (not of Hispanic origin)	Native Hawaiian or Pacific Islander	Asian (not of Hispanic origin)	American Indian or Alaskan Native	Two or more Races (not of Hispanic origin)
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
Applied within category 1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Applied within category 2	54.0	7.0	0.0	2.0	0.0	25.0	3.0	0.0	3.0	0.0	1.0	6.0	2.0	0.0	3.0	0.0	2.0
Applied within category 3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Applied within category 4	1423.0	173.0	0.0	65.0	37.0	301.0	131.0	1.0	275.0	4.0	21.0	106.0	94.0	8.0	181.0	1.0	25.0
Applied within category 5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Applied within category 6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Applied within category 7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Applied within category 8	130.0	11.0	0.0	4.0	4.0	41.0	2.0	0.0	11.0	0.0	2.0	30.0	10.0	0.0	15.0	0.0	0.0
TOTAL	1607.0	191.0	0.0	71.0	41.0	367.0	136.0	1.0	289.0	4.0	24.0	142.0	106.0	8.0	199.0	1.0	27.0

Category	Classification
1	Executives/Sr. Officials & Mgrs.
2	First/Mid-level
3	Officials & Mgrs.
4	Professionals
5	Trainee Professional
6	Technicians
7	Sales Workers
8	Administrative

J. Hiring Data

12 C.F.R. §1223.23(b)(4)																
FEDERAL HOME LOAN BANK OF NEW YORK																
HIRING DATA																
FOR THE PERIOD OF JANUARY 1, 2017 - DECEMBER 31, 2017																
NUMBER OF HIRES																
			HISPANIC OR LATINO		NON-HISPANIC OR LATINO											
					MALE						FEMALE					
HIRES CATEGORIES	Overall Total (Sum of Col B thru P)	Individuals with disabilities	Male	Female	White (not of Hispanic origin)	Black (not of Hispanic origin)	Native Hawaiian or Pacific Islander	Asian (not of Hispanic origin)	American Indian or Alaskan Native	Two or more Races (not of Hispanic origin)	White (not of Hispanic origin)	Black (not of Hispanic origin)	Native Hawaiian or Pacific Islander	Asian (not of Hispanic origin)	American Indian or Alaskan Native	Two or more Races (not of Hispanic origin)
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
Hires within category 1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Hires within category 2	7.0	0.0	0.0	0.0	4.0	0.0	0.0	2.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0
Hires within category 3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Hires within category 4	43.0	0.0	4.0	2.0	6.0	1.0	1.0	7.0	0.0	0.0	8.0	7.0	0.0	6.0	0.0	1.0
Hires within category 5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Hires within category 6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Hires within category 7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Hires within category 8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TOTAL	50.0	0.0	4.0	2.0	10.0	1.0	1.0	9.0	0.0	0.0	9.0	7.0	0.0	6.0	0.0	1.0

Category	Classification
1	Executives/Sr. Officials & Mgrs.
2	First/Mid-level
3	Officials & Mgrs.
4	Professionals
5	Trainee Professional
6	Technicians
7	Sales Workers
8	Administrative

K. Termination of Employment Data

12 C.F.R. §1223.23(b)(5)																
FEDERAL HOME LOAN BANK OF NEW YORK TERMINATION OF EMPLOYMENT DATA FOR THE PERIOD OF JANUARY 1, 2017 - DECEMBER 31, 2017																
NUMBER OF TERMINATIONS																
			HISPANIC OR LATINO		NON-HISPANIC OR LATINO											
					MALE						FEMALE					
TERMINATIONS CATEGORIES	Overall Total (Sum of Col B thru P)	Individuals with disabilities	Male	Female	White (not of Hispanic origin)	Black (not of Hispanic origin)	Native Hawaiian or Pacific Islander	Asian (not of Hispanic origin)	American Indian or Alaskan Native	Two or more Races (not of Hispanic origin)	White (not of Hispanic origin)	Black (not of Hispanic origin)	Native Hawaiian or Pacific Islander	Asian (not of Hispanic origin)	American Indian or Alaskan Native	Two or more Races (not of Hispanic origin)
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
Voluntary Term's within category 1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Voluntary Term's within category 2	1.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Voluntary Term's within category 3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Voluntary Term's within category 4	18.0	0.0	0.0	0.0	4.0	1.0	1.0	3.0	0.0	0.0	1.0	2.0	0.0	6.0	0.0	0.0
Voluntary Term's within category 5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Voluntary Term's within category 6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Voluntary Term's within category 7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Voluntary Term's within category 8	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0
Total Voluntary	20.0	0.0	1.0	0.0	4.0	1.0	1.0	3.0	0.0	0.0	1.0	3.0	0.0	6.0	0.0	0.0

**FEDERAL HOME LOAN BANK OF NEW YORK
TERMINATION OF EMPLOYMENT DATA
FOR THE PERIOD OF JANUARY 1, 2017 - DECEMBER 31, 2017**

NUMBER OF TERMINATIONS																
			HISPANIC OR LATINO		NON-HISPANIC OR LATINO											
					MALE						FEMALE					
TERMINATIONS CATEGORIES	Overall Total (Sum of Col B thru P)	Individuals with disabilities	Male	Female	White (not of Hispanic origin)	Black (not of Hispanic origin)	Native Hawaiian or Pacific Islander	Asian (not of Hispanic origin)	American Indian or Alaskan Native	Two or more Races (not of Hispanic origin)	White (not of Hispanic origin)	Black (not of Hispanic origin)	Native Hawaiian or Pacific Islander	Asian (not of Hispanic origin)	American Indian or Alaskan Native	Two or more Races (not of Hispanic origin)
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
Involuntary Term's within category 1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Involuntary Term's within category 2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Involuntary Term's within category 3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Involuntary Term's within category 4	2.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0
Involuntary Term's within category 5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Involuntary Term's within category 6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Involuntary Term's within category 7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Involuntary Term's within category 8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total Involuntary	2.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0
GRAND TOTAL	22.0	0.0	1.0	0.0	5.0	1.0	1.0	3.0	0.0	0.0	2.0	3.0	0.0	6.0	0.0	0.0

Category	Classification
1	Executives/Sr. Officials & Mgrs.
2	First/Mid-level
3	Officials & Mgrs.
4	Professionals
5	Trainee Professional
6	Technicians
7	Sales Workers
8	Administrative

L. Employee Reasonable Accommodations Log

[illegible]

There is one employee from the accommodations list that has been identified as disabled.

No candidates have requested reasonable accommodation during the application process.

M. Internal Employee Applicant Data

12 C.F.R. §1223.23(b)(7)(i) and (ii)
12 C.F.R. §1223.23(b)(8)(i), (ii) and (iii)

FEDERAL HOME LOAN BANK OF NEW YORK
INTERNAL EMPLOYEE APPLICANT DATA
FOR THE PERIOD OF JANUARY 1, 2017 - DECEMBER 31, 2017

NUMBER OF APPLICANTS																
			HISPANIC OR LATINO		NON-HISPANIC OR LATINO											
			Male	Female	MALE						FEMALE					
APPLICANT CATEGORIES	Overall Total (Sum of Col B thru P)	Individuals with disabilities					White (not of Hispanic origin)	Black (not of Hispanic origin)	Native Hawaiian or Pacific Islander	Asian (not of Hispanic origin)	American Indian or Alaskan Native	Two or more Races (not of Hispanic origin)	White (not of Hispanic origin)	Black (not of Hispanic origin)	Native Hawaiian or Pacific Islander	Asian (not of Hispanic origin)
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
Applied within category 1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Applied outside category 1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Applied and promoted within category 1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Promoted without applying within category 1	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0
Promoted after applying outside category 1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Promoted without applying outside category 1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Applied within category 2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Applied outside category 2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Applied and promoted within category 2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Promoted without applying within category 2	7.0	0.0	0.0	1.0	4.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.0	0.0	0.0

12 C.F.R. §1223.23(b)(7)(i) and (ii)
 12 C.F.R. §1223.23(b)(8)(i), (ii) and (iii)

**FEDERAL HOME LOAN BANK OF NEW YORK
 INTERNAL EMPLOYEE APPLICANT DATA
 FOR THE PERIOD OF JANUARY 1, 2017 - DECEMBER 31, 2017**

NUMBER OF APPLICANTS																
			HISPANIC OR LATINO		NON-HISPANIC OR LATINO											
			MALE						FEMALE							
APPLICANT CATEGORIES	Overall Total (Sum of Col B thru P)	Individuals with disabilities	Male	Female	White (not of Hispanic origin)	Black (not of Hispanic origin)	Native Hawaiian or Pacific Islander	Asian (not of Hispanic origin)	American Indian or Alaskan Native	Two or more Races (not of Hispanic origin)	White (not of Hispanic origin)	Black (not of Hispanic origin)	Native Hawaiian or Pacific Islander	Asian (not of Hispanic origin)	American Indian or Alaskan Native	Two or more Races (not of Hispanic origin)
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
Promoted after applying outside category 2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Promoted without applying outside category 2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Applied within category 3	1.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Applied outside category 3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Applied and promoted within category 3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Promoted without applying within category 3	9.0	0.0	1.0	0.0	0.0	0.0	0.0	4.0	0.0	0.0	0.0	2.0	0.0	2.0	0.0	0.0
Promoted after applying outside category 3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Promoted without applying outside category 3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Applied within category 4	1.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Applied outside category 4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Applied and promoted within category 4	5.0	0.0	1.0	1.0	1.0	1.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

12 C.F.R. §1223.23(b)(7)(i) and (ii)
 12 C.F.R. §1223.23(b)(8)(i), (ii) and (iii)

**FEDERAL HOME LOAN BANK OF NEW YORK
 INTERNAL EMPLOYEE APPLICANT DATA
 FOR THE PERIOD OF JANUARY 1, 2017 - DECEMBER 31, 2017**

NUMBER OF APPLICANTS																
			HISPANIC OR LATINO		NON-HISPANIC OR LATINO											
			Male	Female	MALE						FEMALE					
APPLICANT CATEGORIES	Overall Total (Sum of Col B thru P)	Individuals with disabilities					White (not of Hispanic origin)	Black (not of Hispanic origin)	Native Hawaiian or Pacific Islander	Asian (not of Hispanic origin)	American Indian or Alaskan Native	Two or more Races (not of Hispanic origin)	White (not of Hispanic origin)	Black (not of Hispanic origin)	Native Hawaiian or Pacific Islander	Asian (not of Hispanic origin)
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
Promoted without applying within category 4	40.0	0.0	2.0	2.0	11.0	0.0	0.0	5.0	0.0	0.0	7.0	3.0	0.0	10.0	0.0	0.0
Promoted after applying outside category 4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Promoted without applying outside category 4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Applied within category 5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Applied outside category 5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Applied and promoted within category 5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Promoted without applying within category 5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Promoted after applying outside category 5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Promoted without applying outside category 5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Applied within category 6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Applied outside category 6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

12 C.F.R. §1223.23(b)(7)(i) and (ii)
 12 C.F.R. §1223.23(b)(8)(i), (ii) and (iii)

**FEDERAL HOME LOAN BANK OF NEW YORK
 INTERNAL EMPLOYEE APPLICANT DATA
 FOR THE PERIOD OF JANUARY 1, 2017 - DECEMBER 31, 2017**

NUMBER OF APPLICANTS																
			HISPANIC OR LATINO		NON-HISPANIC OR LATINO											
			MALE						FEMALE							
APPLICANT CATEGORIES	Overall Total (Sum of Col B thru P)	Individuals with disabilities	Male	Female	White (not of Hispanic origin)	Black (not of Hispanic origin)	Native Hawaiian or Pacific Islander	Asian (not of Hispanic origin)	American Indian or Alaskan Native	Two or more Races (not of Hispanic origin)	White (not of Hispanic origin)	Black (not of Hispanic origin)	Native Hawaiian or Pacific Islander	Asian (not of Hispanic origin)	American Indian or Alaskan Native	Two or more Races (not of Hispanic origin)
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
Applied and promoted within category 6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Promoted without applying within category 6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Promoted after applying outside category 6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Promoted without applying outside category 6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Applied within category 7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Applied outside category 7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Applied and promoted within category 7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Promoted without applying within category 7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Promoted after applying outside category 7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Promoted without applying outside category 7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Applied within category 8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

12 C.F.R. §1223.23(b)(7)(i) and (ii)
 12 C.F.R. §1223.23(b)(8)(i), (ii) and (iii)

**FEDERAL HOME LOAN BANK OF NEW YORK
 INTERNAL EMPLOYEE APPLICANT DATA
 FOR THE PERIOD OF JANUARY 1, 2017 - DECEMBER 31, 2017**

NUMBER OF APPLICANTS																
			HISPANIC OR LATINO		NON-HISPANIC OR LATINO											
			MALE						FEMALE							
APPLICANT CATEGORIES	Overall Total (Sum of Col B thru P)	Individuals with disabilities	Male	Female	White (not of Hispanic origin)	Black (not of Hispanic origin)	Native Hawaiian or Pacific Islander	Asian (not of Hispanic origin)	American Indian or Alaskan Native	Two or more Races (not of Hispanic origin)	White (not of Hispanic origin)	Black (not of Hispanic origin)	Native Hawaiian or Pacific Islander	Asian (not of Hispanic origin)	American Indian or Alaskan Native	Two or more Races (not of Hispanic origin)
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
Applied outside category 8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Applied and promoted within category 8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Promoted without applying within category 8	2.0	0.0	1.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Promoted after applying outside category 8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Promoted without applying outside category 8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TOTAL	66.0	0.0	5.0	5.0	16.0	2.0	0.0	11.0	0.0	0.0	8.0	5.0	0.0	14.0	0.0	0.0

Category	Classification
1	Executives/Sr. Officials & Mgrs.
2	First/Mid-level
3	Officials & Mgrs.
4	Professionals
5	Trainee Professional
6	Technicians
7	Sales Workers
8	Administrative

N. Individuals Responsible for Managing Employees

12 C.F.R. §1223.23(b)(9)(i)																
FEDERAL HOME LOAN BANK OF NEW YORK NUMBER OF INDIVIDUALS RESPONSIBLE FOR MANAGING FOR THE PERIOD OF JANUARY 1, 2017 - DECEMBER 31, 2017																
NUMBER OF APPLICANTS																
			HISPANIC OR LATINO		NON-HISPANIC OR LATINO											
					MALE					FEMALE						
MANAGER CATEGORIES	Overall Total (Sum of Col B thru P)	Individuals with disabilities	Male	Female	White (not of Hispanic origin)	Black (not of Hispanic origin)	Native Hawaiian or Pacific Islander	Asian (not of Hispanic origin)	American Indian or Alaskan Native	Two or more Races (not of Hispanic origin)	White (not of Hispanic origin)	Black (not of Hispanic origin)	Native Hawaiian or Pacific Islander	Asian (not of Hispanic origin)	American Indian or Alaskan Native	Two or more Races (not of Hispanic origin)
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
Total	81.0	0.0	4.0	6.0	32.0	2.0	0.0	8.0	0.0	3.0	13.0	4.0	0.0	8.0	0.0	1.0