



Federal Home Loan Bank  
NEW YORK

# 2020 DIVERSITY & INCLUSION

## ANNUAL REPORT

Fostering Diversity & Inclusion  
Across Our Business



## Table of Contents

Executive Summary.....	1
Workforce .....	6
Staffing Levels – §1223.23(b)(1) and §1223.23(b)(11) .....	7
External Applicants – §1223.23(b)(3) and §1223.23(b)(11).....	8
New Hires – §1223.23(b)(4) and §1223.23(b)(11) .....	8
Separations – §1223.23(b)(5) and §1223.23(b)(11).....	9
Internal Applicants – §1223.23(b)(7)(i and ii) and §1223.23(b)(11) .....	10
Promotions – §1223.23(b)(8)(i - iii) and §1223.23(b)(11).....	11
Supervisors and/or Managers – §1223.23(b)(9) and §1223.23(b)(11) .....	12
Other Reports/Plans – §1223.23(b)(2) and §1223.23(b)(11).....	13
Reasonable Accommodations – §1223.23(b)(6) and §1223.23(b)(11) .....	14
Outreach - §1223.23(b)(13) and §1223.23(b)(23) .....	15
Outcome Analysis - §1223.23(b)(24) .....	17
Future Strategy - §1223.23(b)(25) .....	21
Board of Directors.....	21
Board Diversity – §1223.23(b)(10)(i).....	22
Outreach Activities and Strategies - §1223.23(b)(10)(ii) .....	23
Outcome Analysis - §1223.23(b)(24) .....	23
Future Strategy - §1223.23(b)(25) .....	24
Procurement .....	25
Number of Contracts .....	26
Total Number of Contracts – §1223.23(b)(14).....	27
Number of Contracts Entered Into During Reporting Year by Category – §1223.23(b)(16).....	27
Amount Paid for Contracts .....	27
Total Amount Paid – §1223.23(b)(15) .....	28
Amount Paid for Contracts Entered Into During the Reporting Year by Category – §1223.23(b)(17).....	28
Annual Spend .....	29
Diverse Spend with Non-Diverse-Owned Businesses – §1223.23(b)(18) .....	30
Annual Spend by Category – §1223.23(b)(19) .....	30
Outreach - §1223.23(b)(13) and §1223.23(b)(23) .....	31
Outcome Analysis - §1223.23(b)(24) .....	33


Future Strategy - §1223.23(b)(25) .....	34
Finance .....	36
Strategies, Initiatives, and Activities - §1223.23(b)(12)(ii).....	37
Outreach - §1223.23(b)(13) and §1223.23(b)(23) .....	41
Outcome Analysis - §1223.23(b)(24) .....	41
Future Strategy - §1223.23(b)(25) .....	44
Housing and Community Investment .....	45
Outreach - §1223.23(b)(12)(i) .....	45
Outcome Analysis - §1223.23(b)(24) .....	47
Future Strategy - §1223.23(b)(25) .....	48
Equal Opportunity Complaints.....	50
Employment Discrimination - §1223.23(b)(21) and §1223.23(b)(22) .....	50
Contract Discrimination - §1223.23(b)(21) and §1223.23(b)(22) .....	50
Certification - §1223.23(a) and §1223.23(b)(20) .....	50
Appendix .....	i

## Executive Summary


2020 proved to be an unprecedented year in many respects. While we started the year like any other, it quickly shifted due to events outside of our control such as the rise of civil unrest due to various indictments of racial injustice and a copious number of divisive political occurrences. The main point of transition this year was the rise of the COVID-19 pandemic leading the Federal Home Loan Bank of New York (“FHLBNY” or “Bank”) to shift to a fully remote state starting in March 2020.

Amid all these tremendous events, 2020 demonstrated another strong year for diversity and inclusion (“D&I”) initiatives for the Bank as evidenced by the contents included in the 2020 D&I Annual Report (“Report”). A summary of achievements are as follows:

### Strategic Plan

-  D&I was included in the Bank’s 3-year Strategic Plan (2019-2021).
- ✓ The Strategic Plan includes Aspirational Targets (“Targets”) and Yearly Checkpoints (“Checkpoints”) for Capital Markets, Procurement, and Employment activities to help the Bank on a “best efforts basis” to measure progress towards achieving our objectives.
- ✓ We maintained or exceeded most of our 2020 Checkpoints in these three areas.
- ✓ Where Checkpoints were not met, plans are in place to help achieve the Targets.
- ✓ Forward projections for 2021 were developed to help manage gaps and expectations given the on-going pandemic and economic outlook.

### Governance

-  The Board of Directors (“Board”) approved amended and enhanced versions of the D&I Communication Plan (“Communication Plan”), D&I Capital Markets Program (“Capital Markets Program”), D&I Procurement Program (“Procurement Program”), D&I Employment Program (“Employment Program”) and the D&I Statement Policy (“D&I Statement”).
- ✓ The Communication Plan is designed to communicate the Bank’s D&I commitment, efforts, and activities to the Federal Housing Finance Agency (“FHFA”), Board of Directors, Management Committee, current and future employees, and current and future business partners.
- ✓ The Capital Markets Program and the Procurement Program are designed to provide a framework for the Bank’s D&I commitment efforts and activities related to governance, outreach, education, and opportunities provided to Minority, Women, and Disabled-Owned

("MWDO") Broker/Dealers and Minority, Women, and Disabled-Owned Businesses ("MWDOBs").

- ✓ The Employment Program is designed to communicate the 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 Board also approved an enhancement to the D&I Mission Statement that included adding a statement about fostering "a work environment where everyone feels respected, included and valued."

### **Workforce Diversity**

✚ Amid the current unprecedented times, the FHLBNY continues to strengthen its collaborative approach to diversity and inclusion by partnering and sponsoring various diverse, professional organizations including:

- ✓ [REDACTED]
- ✓ [REDACTED]
- ✓ [REDACTED]
- ✓ [REDACTED].

Each organization is dedicated to helping advance and develop diverse professionals, including individuals with disabilities and women. These partnerships help us support our diversity and inclusion initiatives by enhancing our diverse talent pipeline and helping to establish the FHLBNY as an employer of choice.

Throughout 2020, the Bank has witnessed the following:

- ✓ An elevated number of internal and external communication regarding its D&I efforts; and
- ✓ Increased networking opportunities even in a remote setting.

✚ Since 2019, the FHLBNY has continued its relationship with the Computer Science Co-Op Program at the [REDACTED] which is designed to deliver qualified technology talent to local employers and short-term professional opportunities to competitive New York City undergraduates. The Bank hosted two interns through the course of six months in the Technology Group.

### **Supplier Diversity**

✚ The Bank is committed to establishing strong relationships with our business partners and actively promoting opportunities for certified Minority, Women, and Disabled-owned businesses.

- ✚ In 2020, the Bank continued its efforts to partner with MWDOBs to help us grow our pool of suppliers, provide opportunities to diverse businesses, and fulfill our customers' needs and expectations including:
  - ✓ Expenditures with 448 vendors out of 1,195, of which 13 were MWDOBs.
  - ✓ Total spend with MWDOBs for 2020 was \$8.88 million, a decrease of \$14.48 million from 2019 expenditures of \$23.36 million.
  - ✓ Entered into 552 relationships with vendors for the purchase of goods and services; 438 awarded to non-diverse vendors, and 114 were awarded to MWDOBs. The total relationships with MWDOBs decreased from 213 in 2019 to 114 in 2020.
- ✚ In 2020, there were several enhancements designed to help ensure alignment with the regulatory requirements and help to increase opportunities to MWDOBs including:
  - ✓ Publishing Contracting Opportunities – implementation of a pilot program in Q2 2020 to help ensure the Bank can increase opportunities to the diverse supplier population, enhance existing processes, and meet the current regulatory requirement (CR 1223.21(c) (2) (3)) for publishing contracting opportunities. The pilot will be evaluated at year-end 2021 to determine the next best steps.
  - ✓ Tier 2 Spend Data Collection and Reporting – developed and implemented a Tier 2 spend reporting automated process to capture Tier 2 spend. The automated process enhances compliance with FHFA reporting requirements.
  - ✓ Automation of Data Reporting – automated certain data collection processes to help ensure data integrity in reporting.

## **Finance**

### *Liabilities*

- ✚ In 2019, the Bank entered into 98 transactions of negotiated bond and Discount Note Reverse Inquiry issuance with fourteen firms (though transactions occurred with Williams Capital and Siebert Cisneros Shank as separate entities as well as the combined firm) for \$8.5 billion.
- ✚ In 2020, the Bank entered into 110 transactions of negotiated bond and discount note Reverse-Inquiry issuance with twelve Minority, Women and Disabled Broker/Dealers, up from the 98 transactions in 2019.
- ✚ The total discretionary Consolidated Obligation issuance in 2020 increased to \$11.6 billion from \$8.5 billion in 2019. These transactions generated \$431,780 in fees. This is an increase of \$254,821 over last year's \$176,959 fee amount.

## Assets

- ✚ In 2019, bond investments decreased with ten trades with three MWDO Broker/Dealers for \$1.125 billion.
- ✚ In 2020, bond investments decreased with two trades with an MWDO Broker/Dealer for a total of \$150 million of securities.

## D&I Reporting and Metrics

- ✚ Based on the 2019 Internal Audit review, the Office of Diversity and Inclusion (“ODI”) implemented a multi-pronged strategy to help enhance D&I data reporting to management, the Board of Directors, and the FHFA. Solutions include:
  - ✓ Developing and implementing scripts and code changes to current systems;
  - ✓ Developing middleware to connect dissimilar systems;
  - ✓ Implementing Robotics Process Automation for routine processes; and
  - ✓ Leveraging Data Management and Enterprise Analytics.
- ✚ Bank resources were assembled and deployed from Capital Markets, Human Resources, Corporate Real Estate, Vendor Management, Information Technology, Information Security Operations, Financial Accounting, Management Reporting, Program Management Office, and outside consultants were assigned to help enhance D&I data reporting through automation. Internal Audit was also recruited informally to help validate some of the processes.
- ✚ In 2020, the Robotic Process Automation project for Human Resources D&I data was in production, tested, and is currently in use by the team to provide data to the FHFA.
- ✚ Robotic Process Automation will be implemented for supplier and Capital Markets reports during the first half of 2021.

## Office of Diversity and Inclusion Workplace Inclusion Team Initiatives

- ✚ A Workplace Inclusion Team (“WIT”) made up of employees who volunteer was assembled in 2019 to focus on a set of guiding principles for diversity and inclusion at the Bank:
  - ✓ To foster a work environment where everyone feels respected, included, and valued for who they are;
  - ✓ To enable everyone to be heard; and
  - ✓ To advocate for fair, transparent, and unbiased treatment so that all our contributions are equitably acknowledged on their individual merits.

Certain initiatives were identified, and plans were put in place to execute in 2020.

- ✚ In light of events in 2020 related to the murder of George Floyd in police custody in Minneapolis, WIT reconvened to discuss new objectives that included listening to our reactions, concerns, and feelings about this event and the ones that followed.
- ✚ WIT also explored possible actions that the Bank can take to either add to the dialogue on social justice or bring forward the faces of the Black or African American, and Hispanic/Latino community through our stories of supporting affordable housing, how we can continue to enhance and advance D&I at the Bank and potential charities to which we can contribute.
- ✚ WIT is made up of a diverse slate of Bank employees who volunteer their time to participate and engage in constructive, productive, and sometimes very emotional and uncomfortable conversations about inclusion. The team also explored how the Bank can enhance its inclusion culture so that all employees can bring their whole selves to work.
- ✚ For 2020 and beyond, WIT is focused on delivering initiatives that are aligned with for main objectives:
  - ✓ Educate
  - ✓ Elevate
  - ✓ Empower
  - ✓ Advocate
- ✚ For efficiency and effectiveness four teams are working on the following:
  - ✓ *Communications Team* – Responsible for delivering commitment and efforts to enhance diversity and inclusion at the FHLBNY for Black or African American, and Hispanic/Latino employees through various channels including but not limited to social media, digital screens, Bank website, etc.
  - ✓ *Raising Awareness Team* – Responsible for developing programming to enhance our education around various heritage months/holidays celebrated by employees at the Bank.
  - ✓ *Allyship Team* – Through the Bank’s pilot Allyship Program we will move from awareness to advocacy by continuing to enhance the Bank’s diversity and inclusion practices for Black or African American and Hispanic/Latino employees across the Bank.
  - ✓ *Community Development Team* – Foster External partnerships with community organizations to help mentor and develop Black or African American and Hispanic/Latino Communities.

## Workforce<sup>1</sup>

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

### How We Will Achieve Our Diversity & Inclusion Mission

At the FHLBNY, we:

- ✚ Help ensure that women, minority, and individuals with disabilities are considered for leadership and other positions at the FHLBNY when there is an open position and/or FHLBNY reorganization;
- ✚ Expand identification of “High Potential” employees from the FHLBNY’s diverse pool of talent, to help ensure that they are developed for future leadership positions at the FHLBNY;
- ✚ Foster a work environment where everyone feels respected, included, and valued;
- ✚ Expand minority, women, and disabled-owned businesses supplier outreach and education of the FHLBNY’s business needs and activities; and
- ✚ Keep diversity and inclusion in the forefront of the senior management team by providing dashboards, metrics, and analytics on diversity and inclusion, MWDOB outreach efforts, and spend.

Workforce Diversity is included in the Bank’s 3-year Strategic Plan. Targets were identified to help enhance the number of Black or African American, Hispanic/Latino, and Disabled applicants and new hires. The table below includes the Checkpoints and Targets. As of 2020, the Bank met its Checkpoints for Black or African American and Disabled new hires. The Bank did not meet the Checkpoints for Black or African American, Hispanic/Latino nor Disabled applicants. The Bank also did not meet its Hispanic/Latino new hire Checkpoint. Through continued targeted outreach programs, the Bank will continue to work on increasing these numbers in 2021.

---

<sup>1</sup> Individuals that did not self-identify as minority, women, or disabled are to be included in the respective not minority, not women, or not disabled categories in all Workforce charts.

Aspirational Targets						
Number of Applicants for Open Positions	Average 2016-2018	2019 Checkpoint	2020 Checkpoint	2021 Checkpoint	Aspirational Targets	Full Year 2020 Results
Black or African American	10%	14%	16%	18%	18%	8%
Hispanic or Latino	8%	10%	12%	13%	13%	5%
Disabled	0%	2%	1%	2%	2%	1%
Number of New Hires	Average 2016-2018	2019 Checkpoint	2020 Checkpoint	2021 Checkpoint	Aspirational Targets	Full Year 2020 Results
Black or African American	18%	14%	15%	16%	16%	22%
Hispanic or Latino	9%	12%	13%	14%	14%	0%
Disabled	0%	1%	1%	2%	2%	5%

### Staffing Levels – §1223.23(b)(1) and §1223.23(b)(11)

- ✚ In 2019, the Bank’s employee headcount was 342. Of the 342 employees, 195 were minorities and 147 were non-minorities.
- ✚ In 2020, the Bank’s employee headcount was 354. Of the 354 employees, 200 were minorities and 154 were non-minorities.
- ✓ Observation: The number of minorities increased in 2020. Two non-minority men self-identified as disabled.



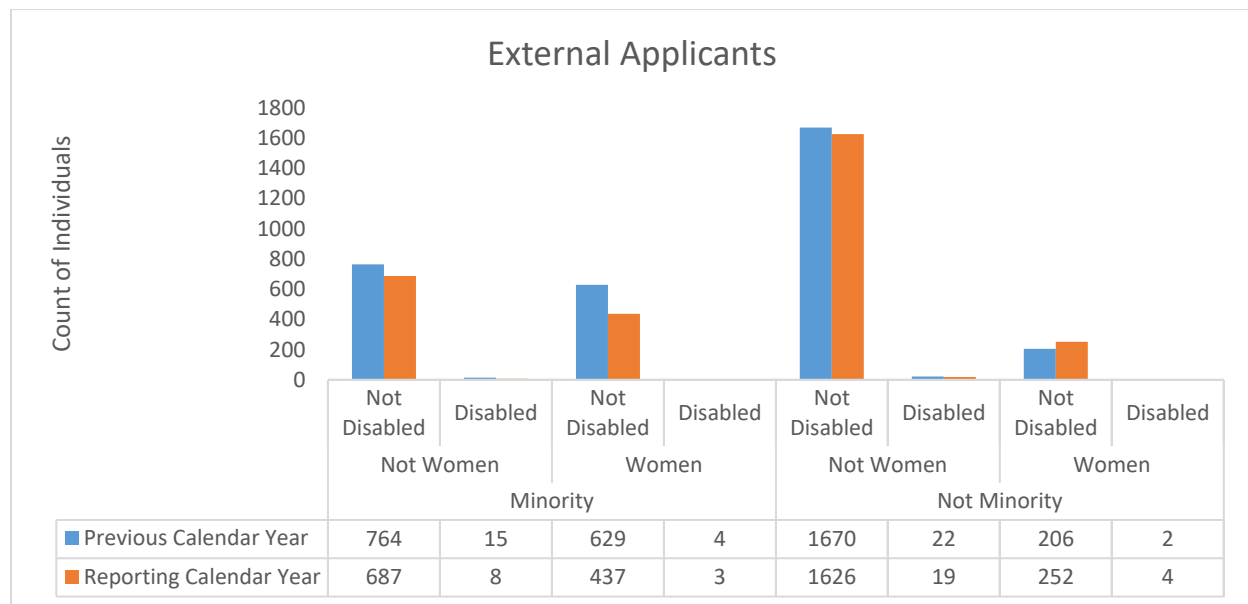
**Note 1:** Minorities means any Black (or African) American, Native American (or American Indian), Hispanic (or Latino) American, or Asian American

**Note 2:** Non-Minority means white men and women. The “women” category is to capture individuals that have identified as female. The “not women” category is to capture those that did not identify as women or did not self-identify.

**Note 3:** Raw data is available in the Appendix section.

### External Applicants – §1223.23(b)(3) and §1223.23(b)(11)

- ✚ In 2019, there were 3312 external applicants. Of the 3312 applicants, 1412 were minorities, and 1900 were non-minorities.
- ✚ In 2020, there were 3036 external applicants. Of the 3036 applicants, 1135 were minorities, and 1901 were non-minorities.
- ✓ Observation: The number of minority applicants has decreased in 2020 as compared to 2019.



**Note 1:** Minorities means any Black (or African) American, Native American (or American Indian), Hispanic (or Latino) American, or Asian American

**Note 2:** Non-Minority means white men and women. The “women” category is to capture individuals that have identified as female. The “not women” category is to capture those that did not identify as women or did not self-identify.

**Note 3:** Raw data is available in the Appendix section.

### New Hires – §1223.23(b)(4) and §1223.23(b)(11)

- ✚ In 2019 the Bank hired 54 new employees. Of those hired, 32 were minorities and 22 were non-minorities.
- ✚ In 2020 the Bank hired 37 new employees. Of those hired, 20 were minorities and 17 were non-minorities.
- ✓ Observation: There was a decrease in hires from 2019 to 2020, and the Bank hired fewer minorities in 2020.



**Note 1:** Minorities means any Black (or African) American, Native American (or American Indian), Hispanic (or Latino) American, or Asian American

**Note 2:** Non-Minority means white men and women. The “women” category is to capture individuals that have identified as female. The “not women” category is to capture those that did not identify as women or did not self-identify.

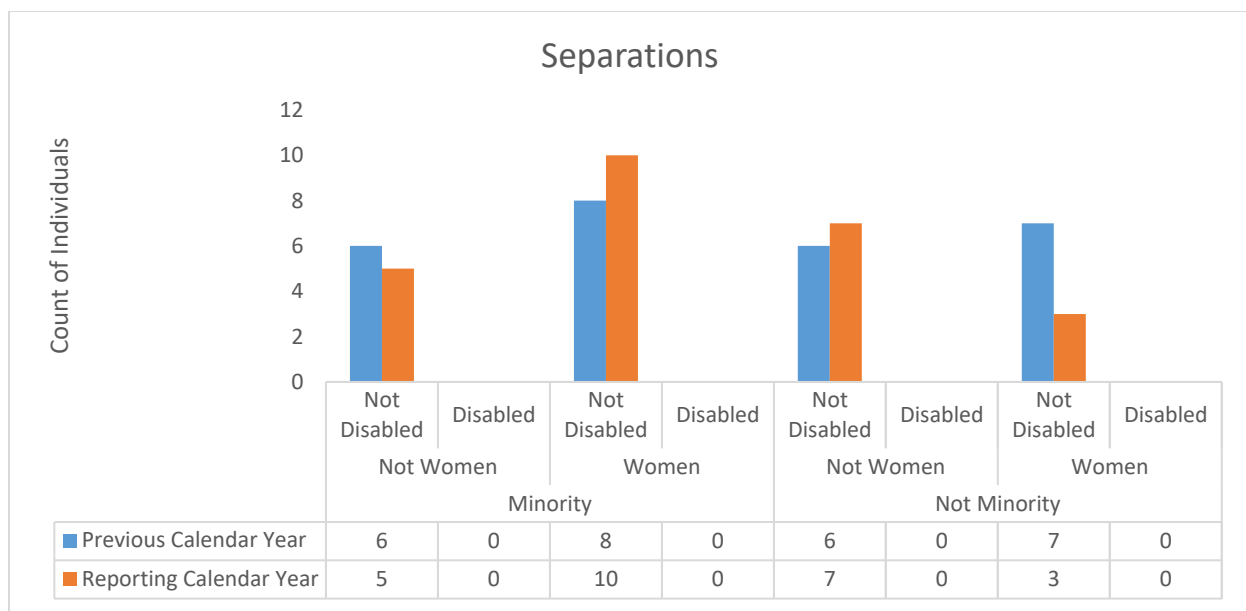
**Note 3:** Raw data is available in the Appendix section.

### Separations – §1223.23(b)(5) and §1223.23(b)(11)

✚ In 2019, 27 employees left the Bank’s employment. Of those employees who left the Bank, 14 were minorities and 13 were non-minorities.

✚ In 2020, 25 employees left the Bank’s employment. Of those employees who left the Bank, 15 were minorities and 10 were non-minorities.

✓ Observation: The number of minorities leaving the Bank has increased from 2019 to 2020.



**Note 1:** Minorities means any Black (or African) American, Native American (or American Indian), Hispanic (or Latino) American, or Asian American

**Note 2:** Non-Minority means white men and women. The “women” category is to capture individuals that have identified as female. The “not women” category is to capture those that did not identify as women or did not self-identify.

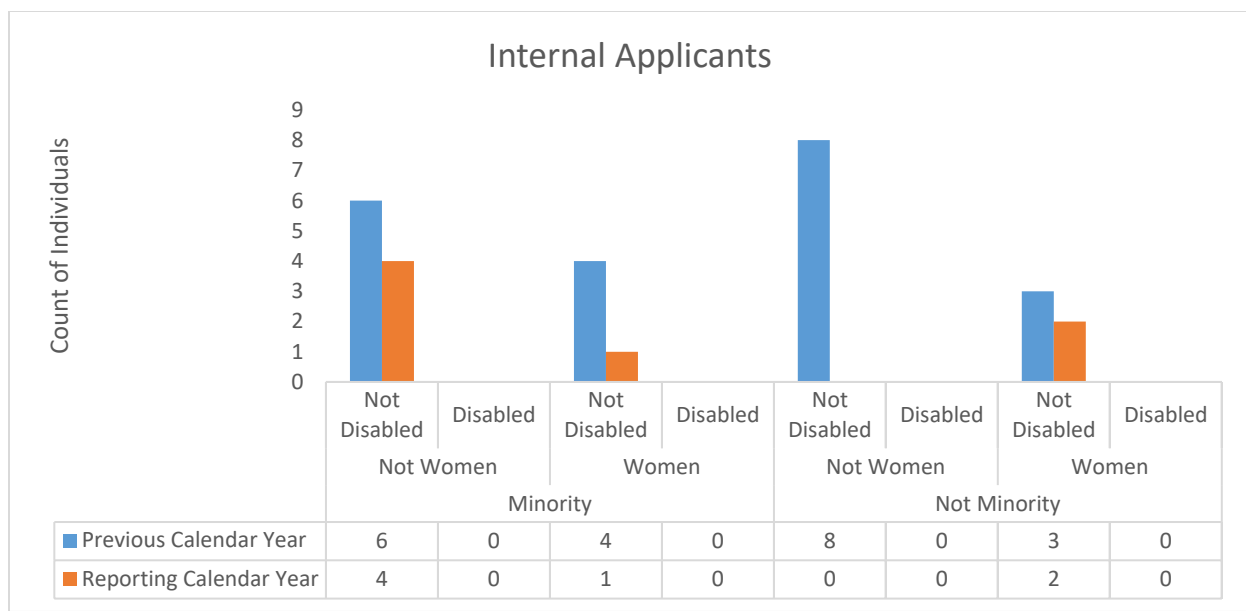
**Note 3:** Raw data is available in the Appendix section.

#### Internal Applicants – §1223.23(b)(7)(i and ii) and §1223.23(b)(11)

✚ In 2019, there were a total of 21 internal applicants. There were 10 minorities and 11 non-minorities.

✚ In 2020, there were a total of 7 internal applicants. There were 5 minorities and 2 non-minorities.

✓ Observation: While there were fewer internal applicants to apply for a new position in 2020, the percentage of minorities increased.



**Note 1:** Minorities means any Black (or African) American, Native American (or American Indian), Hispanic (or Latino) American, or Asian American

**Note 2:** Non-Minority means white men and women. The “women” category is to capture individuals that have identified as female. The “not women” category is to capture those that did not identify as women or did not self-identify.

**Note 3:** Raw data is available in the Appendix section.

#### Promotions – §1223.23(b)(8)(i - iii) and §1223.23(b)(11)

- ✚ In 2019, 74 employees were promoted. There were 33 minorities and 41 non-minorities.
- ✚ In 2020, 68 employees were promoted. There were 39 minorities and 29 non-minorities.
- ✓ Observation: Promotions for minorities increased between 2019 and 2020.



**Note 1:** Minorities means any Black (or African) American, Native American (or American Indian), Hispanic (or Latino) American, or Asian American

**Note 2:** Non-Minority means white men and women. The “women” category is to capture individuals that have identified as female. The “not women” category is to capture those that did not identify as women or did not self-identify.

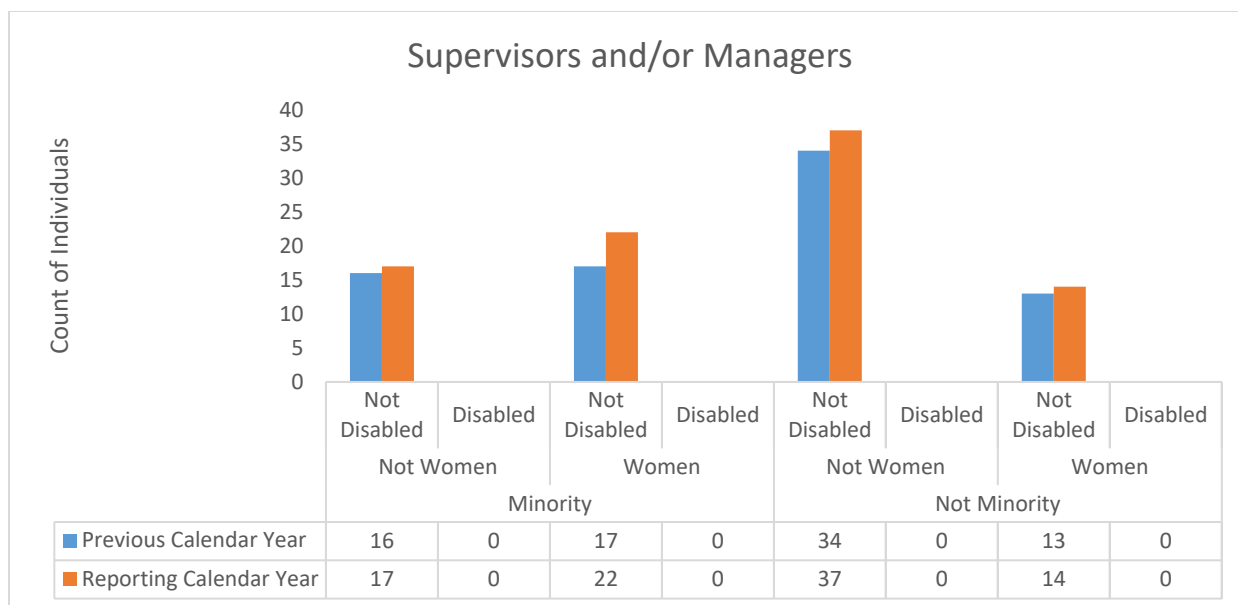
**Note 3:** Raw data is available in the Appendix section.

### Supervisors and/or Managers – §1223.23(b)(9) and §1223.23(b)(11)

✚ In 2019, the Bank had 80 employees who were managers. The distribution of managers was 33 minorities and 47 non-minorities.

✚ In 2020, the Bank had 90 employees who were managers. The distribution of managers was 39 minorities and 51 non-minorities.

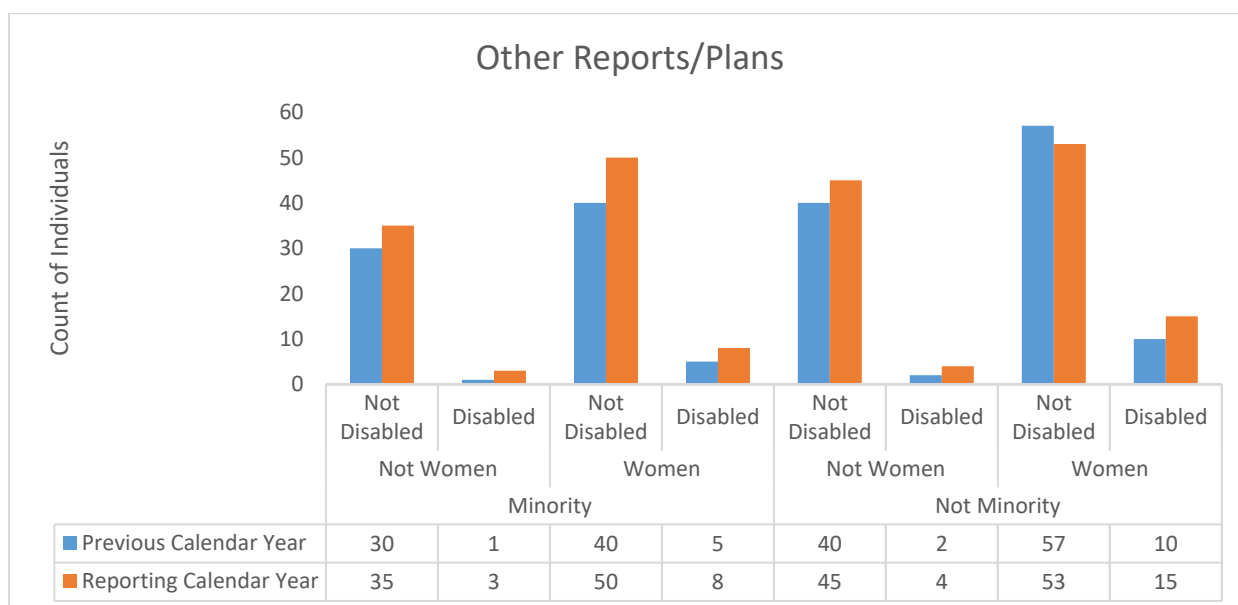
✓ Observation: The number of minority supervisors and/or managers increased between 2019 and 2020.



**Note 1:** Minorities means any Black (or African) American, Native American (or American Indian), Hispanic (or Latino) American, or Asian American  
**Note 2:** Non-Minority means white men and women. The “women” category is to capture individuals that have identified as female. The “not women” category is to capture those that did not identify as women or did not self-identify.  
**Note 3:** Raw data is available in the Appendix section.

### Other Reports/Plans – §1223.23(b)(2) and §1223.23(b)(11)

Additional data is available in the Appendix section.

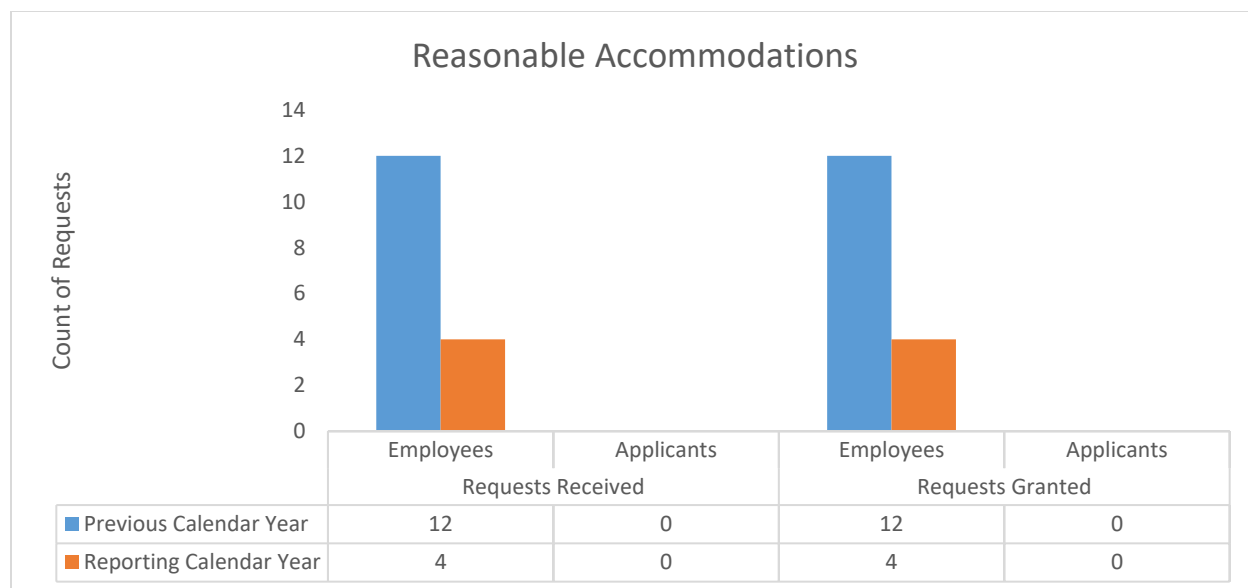


## Reasonable Accommodations – §1223.23(b)(6) and §1223.23(b)(11)

✚ In 2019, 12 employees requested an accommodation all of which were granted. 11 of the 12 requests, were medical accommodations and 1 was religious. One employee was classified as disabled.

✚ In 2020, 4 employees requested an accommodation all of which were granted. 3 of the 4 requests were medical accommodations, and 1 was a religious accommodation. One employee was classified as disabled.

✓ There were no applicants who requested an accommodation in 2019 nor 2020.



<i>Year</i>	<i>Requester</i>	<i>Requests Received</i>	<i>Requests Granted</i>	<i>Disabilities Accommodated</i>	<i>Type of Accommodation Granted</i>
<i>Reporting Year</i>	Employee	2	2	1	Work from home
	Employee	1	1	0	Ergonomic Workstation set-up
	Employee	1	1	0	Religious
	Applicant	0	0	0	N/A
<i>Previous Year</i>	Employee	8	8	1	Work from home
	Employee	1	1	0	Wearing Sneakers
	Employee	1	1	0	Religious
	Employee	2	2	0	Ergonomic Workstation set-up
	Applicant	0	0	0	N/A

### Outreach - §1223.23(b)(13) and §1223.23(b)(23)

The Bank's Diversity and Inclusion Specialist ("D&I Specialist") builds relationships with selected colleges and universities, local and national professional associations, and other diversity organizations to help develop a talent pool and increase the number of minorities, women, and individuals with disabilities ("Diverse Candidates") applying and being hired for open positions at the Bank. Through these relationships, the D&I Specialist strives to meet the Bank's objective of creating the Bank's brand as an employer of choice by highlighting our various opportunities, culture, benefits, and commitment to D&I.

While 2020 commenced as any other year should, due to the COVID-19 pandemic, the FHLBNY switched to a remote posture in mid-March 2020. This subsequently resulted in all outreach activities being performed virtually.

Amid these unprecedented times, the FHLBNY continues to strengthen its collaborative approach to diversity and inclusion by partnering and sponsoring various diverse, professional organizations including

[REDACTED]. Each organization is dedicated to helping advance and develop diverse professionals, including minorities, individuals with disabilities, and women. These partnerships help us support our diversity and inclusion initiatives by enhancing our diverse talent pipeline and helping to establish the FHLBNY as an employer of choice. Throughout 2020, the Bank has witnessed an elevated number of internal and external communications regarding its D&I efforts. Our diverse partnerships have allowed members of the FHLBNY increased networking opportunities even in a remote setting.

Since 2019, the FHLBNY has continued its relationship with the Computer Science Co-Op Program at the [REDACTED] which is designed to deliver qualified technology talent to local employers and short-term professional opportunities to competitive New York City undergraduates. The Bank hosted two interns through the course of six months in the Technology Group.

The following is a summary of the FHLBNY's D&I Outreach efforts in 2020:

Outreach Activity	Partnering Organizations/Government Offices
Members of the Technology Group and Human Resources attended [REDACTED] Computer Science Co-Op Program Interview Day. January 14, 2020	[REDACTED]
Members of the FHLBNY attended [REDACTED] College's Spring Diversity Career Expo. February 5, 2020	[REDACTED]

Members of the Technology Group and Human Resources attended an information session for diverse organizations at the [REDACTED]. March 2, 2020	[REDACTED]
Members of the FHLBNY attended an information session for diverse organizations [REDACTED]. March 4, 2020	[REDACTED]
Chief Risk Officer hosted [REDACTED] Executive Roundtable - Breaking the Virtual Glass Ceiling event. May 14, 2020	[REDACTED]
Members of the FHLBNY participated in the [REDACTED] Virtual Career Fair June 18, 2020	[REDACTED]
Members of the Human Resources team attended [REDACTED] event. July 9, 2020	[REDACTED]
Members of the Procurement and Human Resources Team attended [REDACTED]'s 2020 Virtual Conference. July 13-16, 2020	[REDACTED]
Members of the FHLBNY attended [REDACTED] Mobilize Women Week virtual event. August 24 – 28, 2020	[REDACTED]
Members of the FHLBNY participated in the [REDACTED] Virtual Career Fair September 20, 2020	[REDACTED]
Members of the FHLBNY attended [REDACTED] Top Latinx Leaders Awards Ceremony. October 14, 2020	[REDACTED]
Members of the FHLBNY applied to be mentors for [REDACTED] Mentorship Program. Quarter 4	[REDACTED]

## Outcome Analysis - §1223.23(b)(24)

**Objective:** Hire more diverse employees into the Bank.

**Success:** Between 2019 and 2020 the number of diverse employees has increased at the Bank.

**Challenge:** While there was an increase in the number of diverse and women employees at the Bank, there was a drop in the overall number of applications and new hires at the Bank. This led to a decrease in the number of diverse and women applicants and new hires. This decrease is the result of the Bank's current remote posture due to the COVID-19 pandemic and its impact on recruiting.

**Progress Made:** Even while in a remote posture, the Bank continued to brand itself as an employer of choice through various recruitment and engagement events hosted with our diverse employment partners including [REDACTED]. The Bank will continue to review its current programs to help ensure that it continues to hire more diverse talent while identifying new ways to enhance the number of external applicants who are Black or African American, Hispanic/Latino, and Disabled.

---

**Objective:** Help enhance inclusion at the Bank through various activities and efforts designed to provide employees access, opportunity, and exposure to enable them to be developed and be provided an opportunity to take on greater responsibilities.




**Success:** The Workplace Inclusion Team is made up of a cross-section of diverse employees committed to identifying initiatives aligned with the guiding principles below.

- ✚ To foster a work environment where everyone feels respected, included, and valued for who they are;
- ✚ To enable everyone to be heard; and
- ✚ To advocate for fair, transparent, and unbiased treatment so that all our contributions are equitably acknowledged on their individual merits.

In 2020, WIT regrouped to have topical conversations around the issues of social injustice arising in the United States. From these conversations, the team developed four initiatives – Educate, Empower, Elevate and Advocate. To execute against these initiatives, WIT assembled four teams including:

- ✚ **Communications Team** – Responsible for delivering the Bank's commitment and efforts to enhance diversity and inclusion for Black or African American, and Hispanic/Latino employees

through various channels including but not limited to social media, digital screens, Bank website, etc.

-  **Raising Awareness Team** - Responsible for developing programming to enhance our education around various heritage months/holidays celebrated by employees at the Bank.
-  **Allyship Team** – Through the Bank’s pilot Allyship Program we will move from awareness to advocacy by continuing to enhance the Bank’s diversity and inclusion practices for Black or African American and Hispanic/Latino employees across the Bank.
-  **Community Development Team** – Foster external partnerships with community organizations to help mentor and develop Black or African American and Hispanic/Latino communities.

**Challenge:** Creating an inclusive culture is not a project and has no end date. As part of the Office of Diversity and Inclusion, the Workplace Inclusion Team will continue to help foster inclusion through its initiatives.

**Progress Made:** WIT hosted a Diversity and Inclusion Townhall that emphasized the Bank’s commitment to diversity and inclusion as well as gave a preview to various 2021 initiatives including heritage month events. Over 230 Bank employees attended the D&I Townhall.

Additionally, WIT created and published its first edition of a quarterly newsletter to showcase inclusion initiatives across the Bank.

Given the events in the United States regarding race relations, the Home Loan Bank System Minority & Women Inclusion Council hosted “*Conversation on Race*”, a panel event representing multiple FHLBanks that engaged in an inaugural discussion on race relations from their life experiences. The Bank’s Chief Risk Officer and an Assistant Vice President, Senior Manager from our Technology Group participated in this discussion.

---

**Objective:** Develop a formal mentorship program per the OMWI regulation.

**Successes:** In 2020, the Bank was able to bid, evaluate, and engage a woman-own business, [REDACTED] to help us create a pilot mentorship program. Additionally, the Bank held several project planning meetings with Impact to establish the structure of the mentorship program.

**Challenges:** Due to the Bank’s remote posture for the greater part of 2020, the launch of the pilot mentoring program was delayed.

**Progress Made:** The Mentorship Program pilot program will begin in Q2 2021.

---

**Object:** Improve upon D&I data reporting.

**Successes:** In 2020, ODI continued a multi-pronged strategy to enhance D&I data reporting to the FHFA. Solutions include: 1) Developing and implementing scripts and code changes to current systems; 2) Developing middleware to connect dissimilar systems; 3) Implementing Robotic Process Automation (“RPA”) for routine processes, and; 4) Leveraging Data Management and Enterprise Analytics. The RPA project was applied for Human Resources data reporting. The RPA Robot or “Bot” went live in December 2020.

**Challenges:** The main challenges in enhancing Human Resources data reporting included working with various teams to build, test, and launch the “Bot” into production. An additional challenge included prepping Human Resources data into the FHFA template. All data must undergo extensive quality control to help ensure the Bot aggregates the data correctly to help provide a seamless upload into the FHFA portal.

**Progress Made:** Currently, the Bot is being used to input data into the FHFA Quarterly Data Report template. The Bot reduces the level of manual work required to populate the data into the template as well as decreases the risk of human error associated with creating and delivering these reports.

---

## Training and Development

The Bank is fervent in its efforts to provide all employees with opportunities for growth and development. An array of programs is offered by the Bank to foster employee development. Human Resources actively reviews submission of employee names by senior leaders and helps ensure diverse employees are considered to participate. Such programs include:

- ✚ Management Excellence is an 18-month program dedicated to strengthening the leadership skills of employees.

- ✓ In 2020, of those employees who participated, 52% Diverse, and 60% Women.

- ✚ Stonier Education is a 3-year program dedicated to enhancing banking and financial knowledge in the business sector.

- ✓ In 2020, one Black or African American man participated in the program.

- ✚ Toastmasters International offers employees a one-of-a-kind course to master the art of public speaking. In 2020, Toastmasters was comprised of 61% women, and 83% diverse employees.

- ✚ Employees join Toastmasters to:

- ✓ Conduct effective meetings;

- ✓ Develop/improve public speaking and communication skills;
- ✓ Organize productive teams;
- ✓ Offer constructive criticism;
- ✓ Present ideas more effectively; and
- ✓ Develop their leadership potential.

✚ Developing U is a training and development program offered by our employees for our employees. This peer-led education and development program is designed to encourage a better-rounded banking career while also ensuring that FHLBNY employees gain institutional knowledge.

- ✓ In 2020, 75% of Developing U presenters were diverse.

✚ Learn & Engage is executed by Senior Leadership (“Group Heads”) at the Bank. Learn & Engage sessions provide employees with a broad overview of the specific business lines within the Bank. The Bank’s Director of Diversity & Inclusion presents in this forum as well and discusses the Bank’s D&I Program. While the Learn & Engage sessions are scheduled to accommodate new hires, current employees are welcomed and encouraged to attend.

✚ McKinsey Black Leadership Academy comprises of two capability-building programs, to equip Black leaders with the capabilities, mindsets, behaviors, and network needed to achieve their professional aspirations.

- ✓ Black Executive Leadership Program: This program focuses on building leadership capabilities and networking to help future executives achieve the next critical step in their careers. Five Bank employees were chosen. Participants were 100% diverse and 40% women.
- ✓ Management Accelerator: This program focuses on building the core management and leadership capabilities of talented early to mid-career employees & managers and provides them with the cross-functional knowledge needed to lead successful businesses and teams. Nine Bank employees were chosen. Participants were 100% diverse and 78% women.

✚ Fair, Inclusive, and Respectful Workplace is a mandatory training delivered through an automated application, Net Dimensions. This training was renamed from *Fair and Respectful Workplace* to enhance inclusion training at the Bank.

Succession planning meetings are held annually with Group Heads to determine employee readiness for senior leadership positions. Human Resources partners with Group Heads to help ensure diverse

employees are considered in each discussion and development gaps are identified along with associated training.

### Future Strategy - §1223.23(b)(25)

The Bank completed efforts for the second year of its three-year strategic plan. Certain Checkpoints and Targets were met or exceeded, and the Bank will continue to review its current employment programs to work towards its Aspirational Targets and Checkpoint. For 2021, the Bank projects not being able to meet certain Aspirational Targets nor Checkpoints. This is due to the COVID-19 pandemic, the Bank's current remote posture, and a hiring pause that was implemented from November 2020 through the end of June 2021. If there are fewer roles to recruit for and fewer employment applications received, there will be fewer opportunities for the Bank to hire diverse and women talent.

The Office of Diversity & Inclusion also analyzed the Bank's current Officer distribution by gender and ethnicity, as well as diversity trends affiliated with Officer promotions and Officer new hires over a three-year period. Based on the analysis, more white men are promoted or hired into senior levels over women and diverse employees. Additionally, most officers have a long tenure at the Bank (between five and twenty years) making it increasingly difficult for more diverse employees and women to advance to senior levels. To help increase diversity at the top, Human Resources, Office of Diversity and Inclusion and senior management will continue to work together to create development programs specifically for diverse and women employees. Senior management will actively contribute to achieving this outcome by providing access, exposure, and opportunity to diverse and women employees.

Despite the Bank's current situation, we will continue to enhance our relationships with current diverse partner organizations and schools with highly-diverse student populations to continue to strive to become an employer of choice for diverse talent looking for a stable, growth-potential career.

### Board of Directors<sup>2</sup>

The Federal Home Loan Bank of New York's Board recognizes that diversity at the Board level strengthens the Bank's ability to respond to member 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. The FHLBNY's Board of Directors is also aware that the Federal Housing Finance Agency's Minority and Women Inclusion regulation requires

---

<sup>2</sup> Individuals that did not self-identify as minority, women, or disabled are to be included in the respective not minority, not women, or not disabled categories in the Board of Directors chart.

each Federal Home Loan Bank (“FHLB”) to (1) annually request each member of the FHLB’s Boards provide, voluntarily, self-identification of their 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.

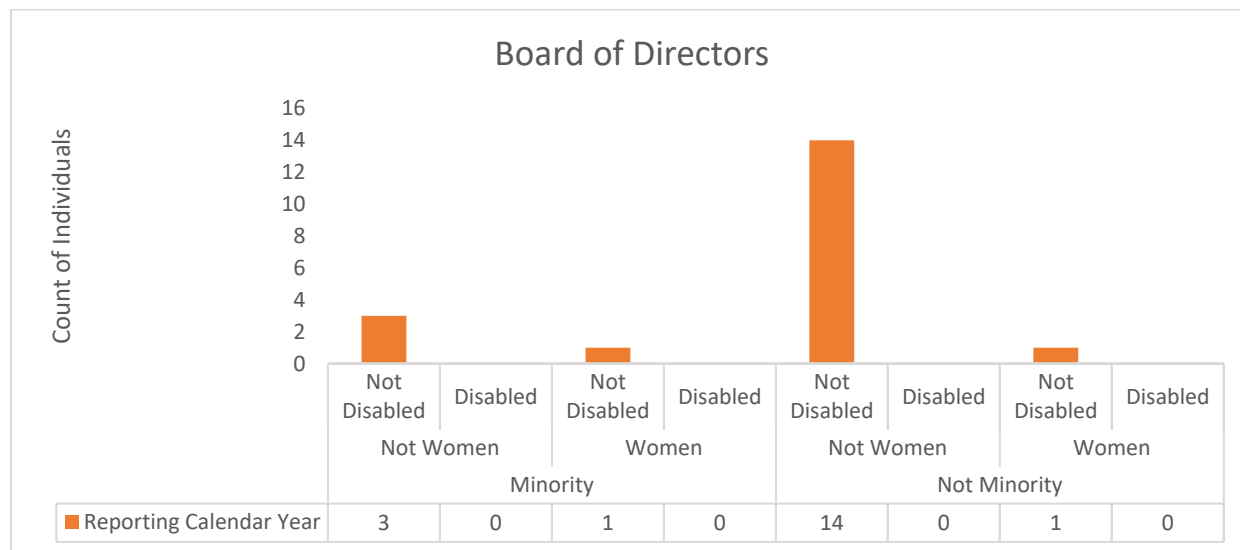
### Board Diversity – §1223.23(b)(10)(i)

Data about the composition of the Board for the 2020 year-end reporting period was collected through a questionnaire distributed electronically, which did not contain any request for self-identification.

For comparison purposes, at the end of 2019, 19 Directors were serving on the FHLBNY’s Board. Fourteen of these Directors identified as White men; one Director identified as a White woman; two Directors identified as Black or African American men; one Director identified as a Hispanic/Latino man; and one Director identified as a Hispanic/Latino woman.

At the end of 2020, 19 Directors were serving on the FHLBNY’s Board. Fourteen of these Directors identified as White men; one Director identified as a White woman; two Directors identified as Black or African American men; one Director identified as a Hispanic/Latino man; and one Director identified as a Hispanic/Latino woman. This information is summarized in the below table.

- ✓ Observation: Between year-end 2019 and year-end 2020, the number of women and minority Board members remained the same. This is understandable since the persons serving as Board Directors did not change.



### Outreach Activities and Strategies - §1223.23(b)(10)(ii)

The FHLBNY encourages its members to consider diversity in nominating and electing qualified individuals to member and independent directorship positions. For example, in its 2020 Director Election Announcement Package electronically sent to eligible members, 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.”

The FHLBNY’s Board continues to keep diversity as one of the key factors used to help determine who will best serve the current and the future interests of the FHLBNY and its stakeholders through service as a Director. To further this, the Bank subscribed to and utilized the service [REDACTED] a web-based service designed to match up boards looking for directors with persons looking to serve as directors. Additionally, the FHLBNY contacted and received responses of candidate interest from organizations that represent diverse directors (i.e., the Women Corporate Directors and the Latino Corporate Directors Association). Suggestions for potential directors were also obtained from current Directors and senior FHLBNY officers.

### Outcome Analysis - §1223.23(b)(24)

**Objective:** Concerning the 2020 Independent Director Election process, two seats were open: one held by an incumbent Public Interest director observed to be a White male who could run again, and the other seat held by a person who was observed to be a White woman who was unable to run again due to term limits. In 2020, there was a desire to see if more qualified applicants could be received as compared to the three that were received in 2019.

**Success:** This objective was successfully met due in part to the outreach efforts described in the “Outreach Activities and Strategies” section above. In the course of the election process, the FHLBNY ultimately received for consideration, before the application deadline, twenty-seven applications to fill two open positions. This reflects a significant increase of nine times the amount of applications received in 2019.

**Challenge:** The challenge was how to manage the success of the effort and evaluate the submissions. Ultimately, the list was narrowed down to ten persons, and seven of these persons (including the incumbent Public Interest Independent Director) were interviewed by members of the Corporate Governance and External Affairs Committee in late August and early September.

**Progress Made:** After the interviews with the candidates and consultation with the Board's Affordable Housing Advisory Council, the Board nominated two candidates for placement on the ballot for the two Independent Directorships beginning on January 1, 2021. These were the current Public Interest director mentioned above, and a candidate observed to be a White woman (Danelle Barrett, a U.S. Navy retired Rear Admiral with significant cybersecurity experience). Both nominees were elected by the FHLBNY's membership. Here, it is fair to say that the Rear Admiral would not have been found if not for BoardProspects.com.

#### Observation About Board of Directors Skills and Experience Assessment

The Directors acknowledge the importance of diversity and inclusion on the Board. To this end, the Board skills and experience assessment is being enhanced in 2021 to include additional inquiries regarding the nature of individual Director skills and experience concerning diversity and inclusion.

#### Observation About Board Education

The Directors acknowledge the importance of education regarding diversity and inclusion responsibilities. To this end, the FHFA OMWI Director made a presentation to the Board in August 2020 giving an overview of the past, present, and future state of the FHFA OMWI Program.

#### Future Strategy - §1223.23(b)(25)

In the upcoming 2021 election (for terms commencing on January 1, 2022), the FHLBNY has identified five seats up for election. This includes:

- ✚ Three seats held by, respectively, a New Jersey Member Director observed to be a White male, a Puerto Rico/U.S. Virgin Islands Member Director observed to be a Hispanic/Latino male, and an Independent Director observed to be a Black or African American male, all of whom have the option of running again;
- ✚ A New York Member Director seat now vacant as the previous occupant, observed to be a White male, resigned his position at the member; and

- ✚ An Independent Director seat currently held by a person observed to be a White male who has reached his terms limits and cannot run again.

The openings will provide the FHLBNY with an opportunity to help enhance diversity on the Board. Due to the success in attracting interested Independent Director candidates in 2020, the Bank will continue to work with BoardProspects.com and director associations. Efforts to reach out to FHLBNY members – the constituents who nominate persons in connection with, and vote in, the Member Director elections – will take place before the start of the election season reminding them of the importance of diversity. However, the FHLBNY recognizes that the executive suites of its members may not be diverse in their composition and that, though not a regulatory requirement, it is traditionally a member president or director who serves on a FHLB Board.

## Procurement<sup>3</sup>

The Federal Home Loan Bank of New York is committed to establishing strong relationships with our business partners and actively promoting opportunities for certified Minority, Women, and Disabled-owned Businesses. Partnering with MWDOBs helps us to grow our pool of suppliers, provide opportunities to diverse businesses, and to fulfill our customers' needs and expectations.

In 2020, the Bank continued its efforts to enhance MWDOB inclusion, despite the adverse effects of the COVID-19 pandemic. The Bank continued to partner with existing vendors and internal stakeholders to raise awareness about the Bank's commitment and efforts to diversity and inclusion and to execute on the Board-approved Diversity and Inclusion Procurement Program and Aspirational Targets.

The FHLBNY Procurement Program promotes MWDOB inclusion by:

- ✚ Providing governance and framework for the Procurement Program;
- ✚ Identifying and educating potential MWDOBs to increase our pool of vendors to select from;
- ✚ Promoting an internal culture and education that embraces collaboration with MWDOBs and ensure a level playing field to all potential bidders;
- ✚ Identifying opportunities for MWDOBs to compete for FHLBNY business on an equal basis;

---

<sup>3</sup> Procurement data categories include minority-owned businesses (MOB), women-owned businesses (WOB), and disabled-owned businesses (DOB). Exempt is for contracts that are considered exempt under §1223.3(b). Businesses that were not classified as minority-, women-, or disabled-owned are to be included in the respective, not minority-, not women-, or not disabled-owned businesses categories in all Procurement charts.

- ✚ Partnering with organizations to increase knowledge on diversity and inclusion practices, outreach pathways, and opportunities;
  - ✚ Publish the Bank's general products and services on the Diversity and Inclusion webpage; and,
  - ✚ Developing Aspirational Targets to help measure the effectiveness of the Bank's Procurement Program.
- ✓ The Bank continued to partner with various organizations and attend virtual outreach events to counter the market effects of the Covid-19 pandemic.
  - ✓ The Bank was 1% above the current 2020 checkpoint for the total number of contracts entered into with MWDOBs, and, 3% below the current target for spend with MWDOBs.

Aspirational Targets						
Category	Average 2016-2018 *	2019 Checkpoint	2020 Checkpoint	2021 Checkpoint	Aspirational Targets	Q4 2020 Cumulative Results
Total Number of Contracts **	25%	10%	20%	25%	25%	21%
Minority-owned Business	14%	7%	12%	14%	14%	8%
Women-owned Business	10%	3%	7%	10%	10%	7%
Disabled-owned Business	1%	<1%	<1%	1%	1%	6%
MWDOB Spend *	17%	9%	13%	17%	17%	10%
Minority-owned Business	13%	5%	8%	11%	11%	4%
Women-owned Business	3%	3%	4%	5%	5%	4%
Disabled-owned Business	<1%	<1%	<1%	1%	1%	2%

**Notes:** \*Due to a calculation error in the average number of contracts, the current checkpoints are higher than actual averages. 2021 Checkpoint and final Aspirational Target numbers for contracts will be adjusted.

\*\*Contracts and Spend with Self-Identified diverse vendors for Q1-Q4 2020 have been reclassified as non-diverse as the Bank no longer recognizes self-certification.

## Number of Contracts

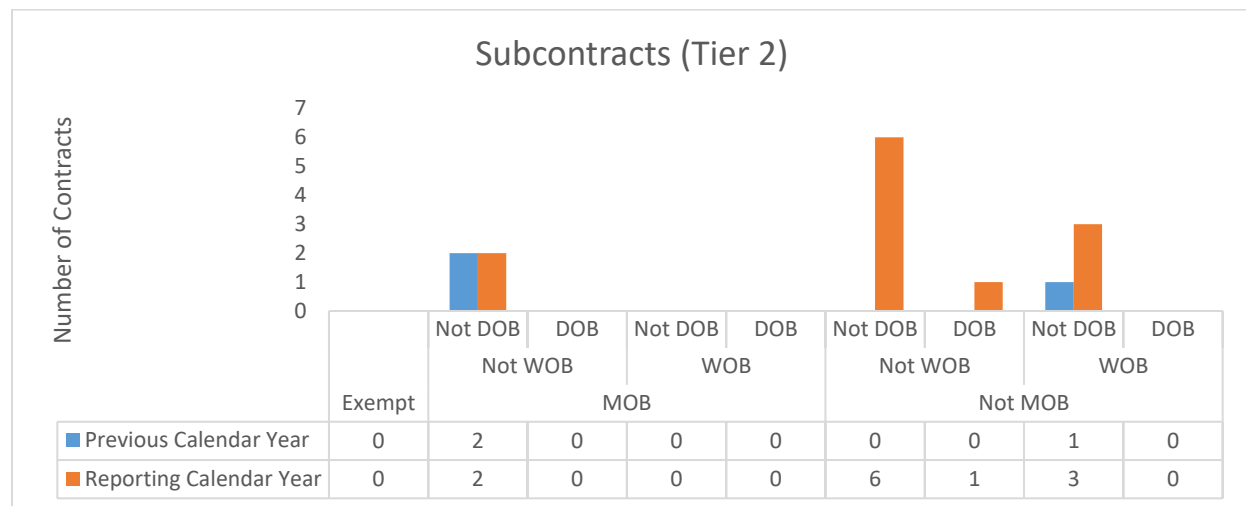
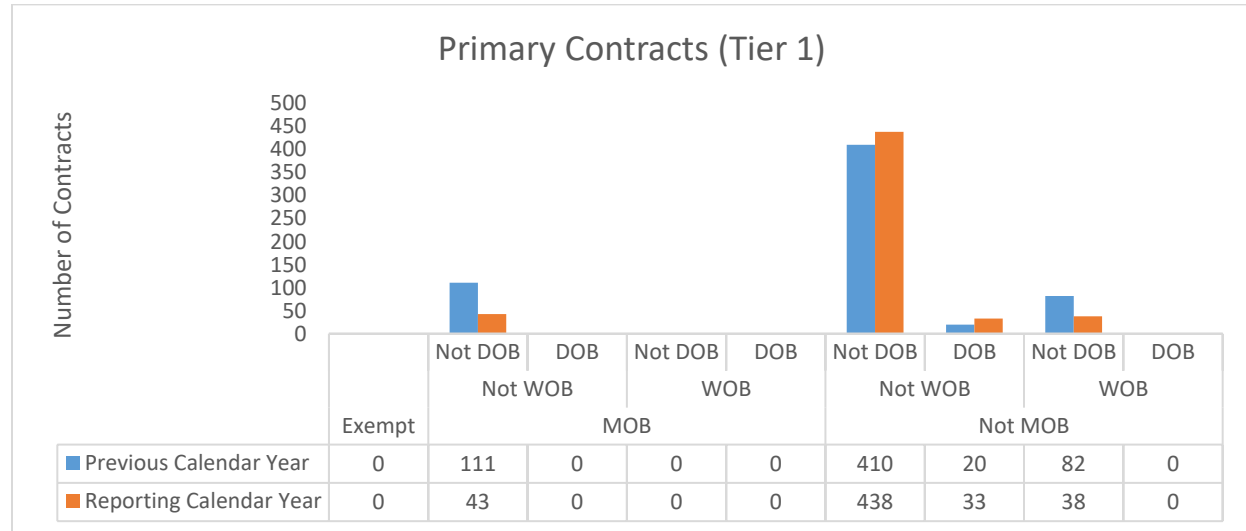
The Bank classifies contracts with vendors as relationships. Relationships are governed by the Vendor Management Program ("VM Program") and system. Reporting on contracts with MWDOBs is based on relationships that were reviewed and approved as part of the VM Program.

In 2020, the Bank entered into 552 relationships with vendors for the purchase of goods and services. Of those relationships, 438 were awarded to non-diverse vendors, and 114 were awarded to MWDOBs. The total relationships with MWDOBs decreased from 213 in 2019 to 114 in 2020.

### Total Number of Contracts – §1223.23(b)(14)

Year	Total Number of Contracts in Place at Beginning of Reporting Year	Total Number of Contracts Entered into During Reporting Year
2020	569	552
2019	411	623

### Number of Contracts Entered Into During Reporting Year by Category – §1223.23(b)(16)



**Note:** The 2019 data is related to construction spend only.

### Amount Paid for Contracts

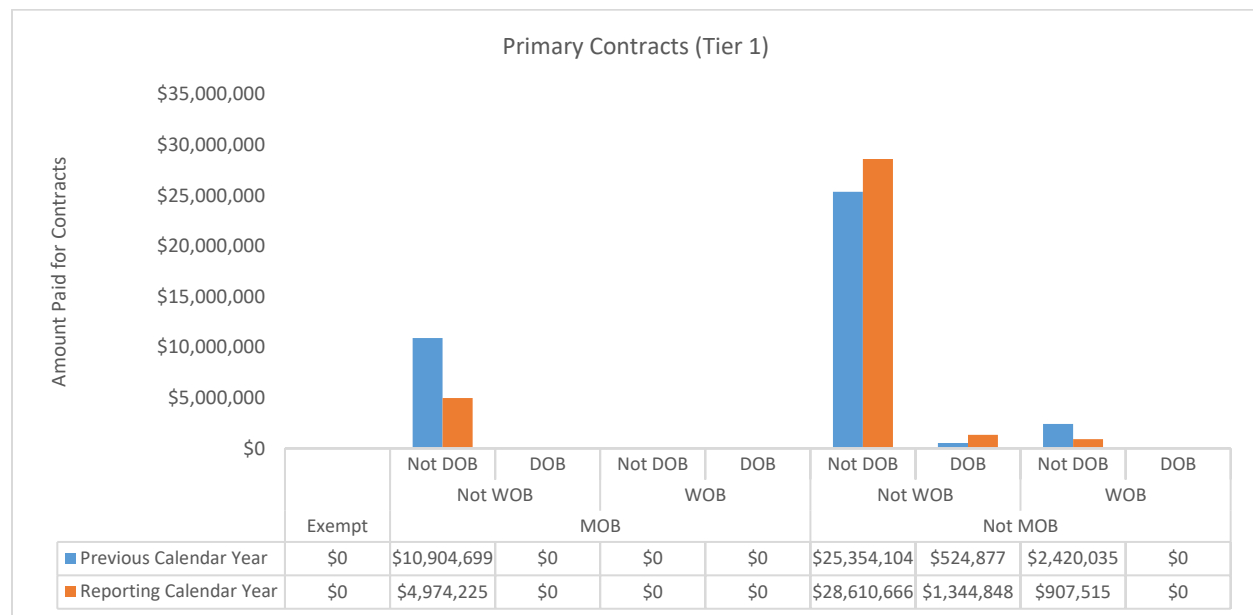
As part of the Bank's quest to continue to enhance its reporting capabilities, the Bank implemented a new automated reporting process in Q3 2020 to capture "Amount Paid for Contracts".

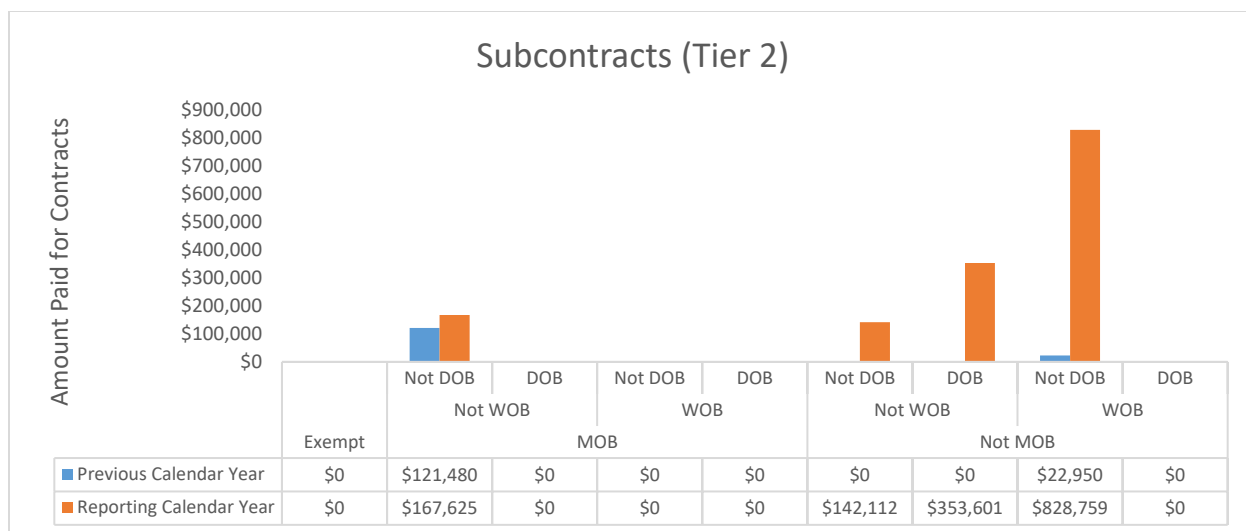
# Total Amount Paid – §1223.23(b)(15)

Year	Total Amount Paid for Contracts in Place at Beginning of Reporting Year	Total Amount Paid for Contracts Entered into During Reporting Year
2020	\$64,475,636	\$35,837,255
2019	\$39,958,457	\$39,203,716

## Amount Paid for Contracts Entered Into During the Reporting Year by Category – §1223.23(b)(17)

As part of the Bank’s quest to continue to enhance its reporting capabilities, the Bank implemented a new automated reporting process in Q3 2020 to capture “Total Amounts Paid for Contracts in Place at the Beginning of the Reporting Year” and “Total Amounts Paid for Contracts Entered into During the Reporting Year”.





**Note:** The 2019 data is related to construction spend only.

## Annual Spend<sup>4</sup>

The annual Bank spend includes total vendor and total exempt spend. The Bank's total annual spend for 2020 was approximately \$89.88 million; an increase of approximately \$9.02 million from the 2019 spend of \$80.86 million.

In 2020, the Bank had 1,195 active vendors and recorded expenditure with 448 vendors, of which 13 were MWDOBs. The total spend with MWDOBs for 2020 was \$8.88 million. This was a decrease of \$14.48 million from 2019 expenditures of \$23.36 million. This decrease is a result of the following:

- ✚ Reduction of diverse spend with Women-Owned Business ("WOB") and Minority-Owned Business ("MOB") vendors related to the Bank's construction efforts;
- ✚ Increase of operational spend with non-diverse vendors due to COVID-19; and
- ✚ The Bank's change to only recognize MWDOB's with an active diverse certification posted in our Supplier Gateway portal.

The Bank promotes Tier 2 contracting in its standard terms and conditions provided in our contracts with vendors and implemented a program in partnership with an external vendor, Supplier Gateway, to capture and report on Tier 2 spend. The Bank was able to successfully collect and report on Tier 2 data in the amount of \$1.35M for 2020 of which, 70% was related to construction spend for expansion of the 6<sup>th</sup>-floor office space in the Bank's New York location.

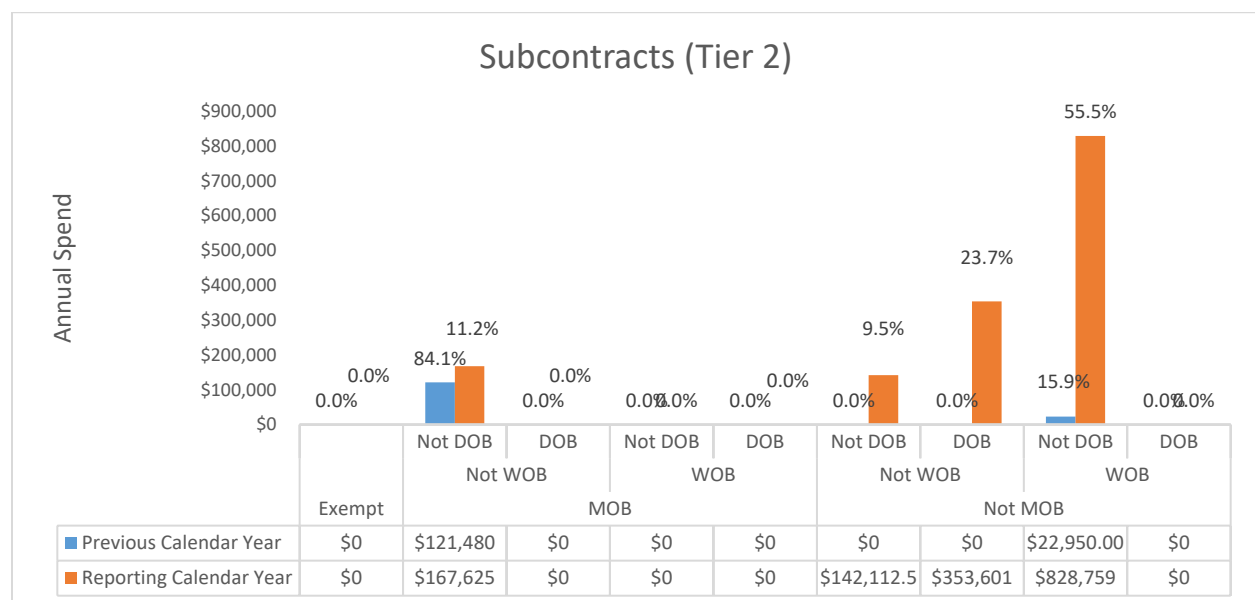
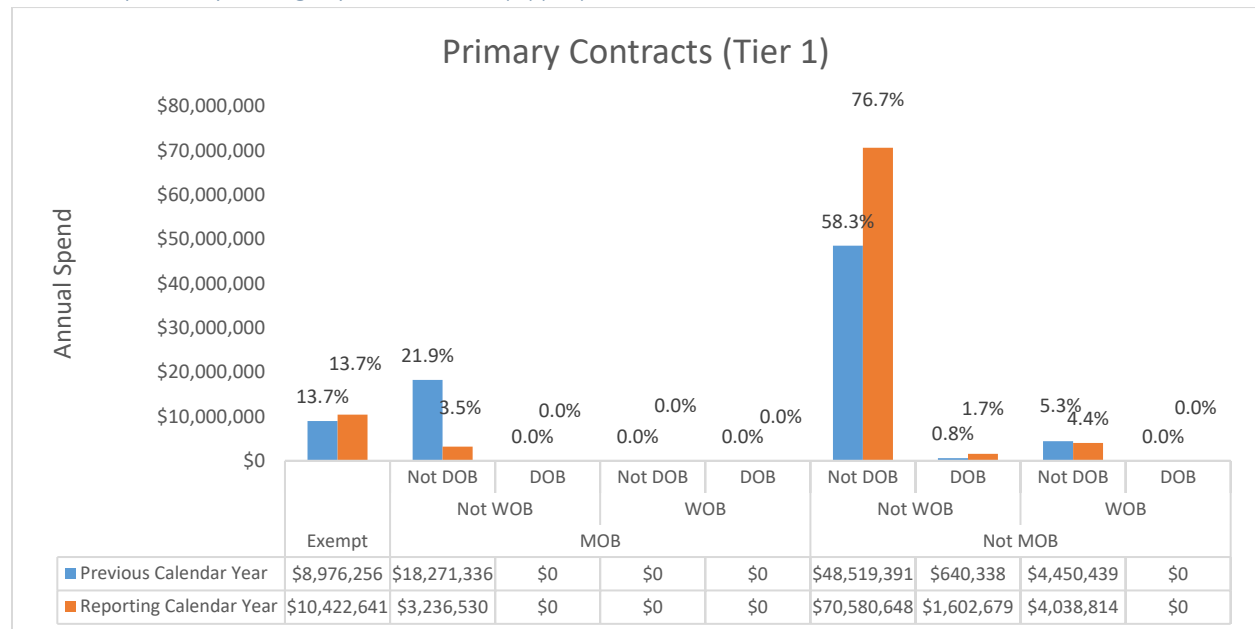
<sup>4</sup> Percentages for the Annual Spend charts represent proportions of total spend.

## Diverse Spend with Non-Diverse-Owned Businesses – §1223.23(b)(18)

The Bank records diverse spend with non-diverse owned law firms. The total spend with non-diverse owned businesses for 2020 was \$336,767.

Year	Spend
2020	\$336,767
2019	\$11,600

## Annual Spend by Category – §1223.23(b)(19)



**Note:** The 2019 data is related to construction spend only.

## Outreach - §1223.23(b)(13) and §1223.23(b)(23)

In 2020, the Bank continued to execute its Procurement Program to solicit and advertise for MWDOBs to offer proposals for goods and services. Specifically, the Bank engaged in activities that included internal education and outreach, vendor outreach, networking events, and partnerships with local and regional organizations as well as provide contracting opportunities to MWDOBs.

### Internal Education and Outreach

The Bank continued its education and outreach efforts to:

- ✚ Educate Contract Owners on the Bank's procurement and competitive bid process, and inclusion efforts to increase awareness of MWDOBs; and
- ✚ Arrange meet and greet sessions between MWDOBs and Contract Owners to help establish relationships.

In 2020, the Bank's outreach efforts were negatively impacted by the COVID-19 pandemic. As a result, the Bank had a reduction in meetings with internal stakeholders and vendors.

Education and internal outreach efforts included:

- ✚ Working with the Technology Group to identify products and services for procurement engagements; and
- ✚ Provide education to 10 employees / internal stakeholders on the bid process as part of our review of bids that did not identify a diverse vendor.

### Vendor Outreach and Networking Events

Vendor Outreach consisted of bidding opportunities, attending virtual networking events, partnering with diverse councils and organizations, and updating and maintaining the Bank's website and vendor portal.

As a result of the competitive bid process, the Bank processed 59 relationships for the purchase of goods and services and awarded 20 to MWDOBs. Additionally, the Bank identified and interviewed 26 vendors as part of pre-selection and bid opportunities.

The Bank also implemented two pilot programs in 2020 designed to help educate our vendors on our efforts to publish opportunities in a public portal and collect data on Tier 2 spend.

- ✚ To help continue to align with the regulatory requirement for Publishing of Contracting Opportunities CFR 1223.21(c) (2) (3), the Bank implemented a new public portal to post bid opportunities.
- ✚ To help meet the regulatory requirement 12 CFR 1223.23(19) of the Final Rule, the Bank developed a pilot program to collect and report on Tier 2 spend. The pilot program also provides concierge service to collect Tier 2 spend quarterly and train vendors on how to access the Supplier Gateway system and update their data.
- ✚ Both pilot programs will be evaluated in 2021 to determine their effectiveness and viability to expand the pilots to full programs.

### **Networking and Partnerships**

The Bank continued to build on its effort to support and promote MWDOB activities and its brand among the diverse vendor community. Among the efforts, the Bank's Buyer served as a Board member for the [REDACTED] and served as the chairperson for the Supplier Diversity Committee as well as the President. In 2020, the Bank attended and hosted quarterly virtual meetings with the [REDACTED] Board to discuss various procurement topics, such as Tier 2 spend programs, best practices for Category Management, spend reporting, and negotiation best practices.

In June, the Bank attended and co-hosted the virtual [REDACTED] "Brown Bag Luncheon" and connected with several women-owned businesses to discuss procurement opportunities and to educate the businesses on the Bank procurement practices. The Bank also identified diverse vendors to participate in technology-related projects, training, consulting services projects, software maintenance renewal projects, and other consulting services and resource augmentation projects.

In November 2020, the Bank partnered with the [REDACTED] to host and present a return to office strategy overview at a virtual networking event. The keynote speaker was the Bank's Senior Manager, Corporate Real Estate.

The Bank was also scheduled to attend five conferences and events which were canceled due to the COVID-19 pandemic.

## D&I Portal

The Bank maintained its D&I Procurement webpage on the Bank's website at <http://www.fhlbny.com/>. The Bank continues to welcome vendor solicitations on its diversity page and in the Supplier Gateway portal for registration as an MWDOB vendor.

The Bank incorporated its commitment to MWDOBs in the standard company description and maintains the supplier questions and/or complaints process on the Bank's webpage. Additionally, the general list of goods and services is published on the Bank's website.

Descriptions of all regulated entity outreach activity during the reporting year to solicit or advertise for minority or minority-owned, women or women-owned, and disabled-owned contractors or contractors who are individuals with disabilities to offer proposals or bids to enter into business with the regulated entity, or to inform such contractors of the regulated entity's contracting process.

Outreach Activity	Partnering Organizations/Government Offices
Corporate Member Reception	
Virtual Brown Bag Luncheon	
Networking Event – Return to Work Strategies	
Annual Conference (canceled)	
Supplier Diversity Expo (canceled)	
Supplier Diversity Conference and Expo (canceled)	
Supplier Diversity Conference and Expo (canceled)	

## Outcome Analysis - §1223.23(b)(24)

**Objective:** The Bank is committed to establishing strong relationships with our business partners and actively promoting opportunities for certified minority, women, and disabled-owned vendors. The objective of the Bank's Procurement outreach program has been to continue to provide opportunities to MWDOBs and educate them on the Bank's D&I Procurement Program. We value the diversity of our vendors and recognized it as a competitive strength that helps us leverage our differences to be the best. Partnering with MWDOBs helps us to grow our pool of suppliers, provide opportunities to diverse businesses, and to fulfill our customers' needs and expectations.

**Success:** Despite the challenges of 2020 and the COVID-19 effects on our economy, the Bank continues to execute the outreach efforts. We have had success in outreach and networking events in 2020 including:

- ✚ Bid process and vendor outreach activities awarded 20 (34%) relationships to MWDOBs
- ✚ Outreach events, interviews, and sourcing through networks such as [REDACTED], and with existing vendors, provided opportunities for diverse vendors to bid on Bank opportunities in:
  - ✓ COVID-19 and pandemic planning;
  - ✓ Information Technology Infrastructure (Multi-Factor, Oracle Maintenance, Business Intelligence initiatives);
  - ✓ Data warehousing opportunities; and
  - ✓ Resource augmentation and mentorship program.

**Challenges:** The Bank also faced challenges due mostly to the COVID-19 pandemic where planned in-person conferences and networking events had to be canceled, which negatively impacted our ability to educate internal stakeholders and vendors on the procurement efforts for diverse vendors. The Bank attended virtual events to help with outreach efforts but found those to be less effective than in-person events, with a lower participation rate. Due to low participation, the Bank did not have much success in networking with new MWDOBs.

**Progress:** Notwithstanding the COVID-19 pandemic the Bank continued to partner with internal and external partners to execute its Procurement Program to help meet the Bank's Aspirational Targets. Despite the challenges of the COVID-19 Pandemic, the Bank was 1% above the current target for the total number of contracts entered into with MWDOBs, and, 3% below the current target for spend with MWDOBs.

We will continue to partner with organizations to help meet our targets for 2021. However, based on current market conditions brought on by the pandemic, and the Bank's posture to reduce operational expenses, there will be an impact on spend opportunities and the Bank may experience a decline in MWDOB spend in 2021.

#### [Future Strategy - §1223.23\(b\)\(25\)](#)

The Bank strives to maintain and enhance a strong foundation of business contracting and procurement activities that are consistent with regulatory requirements. The Bank's goal continues to be the full

integration of vendor diversity into the Bank's business practices and will continue to enhance systems and processes to augment outreach, opportunities, and reporting.

In 2021, the Bank will continue to deepen the relationships with diverse organizations and attend virtual events to develop partnerships and increase opportunities for diverse vendors to do business with the Bank. Additionally, a review of the Bank's spend (operation and capital) was performed to help target outreach efforts of goods and services where there is the most spend opportunity. The results of the review helped identify technology goods and services as the spend categories that provides the best opportunities for diverse vendors to bid on and will help the Bank identify opportunities at the local and regional levels for interactions with MWDOBs. The Bank will also continue to partner with management, service providers, and other Federal Home Loan Banks to increase its knowledge of diversity practices, outreach, and overall spend activities with MWDOB's.

As we continue to work remotely in 2021 due to the COVID-19 pandemic, the Bank anticipates a negative impact on vendor outreach efforts and collaborative onboarding sessions between vendors and VRMs, as they are now being conducted in a virtual setting. The efficacy of these virtual meet and greets and virtual conferences will be reviewed as the year progresses.

The Bank will continue to execute on the D&I Procurement Program to help meet its Aspirational Targets in 2021. However, we are anticipating a decline in MWDOB spend and contracts due to:

- ✚ Current market conditions brought on by the COVID-19 pandemic including the Bank's cost containment posture for 2021 that affects spend and contracts for expenses and capital expenditures;
- ✚ A reduction in spend in contractual services and technology-related services;
- ✚ The reduction of outreach to diverse vendors due to the current remote posture and COVID-19 social distancing restrictions; and
- ✚ Diverse vendors not recertifying their status in 2021 due to economic conditions.

The Bank will continue to execute on its Procurement Program and other initiatives in 2021, including:

- ✚ Continue to expand MWDOB outreach and education;
- ✚ Continue to meet with employees to identify potential opportunities for diverse vendors;
- ✚ Engage internal and external resources to enhance reporting capabilities to provide the quarterly MWDOB spend to the FHFA;

- ✚ Engage local and regional organization for partnerships to help enhance the current Procurement Program;
- ✚ Continue with the pilot programs for Publishing Opportunities and Tier 2 Spend collection and review options for a future state; and
- ✚ Partner with internal and external resources on the Robotic Process Automation project to enhance and streamline reporting and quality assurance process.

## Finance<sup>5</sup>

The Federal Home Loan Bank of New York's Capital Markets Group is committed to providing governance, outreach, education, and opportunities to Minority, Women, and Disabled Owned Broker/Dealers in the area of Capital Markets to include debt issuance, asset purchases, and consulting. The Capital Markets objectives are to:

- ✚ Help to ensure standards and processes are published and available to all stakeholders ("Governance");
- ✚ Maintain or increase the pool of approved MWDO Broker/Dealers for asset transactions ("Outreach");
- ✚ Provide education to MWDO Broker/Dealers on the competitive and debt issuance program processes, MWDO Broker/Dealer inclusion efforts, and the Bank's debt, investment, and business needs ("Education"); and
- ✚ Continue to provide for and attempt to increase opportunities for MWDO Broker/Dealers to compete for Bank business ("Opportunities").

As part of the Bank's Strategic Plan, the Capital Markets Group executed against its 2020 Yearly Checkpoint and Aspirational Targets. The Targets and Checkpoints along with the full year 2020 results are listed below. In 2020, the Bank met and exceeded most of its Activities Targets. For Liability and Asset Trades, the Bank met and exceeded its percentage of Negotiated Bond Issuances and Percentage of Mortgage-Backed Securities/Housing Finance Agency ("MBS/HFA") Deal Participation 2020 Checkpoint and Targets.

---

<sup>5</sup> Businesses that were not classified as minority-, women-, or disabled-owned are to be included in the not minority-, women-, or disabled-owned businesses category in all Finance charts.

## Activity

Active Outreach, Education, Opportunity, and Access						
Activities	HAA	2019 Checkpoint	2020 Checkpoint	2021 Checkpoint	Aspirational Targets	2020 Results
Visits/Meetings/Calls with MWDOB broker/deals	9	10	11	12	11	11
Event Attendance (a percentage of events held)	2	50%	50%	50%	50%	100%*
Credit Approval for asset purchases/sales as a percentage of available MWDOB broker/dealer counter parties	88%	80%	80%	80%	80%	50%**
Maintain current percentage of daily outreach	100%	100%	100%	100%	100%	100%

**Note 1:** Historical Average Activity – Outreach, Education, Opportunity, and Access with MWDOBs for the rolling period from 2016 through 2018.

**Note2:** Only one event, the Virtual Debt Issuance Presentation, was held as a result of the Pandemic.

**Note 3:** Due to the Pandemic, a few new Office of Finance counterparties are not yet approved, a Credit concern, and three firms' tardiness in submitting financial statements, this percentage has dropped as of the end of 2020. There are several new targets for approval and several old names for re-approval in 2021.

## Liability and Asset Trades

Debt Issuance						
Activities	HAA	2019 Checkpoint	2020 Checkpoint	2021 Checkpoint	Aspirational Targets	2020 Results
Percentage of DN Reverse Issuances	6%	8%	9%	10%	9%	7.7%
Percentage of Negotiated Bond Issuances	1%	2.5%	3%	3%	2.83%	7.5%
Asset Trades						
Activities	HAA	2019 Checkpoint	2020 Checkpoint	2021 Checkpoint	Aspirational Targets	2020 Results
Percentage of MBS/HFA Deal Participation	57%	55%	55%	55%	55%	58%
Percentage of Total Non-MBS Purchases	29%	20%	20%	20%	20%	3.9%

**Note:** Historical Average Activity - Average Asset and Liability Trade Touchpoints and Activity with MWDOBs for the rolling period from 2016 through 2018.

## Strategies, Initiatives, and Activities - §1223.23(b)(12)(ii)

In 2020, the Bank continued its fervent commitment to governance, education, outreach, and offering opportunities to the MWDO Broker/Dealers even in the face of the COVID-19 pandemic. In terms of governance, the Capital Markets Group continued its meetings, to include the entire Capital Markets team

and the Bank's Director of Diversity & Inclusion to stress the group's desire to include MWDO Broker/Dealers in the Bank's transactions, and to follow the group's procedure adhering to the Aspirational Practices created by the Federal Home Loan Bank System OMWI Council Capital Market Subgroup. Throughout the year, the Capital Markets Group constantly reinforced the commitment to work with MWDO Broker/Dealers in all areas of Capital Markets. The Bank continued to update the MWDO Broker/Dealer Financial Transactions plan within the Bank's three-year Strategic Plan.

Since 2011, the Bank has been a pioneer in engaging MWDO Broker/Dealers despite these firms having capital levels far below larger firms. The FHLBNY works with the Office of Finance to understand the relationship of MWDO Broker/Dealers within the overall debt and asset marketplace, particularly those already approved to transact Consolidated Obligation issuance with the Federal Home Loan Bank System ("FHLB System"). In the period of the pandemic, the FHLBNY participated in six video calls with the OF and six individual MWDO Broker/Dealers for business updates and to learn and educate each other on how to help our businesses. The Bank met with [REDACTED]. Pre-pandemic, the Bank met with [REDACTED]. [REDACTED] is also a potential Reverse Repo counterparty, the Bank's first MWDO Broker/Dealer in the product category and the only known MWDO Broker/Dealer in the product space.

Of the twenty MWDO Broker/Dealers approved by the OF at the end of 2020, the Bank is working with ten firms, as three of them missed the re-approval deadline for updated financials. One firm was considered for a Reverse Repo counterparty upon obtaining additional capital. However, the Bank made a credit decision to not perform Reverse Repo transactions with any Non-Rated Counterparty, including its current Non-MWDO Broker/Dealer counterparties. Another firm has been under review by the Bank's Credit Policy and Review Group and will be approved soon after receipt of 2020's full-year financials.

The Bank will follow up with several firms for their financials for the next reapproval period. Though the Bank is in daily contact on the liability side, the Bank is scheduled to contact additional firms for investment purchase opportunities. There were plans for reengagement with [REDACTED]; however, the firm has been acquired by a Non-MWDO Broker/Dealer firm and will no longer be characterized as an MWDO Broker/Dealer as of February 1, 2021. One firm, though visited by the Bank on a video call and receiving constant communications, has not expressed any interest in engaging with the Bank on the purchase or sale of assets. Pinnacle Treasury Investments, a minority-owned asset management company

contacted the Bank concerning external portfolio management services. The Bank held an exploratory call with [REDACTED]; however, the Bank does not engage in or require outside investment guidance.

Though the Bank would prefer the MWDO Broker/Dealers to be approved by the OF, it is not a prerequisite for approval as the Bank does not have any specific internal procedures preventing the firm from being an approved MWDO Broker/Dealer with the Bank. The Bank continues to seek additional firms for investments outside the OF-approved list, such as AmeriVet Securities.

### **Liabilities**

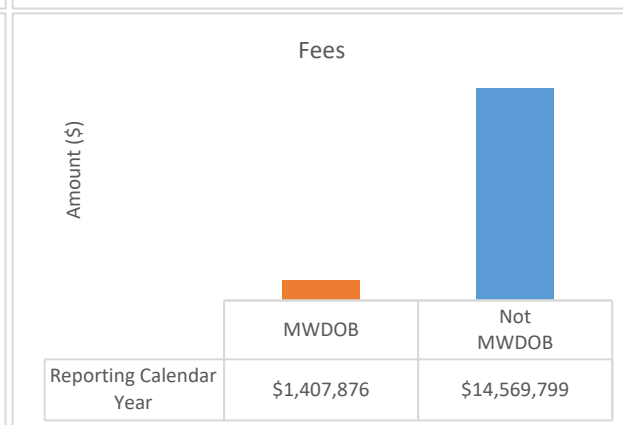
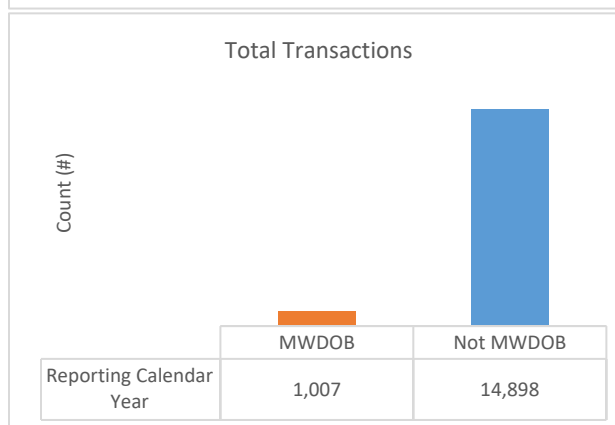
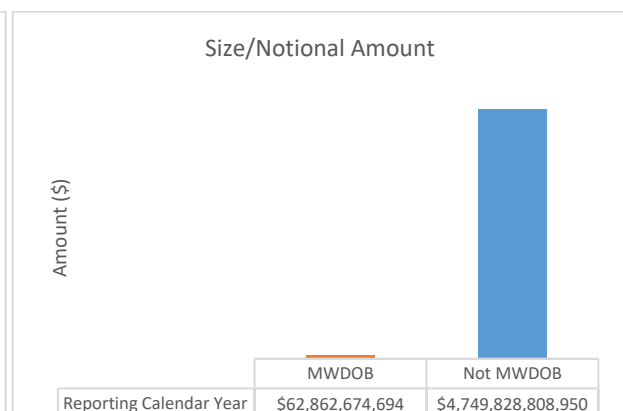
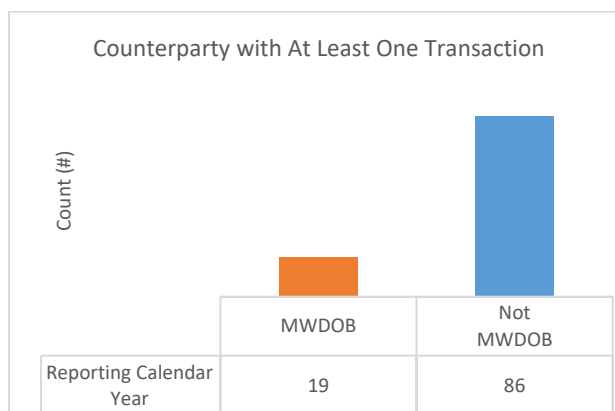
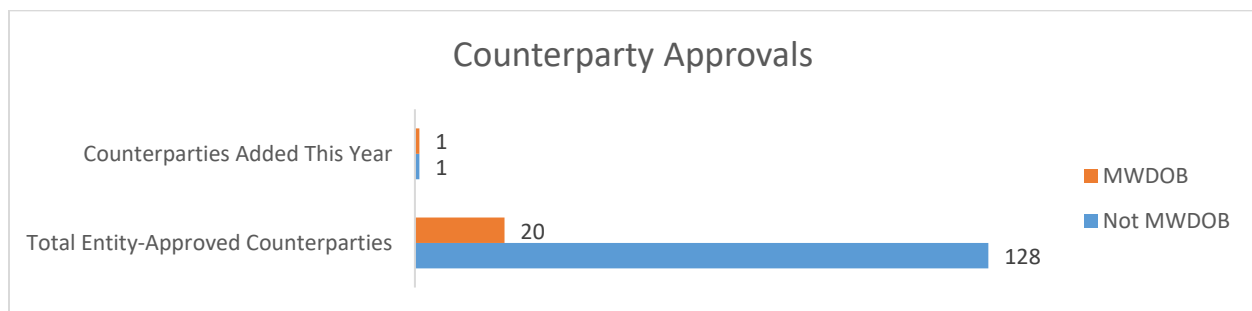
- ✚ In 2019, the Bank entered into 98 transactions of negotiated bond and Discount Note Reverse Inquiry issuance with fourteen firms (though transactions occurred with Williams Capital and Siebert Cisneros Shank as separate entities as well as the combined firm) for \$8.5 billion.
- ✚ In 2020, the Bank entered into 110 transactions of negotiated bond and discount note Reverse-Inquiry issuance with twelve MWDO Broker/Dealers, up from the 98 transactions in 2019.
- ✚ The total discretionary Consolidated Obligation issuance in 2020, increased to \$11.6 billion from \$8.5 billion in 2019. These transactions generated \$431,780 in fees. This is an increase of \$254,821 over last year's \$176,959 fee amount.
  - ✓ Observation: The Bank was able to continue to work with the MWDO Broker/Dealers to issue debt. In one instance, Cabrera Capital Markets looked to issue an amount larger than the Bank required. The Bank led discussions with several Home Loan Banks and the OF to put together a group of banks to issue the entire amount of the order for Cabrera to give to its investor. The Bank was also able to work with the MWDO Broker/Dealers on fixed issuance on a pass-through basis to their investors to create fees for the MWDO Broker/Dealers.

### **Assets**

- ✚ In 2019, bond investments decreased with ten trades with three MWDO Broker/Dealers for \$1.125 billion.
- ✚ In 2020, bond investments decreased with two trades with an MWDO Broker/Dealer for a total of \$150 million of securities.
  - ✓ Observation: As the marginal increase in the Liquidity Trading Portfolio slowed for the year as only a portfolio total of \$3.8 billion was purchased in 2020 versus \$13.1 billion in 2019.

## Mortgage-Backed Securities (“MBS”)

- ✚ In 2019, MBS activity included sixteen trades with nine MWDO Broker/Dealers for a total of \$142 million.
- ✚ In 2020, the Bank purchased \$61 million in eleven trades with six MWDO Broker/Dealers.
  - ✓ Observation: In 2020, investment activity was down as investors seeking assets drove spreads on the select MBS types the Bank may purchase to levels below the Bank’s targeted return. The Bank only purchased \$1 billion from all sources in 2020 rather than the \$2.9 billion in 2019.



### Outreach - §1223.23(b)(13) and §1223.23(b)(23)

Despite the Bank not being able to perform outreach in person due to the pandemic, the Bank was able to continue to build on previous years' successful outreach through persistent reinforcement of the commitment to allow access to MWDO Broker/Dealers into our daily Capital Markets' activities. The Bank maintained its practice of giving MWDO Broker/Dealers access to its day-to-day funding and investment needs, seeking ways to provide the MWDO Broker/Dealers additional information, and giving them tools to allow them to potentially grow their businesses through the Bank. The Bank reinforced contact with MWDO Broker/Dealers through phone calls, emails, Bloomberg messages, pre-pandemic visits in-person visits, post-pandemic video calls, and lobbying outside firms to include MWDO Broker/Dealers in several deals.

As Co-Chair of the Capital Markets Sub-group of the FHLB System OMWI Council, the Bank worked closely with the other Home Loan Banks to share information and ideas concerning the activity with the MWDO Broker/Dealers, particularly in the area of the Secured Overnight Finance Rate ("SOFR") Debt Issuance programs. The Bank also worked with FHLB San Francisco to create and participate in a [REDACTED] held in October 2020.

Outreach Activity	Partnering Organizations/Government Offices
Daily Bloomberg Messages concerning the Bank's Funding Needs	All 2020 MWDO Broker/Dealers approved by the Office of Finance
Pre-pandemic Visits with MWDO Broker/Dealer Firms	[REDACTED]
Virtual Meetings	[REDACTED] [REDACTED] [REDACTED]
MBS Discussions and Market Color by Phone, or Bloomberg/Emailed Commentary	[REDACTED] [REDACTED] [REDACTED]
Presenter and Panelist for the Virtual Diverse Dealer Presentation	Participants included OF Board Members, Senior System Staff, and all twenty OF-approved MWDOBs
Liquidity Trading Portfolio Trading Platform	[REDACTED] (a woman-owned firm), subsequently ceased operations as of January 2021

### Outcome Analysis - §1223.23(b)(24)

**Objective:** To continue to perform outreach, education and optimize the opportunities for the MWDO Broker/Dealers primarily in terms of Financial Transactions

## **Success:**

### *Outreach and Education*

The Bank continues to work with all of the MWDO Broker/Dealer firms to continually look for ways to help these firms. Success is demonstrated in the positive feedback, whether in person or virtually, to the Bank on its various efforts to help enhance relationships with the MWDO Broker/Dealers resulting in a significantly positive impact on their businesses.

The Bank maintained its daily communication and had pre-pandemic meetings with three MWDO Broker/Dealers, and during the pandemic, was able to participate in calls with six MWDO Broker/Dealers. The Bank presented and served as a panelist during the System MWDO Broker/Dealer Virtual Reception on Debt Issuance. The presentation was attended by OF Board members, who are mostly FHLB Bank Presidents and all of the OF-Approved MWDO Broker/Dealer firms. The Bank also worked with Samuel Ramirez to create a presentation on the current Municipal market given by Samuel Ramirez to the Bank's senior management.

### *Opportunities*

Through constant communication of balance sheet needs, the Bank was successful in increasing the amount of Discount Notes ("DNs") and negotiated Bonds issued with MWDO Broker/Dealers. This was achieved through daily communication and coordination with the MWDO Broker/Dealers and their investors to submit DN Reverse Inquiries and Bond issuance details, meeting the Bank's specific funding needs. The Bank's funding needs for the year also aligned with the debt issuance program types most open to the Bank's discretion.

The Bank, via the FHLB System OMWI Council Capital Markets Sub-group, continues to find ways to integrate and expand the MWDO Broker/Dealers' role in all of the Debt-Issuance Programs, such as prioritizing the implementation of a Reverse Inquiry process into the SOFR-Floater Window.

**Challenges:** The challenges faced by the Bank, heightened during the pandemic, remain the same as in previous years and will most likely continue. Though more firms have been approved by the OF, the number of MWDO Broker/Dealers involved in the Home Loan Bank System's business lines is very small compared to the overall Broker/Dealer universe. In one way, this is very helpful, as the small number allows the Bank to understand the business of each firm and act accordingly. On the six video calls the Bank participated in with MWDO Broker/Dealers and the OF, it was nice to hear the pandemic has not

had an overall deleterious effect on their businesses and, in fact, several were having extraordinary years in all areas of the Capital Markets.

Many of the firms engage in and focus on business lines not undertaken by the Bank such as municipal debt. This leaves fewer of the firms' resources and focuses for the sale of FHLB debt. However, the main issue preventing these firms, even if they wish to focus on the FHLB debt, continues to be the amount of capital held by these firms. The lack of capital hinders the firms' ability to engage in several business lines used by the Bank compared with what the full-service firms provide such as Derivatives, Asset Purchases, and debt issuance of larger amounts and in certain maturities.

The Bank's inability to purchase all of its selected U.S. Treasuries for the Liquidity Trading Portfolio demonstrated the issue of the lack of capital held by the MWDO Broker/Dealers. The Bank was able to purchase the selected bonds from inventory from numerous Non-MWDO Broker/Dealer firms but only a larger MWDO Broker/Dealer was able to participate and only for an amount smaller than the amount the Bank wished to purchase.

The pandemic has also had many effects on the overall FHLB System activity, as during the worldwide market disruption in March, various FHLB members needed large amounts of liquidity and the System's debt issuance grew to meet the demand. This greatly benefited the MWDO Broker/Dealer firms as investors looked for assets and the System was there to sell them. However, the weakened economy and the Federal Reserve Banks' intent to keep rates low led to an influx of liquidity into the members' balance sheet positions, thereby lessening the need for FHLB advances and the subsequent need for debt issuance by the System. This led to the dealers chasing a smaller set of issuance opportunities and in debt types in which the MWDO Broker/Dealers may not all participate.

Debt issuance will always create the greatest opportunities for the MWDO Broker/Dealers as they can pass-through the instruments directly to the investor without having the bond remain on their books. Also, the System, in certain programs, can help direct funding to the MWDO Broker/Dealer firms.

The FHLBNY expected to expand its relationship with a woman-owned MWDO Broker/Dealer trading platform to increase Non-MBS purchases; however, [REDACTED] ceased operations on January 13, 2021.

A more recent challenge came in the area of MBS purchases concerning a desire by the bond issuer to expand its investor base. One approved MWDO Broker/Dealer participated in a recent deal the Bank purchased. The firm did not market the MBS issuance to the Bank as the issuer would prefer firms to find

and engage new investors, if possible. Therefore, as the Bank is not a new customer, the firm did not solicit the Bank to purchase bonds. The Bank discovered this situation when it contacted this firm to buy bonds.

The Bank will continue to work with the FHLB System and the firms to engage, educate and attempt to create opportunities, but challenges will remain, and many are heightened by the pandemic.

**Progress Made:** The Bank has opened a dialog with [REDACTED] and is working with [REDACTED], [REDACTED] on becoming potential counterparties. As the Co-Chair of the Home Loan Bank System OMWI Council Capital Markets Sub-group, the Bank worked with the group and the System Funding Officers to prioritize Reverse Inquiry functionality into the SOFR Issuance Window to increase MWDO Broker/Dealer opportunities in SOFR issuance. The Bank also advocated for the continuation of ad hoc SOFR Issuance via the syndication process to give MWDO Broker/Dealers more opportunities to be on SOFR transactions and to continue to pay concessions on SOFR issuance through the SOFR Window.

#### [Future Strategy - §1223.23\(b\)\(25\)](#)

The Bank plans to continue its successful program of integrating the MWDO Broker/Dealers in its planning and day-to-day activities. The Bank will continue to help grow the MWDO Broker/Dealers' business in the areas of Debt Issuance and Asset purchases by:

- ✚ Alerting the firms to any new Bank products or strategies;
- ✚ Working with outside firms, dealers, and investors to create acceptance and inclusion in deals;
- ✚ Continuing to be Co-Chair of the FHLB System OMWI Sub-group and helping to create new ideas for the System to put as many of the MWDO Broker/Dealers as possible on financial transactions, such as a Reverse Inquiry capability in the SOFR Window and the continuation of an ad-hoc SOFR-floater syndication issuance program; and
- ✚ Continuing to help ensure the Bank communicates to any MWDO Broker/Dealer participating on an asset deal its interest in purchasing the assets despite perhaps not being a new customer.

The Bank continues to work more often with the MWDO Broker/Dealers to help educate their clients on the FHLB System to create more investor interest and potentially lead to more financial transactions. The Bank will seek even more MWDO Broker/Dealer client visits/calls in coordination with the OF and on its own.

There are several OF-approved MWDO Broker/Dealers not currently approved by the Bank for asset transactions. The Bank has selected [REDACTED] and

██████████. The Bank will reengage with Multi-Bank Securities, Great Pac Securities, and Tribal Securities. The hope is Bancroft will be approved based on its 2020 financials. The Bank already works with all of these firms on the liability side.

## Housing and Community Investment

### Outreach - §1223.23(b)(12)(i)

The Community Investment team has dedicated employees to conduct outreach on the credit and affordable housing needs of the Federal Home Loan Bank of New York district. In 2020, these efforts were even more substantial and targeted than in typical years, as the team sought to substantially revise the scoring criteria used for the Affordable Housing Program (“AHP”); improve its Homeownership Set-Aside Program, called the Homebuyer Dream Program® (“HDP”); and develop a strategy for using FHLBNY programs and resources to respond to challenges of racial equity.

#### **Affordable Housing Program**

In 2019, members of the Housing Committee of the Board of Directors had advocated on behalf of the needs of youth aging out of foster care and encouraged the FHLBNY to address those housing challenges. As part of a comprehensive review of AHP scoring criteria, a process that lasted through the third quarter of 2020, the team interviewed and consulted with dozens of local experts on housing issues, including in the area of “youth in transition.” The previous set of scoring criteria had a component to reward applicants that were providing supportive services to special needs populations; the new criteria, to be in force for the 2021 round, includes youth aging out of foster care as an eligible population and increases the points those projects receive, boosting their chances of an award. The new criteria also increase the point value of the homeless housing category, a further benefit since these young people are often at risk of homelessness. The outreach activities and other evidence gathered should drive more AHP funds to projects that offer best-practice solutions for special needs populations.

#### **Homebuyer Dream Program**

The HDP supports low- and moderate-income homebuyers with a grant for down-payment or closing-cost assistance offered through their lender, which is required to be a FHLBNY member. Residents of the FHLBNY district who live on tribal land currently lack access to the program because no members actively conduct mortgage lending in those areas. FHLBNY employees continued outreach efforts in 2020 that had begun the previous year around how to overcome this obstacle, understanding the powerful role homeownership has in building wealth and stabilizing families. These concerns and efforts coincided with

substantial outreach to FHLBNY members on how to better align the HDP processes with member needs. Beginning in the 2021 HDP round, participating members will have access to a reserved pool of funds, or an allotment, with which they can make strategic decisions about how to direct program funds to the households most in need, as opposed to the previous program design that utilized a first-come/first-served approach. This new mechanism opens up significant possibilities for ensuring broader access to the program, including to Native Americans. The FHLBNY's 2021 Targeted Community Lending Plan identifies as a goal the development of practical solutions based on the now-extensive research and outreach efforts.

Beyond the required contribution of 10% of the FHLBNY's prior year's net income to the Affordable Housing Program, the Board of Directors has authorized additional, discretionary programs and expenditures under the banner of Community Support Activities. These activities include the discounted advance programs, offered to support members' lending for affordable housing and community development in low-income areas; emergency charitable contributions and grant programs in response to natural disasters; and other programs designed to respond to district needs. Among those efforts in 2020 were \$1.025 million disbursed to non-profit organizations:

- ✚ \$500,000 to relief organizations providing food, shelter, and medicine, as well as longer-term rebuilding support, following the January 2020 earthquakes in southwestern Puerto Rico.
- ✚ \$525,000 to organizations across the district serving homeless and other vulnerable populations in the early weeks of the COVID-19 pandemic.
  - ✓ Recipient organizations included homeless shelters, social service agencies for victims of domestic violence, and groups that acquired and distributed personal protective equipment to front-line workers.

In late 2020, the team pivoted to develop a strategy for using discretionary funds more intentionally on Diversity and Inclusion initiatives. The team consulted with long-standing and trusted partner organizations in the affordable housing space to identify ways for the FHLBNY to make meaningful contributions while relying on the expertise and capacity of well-established groups. These outreach efforts are expected to bear fruit in the development and implementation of further Community Support Activities in 2021 and subsequent years.

Lastly, the FHLBNY's 2019 Diversity and Inclusion Annual Report established as a goal deeper engagement with partners in Puerto Rico and the U.S. Virgin Islands on issues across the Community Investment

sphere. In fulfillment of that goal, the team established relationships and held wide-ranging discussions with leaders of housing organizations, think-tanks and consulting firms, and other experts with direct and specialized knowledge about how to make FHLBNY programs and services more relevant in the territories.

#### Outcome Analysis - §1223.23(b)(24)

As the pandemic's early effects on small businesses started to become clear, the team identified this area as one in which the FHLBNY could make a meaningful contribution, in partnership with the membership. The **objective** of this effort was to give small businesses (and, at the suggestion of members of the Affordable Housing Advisory Council, non-profit organizations, as well) the working capital they needed to acquire personal protective equipment for their staff, retain their employees, pay rent, or address other urgent priorities. Not only would this be to the benefit of the organizations themselves, but also to the FHLBNY members of which many small businesses are customers. After a period of research and development, in May 2020 the FHLBNY re-launched its Small Businesses Recovery Grant ("SBRG") program to provide working capital to organizations that had suffered a decrease in revenue because of the pandemic. The grants, up to \$10,000 each, would be disbursed by FHLBNY members, who would identify and qualify the recipients. The program and a companion program for homeowners were first deployed in 2018 in response to the devastation of Hurricanes Irma and Maria in Puerto Rico and the U.S. Virgin Islands ("U.S.V.I").

By the end of October 2020, the program's **success** was evident in the stories FHLBNY members relayed to the team: the COVID-19 SBRG disbursed \$8 million in grants via members across the district. The program was designed to ensure broad geographic access to the program and broad participation by the FHLBNY members. Six members based in either Puerto Rico or the U.S.V.I. disbursed a total of \$1.2 million to 167 entities. One of the member participants, Puerto Rico Federal Credit Union, joined the FHLBNY in 2020. Soon after joining, it identified ten non-profits as grant recipients, including an organization providing housing and social services to formerly homeless girls and young adults, a children's hospital, and a community center.

To the extent that the effort faced **challenges**, it was that members were so eager to make use of the funds that the program was quickly exhausted. Program limits on each member's utilization ensured broad access to funds, however. And the initial program allocation of \$5 million was increased by \$3 million in June 2020 to offer further opportunities for broad member participation. The program's operational tools built on the systems developed for the previous iteration of the program in 2018; similarly, documentation and staff training did not have to start from scratch. The **progress made** with

each successive utilization of the SBRG builds confidence among the team, the Board of Directors, and the membership. It is a meaningful tool that can be deployed as needed in times of disaster.

At the end of 2020, [REDACTED], completed his third and final term as a member of the Affordable Housing Advisory Council (“AHAC”), and at the same time, the FHLBNY accepted the resignation of AHAC member [REDACTED], [REDACTED] p. Following recent practice, the FHLBNY team and the Housing Committee of the Board of Directors prioritized diversity and inclusion in the search process for these two open AHAC seats. For the first time, the interview process also included the current AHAC chair, [REDACTED]

The two individuals who will join the AHAC in 2021 are [REDACTED] Mr. [REDACTED] will be the first AHAC member representing the U.S.V.I. in recent years and will bring much-needed expertise in public housing. Additionally, Mr. [REDACTED] practice in eviction prevention is especially relevant given the significant impacts of the pandemic on the FHLBNY’s mission and its programs. These additions mean that five of fifteen AHAC members are diverse, and nine are women, including incoming chair [REDACTED].

#### [Future Strategy - §1223.23\(b\)\(25\)](#)

In the fall of 2020, the FHLBNY distributed an online survey to past participants in its AHP, predominantly project sponsors but also including developers or other members of development teams. The survey asked respondents about their own organization’s Diversity and Inclusion practices, such as hiring and management, and how they incorporate Diversity and Inclusion objectives into their work in the affordable housing space. This survey was developed beginning in 2019 and it was described in the FHLBNY’s 2019 Diversity and Inclusion Annual Report. The primary goal was to establish a baseline of knowledge about the industry’s incorporation of D&I with the idea that it could inform future improvements to the AHP or other FHLBNY offerings. The survey followed a preliminary working-group discussion in 2019 with the members of the AHAC.

By the end of the year, the team received nearly 50 survey responses from entities across the district. In 2021, the team will more fully evaluate these responses and revert to the AHAC for strategic discussions, a goal codified in the 2021 Targeted Community Lending Plan. Several high-level observations have emerged from the initial analysis:

- ✚ There is widespread awareness of Diversity and Inclusion issues among survey respondents, and those respondents seem genuinely interested in deepening the contribution of the industry and their own organizations to the business opportunities available to Minority-, Women- and Disabled-Owned Businesses;
- ✚ The respondents' organizations already face incentives from state and local government funding agencies to diversify their development teams, whether as a proportion of total contract spending or number of contracts awarded;
- ✚ These incentives rely on registries or lists of eligible firms maintained by state agencies, and respondents expressed concerns that these lists were not sufficiently advancing their stated purpose; several mentioned the high costs and complex bureaucracy that could exclude smaller firms from the lists and hence opportunities;
- ✚ Respondents also mentioned the challenges of locating eligible partner firms in more rural areas of the district, and the need to pay high costs for transportation or wages in their procurement efforts; and
- ✚ In general, there was a sense of a breakdown in the match-making process between developers and potential new partners.

These sentiments echoed the insights previously provided by members of the AHAC, and they support the proposition that FHLBNY can and should act with intentionality and thoughtfulness in this area.

## Equal Opportunity Complaints

### Employment Discrimination - §1223.23(b)(21) and §1223.23(b)(22)

There were no complaints of employment discrimination filed against the Bank by a current or potential supplier.

Basis	Process	External	Internal	Amounts Paid to Claimants	Count of Complaints
		Result	Resolved through Internal Process?		

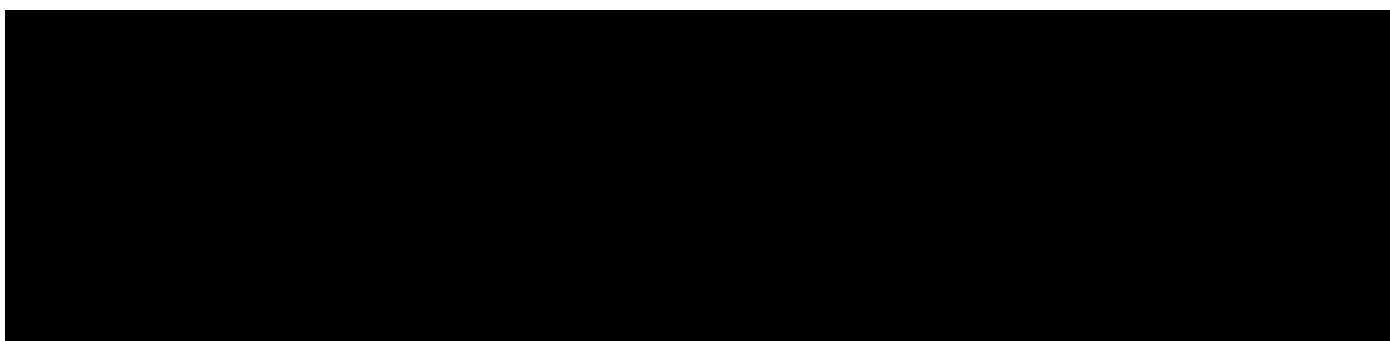
### Contract Discrimination - §1223.23(b)(21) and §1223.23(b)(22)

There were no complaints of employment discrimination filed against the Bank by a current or potential supplier.

Basis	Process	External	Internal	Amounts Paid to Claimants	Count of Complaints
		Result	Resolved through Internal Process?		

### Certification - §1223.23(a) and §1223.23(b)(20)

Certification of compliance with 1223.20 and 1223.21, together with sufficient documentation to verify compliance.



## Appendix

### Appendix No. 1

#### 2020 EEO Staffing Levels (EEO-1) Report - §1223.23(b)(1)

Job Categories	Female					Male						Count
	Asian	Black or African American	Hispanic or Latino	Two or More Races	White	Asian	Black or African American	Hispanic or Latino	Native Hawaiian or Other Pacific Islander	Two or More Races	White	
1.1 - Executive/Senior Level Officials and Managers	0	0	0	0	2	0	0	2	0	0	7	11
1.2 - First/Mid-Level Officials and Managers	9	7	4	2	12	8	3	2	0	2	30	79
2 - Professionals	32	27	10	4	29	45	20	13	1	2	67	250
5 - Administrative Support Workers	0	4	1	0	2	0	1	1	0	0	5	14
<b>Total</b>	<b>41</b>	<b>38</b>	<b>15</b>	<b>6</b>	<b>45</b>	<b>53</b>	<b>24</b>	<b>18</b>	<b>1</b>	<b>4</b>	<b>109</b>	<b>354</b>

Two white men (professionals) self-identified as disabled.

## Appendix No. 2

### 2020 External Applicant Data - §1223.23(b)(3)

12 C.F.R. §1223.23(b)(3)																	
FEDERAL HOME LOAN BANK OF NEW YORK EXTERNAL APPLICANT DATA FOR THE PERIOD OF JANUARY 1, 2020 - DECEMBER 31, 2020																	
			NUMBER OF APPLICANT														
			HISPANIC OR LATINO			NON-HISPANIC OR LATINO											
APPLICANT CATEGORIES	Overall Total (Sum of Col B thru Q)	Did not self identify	Individuals with disabilities	Male	Female	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
Applied within category 2	14	2	1	1	0	7	0	0	3	0	0	0	0	0	0	0	0
Applied within category 3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applied within category 4	2071	1108	18	49	29	261	81	1	185	0	8	122	82	2	111	1	13
Applied within category 5	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
Applied within category 7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applied within category 8	985	67	15	54	26	220	44	1	243	0	19	120	19	3	144	0	10
TOTAL	3070	1177	34	104	55	488	125	2	431	0	27	242	101	5	255	1	23

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

Category 2 includes First or Mid-Level Officials and Managers

There are 34 individuals with disabilities counted twice

Appendix No. 3

2020 Hiring Data - §1223.23(b)(4)

12 C.F.R. §1223.23(b)(4)																
FEDERAL HOME LOAN BANK OF NEW YORK HIRING DATA FOR THE PERIOD OF JANUARY 1, 2020 - DECEMBER 31, 2020																
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
Hires within category 2	2	0	0	0	1	0	0	0	0	0	1	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
Hires within category 4	36	2	0	0	10	3	0	6	0	1	4	5	0	5	0	0
Hires within category 5	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
Hires within category 7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hires within category 8	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
TOTAL	39	2	0	0	12	3	0	6	0	1	5	5	0	5	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

There are 2 individual with a disability counted twice

Appendix No. 4

2020 Termination of Employment Data – Voluntary - §1223.23(b)(5)

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, 2020 - DECEMBER 31, 2020																
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
Voluntary Term's within category 2	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
Voluntary Term's within category 4	20	0	0	2	4	1	0	1	0	3	3	2	0	3	0	1
Voluntary Term's within category 5	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
Voluntary Term's within category 7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Voluntary Term's within category 8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Voluntary	20	0	0	2	4	1	0	1	0	3	3	2	0	3	0	1

## 2020 Termination of Employment Data – Involuntary - §1223.23(b)(5)

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, 2020 - DECEMBER 31, 2020																
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
Involuntary Term's within category 2	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
Involuntary Term's within category 4	5	0	0	0	3	0	0	0	0	0	0	1	0	1	0	0
Involuntary Term's within category 5	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
Involuntary Term's within category 7	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
Total Involuntary	5	0	0	0	3	0	0	0	0	0	0	1	0	1	0	0
GRAND TOTAL	25	0	0	2	7	1	0	1	0	3	3	3	0	4	0	1

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

Category 2 includes First or Mid-Level Officials and Managers

Appendix No. 5

**2020 Internal Employee Applicant Data**  
**§1223.23(b)(7)(i) and (ii) and §1223.23(b)(8)(i), (ii), and (iii)**

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, 2020 - DECEMBER 31, 2020																
APPLICANT CATEGORIES		Overall Total (Sum of Col B thru P)	Individuals with disabilities	HISPANIC OR LATINO		NUMBER OF APPLICANTS										
				Male	Female	MALE					NON-HISPANIC OR LATINO					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
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Applied within category 1		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
Applied and promoted within category 1		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Promoted without applying within category 1		0	0	0	0	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
Promoted without applying outside category 1		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
Applied outside category 2		1	0	0	0	0	0	0	0	0	0	1	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
Promoted without applying within category 2		16	0	0	0	5	1	0	4	0	0	1	4	0	1	0
Promoted after applying outside category 2		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, 2020 - DECEMBER 31, 2020

NUMBER OF APPLICANTS																
APPLICANT CATEGORIES		Overall Total (Sum of Col B thru P)	Individuals with disabilities	HISPANIC OR LATINO		NON-HISPANIC OR LATINO										
				Male	Female	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
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	
Promoted without applying outside category 2	8	0	0	1	2	1	0	1	0	0	0	1	0	2	0	0
Applied within category 3	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
Applied and promoted within category 3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Promoted without applying within category 3	0	0	0	0	0	0	0	0	0	0	0	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
Promoted without applying outside category 3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applied within category 4	6	0	2	1	0	1	0	1	0	0	1	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
Applied and promoted within category 4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Promoted without applying within category 4	42	0	2	1	12	2	1	6	0	0	8	3	0	7	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, 2020 - DECEMBER 31, 2020

NUMBER OF APPLICANTS																
APPLICANT CATEGORIES		Overall Total (Sum of Col B thru P)	Individuals with disabilities	HISPANIC OR LATINO		NON-HISPANIC OR LATINO										
				Male	Female	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
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	
Promoted after applying outside category 4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Promoted without applying outside category 4	1	0	0	0	0	0	0	1	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
Applied outside category 5	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
Promoted without applying within category 5	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
Promoted without applying outside category 5	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
Applied outside category 6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applied and promoted within category 6	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, 2020 - DECEMBER 31, 2020

NUMBER OF APPLICANTS																
APPLICANT CATEGORIES		Overall Total (Sum of Col B thru P)	Individuals with disabilities	HISPANIC OR LATINO		NON-HISPANIC OR LATINO										
				Male	Female	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
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	
Promoted without applying within category 6	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
Promoted without applying outside category 6	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
Applied outside category 7	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
Promoted without applying within category 7	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
Promoted without applying outside category 7	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
Applied outside category 8	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, 2020 - DECEMBER 31, 2020

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 8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Promoted without applying within category 8	1	0	0	0	1	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
Promoted without applying outside category 8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	75	0	4	3	20	5	1	13	0	0	11	8	0	10	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

Category 2 includes First or Mid-Level Officials and Managers

## Appendix 6

### 2020 Individuals Responsible for Managing - §1223.23(b)(9)(i)

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, 2020 - DECEMBER 31, 2020																
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	90	0	4	4	37	3	0	8	0	2	14	7	0	9	0	2