



HOW MENTORING PROGRAMS CAN IMPACT DEI



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HOW MENTORING PROGRAMS CAN IMPACT DEI



A Panel Discussion
Hosted by Katy Slater



Panelists



Shellee Mitchell

Founder, Sapphire Dimensions



Teri Laufers

Chief Information Officer for
Affinity Plus FCU



Michelle Bonner

Senior Manager, Financial
Inclusion and Impact, for the
National Credit Union Foundation

NCUA's Diversity Self-Assessment

Dec 2021 Results

- Women account for 51.4% of all CEOs at U.S. credit unions
- However, they represent only 16.9% of CEOs in credit unions with more than \$1 billion in assets.
- Black or African American managers make up only 9%, regardless of gender

Figure 2: Gender of Credit Union Managers and CEOs

	All Credit Unions		Less than \$100 million in Assets		\$100 – \$500 million in Assets		\$500 million – \$1 billion in Assets		Over \$1 billion in Assets	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Gender Representation	51.4%	48.6%	65.3%	34.7%	31.5%	68.5%	22.6%	77.4%	16.9%	83.1%
Average Net Worth Ratio	13.0%	11.5%	13.6%	13.1%	10.7%	10.2%	9.9%	10.2%	10.3%	10.0%
Average CAMEL	2.1	2.0	2.2	2.2	1.8	1.9	1.6	1.7	1.5	1.5
Number of Credit Unions	2,547	2,407	2,070	1,099	342	742	65	222	70	344

Source: NCUA Call Report Data as of December 31, 2021

About the 1-1 Woman Mentoring Program

- Shellee Mitchell founded the 1-to-1 Woman Mentoring Program and worked with AACUC to launch the initial pilot in March 2021.
- The program matches C-suite white women with young professional Black women within the credit union industry.
- It encourages conversation focused on the advancement of women to bridge our indifference.
- Over 100 women have participated in cohorts; at least 10 mentees have received promotions since their participation.



Q&A Discussion Period

How You Can Get Involved



1-to-1 Woman Mentoring Program Contact

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Explore Internal Options

Contact your Head of HR to discuss how to start a mentoring program at your organization

THANK YOU FOR WATCHING



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