



As a community development financial institution, LIIF is committed to the promotion of social justice and racial equity. LIIF believes that all people should have the opportunity to maximize their full potential and fully and meaningfully participate in our society and the benefits it has to offer. Consistent with the law and its EEO policies, LIIF values and respects differences among its employees and partners, including those concerning age, gender, race, ethnicity, national origin, veteran status, sexual orientation, gender identity, and other protected categories.

LIIF also recognizes the impact of systemic racism and aims to create solutions to address these inequalities, empower people, partner with communities and transform the systems that allocate power and resources. LIIF is committed to be a leader in the fair treatment of all and furthering an inclusive culture.

To this end, LIIF seeks to do business, and partner, with third parties that share and embody its same values. LIIF requests that any contractor or vendor providing services to LIIF consider LIIF's values and commitment when hiring employees, subcontractors, or business partners to complete services for LIIF.

To maintain an up to date diversity assessment, LIIF requests that Contractor periodically, during the term of this Agreement, complete the LIIF Vendor Diversity Survey.

Thanks in advance for taking the time to tell us about your organization's diversity.

Sincerely,
Your friends at Low Income Investment Fund

[See Next Page for the Survey](#)

ATTACHMENT B

Low Income Investment Fund (LIIF) Vendor Diversity Survey

As a community-development financial institution, LIIF is committed to the promotion of social justice and racial equity. We believe that all people should have the opportunity to contribute their full potential to our nation’s well-being and to participate in its prosperity. To that end, LIIF continually evaluates its contracting and procurement process. We appreciate your voluntary participation in this process by completing the brief survey below so that LIIF may maintain up-to-date diversity assessment information.

Company name <input style="width: 90%;" type="text"/>	Contact email address <input style="width: 90%;" type="text"/>
Contact phone number <input style="width: 90%;" type="text"/>	Total number of employees <input style="width: 90%;" type="text"/>
Total number of principals (owners, executives or other with controlling interests) <input style="width: 90%;" type="text"/>	Is the Company M/W/VBE certified? <input style="width: 90%;" type="text"/>
Website <input style="width: 90%;" type="text"/>	If so, whom is the certification from? <input style="width: 90%;" type="text"/>

Please provide the following information for your Company and Board:

Race / Ethnicity	Principals and Executives (Number/Percentage)		Employees (non- executives) (Number/Percentage)		Board (Number/Percentage)	
White (not Hispanic/ Latino)	No. <input style="width: 40px;" type="text"/>	% <input style="width: 40px;" type="text"/>	No. <input style="width: 40px;" type="text"/>	% <input style="width: 40px;" type="text"/>	No. <input style="width: 40px;" type="text"/>	% <input style="width: 40px;" type="text"/>
Black or African American (not Hispanic/ Latino)	No. <input style="width: 40px;" type="text"/>	% <input style="width: 40px;" type="text"/>	No. <input style="width: 40px;" type="text"/>	% <input style="width: 40px;" type="text"/>	No. <input style="width: 40px;" type="text"/>	% <input style="width: 40px;" type="text"/>
Asian (not Hispanic/ Latino)	No. <input style="width: 40px;" type="text"/>	% <input style="width: 40px;" type="text"/>	No. <input style="width: 40px;" type="text"/>	% <input style="width: 40px;" type="text"/>	No. <input style="width: 40px;" type="text"/>	% <input style="width: 40px;" type="text"/>
Hispanic/Latino	No. <input style="width: 40px;" type="text"/>	% <input style="width: 40px;" type="text"/>	No. <input style="width: 40px;" type="text"/>	% <input style="width: 40px;" type="text"/>	No. <input style="width: 40px;" type="text"/>	% <input style="width: 40px;" type="text"/>
American Indian/Alaskan Native/Native Hawaiian/ Pacific Islander	No. <input style="width: 40px;" type="text"/>	% <input style="width: 40px;" type="text"/>	No. <input style="width: 40px;" type="text"/>	% <input style="width: 40px;" type="text"/>	No. <input style="width: 40px;" type="text"/>	% <input style="width: 40px;" type="text"/>
Two Or More Races/ Ethnicities	No. <input style="width: 40px;" type="text"/>	% <input style="width: 40px;" type="text"/>	No. <input style="width: 40px;" type="text"/>	% <input style="width: 40px;" type="text"/>	No. <input style="width: 40px;" type="text"/>	% <input style="width: 40px;" type="text"/>
Other/Not Identified	No. <input style="width: 40px;" type="text"/>	% <input style="width: 40px;" type="text"/>	No. <input style="width: 40px;" type="text"/>	% <input style="width: 40px;" type="text"/>	No. <input style="width: 40px;" type="text"/>	% <input style="width: 40px;" type="text"/>

Please provide the following information for your Company and Board:

Gender	Principals (Number/Percentage)		Employees (Number/Percentage)		Board (Number/Percentage)	
Female	No. <input type="text"/>	% <input type="text"/>	No. <input type="text"/>	% <input type="text"/>	No. <input type="text"/>	% <input type="text"/>
Male	No. <input type="text"/>	% <input type="text"/>	No. <input type="text"/>	% <input type="text"/>	No. <input type="text"/>	% <input type="text"/>
Non-Binary/Third Gender	No. <input type="text"/>	% <input type="text"/>	No. <input type="text"/>	% <input type="text"/>	No. <input type="text"/>	% <input type="text"/>
Prefer to Self-Describe: <input type="text"/>	No. <input type="text"/>	% <input type="text"/>	No. <input type="text"/>	% <input type="text"/>	No. <input type="text"/>	% <input type="text"/>

Please describe any other aspects of your Company’s commitment to diversity and inclusion, or data related to your employees or principals that may be relevant to LIIF’s diversity and inclusion assessment including, but not limited to, numbers and/or percentages of principals and employees (a) with veteran or active military status, (b) who identify as LGBTQ+, (c) who are suffering from medically-diagnosed cognitive, physical or sensory disability; and (d) who fall within any other protected classes or have been historically underrepresented in the workplace.

(Optional) We realize that this information may be difficult to acquire and/or share. Confidentiality of all respondents will be respected, subject to LIIF’s compliance with any laws. We welcome your feedback on this survey.

**Thank you for taking the time to complete our survey.
If you have any questions, please reach out to us at vendorsurvey@liifund.org.**