



## Diversity and Inclusion

FHLB Des Moines is committed to promoting diversity in all activities, including management, employment, procurement, insurance and all types of contracts. View our Equal Opportunity Statement and Equal Opportunity Policy.

### Employment

The Bank values and leverages the knowledge, skills and energy of a diverse and engaged workforce that enables us to better serve our members and successfully accomplish our mission. We do this by creating a culture that connects each employee to the Bank's mission and encourages behaviors consistent with the Bank's shared values. We define diversity as the similarities and differences of people in the workforce and market place that make us similar to and different from one another. This includes many characteristics that may be visible such as race, gender, age; it also includes less obvious characteristics like personality style, ethnicity, ability, education, religion, job function, life experience, life style, sexual orientation, geography, regional differences, work experience and family situation. In addition, we strive to promote Inclusion by fostering a culture through the Bank's shared values where employees feel valued and appreciated. View our Careers page to find an opportunity that is right for you.

### Supplier Diversity

FHLB Des Moines strives to develop sustained relationships with diverse businesses by promoting supplier diversity engagement throughout the organization. We recognize the diversity that exists throughout the country, including our district, and understands the importance of selecting vendors that represent the diverse needs of the communities we serve.

For a listing of commodities that we may periodically source, please visit our Supplier Diversity page. Please contact us at [OMWW@fhlbdesmoines.com](mailto:OMWW@fhlbdesmoines.com) if you have questions about our diversity initiatives.