

MALE, PALE, AND STALE?

EVALUATING THE DIVERSITY DATA OF WORKERS UNITED'S BANK

EXECUTIVE SUMMARY

Workers United Facts has previously released two reports detailing the hypocrisy of Amalgamated Bank – where SEIU affiliate Workers United is the largest shareholder. Our third report continues this trend, with a focus on diversity in the Bank's leadership.

Former SEIU president Andy Stern memorably noted that the leadership of America's labor unions was **"male, pale, and stale."** While some unions have attempted to diversify their leadership ranks, others remain stuck in a 20th century status quo.

In 2020 and 2021, Amalgamated Bank dedicated sections in its Corporate Social Responsibility Reports solely to diversity, equity, and inclusion. The Bank stated that it was dedicated to "expanding diversity among the decision makers in each area of the Bank."¹ It also claimed that "diversity has always been a critical part of our heritage and identity."²

To better evaluate those claims, this report analyzed workplace demographic data the Bank filed with the federal government's Equal Employment Opportunity Commission (EEOC) – these are called EEO-1 reports. The Bank published forms from 2017 to 2021 on its website. We averaged out the employment data from 2017 through 2021 – 2022 is not yet available – to analyze the Bank's diversity profile, specifically among upper management.

The data shows that the Bank's executive/senior management positions were – on average – 81% White and 72% male between 2017 and 2021. It also shows that diversity drops significantly at the highest compensated/managerial positions within the Bank.

The Bank stated in 2021 that it is "focused on further diversifying senior management in the coming years,"³ and indeed appears to have increased executive diversity in 2022. Future EEO reports will reveal whether those changes are statistically meaningful.

1 CSR Report, Amalgamated Bank, **2021**, Pg. 39

2 CSR Report, Amalgamated Bank, **2021**, Pg. 39

3 CSR Report, Amalgamated Bank, **2021**, Pg. 43

KEY TAKEAWAYS:

- White employees made up – on average – 81% of executive/senior management at Amalgamated Bank between 2017 and 2021.
- On average, Black, Hispanic, and Asian employees accounted for just 13% of executive/senior management at the Bank. This is substantially lower than minority representation in lower paying positions at the Bank.
- Women made up – on average – just 28% of executive/senior management between 2017 and 2021.
- The Bank's employment numbers show that there is less minority representation for employees as you move farther along the upper management structure.

METHODOLOGY

Based on the number of employees and certain federal contract activities, certain employers are required to file an EEO-1 employment report on an annual basis with the Equal Employment Opportunity Commission (EEOC). The report breaks down employee job titles by race. The EEOC encourages employees to self-identify.⁴

The EEOC lists the following definitions for EEO-1 race and ethnicity categories:

Hispanic or Latino: A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race.

White: A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

Black or African American: A person having origins in any of the black racial groups in Africa.

Native Hawaiian or Pacific Islander: A person having origins in any of the people of Hawaii, Guam, Samoa, or other Pacific Islands.

Asian: A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, the Philippine Islands, Thailand, and Vietnam.

4 2021 EEO1 Component, [Equal Employment Opportunity Commission](#), 2021

American Indian or Alaskan Native: A person having origins in any of the original peoples of South America (including Central America), and who maintain tribal affiliation or community attachment.

Two or More Races: All persons who identify with more than one of the above five races (White, Black or African American, Native Hawaiian or Other Pacific Islander, Asian, American Indian or Alaska Native). For the purposes of this group, identifying as Hispanic or Latino and only one of the listed 5 race groups does NOT qualify.

LACK OF DIVERSITY IN SENIOR MANAGEMENT

Amalgamated Bank's EEO-1 forms from 2017 to 2021 show that executive management at the company has disproportionate representation by White males. Data shows the Bank's executive/senior management was – on average – 81% White and 72% male, despite Whites making up just 39% of the total Bank workforce between 2017 and 2021.⁵

According to its EEO reports, the Bank's Black representation at the executive/senior management level averaged 11% between 2017 and 2021, less than the 42% that occupied lower-paying administrative support roles during those same years.⁶

Hispanics and Asians represent a combined 30% of the Bank's total workforce and neither group had executive/senior management representation between 2017 and 2020.⁷ Hispanics remained unrepresented in upper management in 2021, but the Bank added its first Asian employee to executive/senior management in 2021.⁸

Women also make up a smaller share of executive/senior management even though they make up a majority of the workforce. Data shows that Women made up 59% of the total Bank workforce, but only account for 28% of executive/senior management.⁹ Although the Bank has since promised to diversify its ranks, the number of women in the executive/senior ranks decreased from 33% in 2019 to 17% in 2020. This number rebounded slightly to 25% in 2021.¹⁰

5 Amalgamated Bank, [Form EEO-1](#), 2018-2021

6 Amalgamated Bank, [Form EEO-1](#), 2018-2021

7 Amalgamated Bank, [Form EEO-1](#), 2018-2021

8 Amalgamated Bank, [Form EEO-1](#), 2018-2021

9 Amalgamated Bank, [Form EEO-1](#), 2018-2021

10 Amalgamated Bank, [Form EEO-1](#), 2018-2021

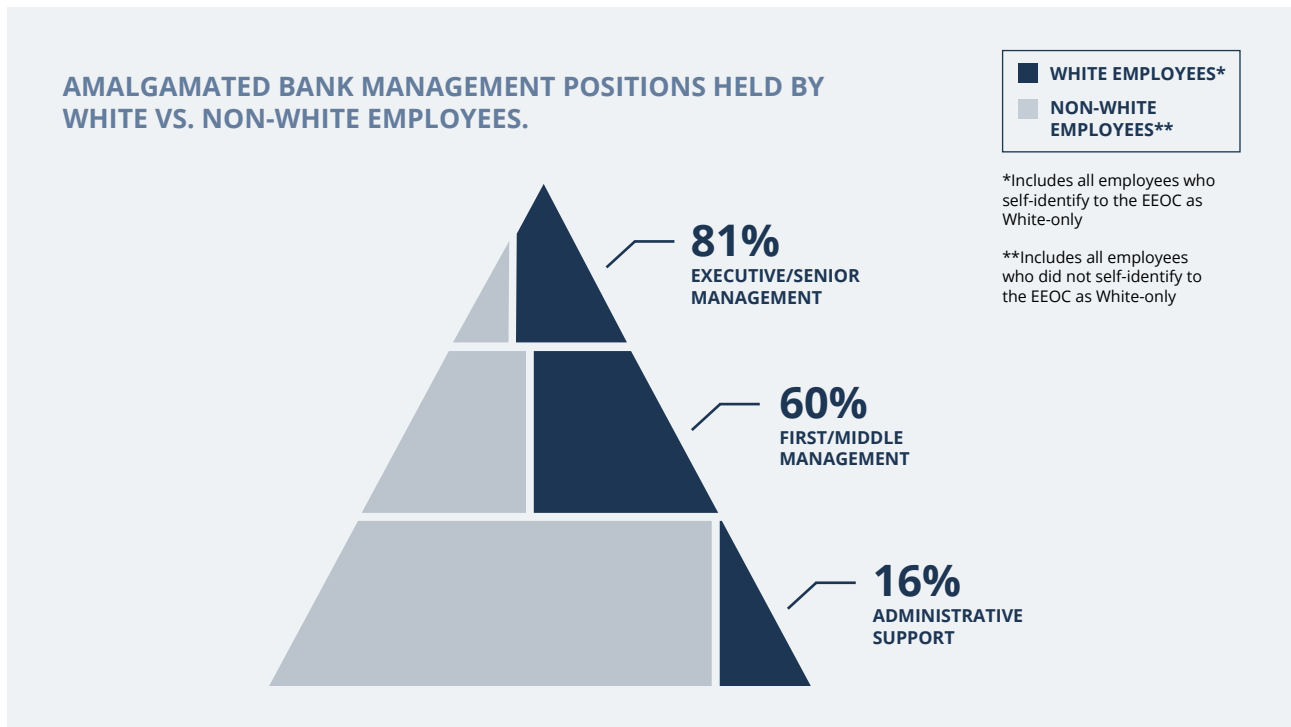
OUTSIZED ROLE FOR WHITE INDIVIDUALS IN LEADERSHIP POSITIONS

The Bank's employee representation gets less diverse as you move up the career ladder from administrative roles, to middle management, to executive/senior management.

Lower paying positions like administrative support are made up of a diverse array of women and people of color. EEO-1 data for administrative support shows that the position – on average – is 42% Black, 20% Hispanic, 18% Asian, 79% Women.¹¹

But when you get to middle management, diversity begins to fall off. Data for middle management by race from 2017 to 2021 at the Bank shows that White employees – on average – made up 60% of first/middle management positions.¹²

While White employees appear to have outsized representation at the management positions of the company, the same cannot be said for Black, Hispanic, and Asian employees. Between 2017 and 2021, these groups averaged 56% of the Bank's total workforce and 80% of administrative support. Yet they amounted to just 36% of first/middle management and just 13% of executive/senior management positions.¹³



11 Amalgamated Bank, [Form EEO-1](#), 2018-2021

12 Amalgamated Bank, [Form EEO-1](#), 2018-2021

13 Amalgamated Bank, [Form EEO-1](#), 2018-2021