



American Mortgage  
Diversity Council



WE ARE ADVOCATES FOR POLICY, THAT RESPONSIBLY  
PROMOTE AND APPLAUD DIVERSITY ACROSS THE  
RESIDENTIAL MORTGAGE INDUSTRY

JOIN OVER 50 COMPANIES ACROSS THE UNITED STATES IN  
CREATING AN ENVIRONMENT OF INCLUSION AND OPPORTUNITY

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## WEBSITES

[www.mortgagediversitycouncil.com](http://www.mortgagediversitycouncil.com)

[www.fanniemae.com/portal/about-us/company-overview/diversity-inclusion](http://www.fanniemae.com/portal/about-us/company-overview/diversity-inclusion)

[www.freddie.com/corporate/diversity/](http://www.freddie.com/corporate/diversity/)

[www.thefivestar.com](http://www.thefivestar.com)

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# MANY VOICES. ONE VISION.



The MISSION of AMDC is to create and sustain a dialogue that addresses key issues affecting diversity and inclusion, and leads to actionable, measurable, and enduring practices that create benefit for all industry stakeholders.

The STRENGTH of AMDC resides in its membership of thought leaders who associate their enterprise with the goal of expanding diversity opportunities to minority & women owned businesses. We are proud to support inclusion and invite firms across the industry to join this call to action.

## **OUR EFFORTS AIM TO WIDEN THE LENS OF DIVERSITY ACROSS EVERY RESIDENTIAL MORTGAGE RELATED ENTERPRISE**

### **HOW WE SUPPORT OUR MEMBERS**

- » A seat at the table in shaping the arc and addressing critical issues on diversity
- » Guidance on policy and practices impacting the landscape of inclusion policies
- » Information and insights on development impacting diversity rule
- » Conferences and forums that bring thought leaders to you
- » Working subcommittees promoting best practices and solutions
- » Setting the foundation for the future of diversity in the U.S. mortgage industry



# SUCCESS ISN'T AN OVERSIGHT.

## A MESSAGE FROM THE MEMBERSHIP

The formation of AMDC comes at a time when the mortgage industry can universally benefit from an organized effort to improve its diversity and inclusion practices. The industry-wide commitment will have important and long lasting benefits for our members and mortgage professionals at large.

Simply put, promoting diversity meets the needs of the communities we serve. We invite every company in the mortgage industry to join us on this journey as we advocate, offer guidance, work to improve the profession that we are a key part of.



To apply for membership, please fill out the new member form found on our website at [MortgageDiversityCouncil.com](http://MortgageDiversityCouncil.com)

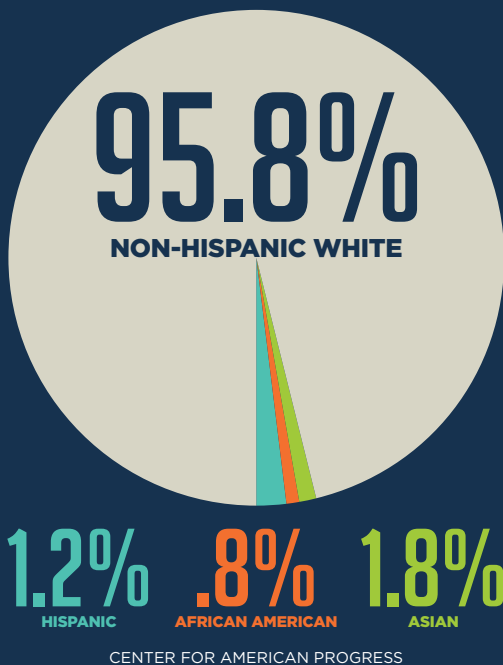


# ARE WE DIVERSE?

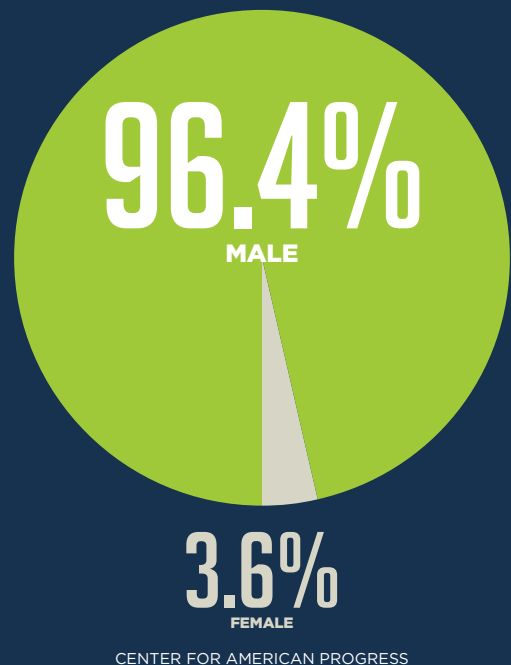
Women represent **47 percent of the U.S workforce**, but represent only **9 percent of the top management positions** in the country, although they hold 60 percent of all undergraduate degrees and master's degrees in the U.S.

# 47%

## U.S. FORTUNE 500 CEOs BY RACE AND ETHNICITY



## FORTUNE 500 CEOs BY GENDER



**73.4 percent** of successful mortgage applications are submitted by Non-Hispanic Whites.

BY  
CONTRAST

Hispanics and African Americans make up only **6.5 percent** successful mortgage applications

# CHANGE THE OUTCOME. ENGAGE.

## 1. BREAK DOWN BARRIERS

It takes a diverse collaboration of people and ideas to foster an inclusive and competitive industry. That's why we're committed to creating a platform for the mortgage industry where inclusive business partnerships and supply chain diversity are the focus.

## 2. SHAPE THE CONVERSATION

AMDC is focused on shaping the diversity agenda and advancing solutions that support a broad range of diversity initiatives from Dodd-Frank 342 Minority and Inclusion rules, hiring and promoting a diverse workforce, and promoting homeownership for communities, that have been historically underserved.

## 3. ADVOCATE WITH PURPOSE

Change is impossible without effective representation. The AMDC advocates for more robust diversity and inclusion policies through active collaboration with the GSEs, government agencies, mortgage banks and communities with some of the most prominent professionals in the mortgage industry. Working groups focus on requirements, policies, and applied practices that establish and expand industry opportunities to impact inclusion and utilization of minority and women owned businesses.

## 4. INFLUENCE AND INFORM

Supporting the industry through education is the cornerstone of our mission. AMDC brings together thought leadership from every facet of the mortgage industry to collaborate in order to find solutions that will encourage the continued growth of diverse professionals and businesses.

## 5. CELEBRATE SUCCESS

Just as critical as promoting the success of the industry by growing diverse professionals and businesses, is celebrating and promoting the success of the trailblazers who stand behind this cause. AMDC spotlights champions of the industry who have made diversity central to their business culture.

## PROGRAMS WITH PURPOSE.

AMDC cultivates a dialogue on diversity. But it's more than just talk. We understand the importance of taking action. Below are the critical areas that AMDC working groups focus on:

### WORKFORCE DIVERSITY

Workforce diversity focuses on the recruitment, development, and retention of leadership across the workplace. We engage business leaders and work with them to integrate diversity and inclusion into their core business strategies.

### DIVERSITY COMPLIANCE

This area focuses on understanding the implications of Section 342 of the

Dodd-Frank Wall Street Reform and Consumer Protection Act while promoting the inclusion and utilization of minority and women owned businesses. This area also focuses on removing the industry's negative perception of the term "compliance" and instead shift the focus to developing a uniform procedure for all companies to report on diversity and inclusion activities.

### DIVERSITY EDUCATION & TRAINING

The creation of tools and curriculum needed to educate the mortgage industry on diversity is one of the first steps, which is why this area of focus is so important. We are developing a platform to train leaders in the industry to better understand diversity and its impact on business.

### SUPPLY CHAIN DIVERSITY

We are focused on the spurring the

industry to dedicate resources to the ongoing development of diverse firms.

### MORTGAGE BANKING RELATIONS

The Mortgage Banking Relations Sub-Committee is an advocate for the importance of mortgage products created for minorities, and the formation of a directory that can be used across the mortgage industry to find MWOB business and suppliers.

## IT JUST MAKES SENSE.

Applying diversity standards to every business line is simply about doing the right thing. But there are benefits that go beyond the obvious that impact the bottom line.

Companies in the top quartile for racial and ethnic diversity are **35 percent more likely to have financial returns above** their respective national industry medians.

There is a linear relationship between **racial and ethnic diversity and better financial performance:** for every 10 percent increase in racial and ethnic diversity on the senior-executive team, earnings rise 0.8 percent.

Companies in the bottom quartile both for gender and for ethnicity and race are statistically **less likely to achieve above-average financial returns.**



# MISSION CRITICAL

The American Mortgage Diversity Council is built on a foundation of industry leaders and advocates who are focused on shaping the diversity agenda and driving results that support the promotion and application of diversity best practices.

“Exceptional leaders understand that every person, regardless of their race, religion or sexual orientation, has faced and overcome different challenges in their life, and offer unique strengths and talents. Exceptional companies find a way to unite and apply those strengths to accelerate their growth.”

—**Tami Rund**, AMDC Executive Council Member



## JOIN US AND MAKE A DIFFERENCE.



As a member of AMDC, your firm will have the opportunity to raise awareness for your organization, to expand your business horizons and influence the diversity agenda for the mortgage industry.

To apply for membership, please fill out the new member form found on our website at [MortgageDiversityCouncil.com](http://MortgageDiversityCouncil.com)

For more information, please contact **Veronica Guerrero**, Associate Director of AMDC at [Veronica.Guerrero@TheFiveStar.com](mailto:Veronica.Guerrero@TheFiveStar.com) or 214.525.6784