



# AMERICAN MORTGAGE DIVERSITY COUNCIL

## ORGANIZATIONAL PROGRESS REPORT

SEPTEMBER 17, 2018



## WHY ARE WE HERE?

### OUR MISSION:

To promote diversity and inclusion throughout the mortgage industry to further business success and value among all client and consumer segments.

### OUR VISION:

1. To develop and provide tools and strategies to create an understanding and appreciation of individual differences in thought, experience, race, ethnicity, culture, religion, style, sexual orientation, and gender identity.
2. To move industry business practices forward to embrace diversity and inclusion as essential to innovation and optimal business results.

### GOALS:

1. Proposing an amendment to the Fair Housing Act (Title VIII of the Civil Rights Act of 1968) to expand the definition of protected class and prohibit discrimination based on an individual's sexual orientation.
2. Developing a "Mortgage Industry Gender Equality Statement of Support," which commits signing organizations to develop or maintain strategic objectives that foster a culture of gender equality and respect.
3. Promoting awareness and education through an ongoing education series displaying the value of D&I both in and across business.
4. Promoting mentoring opportunities as a tool to recruit and retain a more diverse workforce within the mortgage industry.

## WHAT HAS BEEN ACCOMPLISHED SINCE THE SPRING MEETING?

### REDEFINITION OF MISSION

Following the spring meeting, we received feedback from the membership that the definition of mission and purpose for the AMDC was not sufficiently clear. The organization finalized a document outlining the mission and goals of the organization, distilling the purpose of the organization into four specific goals:

1. Advocacy protecting LGBTQ individuals from housing discrimination
2. The promotion of gender equality in the workplace
3. Educating the industry on issues of concern in diversity and inclusion
4. Building the next generation of mortgage industry executives

### LGBT OUTREACH AND ADVOCACY

- » Since the Spring meeting, the AMDC has conducted two LGBT community town hall meetings (Miami and Los Angeles) focused on listening to the housing and workplace concerns of the LGBT community.
- » A white paper reporting the findings of these meetings and making recommendations on changes to housing policies, procedures, and practices is due on or before December 1, 2018. The executive director will be presenting a brief executive summary of the paper's findings at the AMDC Fall Meeting on September 17.

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- » The organization will also advocate for amending fair housing legislation to include enumerated protections for LGBTQ individuals.
- » At the request of the advisory council, the executive director convened outreach to an LGBTQ organization outside of the mortgage industry for the purpose of gauging support and the potential to work together on advocacy.
- » The executive director has formulated a communication to congressional stakeholders that outlines the AMDC's position on the steps necessary to prevent LGBTQ housing discrimination, including but not limited to legislation specifically amending the Fair Housing Act.
- » The executive director appeared at a Pride month event held at Fannie Mae headquarters and participated in an hour-long panel on LGBT issues.

## PROMOTING GENDER EQUALITY

- » The organization has formulated a statement of support for member organizations to sign on to, affirming their commitment to gender equality in the workplace. This includes but is not limited to issues of pay, advancement, and cultivating respectful workplace cultures.
- » The statement and signatories will be displayed on the AMDC website and distributed via email.

## RECOMMITMENT TO EDUCATION

- » Since the spring meeting, the AMDC instituted the AMDC webinar series, focused on educating the industry on various issues related to diversity and inclusion.
- » The organization has since hosted four webinars in the months of May, June, July, and August. There is one more webinar scheduled for 2018 (October).
- » The organization's summer newsletter was published in July.
- » The Supply Chain Subcommittee has formulated a Diversity Certification Reference Tool that describes the requirements of the various diversity certifications and the regulatory framework for why they exist. The tool was introduced via AMDC webinar on August 16, 2018; is hosted on the organization's website ([MortgageDiversityCouncil.com](http://MortgageDiversityCouncil.com)); and has been distributed to the membership in print form at the fall meeting.

## BUILDING THE NEXT GENERATION

- » The AMDC is committed to growing and expanding the mentorship program.
- » The program has been developed and released in beta format and allows industry veterans to be paired with more junior employees for the purpose of developing a new generation of mortgage professionals.





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