



American Mortgage  
Diversity Council





**MANY  
VOICES,  
ONE  
VISION.**



## American Mortgage Diversity Council

*Where Diverse Groups Share Common Goals.*

The members of AMDC strive to promote 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 enterprises 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.

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### **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
- » Information and insights on development impacting diversity in the workplace
- » 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

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**The AMDC invites all companies across the industry to join us.**

To learn more about the AMDC, contact [rachel.williams@thefivestar.com](mailto:rachel.williams@thefivestar.com) or 214.525.6748.

# UNITED IN OUR MISSION

The American Mortgage Diversity Council (AMDC) provides a platform for the collaboration of mortgage industry leaders for the advancement of diversity and inclusion dialogue. The organization develops and provides 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, and from all background and allows equal opportunities for minorities, women, disabled, veterans, LGTBQ, and those diverse in other areas.

Join a group of diversity champions from all backgrounds who work together for the betterment of our industry.

**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.



# SUCCESS ISN'T AN OVERSIGHT

## A Message From The Membership

“As a majority women-owned firm, McMichael Taylor Gray LLC has a strong commitment to diversity in the workplace. The American Mortgage Diversity Council (AMDC) has been extremely valuable to our firm over the past few years and has played a key role in helping us implement and promote diversity initiatives at all levels of our organization. Their ideas, discussions, and suggestions are relevant and innovative. We are honored to continue to work with the AMDC to create and maintain a diverse and inclusive working environment for our team.”



—**Amanda Buffington-Gunderson**,  
VP of Marketing and Business Relations,  
McMichael Taylor Gray

“I will always be grateful for the vision and leadership of the Five Star Institute, as demonstrated through its decision to launch the AMDC. Having been party to initial conversations leading to the Council’s formation, it took courage and foresight to dedicate resources to fill a gap in the marketplace that had not yet been fully identified and appropriately prioritized. The AMDC is a vehicle for committed leaders to engage in candid discourse regarding critical issues that impact all facets of the mortgage industry, and I am excited at the prospect of the solutions that the Council and its exceptional members will bring to bear in pursuit of increased equity and inclusion across our discipline.”



—**Michael Ruiz**,  
Director, Supplier Diversity  
Fannie Mae

“I have had the absolute pleasure of becoming more involved in the Five Star Institute’s AMDC group. One of the things I most admire and respect about the group is that everyone has a voice and everyone matters. This, in my opinion, is diversity and inclusion at its finest.”



—**Jodi Gaines**,  
Chief Client Officer, EVP of  
Government Relations & Business  
Development, Insight One Financial



CHANGE THE OUTCOME, ENGAGE  
**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.

# ARE WE DIVERSE?

Progress is being made towards closing the gap of discrepancies between segments of the U.S. population but there is still a lot of ground to cover.

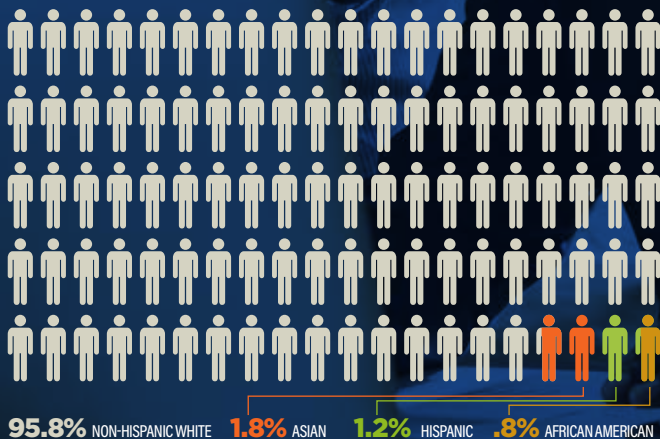
Women represent **47 percent of the workforce**, but represent only **27% are chief executives**, yet 40% of women in the labor force hold college degrees.

The range of occupations of women workers has expanded across professional and managerial jobs. One in three lawyers in 2016 was a woman compared to 1974 when fewer than 1 in 10. However, women are still underrepresented in the workforce especially in STEM occupations.

Fewer minorities apply for conventional mortgages. Although Hispanics and blacks make up **17 percent and 12 percent of the U.S. population**, respectively, they represented **only 5 percent and 3 percent of the conventional mortgage application pool**.

Blacks experience the highest loan application denial rates. **1 in 4 blacks will be denied their conventional loan application, as opposed to 1 in 10 whites**. Wide disparities in homeownership rates among ethnic groups persist. 73.9 percent of whites own a home, whereas 60.9 percent of Asians, 50.9 percent of Hispanics, and 46.5 percent of blacks own.

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



## U.S. FORTUNE 500 CEOs BY GENDER



SOURCES: CENTER FOR AMERICAN PROGRESS, ZILLOW'S "A HOUSE DIVIDED - HOW RACE COLORS THE PATH TO HOMEOWNERSHIP EXECUTIVE SUMMARY."

### CHANGE THE OUTCOME, ENGAGE 3. ADVOCATE WITH PURPOSE

AMDC advocates for 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 policies and applied practices that establish and expand industry opportunities to impact inclusion and utilization of minority and women owned businesses.



# PROGRAMS WITH A 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:

## EDUCATION AND COMMUNITY OUTREACH

In an effort to train professionals and leaders in the mortgage servicing and housing industry to better understand diversity and its impact on their business, their community, and the industry, AMDC seeks to create tools, strategies, and educational curriculum as a first step needed in developing a platform for change that considers everyone.

## SUPPLY CHAIN

AMDC is focused on spurring the industry to dedicate resources to the ongoing development of diverse firms. Supplier diversity emphasizes the creation of a supply chain that works to secure the inclusion of diverse groups in the procurement plans for organizations of all industries.

## GOVERNMENT RELATIONS

As a catalyst for change, AMDC looks to our leaders at the top. We advocate at the government level, proactively attending subject-matter hearings, submitting whitepapers, and developing relationships with the policy makers to impact the landscape of inclusion.

## 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 and 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.**



CHANGE THE OUTCOME, ENGAGE  
**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.

# AMDC MEMBERSHIP OPPORTUNITIES

## PREMIER MEMBER

### BENEFITS

- Five Star Conference—Two complimentary registrations for the largest event in the mortgage servicing industry with approximately 3,000 attendees (\$2,390 value).
- Exclusive Networking Events—Two complimentary seats to the Spring and Fall AMDC Member Meeting for member-only companies, to network with colleagues as well as make new contacts in the industry.
- Leadership—Opportunities to run for Executive Council and Leadership Positions when open seats are available.
- Inclusion—Participation eligibility in various AMDC subcommittees & affinity groups.
- Exposure—Opportunity to contribute articles to Quarterly “Diversity Briefing” AMDC Newsletter.
- Marketing:
  - Company name/logo are featured in the premier tier of AMDC full-page ad in DS News and MReport every month. Both publications reach 40,000 lenders, servicers and government officials.
  - Company name/logo included on membership roster in all AMDC work products.
  - Company logo on AMDC website member page—Listing on Premier Tier.
  - Listing in the AMDC Directory.
- Communication—Access to critical industry information through member alerts, bi-weekly digests, quarterly newsletters and webinars.

**Pricing \$4,950/YEAR**

## PARTNER MEMBER

### BENEFITS

- Five Star Conference—Two discounted registrations - \$695 each - for the largest event in the mortgage servicing industry with 3,000 attendees (\$2,390 value).
- Exclusive Networking Events—One complimentary seat to the Spring and Fall AMDC Member Meeting for member-only companies, to network with colleagues as well as make new contacts in the industry.
- Inclusion—Participation eligibility in various AMDC subcommittees & affinity groups.
- Exposure—Opportunity to contribute articles to Quarterly “Diversity Briefing” AMDC Newsletter.
- Marketing:
  - Company name/logo are featured in the partner tier of AMDC full-page ad in DS News and MReport every month. Both publications reach 40,000 lenders, servicers and government officials.
  - Company name/logo included on membership roster in all AMDC work products.
  - Company logo on AMDC website member page—Listing on Partner Tier.
  - Listing in the AMDC Directory.
- Communication—Access to critical industry information through member alerts, bi-weekly digests, quarterly newsletters and webinars.

**Pricing \$2,950/YEAR**

## ASSOCIATE MEMBER

### BENEFITS

- Exclusive Networking Events—One complimentary seat to the Spring and Fall AMDC Member Meeting for member-only companies, to network with colleagues as well as make new contacts in the industry.
- Marketing:
  - Company name/logo are featured in the associate tier of AMDC full-page ad in DS News and MReport every month. Both publications reach 40,000 lenders, servicers and government officials.
  - Company name/logo included on membership roster in all AMDC work products.
  - Company logo on AMDC website member page—Listing on Associate Tier.
  - Listing in the AMDC Directory.
- Communication—Access to critical industry information through member alerts, bi-weekly digests, quarterly newsletters and webinars.

**Pricing \$1,490/YEAR**

CHANGE THE OUTCOME, ENGAGE  
**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.





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# 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.

## **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

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