



EDITOR'S NOTES

Promoting Diversity And Inclusion

The Mortgage Bankers Association (MBA) and Fannie Mae's Future Housing Leaders program announced a new partnership to promote diversity and inclusion in the housing finance industry. The organizations will work together to increase awareness of career opportunities in housing and mortgage finance among college students and entry-level talent with diverse backgrounds.

The partnership will connect Future Housing Leaders program participants with MBA member firms that are hiring for interns and entry-level positions. The collaboration will also enable Future Housing Leaders program participants to access industry education programs offered through MBA Education, and networking events hosted by MBA's mPact network for young professionals in the mortgage finance industry.

"Increasing diversity and inclusion in our industry isn't just the right thing to do, it is imperative to the future of a safe and robust housing system," said Lisa Haynes, MBA's Senior Vice President, CFO and Chief Diversity Officer. "The demographics of the country are changing, and MBA's member companies are committed to changing with it to ensure that they can effectively serve all their customers and the market at large. This partnership will provide more opportunities for students, interns, and those just beginning their careers in the industry. It will also grow a rich, diverse talent base that will evolve into the industry's next generation of business leaders."

"While today's homeowners and renters are more diverse than ever before, the housing industry is lagging behind, with fewer than 27 percent of its workforce identifying as a racial or ethnic minority*," said Nancy Jardini, Fannie Mae's Senior Vice President, Chief Compliance Officer, and Chief Officer of the Office of Minority and Women Inclusion (OMWI). "Recognizing that promoting diversity and inclusion within the industry will help ensure it has a variety of viewpoints to meet the needs of today's homeowners and renters, Future Housing Leaders aims to build a more diverse applicant pipeline in housing. Our new partnership with MBA is an exciting opportunity to encourage more employers to reach their diversity and inclusion goals while providing entry-level talent an exceptional network and a curated set of educational material to help them succeed."

MBA will promote to its members how Future Housing Leaders can help support their business diversity and inclusion goals. The two groups will also co-sponsor events to create opportunities for students and entry-level talent to gain broader industry exposure and will cross-promote educational resources and training for students interested in a career in housing or mortgage finance. ❖