



# BIAS. INCLUSION. EQUITY. DIVERSITY.



## OUR OBJECTIVE

Diversity and inclusion allows NAN to be inclusive of different cultures and lifestyles, establish a sense of belonging among team members which will further foster different ideas and innovations, leading to improved corporate culture and ultimately boosting productivity.

Our approach to BIED is multi-pronged. We feel that the best way to be tackle these issues and work towards resolutions as well as continue to be a resource to our lender and appraiser partners is to strengthen awareness and prioritize education and training within our internal teams and external partners.

## OUR APPROACH



### BIED Committee

The NAN BIED committee is made up of team members and leadership from every department that will meet monthly to review policy and procedures and develop education/training opportunities.



### Continuing the Discussion

NAN hosts quarterly discussions with our appraiser partners to include topics such as: "Fair Housing and What it Means to Appraisers", as well as "Ensuring equitable outcomes in appraisals and rebuilding public trust". Internal monthly team trainings will cover the topics of diversity, equity and inclusion.



### Resources

Throughout the year NAN leadership will engage different sectors of the industry on topics like: appraisal bias, diversity and inclusion. Our goal is to continue to be a resource to our industry partners.



### Partnerships

NAN collaborates with industry organizations like Fannie Mae's Appraiser Diversity Initiative (ADI) to continue the discussion and remain a resource.



## JOIN THE CONVERSATION

Each quarter we invite appraisers and lender partners to join NAN's leadership team along with special guests and industry experts to discuss relevant industry topics as part of our BIED program.

## LEARN MORE

[WWW.NAN-AMC.COM/DIVERSITY](http://WWW.NAN-AMC.COM/DIVERSITY)

## Spotlight

### STACY CAPRIOLI

#### External BIED Committee

**Chairperson** – Leads external BIED planning to include lender and appraiser partners.



Chief Appraiser

### STEPHANIE HOLDSWORTH

#### Internal BIED Committee

**Chairperson** – Leads internal BIED planning to include NAN team members. She is also certified in Organizational Leadership for Diversity, Equity, and Inclusion.



Chief Operations Officer