

January 27, 2021

President Joseph R. Biden Jr.
President of the United States of America
The White House
1600 Pennsylvania Avenue, NW
Washington DC 20500

Dear President Biden,

On behalf of the 17,000 members of the largest organization of professional property appraisers, we write to congratulate you on your election victory in November and express our support for your recent action to address the Federal Government's history of discriminatory housing practices and policies.

Each of us in this nation has a responsibility to resolving racial bias in our daily lives. For those of us in industries related to homeownership, it is even clearer that we must acknowledge our unique role, and that we are able to improve the situation in a meaningful way.

The Appraisal Institute knows that bias is human and exists in various forms (whether conscious or unconscious) and no profession is immune from that. We believe that it is important to continue educating ourselves about the situations and circumstances that can potentially lead to bias. I think that the conversations happening in this country are critically important and necessary for challenging and finding solutions to inequities and discrimination faced by communities of color. The Appraisal Institute is committed to being part of the solution. Ensuring racial bias does not play a role in appraisals and seeking solutions to equity, diversity and inclusion in appraisal are top priorities for the Appraisal Institute. We are spearheading a number of initiatives, partnerships, and commitments, and we are excited to see how this work positively affects the greater real estate industry and the communities across the country where our appraisers work.

Representation is a leading force for equity and inclusion in every profession. We recognize that recruiting for greater diversity will make us stronger and more representative of the communities we work in and contribute to greater cultural awareness. We have two initiatives currently to serve our diverse recruiting efforts: The Appraiser Diversity Initiative with Fannie Mae and the National Urban League, and Minorities and Women Course Scholarship Program from the Appraisal Institute Education and Relief Foundation to help us recruit diverse talent.

The Appraisal Institute also has committed to new internal programs, such as looking at our appraisal processes and approaches; reinforcing ethics, education, and training; recruiting more appraisers of color and women; backing policy solutions that advance equity; and ensuring consumers know their rights. Lastly, we recently hosted a symposium with The Appraisal Foundation and Brookings Institution to look at the issues from all angles and come up with solutions. I do not think there is any one solution to a problem rooted in hundreds of years of history. What I can say is that we are committed to being part of the solution, working with partners in government and community leaders to advance education, training, policy change, recruiting and more. I am proud of the work we have done to date, and prouder still that we are accelerating that work in 2021.

We stand ready to assist you on fair housing issues. Should you have questions, please contact Bill Garber, director of government and external relations, Appraisal Institute at 202-298-5586 or bgarber@appraisalinstitute.org or Brian Rodgers, manager of federal affairs, Appraisal Institute at (202) 298-5597 or brodgers@appraisalinstitute.org.

Sincerely,



Rodman Schley, MAI, SRA
President