

COMMITTEE IDENTITY

COMMITTEE NAME:

Diversity Committee

STRATEGIC IDENTITY:

The Access Builders

The mortgage industry grows when talented professionals from all backgrounds have the opportunity to participate, succeed, and lead. For many communities, access to the mortgage profession has historically been limited by a lack of awareness, mentorship, and professional pathways. The Diversity Committee exists to expand access to the mortgage broker profession and support professionals from a wide range of backgrounds as they enter, grow, and lead within the industry.

The goal is not symbolic representation.

The goal is to **expand opportunity, mentorship, and participation across the broker movement.**

COMMITTEE MISSION

The Diversity Committee exists to expand participation in the mortgage broker profession by promoting access, mentorship, education, and professional development opportunities for individuals from underrepresented or underserved communities.

The committee focuses on strengthening the industry by welcoming new perspectives, expanding professional pathways, and building stronger connections between the broker community and diverse markets.

SCOPE OF RESPONSIBILITY

The committee operates across four primary domains.

Industry Access

Promote awareness of the mortgage broker profession within communities that may not traditionally consider mortgage as a career path.

Professional Development

Support programs that help diverse professionals grow into leadership roles within the industry.

Community Partnerships

Develop relationships with organizations that support workforce development and professional education.

Industry Representation

Ensure that AIME programming reflects the diverse communities served by the mortgage industry.

STRATEGIC OBJECTIVES & OPERATING PRINCIPLES

Strategic Objectives

The Diversity Committee operates with three core objectives.

Expand Industry Access

Provide clear, unbiased education about the correspondent lending model and how it differs from wholesale brokering.

Strengthen Professional Development

Help brokers understand the operational and compliance requirements associated with correspondent lending.

Build Community Partnerships

Encourage thoughtful evaluation before brokerages pursue correspondent lending models.

Operating Principles

Committee members operate according to the following principles.

Opportunity Expansion

Focus on creating pathways into the industry.

Mentorship and Support

Professional success often begins with guidance and community.

Industry Alignment

Efforts must strengthen the broker movement and the mortgage industry as a whole.

Professional Excellence

All initiatives should emphasize high standards of professionalism and competence.

LEADERSHIP STRUCTURE

Each committee follows the standard AIME committee leadership structure.

Committee Chair

The Chair provides strategic leadership and oversees the committee's initiatives.

Core Responsibilities Include:

- Lead committee meetings and set agendas
- Guide development of committee initiatives
- Coordinate partnerships and outreach efforts
- Ensure committee deliverables are completed
- Report progress to AIME leadership
- Represent the committee within the organization

The Chair is responsible for the overall success of the committee.

Committee Vice Chair

The Vice Chair supports the Chair and helps manage execution.

Responsibilities Include:

- Assist with planning initiatives
- Track project progress and timelines
- Support outreach and partnership efforts
- Lead meetings when delegated
- Prepare for future leadership roles

Committee Members

Members contribute expertise, ideas, and support for committee initiatives.

Members are expected to actively contribute to committee work.

Responsibilities include:

- Participate in committee meetings
- Contribute ideas for outreach and mentorship
- Support educational and partnership initiatives
- Represent AIME positively within the industry

COMMITTEE COMPOSITION

Ideal committee members include professionals with experience in

- Mortgage brokerage leadership
- Community outreach
- Workforce development
- Professional mentorship
- Industry education

Members should reflect a broad range of professional backgrounds and perspectives within the mortgage industry.

OPERATING CADENCE & REQUIRED OUTPUTS

Meeting Frequency

Committee meetings occur every

3 to 4 weeks.

Reporting Structure

- Monthly internal updates to AIME leadership.
- Quarterly KPI reporting for Board review.
- Annual strategic planning presentation in November for the following year.

Required Outputs

The committee must produce three types of outputs.

Quarterly Deliverable (QD)

A major initiative designed to expand opportunity or professional development.

Examples include:

- Mortgage Career Pathway Guide
- Mentorship Program Framework
- Workforce Development Partnership Guide
- Leadership Development Toolkit

Monthly Visibility Action (MVA)

Public-facing actions designed to promote opportunity and engagement.

Examples include:

- Professional spotlight stories
- Career pathway discussions
- Mentorship highlights
- Educational social content

Monthly Report

Reports should include:

- KPI progress
- Initiative status
- Community partnership updates
- Member participation metrics
- Strategic recommendations

2026 EXECUTION PLAN

Q2 2026 - Foundation

Building Career Pathways

- Develop the **Mortgage Career Pathway Guide**.
- This resource will explain how individuals can enter the mortgage broker profession and build a successful career.
- Identify organizations that support workforce development and professional training.
- Establish mentorship opportunities within the broker community.

KPIs

- Career Pathway Guide published
- At least two workforce partnership discussions initiated
- Mentorship framework drafted

Q3 2026 - Visibility

Representation and Networking

- Promote diverse professional representation at FUSE.
- Host networking opportunities focused on career development.
- Highlight success stories from diverse professionals within the broker community.

KPIs:

- Diversity-focused networking event at FUSE
- Increased visibility of diverse professionals within programming
- Cross-committee collaboration for event programming

Q4 2026 - Permanence

Long-Term Industry Impact

- Develop a mentorship program connecting experienced brokers with emerging professionals.
- Identify long-term strategies for expanding industry participation.
- Present the 2027 diversity and opportunity initiatives to the AIME Board.

KPIs:

- Mentorship program framework completed
- Industry partnership opportunities identified
- 2027 strategic priorities delivered

KPI FRAMEWORK

Leadership KPIs

Chair

- 90 percent charter execution rate
- 100 percent meeting cadence maintained
- Monthly reporting completed on schedule
- At least one cross-committee collaboration each quarter

Vice-Chair

- 95 percent task execution reliability
- Support initiative execution
- Maintain committee engagement

Members

- 75 percent meeting attendance
- One meaningful contribution per quarter
- 90 percent task completion rate

Committee Specific KPIs

Industry Access

Number of professionals introduced to the mortgage broker profession through committee initiatives

Community Partnerships

Number of organizations collaborating with AIME on workforce development initiatives

Mentorship Participation

Number of mentor and mentee relationships formed

Professional Development Engagement

Participation in committee-led networking or educational activities

REPORTING TO LEADERSHIP

Quarterly reports should include:

- Deliverables completed
- KPI progress
- Outreach and partnership activity
- Event programming contributions
- Strategic insights for AIME leadership
- Risks or opportunities affecting committee initiatives

Board reports should summarize:

- Objectives vs results
- Community engagement impact
- Industry access initiatives
- Next-quarter focus

SUCCESS DEFINITION

The Diversity Committee succeeds when:

The mortgage broker profession becomes more accessible to talented individuals from a wide range of communities. Mentorship and professional development opportunities increase across the industry.

AIME becomes recognized as an organization that welcomes, supports, and develops professionals from all backgrounds.

The broker movement grows stronger through **expanded participation and opportunity.**