



# NDILC

NAWRB'S DIVERSITY & INCLUSION  
LEADERSHIP COUNCIL



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**Marcia M. Davies**  
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**Dr. Chitra Dorai**  
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Former IBM Fellow & CTO at IBM Global Services



**Tami Bonnell**  
CEO of EXIT Realty Corp International



**Amy E. Pienta**  
Senior Director, Family Office Services, BDO



**Rebecca Steele**  
President & CEO, National Foundation  
For Credit Counseling

## NDILC by Invitation Only: *Senior Executive Women With Grit!*

Women in the Housing & Real Ecosystem (NAWRB) is seeking additional senior executive women to join our exclusive NAWRB Diversity & Inclusion Leadership Council (NDILC), dedicated to raising the number of women leaders and growing women's employment and empowerment at all levels in the housing ecosystem. Our Council, comprised of senior executive women, works diligently toward gender equality and obtaining equal opportunity for women across America.

### *About* NAWRB

NAWRB is a leading voice for women focused on advancing gender equality, raising the utilization of women-owned and small businesses and providing the tools for economic security, stability and sanctuary. We provide one of the most wide-ranging resources in the industry, covering topics and issues affecting women in the housing ecosystem from poverty and homeownership to leadership opportunities and family offices.

NAWRB is one of only 9 organizations listed on the national platform for the U.S. Small Business Administration (SBA) as a Partner Resource for Women-Owned Businesses.

### *History of* NDILC

The housing ecosystem has been critically lacking women in upper management and the utilization of women-owned suppliers across their platforms. While Dodd-Frank Section 342 created the Office(s) of Minority and Women Inclusion (OMWI), the overall act lacks defined regulations for the accountability of the regulated entities.

In 2015, NAWRB introduced our Diversity and Inclusion Leadership Council, dedicated to raising the number of women leaders and growing women's employment and empowerment at all levels in the housing ecosystem. Our Council, comprised of senior executive women, works diligently toward gender equality and obtaining equal opportunity for women across America.

The leaders on the NDILC work together to achieve their shared goals by leveraging each other's resources, offering mentorship and education training, sharing opportunities for women's advancement and highlighting individuals and organizations who are making a difference in achieving gender parity. Council members can focus their efforts in the following sub-committees:



**Communication/Media**



**Education/Mentoring**



**Women's Leadership**



**Desirée Patno**  
CEO & President, NAWRB



**Teresa Palacios Smith**  
Vice President, Diversity and Inclusion,  
HSF Affiliates LLC



**Rachel Beam-Jares**  
Field Manager - Valuation Department  
Fannie Mae



**Erica G. Courtney**  
President, Zulu Time, Founder,  
2020Vet, U.S. Army Aviation, Major  
NATO Gender Advisor



NDILC YouTube with  
featured playlists

**NDILC Impacts:**  
[www.nawrb.com/NDILC/](http://www.nawrb.com/NDILC/)  
[www.nawrb.com/partnership/](http://www.nawrb.com/partnership/)

## NDILC in the NEWS:

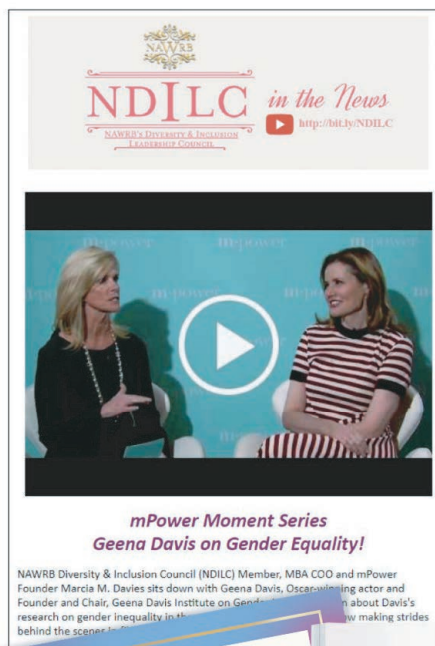
**Website:** <https://www.nawrb.com/about/ndilc-in-the-news/>  
**Newsletter**  
**Magazine**

**Instagram:** <https://www.instagram.com/ndilc/>

**LinkedIn:** <https://www.linkedin.com/company/ndilc>

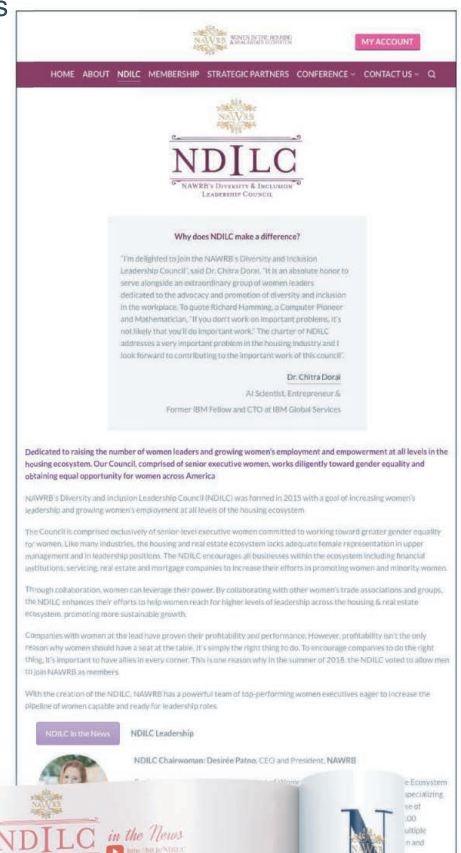
**Youtube:** <https://www.youtube.com/channel/UCLwrkapnsB4LarMlKpR5NMBQ>

Members' and companies' strengths and positions discussed during private meetings. Multiple departments in your company or agency, highlighted in one source.



### mPower Moment Series Geena Davis on Gender Equality!

NAWRB Diversity & Inclusion Council (NDILC) Member, MBA COO and mPower Founder Marcia M. Davies sits down with Geena Davis, Oscar-winning actor and Founder and Chair, Geena Davis Institute on Gender Equity, to discuss her research on gender inequality in the workplace and the strides being made behind the scenes.



#### Why does NDILC make a difference?

"I'm delighted to join the NAWRB's Diversity and Inclusion Leadership Council," said Dr. Chitra Dorai. "It is an absolute honor to serve alongside an extraordinary group of women leaders dedicated to the advocacy and promotion of diversity and inclusion in the workplace. To quote Richard Hamming, a Computer Pioneer and Mathematician, 'If you don't work on important problems, it's not likely that you'll do important work.' The charter of NDILC addresses a very important problem in the housing industry and I look forward to contributing to the important work of this council."

**Dr. Chitra Dorai**  
AI Scientist, Entrepreneur &  
Former IBM Fellow and CTO at IBM Global Services

**Dedicated to raising the number of women leaders and growing women's employment and empowerment at all levels in the housing ecosystem. Our Council, comprised of senior executive women, works diligently toward gender equality and obtaining equal opportunity for women across America.**

NAWRB's Diversity and Inclusion Leadership Council (NDILC) was formed in 2013 with a goal of increasing women's leadership and growing women's employment at all levels of the housing ecosystem.

The Council is comprised exclusively of senior-level executive women committed to working toward greater gender equality for women. Like many industries, the housing and real estate ecosystem lacks adequate female representation in upper management and in leadership positions. The NDILC encourages all businesses within the ecosystem including financial institutions, servicing, real estate and mortgage companies to increase their efforts in promoting women and minority women.

Through collaboration, women can leverage their power. By collaborating with other women's trade associations and groups, the NDILC enhances their efforts to help women reach for higher levels of leadership across the housing & real estate ecosystem, promoting more sustainable growth.

Companies with women at the lead have proven their profitability and performance. However, profitability isn't the only reason why women should have a seat at the table. It's simply the right thing to do. To encourage companies to do the right thing, it's important to have allies in every corner. This is one reason why in the summer of 2018, the NDILC voted to allow men to join NDILC as members.

With the creation of the NDILC, NAWRB has a powerful team of top-performing women executives eager to increase the pipeline of women capable and ready for leadership roles.

#### NDILC is the How

#### NDILC Leadership

NDILC Chairwoman: Desirée Patno, CEO and President, NAWRB







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We will share, better understand the impacts of, and develop good solutions to assist our industry in promoting diversity for all women. The focus of our Council will be to develop women's diversity best practices that will be adopted by many leading companies and executed broadly across our industry. These practices will help women at all associate and leadership levels enhance our financial services and real estate businesses in the future.”



- *Rebecca Steele*,  
President & CEO of National



“

The Housing and Real Estate industry needs to recruit and retain a workforce as diverse as the people who we serve. And we need to seek ways to ensure collaboration and inclusion through programs like MBA's mPower community which helps women in real estate finance to network and help each other advance in their careers. I look forward to my work on this committee to ensure women grow and prosper in the workforce.”



- *Marcia Davies*,  
COO of Mortgage Bankers Association  
(MBA) and Founder of mPower



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Our diverse NDILC Members throughout the housing and real estate ecosystem are sharing their expertise, resources and unique experiences to help expand, strengthen and reach our shared goals for women's leadership. Increasing our footprint with cultivated long-term relationships provides the heightened impact on gender equality to women's independence.”



- *Desirée Patno*,  
President & CEO of NAWRB



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- *Dr. Chitra Dorai*,  
AI Scientist, CEO & Founder of AmicusBrain  
Former IBM Fellow and CTO at IBM Global Services



# NDILC *Membership Council*

## *\$1000 base and Strategic Partnership*

*\$10,000*

**Executive**

- Sub banner advertisement on email blasts (2 a year)
- Recognition as Executive Sponsor on NAWRB.com and NAWRB Magazine
- NAWRB Logo for marketing materials
- One year subscription of NAWRB Magazine
- One pass to NAWRB's annual conference

*\$50,000*

**Premier**

- Cultivate Relationships
- Press Release of Partnership
- NDILC Membership
- Full-page ad (interiors) in two NAWRB Magazine issues
- Sub banner advertisement on email blasts (6 a year)
- Recognition as Premier Sponsor on NAWRB.com and NAWRB Magazine
- NAWRB Logo for marketing materials
- One year subscription of NAWRB Magazine
- Premium recognition on conference program and website as annual Partner
- Premium recognition as NAWRB annual Partner in conference booklet
- Three sheCalls sponsorships
- Four passes to NAWRB's annual conference

*\$25,000*

**Grand**

- Press Release of Partnership
- One full-page ad in one NAWRB Magazine issue
- Sub banner advertisement on email blasts (3 a year)
- Recognition as Grand Sponsor on NAWRB.com and NAWRB Magazine
- NAWRB Logo for marketing materials
- One year subscription of NAWRB Magazine
- Recognition on conference program and website as annual Partner
- Recognition as NAWRB annual Partner in conference booklet
- Two passes to NAWRB's annual conference

*\$75,000*

**Royal**

- Cultivate Relationships
- Press Release of Partnership
- Women in the Housing Ecosystem Report (WHER) Sponsor
- NDILC Membership
- Full interior page ad in three NAWRB Magazine issues
- Sub banner advertisement on email blasts (once a month)
- Recognition as Royal Sponsor on NAWRB.com sponsor page and NAWRB Magazine
- NAWRB Logo for marketing materials
- One year subscription of NAWRB Magazine
- Premium recognition on conference program and website as annual Partner
- Premium recognition as NAWRB annual Partner in conference booklet
- Logo Placement on NAWRB eNewsletter
- Speaking opportunities at local NAWRB events
- Twelve twitter feed blasts
- Six sheCalls sponsorships
- Six passes to NAWRB's annual conference