

**From:** [Jane Scaccetti](#)  
**To:** [TACRE](#)  
**Cc:** [Vicki W. Kramer \(vickiwkramer@comcast.net\)](mailto:vickiwkramer@comcast.net); [Kathleen Allison](#); [Joanne Epps \(joanne.epps@temple.edu\)](mailto:joanne.epps@temple.edu)  
**Subject:** WNLI and the IRS Initiative  
**Date:** Monday, August 14, 2023 12:50:12 PM  
**Attachments:** [Open Letter to IRS June 2023.pdf](#)

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Dear Members of the Treasury Advisory Committee on Racial Equity:

Every year, large non-profits such as health systems and colleges and universities are afforded billions in IRS tax-exemption benefits by the Treasury Department without accountability for the disclosure of the demographic makeup of their boards. It is estimated that hospitals alone received more than \$28 billion in such benefits in 2020. I write to bring to your attention our efforts to address this lack of accountability as it includes the Treasury.

I am a member of the [Women's Nonprofit Leadership Initiative](#). Our focus is increasing gender and racial diversity on the boards of the largest nonprofits – healthcare and higher education institutions. Through research and strategy development, our planning committee determined that **the IRS is best positioned to require demographic board disclosure since it already asks for other information about nonprofit boards and governance practices and makes that information public.**

On June 15, the attached "[open letter to the IRS](#)" with signatures of 150 leaders who comprise the *Coalition for Nonprofit Board Diversity Disclosure* was sent to the IRS and members of the Treasury in their role of oversight of the IRS. The letter proposes one simple action: add a single question to the annual Form 990 tax return for large public charities, requiring the disclosure of the demographic makeup of their boards.

The letter further supports including self-described LGBTQ+ and disability disclosure. It clarifies that requiring institutions to be transparent would not require them to change their boards; however, asking the question conveys a message that the Treasury Department and its IRS Bureau stand behind diversity as a good governance practice. We believe that transparency on Form 990 will help advance diversity, equity, inclusion, as well as accountability to stakeholders by having diverse leaders at the table asking informed questions and making decisions.

Our ongoing outreach efforts across the country continue to gather significant support. As of today, more than 200 leaders have signed the letter. Signatories include the Association of Governing Boards of Universities and Colleges (AGB), Candid (formerly GuideStar), the National Association of Diversity Officers in Higher Education (NADOHE) and Alliance for Board Diversity (ABD), along with current presidents and deans of universities and medical institutions, including Temple University and Temple's School of Medicine, Drexel University, and Swarthmore College. It also includes law professors, emeritus deans and presidents of colleges and universities and medical institutions from all over the United States and such foundations as the Philadelphia Foundation and the Boston Foundation. The list of signers is updated weekly [here](#).

A significant body of research stands behind our efforts. We welcome the opportunity to meet with you to share the research and discuss the importance of our work in the context of the crucial role the IRS can play in creating greater accountability for non-profits receiving significant tax-exemption benefits.

Sincerely,

Jane

**Jane Scaccetti, CPA, MT**

Ambassador

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# COALITION FOR NONPROFIT BOARD DIVERSITY DISCLOSURE

**To:** The Honorable Daniel I. Werfel, Commissioner, Internal Revenue Service  
Mr. Edward Killen, Commissioner, Tax-Exempt and Government Entities Division, Internal Revenue Service  
Mr. Robert Malone, Director, Exempt Organizations Government Entities, Internal Revenue Service  
The Honorable Janet Yellen, Secretary of the Treasury, U.S. Department of Treasury  
Mr. Wally Adeyemo, Deputy Secretary of the Treasury, U.S. Department of Treasury  
Ms. Janis Bowdler, Counselor to the Secretary on Racial Equity, U.S. Department of Treasury  
Ms. Lily Batchelder, Assistant Secretary for Tax Policy, U.S. Department of Treasury  
**Cc:** Internal Revenue Service Advisory Council

**Date:** June 15, 2023, Sent by Certified Mail

**Re: Proposal to Amend Internal Revenue Service Form 990 to Require Disclosure of Demographic Composition of Governing Boards**

## Executive Summary

The undersigned – organizations and individuals interested in the governance and operation of nonprofit organizations and committed to the value of diversity throughout organizations – submit this proposal to amend Internal Revenue Service (IRS) Form 990 to require 501(c)(3) charitable entities to disclose, at a minimum, the gender and racial/ethnic demographics of their boards, based on how board members self-identify.

We propose that the IRS modify Form 990 by including a question to require disclosure of how board members in the aggregate self-identify by race/ethnicity and gender. Such a question could be added to either Part VI, Section A: Governing Body and Management, or Part VII, Section A: Officers, Directors, Trustees, etc. While our proposal focuses on gender and race/ethnicity since that has been the subject of most research on the value of board diversity, we would support including LGBTQ+ and disability disclosure as well.

The signatories are prominent national and regional organizations and individuals in these and other categories: good governance, leadership for women and people of color, higher education, health care, philanthropy, law, business, and consulting.

We believe that making such data available, along with data the Form 990 already provides to the public and the nonprofits' numerous stakeholders, will help advance diversity, equity, and inclusion, encourage transparency, and – most importantly – enhance the governance of all affected organizations. We base our request on these factors: (1) research links board

diversity and good governance;<sup>1</sup> (2) studies document the predominance of white males in the boardrooms of the largest and most influential nonprofits;<sup>2</sup> (3) access to information on nonprofit board demographics is important and is difficult for stakeholders and interested members of the public to gather from available data.<sup>3</sup>

An important model for public disclosure now exists in the for-profit sector, where disclosure of such data, supported by the SEC, is now required of all Nasdaq's listed companies and increasingly demanded of other for-profit companies. Following the Nasdaq requirements and in order to protect individual privacy, we are asking for reporting of aggregate, not individualized, data.<sup>4</sup>

Asking nonprofits to disclose demographic data is unlikely to impose an undue burden on these organizations or on the IRS. The question would fit easily into the sections already requesting information about an organization's board. The Form 990 currently asks nonprofit institutions for a list of board members and some additional information about their board participation. It also asks a number of questions related to good governance which are not required by law but are intended to, and effectively do, encourage better governance practices. Questions about whether the organization has a conflict of interest policy or whistleblower policy clearly have this effect. Adding a question about board diversity on the Form 990, not on the 990-EZ filed by smaller organizations, would be very much in line with the goals and character of the 990. It would not only provide the public with information it needs and ought to be able to access, but it also would signal that board diversity is a good governance issue.

We believe such an amendment is in line with the stated commitment of the IRS "to ensuring equity, diversity and inclusion are integrated in the policies, procedures and practices used to carry out our mission."<sup>5</sup>

The IRS has the authority to amend the Form 990 to add such a question, as it did with the major additions to the Form in 2008, when it added questions about governance and management policies that are not required by the Internal Revenue Code.

*(For any questions see contact information at the end of this letter.)*

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<sup>1</sup> See e.g., Lynne E. Devnew, Marlene Janzen Le Ber, Mariaterisa Torchia, Ronald J. Burke, eds., *More Women on Boards: An International Perspective* (Charlotte, NC, Information Age Publishing, 2018) at 3-47; Deborah L. Rhode & Amanda K. Packel, "Diversity on Corporate Boards: How Much Difference Does Difference Make?" *Delaware Journal of Corporate Law* (2014); Securities and Exchange Commission (Release NO. 34-90574: File No. SR-NASDAQ-2020-081, Dec. 4, 2020) *The Nasdaq Stock Market LLC: Notice of Filing of Proposed Rule change to Adopt Listing Rules Related to Board Diversity*, at 7& 14-30, <https://www.sec.gov/rules/sro/nasdaq/2020/34-90574.pdf>

<sup>2</sup> See e.g. Andrea Silbert, *The Women's Power Gap at Elite Universities: Scaling the Ivory Tower* (Eos Foundation, Jan. 2020) at 4, 17-18, <https://www.womenspowergap.org/wp-content/uploads/2022/01/WPG-Power-Gap-at-Elite-Universities-v17.pdf>; and *Closing the Gaps: Gender and Race in Nonprofit Boardrooms* (Women's Nonprofit Leadership Initiative and The Nonprofit Center at La Salle University, Nov. 2022) <https://wnli.org/studies/>

<sup>3</sup> See Silbert, *supra*, at 21, 25,34-35; and *Closing the Gaps*, *supra*, at 16-17.

<sup>4</sup>See Securities and Exchange Commission (Release No. 34-92590; File Nos. SR-NASDAQ-2020-081; SR-NASDAQ-2020-082, Aug. 6, 2021) Self-Regulatory Organizations; *The Nasdaq Stock Market LLC: Order Approving Proposed Rule Changes, as Modified by Amendments No. 1, to Adopt Listing Rules Related to Board Diversity*, at <https://www.sec.gov/rules/sro/nasdaq/2021/34-92590.pdf>; and Nasdaq, Board Diversity Matrix Disclosure Requirements and Examples (Aug. 3, 2022) at [https://listingcenter.nasdaq.com/assets/Board%20Matrix%20Examples\\_Website.pdf](https://listingcenter.nasdaq.com/assets/Board%20Matrix%20Examples_Website.pdf)

<sup>5</sup> "Equity, Diversity and Inclusion at IRS" at [Equity, Diversity and Inclusion at IRS | Internal Revenue Service](https://www.irs.gov/equity-diversity-and-inclusion)

## **I. Importance of the Modification**

### **A. Diversity is a Commonly Accepted Standard of Good Governance**

A large body of research on for-profit corporate board diversity, or the lack thereof, has demonstrated the value of diversity for good governance and has made the connection between diversity in the boardroom and diversity in the institution as a whole. Mainstream and highly visible organizations and publications, and countless studies and reports have made the case for gender and racially diverse boards for more than 15 years. They include the Conference Board, National Association of Corporate Directors (NACD), Harvard Business Review, Directors and Boards, major consulting firms, executive search firms, and individual scholars. Advocacy organizations, state legislatures and institutional investors have also championed board diversity.<sup>6</sup> Those promoting board diversity point to links between such diversity and enhanced organizational performance and decision making, including avoidance of group-think, attention to auditing, compliance and risk-taking and increased understanding of a more diverse consumer market. A 2020 national study of diversity on the boards of nonprofit educational and healthcare institutions reported that, although for-profit and nonprofit boards differ in important ways, board diversity brings similar benefits to the nonprofit boards and organizations.<sup>7</sup>

For 501(c)(3) charitable nonprofits whose purposes are to benefit the public, there is an additional and strong argument that good governance requires that these organizations have racially and ethnically and gender diverse directors to serve a diverse public. Furthermore, simple equity demands that leadership positions, including board seats, should be occupied by the diversity of people the institution serves and employs.

### **B. Gender and Racial Gaps Persist in Nonprofit Boardrooms**

The diversity problem in the nonprofit sector has not generated the same degree of interest and advocacy as that directed to the for-profit sector, partly because many people assume nonprofit boards are already diverse. Although there are many nonprofits that are highly populated, if not dominated, by women (such as women's colleges, organizations serving a predominantly female population and small nonprofits), there are significant gender and racial gaps in the boardrooms of the largest and most influential nonprofits.

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<sup>6</sup> See e.g. Jared L. Landaw, *Director Notes*, "Maximizing the Benefits of Board Diversity," (The Conference Board, June 2020) at <https://www.conference-board.org/pdfdownload.cfm?masterProductID=20869>; NACD BOARDTALK January 6, 2022, *Boards Need to Think Differently and Be more Intentional About Board Diversity* (Jan.6, 2022) at <https://blog.nacdonline.org/posts/think-differently-intentional-diversity>; and Securities and Exchange Commission((Release No. 34-90574; File No. SR-NASDAQ-2020-081, December 4, 2020) Self-Regulatory Organizations; *The Nasdaq Stock Market LLC; Notice of Filing of Proposed Rule Change to Adopt Listing Rules Related to Board Diversity*, at <https://www.sec.gov/rules/sro/nasdaq/2020/34-90574.pdf>

The SEC request for public comment on Nasdaq's proposed rule change to support Nasdaq's disclosure requirement includes references to innumerable studies, reports, and speeches on the value of board diversity and disclosure of board demographics by scholars, investors, consulting firms and public officials. For advocacy organizations see Thirty Percent Coalition at <https://www.30percentcoalition.org> ; 5050 Women on Boards at <https://5050wob.com>; and Alliance for Board Diversity at <https://hacr.org/alliance-for-board-diversity/>

<sup>7</sup> Vicki W. Kramer & Carolyn T. Adams, *Increasing Gender Diversity on the Boards of Nonprofit Eds and Meds* (Women's Nonprofit Leadership Initiative and Nonprofit Issues, 2020) at <https://wnli.org/studies/> and [www.nonprofitissues.com](http://www.nonprofitissues.com)

That has been documented in recent years by studies and reports in different geographic areas and nationally.<sup>8</sup>

These reports have found that, as in the for-profit corporate world, the most powerful nonprofit boards are overwhelmingly white and male. The largest nonprofits, where the gaps are most prevalent, are predominantly the institutions of higher education and healthcare (“eds and meds”). And these institutions are, in their size, wealth and complexity of operations, most like the for-profit organizations that are now subject to disclosure requirements.

### **C. Access to Accurate Data Supports Good Governance but Data on Nonprofit Boards is Not Readily Available**

The tax-exempt status of 501(c)(3) organizations means they pay no federal income tax, no tax on investment income and, in most cases, no local taxes on the vast property they own. In addition, they are able to offer donors a tax benefit from contributing. To attain this designation, nonprofits must show that the organization will benefit the public broadly.

Organizations whose purpose is to serve the public interest rely on their stakeholders: those who have an interest in the well-being of these institutions. These stakeholders include employees, clients, students, faculty, alumni, patients, funders, contributors, lenders, and members of surrounding communities, not to mention the taxpayers who indirectly support these organizations by reason of their tax-exempt status. Stakeholders need to be able to hold these institutions accountable for their decisions. Accountability requires that stakeholders have easy access to the demographics of the boards of those nonprofits that rely on them for support, or from which they obtain services. In this way, the IRS would make more meaningful its requirement that 990s be made available to the public.

Currently it is challenging, even for researchers, to get accurate data on the composition of nonprofit governing boards by gender, race/ethnicity, and other aspects of diversity. For example, a Philadelphia regional report explained that it examined “each institution’s website, which generally provided the list of names of the members of its board of directors. Some websites provided pictures of their board members, while most simply had a list of names, professional titles, and affiliations. Others merely listed names with no titles; and a few did not even list the names of board members.”<sup>9</sup>

The 990 asks for the directors’ names, whether they are independent directors, whether they are officers, how many hours they spend on nonprofit business weekly, and whether they are compensated. But it does not ask for demographic information.

Challenges to compiling such board information have also confronted those who have long been interested in the demographic composition of the leadership of for-profit organizations. In response to repeated efforts by shareholders and advocacy groups, and in response to 2020’s racial reckoning, more publicly held corporations now provide demographic disclosure in their proxy statements, whether pursuant to recent Nasdaq requirements, supported by the SEC, or voluntarily. In October 2021, the Conference Board released a

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<sup>8</sup> See e.g. Silbert, *supra*; *Closing the Gaps*, *supra*; and The Boston Club, *Opportunities Abound, Intentionality Needed: The Boston Club’s 2019 Census of Women Directors and Chief Executives of Massachusetts’ Largest Nonprofit Organizations*, at <https://www.thebostonclub.com/the-boston-clubs-2019-nonprofit-board-census/>

<sup>9</sup> See e.g., *The Gender Gap in Nonprofit Boardrooms*, and *Closing the Gaps*, *supra*, at <https://www.wnli.org/studies>; see also, Atinuke O. Adediran, *Disclosures for Equity*, 122 *Columbia Law Review* 865, 870 (2022).

report on corporate boards and their composition with a press release headlined: “Report: Disclosure of US Board Diversity Soars.”<sup>10</sup>

## **II. Disclosure of Demographic Information Would Not Impose an Undue Burden on Nonprofit Organizations or Those who Prepare their Tax Returns**

Unlike their stakeholders and members of the public, the organizations that are required to file a Form 990 already have most, if not all, of the information sought by the amendment we propose. The nominating/governance committees of many well-run institutions may already use a demographic matrix, along with a skills and experience matrix, when considering whom to invite to fill board vacancies (just as their for-profit counterparts often do). It would be a simple matter for them to ask their directors or trustees to answer a short questionnaire that requests their self-identification in the proposed categories. This could be a one-time request when new directors join the board.

## **III. The IRS’s Has Authority to Modify Form 990 to Include Information about Board Demographics and Encourage Board Diversity**

The IRS has broad authority to collect information deemed necessary for the administration of the federal tax law, including governance and management policies.<sup>11</sup> Requesting information about the gender, racial, and possibly other demographics of governing boards is in line with requesting information about other policies and practices the IRS deems important to good management and governance. Respondents are not required to have such policies and practices, but they are required to answer the questions.

Requiring nonprofits to disclose the makeup of their boards would be far short of requiring them to actually have a diverse board, but it would be a major step toward the important goal of increased board diversity as it will force institutions to assess the extent to which the composition of their boards is consistent with their missions as well as their stakeholders.

For all these reasons, the undersigned request that the IRS adopt this proposal and thereby reinforce its commitment “to ensuring equity, diversity and inclusion are integrated in [its] policies, procedures and practices.”

Sincerely,

Coalition for Nonprofit Board Diversity Disclosure  
(See Appendix for all signatories representing the coalition)

### **Contact information:**

For questions regarding this proposal, please contact either:

Jane Scaccetti, [jscaccetti@me.com](mailto:jscaccetti@me.com)

Toni Wolfman, [tonigwolfman@verizon.net](mailto:tonigwolfman@verizon.net)

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<sup>10</sup> *Report: Disclosure of US Board Diversity Soars; Boards Increase Gender Diversity Faster than Racial and Ethnic Diversity* (Oct. 19, 2021) at <https://www.conference-board.org/press/board-diversity-disclosure>

<sup>11</sup> IRS, *Governance and Related Topics—501(c)(3) Organizations 1* (2008), [https://www.irs.gov/pub/irs-tege/governance\\_practices.pdf](https://www.irs.gov/pub/irs-tege/governance_practices.pdf) [Perma | [www.irs.gov](http://www.irs.gov)]; *see also.*, Atinuke O. Adediran, *Disclosures for Equity*, 122 *Columbia Law Review* 865, 916 (2022).

## Appendix: Coalition for Nonprofit Board Diversity Disclosure Supporting Signatories

### Organizations

&Fox	Jennifer Dempsey Fox	CEO
50/50 Women on Boards	Betsy Berkhemer-Credaire	CEO
Alliance For Board Diversity (ABD)	Cid Wilson	Chair of ABD
American Association of University Women	Gloria L. Blackwell	CEO
American Council on Education	Ted Mitchell	President
American Nurses Association	Jennifer Mensik Kennedy	President
American Nurses Foundation	Kate Judge	Executive Director
American Nurses Credentialing Center	Rhonda Anderson	President
Armanino LLP	Jane Scaccetti	Ambassador
Asian American Lawyers Association of Massachusetts	Emily Sy	President
Association of Governing Boards of Universities and Colleges (AGB)	Henry Stoever	President and CEO
American Telemedicine Association (ATA)	Ann Mond Johnson	CEO
Bank On Women, Inc.	Terrie G. Spiro	Co-founder and Chair
Black Belt Community Foundation	Felecia L. Lucky	President
Boardbound by Women's Leadership	Sue Williamson	Executive Director
California Partners Project	Carolyn Gan	Executive Director
Candid	Ann Mei Chang	CEO
Catalyst	Lorraine Hariton	CEO
Charity & Security Network	Paul Carroll	Director
Chester County Community Foundation	Karen Simmons	President/CEO
Coach 2 Achieve	Sue Negrey	Principal
Codi Consulting, LLC	Beth Bunting	Owner & Executive Consultant
CONEXION Inc.	Phyllis Barajas	Founder & CEO
CRL CONSULTING LLC	Charisse R. Lillie	CEO
Dance Data Project	Elizabeth B. Yntema	President & Founder
DeCava Consulting	JoAnn Cavallaro	President
DirectWomen	Roberta D. Liebenberg	Former Chair of DirectWomen
DiverseForce	Sulaiman Rahman	CEO
Don Kramer's Nonprofit Issues	Don Kramer	Editor



Drexel University	John Fry	President
Drexel University Gupta Governance Institute	Cassandra Brown	Executive Director
Drexel University School of Public Health	Dr. Nathalie A. Bartle	Professor/Associate Dean of Student Affairs (Ret.)
Eastern Bank	Nancy Huntington Stager	Executive Vice President
Edward G. Rendell, LLC	Ed Rendell	Former Governor & Former Mayor
Eos Foundation	Andrea Silbert	President
Episcopal Community Services of the Diocese of PA	David E. Griffith	Executive Director
Epstein Consulting Group	Wendy Epstein	Principal
Executive Leadership in Academic Medicine (ELAM)	Nancy D. Spector, MD	Executive Director
FemmePharma Global Healthcare, Inc.	Gerianne Tringali DiPiano	Chief Executive Officer
Fred T. Korematsu Institute	Karen Korematsu	Founder & Executive Director
Gender Fair	Amy Cross	Founder
Greater Philadelphia Cultural Alliance	Patricia Wilson Aden	President & CEO
HELP: Higher Education Legal Professionals	Marianne Schimelfenig, Esq.	Principal and Founder
Hispanic Association on Corporate Responsibility	Cid Wilson	President & CEO
Hispanic National Bar Association	Alba Cruz-Hacker	Executive Director & COO
HNBA VIA (Vision in Action) Fund	Alba Cruz-Hacker	President
How Women Lead	Julie Abrams	CEO
Hsu & Associates	Vivian Hsu	Principal
Independence Foundation	Judge Phyllis W. Beck (ret.)	Board Chair
Inforum	Terry Barclay	CEO
Inquilinos Boricuas en Acción-IBA	Vanessa Calderon-Rosado	Chief Executive Officer
Interfaith Center on Corporate Responsibility	Timothy Smith	Senior Policy Advisor
Interorganization Network (ION)	Lynne Durbin	President
Japanese American National Museum	Ann Burroughs	President and CEO
Kids First Chicago	Daniel Anello	CEO and Founder
La Guagua 47 Community Arts Project	Alba Martinez	Executive Director
La Salle University	Ellen Reilly	Chair, Board of Trustees
Lancaster County Community Foundation	Samuel Bressi	President & CEO
Latino Corporate Directors Association	Ozzie Gromada Meza	Acting President & CEO

Latinos LEAD	Patrick Salazar	Founder & Executive Director
Leadership Education for Asian Pacifics (LEAP)	Linda Akutagawa	President & CEO
Lehigh Valley Community Foundation	Erika Petrozelli	President & CEO
Lewis Katz School of Medicine at Temple University	Amy J. Goldberg	Dean, Lewis Katz School of Medicine at TU
National Association of Diversity Officers in Higher Education (NADOHE)	Paulette Granberry Russell	President
National Asian Pacific American Bar Association	Priya Purandare	Executive Director
National LGBTQ+ Bar Association	D'Arcy Kemnitz	Executive Director
Pennsylvania Association of Nonprofit Organizations	Anne Gingerich	Executive Director
Pennsylvania Institute of Certified Public Accountants (PICPA)	Jen Cryder	CEO
Philadelphia Foundation	Kate Allison	Chair, Board of Managers
	Pedro A. Ramos	President & CEO
Praxis Consulting Group	Linshuang Lu	Managing Principal
Randolph College	Sue Ott Rowlands	President
Research for Action	Jolley Bruce Christman	Founder
Salus University	Michael Mittelman	President
Swarthmore College	Harold Kalkstein	Chair, Board of Managers
	Rhonda R. Cohen	Former Vice Chair, Board of Managers
Temple University	JoAnne Epps	Acting President
The Barra Foundation	Kristina L. Wahl	President
The Boston Club	Lisa A. Prior	President
The Boston Foundation	Keith A. Mahoney	Vice President
The Brownstein Corporation	Howard Brod Brownstein	President and CEO
The Executive Leadership Council	Michael C. Hyter	President and CEO
The Forum of Executive Women	Katherine Kelton	President
The Foundation for Delaware County	Frances M. Sheehan	President
The Hughes Group	Judge Renee Cardwell Hughes (Ret.)	CEO
The Jacquelyn and Gregory Zehner Foundation	Jacki Zehner	President
The Latina Circle, Inc. dba Amplify Latinx	Eneida Roman	CEO
The ROZ Group, Inc.	Rosalyn McPherson	President & CEO

The Women's Edge	Elizabeth L. Hailer	CEO
Trower & Trower, Inc.	Cathy Trower	President
Ujala Foundation	Raj Gupta	Chairman
Urban Affairs Coalition	Sharmain Matlock-Turner	CEO
	Arun S. Prabhakaran	President
Women Business Collaborative	Gwen K. Young	CEO
Women Corporate Directors Foundation	Jennifer Reynolds	CEO
Women Executive Leadership FL	Katherine Young	Board President
Women's Bar Association of Massachusetts	Jessica Babine	WBA President
Women's Funding Network	Elizabeth Barajas-Roman	President and CEO
Women's Foundation California	Bia Vieira	Chief Strategist/ Incoming CEO
Women's Law Forum	Phoebe A. Haddon	Chancellor Emerita and Professor of Law
Women's Law Project	Amal Bass	Interim Co-Executive Director
Women's Nonprofit Leadership Initiative	Vicki W. Kramer	Chair
Women's Power Gap	Marta T. Rosa, M. ED	Senior Strategic Advisor Consultant
WOMEN'S WAY	Diane Cornman-Levy	Chief Disruptor
YWCA Boston	Elizabeth Chandler	President and CEO

## Individuals

Carolyn T. Adams, Emeritus Dean & Professor, Temple University  
Charles E. Allen, Retired partner, Graimark Realty Advisors  
Jeremy Bearer-Friend, Associate Professor at George Washington University Law School  
Thomas Bender, Esq.  
Dorothy Brown, Book Author and Editor  
Samuel D. Brunson, Professor of Law, Loyola University Chicago  
Richard Chait, Professor Emeritus Harvard University  
Fernando Chang-Muy, Leadership Consultant  
Kelly McNamara Corley, Founder and Principal, The Red Bee Group  
Haile T. Debas, Dean of Medicine and Chancellor Emeritus UCSF  
Joanne Disch, PhD, RN, FAAN  
Karl E. Emerson, Attorney and Former Member of IRS TE/GE Advisory Committee  
Drew Faust, Arthur Kingsley Porter University Professor, Harvard University  
Carmen Febo-San Miguel, MD, Former CEO Taller Puertorriqueno  
Judith Gay, PhD, Consultant and VP Emerita, Community College of Philadelphia  
Gina Glantz, Founder, GenderAvenger  
Rosemarie B. Greco, Professional Board Director of public corporations and  
Retired CEO of two major banks  
Janet Haas, MD  
Philip Hackney, Associate Professor of Law, Pitt Law School  
Sondra Haley, Principal, The Red Bee Group  
Teresa D. Harrison, Professor of Economics & Academic Director  
Nannerl O. Keohane, President Emerita of Wellesley College and Duke University  
Patricia King, Professor of Law emerita  
Kathy Kretman, Professor  
Risa J. Lavizzo-Mourey, President Emerita Robert Wood Johnson Foundation  
Paul W. Lee, Retired Partner, Goodwin Procter LLP  
Lloyd Hitoshi Mayer, Professor at Notre Dame Law School  
Afaf Meleis, Dean Emerita, School of Nursing UPenn

Demetri L. Morgan, Associate Professor of Higher Education, Loyola University, Chicago

Anne Morrissey, Insurance Executive and Retired President of AmeriHealth Caritas

Henry Ordower, Professor of Law, Saint Louis University

Stephanie A. Scharf, PhD, JD

Dianne L. Semingson, Board member and Chair, nonprofit organizations

Wendy C. Shiba, Member of the Board of Trustees, Japanese American National Museum

Gene Takagi, Principal, NEO Law Group

Carol Tracy, Retired Executive Director, Women's Law Project

Richard Winchester, Professor of Law

Toni G. Wolfman, Retired law firm partner, co-founder two national nonprofits, emerita college trustee

Julie Wollman, Professor, University of Pennsylvania

**From:** [Susan M. Shultz](#)  
**To:** [TACRE](#)  
**Subject:** Meeting comments submission  
**Date:** Friday, August 11, 2023 8:51:49 AM

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**\*\* Caution:** External email. Pay attention to suspicious links and attachments. Send suspicious email to [suspect@treasury.gov](mailto:suspect@treasury.gov) \*\*

To the Treasury Advisory Committee on Racial Equity:

Hello,

My name is Susan. I am a white female California Community College instructor.

In April 2020, I was displaced from my home without warning by the county sheriff. The county denies me uniform relocation and local shelter on the basis of illegal trespass. I never had trial. I am told it is a civil matter and to find legal assistance.

The county legal aid only takes **discrimination** cases. The California Civil Rights Commission only enforces uniform relocation in **discrimination** cases.


**This is discrimination.**

211 is not adequate process. It is disenfranchisement, permanent involuntary displacement, and the obstruction of justice.

Please stop interfering in the lives of citizens. Do not forfeit my rights to third-parties to shelter your encroachment. Do not privilege the rights of ANY group.

Thank you,

Susan M. Shultz  
U.S. History



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William Michael Cunningham  
Economist and ESG/Impact Investing Researcher



Thursday June 8, 2023

U.S. Department of the Treasury  
Treasury Advisory Committee on Racial Equity (TACRE)  
1500 Pennsylvania Avenue NW  
Washington, DC 20220  
US

via email to [TACRE@Treasury.gov](mailto:TACRE@Treasury.gov)

Re: June 8, 2023 Meeting of the Treasury Advisory Committee on Racial Equity

We understand that "The Department of the Treasury is hosting its Fiscal Year 2023 Quarter 3 meeting of the Treasury Advisory Committee on Racial Equity ('TACRE' or 'Committee'). The Committee is composed of 25 members who will provide information, advice, and recommendations to the Department of the Treasury on matters relating to the advancement of racial equity."

We note that the impact of faulty policymaking in this area has grown worse over time. The damage (conflict of interest driven declines in ethical standards of behavior, environmental damage, elevated social and political instability due to growing concentration of wealth) will continue and accelerate.<sup>1</sup>

We further note that incompetence, anti-Black discrimination and exclusionary practices based on race are currently operational<sup>2</sup> in investment and finance, including regulatory bodies. Given this fact, we decline to directly address the issues raised, having done so<sup>3</sup> over the past 30 years.

We refer the Committee to the following:

FEDERAL AGENCY EQUITY ACTION PLANS: Executive Order on Advancing Racial Equity and Support for Underserved Communities Through the Federal Government Kindle Edition. [https://www.amazon.com/FEDERAL-AGENCY-EQUITY-ACTION-PLANS-ebook/dp/B0B11LLRG3?ref=ast\\_author\\_dp](https://www.amazon.com/FEDERAL-AGENCY-EQUITY-ACTION-PLANS-ebook/dp/B0B11LLRG3?ref=ast_author_dp)

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<sup>1</sup> See: "Bank of England economist says people need to accept they are poorer." Online at: <https://www.bbc.com/news/business-65308769> Also see: "Britain hit by biggest strike in more than a decade with schools shut and rail networks disrupted." <https://cnb.cx/3DuPrib> and Thousands strike across UK as unions increase pressure for better pay <https://www.pbs.org/newshour/world/day-of-disruption-in-uk-as-hundreds-of-thousands-join-strike>

<sup>2</sup> See: "Viewpoint on Ukraine: Why African Wars Get Different Treatment." Published 6 March 2022. Online at: <https://www.bbc.com/news/world-africa-60603232>

<sup>3</sup> We include all linked documents by reference.

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[www.creativeinvest.com](http://www.creativeinvest.com)



Thriving As a Minority-Owned Business in Corporate America: Building a Pathway to Success for Minority Entrepreneurs 1st ed.  
<https://www.amazon.com/Thriving-Minority-Owned-Business-Corporate-America/dp/1484272390>

Rethinking Federal Reserve Policy in a Post-Covid Economy: From Interest Rates to Corporate Profits. <https://www.impactinvesting.online/2023/06/rethinking-federal-reserve-policy-in.html>

Updated Information On Corporate and Foundation Donations to Black Lives Matter <https://www.prlog.org/12962363-updated-information-on-corporate-and-foundation-donations-to-black-lives-matter.html>

Report on Diversity at OMWI Agencies  
<https://www.impactinvesting.online/2012/02/greenlining-releases-report-on.html>

Unleashing the Power of Sustainable Investments: New Frontiers for Responsible Growth  
<https://mailchi.mp/466fd9443229/unleashing-the-power-of-sustainable-investments-discover-new-frontiers-for-responsible-growth>

New Investing Vehicles to Reduce the Black/White Wealth Gap.  
<https://checkout.square.site/merchant/BV4QW2CACKV8F/checkout/DEGQ6O65M7MFDYCG7TACBSP2>

Discussion at the *Future of Money Conference* held by the Government Blockchain Association at <https://youtu.be/n1i4J8df0t0>

1. Monetary Social Control Theory
2. Racial Social Control Theory
3. Black White Wealth Distributions

We stated, on February 5, 2015, in testimony to the Norwegian Ministry of Finance (<http://www.creativeinvest.com/NorwayTestimonyFeb52015.pdf> ) and on April 22, 2015 in comments to the Government of the United Kingdom:

***"As the market value of environmental, social and governance factors continues to grow, companies and investment managers will engage in fraudulent practices related to these factors. These practices will range from simple falsification of environmental, social and governance records to more sophisticated, but no less fraudulent methods related to environmental, social and governance ratings."***

# William Michael Cunningham

Economist and ESG/Impact Investing Researcher



On September 22, 2015 automaker Volkswagen admitted that “defeat devices’ used to cheat emissions testing were installed in 11 million vehicles worldwide.”

Starting in 1989, we were the first investment research firms to evaluate these factors:

See: Security backed exclusively by minority loans. American Banker Newspaper. December 2, 1994. (Edward Kulkosky).

<https://www.creativeinvest.com/mbsarticle.html>

Also see: Social Performance Indicators for Banks, 2002.

<https://www.creativeinvest.com/SocialPerformanceIndicatorsfortheFinanceIndustry.pdf>

"Environmental Issues and Stock Returns." <https://www.eventbrite.com/e/how-environmental-issues-impact-stock-returns-tickets-2029288657>

“Research firm Creative Investment Research launched an impact investing vehicle calling on the Federal Reserve to create a funding facility to reduce Black maternal mortality.” <https://tpinsights.com/the-state-of-black-maternal-mortality-a-funding-crisis-addressing-power-privilege-and-policy/>

Additional specific input would be futile.

Creative Investment Research and Mr. Cunningham (WMC) have long been concerned with the failure of bank and financial institution regulatory agencies to protect the public interest<sup>4</sup>. We base this on the following:

- In 1992, in a regulatory filing with the Federal Reserve, we suggested the creation of an Investment Test as part of the Community Reinvestment Act (CRA) as a way to evaluate community development performance, another suggestion that was ignored until non-Black persons and firms could profit.
- In 1993, at the First Annual Greenlining Institute Conference on Community Development, we suggested the creation of government backed venture capital funds to take first risk position in the provision of equity capital to small, minority businesses on Georgia Avenue in NW Washington, DC. This morphed into the New Markets Tax Credit program, a real estate focused "community development" program that has fueled gentrification.

---

<sup>4</sup> On July 3, 1993, WMC wrote to SEC Commissioner Mary Schapiro to notify the Commission about a certain, specific investing "scam." A timely warning was not issued to the investing public and members of the public were damaged. See: <https://www.creativeinvest.com/SECNigerianLetter.pdf>

# William Michael Cunningham

Economist and ESG/Impact Investing Researcher



- On November 3, 1994, in a speech titled "The Role of Minority Banks in Meeting the Credit Needs in the Marketplace" delivered at the Federal Reserve Bank of Kansas City Seminar on: Credit and the Disadvantaged, we suggested the Fed purchase mortgage-backed securities issued by Black owned banks as a way to address housing inequality while enhancing the impact of monetary policy, a suggestion the Fed ignored until majority-owned banks could profit.
- WMC designed the first mortgage security backed by home mortgage loans to low- and moderate-income persons and originated by minority-owned institutions. In October, 1995, the Washington Gas Light (WGL) Company retained WMC to create mortgage-backed securities (MBS) consisting of one to four family residential home loans originated by minority-owned financial institutions serving areas of high social need. Mr. Cunningham developed a completely original approach that involved geocoding and mapping, for the first time, the location of every loan in an MBS pool and tying that location to social data. (See: Security Backed Exclusively by Minority Loans, at <https://www.creativeinvest.com/mbsarticle.html> ). A sample map WMC created in 1997 for this process is attached as Appendix A.
- On April 30, 1997, in Case 97-1256 at the US Court of Appeals for the DC Circuit, Mr. Cunningham opposed the merger of Citigroup and Travelers and the elimination of the Glass-Steagall Act.
- In November, 1997 and, again in December, 2003, WMC wrote to the Division of Market Regulation at the Securities and Exchange Commission, on behalf of WMC and Creative Investment Research to request that CIR be considered a nationally recognized statistical rating organization ("NRSRO"). WMC requested this status only with respect to rating securities issued by financial institutions owned by women and minorities. WMC never received a reply from the Commission. We have attached a copy of a letter sent to Ms. Nazareth, Director, Division of Market Regulation, Securities and Exchange Commission, as Appendix B.
- In October 1998, in a petition to the United States Court of Appeals for the District of Columbia Circuit in opposition to the Citigroup/Travelers merger, we cited evidence that growing financial market malfeasance greatly exacerbated risks in financial markets, reducing the safety and soundness of large financial institutions. We went on to note that:

*"The nature of financial market activities is such that significant dislocations can and do occur quickly, with great force. These dislocations strike across institutional lines. That is, they affect both banks and securities firms. The financial institution regulatory structure is not in place to effectively evaluate these risks, however. Given this, the public is at risk."*

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On July 25, 2012, the New York Times reported that Sanford I Weill, former chairman and chief executive of defendant Citigroup “called for a wall between a bank’s deposit-taking operations and its risky trading businesses. In other words, he would like to resurrect the regulation (Glass-Steagall) that he once fought.”

- On June 15, 2000, we testified before the House Financial Services Subcommittee on Capital Markets, Insurance and Government Sponsored Enterprises (GSE’s) of the US Congress. We suggested that the GSE’s (Fannie Mae and Freddie Mac) be subject to a thorough “Social Audit.” A Social Audit is an examination of the performance of an enterprise relative to certain social objectives. It also includes a review of ethical practices at the firm. Had they been subject to this audit, certain flaws in their operation which led to their failure, including ethical shortcomings, may have been revealed earlier. See: <https://www.creativeinvest.com/fnma/>
- In 2001, Mr. Cunningham helped create the first wide scale home mortgage loan modification project. See: Property Flipping Remediation Yields Investment-grade Security at: <http://www.creativeinvest.com/remediation.pdf> and <https://www.creativeinvest.com/PropertyFlipping.pdf>
- On December 22, 2003, statistical models we created using the Fully Adjusted Return® Methodology predicted the financial crisis of 2008. See page 6: <http://www.sec.gov/rules/proposed/s71903/wmccir122203.pdf>
- In 2005, we served as an expert witness for homeowners in a case against PMI Group, Credit Suisse First Boston, Moody’s, Standard and Poor’s, Fairbanks Capital Corporation, Select Portfolio Servicing, US Bank National Association, as Trustee of CSFB ABS Series 2002-HEI, et. al., in the New Jersey Superior Court Law Division - Monmouth County. Our expert witness testimony held corporate parties responsible for facilitating predatory lending practices. *Had this single case been successful, we believe the financial crisis of 2008 would not have occurred.*
- On Monday, April 11, 2005, WMC testified before Judge William H. Pauley III in the U.S. District Court for the Southern District of New York on behalf of the public at a fairness hearing regarding the \$1.4 billion-dollar Global Research Analyst Settlement. See: <https://creativeinvest.com/fairness.html>
- On December 22, 2005, Mr. Cunningham met with Ms. Elaine M. Hartmann of the Division of Market Regulation at the U.S. Securities and Exchange Commission. At that meeting, he issued a strongly worded warning that system-wide economic and market failure was a growing possibility.

# William Michael Cunningham

Economist and ESG/Impact Investing Researcher



- On February 6, 2006, statistical models created by WMC using the Fully Adjusted Return ® Methodology signaled the probability of system-wide economic and market failure. (See page 2: <http://www.sec.gov/rules/proposed/s71005/wcunningham5867.pdf> )
- WMC designed the first mortgage security backed by Targeted Energy Efficient Mortgages in June 2006. <https://www.creativeinvest.com/EnergyEfficientMortgageMBSJune2006.pdf>
- On June 18, 2009, WMC testified before the House Ways and Means Select Revenue Measures Subcommittee at a joint hearing with the Subcommittee on Domestic Monetary Policy and Technology of the Financial Services Committee concerning ways to improve the New Markets Tax Credit Program. See: <https://www.creativeinvest.com/nmtctestimony.html> and <https://financialservices.house.gov/media/file/hearings/111/printed%20hearings/111-47.pdf> )
- On January 25, 2012, WMC submitted a "Friend of the Court" brief in a case before the United States Court of Appeals for the Second Circuit (Case 11-5227). As a friend to the Court, Mr. Cunningham provides an independent, objective and unbiased view in support of broad public interests. His education and experience uniquely positioned him to provide objective, independent research and opinions concerning the issues central to the case.
- Mr. Cunningham's presentation at the Texas Association of African American Chambers of Commerce resulted in successful crowdfunding legislation for the State of Texas. <https://www.creativeinvest.com/TexasEconomicForecastCrowdfundingBill.pdf>
- On August 13, 2015, Mr. Cunningham provided testimony on the Department of Labor's Fiduciary Rule. Online at <https://youtu.be/kOGS-DdLYe0>
- Our June 11, 2016 forecast predicted the election of Donald J. Trump. See: *Why Trump Will Win*. <https://www.linkedin.com/pulse/why-trump-win-william-michael-cunningham-am-mba/>
- Following the election, our December 26, 2016 forecast stated:  
  
*"Under any conceivable scenario, the current situation is very bad, and I mean toxic, for democratic institutions in general and for people of color specifically. Bottom line: our Fully Adjusted Return Forecast indicates that, over time, **things will get much, much worse.....**"*

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[www.creativeinvest.com](http://www.creativeinvest.com)

# William Michael Cunningham

Economist and ESG/Impact Investing Researcher



See: Trumpism. <https://www.linkedin.com/pulse/trumpism-william-michael-cunningham-am-mba/>

- November 30, 2018 Letter to John Rogers Jr., Vice Chair of the Board of Directors, Regarding the Department of Economics at the University of Chicago. See: <https://twitter.com/CreativeInv/status/1666233299730046978?s=20>
- As we predicted on January 27, 2022, the Russian Federation and the Bank of Russia have agreed on a future regime..in which cryptocurrencies are recognized as an analogue of currencies, and not digital financial assets (DFA)." See: <https://youtu.be/n1i4J8df0t0>
- Mr. Cunningham has been concerned with using new financial technologies to maximize social and financial return. See: Bitcoin and Blockchain Explained. <https://www.udemy.com/course/bitcoin-explained/>
- Creative Investment Research was one of the first signatories to the UN Global Principles for Responsible Investment (www.unpri.org). See: <http://www.creativeinvest.com/PRINews2009land.jpg>

Mr. Cunningham has a long track record of analyzing and offering solutions as part of his response to proposed regulatory agency rules:

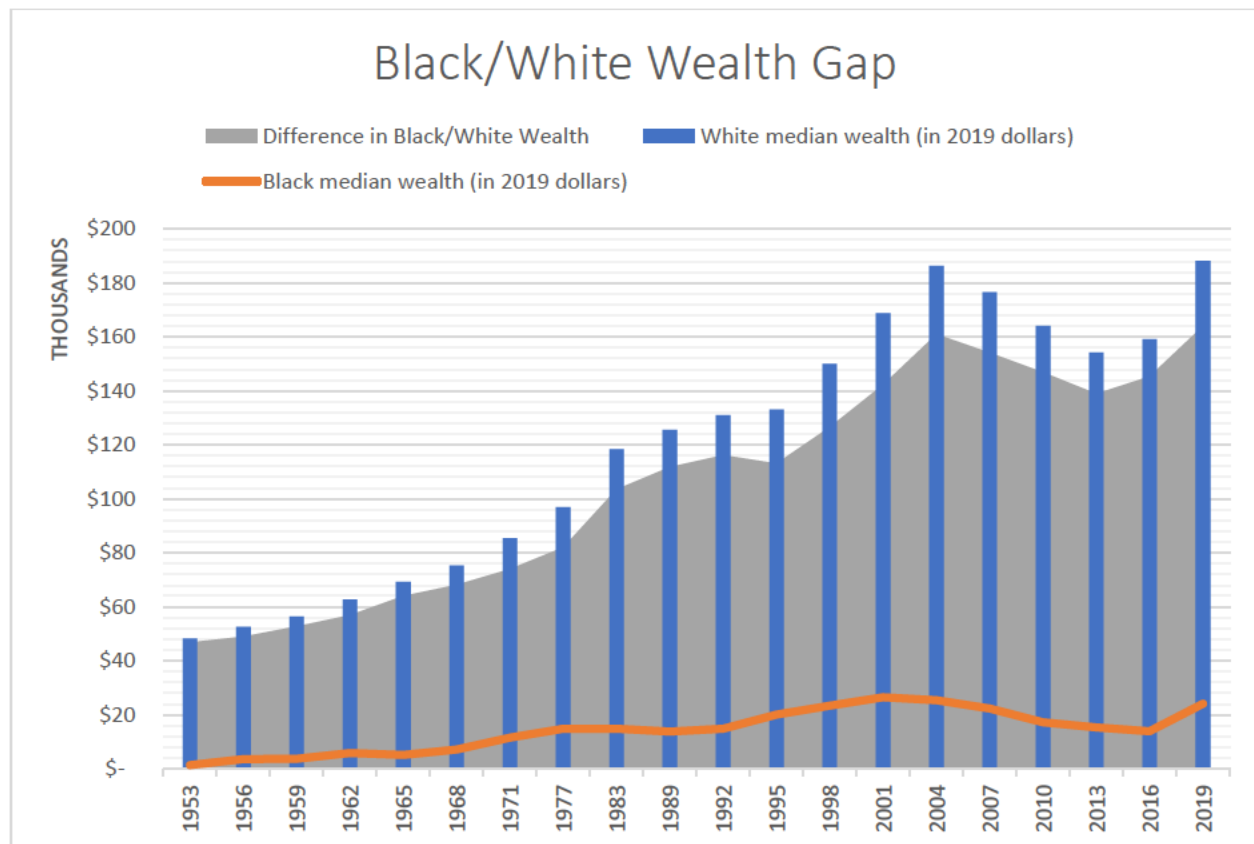
- October 04, 2006. Roundtable discussions relating to the use of eXtensible Business Reporting Language (XBRL). [File No. 4-515]. <https://www.sec.gov/news/press/4-515/wcunningham7465.pdf> Page 17.
- Our 2003 comments on proposed proxy voting rules that would, under certain circumstances, require companies to include in their proxy materials security holder nominees for election as director. <https://www.sec.gov/rules/proposed/s71903/wmccir122203.pdf>
- See: Comments on Proposed Rule: Internet Availability of Proxy Materials Release Nos. 34-52926 IC-27182 File No. S7-10-05. Confirmed that system-wide economic and market failure was a growing possibility. (See page 2: <http://www.sec.gov/rules/proposed/s71005/wcunningham5867.pdf> )
- Shareholder Proposals Relating to the Election of Directors. Release No. 34-56161 File No. S7-17-07 <https://www.sec.gov/comments/s7-16-07/s71607-495.pdf>
- We have requested that the U.S. Securities and Exchange Commission (SEC) develop mandatory rules for public companies to disclose high-quality, comparable,

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[www.creativeinvest.com](http://www.creativeinvest.com)

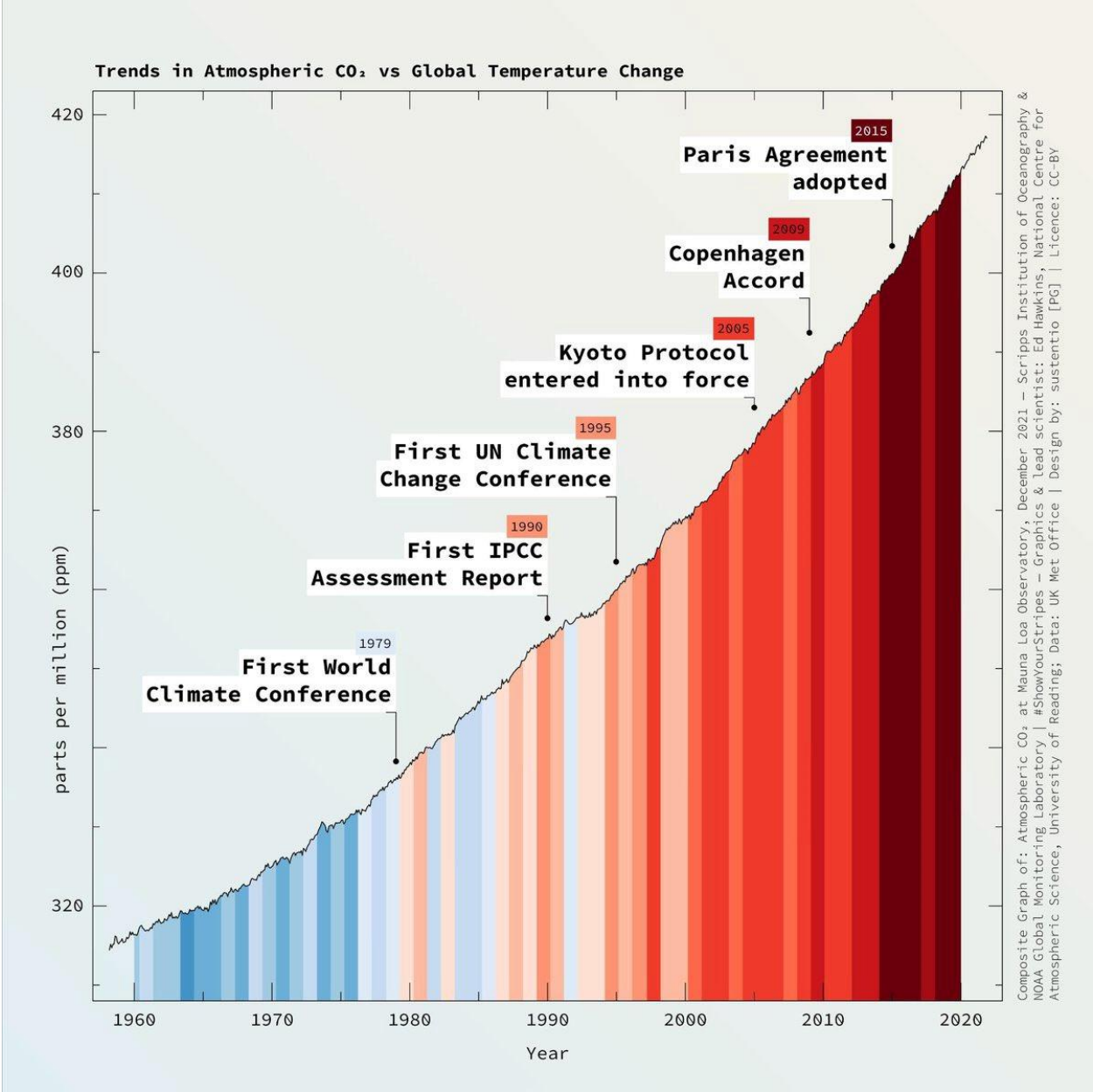
decision-useful information concerning BLM Pledge fulfillment. See:  
<https://www.sec.gov/rules/petitions/2021/petn4-774.pdf>

- This Week in ESG and Impact Investing: SEC’s Proposed Climate-Related Disclosure Requirements. <https://www.impactinvesting.online/2022/03/secs-proposed-climate-related.html?spref=tw>

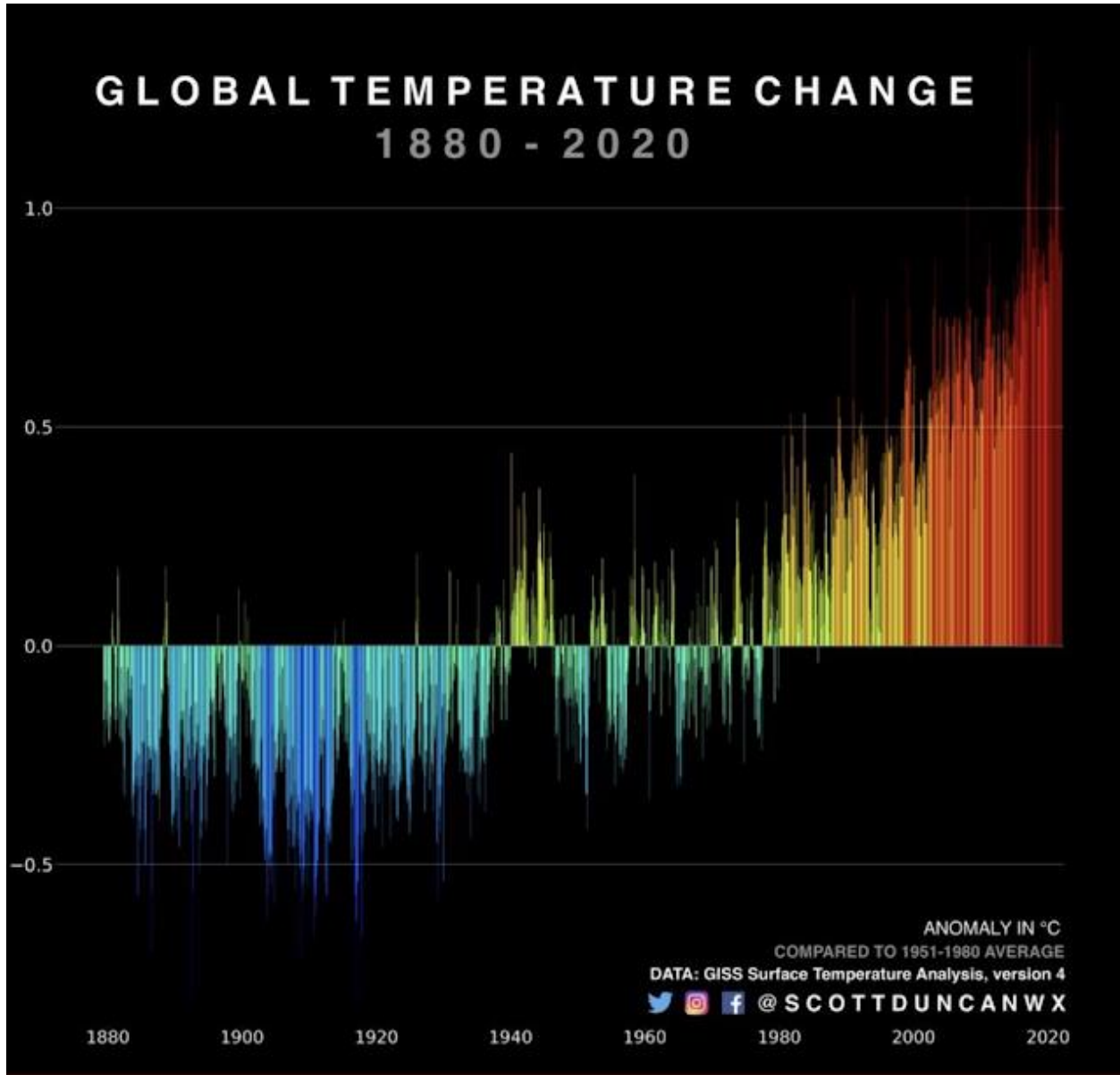
Our economic models clearly predict the outcome of this and related regulatory efforts. Detailing and describing these outcomes would serve no purpose other than to enrich a set of non-African American individuals and entities while simultaneously damaging the public. While we decline to do so, note the following: As Mr. Cunningham has demonstrated, inadequate consideration of the public interest damaged the public and investors. Current regulatory practices protect the monetary interest of a small set of non-African American persons, fail to protect the general public, and damage long term economic prospects.<sup>5</sup>



<sup>5</sup> We note that the LIBOR scandal and crisis was generated by a collusive agreement in restraint of trade resulting in LIBOR rate manipulation and is a direct result of the biggest regulatory failure in the history of financial markets. See: [https://en.wikipedia.org/wiki/Libor\\_scandal](https://en.wikipedia.org/wiki/Libor_scandal) As a market failure, it is second only to the cost of the failure to protect human lives during the Atlantic slave trade.





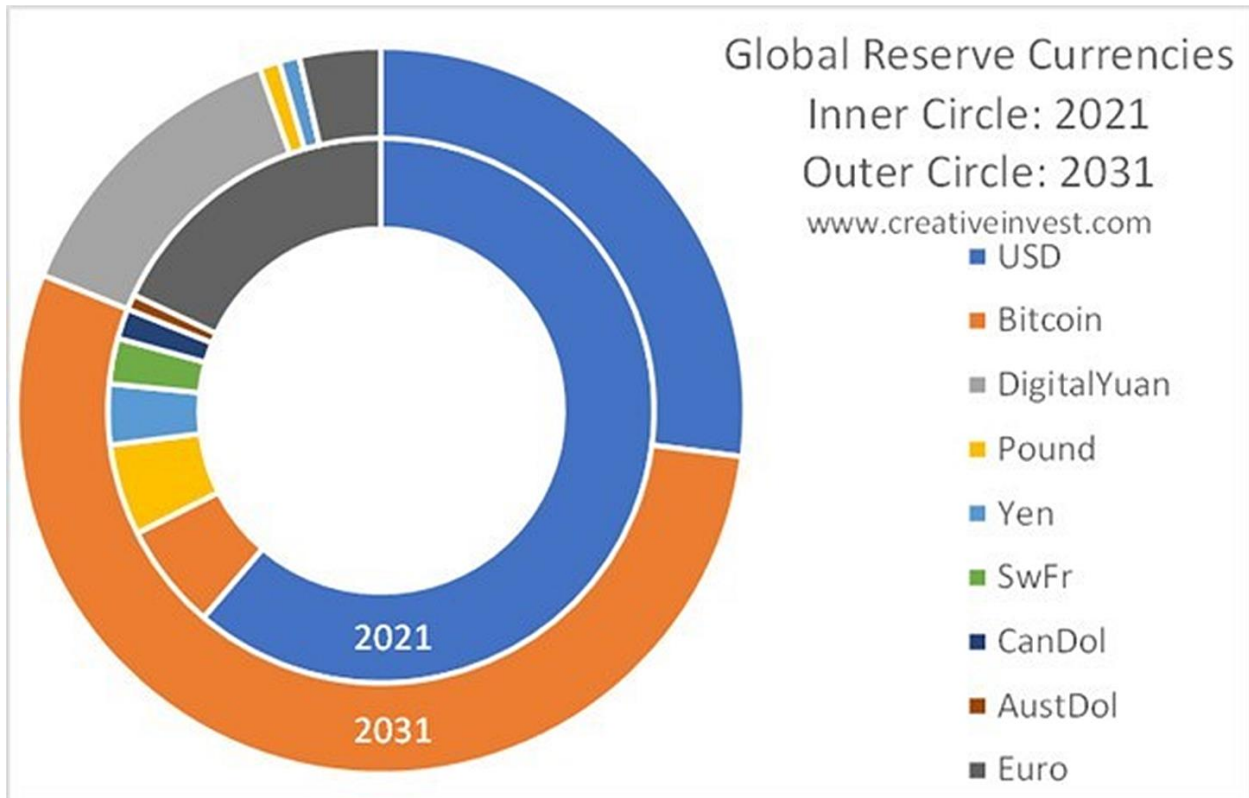


These regulatory failings have real implications for the public.

Regulators have abdicated their responsibility to protect the public interest, if that interest includes maintaining living standards<sup>6</sup>. Note that, with growing competition

<sup>6</sup> See: <https://www.bbc.com/news/business-65308769#:~:text=Bank%20of%20England%20economist%20says%20people%20need%20to%20accept%20they%20are%20poorer,-Published>

from fintech firms and alternatives, like bitcoin, this may imply the wholesale exit of banking institutions from financial institution regulatory systems.



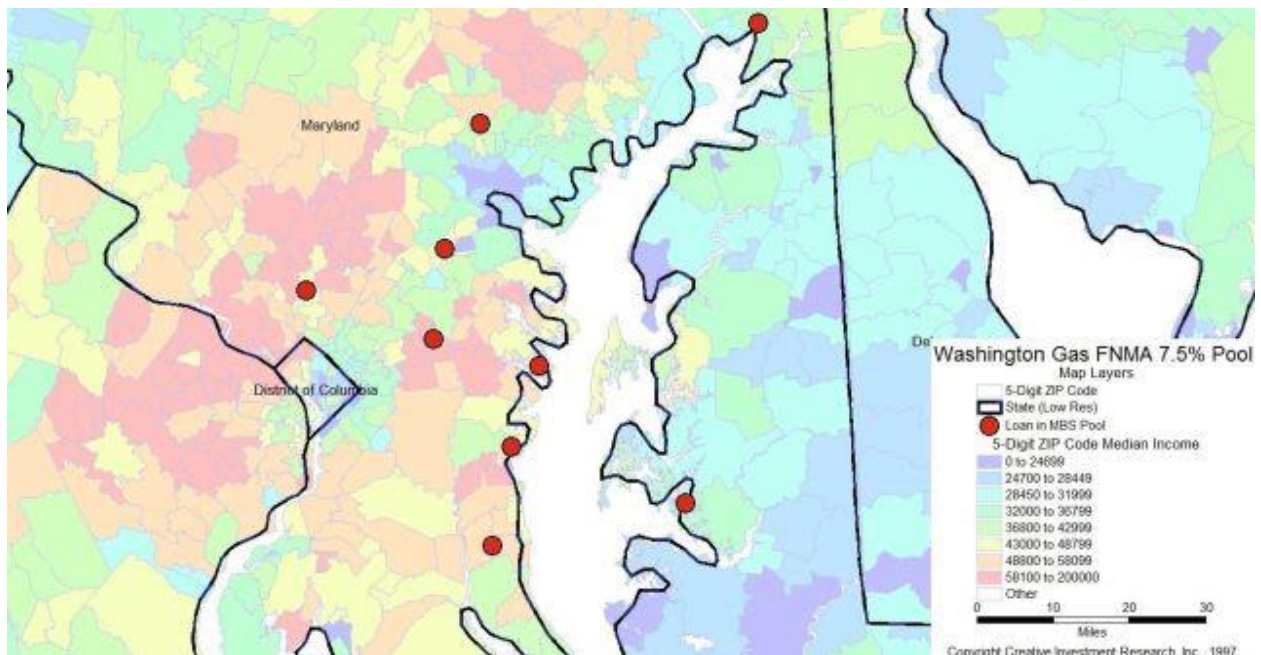
This would not be in the public interest.

## Appendix A

William Michael Cunningham manages an investment advisory and research firm, Creative Investment Research, founded in 1989 to expand the capacity of capital markets to provide capital, credit and financial services in minority and underserved areas and markets.

We have done so by creating new financial instruments and by applying existing financial market technology to underserved areas. The Community Development Financial Institution Fund of the US Department of the Treasury certified the firm as a Community Development Entity on August 29, 2003. The Small Business Administration certified the firm as an 8(a)-program participant on October 19, 2005. (We did not receive any benefit or revenue due to our participation in the 8(a) program.)

In 1991, Mr. Cunningham created the first systematic bank analysis system using social and financial data, the Fully Adjusted Return® methodology. In 1992, he developed the first CRA securitization, a Fannie Mae MBS security backed by home mortgage loans originated by minority banks and thrifts.





In 2001, he helped create the first predatory lending remediation/repair MBS security.<sup>7</sup>

Also see:

- Corporate and Mutual Fund Scandals in Review. 15th Annual SRI in the Rockies Conference. Keystone, Colorado. Thursday, October 7, 2004. <https://creativeinvest.com/sri/CorpFraudSRIITR.pdf>
- BLACK WOMENOMICS Maternal Mortality Reparation Facility <https://blackwomenomics.com/>
- CHILD TAX CREDIT <https://www.childtaxcredit.net/>
- CORPORATE PLEDGES TO BLACK LIVES MATTER <https://www.blacklivesmattercorporatepledges.com/>
- Advancing Racial Equity and Support for Underserved Communities Through the Federal Government. <https://www.equityactionplans.com/>
- The Crisis in Black Housing <https://drive.google.com/file/d/11jfEtWfQY5Rpdbpw0s6stHhawY0iero6/view>

7

Pool	Client	Originator	Social Characteristics
FN374870	Faith-based Pension Fund	National Mortgage Broker	Mortgages originated by minority and women-owned financial institutions serving areas of high social need.
FN296479			
FN300249			
GN440280	Utility Company Pension Fund	Minority-owned financial institutions	
FN374869			
FN376162			
FN254066	Faith-based Pension Fund	Local bank	Predatory lending remediation



## Appendix B

December 8, 2005

Ms. Elaine M. Hartmann  
Division of Market Regulation  
U.S. Securities and Exchange Commission  
450 5th Street, NW  
Washington, DC 20549

Dear Ms. Hartmann,

Creative Investment Research (CIR) has requested that the Division of Market Regulation not recommend enforcement action to the U.S. Securities and Exchange Commission if CIR is recognized as a Nationally Recognized Statistical Rating Organization (NRSRO) for purposes of applying Rule 15c3-1 under the Securities and Exchange Act of 1934, as amended and codified at 17 C.F.R. 240.15c3-1 with respect to rating short term debt vehicles issued by women and minority owned financial institutions.

As part of the NRSRO recognition process, we have provided you and your staff with information regarding our qualifications, including confidential, nonpublic information on our trade secret protected Fully Adjusted Return ® methodology.

Thank you.

Sincerely,

William Michael Cunningham  
CEO and Social Investment Advisor

Sample page below

Creative Investment Research, Inc. Minority Bank & Thrift Report

Page No.:71

Dryades Saving Bank

233 Carondelet St  
New Orleans

LA 70130

Phone: (504) 581-5891  
Fax: (504) 598-7233

Route #: 265070516

Certificate #: 1470512650

INSTTYPE: Savings Bank

Branches: 4

Employees: 54

Ethnic Group: Black

Community Reinvestment Act Rating:

Latest Rating: Outstanding

Rating t-1: Outstanding

Rating t-2: Satisfactory

Rating t-3: Satisfactory

Management

President: Virgil Robinson  
CFO: Frank J Oliveri  
Loan Officer: Tomorr LeBeouf  
Operations Officer: Hedy Hebert

Fully Adjusted Return (TM): 173

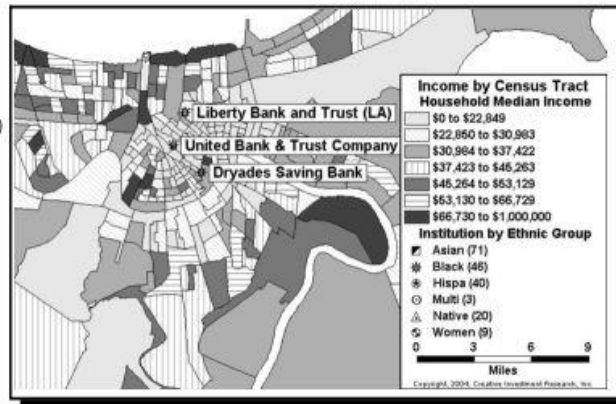
Index of social and financial performance.  
Range 300 to 0. (Higher is better.)

Regulatory and Business Status

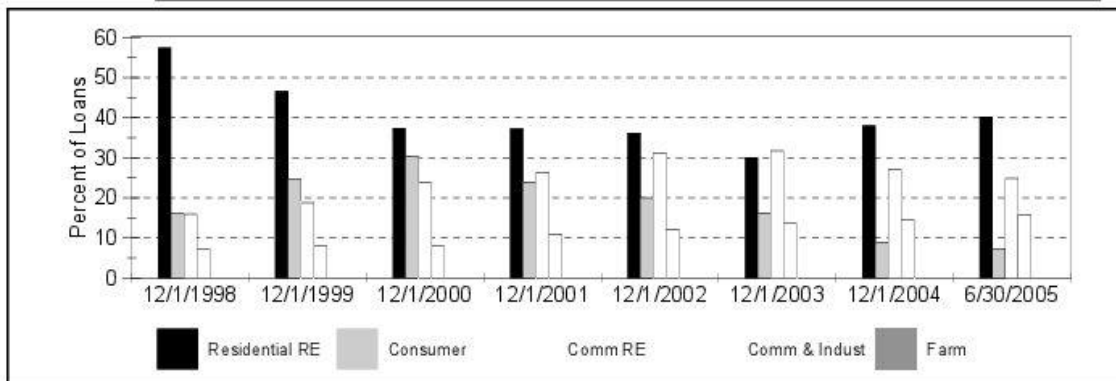
Trading Status: Not Publicly Traded  
Insurance Type: Savings Association Insurance Fund(SAIF)  
Holding Company: Dryades Bancorp, Inc.

Social Data

COUNTY: Orleans  
Unemployment, %, 7/1/2005: 5.60  
Population, 7/1/04: 462,269  
Population change, % 2000 to 2004: -4.6 %  
Offices of FDIC-Insured Inst, 8/22/05: 108  
Minority population, % of total in County: 73.4 %  
Per Capital personal income, 2003: \$30,152  
Minority firms in County, % of total, 1997: 28.6 %  
Women-owned firms in County, % of total, 1997: 26.6 %



Year	12/1/1998	12/1/1999	12/1/2000	12/1/2001	12/1/2002	12/1/2003	12/1/2004	6/30/2005
Assets	\$88,946	\$95,937	\$105,717	\$122,844	\$123,349	\$92,773	\$103,456	\$111,051
GrLns	\$68,952	\$74,217	\$82,735	\$76,801	\$61,982	\$56,390	\$62,766	\$66,165
Deposits	\$79,132	\$83,939	\$87,046	\$116,073	\$114,874	\$75,938	\$86,965	\$94,535
Equity	\$6,112	\$5,886	\$5,779	\$5,832	\$7,119	\$8,484	\$7,046	\$6,978
Salaries	\$2,697	\$3,039	\$3,151	\$3,132	\$2,921	\$2,793	\$2,839	\$1,428
Net Inc.	\$365	\$292	\$3	(\$44)	\$302	\$1,733	(\$427)	(\$4)
Net Ch	0.14	0.16	0.61	0.43	0.30	2.16	0.66	1.35
Offs%	0.56	0.82	1.42	1.03	1.50	2.83	2.23	1.34
NonPerfLns	0.44	0.32	0.00	-0.04	0.23	1.71	-0.42	-0.01
%	6.21	4.85	0.05	-0.75	4.66	20.00	-5.35	-0.11
ROA								
ROE								



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William Michael Cunningham  
Economist and ESG/Impact Investing Researcher



Monday, September 4, 2023

U.S. Department of the Treasury  
Treasury Advisory Committee on Racial Equity (TACRE)  
1500 Pennsylvania Avenue NW  
Washington, DC 20220  
US

via email to [TACRE@Treasury.gov](mailto:TACRE@Treasury.gov)

Re: September 19, 2023 Meeting of the Treasury Advisory Committee on Racial Equity

We understand that "The Department of the Treasury is hosting its Fiscal Year 2023 Quarter 4 meeting of the Treasury Advisory Committee on Racial Equity ('TACRE' or 'Committee'). The Committee is composed of 25 members who will provide information, advice, and recommendations to the Department of the Treasury on matters relating to the advancement of racial equity."

We note that the impact of faulty policymaking in this area has grown worse over time. The damage (conflict of interest driven declines in ethical standards of behavior, environmental damage, elevated social and political instability due to growing concentration of wealth) will continue and accelerate.<sup>1</sup>

We further note that incompetence, anti-Black discrimination and exclusionary practices based on race are currently operational<sup>2</sup> in investment and finance, including regulatory bodies. Given this fact, we decline to directly address the issues raised, having done so<sup>3</sup> over the past 30 years.

We refer the Committee to the following:

Lawsuit Targeting Fearless Fund Part of a Disturbing Trend.

<https://minoritybank.com/the-lawsuit-targeting-the-fearless-fund-is-part-of-a-disturbing-trend/>

Black Businesses Projected To See \$1B In Loans From SBA -

<https://www.blackenterprise.com/analysis-sba-projected-to-supply-black-businesses-1-billion-in-loans-this-year/>

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<sup>1</sup> See: "Bank of England economist says people need to accept they are poorer." Online at: <https://www.bbc.com/news/business-65308769> Also see: "Britain hit by biggest strike in more than a decade with schools shut and rail networks disrupted." <https://cnb.cx/3DuPrib> and Thousands strike across UK as unions increase pressure for better pay <https://www.pbs.org/newshour/world/day-of-disruption-in-uk-as-hundreds-of-thousands-join-strike>

<sup>2</sup> See: "Viewpoint on Ukraine: Why African Wars Get Different Treatment." Published 6 March 2022. Online at: <https://www.bbc.com/news/world-africa-60603232>

<sup>3</sup> We include all linked documents by reference.

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[www.creativeinvest.com](http://www.creativeinvest.com)



Three years after George Floyd's murder, is America in a better place?  
<https://news.yahoo.com/george-floyd-three-years-anniversary-murder-america-minneapolis-police-090046153.html>

FEDERAL AGENCY EQUITY ACTION PLANS: Executive Order on Advancing Racial Equity and Support for Underserved Communities Through the Federal Government Kindle Edition. [https://www.amazon.com/FEDERAL-AGENCY-EQUITY-ACTION-PLANS-ebook/dp/B0B11LLRG3?ref=ast\\_author\\_dp](https://www.amazon.com/FEDERAL-AGENCY-EQUITY-ACTION-PLANS-ebook/dp/B0B11LLRG3?ref=ast_author_dp)

Thriving As a Minority-Owned Business in Corporate America: Building a Pathway to Success for Minority Entrepreneurs 1st ed. <https://www.amazon.com/Thriving-Minority-Owned-Business-Corporate-America/dp/1484272390>

Rethinking Federal Reserve Policy in a Post-Covid Economy: From Interest Rates to Corporate Profits. <https://www.impactinvesting.online/2023/06/rethinking-federal-reserve-policy-in.html>

Updated Information On Corporate and Foundation Donations to Black Lives Matter <https://www.prlog.org/12962363-updated-information-on-corporate-and-foundation-donations-to-black-lives-matter.html>

Report on Diversity at OMWI Agencies  
<https://www.impactinvesting.online/2012/02/greenlining-releases-report-on.html>

Unleashing the Power of Sustainable Investments: New Frontiers for Responsible Growth  
<https://mailchi.mp/466fd9443229/unleashing-the-power-of-sustainable-investments-discover-new-frontiers-for-responsible-growth>

New Investing Vehicles to Reduce the Black/White Wealth Gap.  
<https://checkout.square.site/merchant/BV4QW2CACKV8F/checkout/DEGQ6O65M7MFDYCG7TACBSP2>

Discussion at the *Future of Money Conference* held by the Government Blockchain Association at <https://youtu.be/n1i4J8df0t0>

1. Monetary Social Control Theory
2. Racial Social Control Theory
3. Black White Wealth Distributions

We stated, on February 5, 2015, in testimony to the Norwegian Ministry of Finance (<http://www.creativeinvest.com/NorwayTestimonyFeb52015.pdf> ) and on April 22, 2015 in comments to the Government of the United Kingdom:



***"As the market value of environmental, social and governance factors continues to grow, companies and investment managers will engage in fraudulent practices related to these factors. These practices will range from simple falsification of environmental, social and governance records to more sophisticated, but no less fraudulent methods related to environmental, social and governance ratings."***

On September 22, 2015 automaker Volkswagen admitted that ***"defeat devices' used to cheat emissions testing were installed in 11 million vehicles worldwide."***

Starting in 1989, we were the first investment research firms to evaluate these factors:

See: Security backed exclusively by minority loans. American Banker Newspaper. December 2, 1994. (Edward Kulkosky).  
<https://www.creativeinvest.com/mbsarticle.html>

Also see: Social Performance Indicators for Banks, 2002.  
<https://www.creativeinvest.com/SocialPerformanceIndicatorsfortheFinanceIndustry.pdf>

"Environmental Issues and Stock Returns." <https://www.eventbrite.com/e/how-environmental-issues-impact-stock-returns-tickets-2029288657>

"Research firm Creative Investment Research launched an impact investing vehicle calling on the Federal Reserve to create a funding facility to reduce Black maternal mortality." <https://tpinsights.com/the-state-of-black-maternal-mortality-a-funding-crisis-addressing-power-privilege-and-policy/>

Additional specific input would be futile.

Creative Investment Research and Mr. Cunningham (WMC) have long been concerned with the failure of bank and financial institution regulatory agencies to protect the public interest<sup>4</sup>. We base this on the following:

- In 1992, in a regulatory filing with the Federal Reserve, we suggested the creation of an Investment Test as part of the Community Reinvestment Act (CRA) as a way to evaluate community development performance, another suggestion that was ignored until non-Black persons and firms could profit.

---

<sup>4</sup> On July 3, 1993, WMC wrote to SEC Commissioner Mary Schapiro to notify the Commission about a certain, specific investing "scam." A timely warning was not issued to the investing public and members of the public were damaged. See: <https://www.creativeinvest.com/SECNigerianLetter.pdf>

- In 1993, at the First Annual Greenlining Institute Conference on Community Development, we suggested the creation of government backed venture capital funds to take first risk position in the provision of equity capital to small, minority businesses on Georgia Avenue in NW Washington, DC. This morphed into the New Markets Tax Credit program, a real estate focused "community development" program that has fueled gentrification.
- On November 3, 1994, in a speech titled "The Role of Minority Banks in Meeting the Credit Needs in the Marketplace" delivered at the Federal Reserve Bank of Kansas City Seminar on: Credit and the Disadvantaged, we suggested the Fed purchase mortgage-backed securities issued by Black owned banks as a way to address housing inequality while enhancing the impact of monetary policy, a suggestion the Fed ignored until majority-owned banks could profit.
- WMC designed the first mortgage security backed by home mortgage loans to low- and moderate-income persons and originated by minority-owned institutions. In October, 1995, the Washington Gas Light (WGL) Company retained WMC to create mortgage-backed securities (MBS) consisting of one to four family residential home loans originated by minority-owned financial institutions serving areas of high social need. Mr. Cunningham developed a completely original approach that involved geocoding and mapping, for the first time, the location of every loan in an MBS pool and tying that location to social data. (See: Security Backed Exclusively by Minority Loans, at <https://www.creativeinvest.com/mbsarticle.html> ). A sample map WMC created in 1997 for this process is attached as Appendix A.
- On April 30, 1997, in Case 97-1256 at the US Court of Appeals for the DC Circuit, Mr. Cunningham opposed the merger of Citigroup and Travelers and the elimination of the Glass-Steagall Act.
- In November, 1997 and, again in December, 2003, WMC wrote to the Division of Market Regulation at the Securities and Exchange Commission, on behalf of WMC and Creative Investment Research to request that CIR be considered a nationally recognized statistical rating organization ("NRSRO"). WMC requested this status only with respect to rating securities issued by financial institutions owned by women and minorities. WMC never received a reply from the Commission. We have attached a copy of a letter sent to Ms. Nazareth, Director, Division of Market Regulation, Securities and Exchange Commission, as Appendix B.
- In October 1998, in a petition to the United States Court of Appeals for the District of Columbia Circuit in opposition to the Citigroup/Travelers merger, we cited evidence that growing financial market malfeasance greatly exacerbated risks in

financial markets, reducing the safety and soundness of large financial institutions. We went on to note that:

***"The nature of financial market activities is such that significant dislocations can and do occur quickly, with great force. These dislocations strike across institutional lines. That is, they affect both banks and securities firms. The financial institution regulatory structure is not in place to effectively evaluate these risks, however. Given this, the public is at risk."***

On July 25, 2012, the New York Times reported that Sanford I Weill, former chairman and chief executive of defendant Citigroup "called for a wall between a bank's deposit-taking operations and its risky trading businesses. In other words, he would like to resurrect the regulation (Glass-Steagall) that he once fought."

- On June 15, 2000, we testified before the House Financial Services Subcommittee on Capital Markets, Insurance and Government Sponsored Enterprises (GSE's) of the US Congress. We suggested that the GSE's (Fannie Mae and Freddie Mac) be subject to a thorough "Social Audit." A Social Audit is an examination of the performance of an enterprise relative to certain social objectives. It also includes a review of ethical practices at the firm. Had they been subject to this audit, certain flaws in their operation which led to their failure, including ethical shortcomings, may have been revealed earlier. See: <https://www.creativeinvest.com/fnma/>
- In 2001, Mr. Cunningham helped create the first wide scale home mortgage loan modification project. See: Property Flipping Remediation Yields Investment-grade Security at: <http://www.creativeinvest.com/remediation.pdf> and <https://www.creativeinvest.com/PropertyFlipping.pdf>
- On December 22, 2003, statistical models we created using the Fully Adjusted Return® Methodology predicted the financial crisis of 2008. See page 6: <http://www.sec.gov/rules/proposed/s71903/wmccir122203.pdf>
- In 2005, we served as an expert witness for homeowners in a case against PMI Group, Credit Suisse First Boston, Moody's, Standard and Poor's, Fairbanks Capital Corporation, Select Portfolio Servicing, US Bank National Association, as Trustee of CSFB ABS Series 2002-HEI, et. al., in the New Jersey Superior Court Law Division - Monmouth County. Our expert witness testimony held corporate parties responsible for facilitating predatory lending practices. *Had this single case been successful, we believe the financial crisis of 2008 would not have occurred.*

# William Michael Cunningham

Economist and ESG/Impact Investing Researcher



- On Monday, April 11, 2005, WMC testified before Judge William H. Pauley III in the U.S. District Court for the Southern District of New York on behalf of the public at a fairness hearing regarding the \$1.4 billion-dollar Global Research Analyst Settlement. See: <https://creativeinvest.com/fairness.html>
- On December 22, 2005, Mr. Cunningham met with Ms. Elaine M. Hartmann of the Division of Market Regulation at the U.S. Securities and Exchange Commission. At that meeting, he issued a strongly worded warning that system-wide economic and market failure was a growing possibility.
- On February 6, 2006, statistical models created by WMC using the Fully Adjusted Return ® Methodology signaled the probability of system-wide economic and market failure. (See page 2: <http://www.sec.gov/rules/proposed/s71005/wcunningham5867.pdf> )
- WMC designed the first mortgage security backed by Targeted Energy Efficient Mortgages in June 2006. <https://www.creativeinvest.com/EnergyEfficientMortgageMBSJune2006.pdf>
- On June 18, 2009, WMC testified before the House Ways and Means Select Revenue Measures Subcommittee at a joint hearing with the Subcommittee on Domestic Monetary Policy and Technology of the Financial Services Committee concerning ways to improve the New Markets Tax Credit Program. See: <https://www.creativeinvest.com/nmtctestimony.html> and <https://financialservices.house.gov/media/file/hearings/111/printed%20hearings/111-47.pdf> )
- On January 25, 2012, WMC submitted a "Friend of the Court" brief in a case before the United States Court of Appeals for the Second Circuit (Case 11-5227). As a friend to the Court, Mr. Cunningham provides an independent, objective and unbiased view in support of broad public interests. His education and experience uniquely positioned him to provide objective, independent research and opinions concerning the issues central to the case.
- Mr. Cunningham's presentation at the Texas Association of African American Chambers of Commerce resulted in successful crowdfunding legislation for the State of Texas. <https://www.creativeinvest.com/TexasEconomicForecastCrowdfundingBill.pdf>
- On August 13, 2015, Mr. Cunningham provided testimony on the Department of Labor's Fiduciary Rule. Online at <https://youtu.be/kOGS-DdLYe0>

[info@creativeinvest.com](mailto:info@creativeinvest.com)  
[www.creativeinvest.com](http://www.creativeinvest.com)

# William Michael Cunningham

Economist and ESG/Impact Investing Researcher



- Our June 11, 2016 forecast predicted the election of Donald J. Trump. See: *Why Trump Will Win*. <https://www.linkedin.com/pulse/why-trump-win-william-michael-cunningham-am-mba/>

- Following the election, our December 26, 2016 forecast stated:

*"Under any conceivable scenario, the current situation is very bad, and I mean toxic, for democratic institutions in general and for people of color specifically. Bottom line: our Fully Adjusted Return Forecast indicates that, over time, **things will get much, much worse.....**"*

See: Trumpism. <https://www.linkedin.com/pulse/trumpism-william-michael-cunningham-am-mba/>

- November 30, 2018 Letter to John Rogers Jr., Vice Chair of the Board of Directors, Regarding the Department of Economics at the University of Chicago. See: <https://twitter.com/CreativeInv/status/1666233299730046978?s=20>

- As we predicted on January 27, 2022, the Russian Federation and the Bank of Russia have agreed on a future regime..in which cryptocurrencies are recognized as an analogue of currencies, and not digital financial assets (DFA)." See: <https://youtu.be/n1i4J8df0t0>

- Mr. Cunningham has been concerned with using new financial technologies to maximize social and financial return. See: Bitcoin and Blockchain Explained. <https://www.udemy.com/course/bitcoin-explained/>

- Creative Investment Research was one of the first signatories to the UN Global Principles for Responsible Investment (www.unpri.org). See: <http://www.creativeinvest.com/PRINews2009land.jpg>

Mr. Cunningham has a long track record of analyzing and offering solutions as part of his response to proposed regulatory agency rules:

- October 04, 2006. Roundtable discussions relating to the use of eXtensible Business Reporting Language (XBRL). [File No. 4-515]. <https://www.sec.gov/news/press/4-515/wcunningham7465.pdf> Page 17.

- Our 2003 comments on proposed proxy voting rules that would, under certain circumstances, require companies to include in their proxy materials security holder nominees for election as director. <https://www.sec.gov/rules/proposed/s71903/wmccir122203.pdf>

[info@creativeinvest.com](mailto:info@creativeinvest.com)  
[www.creativeinvest.com](http://www.creativeinvest.com)

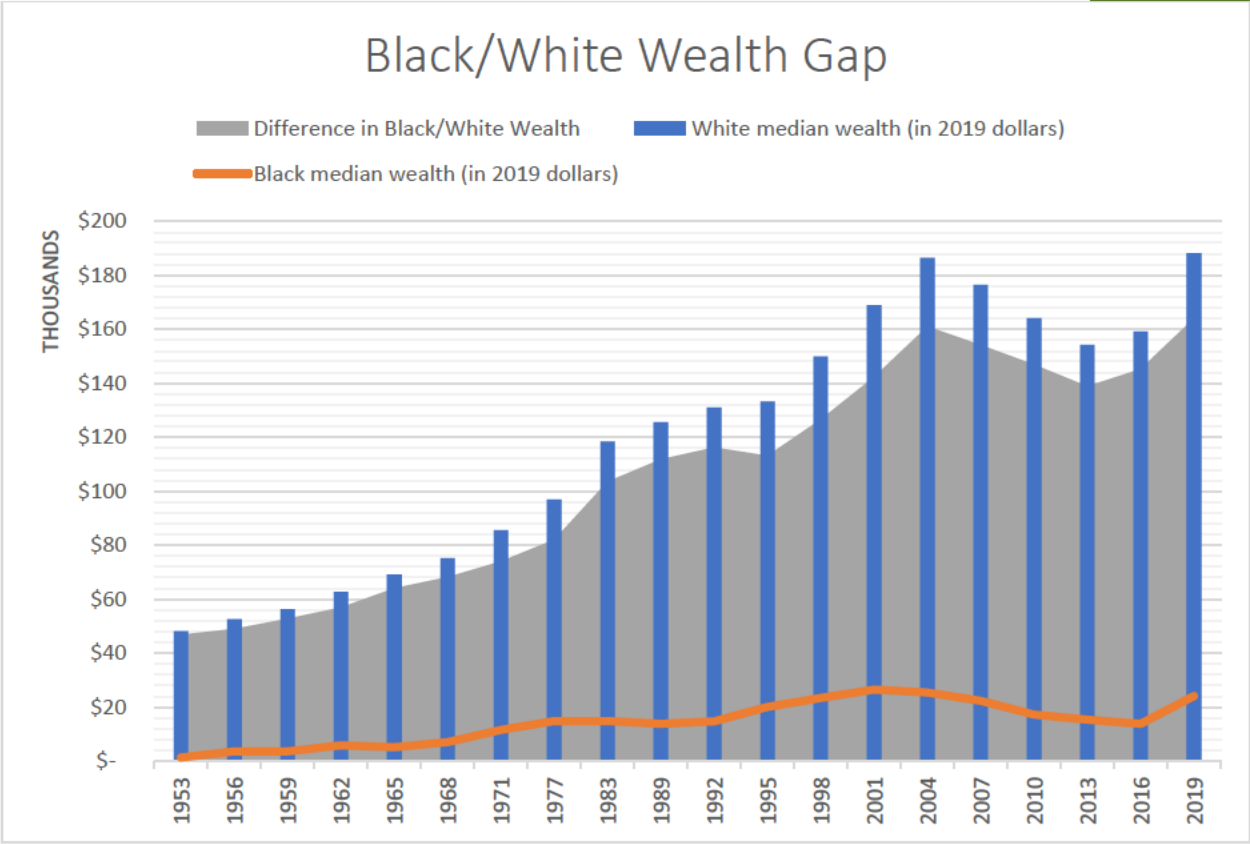


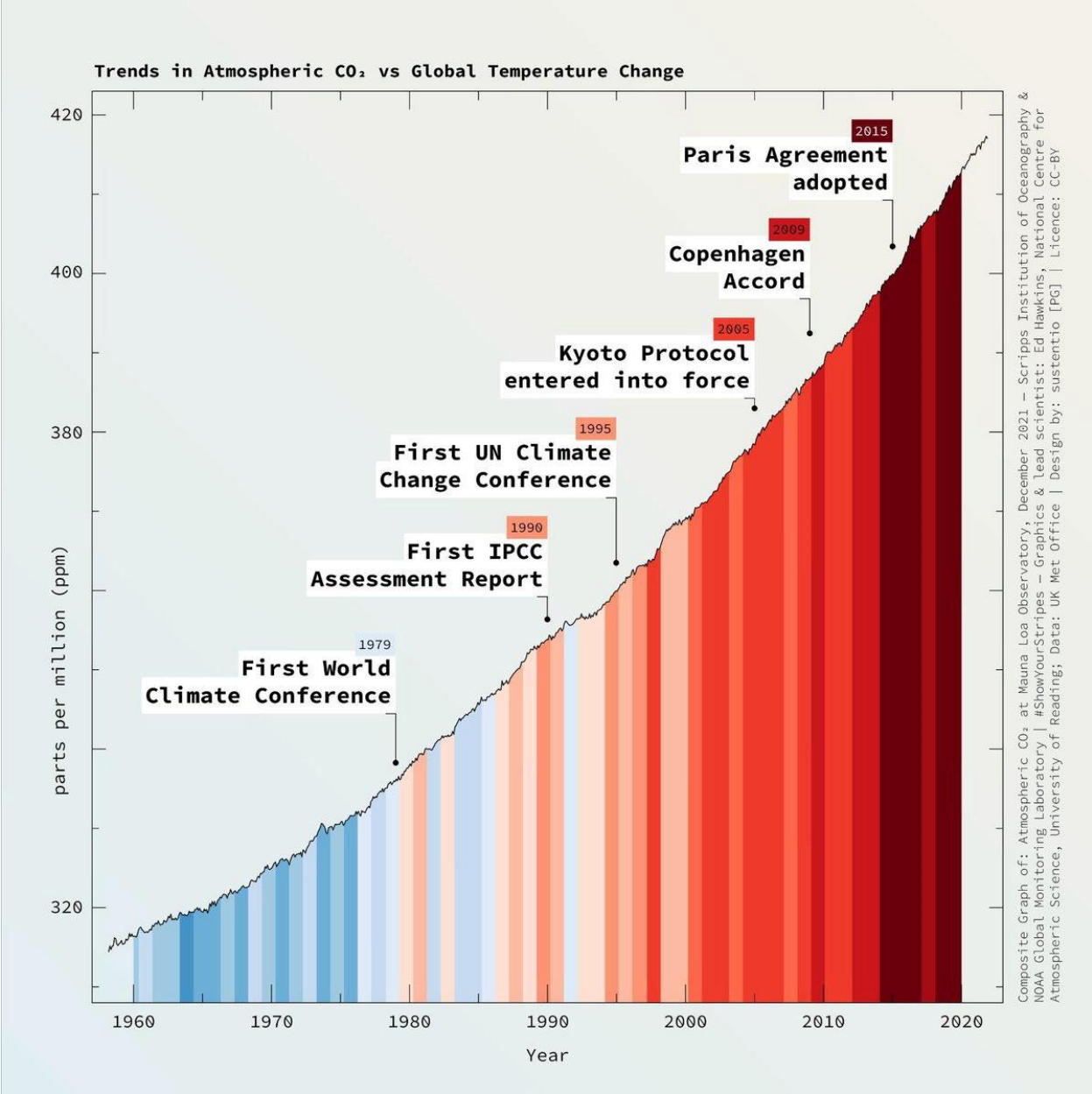
- See: Comments on Proposed Rule: Internet Availability of Proxy Materials Release Nos. 34-52926 IC-27182 File No. S7-10-05. Confirmed that system-wide economic and market failure was a growing possibility. (See page 2: <http://www.sec.gov/rules/proposed/s71005/wcunningham5867.pdf> )
- Shareholder Proposals Relating to the Election of Directors. Release No. 34-56161 File No. S7-17-07 <https://www.sec.gov/comments/s7-16-07/s71607-495.pdf>
- We have requested that the U.S. Securities and Exchange Commission (SEC) develop mandatory rules for public companies to disclose high-quality, comparable, decision-useful information concerning BLM Pledge fulfillment. See: <https://www.sec.gov/rules/petitions/2021/petn4-774.pdf>
- This Week in ESG and Impact Investing: SEC's Proposed Climate-Related Disclosure Requirements. <https://www.impactinvesting.online/2022/03/secs-proposed-climate-related.html?spref=tw>

Our economic models clearly predict the outcome of this and related regulatory efforts. Detailing and describing these outcomes would serve no purpose other than to enrich a set of non-African American individuals and entities while simultaneously damaging the public. While we decline to do so, note the following: As Mr. Cunningham has demonstrated, inadequate consideration of the public interest damaged the public and investors. Current regulatory practices protect the monetary interest of a small set of non-African American persons, fail to protect the general public, and damage long term economic prospects.<sup>5</sup>

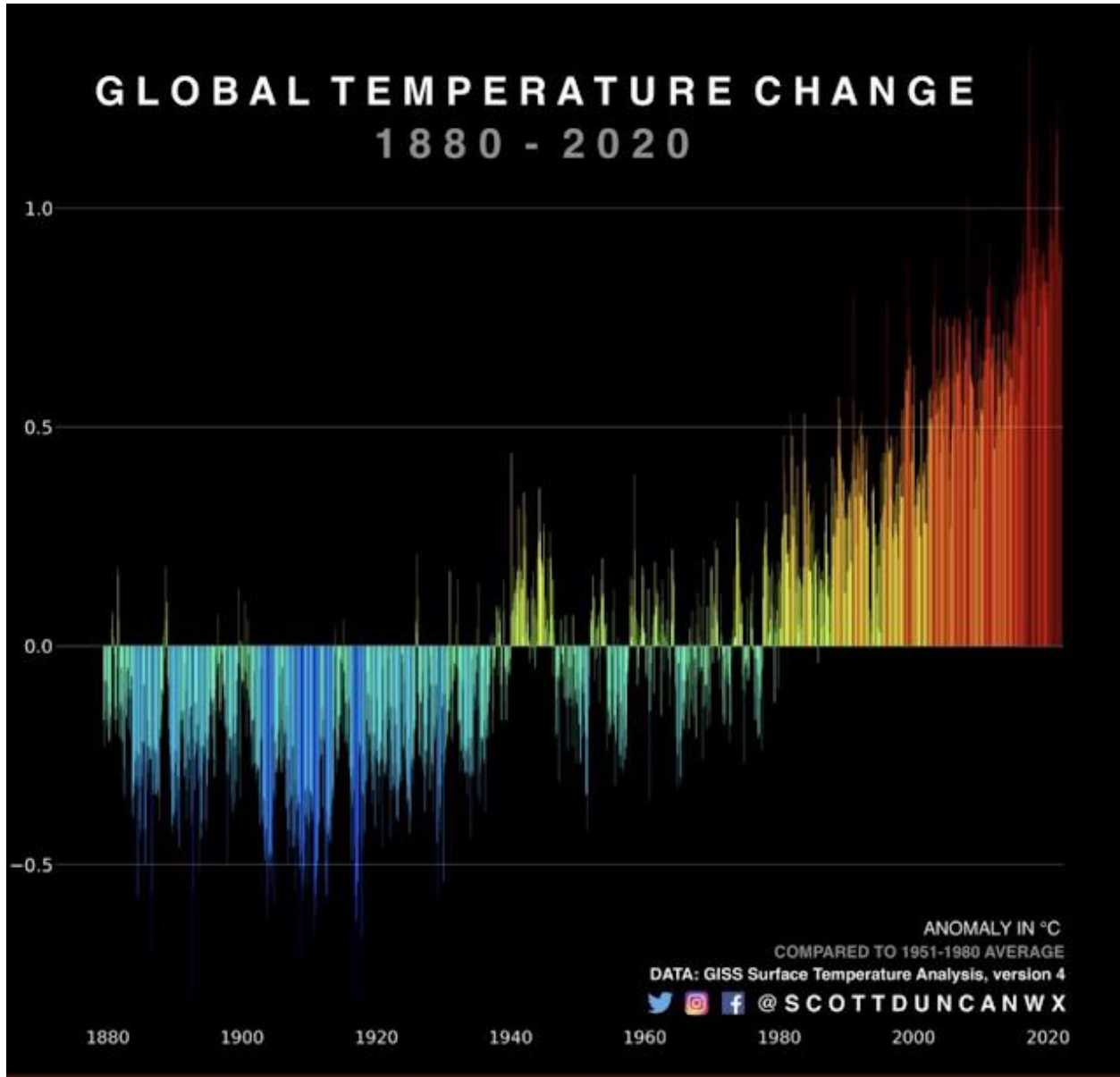
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<sup>5</sup> We note that the LIBOR scandal and crisis was generated by a collusive agreement in restraint of trade resulting in LIBOR rate manipulation and is a direct result of the biggest regulatory failure in the history of financial markets. See: [https://en.wikipedia.org/wiki/Libor\\_scandal](https://en.wikipedia.org/wiki/Libor_scandal) As a market failure, it is second only to the cost of the failure to protect human lives during the Atlantic slave trade.







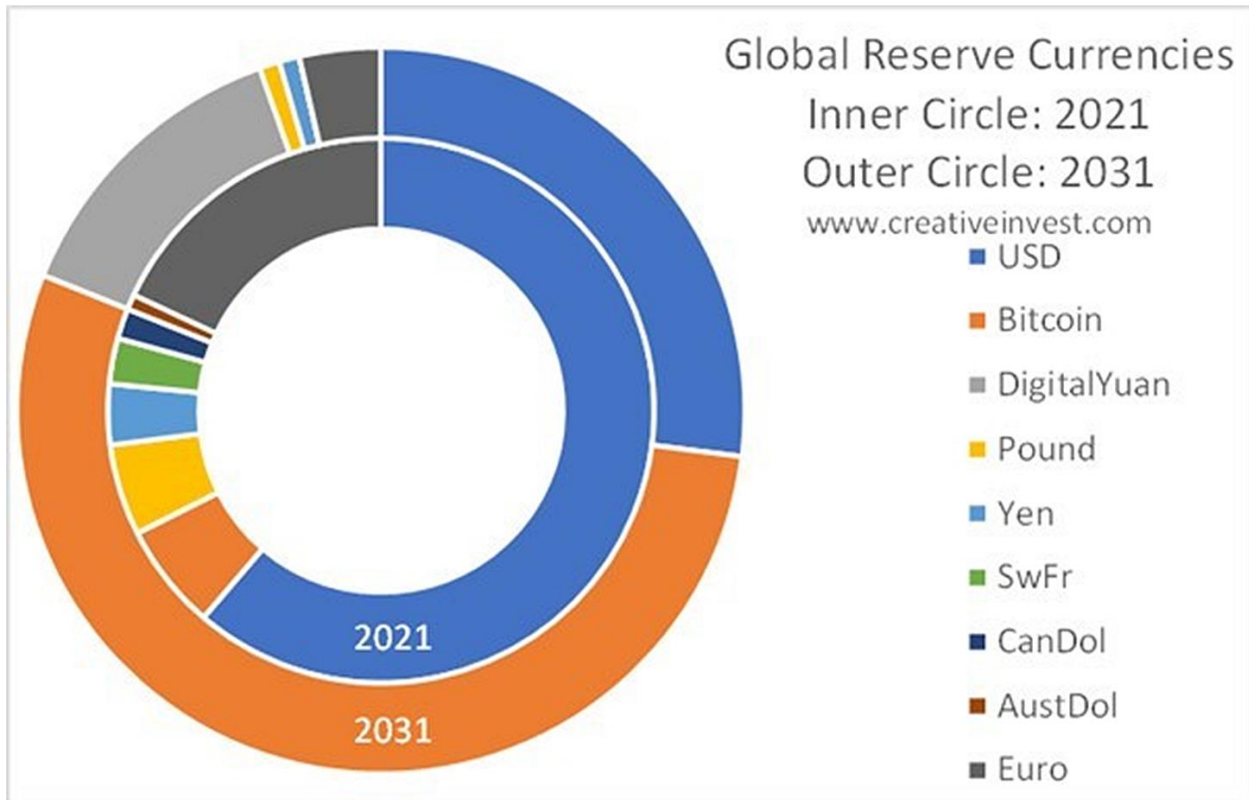


These regulatory failings have real implications for the public.

Regulators have abdicated their responsibility to protect the public interest, if that interest includes maintaining living standards<sup>6</sup>. Note that, with growing competition

<sup>6</sup> See: <https://www.bbc.com/news/business-65308769#:~:text=Bank%20of%20England%20economist%20says%20people%20need%20to%20accept%20they%20are%20poorer,-Published>

from fintech firms and alternatives, like bitcoin, this may imply the wholesale exit of banking institutions from financial institution regulatory systems.



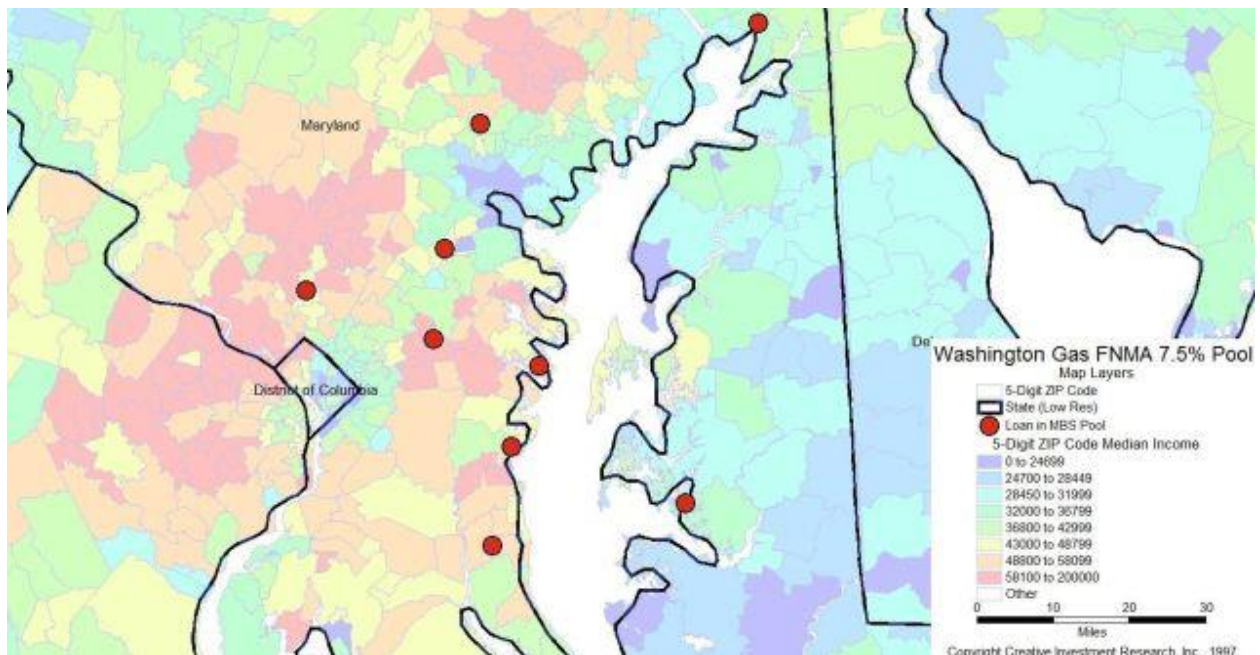
This would not be in the public interest.

## Appendix A

William Michael Cunningham manages an investment advisory and research firm, Creative Investment Research, founded in 1989 to expand the capacity of capital markets to provide capital, credit and financial services in minority and underserved areas and markets.

We have done so by creating new financial instruments and by applying existing financial market technology to underserved areas. The Community Development Financial Institution Fund of the US Department of the Treasury certified the firm as a Community Development Entity on August 29, 2003. The Small Business Administration certified the firm as an 8(a)-program participant on October 19, 2005. (We did not receive any benefit or revenue due to our participation in the 8(a) program.)

In 1991, Mr. Cunningham created the first systematic bank analysis system using social and financial data, the Fully Adjusted Return® methodology. In 1992, he developed the first CRA securitization, a Fannie Mae MBS security backed by home mortgage loans originated by minority banks and thrifts.





In 2001, he helped create the first predatory lending remediation/repair MBS security.<sup>7</sup>

Also see:

- Corporate and Mutual Fund Scandals in Review. 15th Annual SRI in the Rockies Conference. Keystone, Colorado. Thursday, October 7, 2004. <https://creativeinvest.com/sri/CorpFraudSRIITR.pdf>
- BLACK WOMENOMICS Maternal Mortality Reparation Facility <https://blackwomenomics.com/>
- CHILD TAX CREDIT <https://www.childtaxcredit.net/>
- CORPORATE PLEDGES TO BLACK LIVES MATTER <https://www.blacklivesmattercorporatepledges.com/>
- Advancing Racial Equity and Support for Underserved Communities Through the Federal Government. <https://www.equityactionplans.com/>
- The Crisis in Black Housing <https://drive.google.com/file/d/11jfEtWfQY5Rpdbpw0s6stHhawY0iero6/view>

7

Pool	Client	Originator	Social Characteristics
FN374870	Faith-based Pension Fund	National Mortgage Broker	Mortgages originated by minority and women-owned financial institutions serving areas of high social need.
FN296479			
FN300249			
GN440280	Utility Company Pension Fund	Minority-owned financial institutions	
FN374869			
FN376162			
FN254066	Faith-based Pension Fund	Local bank	Predatory lending remediation



## Appendix B

December 8, 2005

Ms. Elaine M. Hartmann  
Division of Market Regulation  
U.S. Securities and Exchange Commission  
450 5th Street, NW  
Washington, DC 20549

Dear Ms. Hartmann,

Creative Investment Research (CIR) has requested that the Division of Market Regulation not recommend enforcement action to the U.S. Securities and Exchange Commission if CIR is recognized as a Nationally Recognized Statistical Rating Organization (NRSRO) for purposes of applying Rule 15c3-1 under the Securities and Exchange Act of 1934, as amended and codified at 17 C.F.R. 240.15c3-1 with respect to rating short term debt vehicles issued by women and minority owned financial institutions.

As part of the NRSRO recognition process, we have provided you and your staff with information regarding our qualifications, including confidential, nonpublic information on our trade secret protected Fully Adjusted Return ® methodology.

Thank you.

Sincerely,

William Michael Cunningham  
CEO and Social Investment Advisor

Sample page below

Creative Investment Research, Inc. Minority Bank & Thrift Report

Page No.:71

Dryades Saving Bank

233 Carondelet St  
New Orleans

LA 70130

Phone: (504) 581-5891  
Fax: (504) 598-7233

Route #: 265070516

Certificate #: 1470512650

INSTTYPE: Savings Bank

Branches: 4

Employees: 54

Ethnic Group: Black

Community Reinvestment Act Rating:

Latest Rating: Outstanding

Rating t-1: Outstanding

Rating t-2: Satisfactory

Rating t-3: Satisfactory

Management

President: Virgil Robinson  
CFO: Frank J Oliveri  
Loan Officer: Tomorr LeBeouf  
Operations Officer: Hedy Hebert

Fully Adjusted Return (TM): 173

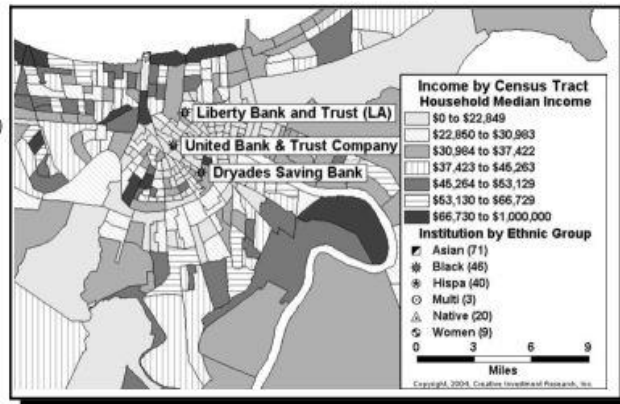
Index of social and financial performance.  
Range 300 to 0. (Higher is better.)

Regulatory and Business Status

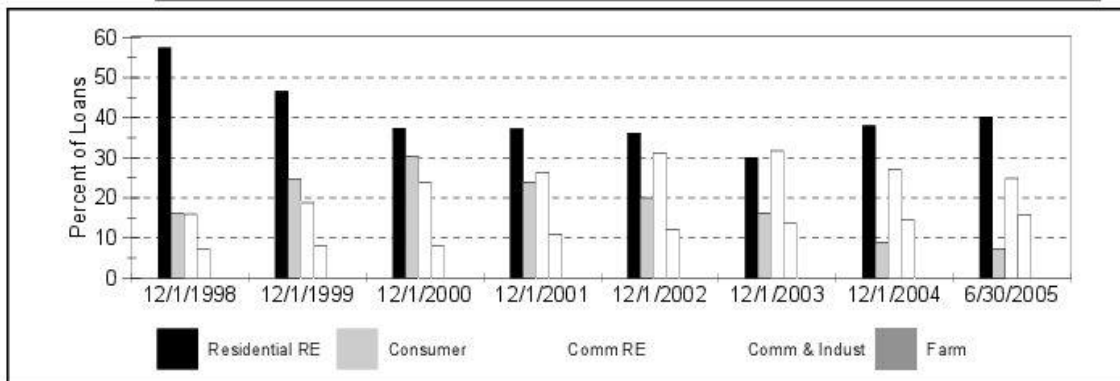
Trading Status: Not Publicly Traded  
Insurance Type: Savings Association Insurance Fund(SAIF)  
Holding Company: Dryades Bancorp, Inc.

Social Data

COUNTY: Orleans  
Unemployment, %, 7/1/2005: 5.60  
Population, 7/1/04: 462,269  
Population change, % 2000 to 2004: -4.6 %  
Offices of FDIC-Insured Inst, 8/22/05: 108  
Minority population, % of total in County: 73.4 %  
Per Capital personal income, 2003: \$30,152  
Minority firms in County, % of total, 1997: 28.6 %  
Women-owned firms in County, % of total, 1997: 26.6 %



Year	12/1/1998	12/1/1999	12/1/2000	12/1/2001	12/1/2002	12/1/2003	12/1/2004	6/30/2005
Assets	\$88,946	\$95,937	\$105,717	\$122,844	\$123,349	\$92,773	\$103,456	\$111,051
GrLns	\$68,952	\$74,217	\$82,735	\$76,801	\$61,982	\$56,390	\$62,766	\$66,165
Deposits	\$79,132	\$83,939	\$87,046	\$116,073	\$114,874	\$75,938	\$86,965	\$94,535
Equity	\$6,112	\$5,886	\$5,779	\$5,832	\$7,119	\$8,484	\$7,046	\$6,978
Salaries	\$2,697	\$3,039	\$3,151	\$3,132	\$2,921	\$2,793	\$2,839	\$1,428
Net Inc.	\$365	\$292	\$3	(\$44)	\$302	\$1,733	(\$427)	(\$4)
Net Ch	0.14	0.16	0.61	0.43	0.30	2.16	0.66	1.35
Offs%	0.56	0.82	1.42	1.03	1.50	2.83	2.23	1.34
NonPerfLns	0.44	0.32	0.00	-0.04	0.23	1.71	-0.42	-0.01
%	6.21	4.85	0.05	-0.75	4.66	20.00	-5.35	-0.11
ROA								
ROE								



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