



At Pedcor, we have watched with anguish as a global pandemic has devastated the health and financial well-being of millions of households – disproportionately Black households – and new, yet familiar tragic acts violence against people of color, including George Floyd, Ahmaud Arbery, and Breonna Taylor, have further laid bare how the legacies of structural and institutional racism persist and manifest today. At this pivotal moment, Pedcor, like so many individuals and companies, is examining how we listen, speak up, and expand on efforts to bring about equitable solutions in our lines of work.

We support the Black Lives Matter Movement and believe immense racial disparities in health, housing stability, wealth, education, and criminal justice undermine our nation’s prosperity.

As a company that has proudly built more than 20,000 high-quality affordable rental apartments across 20 states, we know that where families call home or trust with their hard-earned income is a deeply personal and important choice. We also know that the Black community and other marginalized groups are disproportionately overrepresented in the lower income population. That is why we have worked to ensure our residents and consumers, regardless of color or those historically marginalized by society, feel a sense of belonging and community with us. It is also why we are committed to listening and growing to deepen that sense of community.

In that spirit, we want to start a broader dialogue with our partners, residents, employees and consumers by explicitly stating our values, sharing how we have worked to live out those values and ways in which we hope to continue innovating and evolving in building inclusive communities, banking relationships, and workplaces.

Our Values in Practice

We believe the creation of mixed income and racially diverse neighborhoods promotes greater understanding, cooperation, and opportunity for all of us. Accordingly, developing diverse, mixed-income communities in areas of opportunity has always been central to our mission. In many cases, our communities make it possible for low-income families to access stronger schools, safer neighborhoods, and better employment opportunities. While some of our developments have “NIMBYism” (Not-In-My-Back-Yard) opposition to affordable housing, our work has shown neighbors and local officials how affordable housing expansion is an asset to a city or town. In acknowledgement of the devastating legacies of redlining in the banking community, our affiliate bank United Fidelity Bank, FSB, created a “greenlining” program in 2017 that we call the “New Hope” program. New Hope provides below market interest rate mortgage loans to individuals and families in low to moderate income communities and/or those with low to moderate incomes. This is just one way we are working to generate more equitable financing options for future homeowners and promote investment in low- and moderate-income communities.

We work with local and national agencies and advocacy organizations to draw attention to our collective responsibility to facilitate and provide fair housing

pursuant to the 1968 Fair Housing Act. We also work with our national regulators to enact regulations that encourage the financing and construction of additional affordable housing under the Community Reinvestment Act. Locally, our efforts have extended to Indianapolis-based Community Development Corporations and other community organizations or initiatives that provide housing and social service solutions for the Black community. These efforts include serving in board leadership roles for the Martin Luther King CDC in Indianapolis, contributing to the restoration and financing of Coburn Place (transitional housing for survivors of interpersonal abuse) and partnering with Carmel restaurant, divvy, and Carmel City Center to support Feeding Neighbors, a weekly meal program for families experiencing food insecurity during the COVID-19 pandemic.

Last year, Pedcor's executive officers helped create the Inclusivity Institute, a non-profit focused on moving beyond rhetoric to generate tangible solutions that can reduce intense racial and economic segregation in American housing markets. This new organization pulls together the expertise of distinguished scholars, leading affordable housing developers, and policy experts to collectively produce new research and concrete strategies to be tested and, if proven effective, can be readily deployed by cities around the country to bring about greater housing equity and financial opportunity.

One such approach the Institute has already developed is an eviction prevention program for qualifying individuals and families experiencing extreme circumstances such as an unexpected interruption in income or other types of emergency expenses (i.e. exorbitant medical costs). The initiative facilitates grants and zero-interest loans for families at imminent risk of displacement due to non-payment. The program aims to avert the devastating financial and human costs of evictions, which disproportionately impact households of color. The Institute is also working with UFB to explore new financial product offerings that can reduce usage of predatory payday loans among low-wealth households.

Looking forward, the Institute aims to create a robust Inclusivity Ratings Index to examine progress (or lack thereof) being made to bring about more equitable housing and economic outcomes in major U.S. cities. It also is working to build partnerships with non-profits and researchers throughout the country to examine the outcomes of zoning reforms and other policies aimed promoting mobility and inclusion. We welcome interested potential partners to work with us to advance these efforts.

To read more about The Inclusivity Institute, click [here](#).

Finally, we recognize that change starts at home. Starting with our Pedcor family, we will be forming an Equity, Diversity & Inclusion committee comprised of employees from all levels of the organization. The committee will be responsible for setting goals and pursuing actionable steps that further employment diversity, inclusive policies, employee trainings, and affordable housing services that advance equitable solutions for communities of color.

In our fields of expertise, Pedcor recognizes the importance of playing an active, innovative role in reversing housing and banking practices that negatively affect communities of color. But we know we have much more work to do. Please join us. We stand with all who want to partake in the important work of building a more equitable, prosperous future for all of us.