



October 18, 2021

The Honorable Joyce Beatty
Chairwoman
HFSC Subcommittee on Diversity and Inclusion
United States House of Representatives
Washington, D.C. 20015

Dear Chairwoman Beatty:

On behalf of the National Bankers Association (“NBA”), I write to express our member banks’ support for the Fair Hiring in Banking Act. This bill would strengthen the banking workforce by permitting qualified individuals to access employment and would promote equality in the banking system, given a disproportionate number of these individuals are people of color.

The NBA is the nation’s leading trade organization for the country’s minority and women-owned and operated depository institutions and its members are committed to reintegrating past offenders into the workforce, and we believe commonsense reforms to Sec. 19 of the Federal Deposit Insurance Act could reduce unnecessary barriers to employment in America’s banks. Although the Federal Deposit Insurance Corporation (FDIC) finalized a rule making some changes to its interpretation of Sec. 19, we believe the Congress must act given existing constraints in the banking statute.

Since the NBA was founded in 1927, the National Bankers Association has served as a voice for Black and other minority-owned and operated banks. Now, with membership that includes Hispanic-American, Asian-American, Pacific Islander, Native-American, and women-owned banks, our reach extends across the country. We believe strongly in advocating for not only our member banks, but also the communities they serve. Minority depository institutions help low and moderate-income communities in twenty-eight states, and they are committed to providing economic revitalization to families in those neighborhoods. Many of our member institutions have become banks of last resort for consumers and businesses who are underserved by traditional banks and financial service providers. Affording opportunities to all in our communities is an imperative to breaking the cycle of poverty and recidivism.

The Congress has an opportunity to have a major impact in this area and we applaud your efforts on the Fair Hiring in Banking Act. The NBA membership stands ready to assist you in your efforts to get this important measure enacted into law. Please call on us for any assistance.

Sincerely,

A handwritten signature in cursive script, appearing to read "N Elam".

Nicole A. Elam
President and CEO
National Bankers Association