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RE: NAA Position on Bias in Real Estate Appraisal

There is absolutely no room within the ranks of professional appraisers for bias or discrimination of any kind. Therefore, the National Association of Appraisers (NAA) decries all discrimination. We call on all appraisers, not only our members, to purge themselves of such prejudices. While NAA has not witnessed widespread discrimination in the appraisal process, it recognizes discrimination exists and we are dedicated to eradicate any discrimination anywhere in the provision of real estate appraisal services.

As part of this process, NAA, as a national force in real estate appraisal, commits to the following:

- Review its chartering and governing documents to ensure there is no ambiguity whatsoever of NAA's dedication to treating the public fairly and equally;
- Reviewing and revising, when necessary, its membership renewal process. This will serve to concretize NAA's commitment to fair housing, equal treatment, objectivity, and empathy for all persons;
- Expanding its efforts to recruit and retain new entrants into the appraisal profession. This will include those of both sexes, all sexual orientations, all colors, and all religious beliefs. While NAA has never discriminated in these areas in the past, NAA will make this commitment to fairness and equality even clearer in the future;
- Annually NAA holds its Appraiser's Conference and Trade Show (ACTS), as well as its annual Appraisal Summit. As part of these meetings, NAA will devote at least one-half of one day to recruiting new appraisers. As part of that half-day, NAA will provide training and education aimed specifically at the new appraiser. This will also include educating and training those who will supervise these new appraisers. Beginning at the 2022 Summit, this training will also include understanding all forms of bias, which will serve to educate these appraisers to avoid it;
- NAA does not specifically provide education. However, it will require its educational contractors to provide training specific to the topics of bias and discrimination. These will include training in what fair housing means, as well as the federal laws behind it. Another area of concentration will be in bias sensitivity training. This will educate appraisers to understand that bias has no place in real estate appraisal. NAA will also teach its appraisers about historic discrimination in housing, to avoid it in the future; and
- NAA shall set up a scholarship fund the purpose of which shall be to encourage members of all walks of life, especially minorities, to investigate real estate appraisal as a profession. The funds from this scholarship will be for tuition to pay for any facet of real estate appraisal education, any necessary textbooks, any necessary continuing education during the educational process, and so forth.

NAA understands the inequities of disparate treatment and disparate acts in any component of real estate appraisal. Effective immediately, NAA will produce a video, to be available on its website, on these prohibited acts, how hurtful they are, and how to conclude and communicate a value opinion without their presence. NAA will also make it clear that an appraiser's intent means nothing when it comes to discrimination or bias; the results of the appraiser's actions are the criteria by which the world (and the courts) will judge the appraiser's actions, not the appraiser's intent, benign though it may be.

NAA voluntarily places itself in a leadership position. Its goal in this position is to educate appraisers to understand the laws on fair housing, etc. With this understanding should come the commitment to abide by it. NAA decries bias and discrimination in all its guises. NAA also commits itself and its members to their eradication and to the full support of the law.