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Dear Management: What is the makeup of the employees in your company?  
  
(I'm talking about groupings, such as: race, color, religion, gender, socio economic, age, national origin, disability, marital status, sexual orientation, etc.)  
  
So... if I tested your company and found it to be made up of 98% (middle class, white men and women of judeo-christian upbringing)...  
  
Would you be open to the idea, that there could be discrimination creeping into your hiring and lending practices, because of that fact?  
  
And NO, that is not a foregone conclusion... and NO all of this doesn't have to be intentional... to be STILL happening.  
  
BUT, a 98% makeup of pale people could color an innate viewpoint of your company.  
  
So, what are you doing to be BEYOND this??? To as they say, be WOKE!  
  
Are you able to even ponder the possibility that institutional practices within your company, could be discriminating?  
  
If not, my guess is... I wouldn't want to work for your company... and neither would... a lot of other people.