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Dear Management: Your company is required to do on-going HMDA (Home Mortgage Disclosure Act) reporting...  
  
To maintain, report and publicly disclose loan-level information about your borrowers and their transactions... which in turn helps shed light on lending patterns that could be discriminatory.  
  
ALL which is great and needed!!!  
  
So, thinking along those same lines...  
  
Have you "HMDA'd" your own company's hiring practices?  
  
Let's TEST it... How far from your current desk chair... would you have to look...  
  
To find another employee that is DIFFERENT than you... based on ANY of the loan level data points you report on?  
  
If you have to look TOO FAR out...  
  
That would be NOT good peeps.  
  
Just sayin'... a simple inclusionary thought you should be always holding dear, in the hiring creed of your company.