

Charlottesville Area Association of REALTORS®
Diversity, Equity & Inclusion Council
Wed., November 17, 2021, 10 – 11 a.m.
Zoom Videoconference Minutes

Members in Attendance: Roxanne Carter-Johnston (Chair), Ben Reeves (Vice-Chair), Janice O'Hara, S. Lisa Herndon, Shannon Thomas

Staff: Ali DiGuardo

Unexcused: Tom Woolfolk

Chair Carter-Johnston called the meeting to order at 10:05 a.m.

Approval of Minutes from October Meetings – The minutes were approved as submitted.

Old Business – Staff provided an update on the DE&I Resources webpage and SSO Dashboard icon. The Council provided feedback for staff to follow up on including - background color suggestions of icon; sorting icons in SSO Dashboard sections to be in alphabetical order, and spell out Diversity, Equity, & Inclusion. Staff can update the webpage with new resources as they become available. Staff will now use the SSO notifications as a follow up to SSO pop-up messages. SSO notifications allows a longer visibility period.

Currently, we have seven registrations for the At Home With Diversity Course with Margo Wheeler. 4.5% of the CAAR membership has this certification. The Council was disappointed with the lack of registrations. S. Lisa provided insight that NAR is seeking leaders to have this certification before serving. Staff provided a recap on where the AHWD Course had been promoted (e.g., News Group, social media, GMM handouts, etc.). Staff will supply the Council with a PDF and image of the marketing flyer for additional outreach.

As part of this discussion, S. Lisa notified the Council she was asked her opinion by Inman regarding the displaying of the Confederate flag and how it violates the NAR hate speech ethics policy. The article will be shared through CAAR's communications channels soon. S. Lisa also recommended the Council listen to Clubhouse – a social audio app – that discusses topics that really matter.

Currently, we have 13 registrations for the Video/Audio Surveillance Issues & Love Letters Implications Broker Discussion. Staff shared a request from the NAREB Realist Chapter of Richmond, which included asking a Virginia REALTORS® Legal Team member to participate as a panelist. After much discussion, the Council recommended the VAR Legal Team member participate as an attendee – not a panelist. In addition, a disclaimer could be included as part of the event description and script – example: "This session is intended to provide a safe environment where we can learn from one another. For specific legal advice, refer to the Virginia REALTORS® Legal Hotline." Staff will follow up on these items. Staff will also supply the Council with a PDF and image of the marketing flyer when it becomes available.

New Business – Due to timing, the Council moved the Volunteer Recruitment Plan to the December meeting. Staff will follow up if volunteer service procedures are included in the current CAAR Policies & Procedures document. In addition, staff will obtain a better understanding of the revised volunteer procedures timeline and how that will impact and/or include the DE&I Council Volunteer Recruitment Plan.

Future Meetings

The next meeting is Wed., Dec. 8th, 10 – 11 a.m.

Adjourn

The meeting adjourned at 11:13 a.m.

Respectfully submitted, Ali DiGuardo, Staff Liaison