

**Charlottesville Area Association of REALTORS®  
Diversity, Equity & Inclusion Council  
Wed., December 8, 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, Tom Woolfolk.

Staff: Ali DiGuardo

Chair Carter-Johnston called the meeting to order at 10:03 a.m.

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

**Old Business** – Staff provided the results from the DE&I Resources SSO Dashboard survey. A Zoom poll was executed to determine the final color for the icon. Results were 4 votes for blue and 1 vote for maroon. Staff will work to finalize the icon and associated webpages. Once the icon is available, a mention will be included in a News Group issue. Additional communications will be created to better communicate the DEI Council's purpose and resources in Q1-22.

Ms. Herndon encouraged the Council to become members of the National Association of Real Estate Brokers (NAREB) Realtist Chapter of Richmond (RCR). Staff will inquire if CAAR is able to pay for the NAREB RCR membership.

A total of nine members completed the At Home With Diversity Course. Based on feedback, President-Elect Dent would like to bring Margo Wheeler back to instruct the AHWD course for all leadership in 2022.

Currently, there are over 60 registrants for the Virtual Video/Audio Surveillance Issues & Love Letter Implications event. Per the request of the Council, this session will be opened to CAAR's neighboring REALTOR® associations. Staff provided an update on the Virginia REALTORS® legal team role in the event. A disclaimer for the event has been created and approved. The disclaimer will be shown on the registration pages and throughout the script and slideshow. A rehearsal for speakers will be executed on Fri., Dec. 10<sup>th</sup>. During the rehearsal, the group will finalize the list of questions and determine which speaker will field which question.

**New Business** – An update was provided on the proposed 2021 CAAR Bylaws changes. A vote will take place on Thurs., Dec. 9<sup>th</sup>, in conjunction with the CAAR 2022 Installation of Officers & Directors Meeting.

The Council decided to not have an open recruitment process for the DEI Council for 2022. The current members and leadership will serve another year. A plan for DEI Council recruitment will be determined as part of the overall CAAR volunteer recruitment policies and procedures review. Four DEI Council members are serving on the project team and recommending pre-requisites for volunteers (e.g., Fairhaven, etc.)

**Future Meetings**

The next meeting is Wed., Jan. 19<sup>th</sup>, 10 – 11 a.m.

**Adjourn**

The meeting adjourned at 11:12 a.m.

Respectfully submitted, Ali DiGuardo, Staff Liaison