

Charlottesville Area Association of REALTORS®
Diversity, Equity, & Inclusion Council
Wed., July 28, 2021, 1 – 2 p.m. via in-person/webinar
Minutes

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

Guest: Quinton Beckham

Staff: Ali DiGuardo

Chair Carter-Johnston called the meeting to order at 1:04 p.m.

Chair Carter-Johnston welcomed new staff liaison Ali DiGuardo to the Council. Group members introduced themselves and shared why they are passionate about diversity, equity, and inclusion. Based on leadership guidance, non-responsive members have been removed from the Council.

Approval of Minutes – The minutes from the April meeting were accepted as presented.

Old Business – The group agreed the Council responsibilities remain accurate. The group reviewed two draft mission and vision statements. The authors of the statements shared how they created the verbiage and where they pulled inspiration from. Based on the group's feedback, staff will present the revised mission and vision statements, which will also include various value propositions. Chair Carter-Johnston requested the name of the app that helped other organizations form DE&I statements. The Council may use the app in conjunction with the revised mission and vision statements.

The DE&I Council will be the last group to review the CAAR Bylaws, Policy & Procedures, and Nominating processes. The review process will likely be in the fall, with a vote for approval from the membership during either the November or December General Membership Meeting.

DE&I Council recommendation(s) (money related or changes in official documents) will be sent to the Operations Master Group for consideration. If approved by the Operations Master Group, the recommendation(s) will proceed to the Board of Directors for consideration. If approved by the Board of Directors, the recommendation(s) may need a vote for approval from the membership.

The Chair and Vice-Chair of the DE&I Council will participate in the Strategic Plan process in the fall.

The MLS Master Group requested the DE&I Council to review recommended verbiage for room descriptions in Paragon (e.g., change First Floor Master to Primary First Floor Bedroom). Staff confirmed the recommended verbiage has been suggested by the Real Estate Standards Organization (RESO). The Council agreed with the recommended verbiage for room descriptions.

To prepare for the upcoming "Difficult Conversation with Leslie Frazier" event, staff requested the Council members submit one to two questions each for the Q&A portion of the program.

Future Meetings

The Council determined to meet on a regular basis - third Wednesday of every month at 10 a.m.
The next meeting is Wed., Aug. 18th at 10 a.m.

Adjourn

The meeting adjourned at 2:08 p.m.

Respectfully submitted, Ali DiGuardo, Staff Liaison