

**Charlottesville Area Association of REALTORS®**  
**Diversity, Equity & Inclusion Council**  
**On-line Vote**  
**Wed. Aug. 18<sup>th</sup>, 2021**  
**Minutes**

**On-Line Votes Received:** Roxanne Carter-Johnston (Chair), Janice O'Hara, Tom Woolfolk  
**Votes Not Received:** Ben Reeves (Vice-Chair), S. Lisa Herndon, Shannon Thomas  
**Staff:** Ali DiGuardo

Proposed Motion

For the DE&I Council to adopt the mission, vision, and value propositions as submitted (see below). (3 AYE; TBD votes not received)

Vision – CAAR and its REALTORS® members are an indispensable part in creating and preserving an unwavering focus on policies, procedures, and practices that uphold the values of diversity, equity, and inclusion.

Mission – To remove barriers and build a diverse, equitable, and inclusive Association that spreads across leadership.

Value Propositions:

Ideas & Perspectives – Actively seek out and encourage diverse ideas, and perspectives at all levels of leadership, ensuring all voices are respected.

Influence – Create a legacy who have the critical skills to lead and manage through the lens of diversity, equity, and inclusion as to create relationships that positively impact our industry and the communities we serve.

Representation – Ensure respect, professionalism, and ethical representation of the real estate industry within the communities we serve.

Commitment – Understand that the presence of visible diversity does not equate to being diverse and inclusive alone.

Amended Motion

For the DE&I Council to adopt the mission, vision, and value propositions as submitted with the suggested visions (see below).

Currently:

Mission - To remove bias barriers and build a diverse, equitable, and inclusive Association that spreads across the leadership.

Suggestion:

Mission - To build a diverse, equitable, and inclusive Association that spreads across the leadership by removing bias barriers to access and opportunity.

Currently:

Commitment - Understand that the presence of visible diversity does not equate to being diverse and inclusive alone.

Suggestion:

Commitment - Avoid tokenism, understand that the superficial appearance of diversity without effective change is not inclusive.

OR

Commitment - Avoid tokenism, Understand that the presence of visible diversity does not equate to being diverse and inclusive alone.

Adjourn

Voting suspended until the DE&I Council meets via Zoom on Tues., Aug. 24<sup>th</sup>.

Next Meeting

Tues., Aug. 24<sup>th</sup> via Zoom.

Respectfully submitted, Ali DiGuardo, Staff Liaison