

**Charlottesville Area Association of REALTORS®
Diversity, Equity, & Inclusion Council
Wed., August 18, 2021, 10 – 11 a.m. via webinar
Minutes**

Members in Attendance: Roxanne Carter-Johnston (Chair), Janice O'Hara, Shannon Thomas

Staff: Ali DiGuardo

Excused: Ben Reeves (Vice-Chair)

Unexcused: S. Lisa Herndon, Tom Woolfolk

Chair Carter-Johnston called the meeting to order at 10:08 a.m.

Approval of Minutes from July Meeting – Did not have a quorum.

Old Business – Review DE&I Council Draft Mission, Vision, and Value Propositions - Staff created a document outlining the draft Council mission, vision, and value propositions, based on the suggested edits from the last DE&I Council meeting. To keep momentum going, the Council requested the document be sent as an official email motion.

New Business – The DE&I Council shared their thoughts on how well "How to Have Difficult Conversations Around Race... or Any Differences for that Matter" went. While many were disappointed with the lack of attendance, they agreed that the content and engagement was very valuable. Several members are making it their personal mission to ask why their colleagues and peers did not attend the session. The August 12th D&I video, presentation, and handouts will be available in a future News Group (e-newsletter) issue.

Staff compiled the DE&I resources shared by the Council and the local, state, and national REALTOR® associations. The Council requested staff to create a DE&I webpage and list all the DE&I resources available (in chronological order of publication). Once the webpage is created, a corresponding icon will be created on the Single Sign On (SSO) Dashboard. In addition, a DE&I Council webpage will be created and will include the Council roster, meeting minutes, and supporting documentation (like Master Group webpages).

October D&I Event – CAAR & National Association of Real Estate Brokers (NAREB) Chapter of Richmond – Staff suggested a diverse Broker panel to discuss current Fair Housing procedures – such as love letters, covering up cameras inside and outside of the home for showings, etc. The Council liked the idea and provided several names as potential panelists for the session. The Council also weighed in on the role CAAR and Virginia REALTORS® should play in future DE&I sessions. Staff provided guidance on how to engage leadership on both levels.

Future Meetings

The next meeting is Wed., Sept. 29th (new date) at 10 a.m.

Adjourn

The meeting adjourned at 10:51 a.m.

Respectfully submitted, Ali DiGuardo, Staff Liaison