

**Charlottesville Area Association of REALTORS®
Diversity, Equity, & Inclusion Council
Wed., August 24, 2021, 2 – 3 p.m. via webinar
Minutes**

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

Staff: Ali DiGuardo

Excused: Shannon Thomas

Chair Carter-Johnston called the meeting to order at 2:02 p.m.

Proposed On-line Motion

For the DE&I Council to adopt the mission, vision, and value propositions as submitted (see 8-18-21 DE&I Council On-line Vote Minutes). (5 NAY)

Amended Motion

For the DE&I Council to adopt the mission, vision, and value propositions as submitted with the suggested visions (see 8-18-21 DE&I Council On-line Vote Minutes). (5 NAY)

A **MOTION** was **MADE, SECONDED,** and **APPROVED** to adopt the mission, vision, and value propositions as submitted (see below).

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 build a diverse, equitable, and inclusive Association that spreads across leadership by removing barriers to access and opportunity.

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 – Avoid tokenism and understand that the presence of visible diversity does not equate to being diverse and inclusive alone.

Future Meetings

The next meeting is Wed., Sept. 29th at 10 a.m.

Adjourn

The meeting adjourned at 2:27 p.m.

Respectfully submitted, Ali DiGuardo, Staff Liaison