

**Charlottesville Area Association of REALTORS®
Diversity, Equity & Inclusion Council
Thurs., September 14, 2022, 10 a.m. - Noon
Zoom Videoconference Minutes**

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

Staff: Ali DiGuardo.

Call to Order: Chair Carter-Johnston called the meeting to order at 10:07 a.m. The Antitrust Statement was acknowledged.

Approval of Minutes from June Meetings – Approved as submitted.

Old Business – Staff provided an update on the budget.

President Petrina Tyree, stating that the work and purpose of the organization was founded specifically around Diversity, Equity, and Inclusion. Therefore, the organization does not have a specifically written DEI mission statement but their action and purpose is reflective of our DEI mission. One of the reasons they were founded was because The National Association of REALTORS® refused to allow African Americans to be members so they were based in DEI from the start of their organization on July 29, 1947, before DEI became a term.

Ms. O'Hara noted there are no current DEI mission, vision, and value propositions for the State Women's Council of REALTORS®. As incoming President for the local chapter, she will request those to be developed.

New Business – The Council would like to continue to get to know the Central Virginia Hispanic Real Estate Professionals. Virginia REALTORS® notified CAAR that the organization is not yet recognized by the National Association of REALTORS® (NAR). Staff received the business card of Alba Martinez who is helping the organization get proper (NAR) recognition. Alba has requested to connect with CAAR DEI Council leadership.

The Council agreed it would be beneficial to have a member or two from each organization to serve on the DEI Council for 2023: Women's Council of REALTORS® Blue Ridge, National Association of Real Estate Broker Realtist Chapter of Richmond, and the Central Virginia Hispanic Real Estate Professionals.

The Council asked staff to explain what information, specifically demographics, the NAR M1 database houses and what kind of data can be extracted. Currently, CAAR does not keep demographics in its member database other than gender and birthday. Staff will reach out to other REALTOR® associations to see if they collect demographics and how they use the data.

The Council reviewed the information in the Draft DEI Education & Events Schedule. In preparation for the October event, Chair Reeves volunteered to reach out to VPM Media to seek permission to watch the "Raised/Razes" documentary as a group. Once permission is granted, Shannon will reach out to Jordy Yager. Chair Carter-Johnston will reach out to Lorenzo Dickerson, Waki Wynn, and Charlene Greene. Tom volunteered to be the moderator.

Board Liaison Herndon requested to meet with staff regarding a potential NAR grant to help execute the National Association of Real Estate Brokers Realtist Chapter of Richmond walking tour for the Greater Charlottesville area.

In preparation for the December event, Chair Reeves confirmed Christopher Ali, PhD to speak. The Council requested Neil Williamson, President of the Free Enterprise Forum, to be the moderator during the Q&A portion of the program. The Council requested a reception as part of the event.

Various members shared ideas for 2023 DEI offerings.

Chair Reeves announced that he would be moving out of state soon. He leaves it to the discretion of the Council to determine if he should remain on the DEI Council for 2023.

The Council requested staff to obtain attendance records for DEI sessions held from 2020-2022 and add that criteria to the list of potential members to serve on the DEI Council for 2023. They also requested staff to add DEI as a choice for the CAAR 2023 Volunteer Campaign.

A draft 2023 DEI budget was reviewed and approved.

Chair Reeves brought to the attention of the Council that the UVA Board of Directors is considering stopping using DEI specific language such as “equity.” The Council will keep a close eye on the development of this decision.

Future Meetings

The next meeting is Wed., Oct. 18th, 10 – 11:30 a.m., Zoom.

Adjourn

The meeting adjourned at 12:11 p.m.

Respectfully submitted, Ali DiGuardo, Staff Liaison