

Charlottesville Area Association of REALTORS®
Diversity, Equity, & Inclusion (DEI) Group
Wed., Nov. 15, 2023
10 – 11 a.m.
Hybrid Meeting Minutes

Members in Attendance: Shannon Thomas (Chair) (remote), Anna Antigua (Vice-Chair) (remote), Rives Bailey, Roxanne Carter-Johnston (remote), Maggie Gunnels Fornecker, Noah Kopp, Ben Reeves (remote), David Sloan (remote), Petrina Tyree (remote), Kat Whindleton (remote), Tammy Wilt (remote).

Excused: Julie Holbrook, Janice O’Hara, Donna Patton, Virgil Velasco.

Unexcused: Ricardo Duran, Peter McFarren, Tara Savage.

Staff: Ali DiGuardo.

Call to Order: Chair Thomas called the meeting to order at 10:01 a.m. The Antitrust Statement was acknowledged.

Approval of October Minutes – Minutes were accepted as submitted.

Budget – Staff reviewed the operating budget (revenue, expenses, and remaining balance).

The group and CAAR leadership (Board and Chairs/Vice-Chairs) have another opportunity to obtain the Alliance Certified Ally Course on Thurs., Feb. 8th from 2- 4 p.m. via Zoom. Please submit receipts to staff by the end of the year.

A **MOTION** was **MADE, SECONDED, and APPROVED** to reimburse Anna Antigua up to \$795.60 for attending the NAHREP Conference with the remaining money originally allocated for Virgil Velasco to travel to NAHREP. (9 AYE; 1 ABSTAIN).

A **MOTION** was **MADE, SECONDED, and UNANIMOUSLY APPROVED** to make a \$1,000 donation to Housing Opportunities Made Equal of Virginia (HOME of VA) as a thank you for speaking at the December DEI event.

Old Business – Membership Updates – The designated members with national memberships provided recaps on past and upcoming events.

The National Association of Real Estate Brokers (NAREB) Mid-Winter Conference will open next week. Staff will work with Janice O’Hara to get her registered if she is willing and able to attend.

Anna Antigua shared the National Association of Hispanic Real Estate Professionals (NAHREP) Central Virginia Chapter is working on their January virtual event.

Ben Reeves shared information about the Stop Hate in Real Estate pledge: <https://stophateinrealestate.org/>. In addition to individuals signing the pledge, organizations can do it as well.

A **MOTION** was **MADE, SECONDED, and UNANIMOUSLY APPROVED** to recommend CAAR sign the Stop Hate in Real Estate pledge.

Ben Reeves suggested replacing the bathroom signage on the Hillsdale Conference Center side to be more inclusive. Staff and Ben Reeves will work together to gather more information (e.g., current signage, recommended signage, potential cost, etc.) to present to the DEI Group to consider for approval.

Ben Reeves proposed hosting a large LGBTQ+ event in November 2024, which would involve an education component, a drag queen show, and a fireside chat with the drag queens to share their stories. In addition, he proposed registration could cost \$15, which would benefit a local or national LGBTQ+ non-profit or charity.

A **MOTION** was **MADE, SECONDED, and UNANIMOUSLY APPROVED** to allocate \$1,500 to host a large LGBTQ+ event in November 2024.

Staff shared the recommendation from Janice O'Hara for Matt Difanis to present Anti-Bias Your Business to CAAR.

A **MOTION** was **MADE, SECONDED, and UNANIMOUSLY APPROVED** to allocate \$5,000 to bring Matt Difanis to present Anti-Bias Your Business to CAAR.

September Meeting Follow Ups – Maggie Gunnels Fornecker shared feedback on her calls to Brokers.

Staff contacted the National Association of REALTORS® (NAR) regarding the group suggestion of adapting the NAR Spire Program for brokerages. NAR responded, "A Broker take has been discussed in the past. Please allow us to noodle this with the team more."

If group members wish to have a REALTOR® Pride t-shirt, please submit sizes by Fri., Nov. 17th.

Staff shared the NAR M1 demographic data from 2021 vs. 2023. The group commented on the slow but improved progress being made.

NAR M1 demographic data has not yet been compared to the Census data.

Current Schedule of Events - The group and staff discussed the list of upcoming events.

New Business – The group agreed to implement the non-continuing education DEI Evaluation Form. It will be implemented for the December event.

Staff will be sending a SurveyMonkey questionnaire to the Video Series Project Team and Road Map Project Team – How to Become a REALTOR® to gather information.

The group wishes to keep in close contact with the seven members that have been approved to teach as part of the NAR Ignite Program – High School Financial Literacy Program. Currently, the group does not want to endorse the program for the Association or promote it to the public; therefore, the group decided to not invest in the Piedmont Virginia Community College Let There Be Light event. A volunteer component to the event will be shared with the group for individual participation.

Future Meeting

The next meeting is Wed., Dec. 20, 10 – 11 a.m.

Adjourn

The meeting adjourned at 11:00 a.m.

Respectfully submitted,
Ali DiGuardo, Staff Liaison