

Charlottesville Area Association of REALTORS®
Diversity, Equity, & Inclusion (DEI) Group
Wed., July 12, 2023
10 – 11 a.m.
Hybrid Meeting Minutes

Members in Attendance: Shannon Thomas (Chair), Rives Bailey (Board Liaison), Roxanne Carter-Johnston (remote), Julie Holbrook, Peter McFarren (remote), Donna Patton (remote), Janice O'Hara (remote), Ben Reeves (remote), , David Sloan, Petrina Tyree (remote), Virgil Velasco.

Excused: Tara Savage, Kat Whindleton, Tammy Wilt.

Unexcused: Anna Antigua (Vice-Chair), Ricardo Duran, Maggie Gunnels Fornecker, Tom Woolfolk.

Staff: Ali DiGuardo.

Call to Order: Chair Thomas called the meeting to order at 10:05 a.m. The Antitrust Statement was acknowledged.

Approval of Minutes from April and June Meetings – Minutes were accepted as submitted.

Budget – Staff reviewed the operating budget (revenue, expenses, and remaining balance). A **MOTION** was **MADE, SECONDED, and APPROVED** to donate \$350 to the Virginia Commonwealth University (VCU) College of Health Professionals General Current Scholarships Program for Dr. Jenny Inker's participation in presenting "Exploring Ageism" as part of the Charlottesville Young Professionals Network (YPN) Latte and Learn in October.

Old Business – Membership Updates – The designated members with national memberships provided recaps on past and upcoming events. Petrina Tyree confirmed that Maggie Gunnels Fornecker was sent her membership welcome email. Petrina will resend the email in case it was accidentally sent to Maggie's junk folder. Virgil Velasco announced the first event of the year for the National Association of Hispanic Real Estate Professionals (NAHREP) Central Virginia. It will take place on Thurs., Aug. 17th at 1 p.m. via Zoom. Registration is free and available on their Facebook page: <https://www.facebook.com/nahrepcentralvirginia>. They are currently looking for sponsors to help support the event. Ben Reeves confirmed the Charlottesville Pride Festival is happening and is pleased to know that CAAR has already submitted an interest form to participate in the event.

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

The group requested there be a December event that combined both education and social. The date will be determined through a SurveyMonkey questionnaire. The requested topic is "Credit Inequity and Housing Access" by Housing Opportunities Made Equal of VA (HOME of VA).

Roxanne Carter-Johnston, David Sloan, and Virgil Velasco provided feedback on CAAR's participation at the Charlottesville High School job fair. The group requested the creation of material that provides a "road map" that targets highschoolers. A project team will be developed to help create this resource. Chair Thomas, Janice O'Hara, Virgil Velasco, and Julie Holbrook volunteered to be on the project team. Julie Holbrook volunteered to research future job fairs in the CAAR footprint.

Staff offered potential ideas to engage school children through a career day at the Hillsdale Conference Center, where we would highlight a REALTOR®, appraiser, lender, etc. Another idea is for future job seekers, where a job fair would be held at the Hillsdale Conference Center by brokerages as well as companies/trades associated with the Blue Ridge Home Builders Association.

Non-CAAR Events – Staff reviewed the local and state Pride festivals happening in September. CAAR has submitted interest forms for both. A **MOTION** was **MADE, SECONDED, and APPROVED** to invest in 50 Pride pins (approximately \$275) for the CAAR leadership and DEI Group to show their support for equal rights and inclusion for all individuals, regardless of their sexual orientation or gender identity. The group selected option 2 for the design.

NAR Grants – CAAR received the Virginia REALTORS® \$2,500 Diversity Grant to help pay for the Bill Dedman presentation. VAR encouraged staff to apply for the National Association of REALTORS® \$5,000 Diversity Level 2 Grant.

New Business – The draft DEI (non-CE/PLE) Class/Course Evaluation Form has not been developed yet.

2024 Activities & Initiatives – The group reviewed the results from the questionnaire that was sent out. The group will need to decide if CAAR should participate in the NAR Spire Program from 2024 at the next meeting. Janice O’Hara reminded staff to add the NAR Women’s Council of REALTORS® Grant for next year’s DEI calendar of events.

Virgil Velasco brought up an issue impacting the Hispanic community. Many in the Hispanic community receive an Individual Taxpayer Identification Number issued by the IRS to anyone who doesn’t have or qualify for a Social Security number and who earns income in the U.S. The number can be used for tax purposes and doesn’t affect immigration status or authorized employment in America. Unfortunately, many of the downpayment assistance programs do not apply to those who do not have a Social Security number. After much discussion, Board Liaison Bailey advised this issue should be shared as education. It was recommended that additional research and resources be shared with the group. He added that perhaps the CAAR Foundation could help in some way.

Future Meeting

The next meeting is Wed., Aug. 16th, 10 – 11 a.m.

Adjourn

The meeting adjourned at 11:04 a.m.

Respectfully submitted,
Ali DiGuardo, Staff Liaison