

**Charlottesville Area Association of REALTORS®**  
**Diversity, Equity, & Inclusion (DEI) Group**  
**Wed., Aug. 16, 2023**  
**10 – 11 a.m.**  
**Hybrid Meeting Minutes**

**Members in Attendance:** Shannon Thomas (Chair), Anna Antigua (Vice-Chair) (remote), Rives Bailey (Board Liaison) (remote), Roxanne Carter-Johnston, Ricardo Duran (remote), Maggie Gunnels Fornecker (remote), Julie Holbrook (remote), Noah Kopp, Peter McFarren (remote), Donna Patton (remote), Janice O'Hara (remote), Ben Reeves (remote), David Sloan (remote), Petrina Tyree (remote), Virgil Velasco, Tammy Wilt.

**Excused:** Tara Savage, Kat Whindleton.

**Staff:** Ali DiGuardo.

**Call to Order:** Chair Thomas called the meeting to order at 10:02 a.m. The Antitrust Statement was acknowledged.

**Approval of July Minutes** – Minutes were accepted as submitted.

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

A **MOTION** was **MADE, SECONDED, and APPROVED** to allocate up to \$3,000 to send Ben Reeves to the annual Alliance conference. (AYE 14; NAY 0; ABSTAIN 2).

A **MOTION** was **MADE, SECONDED, and APPROVED** to allocate up to \$3,000 to send Virgil Velasco to the annual NAHREP conference. (AYE 14; NAY 0; ABSTAIN 2).

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

Petrina Tyree noted it was President S. Lisa Herndon's first time attending the National Association of Real Estate Broker (NAREB) Realtist Chapter of Richmond (RCR) national conference. President Herndon would share her experience during the next RCR meeting, which the group was invited to attend (regardless of if they had membership with RCR or not). Petrina Tyree commented that this year's event was the best one yet. Staff commented a travel line item would be added to the budget to send a group member to an upcoming NAREB event since the national event had already happened.

Virgil Velasco reminded the group that the first event of the year for the National Association of Hispanic Real Estate Professionals (NAHREP) Central Virginia is Thurs., Aug. 17<sup>th</sup> at 1 p.m. via Zoom. Ricardo Duran sent the group the registration link via email. NAHREP Central Virginia continues to seek sponsors to help them get established.

Tammy Wilt reconfirmed that the Cville Pride Festival is happening.

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

Staff will continue to promote the complimentary "FHA and Beyond" online, self-guided version course, which focuses on disability inclusion and awareness.

CAAR received the National Association of REALTORS® \$5,000 Diversity 2 Grant for the "Lessons Learned from the Long Island Divided" class with Bill Dedman on Wed., Oct. 18<sup>th</sup>. This grant is in addition to the Virginia REALTORS® \$2,500 Diversity Grant received. Registration is open on the CAAR Education & Events Calendar. An invitation to attend the session was sent to various multi-cultural organizations (i.e., NAREB RCR, NAHREP Central Virginia, Women's Council of REALTORS® Blue Ridge, Blue Ridge Home Builders Association) and our neighboring REALTOR® associations. A free table was also offered to the multi-cultural organizations so they may share their mission and promote their events.

Registration is open on the CAAR Education & Events Calendar for the "LGBTQ+ Training" class with Jason Elliott on Thurs., Nov. 9<sup>th</sup>.

Registration is open on the CAAR Education & Events Calendar for the “Credit Inequity and Housing Access” session with Housing Opportunities Made Equal of Virginia (HOME of VA) on Wed., Dec. 13<sup>th</sup>.

Non-CAAR Events – Staff reviewed the local and state Pride festivals happening in September.

There will be a small minimal fee to participate in the Cville Pride Festival. Staff reviewed the schedule. The following members volunteered to be the CAAR representatives at the festival: Noah Kopp, Julie Holbrook, Ben Reeves, Roxanne Carter-Johnston, Shannon Thomas (back-up), and Maggie Gunnels Fornecker (back-up). Staff will work with the volunteers directly on attire, etc. No communication received from the Virginia Pride Festival.

Pride Pins - CAAR leadership and DEI Group will receive a Pride pin to show their support for equal rights and inclusion for all individuals, regardless of their sexual orientation or gender identity.

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

2024 Activities & Initiatives – The group discussed whether CAAR should participate in the NAR Spire Program. Based on the amount of time and energy needed from staff to plan, execute, and maintain the program (similar operations to the Pat Jensen Leadership Academy), the group decided not to endorse the program for CAAR to implement for next year. In addition, they requested staff to contact NAR and ask that the program be positioned for Brokers to implement at their brokerages.

Staff will pull the NAR M1 demographics for CAAR, Virginia REALTORS®, and NAR for the next meeting.

The Video Series Project Team will likely meet in early September.

The Road Map Project Team will likely meet in early September.

REALTORS® Light the Way – High School Financial Literacy Program – NAR just launched this program. Staff has requested the group to learn more about the program and evaluate if CAAR should endorse it. Many of the objectives of the program dovetail with the objectives of the Road Map Project Team. NAR will offer a \$2,000 Grant to help execute the program. Staff presented an idea in conjunction with the University of Virginia Trick-or-Treating on the Lawn event. Tammy Wilt volunteered to learn more about the Trick-or-Treating on the Lawn event and see how CAAR may participate. The group did decide that if they do endorse the program, they will request a lender participate with the REALTOR® in the high school visits.

### **Future Meeting**

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

### **Adjourn**

The meeting adjourned at 11:02 a.m.

Respectfully submitted,  
Ali DiGuardo, Staff Liaison