

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

**Members in Attendance:** Shannon Thomas (Chair), Anna Antigua (Vice-Chair), S. Lisa Herndon (President), Rives Bailey (Board Liaison), Ricardo Duran, Maggie Gunnels Fornecker, Janice O’Hara, Ben Reeves, Tara Savage, David Sloan, Virgil Velasco, Kat Whindleton, Tammy Wilt. **Excused:** Roxanne Carter-Johnston, Donna Patton, Tom Woolfolk. **Staff:** Abby Tammen.

**Call to Order:** Chair Thomas called the meeting to order at 10:04 a.m. and thanked the group for their service. Staff reviewed the Antitrust Statement.

**Words of Welcome** – President Herndon thanked the group for their service and encouraged everyone to use their voice to promote diversity, equity, and inclusion during meetings and when interacting with members. She also encouraged the members to attend the events and utilize the resources provided as part of the Presidents Challenge. Chair Thomas reviewed the details of each program and encouraged Council members to reach out to Staff to register or for additional details.

**Group Resources** – Staff reviewed the documents available to all Council members in the OneDrive folder including the DEI Council Mission & Vision Statement, the CAAR Strategic Plan, the schedule of our 2023 meetings, group roster, Volunteer Service Agreement, CAAR organizational structure, and DEI Council budget, CAAR membership demographics.

**Approval of Minutes** – The minutes from the November 2022 meeting were accepted as presented.

**New Business** – Chair Thomas encouraged Council members to serve as liaisons to four (4) multicultural real estate organizations. Responsibilities would include attending those organizational meetings and sharing their updates with the Council. One liaison (determined by the Council) will also have the opportunity to attend a national event or conference for that organization; registration and travel to be paid by a National Associational of REALTORS® grant and then remainder to be paid by the Council budget.

- National Association of Hispanic Real Estate Professionals
  - Ricardo Duran, Anna Antigua, and Virgil Velasco are already members. Staff will reach out to these members to determine how the Council budget can reimburse two (2) of them for their membership.
  - Anna will utilize the NAR grant and Council budget to attend a national conference or event.
- Asian Real Estate Association of America
  - Julie Holbrook and Kat Whindleton will research and be in touch with Staff if they wish to pursue.
- National Association of Real Estate Brokers
  - Janice O’Hara
  - Maggie Gunnels Fornecker
- LGBTQ+ Real Estate Alliance
  - Ben Reeves
  - Tammy Wilt

Chair Thomas reviewed the logistics of the upcoming Piedmont Virginia Community College Job Fair. The following members will represent the Council at the fair – Janice O’Hara, Anna Antigua, Ricardo Duran, Julie Holbrook. The following members will assist staff and review banner and advertising content for display at the fair: Chair Thomas, Anna Antigua, Ricardo Duran, and Kat Whindleton.

**Board Update** – Director Bailey reiterated the Council’s role is to help the Association remove obstacles, remove barriers, and be inclusive. He noted that Virginia REALTORS® will be providing a guidance document later this year in three (3) different languages to offer non-English speaking clients as they navigate their home purchase.

**Future Meetings**

The next in-person meeting is Wed., March 15, 10 – 11 a.m.

**Adjourn**

The meeting adjourned at 10:58 a.m.

Respectfully submitted, Abby Tammen, Staff Liaison