

Charlottesville Area Association of REALTORS®
Diversity, Equity, & Inclusion (DEI) Council
Wed., Apr. 19, 2023
10 – 11 a.m.
Hybrid Meeting Minutes

Members in Attendance: Shannon Thomas (Chair), Anna Antigua (Vice-Chair), Roxanne Carter-Johnston, Maggie Gunnels Fornecker, Julie Holbrook, Donna Patton, Janice O’Hara, Ben Reeves (remote), Tara Savage, David Sloan, Petrina Tyree (remote), Virgil Velasco, Kat Whindleton, Tammy Wilt (remote).

Excused: Rives Bailey (Board Liaison), Tom Woolfolk.

Unexcused: Ricardo Duran.

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 March Meeting, DEI Marketing Project Team Meeting, and March Email Motions – Minutes were accepted as submitted.

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

Old Business – General Feedback - The Council provided feedback on the various DEI sessions provided to the membership. The LGBTQ+ training with Jason Elliott was received well by members. The dedicated class brought great perspectives and members really engaged and were vulnerable with their own personal stories. Staff will follow up with Jason to see if the November session should be hybrid or in-person only.

The Council wants to ensure pride awareness is not lost since the next LGBTQ+ training with Jason Elliott in November. They requested CAAR highlight Pride Month in June and reshare the LGBTQ+ training recordings in News Group. It was also suggested to investigate having a table at Cville Pride festival, which is in September.

The DEI representatives who attended the Piedmont Virginia Community College (PVCC) job fair had a great turnout of attendees stopping by the CAAR table. 14 attendees registered with CAAR to receive more information on how to become a REALTOR® - nine registered in-person and five registered using SurveyMonkey. Council leadership agreed to do a call campaign to registered attendees. Staff to send the contact list and information, such as the email follow-up, that was sent to the registered attendees.

The DEI representative shared their experience with the National Association of Real Estate Brokers (NAREB) Realtist Chapter of Richmond (RCR) Community Wealth Building Day / Fair Housing Fair. Petrina Tyree shared that the event was successful; however, they wished they had a better turnout. Staff will set up a Zoom meeting with NAREB RCR to receive more information for the National Association of REALTORS® (NAR) grant evaluation form.

Current Schedule of Events - The Council and staff discussed the details for the Charlottesville High School job fair. Engagement will be adapted from the PVCC job fair as the audience are minors.

The Council was reminded to encourage members to register and promote the May General Membership Meeting on Thurs., May 18th from 9 – 10:30 a.m. at the Hillsdale Conference Center. The DEI topic will be “Disability Inclusion and Awareness” with Joe Jamison, CEO & Founder with VisitAble, LLC and Cory Paradis, COO with VisitAble, LLC. The dedicated class will be offered on Thurs., June 1st from 10 – 11 a.m. at the Hillsdale Conference Center. The class will include 1 hour of Related continuing education credit.

NAR Grants - Staff has submitted a NAR evaluation form for the Diversity Grant. Once the second NAR evaluation form for the Housing Opportunity is submitted, then staff will apply for the Fair Housing Grant.

New Business – The Council requested more time to review and discuss if the traditional Course & Instructor Evaluation Form should be applied to DEI offerings.

Future Meeting

The next meeting is Wed., May 17th, 10 – 11 a.m.

Adjourn

The meeting adjourned at 11:01 a.m.

Respectfully submitted,
Ali DiGuardo, Staff Liaison