

Charlottesville Area Association of REALTORS®
Diversity, Equity, & Inclusion (DEI) Committee
Wed., Jan. 17, 2024, 10 – 11 a.m.
Hybrid Meeting Minutes

Members in Attendance: Ben Reeves (Chair), Virgil Velasco (Vice Chair), Rives Bailey (remote), Charise Davis (remote), Kelly Faillace, Peg Gilliland, S. Lisa Herndon (Board Liaison) (remote), Mary Lucchetti, Colleen Marshall (remote), Erica May (remote), Petrina Tyree (remote), and John Walker.

Unexcused: Maggie Gunnels Fornecker.

Staff: Ali DiGuardo (remote).

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

Introductions & Ice Breaker – Members introduced themselves by sharing their name, company, why they wanted to join the DEI Committee, and what image was on their cellphone background.

Required Documents - Members are required to read Appendix A and B. Staff has requested all members to sign and return pages 2 – 5 of Appendix B. Members will receive the documents via TransactionDesk.

OneDrive – Staff reviewed the items in the OneDrive folder.

Approval of Minutes from November Meeting – Minutes will be considered for approval at the February meeting.

Past Events & Efforts – Staff and Chair Reeves shared examples of various past events and efforts, including grants received, free trainings, job fair participation, multi-cultural organization partnerships, etc.

Chair Reeves requested the committee to think outside the box and brainstorm ways for CAAR to promote diversity within the Association as well as the community. Please be prepared to share your ideas, proposals, and thoughts at the February meeting.

Current Projects or Project Teams – Staff and Chair Reeves shared a list of current projects being worked on, including two project teams to be kicked off soon and the gender-neutral bathroom signage for the CAAR office and Hillsdale Conference Center.

Staff is consulting with the National Association of REALTORS® Communication Directors Facebook group to see if local REALTOR® associations collect member demographics. If they do, our committee is interested in learning what types of information is being collected and how it is being used.

Staff will work on the data analysis between the NAR M1 demographics and the Census data per jurisdiction in the CAAR footprint.

Events - Staff and Chair Reeves shared a list of events being worked on, including the promotion of the ongoing disability inclusion online, self-guided training and the planning of two large events.

Resources – The committee will review the two suggested DEI resources and share their feedback at the February meeting. If the committee is in consensus, the resources will be added to the “DEI Resources” webpage.

Future Meeting

The next meeting is Wed., Feb. 21st, 10 – 11 a.m.

Adjourn

The meeting adjourned at 10:58 a.m.

Respectfully submitted,
Ali DiGuardo, Staff Liaison