

Charlottesville Area Association of REALTORS®
Diversity, Equity, & Inclusion (DEI) Committee
Wed., Feb. 21, 2024, 10 – 11 a.m.
Hybrid Meeting Minutes

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

Unexcused: Maggie Gunnels Fornecker.

Staff: Ali DiGuardo.

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

Required Documents – Chair Reeves reminded members to sign and return pages 2 – 5 of Appendix B. Members had received the documents via TransactionDesk.

Approval of Minutes from November 2023 Meeting and January 2024 Meeting – The November 2023 minutes were approved as submitted. The January 2024 minutes were approved as amended.

Budget – Staff reviewed the budget and the various placeholders for income and expenses. Chair Reeves requested members to learn more about multicultural real estate organizations. The DEI Committee can cover membership for two people and send one person to a conference, per multicultural real estate organization. If a member is interested in pursuing membership and/or attending a conference, please tell staff.

Current Projects or Project Teams – The Video Series Project Team and Road Map Project Team have not started. Staff is still collecting information on the gender-neutral bathroom signage and obtaining quotes. The committee discussed the purpose behind possibly collecting demographics at a local level. Staff shared that not a lot of local REALTORS® collect this information. If the committee feels we should start collecting it, should it be collected through the contact record or SurveyMonkey (anonymous). Board liaison S. Lisa Herndon encouraged the committee to set up a meeting with Leslie Frazier of Virginia REALTORS® as they had a similar discussion at the state level that would likely be beneficial to us. No further action has been taken regarding a census data comparison with the National Association of REALTORS® (NAR) M1 demographics.

Events – Chair Reeves and staff reviewed a list of upcoming events. Various members volunteered for a shift to help at the CAAR table at the Greene County Public Schools – Career Expo and Spring Career Fair 2024 – Buford & Charlottesville High School.

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

New Business – Chair Reeves requested members to come to the table with new ideas to consider. Ideas included: a paint event at the Arc of the Piedmont and possible tie to a fundraiser or an awareness component about all the way CAAR has embraced DEI; a panel discussion, focusing on the displacement of indigenous tribes in the area.

A MOTION was **MADE, SECONDED, and APPROVED** to facilitate and apply for a \$2,500 Virginia REALTORS® Diversity Grant for the National Association of Real Estate Brokers Realtist Chapter of Richmond – Community Wealth Building.

Future Meeting

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

Adjourn

The meeting adjourned at 11:15 a.m.

Respectfully submitted,
Ali DiGuardo, Staff Liaison