

Charlottesville Area Association of REALTORS®
Diversity, Equity, & Inclusion (DEI) Committee
Wed., Mar. 20, 2024, 10 – 11 a.m.
Zoom Meeting Minutes

Members in Attendance: Ben Reeves (Chair) (remote), Rives Bailey (remote), Kelly Faillace (remote), S. Lisa Herndon (Board Liaison) (remote), Julie Holbrook (remote), Colleen Marshall (remote), Erica May (remote), Petrina Tyree (remote), John (Rich) Walker (remote), Kat Whindleton (remote).

Unexcused: Maggie Gunnels Fornecker.

Guest: Rachel Burns (remote).

Staff: Ali DiGuardo (remote).

Call to Order: Chair Reeves called the meeting to order at 10:03 a.m. The Antitrust Statement was acknowledged.

Members & Guests: Chair Reeves welcomed new members Julie Holbrook and Kat Whindleton and guest Rachel Burns to the meeting.

Approval of Minutes from February 2024 Meeting – The February 2024 minutes were approved as submitted.

Budget – Staff reviewed the budget and the various placeholders for income and expenses. Chair Reeves reminded members to 1. Take advantage of the free DEI trainings being offered to them, 2. Last call for members interested in obtaining a multicultural real estate organization membership and attending an associated conference. Staff shared CAAR can apply for a National Association of REALTORS® Diversity Level 1 grant to help send a member to a multicultural real estate organization conference.

Resources – Staff polled the committee on two DEI resource recommendations: Recommendation #1 – DEI library resource from Ms. Stephanie Cooper – Yes = 44%; No = 56%; Recommendation #2 – Mental health resource from Shayna White – Yes = 33%; No = 67%.

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 Spring Carrer Fair 2024 – Buford & Charlottesville High School. Staff will make a call for volunteers for the National Association of Real Estate Brokers (NAREB) Realist Chapter of Richmond (RCR) Community Wealth Building Day on Sat., Apr. 13th. Staff requested members share any resources they have in regards to how to become a REALTOR®.

Old Business – Chair Reeves and staff announced CAAR received the \$2,500 Virginia REALTORS® Community Engagement Grant to support the NAREB RCR Community Wealth Building Day.

Staff shared the draft gender-neutral bathroom signage for the Hillsdale Conference Center and CAAR office, which was created with help from HighTech Signs. The signage would be 8x8 in a light grey background color and black font and symbols. Each sign would be \$67/each. The committee was in consensus to move forward in obtaining a quote from a handyman. Staff requested the committee to send handyman recommendations to be considered in the request for proposal (RFP) process. The committee will consider a formal recommendation and possible motion once the RFP process is complete.

Kelly Faillace, Rich Walker, and staff will have a meeting with Leslie Frazier, Senior Vice President of Community and Industry Relations of Virginia REALTORS®, soon to discuss collecting local member demographics.

Board Update – S. Lisa Herndon mentioned the Board is taking a proactive approach vs. reactive, as much as they can, to the National Association of REALTORS® proposed settlement news.

Staff Update – Staff shared Dave Norris is the first Executive Director of the CAAR Foundation.

Future Meeting

The next meeting is Wed., Apr. 17th, 10 – 11 a.m. The CAAR DEI Intimate Award Recognition Ceremony & Social is on Wed., Apr. 17th from 11 a.m. – Noon at the Hillsdale Conference Center.

Adjourn

The meeting adjourned at 11:43 a.m.

Respectfully submitted,
Ali DiGuardo, Staff Liaison