

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

Members in Attendance: Ben Reeves (Chair), Rives Bailey, Kelly Faillace (remote), S. Lisa Herndon (Board Liaison), Julie Holbrook (remote), Erica May (remote), Janice O'Hara (remote), Petrina Tyree (remote), John (Rich) Walker (remote).

Excused: Colleen Marshall, Kat Whindleton.

Unexcused: Rachel Burns.

Staff: Ali DiGuardo.

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

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

Budget – Staff reviewed the budget and the various placeholders for income and expenses.

Events – Staff shared the evaluation feedback from the Matt Difanis “How Implicit Bias Affect Us All” class. Per the instructor’s request, the recording will be made available by registering for an on-demand class through the CAAR Education & Events Calendar.

Chair Reeves will discuss the November DEI event in more detail at the August DEI meeting, where a possible motion for a National Association of REALTORS® \$7,500 Fair Housing Grant request will be discussed.

New Business – Staff and members reviewed and discussed various resources as a continuation of the gender-neutral bathroom signage discussion (e.g., possible signage examples from Amazon and HighTech Signs, request for proposal from two companies for the removal of old signs and installation of new signs from HighTech Signs and CityWide, possible motion form, etc.).

A MOTION was **MADE, SECONDED**, and **FAILED** to move forward with implementing a gender-neutral sign for each of the CAAR office bathrooms (two total). (1 Aye; 6 No; 1 Abstain)

Multiple members shared their concerns on implementing gender-neutral signs on the CAAR office bathrooms only. Those concerns included where the CAAR office bathrooms are located in relation to the Hillsdale Conference Center and the need for staff and/or a security guard for HCC events (before/during/after normal operating hours) which would impact the overall security of the building and safety for staff. The committee felt strongly that to implement real meaningful change, the gender-neutral bathroom signage needs to be changed on the Hillsdale Conference Center side.

Members requested more time to conduct additional research, gather articles and other resources, as well as talk to other local businesses and event facilities. Staff requested the information gathered be shared through the OneDrive folder.

Board Update – Due to limited time, no update was provided.

Staff Update – Due to limited time, no update was provided.

Future Meeting

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

Adjourn

The meeting adjourned at 11:06 a.m.

Respectfully submitted,
Ali DiGuardo, Staff Liaison