

Charlottesville Area Association of REALTORS®
Diversity, Equity, & Inclusion (DEI) Committee
Wed., Nov. 13, 2024, 10 – 11:30 a.m.
Hybrid Meeting Minutes

Members in Attendance: Ben Reeves (Chair), Rives Bailey, Rachel Burns (remote), 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), Kat Whindleton.

Unexcused: Colleen Marshall

Staff: Ali DiGuardo, Kelly Lolli.

Call to Order: Chair Reeves called the meeting to order at 10:05 a.m. The Antitrust Statement was acknowledged.

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

Old Business – Gender-Neutral Bathroom Discussion - **A MOTION** was **MADE, SECONDED,** and **DIED** for the Building Evaluation Project Team to include a gender-neutral bathroom renovation quote for the Hillsdale Conference Center as part of their overall 2025 building renovation project.

A MOTION was **MADE, SECONDED,** and **APPROVED** for a work group within the DEI Committee be formed in Q1-2025 to develop a proposal for the renovation of the Hillsdale Conference Center bathrooms to be gender-neutral which would include stakeholder buy-in, contractor scope of work, community partners, and additional funding (e.g., grant). The goal is for this proposal to be completed no later than the start of Q3-2025. (9 AYE; 1 Abstain)

A MOTION was **MADE, SECONDED,** and **UNANIMOUSLY DIED** to have a DEI Committee representative to participate on the Building Evaluation Project Team, Budget & Finance Project Team, and Operations Committee.

The committee requests to have an item on a Building Evaluation Project Team meeting agenda, where the work group within the DEI Committee will make a formal presentation with their proposal.

Staff will send out a poll to determine a date for the End of Year Celebration event.

Budget – Staff reviewed the budget and the various placeholders for income and expenses. Petrina Tyree provided a recap of her experience from the National Association of Real Estate Brokers conference. Staff reminded members of the last remaining Alliance Ally course available for Q4.

Events – Staff went over the details for the Fair Housing Symposium. Staff will send a current registration list to the committee.

Board Update – Board Liaison Herndon shared that the Board is reviewing all items and topics impacting the Association and the real estate market.

Staff Update – Staff reminded members to complete a CAAR 2025 Volunteer Form.

Future Meeting

The next meeting is Wed., Nov. 18, 10 – 11 a.m.

Adjourn

The meeting adjourned at 11:35 a.m.

Respectfully submitted,
Ali DiGuardo, Staff Liaison