

Charlottesville Area Association of REALTORS®
Diversity, Equity, & Inclusion (DEI) Committee
Wed., Dec. 18, 2024, 10 – 11 a.m.
Hybrid Meeting Minutes

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

Staff: Ali DiGuardo, Kelly Lolli.

Guests: Josh White (President), Abby Tammen (CEO).

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

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

New Business – New Strategic Plan – President Josh White reviewed the new Strategic Plan in detail.

Inclusivity and Celebration: Fair Housing Symposium with Drag Show and Fireside Chat – Staff shared the results of the DEI session evaluation survey. Chair Reeves and staff discussed the small amount of push back from members and how it was initially addressed. A past attendee of the event and Chair Reeves requested stronger action be taken by the Executive Committee to address the push back. The Executive Committee will be creating a membership-wide message that addresses our continued commitment to fair housing and DEI efforts and its tie to the new Strategic Plan. The letter will be posted to the CAAR member-only social media channels.

2025 Leadership – Ben Reeves will be the 2025 Chair and Kelly Faillace will be the 2025 Vice Chair of the DEI Committee. Abby Tammen will be the 2025 DEI staff liaison. Members who completed a 2025 interest form will be notified with an invitation to serve soon.

Budget – Staff reviewed the budget and the amount still available to use. Staff will work with the 2025 leadership to determine how best to use the remaining 2024 budget for 2025 efforts (e.g., job fair give-a-ways, books, etc.). Eight tickets will be purchased for the Thomas Jefferson Planning District Commission Regional Housing Summit. Staff reviewed the new starting budget for 2025 and noted that the Association will be intentionally applying for both National Association of REALTORS® (NAR) and Virginia REALTORS® grants.

Training – 20% of the CAAR membership has completed the NAR Fairhaven training. 1.2% of the CAAR membership has completed the Fairhaven training from the VAR Learning Center. 6.4% of the CAAR membership has the At Home With Diversity certification. NAR is revamping the curriculum for the Bias Override training; therefore, they did not provide any reports on the number of CAAR members who have already completed it.

CAAR 2025 Volunteers – Next year, volunteers will be asked to complete both the VAR Harassment Prevention training and the NAR or VAR Fairhaven training.

Events – Chair Reeves thanked those members who came to the DEI End of Year Celebration. Members provided feedback on the location and timing of the event.

2025 Fair Housing Symposium - Chair Reeves suggested focusing on the local indigenous population – perhaps from Greene County – where there are known tribes that still exist.

2025 Events – Members shared ideas on the various community activities CAAR should be present (e.g., Soul of Cville, etc.) and topics for other events (e.g., special financial requirements for the Muslim population).

Board Update – Board Liaison Herndon shared that the Board is reviewing all items and topics impacting the Association and the real estate market and focusing on implementing the new Strategic Plan.

Staff Update – Staff shared their admiration for working with the committee over the year.

Adjourn

The meeting adjourned at 11:02 a.m.

Respectfully submitted,
Ali DiGuardo, Staff Liaison