

MINUTES
Charlottesville Area Association of REALTORS®
Diversity, Equity, and Inclusion Committee
Tues., Feb. 19, 2025

Attendance

Present: Ben Reeves (Chair), Kelly Faillace (Vice Chair), Janice O'Hara (Board Liaison), Candice van der Linde (Board Liaison), Rachel Burns, Lolita Flowers, S. Lisa Herndon, Erica May, Lynsie McKeown, Catalina San Giorgio, Petrina Tyree, Kat Whindleton. Unexcused: Colleen Marshall, Saso Morabito. Guest: President Josh White. Staff: Abby Tammen.

Welcome and Call to Order

Chair Reeves called the meeting to order at 10:04 a.m. and Vice Chair Faillace reviewed the CAAR Antitrust Statement.

Minutes

The minutes from the December 2024 meeting approved as presented.

Committee Resources

Staff reviewed the resources available in the OneDrive folder including the Antitrust Statement, committee roster, CAAR governing documents and governance structure, as well as the strategic plan.

Chair Reeves, President Josh White, and Staff affirmed the Association's support of all DEI related activities in 2025 despite the changing federal political landscape and reduction of funds for anything related to DEI. As CAAR is not a government agency, we will continue to create a culture that supports all aspects of DEI as noted in our Strategic Plan.

Leadership Training

Chair Reeves reviewed the mandatory training for all CAAR 2025 volunteers including completing the NAR Fair Haven course as well as reviewing and signing CAAR Policy Manual Appendix A & B – member and volunteer policies.

Old Business

2024 Activities

Chair Reeves reviewed the list of 2024 activities and events with which the DEI Committee participated.

New Business

2025-2027 Strategic Plan

President White reviewed the 5 main strategic pillars included in the new strategic plan. Chair Reeves reminded the committee that all activities and services provided by the DEI Committee will support at least one of the 5 pillars.

Budget

Similarly to all 2025 CAAR budget lines, the DEI budget is half of what was provided in the 2024 budget. With grants and budget dollars, DEI spent \$29,000 in 2024. In order to maintain the same type of funding, the Committee brainstormed additional ways to raise money for activities, programs, and events sponsored by the Committee. Ideas included affiliate sponsorships, grants, and offering stipends for travel to multicultural organization events.

Project Teams

Chair Reeves will send a summary document of each type of project team as noted below so that members can confirm their participation in one or more of the small groups. 1) Community Events - Staff will poll members for their availability to participate in 2 spring job fairs, 2) Building Evaluation, 3) Communications/Social Media, 4) Fair Haven Challenge, and 5) Grants/Fundraising.

New Business for Future Meetings

- The Committee will identify the focus of the November event so that planning and speaker recruitment can begin.
- Committee members provide a list of multicultural organizations they wish to join as well as which events they would like to attend.
- Reviewing CAAR and VAR member demographics.

Board & Staff Updates

No update at this time.

Important Dates & Adjourn

Chair Reeves reviewed the major event dates noted on the agenda and adjourned the meeting at 11:27 a.m.

Respectfully submitted, Abby Tammen, Staff Liaison