

MINUTES
Charlottesville Area Association of REALTORS®
Diversity, Equity, and Inclusion (DEI) Committee
Wednesday, January 7, 2026
Hillsdale Conference Center/Zoom

Attendance

Present: Kelly Faillace (Chair), Rachel Burns (Vice Chair), Zoya Claus (Board Liaison) (remote), Roxanne Carter-Johnston (Board Liaison), Jennifer Kirby (remote), Saso Morabito (remote), Casey Woodzell, Cynthia Viejo, Kat Whindleton (remote).
Unexcused: Lita Flowers. Staff: Ali DiGuardo.

Welcome and Call to Order

Chair Faillace called the meeting to order at 10:02 a.m. Vice Chair Burns reviewed the CAAR Antitrust Statement.

Minutes

No action needed.

Old Business

Chair Faillace and staff reviewed last year's DEI Committee accomplishments; the National Association of REALTORS® demographics for each REALTOR® association; and CAAR's current DEI resources for the membership. Staff to follow up with NAR on how the demographic data is captured and categorized. Staff to follow up to see if CAAR is a member of the Charlottesville Regional Chamber of Commerce, specifically as it relates to the Minority Business Alliance.

New Business

Volunteer Mandatory Training & Documentation – Deadline Mon., Jan. 26th

Members need to complete the National Association of REALTORS® Fairhaven 2.0 and Virginia REALTORS® Harassment Prevention Training. Members need to sign Appendix B.

OneDrive

This online folder is where members can find all committee resources.

Budget

Staff reviewed this year's budget.

Year of Activities

Chair Faillace reviewed the list of activities for the year. The 2nd Annual Fair Housing Symposium Project Team will be meeting in both January and February. The February happy hour will be on Wed., Feb. 11th from 4:30 – 6:30 p.m. at Three Notch'd Craft Kitchen & Brewery.

Event

2nd Annual Fair Housing Symposium

Chair Faillace and staff reviewed the draft logistics for the April 23rd event. Additional follow-up is needed on various components of the program (e.g., confirm speakers for new date, etc.). Board Liaison Carter-Johnston recommended two additional speakers to consider.

The following members volunteered to be on the Fair Housing Symposium Project Team: Kelly Faillace, Rachel Burns, Casey Woodzell, Jennifer Kirby, Roxanne Carter-Johnston, Cynthia Viejo, and Kat Whindleton. Staff to follow up on potential meeting dates for the Project Team.

Board Update

Board Liaison Carter-Johnston recapped the DEI Committee motion that was brought forth to the Board for consideration in December. The Board will discuss the motion again during the January meeting.

Staff Update

No update due to time.

Adjourn

Chair Faillace went over the list of important dates and reminders. Chair Faillace adjourned the meeting at 11:10 a.m.

Respectfully submitted, Ali DiGuardo Staff Liaison

