

MINUTES
Charlottesville Area Association of REALTORS®
Diversity, Equity, and Inclusion (DEI) Committee
Wednesday, March 4, 2026
Hillsdale Conference Center/Zoom

Attendance

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

Welcome and Call to Order

Chair Faillace called the meeting to order at 10:03 a.m. Vice Chair Burns reviewed the CAAR Antitrust Statement.

Minutes

Not available yet.

Budget

Staff reviewed the current budget.

New Business

Trade Agreements

Staff reviewed the 2026 trade agreements, which were drafted in late 2025, to the following multi-cultural organizations: National Association of Real Estate Brokers (NAREB) – Realtist Board of Charlottesville and National Association of Hispanic Real Estate Professionals (NAREP) Central Virginia. The 2026 trade agreements were sent but never signed. Staff will follow up with each organization.

A 2026 trade agreement will be drafted for Women’s Council of REALTORS® Blue Ridge.

Cville Sabroso Festival

This event celebrates Latin American culture with crafts, food, dance, and music. It will be held on September 19, 2026. The organizers reached out to CAAR and asked us to make a call for volunteers to join their event committee and monthly meetings. At this time, no members volunteered.

Events

Equity in Motion – A Fair Housing Symposium

Staff and leadership provided a detailed progress report for the Fair Housing Symposium event.

The Committee agreed to move forward with the \$262.50 second quarter pro-rated affiliate fee for the exhibitor fee. In addition, the Committee would cover the \$50 application fee in their budget.

The following members volunteered to help create the Broker pop by visit items: Cynthia Viejo, Jenifer Kirby, Janice O’Hara, Casey Woodzell, Saso Morabito, Rachel Burns, and Kat Whindleton.

Cynthia Viejo mentioned that she recruited Red Fox Mortgage to become a CAAR affiliate. She hopes they will become a Supporting Sponsor of the event.

The Fair Housing Symposium Project Team will have at least two additional meetings.

Cultural Competence and a Diverse Client Base Class

Staff shared that a new, free class will be offered after the November General Membership Meeting. The Committee has been asked to review the resources associated with the class and offer feedback. An evaluation survey will be sent to students after the class, but the Professional Development Committee welcomes feedback in advance of the class.

August – Fair Housing Event

The Committee would like to focus on people with developmental disabilities.

It was discussed holding the event either at the Arc of the Piedmont, depending on size, or at the Hillsdale Conference Center. The Arc of the Piedmont has recently done a renovation of their building so perhaps a tour of the facility would also be included in the event.

The event would include three objectives: 1. Education - How to assist people with developmental disabilities; 2. Awareness of the Arc of the Piedmont, their services, and new facility; 3. Entertainment – perhaps host an art show for those patrons of Arc of the Piedmont or a host a sip and paint activity. This event will be on a much smaller scale than the Fair Housing Symposium.

Chair Faillace will make the initial inquiries about partnering with Arc of the Piedmont and its space (e.g., rental fee, size, etc.).

Jamie Yowell of Bank of the James could be a potential sponsor for the event.

Event registration prices will be discussed as more information is gathered.

October – Fair Housing Event

The Committee would like to focus on the Latino American community – this can include people living in or from Latin American, not necessarily U.S. based Latinos.

It was discussed partnering with the National Association of Hispanic Real Estate Professionals (NAREP) Central Virginia and Ricardo Cruz, Mortgage Production Manager of Chartway Credit Union, who was initially selected for the Fair Housing Symposium when it was planned for November 2025.

The event would include three objectives: 1. Education - How to assist the Latino American community and understand housing barriers impacting their community; 2. Celebration – Enjoy cultural food and beverages; 3. Entertainment – Enjoy cultural music and dance. This event will be on a much smaller scale than the Fair Housing Symposium.

Adjourn

Chair Faillace adjourned the meeting at 11:07 a.m.

Respectfully submitted, Ali DiGuardo Staff Liaison