

MINUTES
Charlottesville Area Association of REALTORS®
Diversity, Equity, and Inclusion (DEI) Committee
Wednesday, May 6, 2026
Hillsdale Conference Center/Zoom

Attendance

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

Welcome and Call to Order

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

Minutes

The minutes from the January 7, 2026, February 26, 2026, and March 3, 2026 meetings were approved as presented.

Budget

Staff reviewed the current budget.

Old Business

Equity in Motion – A Fair Housing Symposium

Staff reviewed the results of the evaluation survey – 18 responses. The Committee expressed concern regarding the panelist feedback, as well as the overall takeaways from the event. Members noted that the work of helping REALTORS® fully understand the barriers impacting Black and African American communities remains ongoing.

The Committee shared that different, more targeted questions — particularly those focused on specific barriers — may have resulted in deeper, more meaningful dialogue and allowed for the sharing of additional resources and solutions on how to address those barriers.

It was also noted that while the entertainment portion of the event was enjoyable, attendance during that segment was limited. The Committee observed that this time could have been more effectively used to facilitate additional dialogue and engagement between panelists and attendees.

This feedback will be considered for future fair housing events.

Trade Agreements

A follow up as been made to the National Association of Real Estate Brokers (NAREB) – Realtist Board of Charlottesville. Trade agreements have been signed by the National Association of Hispanic Real Estate Professionals (NAREP) Central Virginia and Women's Council of REALTORS® Blue Ridge. The Committee would like to explore a trade agreement with The Alliance.

Events

Cultural Competence and a Diverse Client Base Class

Staff reminded the Committee for feedback in advance of the class.

June – Black Business Expo

There is an opportunity for CAAR to participate as a vendor as well as invest in a sponsorship. The Committee reviewed the documentation for consideration. A decision will be made at the next meeting. A meeting poll will be distributed to meet again in May.

Adjourn

Chair Faillace adjourned the meeting at 11:04 a.m.

Respectfully submitted, Ali DiGuardo Staff Liaison