

Diversity Equity & Inclusion Committee

Agenda / Action Items



Date: 9/10/2024
Time: 1:30 PM
Location: LBOR Office

Chairpersons: Ahnya Lewis
Vice-Chairperson: [Redacted]
LBOR Staff Liaison: Rob Hulse

Committee Members:	Ahnya Lewis	Amy Wilson	Carson Levine
Deb Drummet	Jaclyn Iden	Jean Wilson-Latortue	Jill Ballew
Karena Schmitendorf	Lauren Ballard	Michelle Fales	Nicholas Lerner
Robyn Elder			

AGENDA ITEMS

No	Topic
1	Approve Previous Meeting Minutes from 05/03/2024
2	Consider Podcast Proposal by Marketing & Communications DEI Podcast Series - Could be supported with Housing Opportunity Grant? See Handout. FYI - DEI Grants remain unavailable until 2025 - Apply in early 2025 for Agenda Item #3? DEI Grant Info at https://realtorparty.realtor/community-outreach/diversity/grant-applications
3	Discuss Hosting a DEI Panel Presentation - as discussed in May 2024.
4	Future/Recurring DEI Corner Articles? September Topic _____ October Topic _____ November Topic _____ December Topic _____
5	DEI - Politics and the Name Game - Info from Rob KU - Office of Civil Rights and Title IX - OCTRIX <i>As a One University office, we are committed to being an institution that is free from discrimination, harassment, sexual misconduct, sexual violence and retaliation. We strive for a campus where greater fairness, care, and belonging are integrated into our learning and workplace practices and all have opportunities to meet their academic and professional goals.</i>
6	Member Survey for 2024
7	Junior Achievement?
8	New Business
9	Old Business
10	Adjourn: Next Meeting Day/Time?

Committee Action Items

Action	Due Date	Done	Responsible Member
1 Create plan to provide 2024 Diversity Counseling within LBOR Membership & Community	05.15.2024 Updated to Sept 24		Committee
a. Enter into Partnership with Junior Achievement to teach Financial Literacy in Schools.	11.28.2023	√	Jill, Michelle, & Rob

	b. Receive Board of Directors approval of initiative with Junior Achievement.	11.17.2023	√	Jill & Rob
2	Member Outreach			
	a. Gather Fairhaven Statistics from NAR	Dec-24	√	Rob
	b. Complete a Survey for Members	June/July 2024 Updated to Sept 24		Karena & Ahnya
	c. Create Communication Plan to share ideas and goals of DEI to achieve member "buy-in" and earn Broker support of DEI initiatives.	June/July 2024 Updated to Sept 24		Committee
	d. Recruit Committee members to help with 2024 DEI Committee.	June/July 2024 Updated to Sept 24		Committee
	e. Launch plan to provide Member Education on DEI.	June/July 2024 Updated to Sept 24		Committee
3	Recurring DEI Corner article for the LBOR Newsletter			Ahnya
	a. Collaborate to determine the most relevant/current information for DEI Corner, and suggest articles/ideas.	May-24	Ongoing	Committee with ideas and rotate authors
4	NAR Grant Opportunities for 2024			
	a. Decide which NAR Grant fits DEI Committee initiatives.	June/July 2024 Updated to Sept 24		Committee
	b. Create Budget for NAR Grant.	June/July 2024 Updated to Sept 24		Ahnya & Rob
	c. Apply for NAR Grant.	June/July 2024 Updated to Sept 24		Ahnya & Rob

Diversity Equity and Inclusion Committee

Meeting Minutes for 05/03/2024

Present were:

Ahnya Lewis, Amy Wilson, Jaclyn Iden, Jean Wilson-Latortue, Jill Ballew, Nicholas Lerner, and Rob Hulse. Carson Levine arrived late.

Excused were:

Deb Drummet and Michelle Fales.

Absent were:

Karena Schmitendorf and Lauren Ballard.

The Committee opened the meeting with a review of the previous meeting's minutes. Motion and second to approve. Passed.

Next, the Committee engaged in a discussion with Caleb Stephens about how he might work with the LBOR to help facilitate DEI session(s) open to the LBOR Membership. Caleb agreed to prepare a proposal, which was submitted to the Committee for consideration. After discussion, **it was moved and seconded to decline the proposal by Caleb Stephens due to costs. Motion Passed.** The Committee then discussed other options, such as facilitating a panel discussion.

Next, a recap of the DEI Articles was reviewed. The July and August newsletters will be submitted by Nicholas Lerner and Jean Wilson-Latortue.

Discuss Member Outreach – Karena and Ahnya will work on a member survey that is geared to all, and not just a survey about the recent workshops. A NAR DEI Survey was provided that might help get the local survey started.

Last, the Committee discussed some ideas which included:

1. DEI Scavenger Hunt.
2. Preparing a Recurring Poster – with help from Janella Williams.

The meeting was then adjourned.

Why the DEI Committee Should Participate in the Episodes

Collaboration Across Committees:

By participating in these podcast episodes, the DEI committee will be creating a unique opportunity for cross-committee collaboration. This strengthens the connection between different groups, allowing everyone to work toward common goals in a unified, supportive way. Sharing your mission with a broader audience increases your impact within the organization.

Amplify Your Message:

Being featured on a podcast allows the DEI committee to reach a wider audience. It's a platform to raise awareness on important diversity, equity, and inclusion topics and engage listeners in meaningful dialogue. Your involvement will showcase the committee's work and thought leadership in an accessible, approachable way.

Educational Opportunity:

The podcast provides a platform for the DEI committee to educate others on critical issues. Sharing real-life examples and initiatives helps drive meaningful conversations that listeners might not encounter elsewhere. It's a chance to inspire change through education, reflection, and action.

DEI PROPOSAL:

- Four episodes for this committee to use throughout the year
 - These can be used all in a row as a "series," or you can do one episode a quarter.
- The DEI committee will have complete control of episode topics, questions, guests, and will provide the "host" for the episode.
 - In regards to the topic, if the Housing Opportunity grant is being used to fund the episodes, then the topics and questions will need to fall under that umbrella.
- \$135/episode to cover the "hard costs" of the episode for editing
 - If you want additional marketing through Facebook ads, the DEI committee must cover those extra costs because we don't currently do that for podcast.
 - We would be willing to help set these advertisements up, but we do not have the money in our 2025 budget.
- The marketing and communications committee will work directly with the editor/audio engineer who assists us on each episode and posts them on their scheduled day.