

Diversity Equity & Inclusion Committee

Agenda / Action Items



Date: 03.29.2023
Time: 10am
Location: LBOR Office
Committee Members:
 Debra Drummet Karena Schmitendorf Michelle Fales Nicholas Lerner
 Renee Barrett Robyn Elder

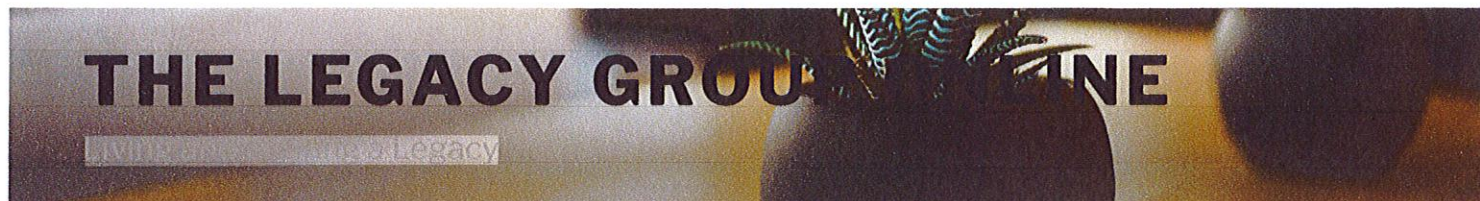
Co-Chairpersons: Ahnya Lewis
 Jean Wilson-Latortue
Staff Liaison: Rob Hulse

AGENDA ITEMS

No	Topic	Presenter
1	Welcome & Introductions As REALTORS® sworn to uphold a strict Code of Ethics, our Members are avowed to treating all clients, members of the public, and each other equally, regardless of their race, color, religion, sex, disability, familial status, national origin, sexual orientation, or gender identity. The REALTOR® commitment to diversity and equity is the strongest in real estate, going a step farther than the federal Fair Housing Act, which does not include sexual orientation and gender identity as protected classes against housing discrimination. Review the mission of the DEI Committee: A. Seek to expand the knowledge and sensitivity of REALTORS® to DEI issues. B. Offer education about Fair Housing and cultural sensitivity. C. Encourage association leadership among the diverse members of LBOR. D. Integrate key stakeholder diversity groups into the life and mission of the association. E. Have a positive impact on the cultural conversations in Douglas County related to diversity through education, exposure, and strategic partnerships. F. Create clear metrics for accountability, growth, and success of our action plan.	Ahnya & Jean
2	DEI Next Steps - Direction Robert Page - Working Luncheon Session Host a workshop meeting with a local facilitator who will provide a presentation on DEI to our Committee and Leadership. Then workshop with leaders to identify where we are today with DEI, determine where we want to be, and then to help develop a plan to get there. NAR Grants for DEI - Level 1 - Up to \$1,000 Level 2 - Up to \$5,000 https://realtorparty.realtor/community-outreach/diversity/grant-applications	
3	Review DEI Tools A. Actionable Roadmap for Local Association Diversity & Inclusion https://www.nar.realtor/ae/actionable-roadmap-for-local-association-diversity-and-inclusion B. Diversity, Equity, and Inclusion Resources https://www.nar.realtor/diversity/diversity-equity-inclusion-resources	
4	Member Tools - Fairhaven, AHWD, Implicit Bias Training Fairhaven, AHWD, & Implicit Bias Training.	
5	Next Meeting:	
6	Adjourn:	

ACTION ITEMS

Action	Due Date	Responsible Member
1		
2		
3		
4		



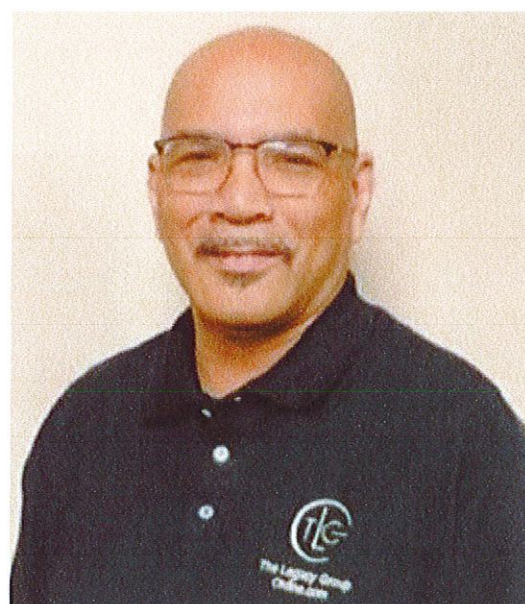
MEET & CONTACT

Robert N. Page Jr.

Guided by his faith, Robert has worked in postsecondary education for over 25 years and focuses on professional development for student affairs professionals, retention and recruitment programs for students of color, multi-racial populations programs, diversity training and awareness, conference coordination with a commitment to make a difference through his legacies.

Robert has conducted countless workshops, seminars and keynotes on many issues with a focus on inclusion and leadership potential. Certified and trained through the National Multicultural Institute and the Institute on Racial Justice, his areas of expertise include; multiracial identity; dominant culture privilege; training and curriculum design, equitable policies and practices, multicultural education, multilingual issues, inclusive decision-making processes, multicultural curriculum training, cultural communication and a specific focus on “Cycle of Socialization Theory”.

Robert is the founder of such programs as the National Black Greek Leadership Conference, the “Am I My Brothers Keeper” Male Empowerment Conference, Minority & Friends Network at the Oshkosh Placement Exchange, African American Male Summit, the Tunnel of Oppression Diversity Activity, and has assisted with numerous other endeavors. He attributes his successes to people that he has worked with.



Robert holds a Master of Science in Counseling from Central Missouri State University. He is a member of the National Association of Student Personnel Administrators. Robert is the partner to Dr. Tammara Durham and the proud father of his two daughters Morgan and Madison and son Aidan.

CONTACT INFORMATION

Email: rpage@thelegacygrouponline.com

(816) 868-2750

Eric Thompson

Eric currently serves as the Adult Learner Innovation Manager for the KC Scholars and was formerly the Dean of Students at the Metropolitan Community College in Kansas City.

Eric's own education journey began at Jackson State University where he earned a B.S. in Psychology, followed by a M.S. in Family Therapy at Friends University in Wichita, KS. Eric initially began his career as family therapist specializing in problems facing troubled youth. After several years,



Eric discovered that he wanted to use his interpersonal skills to help improve students' college and career outcomes. He has worked in Student Development at Friends University and the University of Kansas. At KU, Eric worked with the award-winning Hawk Link retention program where he began to develop a strong network of professional colleagues dedicated to maximizing student success through collaboration and innovation. Eric is a devoted husband to Dr. Jomella Watson-Thompson of the University of Kansas and a fun dad to Amaya and Edyn.

CONTACT INFORMATION

Email: ethompson@thelegacygrouponline.com



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Diversity and Inclusion Grants

Please note that to apply for a Fair Housing grant, please visit the Fair Housing grant page.

The Diversity Program provides funding to state and local REALTOR® Associations to enhance the inclusion of diversity in their leadership and collaborate with local chapters of national multicultural real estate organizations. The Diversity and Inclusion Grants can support state and local association activities in several key target areas. Diversity and Inclusion Grants may be used for online and virtual activities. See below for details. All applications must be authorized by the Association's executive.

LEVEL 1 Grants

Grants of up to \$1000 are available for State and local REALTOR® Associations to support an association's local event with the goal of advancing diversity and inclusion within the association. Grants may also be used to collaborate with a local chapter of a national multicultural real estate organization (see list below) on mutually-beneficial diversity and inclusion goals, or to support the attendance of a local REALTOR Association officer or senior staff to attend an national conference of a multicultural real estate organization.

Level 1 applications are accepted anytime from January 1, 2023 through October 1, 2023. Twenty of these grants will be awarded on a first-come first-served basis. A state or local association may be awarded one level one grant in 2023.

-  **Level 1 Application**
-  **Level 1 Evaluation**





Grants are awarded to state and local REALTOR® Associations and are designed to increase diversity and inclusion among leadership in the association. Associations may use this grant for discussions or workshops with clear learning outcomes and educational value, planning or activities that help your local association infuse diversity and inclusion in its core work, or to advance diversity and inclusion in strategic planning, assessment and implementation processes. Applications are also encouraged that are mutually beneficial and pursued in partnership with a local chapter or board of a national Multicultural real estate organization (see list below)

Level 2 applications are accepted anytime from February 1, 2023 through October 1, 2023. These grants will be awarded on a first-come first-served basis. A state or local association may be awarded one level two grant in 2023.

-  **Level 2 Application**
-  **Level 2 Evaluation**

NATIONAL MULTICULTURAL REAL ESTATE ORGANIZATIONS

- Asian Real Estate Association of America (AREAA)
- National Association of Hispanic Real Estate Professionals (NAHREP)
- National Association of Real Estate Brokers (NAREB)
- LGBTQ+ Real Estate Alliance (The Alliance)

GRANT APPLICATION REQUIREMENTS

All grant awards are paid on a reimbursement basis and subject to the following requirements:

- The activity must be completed by the end of 2023, unless NAR is notified and approves the new date.
- The request for reimbursement with proof of expenditure is submitted to NAR within 45 days of the completion date and in no case later than December 15, 2023.
- Proof of expenditure is in the form of receipts, signed contracts or sponsorship agreements, or invoices.
- A grant evaluation form is completed.

OTHER INFORMATION AND HELP

If your association has previously been awarded a Diversity Grant, you may apply to support a new activity or to further develop the activity previously funded.

There are a limited number of grants each year. Please contact Ryan Davis at NAR if any of the following apply:

• If you have special circumstances that prevent you from completing your grant as approved,

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• sary proof of expenditure for a completed activity.

• You would like help in contacting the local chapter of the national multicultural real estate organization.

Questions? Contact Ryan Davis, rdavis@nar.realtor.



✉ Contact Us

📞 1.800.874.6500

💬 Live Chat

Member Support is available Mon-Fri, 8am-5pm Central

Headquarters

430 N. Michigan Ave

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Washington, D.C. 20001-2020

Feedback

Actionable Roadmap for Local Association Diversity and Inclusion

Incorporating diversity and inclusion can be made easier by taking specific steps and building subsequent actions at your local association, based on your previous diversity and inclusion efforts. This actionable roadmap can help you identify specific actions that will help you research and understand your membership and discover which demographic groups may be underrepresented in your market. Use this roadmap as the first steps to engage your full spectrum of membership, including those potentially underrepresented, through activities and leadership.

Overview of the Actionable Roadmap

This roadmap is a guide for local associations to plan and identify activities that will identify, engage and mentor leaders representing the diversity of the local community and real estate market. The guide is not limited to a step-by-step approach, but instead includes broad action areas and a list of possible activities and available resources in each area. Tools and training for many of these activities are and will be available, however this roadmap is a useful tool for association staff and leaders to reference as associations work to be more inclusive of diversity.

Much of the success of many local associations is based on understanding where the association's inclusion needs are. While it is relatively easy to say "our leadership's diversity does not represent our market" associations get stumped deciding where to start. Even as an association succeeds in its activities and starts to see increasing engagement and leadership among different groups, it is important to consistently evaluate where you are.

Step 1: Research & Analysis

Step 2: Discovery

Step 3: Engage Members Representing Diversity You Desire to Include

Step 4: Realize the Benefits of Inclusion

Step 1: Research & Analysis

Start by asking what demographic groups you are referring to when you discuss inclusion of diversity. Ask and answer the question – who in our community is not well represented in our decision making about association business and policy? Who is missing from the table(s)? Everyone who lives in your community and market area is occupying real estate. Who worked with them to find their real estate? Who serves their real estate needs?

Most often these will be racial and ethnic groups, but you may also want to look at generational groups, LGBTQ+ inclusion, or religious groups. Then explore data on the demographics of your community, especially the market area your members serve and your board jurisdiction. The market area data is often widely available, especially when looking at racial and ethnic demographics. Your county or city government, the census bureau, state government all have this data. Often you can find it online when searching for information about specific municipalities and counties. If you can, find out information on

any significant changes in demographic makeup – especially new groups or groups that are growing, reflecting new residents of your area.

Second, the demographics of the association's membership can be obtained through the NAR Insights HUB, which allows the local association's Point of Entry to access data on the local association's membership. Look for percentages of your membership especially relative to population demographic groups in your community. Data on generations, religion, LGBTQ+ and some other categories are not yet available on the Insights HUB and gaining that information will often be difficult.

Third, the demographics of your leadership needs to be assessed by observation. Most associations leadership is fairly well known. Take this information and identify which population groups are not well represented in your leadership based on the data – does it match your earlier assumptions and information.

Fourth, identify opportunities for the structure of your existing association staff for DEI efforts. Who on your existing staff will take on or share DEI responsibilities and/or is your association looking to hire a staff member dedicated to DEI.

Taking all this together, the next step in the process is to determine where the mismatch is and where you want to start your activities. The Actionable Roadmap helps you determine activities that will address the mismatch where you feel your work is needed.

Step 2: Discovery

If the membership is not reflecting the market and one or more demographic groups is not well served by the membership, your activities generally will fall into the Discovery category as you will be identifying who serves that market now, their needs and passion related to real estate, and whether they already are loosely or formally organized. You might also want to help your members learn about the underrepresented groups. In a sense we are always engaged in discovery, and even if your focus is on a later action such as engagement or realizing the benefits of diversity in your leadership, you should consider some ongoing discovery activities.

Goals for discovery should ultimately be to identify those who are serving the underrepresented community, if and where they gather to discuss real estate, the real estate related issues they need action on, their knowledge and experience with the community, and their passions for member education, ethics and advocacy. Once these members are so identified, find ways to build personal relationships between your existing leadership and these members.

Step 3: Engage Members Representing Diversity You Desire to Include

If or once you know who is serving that community and you have started building your professional relationships with those serving any part of the community, begin activities designed to engage those members in the association. Engagement is often more successful when you match the activities with the member's interests and passions. A member concerned about training would best be encouraged to participate in a Professional Development activity and meeting. Similarly, a member expressing concerns

about government or a large institution's impact on real estate might best engage in an advocacy capacity. It is important to seek and engage members who share an interest in the key purposes of the association which are assuring that members are adequately educated to best serve the customer and cooperate with each other, that members adhere to the Code of Ethics and operate ethically, and that the association advocates for property rights, homeownership and our members' ability to do their work.

Goals for engagement would be greater participation in and taking a leadership role in association activities, meetings and committees. On an individual basis, during discovery you identified members to engage, and with these activities you can evaluate to see if your engagement efforts are producing more engagement for members representing underserved communities.

Step 4: Realize the Benefits of Inclusion

In order to Realize the benefits of an inclusive leadership, an association needs to be intentional about mentoring and training new leaders, building off your ongoing efforts to include diversity on your key committees and in your activities. It also requires engagement of the association's leadership with the leadership and activities of any multicultural or related group of REALTORS® in your area. Many members will engage with a multicultural local group or perhaps a business group, it is important that REALTOR® association leaders are involved in those groups as well. Doing so will help your discovery and engagement efforts as well, but will pay off when leaders of those groups see how they can contribute as REALTOR® leaders.

Goals for these activities are qualitative as well as simply increasing diversity in leadership positions. Encourage your members to evaluate how effective your leadership is at including diversity, encouraging engagement, and mentoring and supporting diverse members seeking leadership.



Legal


Fair Housing




Fairhaven: A Fair Housing Simulation

Fairhaven is a town every REALTOR® should visit. Online, that is.

Feedback

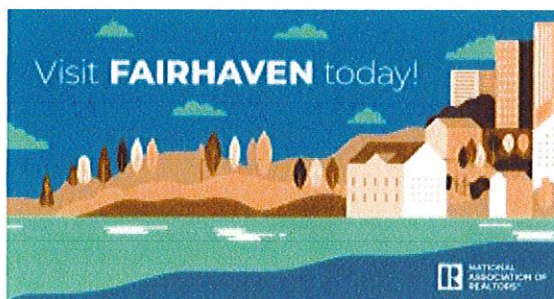
In November 2020, NAR launched **Fairhaven** , a new fair housing simulation training for REALTORS® that uses the power of storytelling to help members identify, prevent, and address discriminatory practices in real estate. Inspired by real stories, this innovative online experience has agents work against the clock to sell homes in the fictional town of Fairhaven, while confronting discrimination in the homebuying process. Learners will also walk in the shoes of a homebuyer facing discrimination. The training provides customized feedback that learners can apply to daily business interactions.


This innovative training platform is available to all 1.4 million NAR members at no additional cost. Be an advocate for fair housing and the future of our industry. Commit to combating discrimination in real estate.

Get started by visiting **fairhaven.realtor**  to explore the fictional town of Fairhaven and assess how well you are adhering to fair housing principles.

Fairhaven Assets

This collection of graphics and videos is designed to help Associations and Brokers promote Fairhaven.realtor on their websites, social media accounts, email and media campaigns.



 Feedback

[Education](#)[Real Estate Designations and Certifications](#)

At Home with Diversity® (AHWD)

Who is it for?

The course work for the At Home with Diversity® certification is designed to enable you to work successfully with and within a rapidly changing multicultural market. It will help you to learn diversity sensitivity, how it applies to U.S. fair housing laws in your business, and ways to develop professional guidelines for working with people in the increasingly multicultural real estate market.

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What You Gain

Knowledge of the subtleties of U.S. fair housing laws

Ability to assess and understand attributes of diversity in local markets and their impact on the real estate industry

An understanding of the basic competencies to earn the confidence of potential buyers and sellers, regardless of race, ethnicity, religion, gender, handicaps, familial status, or national origin

Knowledge of how to build a business plan that minimizes risk and successfully services all types of clients

Business etiquette for specific cultures

An edge in expanding your business to include international clientele

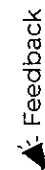
Elective credit towards the ABR®, CIPS, and (depending on your state) GRI designations, and as a task in the C2EX program

Some states also give continuing education (CE) credit and GRI credit for this course

At Home With Diversity® certification certificate of achievement

Updated education records on nar.realtor and M1 directory listings

Congratulatory letter from the National Association of REALTORS®



Feedback

- Exclusive access to At Home With Diversity® marketing tools and resources
- Networking and referral opportunities in the official At Home With Diversity® Certification Holders Facebook group

See the course goals and objectives.

How to Earn It

Expand all

For REALTORS® in the U.S.



For International REALTOR® Members



[Find an AHWD-certified REALTOR®](#)

Feedback

