

# Meeting Agenda

Diversity, Equity & Inclusion Committee  
Thursday, March 5, 2026 – 1:30 pm to 2:30 pm

1. Call to Order
2. Welcome
3. Approval of Meeting Minutes
  - o February 13, 2026
4. Reaffirming Our Foundation
  - o Review and discussion of individual “Why” statements.
  - o Establishing consensus on the Committee’s collective “Why.”
  - o Confirming alignment with LBOR’s ongoing commitment to DEI.
5. Strategic Reset: 2026 Focus
  - o Defining what a “fresh start” looks like in action.
  - o Identifying 2–3 priority initiatives for the year.
6. Communications Plan Development
  - o Establishing a clear and consistent narrative
  - o Discussion of potential kickoff event or launch moment.
  - o Reintroducing DEI Corner (if aligned with updated “Why”)
7. Adjournment

## 2026 DEI Committee

Ahnya Lewis, Co-Chairperson	Stephens
Jill Ballew, Co-Chairperson	Stephens
Carson Levine	KW Integrity
Jaclyn Iden	KW Integrity
Karena Schmitendorf	EXP Realty
Nicholas Lerner	McGrew
Robyn Elder	Stephens
Erin Maigaard, President	McGrew
Rob Hulse, Staff Liaison	LBOR

**APRIL IS  
FAIR  
HOUSING  
MONTH**

## Future Agenda/Discussion Items

### Education & Professional Development Pathway

#### Review of potential sessions:

- Emotional Intelligence
- Empathy
- Active Listening

#### Discussion of CE opportunities and designation-based programs:

- At Home with Diversity
- Association Roadmap for Cultural Change

#### Review of available grants or funding opportunities.

#### Collaboration opportunities with:

- Education Committee
- Marketing & Communications Committee
- Neighboring associations (KCRAR, SAR, FHAR)

# LBOR Diversity, Equity, and Inclusion Mission Statement

## The mission of the Diversity, Equity, & Inclusion Committee:

- A. Seeking to expand the knowledge and sensitivity of REALTORS® to diversity, equity, and inclusion issues.
- B. Offer education and training 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.

## RESOURCES

### Fair Housing Grants through NAR

For example, the At Home With Diversity® course is supported by a Level 1 Grant @ up to \$3,000.

View the Fair Housing Toolkit here: <https://realtorparty.realtor/download/10747/>

Applications sit at 70% of total budget capacity for 2026.

### Fair Housing Programs and Resources

[Fair Housing Training Requirement](#): Information regarding NAR's Fair Housing training requirement that goes into effect in 2025. Includes NAR options for acquiring credit, FAQs, state and local association CE class curriculum parameters, and mandatory association bylaw language.

[NAR's Fair Housing Action Plan](#), abbreviated 'ACT,' emphasizes Accountability, Culture Change, and Training to ensure America's 1.5 million REALTORS® are doing everything possible to protect housing rights in America. Gain quick access to the fair housing resources below and bookmark [NAR's Fair Housing](#) page for the latest articles, research, reports, publications, and videos.

[Bias Override: Overcoming Barriers to Fair Housing](#) is an [award-winning](#) NAR certificate course that helps real estate professionals interrupt stereotypical thinking so they can avoid fair housing pitfalls and provide equal professional service to every customer or client. Participants will learn about the mind science of identity, study how implicit bias can result in fair housing violations, and engage in interactive exercises to enhance communication skills and business relationships with clients of all backgrounds. These instructor-led courses are three hours and can be offered virtually or in person.

[Fair & Attainable Housing Ideas Forum](#) is a new virtual training and workshop for association representatives to inspire and support participants, providing real-time feedback on ideas to advance fair and attainable housing and homeownership in their communities – and highlight how NAR grants can help.

[Fair Housing Champion Awards](#) are an annual recognition of REALTOR® Fair Housing leaders who are “being the change” in their business and communities. Award recipients are celebrated throughout the year, including through a promotional video.

[Fairhaven 2.0](#) is an innovative, free fair housing simulation training for REALTORS® that uses the power of storytelling to help members identify, prevent, and address discriminatory practices in real estate. Fairhaven 2.0 launches January 2025.

[Fair Housing Consumer Guide](#): NAR developed content for consumers featuring frequently asked questions about consumer rights through Fair Housing law.

[That’s Who We R Fair Housing Assets](#): As champions for fair housing, associations can leverage marketing assets to amplify support for fair housing in their communities.

[REALTOR® Fair Housing Declaration](#): Show your support for equal opportunity in housing by displaying this declaration of your commitment to following fair housing laws and providing professional service.

[Fair Housing Month](#) is recognized in April to commemorate the landmark 1968 Fair Housing Act, which established U.S. law prohibiting discrimination in housing.

[Success Story Database](#): Search the phrase “fair housing” in the REALTOR® Party Success Story database to read numerous examples of successes from state and local associations around the country who are advancing Fair Housing.

# Diversity Equity and Inclusion Committee

## Meeting Minutes for 02.13.2026

### **Present:**

Ahnya Lewis, Jill Ballew, Robyn Elder, Ariela Unz, Nicholas Lerner, and Rob Hulse.

### **Excused:**

Jaclyn Iden and Karena Schmitendorf.

### **Absent:**

Carson Levine.

Co-Chair Ahnya opened the meeting with a welcome back, following a bit of a hiatus. First discussed was the need for a fresh start. There have been many changes in both the real estate industry and DEI nationwide. The LBOR remains committed to DEI.

Next, the committee visited about the DEI Corner articles that were authored by committee members. After several articles were released, the committee lost traction on this initiative and discussed restarting. Priority was given to establishing a fresh “why” statement before running out to membership with new articles.

Next, Co-Chairperson Jill Ballew shared what next steps might look like for a fresh start. Committee members expressed interest in starting with sessions on:

- Emotional Intelligence
- Empathy
- Active Listening

Sessions of this nature could equip members with tools and skills rather than jumping into more advanced topics that may have caused discomfort last year. NAR has training on fair housing and implicit bias, and the LBOR initiatives can build on these, with a focus on making people comfortable before addressing more challenging topics.

In the future, having a national speaker, like Melissa Majors, might be possible. Collaborating with other organizations like KCRAR, SAR, and FHAR would help to share costs, and make this type of expanded reach possible.

Also, the committee felt that sessions need to appeal to members and adding a CE (continuing education) component might be a good approach to help get members to attend.

Several resources were discussed for possible CE sessions, or for sessions that include designation. For example, At Home with Diversity. LBOR Staff will put together links to these resources for committee members to consider:

- At Home with Diversity – including possible instructors from the area
- Association Roadmap for Cultural Change
- Grants/Funding that might be available for DEI initiatives.

Next, the need for an effective Communications Plan was introduced. The committee discussed the need to create a plan that has an intentional beginning, that can evolve. It will be important not to get the “cart ahead of the horse” and stay on a plan with a consistent narrative, and manageable initiatives, keeping it simple at the beginning.

The committee discussed strategies to rebuild trust and engagement with their membership who may not have had a positive experience with previous DEI initiatives. The committee emphasized the importance of creating a clear "why" statement for their DEI efforts and using a clearly established communication plan will help to effectively share this with the membership.

The committee also committed to one another that this is a lot of work, and committee members are needed who care about DEI, and can be aligned with the concept that this is a working committee. The committee needs talent, but it will be important to be up front with potential new members about the work ahead.

Additionally, the committee discussed the opportunity to collaborate with other committees, like the Marketing & Communications Committee and the Education Committee to roll out DEI initiatives.

As the meeting was nearing a close, the committee discussed that it might be good to brainstorm on a kickoff of some type. This might be an event, but could be handled in a way that the committee hasn't thought of yet.

Last, next steps were discussed.

- Co-Chairperson Ahnya asked each committee member to give thought and put energy into their own “why” statement, with a goal of discussing these at the next meeting and having consensus on what the collective DEI Committee “why” is.
- Co-Chairperson Jill volunteered to take the discussion today, along with their thoughts from her experience, and put together a list that can be considered/used to create an action plan, and a communications plan.

The next meeting was scheduled for Monday, February 23<sup>rd</sup> at 1pm, and the meeting was adjourned at 9:50am.



## At Home with Diversity® (AHWD)

At Home With Diversity    Earning the AHWD Certification

Course Goals and Objectives    Find an AHWD Specialist



### What Is the AHWD Certification, and 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.

Feedback

## Benefits of Becoming an AHWD

- 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®
- 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

[Learn more about the AHWD certification](#)

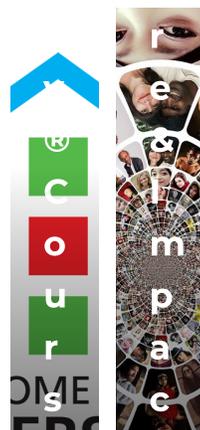


## Teach the At Home With Diversity® Course [↗](#)

To teach the At Home With Diversity® course, you must fulfill a number of educational requirements and have an "Intent to Hire" letter.

## Sponsor the At Home With Diversity® Course [↗](#)

To sponsor the course, an organization must hold a license from the Center for REALTOR® Development.





Demographics

★ Favorited

## Association Demographics

View a dashboard about association-level aggregation of member demographics.

08-31-2021

Related Content

Most Viewed

Age

Gender

Race

Tenure

Small

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STATE ASSOCIATION

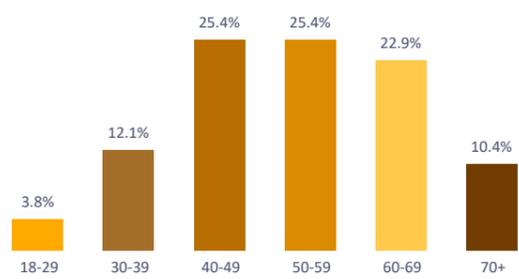
All

LOCAL ASSOCIATION

LAWRENCE BOARD OF REALTORS®

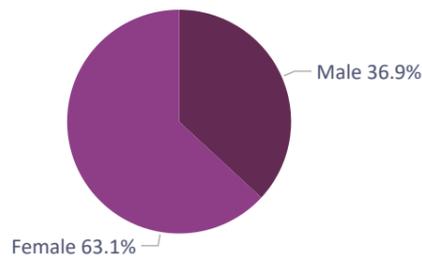
### Member Demographics

Share by Age



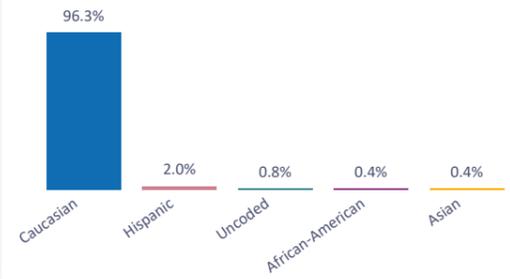
85.11% of members represented

Share by Gender



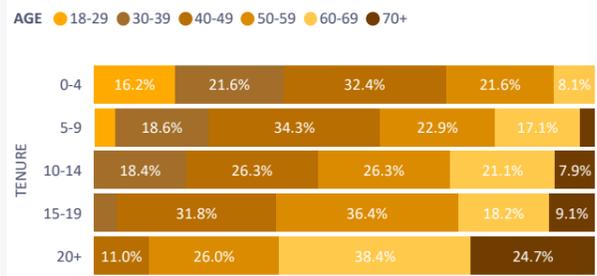
86.52% of members represented

Share by Race



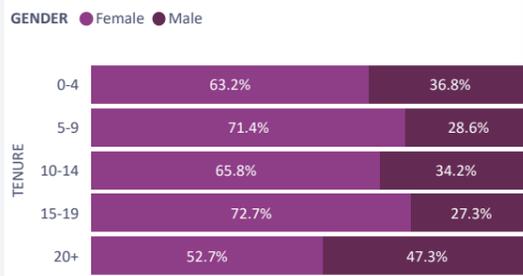
86.88% of members represented

Share of Age by Tenure



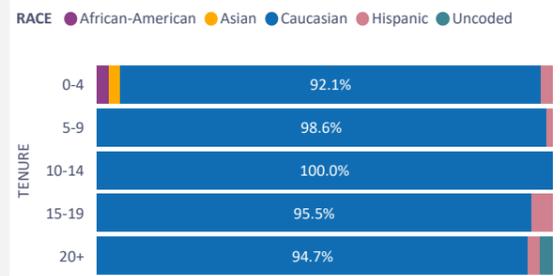
85.11% of members represented

Share of Gender by Tenure



85.82% of members represented

Share of Race by Tenure



86.17% of members represented

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## Data Source



Demographic Data is sourced from TargetSmart, a Third-Party. The data is a combination of voter information and modeled information. Tenure which is also displayed in the dashboard is calculated using the member joined date from M1. At the bottom of each dashboard, there is a timestamp for when the data in the



Fair Housing Course Compliance

★ Mark as Favorite

## Fair Housing Course Compliance

View a dashboard about the Fair Housing Course Compliance

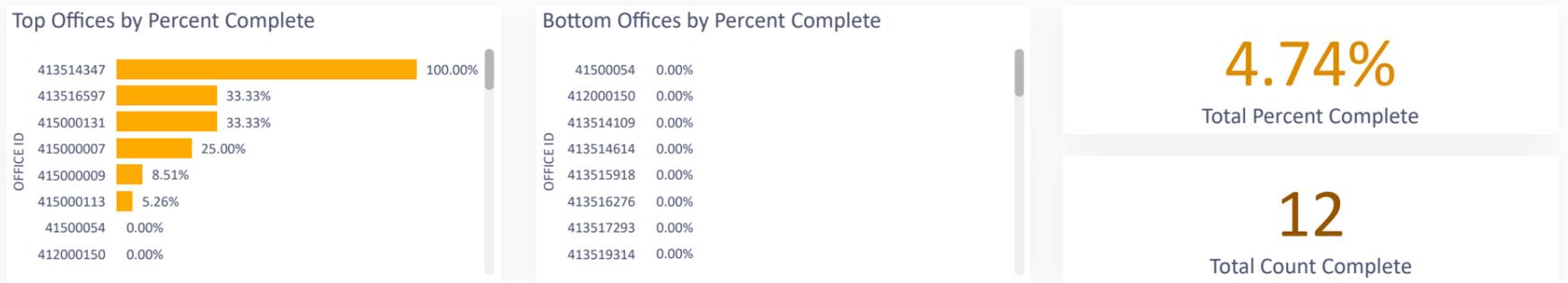
12-31-2024

Related Content

Small Large

STATE ASSOCIATION: KANSAS REALTORS® LOCAL ASSOCIATION: LAWRENCE BOARD OF REALTORS® MEMBER LOOKUP: All CYCLE: Cycle 8 2025-2027 COMPLETION STATUS: All

### Member Fair Housing Course Compliance



### Corresponding Records

MEMBER ID	FIRST NAME	LAST NAME	STATE ASSOCIATION	LOCAL ASSOCIATION	JOINED_DATE	CYCLE	FH COMPLETION STATUS	COURSE COD
145501357	Carl	Cline	KANSAS REALTORS®	LAWRENCE BOARD OF REALTORS®	2004-01-15	Cycle 8 2025-2027	Incomplete	
234010568	Michael	Bennett	KANSAS REALTORS®	LAWRENCE BOARD OF REALTORS®	2003-11-20	Cycle 8 2025-2027	Incomplete	
263001722	Tim	Martin	KANSAS REALTORS®	LAWRENCE BOARD OF REALTORS®	2002-11-26	Cycle 8 2025-2027	Incomplete	
413519315	Kacie	Kneidel	KANSAS REALTORS®	LAWRENCE BOARD OF REALTORS®	2022-06-20	Cycle 8 2025-2027	Incomplete	
413520780	Chastity	Ivy-Lauridsen	KANSAS REALTORS®	LAWRENCE BOARD OF REALTORS®	2023-07-14	Cycle 8 2025-2027	Incomplete	
413594482	Laura	Smatla-Turner	KANSAS REALTORS®	LAWRENCE BOARD OF REALTORS®	2017-10-02	Cycle 8 2025-2027	Incomplete	
415000005	Leslie	Foust	KANSAS REALTORS®	LAWRENCE BOARD OF REALTORS®	1993-02-04	Cycle 8 2025-2027	Incomplete	
415000054	Doug	Brown	KANSAS REALTORS®	LAWRENCE BOARD OF REALTORS®	1993-02-04	Cycle 8 2025-2027	Incomplete	
415000057	Eddie	Davalos	KANSAS REALTORS®	LAWRENCE BOARD OF REALTORS®	1993-02-04	Cycle 8 2025-2027	Incomplete	
415000065	Bev	Hill	KANSAS REALTORS®	LAWRENCE BOARD OF REALTORS®	1993-01-01	Cycle 8 2025-2027	Incomplete	
415000068	John	McGrew	KANSAS REALTORS®	LAWRENCE BOARD OF REALTORS®	1993-02-04	Cycle 8 2025-2027	Exempt	FAIRH

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## Data Source



The data used to determine Fair housing course completion is sourced from M1 and the Insights databases, which includes course history across various learning platforms. The course history is used to determine members Fair Housing completion status. Each member is also linked back to their respective office and