

# Diversity Equity & Inclusion Committee

## Agenda / Action Items



**Date:** 5/3/2024  
**Time:** 1:00 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	Jean Wilson-Latortue	Jill Ballew
Karena Schmitendorf	Michelle Fales	Nicholas Lerner
Robyn Elder		

### AGENDA ITEMS

No	Topic
1	Approve Previous Meeting Minutes from 02/15/2024
2	Provide an update regarding Caleb Stephens
3	Discuss Speakers/Presenters to bring to LBOR
4	Recap - Recurring DEI Corner article for Newsletter  May Newsletter - Housing Opportunity: Carson Levine June Newsletter - Deb Drummet: Juneteenth Also in June - National Theme is Homeownership Month July Newsletter - Topic? August Newsletter - Topic?
5	NAR Grant Opportunities - the window for DEI Grants is closing. <a href="https://realtorparty.realtor/community-outreach/diversity/grant-applications">DEI Grant Info at https://realtorparty.realtor/community-outreach/diversity/grant-applications</a>
6	Member Survey for 2024
7	Junior Achievement follow up - next steps
8	New Business
9	Old Business
10	Adjourn: Next Meeting Day/Time?

### Committee Action Items

Action	Due Date	Done	Responsible Member
1	05.15.2024		Committee
Create plan to provide 2024 Diversity Counseling within LBOR Membership & Community			
a.	11.28.2023	√	Jill, Michelle, & Rob
Enter into Partnership with Junior Achievement to teach Financial Literacy in Schools.			
b.	11.17.2023	√	Jill & Rob
Receive Board of Directors approval of initiative with Junior Achievement.			
2			<b>Member Outreach</b>
a.	Dec-24	√	Rob
Gather Fairhaven Statistics from NAR			
b.	June/July 2024		Karena & Ahnya
Complete a Survey for Members			

	c. Create Communication Plan to share ideas and goals of DEI to achieve member "buy-in" and earn Broker support of DEI initiatives.	Jul-24		Committee
	d. Recruit Committee members to help with 2024 DEI Committee.	Jan-24		Committee
	e. Launch plan to provide Member Education on DEI.	May-24		Committee
3	<b>Recurring DEI Corner article for the LBOR Newsletter</b>			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	<b>NAR Grant Opportunities for 2024</b>			
	a. Decide which NAR Grant fits DEI Committee initiatives.	May-24		Committee
	b. Create Budget for NAR Grant.	May-24		Ahnya & Rob
	c. Apply for NAR Grant.	May-24		Ahnya & Rob

# Diversity Equity and Inclusion Committee

## Meeting Minutes for 02/21/2024

### **Present were:**

Ahnya Lewis, Deb Drummet, Karena Schmitendorf, Robyn Elder, and Rob Hulse. Excused was Michelle Fales.

### **Excused were:**

Michelle Fales.

### **Absent were:**

Amy Wilson, Carson Levine, Jaclyn Iden, Jean Wilson Latortue, Lauren Ballard, and Nicholas Lerner.

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 provided input on his background, experience, and how he would handle the facilitation of an event. At the conclusion of the discussion, Caleb agreed to prepare a proposal and to follow up with Chairperson Lewis, who will report back to the Committee.

Next, the Committee briefly discussed other presenters that might be available for an LBOR DEI Event.

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 received a report of the Fairhaven completion percentages amongst LBOR Membership. They talked about ways that the LBOR can move the needle to get more members to complete the Fair Housing Simulation. A DEI Article has been included to speak to Fairhaven to bring more attention to the platform. The Committee has discussed doing a Fairhaven Challenge, with all who have completed Fairhaven receiving an invitation to attend a Fairhaven Celebration. Additionally, the Committee discussed how some competition between offices/companies might be a fun way to promote the Fairhaven Challenge.

Last, the Committee returned their discussion to Junior Achievement and the next steps in December to be prepared with volunteers to teach Financial Literacy in January of 2024. LBOR Staff will provide the Committee with a list of ALL member companies, and Committee members will divide the list up to promote the JA Volunteer opportunity.

The meeting was then adjourned.

# Diversity & Inclusion Grants

Diversity and Inclusion Reimbursement grants support state and local REALTOR® Associations' efforts that strengthen, support, and collaborate with local chapters of national multicultural real estate organizations to help expand homeownership opportunities, increase inclusion of diversity among association leadership, and planning and discussion activities that address racial disparities in your community.

Note: Diversity and Inclusion grants differ from [Housing grants](#), which support state and local REALTOR® Associations' activities that create or improve systems, programs, and policies that uphold fair housing laws and strengthen REALTORS® commitment to offering equal professional service to all. [Learn more here](#).

Please direct questions to Krystal Allen, [kallen@nar.realtor](mailto:kallen@nar.realtor)

## Frequently Asked Questions Ideas for Using a Diversity and Inclusion Grant

### Level 1 Grants

#### **[Level 1 Diversity and Inclusion Grant Application](#)** **[Diversity and Inclusion Reimbursement Request Form](#)**

Level 1 Diversity grants support efforts that strengthen, support, and collaborate with local chapters of national multicultural real estate organizations to help expand homeownership opportunities. Types of activities may include association leadership and staff senior attendance at national conferences; sponsor local chapter events. Maximum award: \$1,000.

Details:

- Applications are accepted on a rolling basis from January through October; decisions announced within approximately 7-10 business days.
- Associations may receive one Level 1 grant per calendar year.
- Funds are disbursed using a reimbursement process.
- Approved activity must take place within same year of grant approval to be eligible for funding reimbursement.
- Grant recipients must complete an evaluation form for the supported activity.

### Level 2 Grants

#### **[Level 2 Diversity and Inclusion Grant Application](#)** **[Diversity and Inclusion Reimbursement Request Form](#)**

Level 2 Diversity grants support efforts designed to increase diversity and inclusion among association leadership, and activities that address racial disparities in your community. Activities should have a broad focus on increasing diversity among association leadership and address racial injustice issues in your community. Associations are encouraged

to collaborate with other organizations that will help expand the associations' diversity, equity and inclusion goals.

Details:

- Applications are accepted on a rolling basis from January through October; decisions announced within approximately 7-10 business days. Maximum award: \$5,000.
- Associations may receive one Level 2 grant per calendar year.
- Funds are disbursed using a reimbursement process.
- Approved activity must take place within same year of grant approval to be eligible for funding reimbursement.
- Grant recipients must complete an evaluation form for the supported activity.

### **Diversity and Inclusion Programs and Resources**

Seeking knowledge and meaningful conversation through a variety of perspectives and resources builds the ability to learn from the past and provides solutions for a better future.

NAR supports [Diversity and Inclusion](#), as well as a continued commitment to Fair Housing as part of its core values. **NAR's Diversity and Inclusion Commitment Statement**. Show your support and commitment for diversity, equity and inclusion by sharing and displaying this statement with your membership.

- Get started with the [Actionable Roadmap for Local Association Diversity & Inclusion](#). Use this roadmap as the first steps to engage your full spectrum of membership, including those potentially underrepresented, through activities and leadership.
- [Guidelines for Forming a State & Local DEI Committee](#) Creating a DEI committee ensures that the association promotes an inclusive environment that champions equity among members.
- [Navigating Uncomfortable Conversations Related to Diversity](#) Suggested tips and sample scenarios to assist REALTOR® association staff as they engage in diversity-related conversations.
- [At Home with Diversity Course](#) The AHWD certification teaches members how to apply fair housing laws in their business and work in the increasingly multicultural real estate market.
- [REALTOR® L.E.A.D. Course: A Case for Diversity](#) This course is meant to provide REALTOR® leaders with a better understanding of the concepts of diversity, equity, and inclusion as well as an introduction to some of the social psychology that makes it either easier or harder to live out DEI.
- [Watch Overcoming Barriers Video](#) an online workshop that helps real estate professionals confront and overcome unconscious biases that can prevent equal professional service.
  - Check out more [Diversity, Equity & Inclusion resources](#). We've also compiled articles and websites that may be helpful to share with your leaders and members.

# Ideas for Using a Diversity & Inclusion Grant

The following activities help to position the association and members as leaders on diversity, equity & inclusion efforts and help meet the association's Core Standards. Use these ideas for inspiration. **This is not** a complete list of activities that qualify for grant support. If you have an idea but are not sure if it is eligible for a grant, email Krystal Allen, [kallen@nar.realtor](mailto:kallen@nar.realtor)

## Level 1

**Attend multicultural real estate organization conference:** Association leaders and staff attend national conferences to support and network with local chapter leaders.

**Guest Speaker:** Host a local or national speaker to discuss a particular aspect of diversity, equity, and inclusion issues.

**Hold a Class:** Provide education opportunities for leaders and/or members to learn about diversity, equity and inclusion issues and how they can support local DEI efforts.

## Level 2

**DEI Summit:** Bring together REALTORS®, consumers, and community stakeholders to discuss the importance of diversity, equity and inclusion local efforts to ensure equity for all.

**Speaker Series:** Organize a series of three or more speakers around a theme, such as working with clients with disabilities, or recognizing implicit bias.

**Develop DEI Strategic Plan:** Work with a consultant to develop an association DEI plan to help guide association DEI strategies.

**Work in Partnership:** Collaborate with a local multicultural real estate organization to increase awareness and knowledge of equity housing issues in the community.

## No Cost Ideas

*These ideas can be executed for free, using your association's existing resources. Consider doing one or more in addition to, or to enhance another activity.*

**Issue a Diversity, Equity and Inclusion Commitment Statement:** Work with REALTOR® members and association leaders to develop a DEI statement recognizing the importance of equal housing opportunities.

**Share Stories:** Use the association's existing newsletter, social media, podcasts or other communication channels to feature successful association DEI efforts.