

Diversity Equity & Inclusion Committee

Agenda / Action Items



Date: 1/11/2024
Time: 1:00 PM
Location: LBOR Office

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

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

AGENDA ITEMS

No	Topic
1	Approve Previous Meeting Minutes from 11/29/2023
2	Launch Plan to deliver Member Education on DEI - Speaker Options?
3	Discuss Recurring DEI Corner article for Newsletter
4	Explore NAR Grant Opportunities to fund the Objectives of the Committee
4	Member Survey for 2024
5	Junior Achievement follow up - next steps
6	New Business
7	Old Business
8	Adjourn:

Committee Action Items

Action	Due Date	Done	Responsible Member
1	01.15.2024		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	Jan-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.	Jan-24		Committee
d. Recruit committed members to help with 2024 DEI Committee.	Jan-24		Committee
e. Launch plan to provide Member Education on DEI.	Jan-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.	Jan-24	Committee with ideas and Ahnya to write
4	NAR Grant Opportunities for 2024		
	a. Decide which NAR Grant fits DEI Committee initiatives.	Jan-24	Committee
	b. Create Budget for NAR Grant.	Feb-24	Ahnya, Jean, & Rob
	c. Apply for NAR Grant.	Feb-24	Ahnya, Jean, & Rob

Diversity Equity and Inclusion Committee

Meeting Minutes for 11/29/23

Present were:

Ahnya Lewis, Jean Wilson Latortue, Jaclyn Iden, Carson , Robyn Elder, Nick Lerner, Jill Ballew, Deb Drummet, and Michelle Fales.

Excused were:

Amy Wilson, Ashley Zeller, and Lauren Ballard.

Absent were:

Karena Schmitendorf and Renee Barrett.

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

Next, the Committee discussed the objectives established at the last meeting:

Action Item #1 – Junior Achievement.

Junior Achievement was discussed. The Board of Directors has approved of the initiative to collaborate with JA in 2024 to teach financial literacy in schools. LBOR Staff will include information about volunteer opportunities to membership. Classes will begin in January for 8th grade. Sessions will be 1 hour per week, for 6 weeks.

Question raised about whether JA is in just Lawrence Public Schools, or would it include Veritas, Bishop Seabury, Corpus, Baldwin City, Eudora, etc...

Committee Liaisons to promote JA and Volunteer Opportunities will be Carson/Jaclyn at KW Integrity, Jill Ballew at Stephens, and Nick at McGrew. A company list will be provided to the Committee and they will divide up the list to reach out to each company.

Michelle has a schedule of session dates and will send them to Rob, and he will distribute to the Committee, along with Debbie's (JA) contact information.

Debbie (JA) and Michelle will coordinate training dates at the LBOR Office for those who volunteer.

Action Item #2 – Member Outreach.

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.

Discussed a Communication Plan to accomplish outreach. Specifically, the Committee discussed Fairhaven and how to get information about Fairhaven out to membership, and how to move the needle on completion. Through brainstorming, the Committee decided their goal is to increase completion of Fairhaven in 2024. To do this, the Committee will issue a Fairhaven Challenge. At the end of the Fairhaven Challenge, all who have completed can attend a Fairhaven Celebration.

Additionally, the Committee discussed how some competition between offices/companies might be a fun way to promote the Fairhaven Challenge.

Board Staff will research the current adoption rate of Fairhaven and provide this information to the Committee. At that point, the Committee can determine its goal for 2024.

Summary – wrap up:

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.

By Friday morning (December 1st) a collaborative email will go out to all members announcing the partnership with JA and the LBOR.

The next meeting was scheduled for 1:30pm on Wednesday, December 20th.

The meeting was then adjourned at 2:10pm.

Last Name	First Name	Email	Brokerage	Status	Date Completed	Primary Association
Carter-Wilson	Greta	gretacw@kw.com	Coldwell Banker American Home	Passed	4/22/21, 8:52 AM	LAWRENCE BOARD OF REALTORS®
Heinrich	Debbie	debbie@debbieheinrich.com	Compass Realty Group	Passed	6/4/21, 9:53 PM	LAWRENCE BOARD OF REALTORS®
Barclay	Amanda	abarclaysellshomes@gmail.com	Crystal Clear Realty	Passed	6/13/22, 1:49 PM	LAWRENCE BOARD OF REALTORS®
Hulshof	Stacie	staciehomesales@gmail.com	Crystal Clear Realty	Passed	3/22/22, 3:59 PM	LAWRENCE BOARD OF REALTORS®
Swearingen	Crystal	crystalsavesthedeal@gmail.com	Crystal Clear Realty	Passed	5/18/21, 10:00 AM	LAWRENCE BOARD OF REALTORS®
Bartels	Krista	KBSells@kw.com	KW Integrity	Passed	5/6/21, 11:40 AM	LAWRENCE BOARD OF REALTORS®
Catlin	Jennifer	jennifercatlin@kw.com	KW Integrity	Passed	3/4/23, 1:38 PM	LAWRENCE BOARD OF REALTORS®
Coulter	Joshua	joshuacoulter@kw.com	KW Integrity	Passed	1/19/22, 12:50 PM	LAWRENCE BOARD OF REALTORS®
Hess	Mark	markhess@earthlink.net	KW Integrity	Passed	6/17/21, 4:04 PM	LAWRENCE BOARD OF REALTORS®
Lee	Edward	edlee@kw.com	KW Integrity	Passed	3/23/23, 2:27 PM	LAWRENCE BOARD OF REALTORS®
Lee	Devyn	leedev@kw.com	KW Integrity	Passed	5/23/23, 2:17 PM	LAWRENCE BOARD OF REALTORS®
Magee	Karie	karie.magee@kw.com	KW Integrity	Passed	3/25/23, 5:04 PM	LAWRENCE BOARD OF REALTORS®
Morton	Katherine	kmorton255@gmail.com	KW Integrity	Passed	5/27/23, 9:03 PM	LAWRENCE BOARD OF REALTORS®
Schmidt	Vanessa	vanessa6543@icloud.com	KW Integrity	Passed	7/27/21, 2:58 PM	LAWRENCE BOARD OF REALTORS®
Hulse	Rob	Rob@LawrenceRealtor.com	Lawrence Board of REALTORS®	Passed	4/1/21, 4:12 PM	LAWRENCE BOARD OF REALTORS®
Barton	Kimberley	kbarton@askmcgrew.com	McGrew Real Estate Inc	Passed	4/12/22, 12:19 PM	LAWRENCE BOARD OF REALTORS®
Howe	Thomas	thomas@thomashoweonline.com	McGrew Real Estate Inc	Passed	11/18/20, 11:28 AM	LAWRENCE BOARD OF REALTORS®
Huntington	John	TheLandMan@askmcgrew.com	McGrew Real Estate Inc	Passed	4/8/21, 11:24 AM	LAWRENCE BOARD OF REALTORS®
Johnson	Brian	bjohnson@askmcgrew.com	McGrew Real Estate Inc	Passed	4/28/21, 9:35 AM	LAWRENCE BOARD OF REALTORS®
Landis	Lindsay	lindsay@lawrencehomefinder.com	McGrew Real Estate Inc	Passed	4/21/21, 3:43 PM	LAWRENCE BOARD OF REALTORS®
LaRue	Steve	slarue@askmcgrew.com	McGrew Real Estate Inc	Passed	2/12/21, 2:53 PM	LAWRENCE BOARD OF REALTORS®
Lerner	Nicholas	nicholas@askmcgrew.com	McGrew Real Estate Inc	Passed	4/22/21, 9:22 AM	LAWRENCE BOARD OF REALTORS®
Maigaard	Erin	erinlmaigaard@gmail.com	McGrew Real Estate Inc	Passed	1/19/22, 4:46 PM	LAWRENCE BOARD OF REALTORS®
McGrew	Michael	mikemcgrew@askmcgrew.com	McGrew Real Estate Inc	Passed	1/19/21, 9:06 AM	LAWRENCE BOARD OF REALTORS®
McMullen	Deborah	Deborah@askmcgrew.com	McGrew Real Estate Inc	Passed	3/30/21, 12:36 PM	LAWRENCE BOARD OF REALTORS®
Robertson	Emily	erobertson@askmcgrew.com	McGrew Real Estate Inc	Passed	9/27/23, 10:38 AM	LAWRENCE BOARD OF REALTORS®
Williams	Kimberly	kimberly@kiwilliams.com	McGrew Real Estate Inc	Passed	12/7/21, 2:09 PM	LAWRENCE BOARD OF REALTORS®
Barrett	Renee	reenechristine1972@hotmail.com	Platinum Realty	Passed	1/20/22, 11:26 PM	LAWRENCE BOARD OF REALTORS®
Berger	Steven	Steve@SteveBerger.Realtor	Platinum Realty	Passed	12/1/20, 2:59 PM	LAWRENCE BOARD OF REALTORS®
Le	Amy	cyarale@hotmail.com	Platinum Realty	Passed	3/19/23, 1:09 PM	LAWRENCE BOARD OF REALTORS®
Hothan	Brooke	brooke@teamham.com	Realty Executives, Hedges Real	Passed	9/30/22, 9:24 PM	LAWRENCE BOARD OF REALTORS®
Ballard	Lauren	Laurenballard@stephensre.com	Stephens Real Estate	Passed	8/2/21, 4:09 PM	LAWRENCE BOARD OF REALTORS®
Ballew	Jill	jillballew@stephensre.com	Stephens Real Estate	Passed	7/29/21, 1:01 PM	LAWRENCE BOARD OF REALTORS®

Coleman	Robert	robcoleman@stephensre.com	Stephens Real Estate	Passed	7/31/21, 4:58 PM	LAWRENCE BOARD OF REALTORS®
Dunn	David	daviddunn@stephensre.com	Stephens Real Estate	Passed	8/2/21, 12:17 PM	LAWRENCE BOARD OF REALTORS®
Earl	Chris	chrisearl@stephensre.com	Stephens Real Estate	Passed	7/14/21, 2:32 PM	LAWRENCE BOARD OF REALTORS®
Elder	Robyn	RobynElder@StephensRE.com	Stephens Real Estate	Passed	7/30/21, 3:32 PM	LAWRENCE BOARD OF REALTORS®
Freeman	Daniel	dannyfreeman@stephensre.com	Stephens Real Estate	Passed	8/2/21, 1:25 PM	LAWRENCE BOARD OF REALTORS®
Grady	Libby	libby@stephensre.com	Stephens Real Estate	Passed	8/1/21, 6:13 PM	LAWRENCE BOARD OF REALTORS®
Harris	Stephanie	stephanieharris@stephensre.com	Stephens Real Estate	Passed	8/1/21, 8:44 PM	LAWRENCE BOARD OF REALTORS®
Hummel	Abigail	abigailhummel@stephensre.com	Stephens Real Estate	Passed	8/2/21, 12:59 PM	LAWRENCE BOARD OF REALTORS®
May	Jane	janemay@stephensre.com	Stephens Real Estate	Passed	7/30/21, 4:06 PM	LAWRENCE BOARD OF REALTORS®
Miller	Jan	janmiller@stephensre.com	Stephens Real Estate	Passed	8/2/21, 3:35 PM	LAWRENCE BOARD OF REALTORS®
Minnis	Oliver	oliverminnis@stephensre.com	Stephens Real Estate	Passed	8/2/21, 10:34 PM	LAWRENCE BOARD OF REALTORS®
Orth	Becky	beckyorth@stephensre.com	Stephens Real Estate	Passed	8/3/21, 5:31 PM	LAWRENCE BOARD OF REALTORS®
Peruman	Julie	julieperuman@stephensre.com	Stephens Real Estate	Passed	8/2/21, 10:51 AM	LAWRENCE BOARD OF REALTORS®
Roberts-Freeman	Michelle	michellefreeman@stephensre.com	Stephens Real Estate	Passed	8/2/21, 12:07 PM	LAWRENCE BOARD OF REALTORS®
Stutler	Kathryn	katiestutler@stephensre.com	Stephens Real Estate	Passed	7/30/21, 5:25 PM	LAWRENCE BOARD OF REALTORS®
Unz	Ariela	arielaunz@stephensre.com	Stephens Real Estate	Passed	7/29/21, 10:44 PM	LAWRENCE BOARD OF REALTORS®
Wilson	Amy	amywilson@stephensre.com	Stephens Real Estate	Passed	7/30/21, 4:27 PM	LAWRENCE BOARD OF REALTORS®