

### **Diversity & Inclusion Committee:**

The Diversity & Inclusion Committee's purpose is to explore and identify the inclusion and diversity strengths, issues, and opportunities within all aspects of the Colorado Association of REALTORS®.

The committee has identified four goals for 2024 that its four workgroups will work to accomplish this year.

**Goal One:** Increase the statewide completion rate for Colorado REALTORS® by 10% (2,624) by December 2024 for the NAR Fairhaven simulation challenge.

**Goal Progress:** We started the year at 1,340 completion rates for Colorado. We are currently at 1,391 completion rates. In order to meet our 10% goal, we will need to end the year with a minimum of 2,624 completion rates – we are 1,233 completion rates away from our goal.

**Goal Two:** The committee would like to strengthen our relationship with Colorado's other real estate diversity organizations.

**Goal Progress:** We have invited the President from each real estate diversity organization to join us at our committee meeting for Spring Summit to share their organization initiatives and events with our membership. We will continue to find other ways to connect and support these organizations throughout the year.

**Goal Three:** Identify a translation service that will allow Colorado REALTOR® members to utilize as a tool when assisting consumers whose first language is not English.

### **Fair Housing Workgroup**

The Fair Housing Workgroup is responsible for offering Colorado REALTOR® opportunities to continue learning and celebrating Fair Housing Month in April. The committee is celebrating this month with 4 activities. Participants of all 4 activities will receive a free piece of NAR Fair Housing merch.

You can view more about the activities and register [HERE](#).

#### **Activity One – History & Risk Management CE Class**

The content focuses on the history of Fair Housing laws and common ways violations are occurring currently in our market with best practices. We had **170 attendees** join us for this virtual offering.

#### **Activity Two – NAR Fairhaven Challenge**

Explore the fictional town of Fairhaven and assess how well you are adhering to fair housing principles.

#### **Activity Three – The People Behind Diversity Panel**

To celebrate Fair Housing Month, the Colorado Association of REALTORS® will be hosting a panel of individuals who represent a community that is often thought of when discussing diversity – they will share the beauty of their community and what REALTORS® should be mindful of when working with individuals from this community.

#### **Activity Four – Virtual Privilege Walk**

Participants will explore the complex concept of privilege with a virtual privilege walk. The privilege walk exercise examines the intricacies of privilege in our society. It explores how we enjoy or do not enjoy privileges in our everyday lives.

### **Community Resources Workgroup**

The Community Resources Workgroup is responsible for finding solutions to identified areas of the real estate community to offer better support for everyone. The workgroup will continue its work to contract with a translation service that could be a member benefit for those working with clients whose native language is not English. The workgroup is currently working to identify additional opportunities to support the diverse communities this year and next.

### **Education Workgroup**

The Education Workgroup is responsible for identifying additional education opportunities for Colorado REALTORS®. The workgroup is currently looking into hosting two virtual educational opportunities this year. More details to come!

### **Awards & Recognition Workgroup**

The Awards & Recognition Workgroup is responsible for honoring and celebrating those who go above and beyond to support diversity in the real estate community. The CAR Diversity Award recipients are honored at the CAR Inaugural Dinner in October. The four award categories are Individual, Real Estate Brokerage Firm, REALTOR® Organizations, and Real Estate Industry Partners. The workgroup will open applications for the awards from June – July.