

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 the committee to accomplish this year.

Goal One: Develop and publish a cohesive, easy-to-navigate data hub that compiles key statistics from a variety of diverse organizations to better support REALTOR® members in serving their clients.

Goal Two: Launch a targeted member campaign encouraging REALTORS® to update their profiles with any additional languages they speak, improving accessibility and client connection.

Goal Three: Redesign and relocate the Resources webpage to the REALTOR® tab to enhance visual appeal, usability, and overall member engagement.

Goal Four: Create a comprehensive communication strategy to more effectively promote existing and new D&I resources available to our members.

Our Vision Moving Forward

This is more than a committee, it's a leadership platform. Our role is not just to have conversations around diversity, but to lead with inclusion, provide clarity to our members, strengthen meaningful partnerships, and ensure resources are accessible, practical, and easy to use.

As discussed, we are streamlining our approach into **focused phases to maintain momentum and avoid burnout**:

- **February–April:** Fair Housing Month focus
- **April–May:** D&I Awards
- **June–August:** Community outreach & resource strengthening
- **September–November:** Fair Housing 2027 planning
- **Ongoing:** Data Hub strategy & profile language campaign

This phased structure allows us to be intentional, execute effectively, and deliver real impact, rather than trying to take on everything at once.

Fair Housing Month

The committee is wrapping up celebrating Fair Housing, which focuses on providing 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 \$25 gift card that can be used at NAR's merch store.

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. This class has 2 CE credits, and meets NAR's triennial Fair Housing requirement. We had 114 REALTORS® attend the class this year.

Activity Two – 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. We had Maria Gallucci, a REALTOR® and an advocate for deaf community join the session as an expert panel, and Vicky Pipari, a REALTOR®, and the founder of Colorado Home Access for those with Disabilities (C.H.A.D.) to represent the disability community.

Activity Three – Trivia!

Attendees will enjoy a game of Trivia! Step into the ultimate game show experience that celebrates culture, resilience, and triumph—where Black Excellence, Women’s History, LGBTQ+ pride, Disability Awareness, Hispanic Heritage, and AAPI traditions collide in a thrilling test of knowledge and spirit. Contestants will face dynamic challenges that honor the trailblazers, icons, and moments that have shaped these communities.

Activity Four – NAR Fairhaven Challenge

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

Awards & Recognition

The Diversity Awards celebrates 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.