



New York State Association of REALTORS®, Inc.

Fair Housing and Cultural Diversity Committee Virtual Meeting Report

Monday, October 5, 2020
Virtual Zoom Meeting
8:30am-10:00am

Tracy A. Boomhower
Chair

Susan Sommers
Vice Chair

Tracy Boomhower, welcomed and discussed housekeeping items. Vice chair, Susan Sommers read the mission statement and the previous report was accepted.

Diane J. Goodman, Ed.D., provided an extensive presentation on unconscious bias, titled “Minimizing and Addressing Bias Examining Unconscious Bias IN Real Estate: GUIDE or Gatekeeper.

She noted that unconscious bias happens to everyone. Her talk included an exercise on attendees first thoughts on a list when they saw a name appear on the screen. She than asked the attendees, “How might these associations impact the real estate process?”

She noted that Implicit Bias, refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. It encompasses both favorable and unfavorable assessments, are activated involuntarily and without an individual’s awareness or intentional control. A short video about implicit bias was shown. Employment, Health Care, Education, LGBTQ Community and Housing, People Who Use Wheelchairs and Housing, Home Seekers Who Are Deaf or Hard of Hearing, Race and Housing.

She provided a video of the 2019 Newsday real estate investigation along with a link for viewing.

Regarding Bias in Real Estate Ms. Goodman noted that there is a history of racial discrimination in Real Estate and asked the attendees “What can you do to eliminate bias as a REALTOR?” In closing, she pointed out that NAR has a new video on bias.

Chair, Boomhower thanked Ms. Goodman who received a virtual round of applause from the committee.

Barry Kramer provided an update on Coop Board legislation in Westchester noting that the have been meetings regarding a standardized form, penalties for non-approval by coop boards and a recommendation that boards of coops take training on fair housing.

There was no new business and the meeting was adjourned.