



New York State Association of REALTORS®, Inc.

## **Diversity, Equity, and Inclusion Committee Meeting Report**

Sunday, October 2, 2022  
Starting time: 10:00am-11:00am

**Crystal Hawkins-Syska,**  
AHWD  
**Chair**

**miriam treger,**  
AHWD, CIPS, C2EX, ITI, GREEN  
**Vice-Chair**

The committee was called to order for the first time and reviewed the ground rules established to guide the meeting's discussion.

The committee reviewed the membership, mission statement, and goals. A motion to add the phrasing "disempowered groups and communities" to the committee mission statement was made and approved. The new text of the mission statement reads as follows:

To assist NYSAR, local boards, and brokerages achieve greater participation by REALTORS® from underrepresented and disempowered groups and communities as well as provide a unified strategy of promoting diversity and inclusion.

A motion to approve the committee's goals was made and approved with one change to goal three. The goals of the committee read as follows:

1. Create a resource library on NYSAR.com for local board to help them meet the DEI aspects outlined in Core Standards.
2. Work with the Leadership Academy Advisory Board to focus on DEI training and programs to recruit Leadership Academy participants from underrepresented communities.
3. Intentionally create and share training programs for Local Board leadership and staff on how to embed DEI into organizational culture.

The committee outlined aspirational education goals for members, including challenging them to complete the At Home With Diversity certification, the Fairhaven training, and at least two of the Harvard Implicit Association Tests (IAT).

The committee reviewed NAR grant opportunities available for assisting local boards and associations in developing and funding DEI initiatives.

Finally, the committee reviewed the results of the DEI survey distributed to Association Executives in August of 2022. Common themes from the survey regarding the goals and challenges of the implementation of DEI initiatives were presented.

The floor was then open for a general discussion of these themes to allow members an opportunity to provide each other with support, ideas, and feedback around the themes of the survey. There was a lively conversation about the work of the committee and how it can support the needs of the statewide membership.

Several actionable suggestions were made, including resources for the library, development of a system of assessment for the committee, and understanding the need for urgency in the committee's work.

The chair and vice chair plan to review the meeting notes in the upcoming week and establish a schedule for monthly committee meetings.

Meeting adjourned.