

**AEC/Association Diversity Work Group**  
**2021 REALTORS® Conference and Expo**  
**Final Report**

<b>CHAIR</b>	Justin Landon, KY
<b>VICE CHAIR</b>	Jakeeva Lee, IL
<b>COMMITTEE LIAISON</b>	Ilene Horowitz, NJ
<b>STAFF EXECUTIVE</b>	Krystal Allen

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**Work Group Purpose**

Develop and implement tools and resources, as identified by the 2020 Association Leadership Diversity Work Group, to assist and provide support for associations as they address diversity, equity and inclusion and work toward greater diversity amongst their leadership.

**Background**

Work group teams met independently between full work group meetings to meet work group objectives. Work group team leaders provided the following team updates:

**Implementing Actionable Roadmap Team** –The team finalized enhancement recommendations to the Actionable Roadmap that includes relevant information and links that will make it user friendly for all size associations to use to identify specific DEI actions each association can take.

NAR staff will work with the NAR Creative team to help update the current Actionable Roadmap, and develop a fun, user-friendly, visual/interactive component; develop a communication plan to promote the Roadmap via all AE communication channels, and also provide a hard copy resource for those who would prefer a more traditional, written document.

**Staff Diversity Hiring/Training Team** – The team members met via email and separate meetings to submit final deliverables that include sample DEI job descriptions that will also be added to the Actionable Roadmap; best practices for AE and staff recruitment/hiring; recommended samples of awkward statements and responses for associations and CEOs to use as guidance to help navigate uncomfortable conversations with members, staff and the public related to diversity.

NAR staff will work with the NAR Creative team to create these online resources, and develop a communication plan to promote resources via all AE communication channels.

**DEI Speaker Selection Team** – Work group members will review and provide feedback on a list of DEI speakers that was compiled by the Diversity Incubator Hub group. As recommended, a list of AHWD speakers will also be included as an additional speaker resource. The speaker lists will be shared with local and state associations as a recommended speaker resource until a more sophisticated database is in place.

NAR staff will work with the NAR Creative team to create an online recommended speakers resource, and develop a communication plan to promote speaker resources via all AE communication channels.

Work Group Members

Justin Landon, Chair (KY)  
Jakeeva Lee, Vice Chair (IL)  
Karen Becker (CO)  
Amanda Brewer (VA)  
Cindy Butts (CT)  
Leslie Frazier (VA)  
Christopher Galler (MN)  
Ginny Haralson (TX)  
Candy Harris (TN)  
Tessa Hultz (NY)  
Suzy Hurlbert (CT)  
Suzan Koren (CO)  
Peggy Llagas (Guam)  
Duncan MacKenzie (NY)  
Teresa McKee (NV)  
Marlo Paventi Dilts (NY)  
Monica Pena (TX)  
David Ramirez (TX)  
Wil Riley (SC)  
Rosemary Scardina (LA)  
Teresa Tilton (NJ)  
Albert Tran (CA)  
Christine Wren (TX)

**Liaison**

Ilene Horowitz (NJ)

**Staff Executive**

Krystal Allen (IL)