

# AEI INSTITUTE

MARCH 17-20, 2023 | SEATTLE, WA



NARRealtorParty



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**#NARAEI2023**



**NATIONAL  
ASSOCIATION OF  
REALTORS®**

# Use the 4-Step DEI Roadmap to Achieve Your Goals & Core Standards

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# Today's Moderator

**Ryan Davis**

Director of Engagement, Diversity and Inclusion

## Panelists

**Leslie Frazier, AHWD**

Senior Vice President of Community and  
Industry Relations  
Virginia REALTORS®

**Jakeeva Lee, AHWD, CIPS**

Director, DEI & Fair Housing  
Chicago REALTORS®, IL

**Tessa, Hultz, RCE, CAE, AHWD**

Chief Executive Officer  
Long Island Board of REALTORS®, NY

**Teresa Tilton, RCE, AHWD**

Director of Professional Services  
New Jersey REALTORS®

# ACTIONABLE ROADMAP STEPS



## Step 1: Research & Analysis

Identify and examine the demographics of your members and leadership.



## Step 3: Engage Members

Recruit members based on their passions, interests and expertise. Encourage leaders to engage local multicultural organizations.



## Step 2: Discovery

Build DEI into your strategic plan, connect with underrepresented communities and host Implicit Bias workshop.



## Step 4: Realize the Benefits

Mentor and train rising leaders from diverse backgrounds. Evaluate and sustain your DEI efforts, creating a more diverse association.

# CORE STANDARDS REQUIREMENT

## Advocacy:

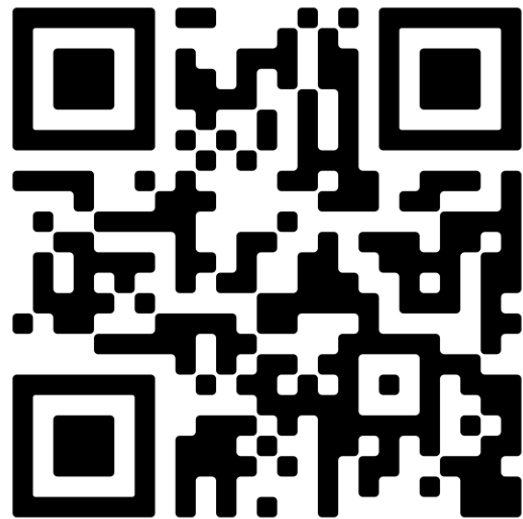
*Associations must conduct or promote a diversity, equity and inclusion activity and a fair housing activity. Possible options for completing this standard include the following:*

- Measure and assess diversity in the association membership and develop an actionable roadmap for local association DEI; NAR has a new Insights Hub tool to help with this process.
- Conduct or promote fair housing training.
- Conduct or promote an At Home with Diversity (AHWD®) course.
- Conduct or promote implicit bias training (e.g., NAR's implicit bias video).
- Form a Diversity Committee or a Fair Housing Committee.



# Actionable Roadmap for Local Association Diversity and Inclusion

Photo by Christina@wocintechchat.com on Unsplash



# DEI In Everything

- **4-Step DEI Roadmap Workshop, Saturday, March 18, 2:30pm  
Quinault, Level 5 (DEI In Everything Networking Room)**
- **Bridging the Gap in Race and Homeownership, March 19, 10:45  
Columbia A, Level 3**
- **Ask Us Anything DEI, Sunday, March 19, 3:30pm  
Quinault, Level 5 (DEI In Everything Networking Room)**

*Be sure to visit the DEI in Everything Room  
to submit your DEI Ask Us Anything discussion  
topics/questions on the white board*

# Contact Information

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# THANK YOU.



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