



Welcome to Charlotte Regional Realtor® Association (CRRA) Diversity Council!

The Diversity Council began in 2006 when CRRA leadership recognized that more members from all groups needed to be represented in the association. CRRA was awarded the National Association of Realtors® (NAR) Diversity Initiative Grant, which was used to develop the Diversity Council. The Diversity Council's mission is to strengthen association involvement and encourage participation and leadership by diverse members. The Diversity Council's mission has also expanded to address an inclusive understanding of diversity. It now comprises African-American, Asian-American, Generational and Latin-American subcouncils.

The African-American subcouncil emerged first with a networking event to generate interest from all members. The networking event was attended by 80 members, which was followed by a strategic-planning session. The strategic-planning session developed the following task forces: leadership, education, community relations and business development. The task forces are responsible for creating ideas on how the association can assist members grow and develop their businesses and careers. The African-American, Asian-American, Generational and Latin-American subcouncils followed the same model to incorporate some of the association's other groups. Since that time, the Diversity Council's focus has grown from the initial idea in 2006 to set up some diversity initiatives, to getting several programs implemented in 2007 and 2008. In 2008, the Diversity Council created a long list of programs to complete in 2009, and established the official 11-member Diversity Council, which represents all subcouncil groups.

CRRA's four subcouncils currently have nearly 500 members.

Purpose

The Diversity Council of the Charlotte Regional Realtor® Association (CRRA) will strengthen association involvement and encourage participation and leadership by diverse members.

Definitions

Diversity: Inclusion of all constituencies within the CRRA community with a focus on those constituencies underrepresented in leadership.

Leadership: Elected and appointed leaders including those of committees, advisory boards and task forces.

Minority: Groups that are minorities in the CRRA membership.

Generational: A broader voice from the four identified generations of CRRA members.

Goals

1. Bring together members from diverse constituencies, who are not involved in CRRA, to participate in the Diversity Council.
2. Bring together members from diverse constituencies, who are not involved in CRRA, to participate in CRRA committees, task forces and activities.
3. Maximize the involvement of members of diverse constituencies who are active, and foster opportunities for them to be appointed and elected to leadership positions (i.e., committee chairs, task force chairs, board of director candidates, etc.).
4. Develop specific programs and activities (i.e., education/training programs, special events, etc.) that promote and foster the mission of the Diversity Council.
5. Encourage the formation of subcouncils that represent the underrepresented groups of CRRA leadership (i.e., African-American subcouncil, Asian-American subcouncil, Generational subcouncil, Latin-American subcouncil, etc.). These subcouncils will provide additional opportunities for involvement and leadership development.

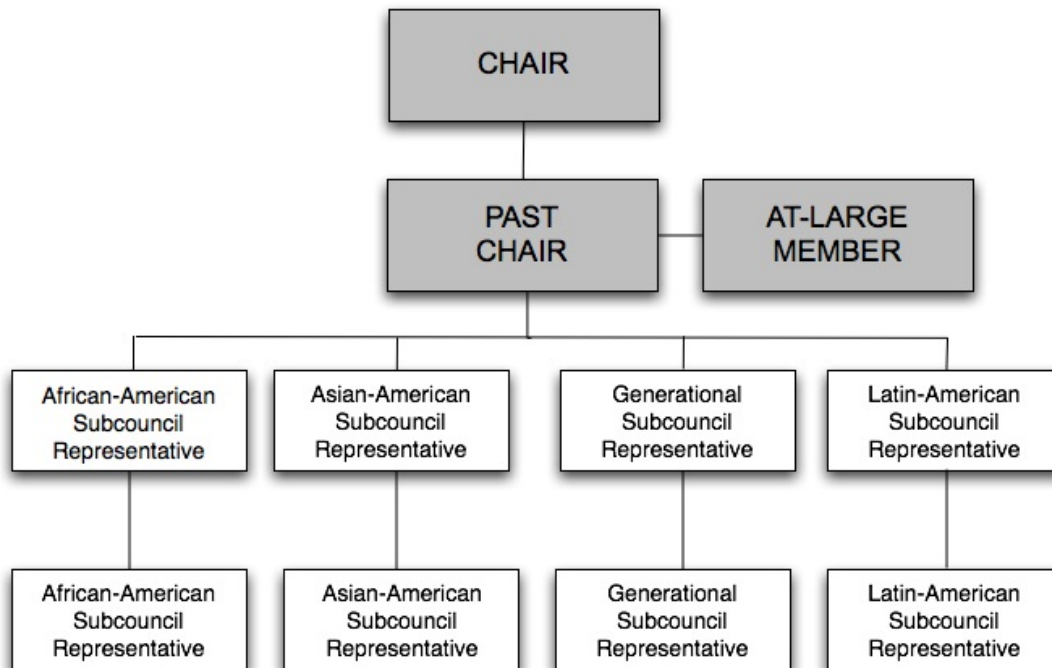
Diversity Council

The Diversity Council will work to strengthen, encourage and increase diverse members' participation and leadership within the association. Members will include all constituencies within the CRRA community with a focus on those constituencies underrepresented in leadership.

Diversity Council Structure

All four subcouncils are in place. Two representatives from each subcouncil have been appointed to serve on the Diversity Council with the Diversity Council chair, past chair and one at-large member for a total of 11 members. Diversity Council appointments are made by the president and approved by the Executive Committee based on recommendations from the Diversity Council.

**Charlotte Regional Realtor® Association
Diversity Council**



Subcouncils:

- The African-American subcouncil currently has nearly 197 members.
- The Asian-American subcouncil currently has nearly 89 members.
- The Generational subcouncil currently has nearly 100 members.
- The Latin-American subcouncil currently has nearly 161 members.