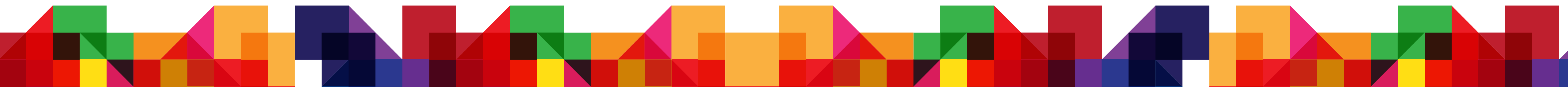




NC REALTORS®

DIVERSITY, EQUITY & INCLUSION

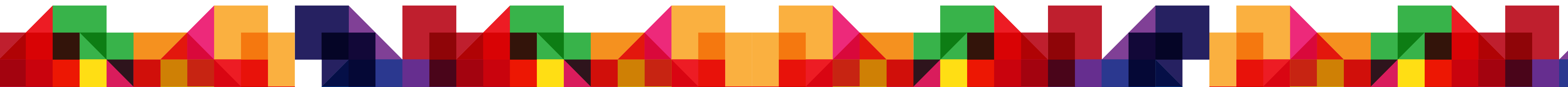
Adam Upchurch
Diversity Committee Chair





DIVERSITY & INCLUSION STATEMENT

NC REALTORS®, representing over 50,000 REALTORS® who reside in diverse communities across North Carolina, embodies our REALTOR® Code of Ethics, the governing document which protects the housing rights of all people, regardless of race, color, religion, sex, handicap, familial status, national origin, sexual orientation, or gender identity. We embrace equality and inclusivity, honoring individuals and respecting differing perspectives to reach common goals for the betterment of all. Racism and discrimination have no home in North Carolina.





DIVERSITY COMMITTEE MISSION

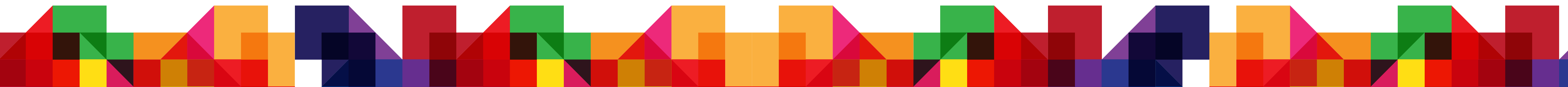
Our goal is to promote REALTOR® voices in an inclusionary manner that reflects its members, local communities, and statewide diversity opportunities and initiatives.





DIVERSITY COMMITTEE'S 2021 GOALS

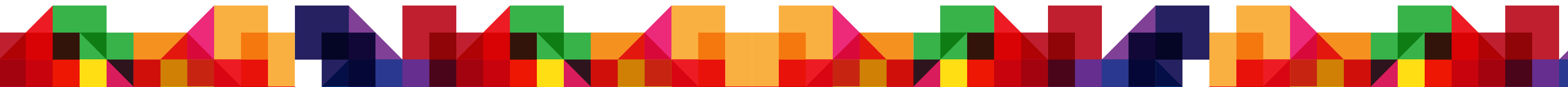
- Work with Walk West/The Diversity Movement to ensure and assist with comprehensive assessment and training for staff, leadership and members throughout the association.
- Consult with local associations on the Real Estate Course offered in communities through HBCUs or Community Colleges. Provide funding for at least one board to host this type of course in 2021.
- Ensure every voice on the diversity committee is heard and valued.





DIVERSITY COMMITTEE'S 2021 GOALS

- Engage each diversity committee member and assist them in developing and growing their local diversity committee.
- Retain as many members of the diversity committee as possible for 2022.
- Identify conversations and initiatives that have stalled and allow the committee to assist in moving those ideas forward.





WALK WEST/THE DIVERSITY MOVEMENT

NC REALTORS® seeks to make Diversity & Inclusion an integral part of its culture. In 2021, work with The Diversity Movement will begin with focus on two key areas:

Planning & Strategy
Education



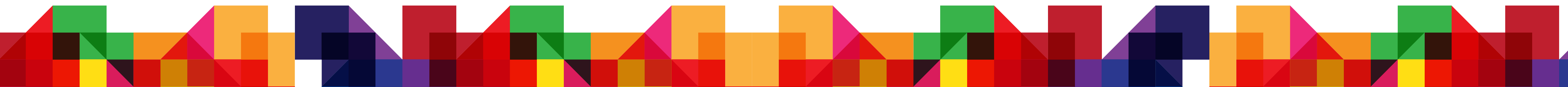


WALK WEST/THE DIVERSITY MOVEMENT

Planning & Strategy

Initial D&I Review and Planning with NCR Staff and Leadership

Listening and Sharing sessions to create
Mission, Vision and Values





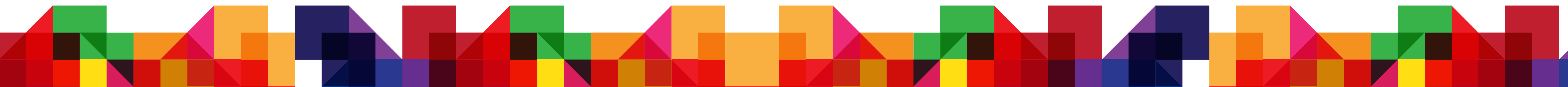
WALK WEST/THE DIVERSITY MOVEMENT

Education

Foundational online learning for the Executive Committee
and Leadership Team

Execution of D&I training sessions for AEs

Certified Diversity Executive (CDE®) education for key staff



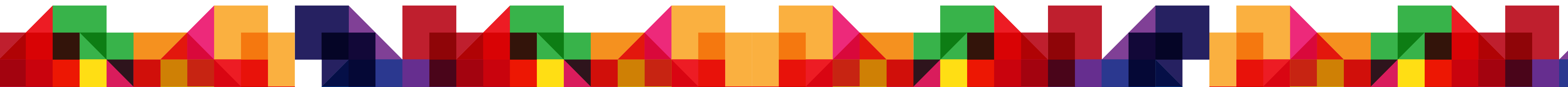


FAIR HOUSING

NC REALTORS® will address Fair Housing laws and REALTOR® support for them by:

Utilizing NAR Fair Housing ads and other messaging in public relations and media campaigns

Advocating for legislative and regulatory support for Fair Housing at the state and local government levels





Visit ncrealtors.org/Mosaic

**Join The NC REALTORS®
Diversity Community Group
on Facebook**

