



# WASHINGTON REALTORS®

## Diversity Strategic Plan in order of the four elements of Culture Competence:

**New Mission Statement:** *The Diversity Committee supports Washington REALTORS in its commitment to foster Diversity, Equity, and Inclusion in our association and industry through communicating knowledge and encouraging community engagement.*

### 1. Awareness:

- a. \*Provide Culture Competency sessions
- b. \*\*Continuous Education/Knowledge on Fair Housing and public trust. WR be the leading influence.
- c. Communications: Develop a communications plan on DEI that reaches across all platforms.
- d. Do Live streams of the Diversity Committee meetings so all members can be included.

### 2. Knowledge:

- a. \*Create a resource guide/tool kit for local associations to establish their own Diversity Committee.
- b. Constant communication on DEI with association and membership
- c. Create a library of information to share as a resource for associations to use and share on DEI topics
- d. Offer continuing education class on DEI and promote Fair Housing education all year round.

### 3. Skills:

- a. \*Committee have the knowledge and skills to discuss DEI.
- b. \*\*Committee have the skills and strategies for developing an open welcoming culture and support local diversity committees.

### 4. Action/Advocacy

- a. \*Establishing the Diversity Committee as a standing committee
- b. \*\*Diversity Committee will serve as Ambassadors for our meetings.
- c. \*\*\*Reaching out to local associations to help them understand the “why of DEI?”
- d. \*\*\*\*Leadership at every level model DEI initiative for members
- e. \*\*\*\*\*Explore a formal mentorship program
- f. Applying for grants including sources outside of NAR





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- g. Reaching to firms to identify leaders for diversity conversations
- h. Continue funding a scholarship for the Leadership Academy or other leadership opportunities in WR.
- i. Create an outreach program, to partner/collaborate with other diverse association's like: NAHREP, Woman Council, colleges, NAREB, etc.

## **Multi- Year Plan:**

### **2020-2021-**

- Establish the Diversity Committee as a standing committee
- Constant DEI Communication: Why DEI is important.
- Provide Culture Competency DEI Sessions
- Diversity Committee will serve as Ambassadors for our meetings internally and externally
- Leadership at every level model DEI initiative for members
- Shared language, common knowledge and framework

### **2021-2024-**

- Majority of Washington REALTORS members have participated in At Home with Diversity, Fairhaven and other DEI focused programming.
- Implicit Bias Training is available an accessible to all WR members.
- Members from diverse populations have access to leadership training and engagement priorities
- The percentage of individuals from diverse populations in real estate and real estate- related careers has increased so that our membership reflects the community. Conduct a leadership event.
- Continue working on the DEI Action Items
- Develop, track and report metrics that demonstration Washington REALTORS progress on DEI goals and share with members and the community.
- Provide DEI education, tools, and support to local associations.