

DIVERSITY, EQUITY & INCLUSION POLICY

NORTH CENTRAL JERSEY ASSOCIATION OF REALTORS®

MISSION STATEMENT

The Diversity Equity & Inclusion (DE&I) Committee supports North Central Jersey Association of Realtors® in its commitment to foster Diversity, Equity, and Inclusion in our association and industry through communications, education, and events that provide member engagement and community engagement. The DE&I Committee promotes diversity, equity, and inclusion within NCJAR and the communities we serve.

GOALS

Identify real estate issues affecting local communities of people of different ethnicities and develop the association's response.

Educate and encourage association members to learn about equity and fair housing and identify opportunities for doing so through educational offerings such as the NAR At Home With Diversity Course/Designation. Communicate diversity, equity and inclusion related programming at new member orientations and throughout the year.

Develop strategic relations, partnerships, and coalitions with local community-based organizations and affiliate organizations such as NAHREP, NAREB, AREA, LGBTQ/Alliance as well as Housing Partnership, Habitat, and Realtor Care Day.

Build in diversity, equity and inclusion programs, events, education, and grants in NCJAR's Strategic Plan.

PLAN OF ACTION

Step 1 – Research and Analysis

- . Identify the demographic makeup of our local market areas
- . Explore the demographics of members active in our Association.
- . Examine the demographics of leadership. Determine if it reflects the demographics of the market and membership.
- . Examine the demographics of the buying public.

Step 2 – Discovery

- . Hold Implicit Bias Workshop.

- . Hold DE&I Committee Workshop.
- . Examine and utilize all NAR Grants, education programs/designations/certifications.
- . One Trustee member of all affiliate organizations and local multicultural Chapters to create a partnership with NCJAR to promote and educate DE&I to members.
- . Providing training to general membership about serving underrepresented groups in our Association area.

Step 3 – *Engage Members*

- . Focus on activities and committees that advance the Association’s mission, including advocacy, professionalism and ethics.
- . Provide opportunities for leading activities, discussion and speaking opportunities.
- . Mentor and train rising leaders.
- . Include diverse members on committees addressing advocacy, ethics and professional development.
- . Encourage multicultural organization members to serve in leadership roles.
- . Evaluate and plan to sustain diversity and inclusion efforts.
- . Engage and encourage Broker-Owners, and Managers to work with NCJAR on promoting all educational offerings, programs and events .
- . Assist Broker-Owners and Managers in recruiting a diverse group of agents utilizing the NAR framework.
- . Advance the usage of NAR’s Broker Connect – DE&I webinars for sales meetings.
- . Monthly celebration of different cultures.
- . Promote Global initiatives and opportunities to our members
- . Become a Mentor Association with NAR “SPIRE” program.