Chairman Arriaga called the meeting to order at 8:30 AM. The following members of the board were in attendance: Adrian Arriaga, CCIM, Chair; Byron Smith, CCIM; Stephanie Short, CCIM; Randal J. Lee, CCIM; and Cliff West, CCIM

Also in attendance were the following guests: Bob Behrens, CCIM; President; Pius Leung, CCIM, President Elect; Richard Juge, CCIM, Director; Chattman Johnson, CCIM; Sara Caban, CCIM; Mary Singer, CCIM

Staff in attendance: Kristin Harrelson, board liaison; Edward Bury

Arriaga welcomed the board members, guests and staff and thanked them for coming to the meeting.

The first item on the agenda was the discussion of creating a mentoring program for people of color. Richard Juge stated that 90% of “the game” is being there – i.e., one needs to attend meetings, get to know people in leadership, etc., to get noticed and ascend in the Institute. Cliff West added that it’s important to come to meetings prepared and to ask questions – this gets individuals noticed. Randal Lee suggested that talking about diversity should really focus on commonality. Members agreed that commonality, i.e., common goals, should be considered when talking about diversity and ways to increase diversity in the institute.

Adrian Arriaga suggested that time on the Charlotte business meetings schedule be found to have a breakfast/lunch for 20-25 people with the president and other leaders of the Institute. This get-together would be a discussion of how to position oneself for leadership in the Institute.

Bob Behrens talked about the need for internships/mentorships. He stated that he has spoken to large number of people about the need. He requested that the board create a strategy/tract to create an internship/mentorship program through the Institute. Cliff West volunteered to assist with this process. Stephanie Short suggested that a chapter representative from each of the 7 cities in which the Cultural Diversity Education Program is being presented be asked to help with the creation of a mentoring program and to also help raise money for the CDEP. She stated that the mentoring should be for both students in the program as well as for those who have already become CCIMs.

Byron Smith gave a brief update on the Cultural Diversity Education Program and stated that a large fundraising effort will have to take place to continue the program. He stated that he has spoken with some corporations and will continue to seek corporate donations to the program. He shared that he had presented a plan for a reduced royalty but, even with this discount, the cost to continue the program would still be $190,000 for 200 students.

The board then passed the following motion:
The Board asks for the appointment of a Presidential Task Force to explore the creation of a mentoring/internship program for minority students in conjunction with the Cultural Diversity Education Program. The Board requests that a chapter representative from each of the 7 cities in which the CDEP program has taken place be appointed to serve. In addition, the Board would like Cliff West, CCIM, to serve as the Cultural Diversity Advisory Board liaison to this task force.

The next item on the agenda was the discussion of the association of this board with the diversity efforts of the National Association of Realtors®. Arriaga explained that he serves as the chair of the Equal Opportunity – Cultural Diversity Forum for NAR and that this body will work closely with NAR and piggyback on some of the work it has done in this area. He suggested that CCIM staff maintain regular communication with Fred Underwood (who oversees NAR’s diversity efforts) so that we can continue to capitalize on their efforts (tradeshows, etc.).

Next on the agenda was a trade show update by Edward Bury. Bury stated that the Institute had attended the National Association of Hispanic Real Estate Professionals conference in Austin, Texas, in September. He shared that this was a successful show and highly recommended that the Institute attend this conference again next year. The board then discussed attending additional tradeshows/conferences next year. It was agreed that the Institute will attend up to three additional trade shows in 2004. The proposed trade shows would be the National Association of Hispanic Real Estate Professionals in Denver in October. The National Association of Real Estate Brokers show in Chicago in August and the Asian American Real Estate Professionals (date of show to be determined).

The next item on the agenda was a survey of membership. Kristin Harrelson informed the board that a survey of the membership will be done in the near future and she has requested of the research staff the addition of a question asking for ethnic origin (which had appeared on a survey many years ago).

Adrian Arriaga asked if there was any other business to come before the committee. Mary Singer suggested that the board members should encourage members to contact their legislators to discuss diversity concerns. The board agreed this was a good idea and certainly another venue in which to promote its message.

There being no further business, the meeting was adjourned.