

DEI FREQUENTLY ASKED QUESTIONS (FAQs)

1. What is Diversity, Equity, & Inclusion (DEI)?

Diversity is all the ways in which people differ. Equity means fair treatment, access, and opportunity for all people. Inclusion is the extent to which people feel a sense of belonging and value within a given setting. Verna Myers said it best - “Diversity is being invited to the party; inclusion is being asked to dance.”

2. What is the difference between Fair Housing & DEI? Why does this matter?

DEI focuses on people. How we interact, engage, and support one another. Fair Housing focuses on the laws and regulations such as the Fair Housing Act which govern the actions of real estate agents. They are interrelated but not synonymous.

3. What part of HGAR’s mission and goals relates to DEI?

At HGAR, we aim to create a more diverse, equitable, and inclusive professional community in which all members are empowered to learn, thrive, and work as agents for change. We commit to diversifying our membership, creating a deeply diverse, equitable, and inclusive organization for our members, and embedding inclusive practices in the ways we work and learn with one another.

3. What is the purpose of the DEI Committee at HGAR?

The DEI Committee was created to keep our members involved in the process of creating an association for all its members by diversifying our membership, ensuring equitable access to resources, creating a culture of respect, and creating industry standards through policy and procedures.

4. What does our DEI Officer do at HGAR?

The Diversity, Equity, & Inclusion (DEI) Officer is the lead architect working with the DEI Committee to develop the Association’s DEI goals and initiatives that impact its members, staff, and surrounding communities. HGAR’s vision is to create an equitable, inclusive environment for all REALTORS, staff, and volunteers to be their best. Some of the ways the DEI Officer aims to achieve that is by focusing on hiring & retention practices, member engagement, board development, advocacy, professional development, and the implementing measures of accountability for the organization.

5. Where can I find more information on the committee and diversity, equity, & inclusion at HGAR?

You can learn more by visiting our HGAR Diversity, Equity, & Inclusion Website at <https://www.hgar.com/about-us/diversity-equity-inclusion>. There you will find information on the difference between Fair Housing DEI, the members of the DEI Committee, our Inclusive Holiday/Interfaith Observation Calendar, and results derived from the 2021 DEI Survey.

6. What are some resources I should explore as a member of HGAR, NYSAR & NAR?

There are plenty of resources you can explore to enhance your understanding of DEI & Fair Housing. See below for details.

- [Fairhaven: A Fair Housing Simulation](#)
- [“At Home with Diversity” course and certification](#)
- [Bias Override: Overcoming Barriers to Fair Housing](#)

7. What CE courses does HGAR offer which are centered on diversity, equity, and inclusion?

We currently offer various courses that specifically cover fair housing through a DEI lens including the required courses for implicit bias and cultural competency under the Fair Housing laws of New York. The courses developed by HGAR include Implicit Bias: How the Mind Makes Decisions Without You and Cultural Competency: A Real Estate Perspective.

8. How can I get more involved in DEI at HGAR?

There are various opportunities of getting involved in DEI at HGAR by engaging in our events, committees, and advocacy efforts at the local, state, and national levels. Additionally, you can also welcome members continuously by actively being a resource to those in need. Lastly, continue educating yourself and being an active member of the HGAR community. And if still not enough, please reach out to HGAR’s DEI Officer Freddimir Garcia for more at Freddimir.Garcia@HGAR.com.

9. How can I help implement DEI at my office?

There are numerous actions you can take for your brokerage/office to commit to the work of diversity, equity, & inclusion. You can start by reaching out to HGAR and we would be happy to have a representative help with some training and information sharing on what, how, and why it matters. You can also look to collaborate with some of our partner organizations in NAREB, NAHREP, AREAA, and LGBTQ+ Real Estate Alliance when planning DEI events and educational series. Lastly, engage your agents in this work by sharing best practices, encouraging volunteerism, and sharing opportunities for engagement at HGAR

10. What has HGAR accomplished to date regarding DEI?

The DEI committee has been busy and active since its inception in 2021. To date, the committee held its first DEI Networking event in the Bronx, has been providing DEI perspectives via articles for Real Estate In-Depth, and instituted its first-ever DEI Champion Award at Member’s Day.

At the staff level, we have instituted a hiring process for all our positions that allows us the opportunity to recognize bias from the process while also widening the pool of candidates, held various educational opportunities, and created a staff working group to help create a more inclusive environment for maximum personal and professional success.

We will continue to commit ourselves to not only instituting initiatives but also procedures, policies, and protocols to enhance our work in creating a more diverse, inclusive, and equitable environment for all.