



**RI REALTORS®:**

# **A Guiding Force for Change in Real Estate**

*Dedicated to tearing down  
barriers and building bridges  
to opportunities.*





*Welcome to the  
conversation...*

## MAKE AN IMPACT

Changing a culture takes time, but with the understanding that actions speak louder than words, RI REALTORS® sets incremental goals that foster equitable access to housing and encourages others to do the same. For example, below are just some of the initiatives that have brought Rhode Island closer to the goal of homes for all.

- The RI REALTORS® SHARE YOUR STORY T-shirt campaign encourages members to share their experiences, fostering an understanding of the unique perspectives and barriers to housing for diverse communities. By engaging in honest conversations, our members learn, grow, and advance housing and real estate career opportunities for all.
- REALTOR® simulations and trainings such as Fairhaven.Realtor and Implicit Bias training encourage a better understanding of Fair Housing laws and the impacts of discrimination by Rhode Island's REALTORS®.
- RILiving.com, the official consumer search site of RI REALTORS®, offers listing information in 19 languages, to ensure that no one is shut out of the home search process due to a lack of access to information. The site also provides consumers with information about Fair Housing law as well as information about how and where to report discrimination.

# RI REALTORS® Diversity, Equity, & Inclusion

*Guided by the Rhode Island Association of REALTORS® strategic plan, our organization works to promote diversity, equity, and inclusion (DEI) within all levels of membership, from newly licensed REALTORS® to seasoned leaders in the profession. Through outreach and collaboration, we strive to build a foundation of varied perspectives and ideas by opening doors to the REALTOR® community to new real estate professionals from all walks of life.*

*RI REALTORS® understands that home ownership helps build communities and generational wealth. That's why fostering awareness of housing issues related to race, ethnicity, disability, and other protected classes is central to everything we do - and why it is so important to bring disparate voices into our ranks.*

- Market statistics released by RI REALTORS® have been recategorized to ensure that all municipalities are uniformly represented. The changes enhanced the data integrity of a decades old system that could have contributed to redlining or steering.
- RI REALTORS® was proud to successfully support legislation that mandated a Fair Housing component in pre-license real estate education for prospective real estate professionals. In addition, the RI REALTORS® Professional Development Center was also the first in the country to offer the National Association of REALTORS® Bias Override certification course. From pre-license training to mandated continuing education, RI REALTORS® offers quality educational resources to further its members' understanding of the issues faced by diverse clientele.
- Fair Housing Resources for consumers and REALTORS® is available on [RIREALTORS.org](https://www.rirealtors.org).
- RI REALTORS® monitors hundreds of pending bills related to real estate each year, supporting only those favorable to all and opposing legislation that would hurt disenfranchised communities.

# COLLABORATE WITH US

Within RI REALTORS®, the DEI Committee works as a guiding force in determining and furthering organizational initiatives that foster equity in real estate. In doing so, the committee supports the efforts of local REALTOR® boards and cultural and housing organizations by providing information, materials, speakers, and events tailored to a variety of audiences.

From providing information and speakers for new member orientations to participation in housing fairs and cultural events, RI REALTORS® seeks out like-minded partners who also work to ensure that everyone has access to the American dream of home ownership.

While no one can change the past, everyone can affect the future. If you are interested in collaborating with RI REALTORS® or are interested in joining its DEI Committee, or simply have questions or concerns, please contact us at [dei@RIRealtors.org](mailto:dei@RIRealtors.org),

## DEI MISSION

1. The Diversity, Equity, and Inclusion Committee is dedicated to fostering a safe, supportive, and inclusive culture within the Rhode Island Association of Realtors by promoting diversity and reducing discriminatory practices across our membership, workplaces, clients, and the communities we serve.
2. The Committee strives to learn, develop, and recommend feasible strategies that will recruit, engage, mentor, empower, and celebrate diverse members and leaders throughout the Association.
3. The Committee sets the standard of the Association's commitment to equity, sensitivity, and respect for all our members and the public we serve and will guide, monitor, and report the impact and progress toward achieving these goals.