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**KENTUCKY REAL ESTATE COMMISSION
DEI Committee**

MEETING MINUTES

December 3, 2021

1:00 p.m.

*** This meeting occurred via Zoom Teleconferencing, pursuant to KRS 61.826***

Committee Members Present

Commissioner Anthony Sickles
Commissioner Larry Disney
Commissioner Raquel Carter

KREA Staff

Robert Astorino, Executive Director
Molly Cassady, General Counsel (GC)
Hannah Carlin, Education and Licensing
Coordinator
Angie Reynolds, Board Administrator

Call to Order and Guest Welcome

A meeting of the DEI Committee was called to order by Commissioner Carter at 1:05 p.m. on December 3, 2021.

Director Astorino thanked everyone for attending the meeting. Sixty days ago, he had prepared and presented a summary of comments and suggestions. This was sent to all three Commissioners and to the Chief of Staff for review. The Chief of Staff read and stated that informally, everything appeared to be acceptable. So today we need to decide how to merge the original document that Commissioner Sickles provided and the suggestions.

The Commissioners indicated their general agreement with all of the Director's suggestions but wanted clarification on the matter of offering CE credit for the experience. Commissioner Sickles believes that CE credit would serve as an incentive for individuals to participate as mentors and wondered why this would not be allowed. Ms. Carlin replied that the statute does not allow it. There is not a mechanism in the statutes that allows one to give CE credit

or to even waive CE credit for those participating mentors. In addition, she did not know who would be able to develop, teach and monitor the program. Even as a client development tool, it would still need to have goals, objectives, an outline, content, and a driving force.

The Commissioners discussed the mentorship program and at what stage mentorship should begin. It was ultimately decided that mentorship made the most sense for those individuals who had already received their license. To clarify, the first part of the scholarship would pay for pre-licensing courses and the second would include mentorship under a principal broker where the scholarship recipient could start out their career.

Director Astorino asked if the Recovery Fund can be used in outreach and/or promoting education, such as approaching schools, career fairs, the Urban League or even churches. Places one would go to reach people that may not have otherwise been introduced to real estate as a career. GC Cassady and Ms. Carlin explained that while the Recovery Fund would not be the appropriate source of funds for this type of activity, there may be money in the general budget for this type of outreach.

Commissioner Carter raised the issue of how difficult it is to be successful as a minority in the business. Reports show that minority participation is very low within the industry. From the number of sales one may have, to low representation as principal brokers. Part of this is having a mentor to work for them. She believes there are some minor things that they need to pin down on what the scholarship program can provide but conversations such as these – about how we're going to roll it out and reach the people that need it most – can be had after the scholarship is approved by the Commission. She feels that they are still on track with their original objectives and asked to present this to the Commission at its December meeting.

Director Astorino stated that he felt that they would need to add something about the process of outreach and how it would be implemented. Second, he felt that they really needed to define the mentorship process and how it would work. Currently there are three different paths for candidates. Mentorship is going to be different for each path - path one, which is an unlicensed person getting a license, path two, would be a person that wants to grow and learn more and three being someone who just wants to take college accredited courses and needs assistance.

In addition, you will need to decide if you can create a CE course for this and if so, who is going to do it, who's going to certify it, and who's going to instruct it. If we are going to create a CE course, does that course become mandatory as a requirement for any mentor? He feels that the three paths have to be illustrated more clearly.

Commissioner Carter asked if she could submit a revised version of the Scholarship program based on this committee meeting to the Commission for the December 20th KREC meeting.

GC Cassady stated yes but asked that it be sent to her by the 7th of December. She would like to see them narrow the scope a little bit more. There are three different paths with three different amounts of money. Then there is the mentorship program component. While she feels it is a great program and admires the energy of the Commission members, she still thinks that they might be trying to accomplish too much with the scholarship program all at one time.

Meeting Adjournment

Commissioner Sickles made a motion to adjourn the meeting of the DEI Committee. Commissioner Carter seconded the motion. There being no objection, the meeting was adjourned at 2:25 p.m.

Next Scheduled Meeting

The next regular meeting of the Kentucky Real Estate DEI Committee is to be determined.