

Pending Diversity & Inclusion Committee Approval on January 10, 2022
RECOMMENDATION TO THE EXECUTIVE COMMITTEE

FROM:

Diversity & Inclusion Committee

RECOMMENDATION:

To authorize the association to enter into a Memorandum of Understanding with the LGBTQ+ Real Estate Alliance.

BACKGROUND:

The Arizona REALTORS® Diversity & Inclusion Committee would like to request that the association sign a Memorandum of Understanding (MOU) with the LGBTQ+ Real Estate Alliance. By signing the MOU, the Alliance will “engage with association leadership and membership on Fair Housing initiatives, diversity, equity and inclusion (DEI) training and promoting the needs of LGBTQ+ home buyers and sellers.”

NAR had a long-standing relationship with the National Association of Gay and Lesbian Real Estate Professionals (NAGLREP); however, NAR is now a National Sponsor of the LGBTQ+ Real Estate Alliance. In May NAR CEO Bob Goldberg said,

“The partnership between NAR and The Alliance is built on a mutual desire to advance the shared interests of our members, supporting both the Alliance’s mission and NAR’s Core Values to lead change while advancing diversity and inclusion.”

Currently the following state associations are working with the Real Estate Alliance and have signed an MOU: California, D.C., Indiana, Maryland, Missouri, Ohio, and Oregon.

BUDGET IMPACT:

No impact to the Operating Budget

MOTION:

TO AUTHORIZE THE ASSOCIATION TO ENTER INTO A MEMORANDUM OF UNDERSTANDING WITH THE LGBTQ+ REAL ESTATE ALLIANCE.

FOR MORE INFORMATION CONTACT:

Paula Monthofer, Diversity & Inclusion Committee Chair – pmonthofer@me.com

OR Christina Smalls, Director of Operations – christinasmalls@aaronline.com.



MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (hereinafter the “MOU”) is entered into by and between the **LGBTQ+ REAL ESTATE ALLIANCE** (hereinafter “the Alliance”) and **ARIZONA REALTORS®** effective December 15, 2021. This MOU outlines the terms of a working agreement between the Alliance and the **ARIZONA REALTORS®** (hereinafter the “Parties”), that will extend until such time as the Parties terminate or modify this agreement.

Mission Statements for each organization:

LGBTQ+ Real Estate Alliance

The LGBTQ+ Real Estate Alliance is a 501(c)6 non-profit dedicated to empowering the LGBTQ+ community on the path to homeownership as we also advocate on behalf of the community on housing issues. The Alliance, founded in June 2020, is an all-inclusive organization that works to improve the professional lives of its members through a public-facing Alliance Referral Community. The Alliance began accepting members in October 2020 and has more than 50 chapters in the U.S. and Puerto Rico. For more information visit realestatealliance.org.

ARIZONA REALTORS®

Arizona Association of REALTORS® (Arizona REALTORS®) is the largest trade association in Arizona, representing more than 50,000+ Arizona REALTORS® subscribing to the strict Code of Ethics outlined by the NATIONAL ASSOCIATION OF REALTORS® (NAR). In addition to providing a number of benefits and services, the state association is dedicated to the protection of private property rights and best interests of Arizona REALTORS® in legislation and strives to provide the best – most current – legal information and education available.

TERMS

WHEREAS, the Parties desire to enter into an agreement to work together to assist the LGBTQ+ RE Alliance to raise awareness for discrimination that challenges LGBTQ+ homebuyers and promote an understanding of cultural nuances involved in working closely with the diverse LGBTQ+ community.

Objectives. The Parties agree as follows:

- a. The Parties shall work together in a cooperative and coordinated effort to attain the mutual goals stated here in the MOU.
- b. This MOU does not restrict the Parties from their involvement in or participation with any other public or private individuals, agencies, or organizations.
- c. This MOU is not intended to create any rights, benefits, and/or trust responsibilities by or between the Parties.

The following are the terms and conditions of how the Parties will collaborate:

Because the Alliance does not currently have a member or chapter footprint in your market and because of the earnest desire of **ARIZONA REALTORS®** to have an LGBTQ Diversity partner, the Parties agree to the following:

- The Alliance will serve as a diversity partner to the **ARIZONA REALTORS®** and as a thought leader on the LGBTQ segment;
- As a diversity partner and thought leader, the Alliance will participate on **ARIZONA REALTORS®** DEI initiatives, such as conference panels;
- The Alliance will provide **ARIZONA REALTORS®** with one annual virtual education training on the LGBTQ segment;
- The Alliance will host a social mixer for LGBTQ agents during the **ARIZONA REALTORS®** annual conference or at an otherwise agreed upon venue. It is understood by both parties that the Alliance will promote and welcome ally agents and local LGBTQ+ agents to its membership. The Alliance will cover the cost said mixer and reserves the right to cap attendance. **ARIZONA REALTORS®** will promote the mixer in its events calendar for the conference.
- The Alliance will include the **ARIZONA REALTORS®** association logo on its website;



- **ARIZONA REALTORS®** agrees to produce at least one article on the LGBTQ segment in its publications(s) with an inset on the Alliance that gives some background information on our organization. This may be an opinion column offered by the Alliance and/or an editorial feature penned by **ARIZONA REALTORS®** staff.

Term. This MOU shall commence upon the Effective Date first stated above and will extend until such time as one Party terminates this agreement.

Confidentiality. The Parties understand that they may receive propriety materials, such as legal memos, strategy documents, or interview notes, or may become privy to confidential documents. The Parties agree not to divulge these materials or information, whether or not protected by a legal privilege, or client-based duty of confidentiality, without the express written consent of the person or organization providing the document, memo, or other materials.

Staffing/Representatives. The Parties **will identify persons within their organizations** to serve as representatives in this partnership, and the Parties will identify point people to work on key areas of collaboration.

Publicity. Any publicity or press releases created by both Parties under this MOU will acknowledge both the Alliance and **ARIZONA REALTORS®** as a contributor/co-author. Any press releases or public statements prepared pursuant to this MOU must be approved by both Parties prior to issuance.

Representations and Warranties. Both Parties represent that they are fully authorized to enter into this Agreement. The performance and obligations of either Party will not violate or infringe upon the rights of any third party or violate any other agreement between the Parties, or between each Party and any other person, organization, business, or agency of government.

Costs. Unless otherwise agreed upon, The Parties are individually responsible for their respective costs associated with work completed pursuant to this MOU, unless otherwise agreed upon in writing.

Termination of Relationship. The Parties agree that any party to this MOU may withdraw from the Agreement by providing ten days' written notice.

This MOU does not establish or create any type of formal agreement or obligation. Instead, it is an agreement between the Parties to support an effective and efficient partnership to establish and maintain objectives and commitments related to fair housing matters relevant to the Parties to this MOU.

The Parties agree to the terms and conditions set forth above as demonstrated by their signatures below:

Organization: ARIZONA REALTORS®	Organization: LGBTQ + Real Estate Alliance
Name, Title:	Name: Ryan Weyandt, Founder/CEO
Signature:	Signature: 
Date:	Date: 12/9/21