



**MISSION STATEMENT:**

*The Washington REALTORS® advocates for REALTORS® and their clients and provides services to help members prosper.*

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Washington REALTORS®

**DIVERSITY COMMITTEE**

Wednesday

September 22<sup>nd</sup>, 2021

**3:00pm-4:00pm**

Virtual, Zoom Meeting

**PRELIMINARY AGENDA**

- I. **Call to Order** – *Sandy McKenzie, Chair*
- II. **Roll Call**
- III. **Approval of Agenda**
- IV. **Approval of Minutes-** *July 12<sup>th</sup>, 2021*
- V. **Presentations:**
  - a. *Mina Gomez & Lorena Urrutia, Wenatchee Business Council*
  - b. *Miguel Maestas, Housing & Economic Development Director, El Centro de la Raza*
  - c. *Pilar Chiparro, The People Company, Inc.*
- VI. **Announcements/Updates**
- VII. **Adjourn**

Committee	Contact	Position	Term Begin Date	Term End Date	Email (Contact) (Contact)	Phone Number
Diversity Committee	Afzali, Freba	Immediate Past Chair	01/01/2021	31/12/2021	freba@windermere.com	509-969-3593
Diversity Committee	Blom, Deborah	Member	01/01/2021	31/12/2021	deborah@blomteam.com	360-977-8328
Diversity Committee	Cardenas, Javier	Member	01/01/2021	31/12/2022	javier.kw@yahoo.com	509-952-4172
Diversity Committee	DeBeaux, Tonia	Member	01/01/2021	31/12/2021	realestatewithtonia@gmail.com	360-632-6271
Diversity Committee	Dietrich, Alicia	Member	01/01/2021	31/12/2022	adietrich@windermere.com	310-994-0073
Diversity Committee	Garcia, Irene	Vice Chair	01/01/2021	31/12/2021	1987irenegarcia@gmail.com	360-509-5222
Diversity Committee	Hunt, Kay	Member	01/01/2021	31/12/2022	kay@kayhunt4homes.com	360-798-6718
Diversity Committee	Hunt, Michele	Member	01/01/2021	31/12/2021	michele@michelehunt.realtor	206-334-7449
Diversity Committee	Hunzeker, Randy	Member	01/01/2021	31/12/2021	rhunzeker@hotmail.com	360-907-4700
Diversity Committee	Jackson, Vickie	Member	01/01/2021	31/12/2021	vickie.jackson@cbolympia.com	360-269-7017
Diversity Committee	McKenzie, Sandy	Chair, Diversity	01/01/2021	31/12/2021	sandy@rlnorthwest.com	253-209-0674
Diversity Committee	McQueen, Maggie	Member	01/01/2021	31/12/2021	m.mcqueen@rsir.com	253-468-4579
Diversity Committee	Morris, Latisha	Member	01/01/2021	31/12/2021	latisha.morris@outlook.com	509-953-9085
Diversity Committee	Mosey, Gina	Member	01/01/2021	31/12/2021	glmosey@gmail.com	509-953-3410
Diversity Committee	Myrick, Shenandoah	Member	01/01/2021	31/12/2022	shenandoah4homes@gmail.com	360-303-9083
Diversity Committee	Seavitt, Denise	Member	01/01/2021	31/12/2022	seavitt.realestate@gmail.com	206-841-8788
Diversity Committee	Shefrin, Denni	Member	01/01/2021	31/12/2022	dshefrin@windermere.com	206-979-1908
Diversity Committee	Trepanier, Tom	Member	01/01/2021	31/12/2022	tomt@windermere.com	509-949-6655
Diversity Committee	Trotter, Adan	Member	01/01/2021	31/12/2021	adantrotter@gmail.com	425-463-7155
Diversity Committee	Williams, James	Member	01/01/2021	31/12/2021	homesbywilliams@kw.com	509-828-7090



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Washington REALTORS®

**DIVERSITY COMMITTEE**

Monday

July 12<sup>th</sup>, 2021

**3:00pm-4:00pm**

Virtual, Zoom Meeting

**PRELIMINARY AGENDA**

**Committee Members Present**

Sandy McKenzie, Chair  
Irene Garcia, Vice Chair  
Freba Afzali, Immediate Past chair  
Deborah Blom  
Javier Cardenas  
Tonia DeBeaux  
Alicia Dietrich  
Michele Hunt  
Randy Hunzeker  
Vickie Jackson  
Latisha Morris  
Shenandoah Myrick  
Denise Seavitt  
Denni Shefrin  
Gina Mosey

**Excused Absences**

**Staff Present**

Liz Dickinson, Member Services Manager  
Steve Francks, CEO

- I. **Call to Order** – *Sandy McKenzie, Chair*  
*Meeting called to order at 3:02pm*
- II. **Roll Call**  
*A quorum was declared.*
- III. **Approval of Agenda**  
*Agenda approved as presented.*

**IV. Approval of Minutes- April 19<sup>th</sup>, 2021**

*Approved as presented.*

**V. Updates/Reports**

1. Hiring of a DEI Consultant Update- Steve Francks  
*Steve Francks gave an up on hiring Archway Consulting to develop and implement a new initiative centered around promoting real estate as a career to diverse communities that have been historically underrepresented in our industry.*
2. Review the 2022 DEI Committee Business Plan  
*The committee reviewed the business plan and provided feedback and approved of moving forward with the plan.*
3. Fall Business Conference Speakers  
*The committee brainstormed speakers and topics that they would possibly like to host for the upcoming fall business conference. Some ideas were a panel of land trust, housing commission and current moratorium issues.*
4. Local Association Updates  
*The committee received updates on local association DEI efforts from the Tacoma Association, Clark County Association, Port Angeles Association, Lower Columbia Association, North Puget Sound Association and Walla Walla Association.*
5. Committee Ideas/Brainstorm
  - *The committee brought up ideas on how to better support local associations starting a diversity committee.*
  - *The committee brough up ideas on how to support Veterans and the Differently Abled.*
  - *The committee discussed the new terminology for master bedrooms, MLS's beginning to use Primary in replace.*
  - *The committee discussed using Good Reads to start a book club.*
  - *The committee discussed have Realtor members for multicultural associations be members on the diversity committee.*

**VI. Adjourn**

*Meeting adjourned at 4:00pm*

# HISPANIC BUSINESS COUNCIL

**Vision:** The Hispanic Business Council seeks to build trust & unify Latinx-owned businesses with the region's overall business community through advocacy, education, and increased access to resources, on a bilingual platform in order to strengthen and empower our community and future generations.

**Purpose:** The Hispanic Business Council is appointed by the WVCC Board of Directors and is responsible for:

- Providing education through information sharing and guidance to Latinx-owned businesses.
- Integrating the business community in the Wenatchee Valley by creating partnerships with community members to foster relationship building.
- Providing inclusive networking opportunities that built trust and ensure equitable access to resources.
- Providing educational programming for both the Latinx community and the community at large.
- Provide advocacy on behalf of Latinx owned businesses taking in consideration the unique needs and challenges of these businesses.

## **Members:**

- Wilma Cartagena, Former President of NCW Hispanic Chamber of Commerce
- Michael Arciga, Douglas County Sewer District
- Ruben Betancourt, Columbia Valley Community Health
- Elvis Garcia, Seattle Yoga Lounge & Cafe
- Mina Gomez, Edward Jones
- Anna Kornish, GLP Attorneys PS Inc.
- Eric Limon, Washington Trust Bank
- Edwin Fonseca, La Tortuga Loca
- Aaron Ruiz, Nick McLean Real Estate
- Lorena Urrutia, People's Bank
- Christina Escalera, Numerica Credit Union
- Ernest Radillo, Radillo Law Firm



Miguel Maestas is the Housing and Economic Development Director of El Centro de la Raza and has been with El Centro for a total of 19 years. Miguel is actively engaged in community development and organizing communities for advocacy and participation and has distinguished himself as an effective leader and a respected community organizer.

He has worked in youth services, community development, organizing, and administration and education programs for 32 years. Miguel also served as the Executive Director of the West Central Community Development Group in Albuquerque, New Mexico. He recently served on the Board of the Beacon Hill Council, and the Planning Commission for the City of Tukwila, and currently serves on the Beacon Hill Merchants Association. Miguel holds a Bachelor of Science in Early Childhood Multicultural Education from the University of New Mexico.



# The People Company

Helping people THINK better, DO better, BE better



**Pilar Chaparro**  
Keynote Speaker  
Executive Coach

## Language Fluency

English, Spanish, Italian

## Professional Affiliations

Loyola Marymount University

Alumni Association

PWN Global Women's Network

International Coaching Association

SDA Bocconi Alumni Association

Class leader

## Available to Travel

Yes/Worldwide

## Notable

Past-President of the Professional

Women's Association Milano

Creates customized programs for corporate clients with global delivery

## Work Experience

- Public Speaker/Keynote Speaker
- 10 years' leadership experience in Strategic Management Consulting (Gemini Consulting) and Asset Management (Dimensional Fund Advisors)
- 11 years' experience as a multi-course certified Facilitator
- Certified Executive Coach with the International Coaching Federation (Master Certified Coach)
- Diversity Equity and Inclusion Certified Practitioner

## Sample Client Experience

- Swiss Bank Diversity Network
- Ferrero
- Loro Piana
- Sanofi
- Pavia Women's Association
- Cisco Diversity Network
- Nestle Diversity Network
- L'Oréal
- Indeed
- TikTok
- Novartis
- SDA Bocconi
- Barilla
- Indeed

## Summary

- A native of Colombia, Pilar was raised in California, where she received her B.A. with Summa Cum Laude distinction from Loyola Marymount University. Her corporate experience, includes asset management firm's emerging markets trading desk, followed by experience as a senior strategic consultant with Gemini Consulting (now Cap Gemini), where she focused on diversity equity and inclusion in banking, telecommunications, and media. Her multicultural point of view allows her to engage audiences in contemplating multiples perspectives on topics from: DEI, Inclusive Leadership, Women in Leadership and Hispanic Empowerment.

## Education and Certifications

- Inclusion Institute Certified Diversity Practitioner
- M.B.A. International Business Administration
- BS in Business Administration with a minor in Finance
- Certified Executive Coach Hudson Institute
- Certified curriculum areas : Unconscious Bias, leadership, team management, human relations, conflict management, communications, change management, employee engagement,

**THINK** Better.

**DO** better.

**BE** better