



FAQ: Board of Directors Diversity Training Requirement

Q1. By when do 2024 Directors need to complete the required training courses?

May 1, 2024.

Q2. How will course completion be tracked?

Course completions will be tracked in M1.

Q3. Will 2024 NAR Directors be required to pay to complete the required training courses?

NAR will provide multiple no-cost options for 2024 Directors.

Q4. What are At Home with Diversity, Bias Override: Overcoming Barriers to Fair Housing class, and Fairhaven?

- The At Home With Diversity class is designed to help real estate professionals work successfully in an increasingly diverse marketplace.
- Bias Override: Overcoming Barriers to Fair Housing is a 3-hour classroom course that helps real estate professionals identify and interrupt stereotypical thinking to avoid fair housing pitfalls.
- Fairhaven is a fair housing simulation training for REALTORS® that uses the power of storytelling to help members identify, prevent, and address discriminatory practices in real estate.

Q5. What is the time commitment to complete each course?

- At Home with Diversity – approximately six hours
- Bias Override: Overcoming Barriers to Fair Housing class – approximately three hours
- Fairhaven – approximately two hours

Q6. If NAR Directors already completed the required courses, do they have to complete them again?

No.

Q7. What if a member appointed to the NAR Board of Directors does not complete the requirement?

An alternate who meets the requirements will be identified.

Q8. Does the training requirement impact 2023 NAR Directors?

It does not.

Q9. What is the NAR budget impact associated with this requirement?

There is not a budget impact associated with this requirement.

This training requirement is independent of the all-member fair housing requirement that was also passed at the recent Board meeting. The fair housing requirement will go into effect during the training cycle beginning January 1, 2025, through December 31, 2027, and beyond. We will share more to that effect later.

If you have further questions not addressed here, please email nargovernance@nar.realtor.