

The NC Real Estate Commission's Commitment to Social Justice

The State of North Carolina has faced many challenges in recent years. While our attention has been focused on the global pandemic and economic hardships, our state and nation continue to be plagued with social injustices, which in the past few years have contributed to several instances of social unrest. Although the recent injustices are not new, or unique, they have reminded many of us of ongoing racial and other inequalities and the need to engage in healthy discussion and take meaningful action.

The Real Estate Commission members and staff remain deeply troubled and saddened by the senseless violence and the many inequities that have damaged and taken the lives of so many people from marginalized groups. These events have caused us to reflect on our own actions and reactions, have shown us the importance of exercising compassion and empathy, opened a dialogue surrounding racial equity, and challenged us to confront cultural and systemic forces that bolster racism and discrimination. The Commission welcomes the resulting discussions and change, and to helping to combat systemic racism and inequalities that plague our community and nation.

The Commission recognizes the diverse community of those involved in real estate brokerage, and is committed to the principles of excellence, equity, and respect for all people. It is our goal to ensure that brokerage activities are conducted in fairness to all, to ensure equal housing opportunities, and to end discrimination in the sale or rental of all real estate.

We stand with those who seek equal justice for all and will do our part to encourage and support our community in making necessary changes to end racism and the disregard for the dignity of all people. We vow to listen, learn, and work to promote equality, inclusion, and acceptance.

As part of its commitment to end discriminatory conduct by licensees in the real estate profession and to being a leader in moving the profession forward, the Commission has:

- Enacted [rules](#) directly addressing broker misconduct on the basis of race and other protected classes;
- Participated in racial equity training for all members and staff to better understand unconscious bias, inequality, and institutional and structural forms of racism;
- Revised its Investment Policy to require that a larger portion of Commission funds are deposited in minority-owned depository institutions (MDIs);

- Included in recent BIC and General Update courses substantial material addressing [racial equity](#) in real estate transactions, [Fair Housing](#) , Commission rules, and related topics and scenarios; and
- Hired a Diversity, Equity, and Inclusion officer to evaluate, develop, manage, and support the Commission's diversity and inclusion initiatives