

Diversity, Equity, Inclusion and Belonging Section

REBA recognizes the importance of diversity, equity, inclusion, and belonging initiatives to help achieve and maintain a more diverse and inclusive membership and leadership that is more welcoming of real estate professionals from a broad range of personal and professional backgrounds and more reflective of the people, companies, and communities we serve as real estate professionals. A more diverse membership and leadership, which is expansive and includes real estate professionals of different genders, familial statuses, personal and/or social identities, ages, races, ethnicities, neuro/physical abilities, religions, cultures, sexual orientations, geographic locations, professional affiliation, and experience will better advance the practice of real estate law in an ethical, professional, and collegial manner, and in furtherance of REBA's overall mission.

Furthermore, REBA joins with its colleagues across the broader Massachusetts bar to pay "special attention to the additional stressors, burdens, and barriers to entry" faced by lawyers from underrepresented, historically excluded, and systematically oppressed populations, and to "work to address these challenges."¹

The focus of this new Section will be to:

1. Include initiatives in long-term planning and membership recruitment, which encourage membership and active participation from all attorneys and real estate professionals of different backgrounds, including specific efforts to create a pipeline of future real estate professionals reflecting a diversity of backgrounds and perspectives;
2. Ensure that REBA, through its programs, content and community, operates in a manner consistent with the goals and ideals described in the Massachusetts SJC's Standing Committee on Lawyer Well-Being's DEI Statement;
3. Advance the objective to make the Association's leadership and membership reflective of the legal profession at large, and to encourage all persons to pursue careers in real estate law;
4. Develop programs for REBA members to (i) increase awareness concerning inequities, systematic barriers, implicit/explicit biases, and microaggressions; and, (ii) implement best practices and actionable techniques to respond to such preclusive behaviors and create a welcoming environment and equal opportunities for everyone in our profession;
5. Clearly articulate REBA's value proposition as a means of attracting and retaining prospective members from a wide variety of backgrounds and perspectives;
6. Create forums, safe spaces, and opportunities for members to share experiences and learn from other similarly situated real estate professionals;
7. Widely broadcast the work and learnings of DEIB to both existing REBA members and the broader community of real estate professionals through a variety of mediums, platforms and channels, so as to reach the widest audience;
8. Create objective, measurable standards to regularly assess DEIB's progress towards achieving its stated goals;
9. Strategically expand REBA's own professional network to identify other professional organizations that REBA and/or DEIB may want to partner with;
10. Critically assess and respond to potential barriers to participation in REBA programming, which barriers may have a disproportionate impact on communities of professionals who are not widely represented at REBA;
11. Strengthen existing mentoring and networking programs for all members, with an emphasis on outreach to, and mentoring of, practitioners of diverse backgrounds; and,
12. Help foster an environment of open, responsive and receptive communication within REBA that allows all members to feel comfortable voicing their concerns, and to create tools to assist REBA in responding to and addressing such concerns.

Chair:

Kate Moran Carter, Esq.
Dain, Torpy, Le Ray, Wiest & Garner, PC
kcarter@daintorpy.com

Members:

Paul F. Alphen, Esq.
Alphen & Santos, PC
palphen@alphensantos.com

Alexandria K. Castaldo, Esq.
Phillips & Angley
acastaldo@phillips-angley.com

Kathleen M. Heyer, Esq.
Pierce Atwood LLP
kheyer@pierceatwood.com

Julie Pruitt Barry, Esq.
Prince Lobel Tye LLP
jbarry@princelobel.com

Darly G. David, Esq.
Lawson & Weitzen, LLP
ddavid@lawson-weitzen.com

Kimberly L. Martin-Epstein, Esq.
Hackett Feinberg PC
kle@bostonbusinesslaw.com

Kimberly A. Bielan, Esq.
Moriarty Bielan & Malloy LLC
kbielan@mbmlc.com

Ryan G. Douglas, Esq.
Rubin and Rudman LLP
rdouglas@rubinrudman.com

Carrie B. Rainen, Esq.
Rainen Law Office, P.C.
crainen@rainenlaw.com

¹ See the SJC Standing Committee on Lawyer Well-Being's Diversity, Equity, and Inclusion Statement.