



Las Vegas REALTORS® Grow New Leaders Across Ethnic Lines—*May 2015*

Las Vegas is a city rich in ethnic diversity, and embracing the region's cultural variety is one of the real strengths of its local REALTOR® organization.

Leaders of the 11,700-member Greater Las Vegas Association of REALTORS® (GLVAR) meet regularly with their counterparts at the local chapters of the Asian Real Estate Association of America (AREAA), the National Association of Hispanic Real Estate Professionals (NAHREP), and the National Association of Real Estate Brokers (NAREB) to collaborate, share calendars, and compare notes on legislative and regulatory issues affecting the industry. Earlier this year, GLVAR used a Diversity Grant from the REALTOR® Party to include members of those organizations in its highly regarded Leadership Training Series.

Michele Caprio, GLVAR's new Chief Executive Officer, credits her predecessor, Nelson Janes, with the vision of inclusion for the program. "Under Nelson's direction, our association developed the Leadership Training Series to promote leadership opportunities at all levels within the REALTOR® organization and in the broader community, and to prepare our members to take them on. The inaugural series offered in 2014 was so successful that reaching out to include participants from our fellow real estate organizations this year was a great opportunity to generate fresh leaders and expand diversity in leadership. By growing the pool of future leaders across lines of ethnicity," she adds, "we are strengthening the future for everyone."

For the 2015 Leadership Training Series, GLVAR sought to entice a diverse audience – from chronological age, years in the real estate business and ethnic background. Each of the six half-day sessions in the program devoted time to understanding the structure, mission, operations, and activities of their local minority real estate partners. This year, 39 members benefited from this program which was offered free-of-charge to those who met the qualifications.

The content-packed sessions each focused on a particular topic, including an overview of the entire REALTOR® organization, REALTORS® in politics, the impact of real estate on the regional economy, civic and charitable work done by REALTORS®, and the qualities of effective leaders. Participants heard from representatives from the NATIONAL ASSOCIATION OF REALTORS® and the state association, as well as Caprio and 2015 GLVAR President Keith Lynam. They spent time with several City Council members and North Las Vegas Mayor John Lee. An additional field-trip session brought participants first to a County Commission meeting to witness government in action; and then, to a hands-on engagement preparing food at the Three Square Food Bank, one of GLVAR's primary charitable beneficiaries. This activity was such a powerful eye-opener, that Tony Medina, President of the Nevada NAHREP chapter, arranged on the spot for his organization to become involved, and a number of participants were moved to bring out their checkbooks.



As a result of the Leadership Training series, some participants are now in leadership roles on various GLVAR committees, and a few have seats on the Board of Directors. Those invited from the minority associations have expressed interest in becoming involved in GLVAR. Looking ahead to the future of the program, GLVAR is considering adding a session on Diversity, an aspect of the industry -- and of leadership -- whose value continues to grow.

"Encouraging this broader participation in our Leadership Training enhances our established process of working together and sharing best practices," says Caprio. "Our hope is that the bonds formed among participants in the program will evolve into even stronger alliances within our industry as these individuals embrace positions of leadership."

To learn more about how the REALTORS® of Greater Las Vegas are promoting diversity as they promote leadership, contact GLVAR Chief Executive Officer Michele Caprio at mcaprio@glvar.org or 702.784.5010.



Las Vegas Rescue Mission Director of Development, John Fogal, educating the series participants on the daily operations of their organization.



L to R: GLVAR Government Affairs Director Joe Locatelli; North Las Vegas Mayor John Lee; Henderson Councilwoman Debra March; Las Vegas Councilman, Steve Ross; President & CEO of Carrara Nevada Rocky Finseth; and GLVAR President Keith Lynam.



L to R: Lucero Zapata; Carlos Bowshier; 2014 NAHREP President Tony Medina; Las Vegas Rescue Mission Director of Development, John Fogal; Leadership Training Series Facilitator JC Melvin & Paul Campanaro



Leadership Training Series Participants at Three Square Food Bank

[Watch the GLVAR Leadership Training Video](#)