



Important Update - Changes at NAR

On Saturday, the *New York Times* published an article about sexual misconduct at the National Association of REALTORS® (NAR), which also ran as a front-page story in Monday's *New York Times*. On Monday afternoon, 2023 NAR President Kenny Parcell resigned, and NAR President-Elect Tracy Kasper ascended to the presidency. Their comments for the membership are posted verbatim at the bottom of this email.

CTR would also like to provide our thoughts: The media attention has spotlighted and catalyzed necessary conversations about consent, boundaries, respectful behavior, and the need for cultural change. The real estate industry is rightfully charged with an immediate need to reevaluate training, policies, processes, and attitudes to better provide needed protection against sexual harassment, sexual misconduct, and fear of retaliation. It took courage for staff and volunteers to come forward with personal stories, and that courage needs to be the start of meaningful change.

There are meetings happening this week at the national level about the events, accountability and how to move forward. In an effort to keep our membership informed we believe it necessary to share this directly with all of you. CTR will update you as more information becomes available.

KENNY PARCELL RESIGNATION

Dear members:

This letter serves as my resignation as President of the National Association of Realtors. Being elected to this position has been a highlight in my career.

My resignation comes after a series of accusations against me that are categorically false. I am deeply troubled by those looking to tarnish my character and mischaracterize my well-intended actions.

During this experience I've opened myself to listening and looking for ways to improve myself, but all I can do is tell the truth. I've been shocked by these false accusations, hurtful words, whispers, and character assassination.

Putting the organization and the Brand first comes with the title of President. Leadership is about making tough choices; this resignation signifies that I will put the organizations' needs first to move forward above my own personal needs to stay in this position. I truly appreciate the support and true friendships that I have made during my volunteering at NAR.

Sincerely,

Kenny Parcell
Equity Real Estate (Utah)
Spanish Fork UT
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FROM TRACY KASPER

Dear members,

Following Kenny Parcell's decision to resign his position as president, I will be stepping into my presidency early.

First, let me say, I'm incredibly sorry for what's led us here.

We recognize there is lots of concern, anger and disappointment, and we want to acknowledge the people who have come forward and shared their stories and those of you who have shared your perspective over the past few days.

We have taken everything we have heard to heart. Our commitment to our staff and our members is unwavering, and we will continue to enhance the way we foster a welcoming, safe and respectful workplace. We will work to ensure the relationship between staff and members acknowledges not only staff expertise and their commitment to the association in addition to the members. The Culture Presidential Advisory Group we announced is one step forward in that. Bob Goldberg and his team also will be working in parallel with staff on their own culture council. We are looking to make lasting and positive change and to do so as quickly as possible.

It is important to all of us at NAR that we take this moment to learn and focus on building a culture of comradery where we can do the good work we are all so passionate about. And, when an issue arises, that we all feel safe to say something.

This is a really hard time for our association. But I know this is an opportunity to really listen and grow together. As your president, I take the responsibility of rebuilding very seriously. Know I'm here for you, as is the entire leadership team, and we will get through this together.

Sincerely,

Tracy

Tracy Kasper, CRS, GRI, SFR, CIPS, C2EX, AHWD, BROKER, CEO
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National Association of REALTORS® President-Elect 2023
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