

## **Attachment H - Action Plan for Increasing Minority Fee Appraiser Participation**

The following actions were initially taken by the Department's Office of Right of Way for the purpose of increasing participation of minority fee appraisers. Depending on results achieved, actions may need to be renewed in future years or additional actions taken.

1. Contact the Iowa State Appraiser Certification Board and ask them if they can provide names of minority and female certified appraisers. Any names received will be contacted to inform them of contracting opportunities with the Department and the procedure for getting on the approved list. Staff will offer to personally meet with any minority or female appraisers interested in doing work for the Department.
2. Meet with the Purchasing Section to develop a specific plan for meeting with minority business organizations to inform them of fee appraisal contracting opportunities with the Department.
3. Begin meetings with minority business organizations to discuss fee appraisal contracting opportunities with the Department.
4. Meet with representatives of appraisal organizations to find out if they are doing anything to increase opportunities for minority and female appraisers and ask them for suggestions on how to increase such participation.
5. Work to establish a college intern program, providing limited duration jobs (six months or less) for students who have an interest but no experience in real estate appraisal work. The intern program will provide an opportunity for some minority students to gain experience in real estate appraisal which could lead to a career in real estate appraisal.
6. Contact those newspapers, radio stations and television stations that serve minority communities in order to seek out minority appraisers.