

ON BALANCE

RE/AL
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YOUR MONTHLY
ROUND-UP

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Our **survey results**
- released soon!

Survey results and CEO Breakfasts

Keep an eye out in the next few weeks on our usual channels and in the media for the results of our industry-leading D&I survey. We have had brilliant engagement with the CEOs and senior leaders at our members at a series of in-person and virtual breakfast events and can't wait to share the results with our entire membership. We are thankful to **Barclays, Wells Fargo, Grosvenor** and **Landsec** for hosting the events, and to everyone who took the time in the summer to take part in the research.

2022
Our year in review

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2022 - our year in review

We've produced an overview of some of the campaigns, research, events and other D&I initiatives we and our members got involved with last year, and you can download your booklet directly by clicking [here](#).



Comparing the public and private sectors' approach to D&I

Our next event will focus on this important topic on Wednesday 1 February at 8:30am at **Savills** and include speakers from **Savills, LocatED, British Land, Homes England** and the **Institute of Civil Engineers**. Request your place [here](#).



Paternity and shared parental leave as allyship

We're so excited to be discussing issues around a subject our members tell us is still underexplored at **Hogan Lovells** on Wednesday 8 February from 6pm. We would love as many people as possible to join chair Samantha McClary from **EG** and speakers from **Aviva Investors, British Land, Prologis** and **Federated Hermes Ltd** on the night - so request your place [here](#).



'It's up to senior people to lead by example'

One of the brilliant panellists at our paternity and shared parental leave as allyship event - Michael Meadows, **British Land's** Head of Planning and Public Affairs - has twice shared parental leave with his wife, Olivia, and their two sons. They both discuss their experience in [this article](#).

Census maps on identity and beliefs

The ONS has recently released its Census data maps on how people identify and what their beliefs are. The maps show how people identify in areas including ethnicity, sexual orientation and gender across England and Wales, and are a powerful tool for organisations wishing to assess how representative they are of their local communities. Check them out [here](#).



'Our difference makes the difference'

The Race and Faith Committee at **Knight Frank** has been involved in a number of initiatives in recent months to highlight the importance cultural heritages and religious beliefs play in shaping who we are, including a fireside chat between REB PCC member and NextGenner Paul Modu and Olympic, World and Commonwealth Champion Christine Ohuruogo on her amazing journey. Find out more on Paul's LinkedIn [here](#).

How language can drive DE&I strategy and activate an inclusive workplace

The next in a series of #CobaltConversations hosted by REB member and real estate recruitment company **Cobalt** will take place on Wednesday 25 January from 3.30pm at Gallery Different in Central London. Charlotte John, Cobalt's Director of Client Solutions, will be hosting a panel discussion with experts from **JLL**, **Equity Architects** and DE&I consultancy **Balance**. Book your place for the free event [here](#).



Bisnow's Rise Initiative

Bisnow are looking to champion organisations that are advancing racial diversity in the UK's commercial real estate sector. Companies need to submit details on their successful DE&I initiatives before Friday 24 March, and a steering committee which includes a number of REB members and our Chair, Liz Peace, and fellow Director, Sanjeev Sharma, will help evaluate the submissions. Find out more [here](#).

Upcoming Speed Mentoring at BCLP

We're really looking forward to the next in our popular Speed Mentoring series of events on Thursday 26 January, which is kindly being hosted by **Bryan Cave Leighton Paisner**. The event is fully booked now but we'll share photos from the evening on our social channels and in next month's On Balance.



Collaboration over competition

Our friends at **The 100% Club** - the multisector alliance dedicated to gender equality - have released a new report to demonstrate the value of gender-based networks. Download your copy [here](#).

The power of visibility with BPIC Network

Help be a catalyst for change with **BPIC Network** and join them at their event with REB member **Avison Young** to showcase the importance and power of visibility for Black professionals working in the built environment industry on Wednesday 25 January from 4pm. Book your place [here](#).

Opening the door to the property and real estate sectors

Cambridge University Land Society and **Deloitte Real Estate** are hosting this event tomorrow from 6pm with speakers from different walks of life representing REB members including **SEGRO**, **EY**, **Great Portland Estates** and **Norton Rose Fulbright**. Request a free ticket [here](#).

Shaping up for the Boardroom with DTRE

Diversity Talks Real Estate will be holding a one-day training programme for aspiring NEDs at REB member **DLA Piper** from 8.45am to 5.30pm with networking drinks afterwards on Tuesday 16 May. Find out more about DTRE's fantastic series of upcoming courses [here](#).

