

CEO Commitments for Diversity

1. Visibly demonstrate the **business case** for diversity and promote your commitment within your business.
Note: e.g. publish the CEO Commitments within your own organisation.
2. **Gather your diversity data**, track and report your progress, using your data to guide your priorities.
Note: e.g. publicise your progress / commitments through your website / report on gender and ethnicity pay.
3. Change mindsets by **challenging bias/discrimination** wherever you see it and licence others to do so.
Note: e.g. commit to inclusivity & unconscious bias training using a range of platforms from face to face to online, with measurable outcomes.
4. Insist on **diversity for recruitment or promotion** decisions you're involved with, including on panels and in shortlists.
Note: e.g. consider interviewers from across different business areas to ensure diversity of questioning and 'blind CVs.'
5. **Use promotional opportunities for your company to represent a diverse image.**
Note: e.g. draw employees from a diverse pool for promotional material / events / pitches / training courses.
6. Speak on panels only where organisers commit to have a **panel diversified by gender and ethnicity.**
Note: Diversity Talks Real Estate (DTRE) has a directory of women and ethnically diverse speakers and Black Professionals in Construction (BPiC) has a directory of ethnically diverse speakers.
7. Adopt a balanced and diversified approach to **sponsorship**, i.e. both gender and ethnicity.
8. Consider actions to influence your **supply chain.**
Note: e.g. enquire about D&I policies and performance when tendering or insist on diverse client teams.
9. Personally engage with the diverse range of the workforce in your business in order to **broaden your perspective.**
10. **Promote D&I** in any groups you are members of and share good practice.

The following 110 leaders are delighted to have already signed up to these commitments and together with the Real Estate Balance Management Committee encourage others to follow:

Edward Ali McQuilton, Granger Reis; **Mark Allan**, Landsec; **Mark Allnutt**, Greystar Europe Holdings Ltd;
Jonathan Baker, Bird & Bird; **Ben Bannatyne**, Prologis; **Richard Bentley**, Helaba; **Brian Bickell**, Shaftesbury;
Ciaran Bird, CBRE; **Emily Bohill**, Bohill Partners Ltd; **Rob Bower**, Montagu Evans; **Melissa Brett**, CMS;
Justin Brown, BlackRock; **Neil Cable**, Fidelity International; **Simon Carter**, British Land;
Chantal Clavier, Heidrick & Struggles; **Virginia Clegg**, DAC Beachcroft; **Shane Cleghorn**, Taylor Wessing;
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Richard Croft, M7 Real Estate; **Alastair Crowdy**, Newsteer Ltd; **Benjamin Davis**, Octopus Real Estate;
Joe De Leo, Benson Elliott; **Siobhan Durcan**, Deloitte Jersey; **Alistair Elliott**, Knight Frank;
Oliver Fenn-Smith, The Portman Estate; **Nicola Free**, Wells Fargo Bank International;
James Garman, Goldman Sachs; **Stephen Gibb**, Shepherd and Wedderburn; **Marc Gilbard**, Moorfield Group;
Ian Gleeson, CBRE Global Investors; **Trevor Goode**, Ashurst LLP; **Helen Gordon**, Grainger plc;
Kate Hammar, Per Ardua; **Yvette Hanson**, TP Bennett; **Jessica Hardman**, DWS; **Ian Hawksworth**, Capco;
Tony Horrell, Colliers International; **Lars Huber**, Hines Europe Ltd; **Bill Hughes**, LGIM; **Craig Hughes**, PwC;
Nigel Hugill, Urban&Civic; **Stephanie Hyde**, JLL; **Harry Hyman**, Nexus; **Angus Johnston**, PwC;
Rosemarie Jones, Church Commissioners; **Andrew Jones**, LondonMetric Property plc; **Gerald Kaye**, Helical;
Barney Kelham, BCCAP; **Malcolm Kerr**, DP9; **Shobi Khan**, Canary Wharf Group PLC;
Mark Kildea, The Howard de Walden Estate; **Vivienne King**; **Paul Kitson**, Homes England;
Philip La Pierre, LaSalle; **Dan Labbad**, The Crown Estate; **Samantha Lake Coghlan**, Goodwin;
Alison Lambert, Oxford Properties; **Laura Leggetter**, SEC Newgate UK; **Adrian Levy**, Clifford Chance;
Ric Lewis, Tristan Capital Partners; **Paul Lyons**, Goodwin; **Andrew Macland**, PGIM Real Estate;
Nigel Mapp, MAPP; **Lisa Mayhew**, Bryan Cave Leighton Paisner; **James McCaffrey**, Eastdil Secured;
Paul Morrish, LandAid; **Gareth Mostyn**, Church Commissioners; **Ezra Nahome**, Lambert Smith Hampton;
William Naunton, DLA Piper; **Lara Newman**, LocatED;
Dan Norris, Hogan Lovells; **Scott Parsons**, Unibail-Rodamco-Westfield; **Nicholas Pettit**, Bidwells LLP;
Helen Pratten, EY; **Etienne Prongue**, BNP Paribas; **Andy Pyle**, KPMG; **Sharon Quinlan**, HSBC;
James Raynor, Grosvenor; **Richard Rees**, Savills; **George Roffey**, Centrus; **James Saunders**, Quintain;
Chris Seaton, Burges Salmon; **Sanjeev Sharma**, M&G Real Estate; **Jason Sibthorpe**, Avison Young;
Neil Slater, Abrdn; **Michael Slattery**, Logicor; **David Sleath**, SEGRO; **Tony Smedley**, Heitman;
Chris Taylor, Federated Hermes; **David Thomas**, Barratt Developments PLC; **Simon Todd**, Crestbridge;
Dave Trimmingham, Turley; **Gavin Tuck**, Small Back Room; **Toby Turner**, Holtby Turner;
Caroline Turner-Inskip, Simmons & Simmons; **Scott Tyler**, Allsop; **Sophie van Oosterom**, Schroders;
Pertti Vanhanen, Cromwell Property Group; **Charlie Wade**, VTS; **Dan Wagerfield**, Norton Rose Fulbright;
Jeremy Walden, Herbert Smith Freehills; **Andrew Whelan**, Santander; **Rob Wilkinson**, AEW Europe;
Chris Wilkinson, Maples Teesdale; **Paul Williams**, Derwent London; **Colin Wilson**, Cushman & Wakefield;
Janet Young, Government Property Profession.

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