

# ON BALANCE

REAL  
ESTATE  
BALANCE  
YOUR MONTHLY  
ROUND-UP

## REAL ESTATE BALANCE

### Welcoming Aviva, DJB, Gerald Eve, GLP and Yoo Capital to Real Estate Balance

Our membership is continuing to grow as we this month welcomed a fantastic five new companies - **Aviva**, **Davitt Jones Bould**, **Gerald Eve**, **Greater London Properties** and **Yoo Capital** - in joining our 115 members in committing to work towards progressing a more diverse and inclusive real estate industry.



### Network of Networks relaunch

We have relaunched our Network of Networks with the appointment of Clarence Dixon, Real Estate Balance Board member and Global Head of Loan Services at CBRE, as Chair. The Network brings together more than 20 groups active in D&I in real estate and associated industries with the aim of sharing ideas and best practice and supporting each other's causes and campaigns. Find out who's involved [here](#).

## Thank you for supporting our survey

Thank you so much to everybody who took part in the Real Estate Balance employee and company surveys! Your views on D&I in our industry are very valuable to us and will be a driving force in determining our priorities over the next two years. We'll be sharing the results with our members' senior leaders starting next month and then with everybody in the new year.

## Marking Black History Month

We are working with JLL on an upcoming event for the nominated HR and D&I professionals in our membership to discuss how to attract, retain and support the progression of black professionals in real estate. The event will include a panel-style discussion and audience Q&A, so look out for the key insights and conversation points we'll be sharing on our channels in the next few weeks.

## Influencing business partners on D&I

One of the priorities for our Policy and Campaigns Committee is supporting our members to influence their business partners and suppliers on D&I. We have been sourcing examples of best practice, and we are grateful to Shepherd and Wedderburn for providing a case study on their engagement with suppliers to ensure they understand, share and demonstrate the law firm's D&I values and commitments. View the case study [here](#).



## Cobalt Conversations

Cobalt Recruitment recently hosted their first event in a series called *Cobalt Conversations*, with a view to getting businesses to open up about the challenges they face when driving D&I within real estate. The event involved a group discussion hosted by Cobalt's Charlotte John and guest speaker Sophie Walker – a prominent campaigner and founding leader of the Women's Equality Party. Cobalt are planning on continuing the *Conversations* in the future and you can read more about the event [here](#).





## Watch our webinar on D&I data collection

If you weren't able to take part in our Data Working Group's high quality and informative webinar on D&I data collection in the workplace, don't worry! You can watch the presentation and download their guide called *Can I Ask You A Personal Question?* [here](#). Thank you to Bird & Bird for hosting the event and to all who presented, attended and got involved.



## Nurseryomics

Geraldine Gallacher, CEO of the Executive Coaching Consultancy and a member of our Advisory Council, makes a convincing case in *Personnel Today* that getting to grips with the childcare crisis of staff leaving the sector and a shortage of affordable, quality childcare places will be a prerequisite for the government in achieving its economic growth plans. Read the article [here](#).



## Speed mentoring

We know how much our members value the speed mentoring opportunities we offer, so it was great to see Clifford Chance's brilliant video of the event we held with them in the summer. You can watch it on their LinkedIn [here](#).

We are also really looking forward to our next speed mentoring event at Bryan Cave Leighton Paisner on Tuesday 8 November.



## EG Future Leaders Summit

The EG Future Leaders Summit is back on Thursday 24 November at Royal Lancaster, London. You can get inspired by their award-winning Future Leaders and sessions on innovation, early careers, ESG, cities and more with a discount if you register for the early-bird price ending today. Book your place [here](#).

## D&I in the media

Guardian, 12 October – **‘Our time has come’ – Muyiwa Oki, first black president of RIBA, reveals his shakeup plans**

HR Magazine, 7 October – **Majority of workers seeing diversity improvement at work**

FT, 5 October – **In-house lawyers use position to speak up on diversity**

REBusinessOnline, 28 September - **How to build a younger, more diverse workforce in the architecture, engineering and construction industries**

FT, 21 September – **Where are all the women in asset management?**



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