

ON BALANCE

REAL
ESTATE
BALANCE
YOUR MONTHLY
ROUND-UP



Attracting, retaining and progressing Black talent discussed at Real Estate Balance and JLL event

Senior real estate and property professionals recently took part in a timely and important discussion about attracting, retaining and progressing Black talent to mark Black History Month. We're thankful to JLL for hosting and partnering with us on such a great event and to our inspiring speakers for sharing their insights. Read a comprehensive report on the discussion [here](#).



Real experiences in real estate

Our fantastic NextGen committee held a roundtable discussion on themes from their recent research - including barriers to entry into the industry, behaviours and attitudes in the workplace and what can be done to inspire positive change - at CBRE last night. Thank you to CBRE and to everyone who came along and took part. Read more about NextGen's research [here](#).



EG Awards 2022

Congratulations to all of the shortlisted and winning companies and individuals at this year's EG Awards! Our indefatigable Managing Director Sue Brown was on-hand to give the Employer Award to Frasers Property UK.

Women leading real estate

Sue will also be speaking at Bisnow's Women Leading Real Estate conference on Tuesday 22 November to celebrate the influencers and innovators driving the industry forward. Team REB will also include the brilliant Bisi, Kevin and Paul, so please do come and visit our stand if you're planning to attend.

Welcoming our newest members!

Commitment to diversity, inclusion and opportunity in our industry is demonstrated by the latest organisations to join us: law firm **Clyde & Co**, UK RE fund manager **Frogmore**, property PR and comms agency **ING Media** and people advisory firm **New Street Consulting Group**. Welcome to Real Estate Balance!

Parental Leave Returners' Network - get involved

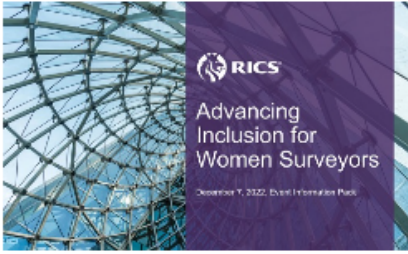
Our network of peer support groups for parents has helped many people navigate the often-challenging return to work after the birth of a child, and we're now looking to expand its management committee to gain new voices and ideas from across our membership. Email hello@realestatebalance.org to find out more.

Transgender Awareness Week webinar

The Crown Estate's LGBTIQ+ Network has arranged an exciting opportunity for our members to hear about **Gaynor Warren-Wright's** journey of self-discovery this Thursday (17 November) from 3pm. Gaynor is a professional surveyor and arbitrator and will be joined in the discussion by **Dr Vickie Pasterski** and **Mary Burke**, who supported her through her transition. Find out more [here](#).

Where is the line between positive discrimination and positive action?

Real Estate Balance and Herbert Smith Freehills will be hosting a webinar at noon on Tuesday 6 December to explore this salient topic. **Christine Young**, Partner at HSF specialising in employment law, and **Freia Kortekaas Sierra**, Head of Talent at Granger Reis, will be running through key definitions, highlighting examples of positive discrimination in the press, providing practical advice and answering audience questions. Request your place [here](#).



Advancing Inclusion for Women Surveyors

RICS members are invited to this in-person event at RICS HQ in London on Wednesday 7 December or you can take part by livestreaming it or watching along at satellite locations across the country. Find out more [here](#).



50% discount for REB members on Gradfeed

Gradfeed's mission is to democratise student job opportunity across the built environment and to make young people more aware of the different opportunities that exist within a variety of employers across the industry. Find out more [here](#).



EG Future Leaders Summit

This year's Future Leaders Summit takes place on Thursday 24 November at Royal Lancaster, London. The main themes for the event, which will include Tedx-style talks by the award-winning Future Leaders and lots of opportunities for audience participation, are innovation, cities and ESG. Find out more [here](#)



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