



Marking International Women's Day 2023 at Real Estate Balance

We are thankful and proud to have brilliant women all across the membership of REB, and we know many of you have held events, discussions and actioned plans today to further fair and inclusive workplaces in celebration of International Women's Day.

Please contact us via social media or email if you would like us to share your initiatives and amplify your insights to inspire other REB members.

In the meantime, here are some of the ways Team REB have been marking the occasion in partnership with our members...



D&I breakfast event at Gerald Eve

Yesterday morning Sue, Bisi and Christopher joined D&I practitioners from many of our members for a breakfast event to share the results of our survey and plan the launch of a network for professionals championing D&I in their workplaces. Thank you to everyone who attended and to **Gerald Eve** and Melanie Folkes-Meyers for hosting and introducing such a great event. Watch this space for more information on the network!



NextGen on Crestbridge's podcast for IWD

REB NextGenners Sophie Ogbonda-Jardine, Kevin Boakye and Paras Maalde joined Stephanie Workman at **Crestbridge** on the special edition of the Real Assets, Real Expertise podcast for International Women's Day. The episode explores this year's theme, 'Embrace Equity', and discusses the importance of allyship, communication and transparency in the push for gender equity. Listen to the episode [here](#).



IWD panel discussion at Grainger

Sue was delighted to be part of an inspirational conversation this morning with Gurinder Punia, Fatma Azakli, Katherine Stephens, Leesa Ingham and Rodica Damian from **Grainger PLC**. The discussion was chaired by Fiona McDonald and covered topics including this year's IWD theme, personal and professional stories from the participants on finding their way within the industry, the events which have shaped who they are, their proudest achievements and what empowers them.



Advancing inclusion for women surveyors at RICS

Bisi, Josie and Sue were proud to be at the IWD event at RICS HQ this afternoon where we had a stand and Sue presented the results of our industry D&I survey to attendees. The event also included many other speakers, including from REB members, who discussed recurring challenges for women as a result of gender discrimination, misconceptions, biases and inequities, and also the value of active and engaged allies.



WD roundtable on 'equality vs equity' with London Property Alliance

Sue also chaired today's insightful roundtable organised by the London Property Alliance (WPA and CPA) at Grosvenor. Participants from across the built environment, including from REB members **Gerald Eve**, **Howard De Walden Estates** and **Grosvenor**, shared experiences of equality and equity and explored similarities, differences and approaches from both a personal and company-wide perspective when tackling workplace disparities for women and men. Thank you to Rosie Day and Alice Dale at London Property Alliance for inviting us to be part of such a fantastic conversation.

Upcoming initiatives...

We have taken part in a short film with **Clifford Chance** to highlight how they are furthering gender equality at the company, and on Friday Sue will be joining **Kanda Consulting** at their awayday to discuss D&I and our survey results. Look out for next month's On Balance to find out more!



Watch our paternity and shared parental leave as allyship event

Senior property professionals, including Jackie Newstead from **Hogan Lovells**, Samantha McClary from **EG**, Melanie Collett from **Aviva Investors**, Michael Meadows from **British Land**, Kirsty Wilman from **Federated Hermes Ltd** and Martina Malone from **Prologis**, recently came together to explore why many fathers in our industry are still not taking advantage of the opportunity to take paternity and shared parental leave. Watch the fascinating discussion, kindly hosted by Hogan Lovells, [here](#).

PwC Women in Work Index 2023

REB member PwC has released the latest edition of its research on gender equality in the workplace in OECD countries. The report shows that progress on closing the gender pay gap is painfully slow, with an 18-year-old woman starting work today highly unlikely to see gender pay equality in her entire career, with the 'motherhood penalty' the most significant driver for the gap, and the UK in 14th place in the index - down five places from 2020. Find out more [here](#).

Less than a week to go until MIPIIM

We are looking forward to seeing members at the exhibitions, conferences, and networking events at MIPIIM next week. If you have not already done so, please let us know of any programmes that will be hosted by your company and the names of attendees from your organisation as we would like to include them in our Real Estate Balance MIPIIM 2023 directory. Email admin@realestatebalance.org to be included.

Welcoming the newest member to Real Estate Balance



We are thrilled that global alternative asset manager ICG has become the latest organisation to join REB. We were really impressed with their application, which demonstrated their commitment to D&I and collaboration, and we look forward to working with them in the weeks and months ahead to progress D&I in our industry.



Energising the value chain and learning from our partners virtual roundtable

We still have a few places left for anybody who would like to participate in our upcoming online forum for members to get together and talk about what their organisations are doing to supercharge D&I value throughout our industry at noon on Wednesday March 22. Find out more and request your place [here](#).

Keep an eye on our events page on our website as we will also shortly be releasing details of three more upcoming events!

