

Our DEI survey results - out now and available to all members!

We've published the results of our industry-wide Diversity, Equity and Inclusion survey.

Download your booklet with the complete set of insights [here](#).

The key findings include:

- The gender gap between middle management and senior leadership has not only persisted but worsened since our first survey in 2016.
- Both companies and employees agree that social mobility, gender and ethnicity are the biggest DEI challenges facing the real estate industry.
- Hybrid working has been positive for employee work-life balance, mental health and productivity, but makes accessing development opportunities and connecting with colleagues more challenging. Overall, men view hybrid working more negatively than women.



Watch our webinar on comparing the private and public sectors' approach to D&I

Savills recently hosted this fascinating discussion for REB members chaired by Lara Newman from LocatED with speakers Janet Young from ICE, Harry Swales from Homes England, Chanelle Gray from Savills and Emma Cariaga from British Land. Watch the conversation in full [here](#).

Marking International Women's Day with Sue

Our Managing Director, Sue Brown, is inviting the D&I practitioners in our membership to join us for a special breakfast event hosted by Gerald Eve where she will present the results of our survey and talk about all things D&I in the real estate industry. Find out more about the event and request your place [here](#).





Speed mentoring

Thank you again to Bryan Cave Leighton Paisner for hosting our most-recent speed mentoring event and to our brilliant mentors and mentees.

We are delighted to be able to announce that our next speed mentoring event will take place at DAC Beachcroft in Manchester in the summer. Watch this space for more details!

Welcoming two new members to Real Estate Balance

We are thrilled that **Atrium Group** and **The Arch Company** are the latest two companies in our sector to sign up to our commitments on D&I. We are looking forward to working with them in the months and years ahead to progress a more diverse and inclusive industry for all.



Partnering with PropTech Connect

We are excited to announce our partnership with PropTech Connect. We will be attending Europe's largest PropTech Event on the 6th and 7th of September 2023 in London, at The intercontinental - O2. Sue will be one of the speakers at PropTech Connect, joining 3,000 senior leaders at the event to connect organisations with cutting edge technology solutions to be the catalyst for innovation in real estate. Join us at the event at a reduced cost using the code **REBalance10** [here](#), with the discounted rate only available until 22nd February.

Looking forward to seeing our members at MIPIM

We have been working with MIPIM's organisers, RX, on the arrangements for the conference's main D&I event which will take place in the Palais between 5:15pm and 7:15pm on Wednesday 15th March and which will involve a number of our members. Sue will be chairing a session on D&I on the EG Pavilion at 11:15am on Tuesday 14th March, and we will be holding a D&I breakfast, courtesy of Norton Rose Fulbright, on Thursday 16th March. We are also putting together a directory of members who are going to MIPIM and if you would like to be included in that, please let Sue know at sue.brown@realestatebalance.org



ING Media's Elevate programme

ING Media has launched a new pro bono programme to supercharge small businesses within the built environment. Elevate will provide communications support to emerging businesses with leaders from ethnically diverse backgrounds. The accelerator programme will run as a bespoke workshop, covering communications, digital and social media best practice and an introduction to an engaged industry network. Find out more [here](#).

Support The 93% Club

Our friends at The 93% Club – the UK's largest social mobility charity and biggest network of state educated individuals – need our support! They are looking for a venue in central London in mid-April to host their next event for up to 300 people. There also needs to be breakout areas for mock interviews to take place and space for food and drink for delegates. Can you help? Contact Carolyn Milligan, the chair of our NextGen committee, at carolyn.milligan@hsf.com or Sophie Pender, the founder and CEO of The 93% Club, at sophie.pender@93percent.club



Building People's new interactive map

We are proud to be one of the organisations on Building People's new interactive map, developed in partnership with Barbour ABI, which shows the organisations providing support to and advocating for people from diverse backgrounds in the built environment. Check out the great initiative [here](#). You can also book your place for Building People's next event - an introduction to inclusive behaviours on Friday 24th February - [here](#).



Cobalt Conversations and their Diversity in Real Estate and Construction Recruitment report

Cobalt recently hosted its second Cobalt Conversations DEI event, this time on the topic of the power of inclusive language, with a panel comprised of Charlotte John from Cobalt, Blessing Buraimoh from JLL, Chelsea A. Jackson from The Equity Architects and Jennie Child from Balance. Read a great article about the event [here](#).

Cobalt has also released its first Diversity in Real Estate and Construction Recruitment report to help clients improve their diversity and create more inclusive workplaces. Find out more [here](#).

Nominate someone you know for the Women's Business Club's Small Business Awards

The Women's Business Club's Small Business Awards empower women to succeed in business by shining a light on exceptional businesswomen and their accomplishments. Nominations are now open and the 2023 winners will be revealed in December. Find out more [here](#).

Join our NextGen committee's LinkedIn network

Our fantastic NextGeners drive our programme for property professionals aged under-35 with a series of initiatives, events and research throughout the year. Keep up-to-date with their latest news by joining their LinkedIn group [here](#).

Gerald Eve's emerging talent in the built environment event

Gerald Eve will be hosting an event to discuss updates in the education and training of young people to ensure they have the skills to solve the problems of the future as part of Wales Week London on Wednesday 1st March at 3pm. The event will feature experts from Gerald Eve, The Skills Centre, RICS, RTPI and more. Book your place [here](#).

Diversity Talks Real Estate training courses

There is less than a week to go until DTRE's public speaking - overcoming the fear course with former BBC presenters Louisa Preston and Luisa Baldini and mindset coach Alastair Hill on Tuesday 21st February at 4pm. They also have a shaping up for the Boardroom course for aspiring NEDs at DLA Piper on Tuesday 16th May. Find out more about the courses [here](#).

