

ON BALANCE

REAL
ESTATE
BALANCE
YOUR MONTHLY
ROUND-UP



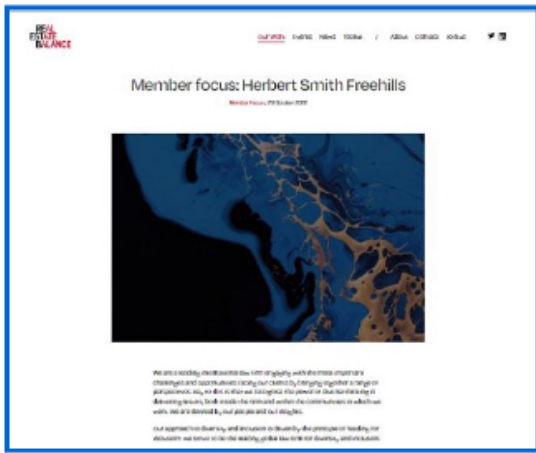
Diversity is vital - even in more challenging times, agree real estate leaders

Industry leaders recently took part in a panel discussion hosted by independent land agency Walter Cooper and Real Estate Balance on topics including the efforts to recruit more women to site positions and how to persuade parents that construction is a good career choice for their children. Participants agreed that D&I is far too important to be derailed by the current economic outlook. Read a report and listen to a podcast on the event [here](#).



Where is the line between positive action and positive discrimination?

Herbert Smith Freehills Partner Christine Young and Granger Reis Head of Talent Freia Kortekaas recently discussed how good intentions can turn into unlawful actions in an informative webinar for our members. Re-watch it [here](#).



We've published our first member page!

As well as hosting the above webinar, Herbert Smith Freehills are the first Real Estate Balance member to have their own member page on our website. Check it out for inspiration [here](#) and email campaigns@realestatebalance.org to develop your page in the new year!

Welcoming Kanda Consulting to Real Estate Balance

Kanda Consulting - the multi-disciplinary communications agency that is passionate about regeneration and place-making - has become the latest organisation to commit to furthering D&I across the industry by joining Real Estate Balance. Learn more about the company [here](#).

Parental Leave Returners' Network - get involved!

It still isn't too late to express your interest in joining the management committee for our network of peer support groups for new parents. Email hello@realestatebalance.org to find out more.

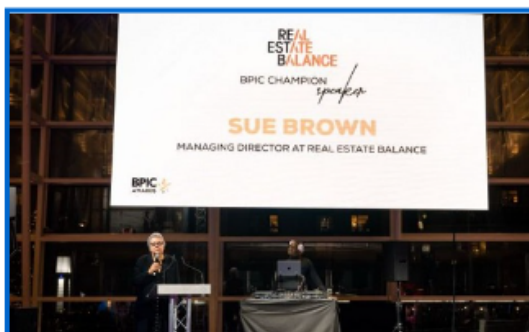
Our upcoming events

Comparing the public and private sectors' approach to D&I

Hosted by Savills on Wednesday 1 February at 8:30am. Find out more and request your place [here](#).

Paternity and shared parental leave as allyship

Hosted by Hogan Lovells on Wednesday 8 February at 6pm. Find out more and request your place [here](#).



Black Professionals In Construction Awards 2022

Congratulations to all of the brilliant nominees and winners at the BPIC Awards 2022. Our Managing Director Sue Brown presented the BPIC Champion prize to Tendi Manjonjori from Marsh McLennan.

RICS' new Diversity, Equity and Inclusion panel

RICS have formed a new panel to provide advice to its Governing Council, RICS Board, Standards and Regulation Board and other governance bodies on DEI. Find out more about the vacancies on the panel and apply before Thursday 12 January [here](#)

Public speaking: overcoming the fear

This workshop from our friends at Diversity Talks Real Estate will take place on Tuesday 21 February from 4pm at Real Estate Balance member Grosvenor. The session will be led by former BBC presenters Louisa Preston and Luisa Baldini and mindset priming coach Alastair Hill. Book your place [here](#).

Mentoring with purpose

It was great to partner with JLL on an event last month to explore how our sector can successfully attract, retain and progress Black talent. You can read their report on the event [here](#). JLL have also launched their Mentoring with Purpose initiative to bring together ethnically diverse talent from across the built environment into mentoring circles.

Graduate opportunities at DP9

Earlier in the year we held a fantastic event on **D&I in planning** with member DP9. The company is now looking to recruit graduates with a 2:1 or equivalent in their first degree and who are in their final year of study for, or have already achieved, a Master's degree in an RTPI-accredited subject. Share their [LinkedIn post](#) if you know someone who may be interested. The deadline for applications is Friday 23 December.

D&I in the media

The Global Recruiter, 8 December - [Inclusion and diversity still required](#)

FT, 18 November - [Special Report Diversity Leaders](#)

Bisnow, 13 November - [CRE Made Limited Progress On Diversity In 2022](#)

Department for Opportunities, 11 November - [Class Pay Gap Data and Analysis 2022](#)

Wishing all of our members a happy and successful new year from everybody at Real Estate Balance. Thank you for your contributions to our campaigns, events and initiatives in 2022. We're looking forward to working with you to continue to progress D&I across our industry in 2023!