

Diversity, Equality & Inclusion in Real Estate Investment Management: Effecting long-term change

HELP US START THE CONVERSATION!

PLEASE ANSWER A FEW ANONYMOUS QUESTIONS
BEFORE THE START OF THE EVENT


GO TO YOUR WEB BROWSER | SEARCH UP SLIDO &
ENTER THE FOLLOWING CODE :

SLIDO: 141 69 17

(you can also ask questions through Slido throughout the event)

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DIVERSITY
EQUALITY
INCLUSION

Welcome from our Moderator

Kevin Aitchison MBE

CEO Knight Frank Investment Management & AREF Board Member



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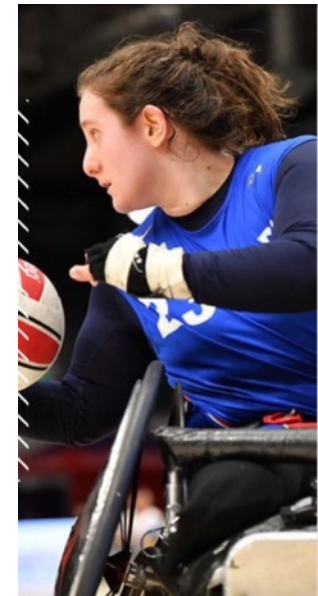


Agenda

- Moderator Welcome & Intro
- Guest Speaker
- Panel Discussion & Q&A
- After-seminar Drinks Reception

DE&I

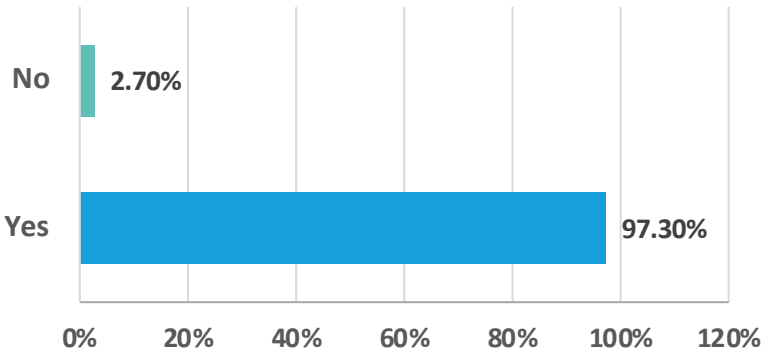
- What it means to me



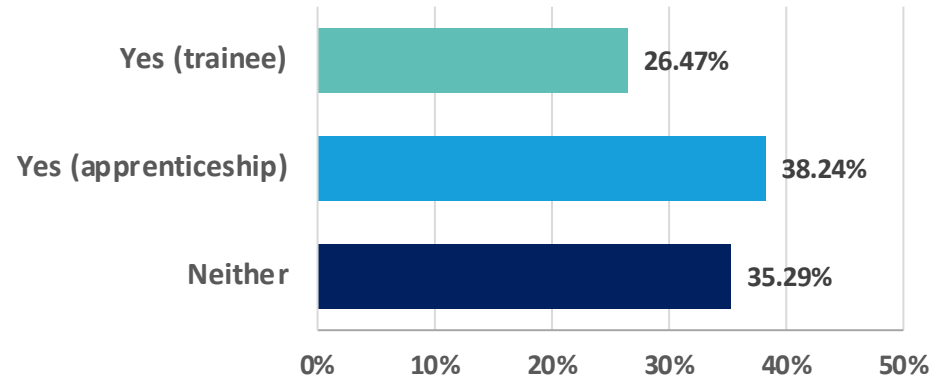
- Removing barriers, providing opportunity and creating awareness.

In a recent survey of AREF members - 48 responders:

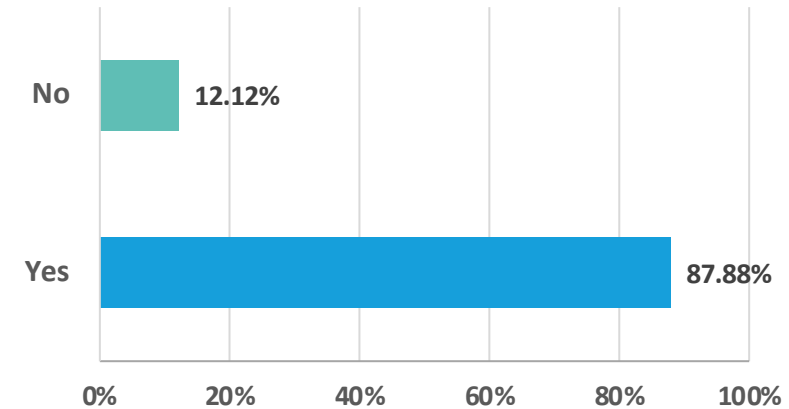
Do you host insight days or work experience?



Do you offer a trainee or an apprentice programme?

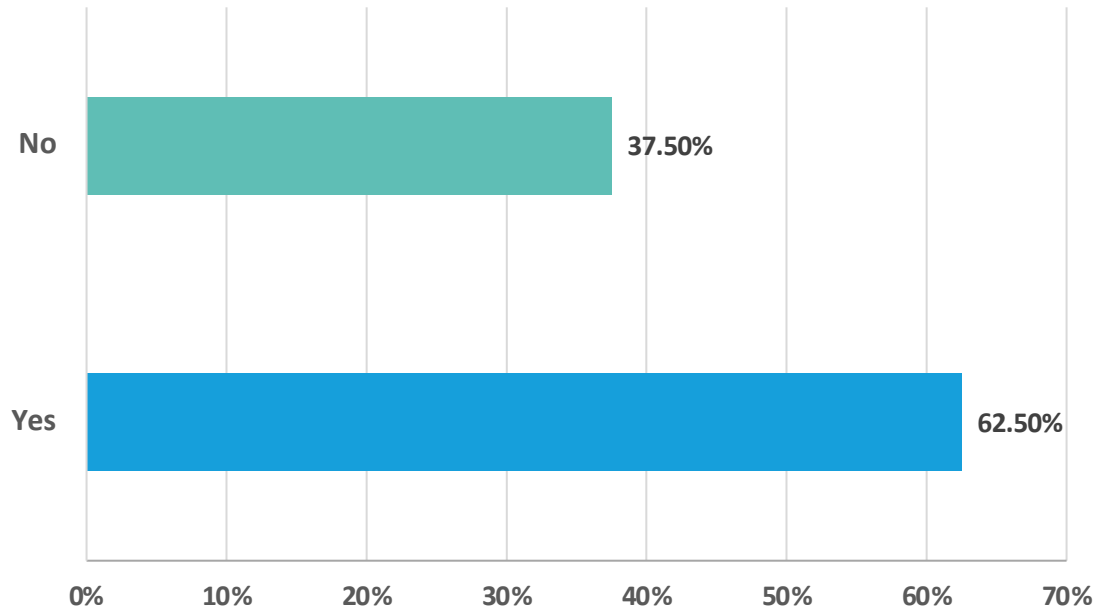


Do you host internships?

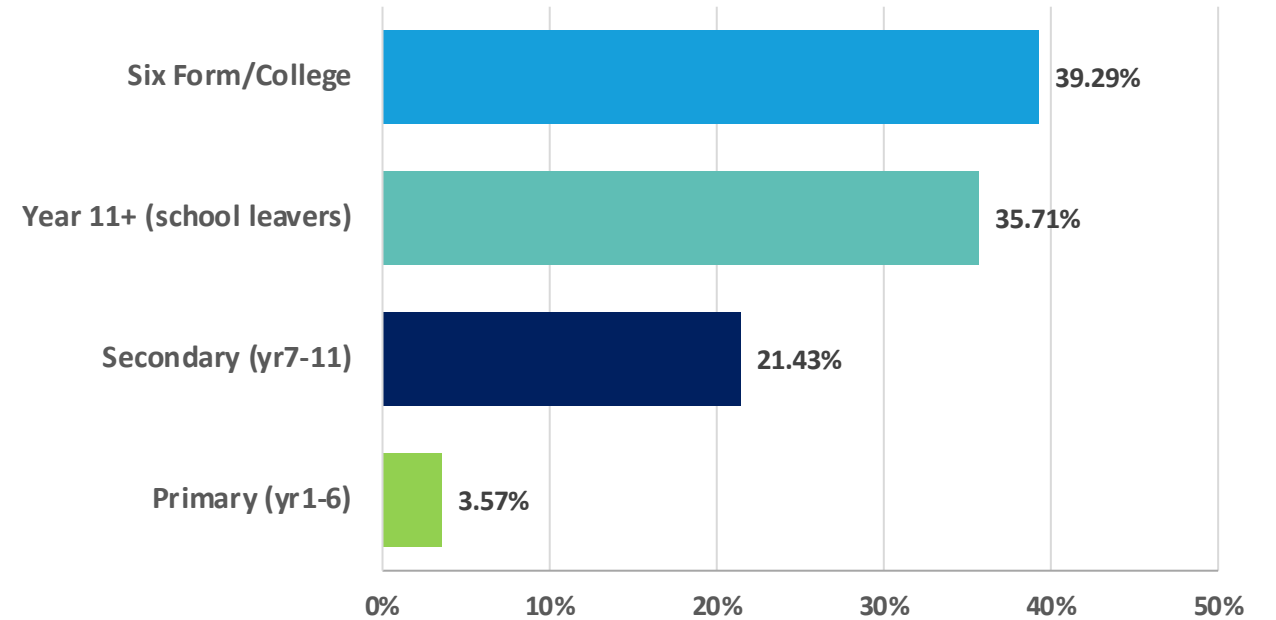


In a recent survey of AREF members - 48 responders:

Do you have a school outreach programme?

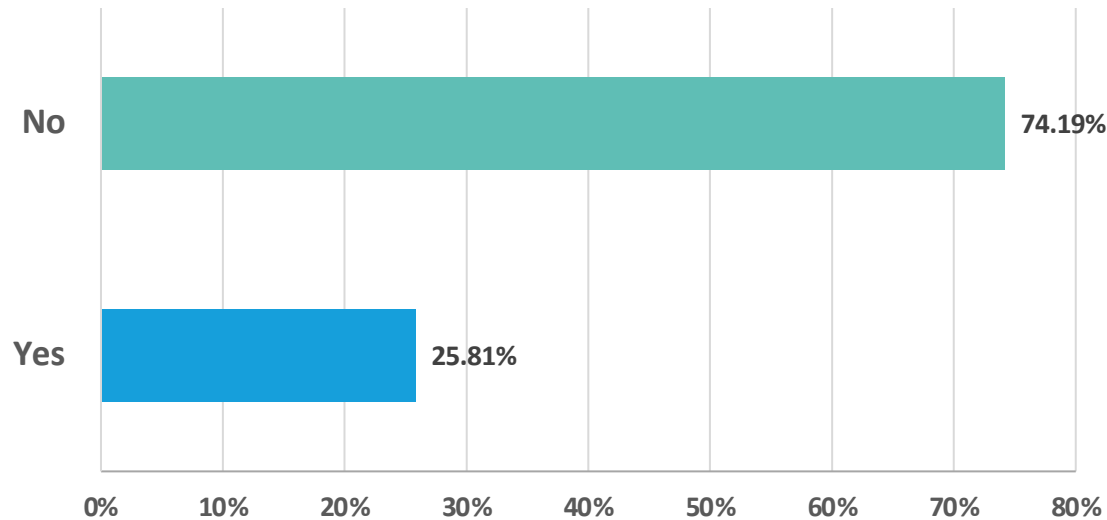


What age is it focussed for?

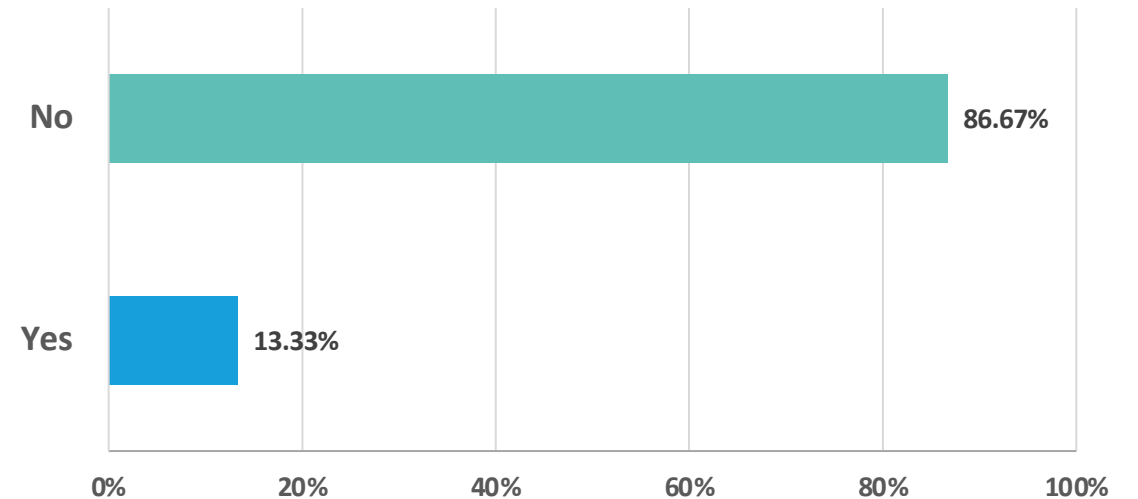


In a recent survey of AREF members - 48 responders:

Do you offer a returner programme?



Do you offer an ex-armed forces programme?



EG Race Diversity Survey 2021

- 84% of ethnic minority respondents believe that racism is an issue.
- 75% have experienced racism.
- More than 8 out of ten respondents believe that not enough is being done to stop racism.
- Over 70% of ethnic minority respondents believe that the property industry is not genuinely trying to increase representation.

Audience Poll Results

Results were shown live on screen, final results are shown in red below:

1. Did you have free school meals? **6% Yes | 94% No**
2. Did you go to university? **85% Yes | 15% No**
3. Did you ever do work experience or an internship (of 1 week or longer)? **79% Yes | 21% No**
4. If so, how was this obtained?
 1. School **23%**
 2. Friends/family **34%**
 3. Competitive application **43%**

Our Speaker: Nero Ughwujabo

- Senior Strategic Adviser, the Prince's Trust.
- Former Special Advisor to the UK Prime Minister: *Social Justice, Opportunities, Young People*



THE PRINCE'S
TRUST



Diversity, Equality & Inclusion in Real Estate Investment

Effecting Long-Term Change



November, 2022



NERO UGHWUJABO

Senior Strategy Adviser, EDI

Prince's Trust & Prince's Trust Group



About Nero

Former 10 Downing Street Special Adviser; Alumni of Windsor Leadership Trust; Keynote Speaker, Broadcaster. Speaks on #YoungPeople, #Diversity, #Equality, #Inclusion #Tech, #Leadership





THE PRINCE'S
TRUST



“

Change will not come if we wait for some other person or some other time. We are the ones we've been waiting for. We are the change that we seek.

BARACK OBAMA





LEGISLATIVE CONTEXT – EQUALITY ACT 2010

- Duty to eliminate discrimination, advance equality of opportunity and foster good relations.
- Positive Action in service provision - that may involve treating one group more favourably where this is a proportionate way to help members of that group overcome a disadvantage or participate more fully, or in order to meet needs they have that are different from the population as a whole.





Global Focus on EDI

The devastating impact of Covid-19, combined with heightened attention to racial inequities following the murder of George Floyd in May 2020 has had a significant impact on the focus on EDI

The spotlight is on industry and many companies have risen to the challenge

a

Covid-19 Global Pandemic

The impact of Covid-19 on the lives and livelihoods of front-line workers; and Black, Asian and minority ethnic families has raised questions about long-term structural inequalities.

b

George Floyd

The brutal murder of George Floyd in May 2020, watched by the world on television shown a light on global race disparities and led to the Black Lives Matter demonstrations.

c

Access to Capital

The economic fallout for Black and minority ethnic workers and Black-owned businesses has also highlighted the need for financial inclusion and access to capital.

The Business Case

From compliance to the pursuit of business excellence

The case for why diversity and inclusion are essential in business today has long been established.

But are businesses making as much progress as we should expect?

01

Greater innovation and creativity

Workplace with people of different backgrounds, skills, experiences and knowledge increases innovative and creative ideas.

02

Talent

Diversity and inclusion are important factors that many people look for when accepting a job offer.

03

Productivity/Customer Insight

Diverse team can provide their ranges of experiences and skills and allow other co-workers to learn and work well with together.

04

Reputation

EDI can greatly enhance reputation but on the flip-side, lack of progress can pose significant risk to reputation.

05

Diversity and Inclusion in ESG

EDI is the 'S' in ESG but can strengthen each of the three components of ESG.

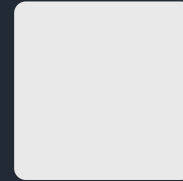




WE ARE ALL ON A JOURNEY

Drivers of changer:

- Customers
- Clients
- Talent



AREF MEMBERS CAN DRIVE CHANGE

AREF members are in the position through funding instruments to demand change across the real estate sector



Using your purchasing power



ESG

Put Your House in Order

Doing the right thing internally and driving effective EDI strategies within your organisations strengthens your external voice



Demand Change

Use your individual and collective bargaining power to demand change across the sector – including informing building designs to respond to challenges around disability.



Prince's Trust Journey So Far..

- Targets to reach more young people from particular backgrounds and 50/50 young men and young women
- Listening Into Action
- Mutual Mentoring Programme
- Aspire (Progression) Mentoring
- Strong EDI Networks

Our Ambition

To become one of the UK's most equal, diverse, and inclusive organisation serving young people is our ambition.

2

Broadening Reach

The young people who access our services are those who need us the most, and that they are representative of the UK as a whole.

3

Representation

We will build a workforce that is as diverse as the young people and the communities we serve.

4

Belonging

A culture that supports colleagues to bring their whole selves to work, making the best use of everyone's unique talents and perspectives to be our best.

5

Progress

Measure and track our progress so we're accountable for the targets we set ourselves. Commit to learning and continuous improvement



Keys to Success

START SOMETHING!

01 Senior Leadership

Most Businesses place the responsibility with HR, it needs to be led by the board/Chief Executive and all senior leaders

02 Everyone's Responsibility

Everyone in the business has a role to play and should take the responsibility seriously.

03 Inclusive Leadership

Leaders must not just focusing on numbers but on building an inclusive culture

04 What Gets Measured Gets Done

Collect data, set targets and KPIs, Monitor Progress, Learn and improve.

Hold everyone, and particularly leaders accountable.

Thank You



Panel Discussion & Q&A



Nero Ughwujabo
Senior Strategic
Adviser, the Prince's
Trust



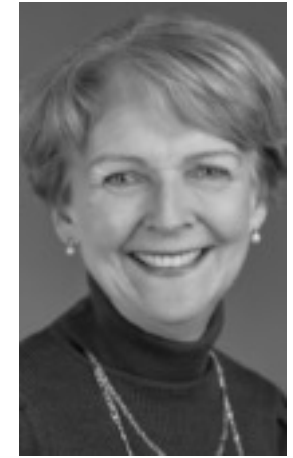
Eric Adler
President and
Chief Executive
Officer, PGIM
Real Estate



Phil Clark
Non-Exec Director of
The Real Estate
Academy & Chairman
at Pinnacle
Investments



Sarah Hayford,
Founder of the
Land Collective



Liz Peace
Chair of Real
Estate Balance



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Get involved...



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Thank you for coming
Please join us for drinks and canapés