



CEO Commitments for Diversity

- 1. Visibly demonstrate the business case for diversity and promote your commitment within your business.** *Note: e.g. have diversity champions at Board and senior executive level.*
- 2. Gather your diversity data, track and report your progress, using your data to guide your priorities.** *Note: e.g. publicise your progress/commitments through your website/report on gender pay.*
- 3. Change mindsets by challenging bias/discrimination wherever you see it and licence others to do so.** *Note: e.g. commit to unconscious bias training using a range of platforms from face to face to online, with measurable outcomes – this is not a tick box exercise.*
- 4. Insist on diversity for recruitment or promotion decisions you're involved with, including on panels and in shortlists.** *Note: e.g. consider interviewers from across different business areas to ensure diversity of questioning and 'blind CVs.'*
- 5. Use promotional opportunities for your company to represent a diverse image.** *Note: e.g. draw employees from a diverse pool for promotional material/events/pitches/training courses.*
- 6. Speak on panels only where organisers commit to have at least one man and one woman.** *Note: Women Talk Real Estate (WTRE) has a directory of women speakers.*
- 7. Adopt a balanced approach to sponsorship, i.e. both men and women.**
- 8. Consider influencing your supply chain.** *Note: e.g. enquire about D&I policies and performance when tendering or insist on diverse client teams.*
- 9. Personally engage with the diverse range of the workforce in your business in order to broaden your perspective.**
- 10. Promote D&I in any groups you are members of and share good practice.**

The following leaders are delighted to have already signed up to these commitments and together with the Real Estate Balance Management Committee encourage others to follow:

Ben Bannatyne, Prologis; **Trish Barrigan**, Benson Elliot; **Richard Bentley**, Helaba;
Brian Bickell, Shaftesbury; **Keith Breslauer**, Patron Capital Advisers; **Paul Brundage**, Oxford Properties;
John Burns, Derwent London; **Nicholas Cheffings**, Hogan Lovells; **Chantal Clavier**, Heidrick & Struggles;
Richard Croft, M7 Real Estate; **Alistair Elliott**, Knight Frank; **Andrew Griffiths**, Prologis;
Chris Grigg, British Land; **Sandy Gumm**, Prestbury Group; **Ian Hawksworth**, Capco; **Craig Hughes**, PwC;
Andrew Hynard, Howard de Walden Estates; **Chris Ireland**, JLL; **Alex Jeffrey**, M&G Real Estate;
Gerald Kaye, Helical; **Vivienne King**, Soho Housing; **David Kirkby**, Cromwell Property Group;
Dan Labbad, Lendlease; **Samantha Lake Coghlan**, Goodwin; **Nick Leslau**, Prestbury Group;
Paul Lyons, Goodwin; **Andrew Macland**, PGIM Real Estate; **Lisa Mayhew**, Berwin Leighton Paisner;
Craig McWilliam, Grosvenor; **Bill Moore CBE**, The Portman Estate; **Peter Morley**, TwoBlue Communications;
Alison Nimmo, The Crown Estate; **Robert Noel**, Landsec; **Mark Reynolds**, Mace; **Melanie Richards**, KPMG;
Mark Ridley, Savills; **Martin Samworth**, CBRE; **Chris Seaton**, Burges Salmon;
Max Sinclair, Wells Fargo Bank International; **David Sleath**, SEGRO; **Marcus Sperber**, BlackRock;
Chris Taylor, Hermes Investment Management; **Gavin Tuck**, Small Back Room; **Dennis Watson**, Barclays;
Mike Watters, Redefine International; **Nicola Westbrooke**, EY; **Rob Wilkinson**, AEW Europe;
Colin Wilson, Cushman & Wakefield.

Sponsored by Real Estate Balance Management Committee: *Vivienne King (Chair), Suzanne Avery, Sue Clayton, Karen Friebe, Claire Milton, Liz Peace CBE, Andy Pyle, Justin Read, Sanjeev Sharma, Elisabeth Teo-Pennell.*