

CRE/DEI Collaborative: Policy Statement on Diversity, Equity and Inclusion

The CRE/DEI Collaborative is comprised of the following trade organizations active in the space of Commercial Real Estate: Greater Boston Real Estate Board (GBREB) and its five Divisions, being the Building Owners and Managers Association of Boston, the Commercial Brokers Association, the Greater Boston Association of Realtors, the Real Estate Finance Association and the Massachusetts Apartment Association; NAIOP Massachusetts – The Commercial Real Estate Development Association; ULI Boston/New England; CREW Boston; Builders of Color Coalition; CoreNet Global – New England; and the African-American Real Estate Professionals, New England Chapter.

Each of these organizations is committed to diversity, equity and inclusion at its leadership level, board level and in all of its activities, including its programs, forums, and conferences. Each of these organizations is equally dedicated to ensuring that the makeup of its membership, board, executive committees and program participants represents a diverse, inclusive, and dynamic group of individuals. These organizations are also dedicated to creating a culture of inclusion in their broader programming and educating their member organizations on how to create practices that work towards equity.

By embracing Diversity, Belonging, Inclusion, and Equity, the groups comprising the CRE/DEI Collaborative speak more effectively on behalf of the entire profession, establishing a high standard within the real estate industry and serving a fuller range of stakeholders.

To reflect their dedication to advancing diversity, equity and inclusion in the real estate profession, the organizations comprising the CRE/DEI Collaborative are committed to the following policies:

- Each organization (a) will annually compile statistics as to women and people of color serving on its board and will publish those statistics with its membership and the CRE/DEI Collaborative, and (b) will work with its board to establish measurable goals for the following year to increase diversity, promote cultures of belonging, and encourage practices of inclusion.
- Each organization will commit to annual professional coaching and development for board members and staff that includes DEI-related topics (whether developed by such organization or developed by other organizations). Each organization will also include programming for the broader membership and sponsor companies around DEI, similar to the 2019 and 2020 CRE Summits on Equity, Inclusion & Diversity.
- Board members from each organization, as part of their leadership commitment, will also commit to advocate for their firms to participate in the current and future DEI pipeline programs for young adults in commercial real estate. Examples of such programs as of this date include but are not limited to: CREST, REEX Summer Program, and Mayor's/City of Boston Summer Real Estate Jobs Program.
- Each organization will actively promote the value of diversity, equity and inclusion in the organization's staff and board positions. This includes identifying a pipeline of diverse board candidates and actively recruiting those members.
- Each organization will maximize opportunities for each individual to contribute to the organization's goals by actively ensuring a fully diverse body of staff and volunteer participants in appointments to task forces, special projects, decision-making activities, and leadership roles. This includes ensuring that speakers, panelists or other program leaders are diverse.
- Each organization will seek the best and brightest to participate in the organization's programs with a regard for diversity of gender, race, gender expression, sexual orientation, ethnicity, nationality, veteran status, disability, religion and age.