

Champions of Change (CoC) Volunteer Expectations

Introduction:

Diversity, equity, and inclusion (DEI) serve as the foundational pillars of vibrant and sustainable communities. The Champions of Change initiative, driven by the ULI Dallas-Fort Worth District Council, is a dedicated team committed to advancing these principles within the real estate industry. Our mission is to elevate the engagement of young professionals, minorities, women, and allies in real estate by fostering education and mentorship. Through our efforts, we aim to create a culture of belonging, amplify diverse voices, and contribute to the positive transformation of our community.

CoC Leadership Role and Responsibilities:

As a chair or vice-chair with the Champions of Change team, you will play a crucial role in promoting diversity, equity, and inclusion within the real estate industry. Your responsibilities may include, in order:

1. Supporting the implementation of targeted programs for Young Leaders Group, Pathways to Inclusion, Women's Leadership Initiative, and NEXT as needed.
2. Complete or delegate championing the ALL Champions of Change Tour in September
3. Assist in promoting content from ULI Dallas-Fort Worth as it relates to our affinity groups.
4. Attend events and be a pillar of ULI Dallas-Fort Worth's efforts for social and equitable development in commercial real estate.
5. Delegate one leader to attend the Advisory Board meetings on the last Fridays of the month.
6. Participate in brainstorming sessions to ideate and strategize on new initiatives, events, and programs as needed.

Qualities for Successful Leadership:

To effectively lead within the Champions of Change team, we seek individuals who embody the following qualities:

- **Passion for Diversity and Inclusion:** A deep commitment to advancing DEI principles within the real estate industry and the community and pushing for a diverse representation within our events.
- **Effective Communication:** Strong communication skills to engage with diverse stakeholders, share ideas, and drive meaningful conversations.
- **Collaborative Spirit:** A willingness to work in a team environment, leveraging diverse perspectives to achieve shared goals.
- **Problem-Solving:** The ability to identify challenges, propose innovative solutions, and navigate complex issues.
- **Empathy:** A genuine understanding of the unique experiences and perspectives of underrepresented groups, promoting an inclusive environment.

Support and Resources:

As a volunteer leader, you gain the opportunity to contribute to a movement that adds value not only to your career but to the industry as a whole. Your leadership position grants you early access to event information, providing you with a competitive edge by staying informed ahead of the curve. Moreover, you'll get to be a part of networking opportunities, connecting with a diverse array of industry professionals, experts, and fellow volunteers. Embrace personal and professional growth as you enhance your leadership skills, innovative thinking, and collaborative abilities. Your contributions pave the way for a more inclusive industry, leaving a lasting legacy of positive change.