ULI Washington DEI Working Group Recommendations

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<th>DEI Working Group</th>
<th>Co-Chairs</th>
<th>Goal</th>
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<td><strong>SUBCOMMITTEES</strong></td>
<td><strong>LEADERS</strong></td>
<td><strong>GOAL</strong></td>
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<td><strong>Education and Awareness (EA)</strong></td>
<td>Sonja Ewing, Justin Schor</td>
<td>Provide ULI members the tools and resources to identify and address systemic discrimination in real estate and land use policies and practices.</td>
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<tr>
<td><strong>Engaging &amp; Connecting Diverse Talent (DT)</strong></td>
<td>Evan Weisman, Alyson Bode</td>
<td>Enhance &amp; expand the representation, engagement &amp; professional mobility of diverse talent within ULI Washington and the real estate industry.</td>
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<td><strong>Strengthening Diverse Communities (SDC)</strong></td>
<td>AJ Jackson, Marisa Flowers</td>
<td>Promote equitable economic development and community empowerment.</td>
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I. **Education & Awareness - Co-Chairs: Sonja Ewing + Justin Schor**

- **Action Items (Complete / In Process)**
  - **DEI Training:** Provide DEI training for leaders and members
    - **ULI Staff**
  - **ULI Communications Content:** Feature content on social media that promotes equitable development and address the impacts of industry discrimination and bias.
    - **ULI Staff**
  - **DEI Resource Hub:** Create online forum for members to access and share information on race and equity in the industry.
    - **ULI HQ**

- **2021 Action Items:**
  - **Webinar Series:** Establish quarterly DEI-focused webinars and small group discussion opportunities; sharing research/articles to further understanding.
    - Sonja Ewing
  - **Leadership Roundtables:** Raise awareness of issues of race and real estate in more intimate forums with personal reflections from industry leaders.
    - Yohance Fuller + Justin Schor
  - **21-Day Challenge:** Create an Education Challenge that provides self-directed ways for ULI members to deepen their knowledge of DEI and its impact on our industry and region.

II. **Engaging and Connecting Diverse Talent - Co-Chairs: Evan Weisman + Alyson Bode**

- **ULI Washington Action Items (2021):**
ULI Data Collection: Obtain demographic data from ULIW members and report annually on diversity stats, goals and progress.
  ▪ Stephen Gregg + Bob Pinkard

Diversify ULIW membership: Expand partnerships and strategies (i.e., Pathways) to attract diverse professionals to ULIW.
  ▪ Justin Chapman + Alyson Bode

Expand DEI membership engagement opportunities: Administer annual member survey to identify areas of interest for meaningful DEI engagement opportunities and programming.
  ▪ Stephen Gregg + Alyson Bode

Industry Action Items (2021+):

Promote opportunities for diverse youth/students in CRE: Connect local CRE internship programs to diverse youth organizations and schools.
  ▪ Joanna Shin + Rhea Vaflor

Collect demographic data on ULIW member companies: Collect and report on demographic data of member organizations with a goal of fostering improved tracking of industry diversity metrics/stats.
  ▪ Bob Pinkard + Jordan Dedona

Promote recruitment and mentorship of diverse talent at ULIW member companies: Share best practices and resources for successful DEI mentorship and recruiting models being utilized by member organizations.
  ▪ Joanna Shin + Jordan Dedona

Corporate Pledge: Develop a statement of commitment to equity (in collaboration w/ULI National) that real estate firms could adopt.
  ▪ Jamie Weinbaum

II. Strengthening Diverse Communities – Co-Chairs: Marisa Flowers + AJ Jackson

2021 Action Items

UrbanPlan for Communities: Expand reach for UrbanPlan and increase the number of UrbanPlan pilots in diverse communities throughout the region.
  ▪ Rodney Dew

Equitable Development Training for Members: Provide training to ULIW members designed to expand understanding of and capacity for equitable development.

Annual awards: Assist in the ongoing efforts to update ULI awards (ULIW + National) to ensure equity lens is embedded in awards and selection process.
  ▪ Bob Peck + AJ Jackson