

ULI Washington DEI Working Group Recommendations

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

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

III. 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