

Email [washington@uli.org](mailto:washington@uli.org) to join a DE&I Subcommittee, volunteer for UrbanPlan or become an **Impact Partner**.



# 2020 Year in Review

ULI's mission is to shape the future of the built environment for transformative impact in communities worldwide. This calls for leadership, membership and programming that are more representative of and responsive to the needs of the communities we serve. In 2020, ULI Washington committed to advancing Diversity, Equity and Inclusion (DE&I) within ULI and the industry, adding it as a pillar of our **Strategic Plan**.

## Thank you 2021 Impact Partners

### Diversity, Equity & Inclusion

Ballard Spahr LLP

Capital One

christopher consultants

PERKINS — EASTMAN

HKS

### Women's Leadership Initiative

Capital One

Ballard Spahr LLP

CHICAGO TITLE INSURANCE COMPANY  
NATIONAL COMMERCIAL SERVICES | D.C. & BALTIMORE

HKS SMITHGROUP

### UrbanPlan

DONOHUE  
Integrity and Vision Since 1884

Dewberry

usbank



In January we convened 50 diverse real estate leaders to discuss the state of DE&I in the industry, which led to the creation of a **DE&I Steering Committee** and **Action Plan** with the following goals and impact:

### EDUCATION AND AWARENESS

Share resources to identify and address systemic discrimination in real estate by:

- Providing DE&I **training** to ULI leaders and committee co-chairs.
- Organizing DE&I **programming** featuring Color of Law author Richard Rothstein, Brookings Institution fellow Dr. Andre Perry, and Institute for Healing Justice and Equity founder Dr. Kira Banks.
- Sharing **DE&I articles and resources** through email and social media.

### ENGAGING & CONNECTING DIVERSE TALENT

Prioritizing representation, engagement & professional mobility of diverse talent:

- Promoting diverse and inclusive leadership and committees.
- Providing 47 diverse professionals with ULI membership, programming and networking through **Pathways to Inclusion**.
- Collecting members' race and ethnicity data (update your profile [here](#)).
- Hosting **programming** that promotes inclusive hiring practices.
- Partnering with universities and non-profits.

### STRENGTHENING DIVERSE COMMUNITIES

Promote equitable development and community empowerment by:

- Promoting equitable development best practices through **programming**.
- Revising ULI's awards to recognize diversity & equitable development.
- Prioritizing **Technical Assistance Panels** that address equity.
- Expanding **UrbanPlan** to reach more diverse audiences and diversify our volunteers and instructors.

Statement in support of  
**Black Lives Matter**



Resources from ULI Americas:

[DEI Community](#)

[ULI Programs & Resources](#)

[Social Equity Reading List](#)