DIVERSITY, EQUITY AND INCLUSION

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.

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.

Thank you 2021 Impact Partners

Resources from ULI Americas:

- DEI Community
- ULI Programs & Resources
- Social Equity Reading List

Statement in support of Black Lives Matter

Want to get involved?
Email washington@uli.org to join a DE&I Subcommittee, volunteer for UrbanPlan or become an Impact Partner