

ULI Washington DEI Working Group Recommendations

SUBCOMMITTEES	GOAL
Education and Awareness (EA)	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)	Enhance & expand the representation, engagement & professional mobility of diverse talent within ULI Washington and the real estate industry.
Strengthening Diverse Communities (SDC)	Promote equitable economic development and community empowerment.

I. Education & Awareness

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

- 2021 Action Items:
 - **Webinar Series:** Establish quarterly DEI-focused webinars and small group discussion opportunities; sharing research/articles to further understanding.
 - **Leadership Roundtables:** Raise awareness of issues of race and real estate in more intimate forums with personal reflections from industry leaders.
 - **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

- ULI Washington Action Items (2021):

- **ULI Data Collection:** Obtain demographic data from ULIW members and report annually on diversity stats, goals and progress.
- **Diversify ULIW membership:** Expand partnerships and strategies (i.e., Pathways) to attract diverse professionals to ULIW.
- **Expand DEI membership engagement opportunities** Administer annual member survey to identify areas of interest for meaningful DEI engagement opportunities and programming.
- Industry Action Items (2021+):
 - **Promote opportunities for diverse youth/students in CRE:** Connect local CRE internship programs to diverse youth organizations and schools.
 - **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.
 - **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.
 - **Corporate Pledge:** Develop a statement of commitment to equity (in collaboration w/ULI National) that real estate firms could adopt.

III. Strengthening Diverse Communities

- 2021 Action Items
 - **UrbanPlan for Communities:** Expand reach for UrbanPlan and increase the number of UrbanPlan pilots in diverse communities throughout the region.
 - **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.