



# Real Estate Equity and Opportunity Conference

*Bridging the Gap*

*“By dismantling barriers and tapping into varied perspectives and experiences, we can build a more dynamic, inclusive, and prosperous real estate industry that truly mirrors the communities we serve.”*

May 8, 2025 | The Carter Center

Program 9:00 AM - 4:30 PM | Reception 4:30 PM - 6:00 PM



# Real Estate Equity and Opportunity Conference

May 8, 2025 | The Carter Center

## PROGRAM AGENDA

8:15 AM | Arrival and Networking Breakfast

9:15 AM | Opening remarks by **Daphne Bond-Godfrey** and **Tyrone Rachal**

9:30 AM | Keynote Panel: *Coming Together Through Difference*  
**John O'Neill, Eric Pinckney, Darice Rose, and Tiffany Young**

10:25 AM | BREAK

10:40 AM | Panel 2: *The Metrics of Inclusion: The Data Approach to DEI*  
**Walter Dees, Jr., Trina Joseph, Rohit Malhotra, Rainey Shane and Michael Tabb**

11:30 AM | Panel 3: *Making the Financial Case for Diversity*  
**Althea Broughton, Kyle Reis, Jay Silverman, and Nathaniel Smith**

12:20 PM | Networking Lunch

1:00 PM | Lunch Keynote: *Shaping the Future of Atlanta: Building an Inclusive Economy*  
**Rodney Bullard, The Same House**  
Introduction by **Phillip Sangokoya, US Bancorp Impact Finance**

1:45 PM | Panel 4: *Clearing the Barrier to Entry: Workforce Development & Policy Shifts*  
**Bree Caldwell, Audra Cunningham, Sharon Guest, and Dr. Eloisa Klementich**

2:45 PM | BREAK

3:00 PM | Afternoon Fireside Chat  
**Quinn Green, Century 21 Connect Realty and T. Dallas Smith, T. Dallas Smith & Co.**

3:45 PM | Closing Keynote  
**Natosha Reid Rice, Habitat for Humanity International**  
Introduction by **Maureen Freehill, National Church Residences**

4:30 PM | Closing Remarks and Call to Reception  
**Keith Mack**

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## KEYNOTE & PANELIST BIOS

### KEYNOTE PANEL

*Coming Together Through Difference*



#### **John O'Neill, III**

John serves as President and Managing Partner, Southeast for Houston-based Partners Real Estate. Partners Real Estate is disrupting the commercial real estate industry with its unique platform that combines a three-pillar operating model with a privately-held partnership structure. As such, its clients appreciate how the full weight of the firm is invested in their success.



Prior to Partners Real Estate, John was with Cushman & Wakefield for 20 years where he represented some terrific clients in both headquarters transactions and multi-market account business; and also held a variety of leadership roles, which included serving as Managing Principal of the Atlanta office, President of the Central region (Midwest & Sunbelt markets), and President of U.S. Multifamily Capital Markets.

Being engaged civically is important to John. As such, he serves on the board of directors for the following organizations: Atlanta Police Foundation, Morehouse College, Metro Atlanta Chamber and the Buckhead Coalition.

John is a graduate of Leadership Atlanta, and Past President of Atlanta Commercial Board of Realtors, The Rotary Club of Atlanta, former Chairman of the Board and current Advisory Board member, Chastain Park Conservancy.



#### **Eric Pinckney**

Eric L. Pinckney currently leads program management and consulting at Integral. Affiliated with Integral since its inception in 1993, he was most recently the principal in charge of Integral's engagement with Microsoft. Prior to that, Eric was the Project Executive responsible for the implementation of Assembly in Doraville, Georgia, a 165-acre former General Motors plant that was acquired in 2014, developed, re-positioned, and ultimately sold in 2021.



With more than 30 years of industry experience, including \$1.5 billion in multifamily development and \$1 billion in public improvements, his expertise encompasses engineering design, construction and project management, real estate development, and private and public finance. He also has a strong command of the community building process, which he gained as a member of the team that developed the mixed-income, mixed-use model utilized to implement Atlanta Housing's Olympic Legacy Program, heralded as "The Atlanta Model."

Mr. Pinckney earned a Bachelor of Science in Mechanical Engineering and a Master in City Planning from Georgia Tech. He is a Professor of Real Estate Development at Georgia State University, Trustee at Central United Methodist Church, and currently serves on the boards of the Georgia Tech Fellowship of Christian Athletes, The Ascent Program, The Atlanta Business League, and Cook Park Conservancy. Finally, Eric is a lifetime member of the Omega Psi Phi Fraternity, Incorporated and serves as Secretary to Commitment to Excellence (C.T.E. LLC).

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### KEYNOTE PANEL

*Coming Together Through Difference*



#### **Darice Rose (Moderator)**

As the Sr. Director and COO of CBRE Hotels - Americas, Rose collaborates with the Americas President and other leaders to drive the strategic operations and leadership for a high-growth and market-leading division with global reach and integration. With over 20 years of experience in the commercial real estate industry, she has a proven track record of delivering innovative solutions, exceptional execution, and outstanding results for clients and partners.



Rose is passionate about developing and empowering CBRE's diverse and talented team of professionals, leveraging cutting-edge technology and data analytics, and enhancing its brand recognition and reputation in the marketplace. She also enjoys mentoring the next generation of leaders, serving on entrepreneurial non-profit boards, and giving back to my community. Rose is always eager to learn, grow, and challenge herself, and is proud to be part of CBRE's culture of excellence, integrity, and innovation.

Her professional organizational memberships include ULI's Women's Leadership Initiative and Capital Markets Council, CBRE Women's Network, and NAIOP.



#### **Tiffany Young**

Tiffany Young is a public health professional with over 15 years of experience in population health, chronic disease prevention and control, and health equity. With Master's degrees in Public Health and Social Work and sub-specializations in Maternal Child Health and Global Health, Ms. Young's public health career has focused on advancing equity in communities of color, domestically and internationally.



Ms. Young has worked extensively on policy, systems, and environmental changes to improve the built environment and give all people access to healthy choices where they live, work, and play. Ms. Young is a master trainer, engaging facilitator, and experienced project manager. She has also supported the advancement of chronic disease prevention through policy advocacy, working to educate policymakers at the state and federal levels. Through those efforts, she has supported state health departments, philanthropic organizations, and national membership associations to integrate equity concepts into their internal organizational culture, programs, policies, and practices.

She works tirelessly to engage, educate, and empower younger generations to incite the kind of social change that lifts equity and upholds social justice in all ways. Tiffany lives in Savannah, Georgia with her husband, five sons, and their sweet multi-poo, named Riesling.

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## KEYNOTE & PANELIST BIOS

### LUNCH KEYNOTE

*Shaping the Future of Atlanta: Building an Inclusive Economy*



#### **Rodney Bullard**

A native of Decatur, Georgia, Rodney D. Bullard is the CEO of The Same House, a public benefit corporation dedicated to furthering economic mobility by bridging social division. The Same House is a community-driven movement that, through programs like the Beloved Benefit, Youth Lead Georgia, Bullard Community Champions, and Tables Across America, addresses the social and economic challenges facing our world today.



Rodney previously served as an Officer at Chick-fil-A, where he established and led Chick-fil-A's Global Corporate Social Responsibility, overseeing Community Affairs, Community Engagement, Environmental Sustainability, and the Chick-fil-A Foundation.

A frequent speaker, Rodney has an extensive background in service and leadership, having previously served as a JAG Officer in the U.S. Air Force, a Legislative Counsel at the Pentagon, and an Assistant U.S. Attorney with the U.S. Department of Justice. He was also selected as a White House Fellow, working directly for the NASA Administrator.

Rodney's influence and leadership have been widely recognized. He was named a 2024 Top-100 Most Influential Georgian by *Georgia Trend* and has been listed among Atlanta Magazine's Top-500 Most Powerful Atlantans in 2023, 2024, and 2025

He currently serves on the boards of Ameris Bank, the Westside Future Fund, the Air Force Academy Athletic Corporation, the White House Fellows Alumni Association, and the Georgia Hispanic Chamber of Commerce.

Rodney is an alumnus of the United States Air Force Academy, Duke Law School, the University of Georgia's Terry School of Business, and the Harvard Business School's Advanced Management Program. He is also the author of the best-selling book *Heroes Wanted: Why the World Needs You to Live Your Heart Out*.



#### **Phillip Sangokoya**

A Baton Rouge, native and the son of Nigerian immigrants, Phillip Sangokoya is a racial equity champion, strategy consultant, and community banker with over 12 years of experience across tax credit financing, lending, and economic development.

*Introductory remarks*



As Director of Business Impact Integration at U.S. Bancorp Impact Finance, he leads the team responsible for the strategic execution on social impact and inclusive growth goals in partnership with various teams and business lines across the bank. He serves as the subject matter expert on strategic racial equity efforts to increase sustainability and inclusive growth for developers, minority-owned banks, Community Development Financial Institutions, and other entities. Part of his work includes leading U.S. Bank's Access Capital, a portfolio of initiatives that support and drive equitable access to capital, capacity-building, and service delivery to organizations led by people of color.

Phillip has also co-founded a social enterprise called the Business Resource Association for Networking & Development of St. Louis and a nonprofit called BRAND Foundation. Phillip's racial equity and small business work has received awards from the St. Louis American Foundation, St. Louis Business Journal, and Novogradac.

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## KEYNOTE & PANELIST BIOS

### FIRESIDE CHAT



#### **T. Dallas Smith**

Dallas is the Founder and CEO at T. Dallas Smith & Company. He leads the firm's branding and strategy efforts, which includes creating & overseeing all new business verticals within TDS&Co that align with the company's core business.



Dallas began his commercial real estate career in 1982 at Atlanta Air Center Realty under the guidance of Thomas W. Tift, Jr. as Leasing and Management Representative for the company's portfolio. In 1989, he became the first African American broker at Cushman & Wakefield of Georgia. His affiliation with the company opened doors for many minority brokers. In 1995, he pioneered the brokerage division for H.J. Russell & Company, an African American-owned construction and management firm, where he served as VP of the Brokerage Division. In 2006, with the blessing of the late Herman J. Russell, Dallas opened T. Dallas Smith & Company, specializing in tenant representation.

T. Dallas Smith & Company has led projects across the country with metrics exceeding more than eight million square feet of tenant and buyer representation in office and industrial space, and more than five thousand acres of land acquisitions. Since its inception, its team has grown exponentially, and with their combined experiences have successfully led transactions totaling over \$16 billion in aggregate value. Dallas is an innovator and thought leader in the commercial real estate community and is intentional about cultivating and developing diverse talent to help shape the commercial real estate industry.



#### **Quinn Green (Moderator)**

Quinn Green is an Associate Broker and REALTOR ®/Real Estate Advisor with Century 21 Connect Realty in Roswell, GA. He is a graduate of Georgia State University where he earned a BBA in Management and Marketing, with a concentration in Real Estate Development. During his tenure at GSU he worked on a tax credit senior housing project through a cooperative learning program with H.J. Russell & Company. He received a scholarship following his completion of the program that was used to obtain his Georgia real estate agent license in 2003.



Quinn has since worked with multiple privately owned residential real estate brokerages, including a Coldwell Banker franchise in Decatur-Stone Mountain and Southern REO in Roswell. In addition to working in transaction sales with the Resale Division of Southern REO, he also worked with a sister company called House Connect. His specialty is working with owner occupants and investors to acquire new construction, resale, and distressed asset properties (single and multifamily).

Quinn holds a real estate Brokers license and is a graduate of REAP Atlanta, The Leadership Academy, Leadership DeKalb, Leadership Buckhead, Economic Development Fellow Program for DeKalb County, Small-Scale Property Redevelopment Community Builders Program, and ULI Atlanta's Center for Leadership. He has also served as President of the DeKalb Association of REALTORS (2017).

Professionally, Quinn is a Planning Director for REAP Atlanta, State Director of the Georgia Association of REALTORS, Board of Director for the DeKalb Association of REALTORS, Empire Board of Realtists, Commercial Real Estate Council member, and Superintendent Advisory Committee member for the DeKalb County School District B.

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## KEYNOTE & PANELIST BIOS

### CLOSING KEYNOTE



#### **Natosha Reid Rice**

Natosha Reid Rice is a transformational leader, speaker, global equity and inclusion strategist, and attorney with experience in developing and implementing global strategies and network engagement, change management, and more. She is currently Habitat for Humanity International's first Global Housing Opportunities and Mission Engagement Officer and is leading the development and execution of Habitat's global diversity, equity and inclusion strategy.

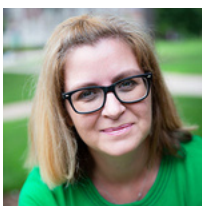


Previously, as Associate General Counsel at Habitat, Natosha initiated and managed financing programs and strategies to generate sources of capital to enable Habitat affiliates to build affordable housing with families throughout the U.S. In addition to her work at Habitat, Natosha served as an Associate Pastor at the historic Ebenezer Baptist Church in Atlanta, GA for 11 years before now serving as All Saints' Episcopal Church's Minister for Public Life.

Natosha puts her passions for providing a voice to the voiceless and opportunities to communities that have been historically disadvantaged into action by serving on many boards, including Community Foundation for Greater Atlanta, Goodwill of North Georgia, The Redress Movement, and Out of Hand Theater. Furthermore, her work with other activists and advocacy organizations on policies to protect victims of human sex trafficking in Georgia led to the passage of the Safe Harbor/Rachel's Law and a state Constitutional Amendment to create the Safe Harbor for Sexually Exploited Children Fund and Commission.

Additionally, she is a highly regarded keynote speaker, presider and workshop facilitator for some of Atlanta and America's largest and most influential companies, churches, and other global civic and community organizations. She covers an array of topics and has presided over the annual National Martin Luther King, Jr. Annual Commemorative Service for the past 8 years and delivered her TEDx talk *If We Are More Alike Than Unalike, Then...* for TEDx Centennial Park Women. Her work and speaking have earned her recognition for her work and leadership including: the *Atlanta Business Chronicle's* Top Diversity and Inclusion Officers, the *Atlanta Tribune's* 50 Women of Excellence, and many more.

Natosha received her J.D. from Harvard Law School and her B.A. in Government with honors from Harvard/Radcliffe College where she was a Harvard/Radcliffe Class Marshall and awarded the Captain Jonathan Fay and E.P. Saltonstall Prizes.



#### **Maureen Freehill**

Maureen currently serves as the Director of Affordable Housing with National Church Residences, leading efforts in establishing National Church Residences "second home" in the Atlanta Metro area through strategic planning and development.

After beginning her career in New York, she moved to Atlanta in 2012 to begin her work as a multi-family developer leveraging LIHTC and public-private partnerships to provide enriched housing opportunities in Georgia. Additionally, she serves as VP of Programs for the Atlanta Women's Affordable Housing Network, Executive Board Director with the Georgia Supportive Housing Association, Volunteer coordinator for Neighbor in Need East Lake/Kirkwood, a member of the class of 2022 ULI Center for Leadership, and a Girl Scout troop leader to 18 superstars.

*Introductory remarks*



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## KEYNOTE & PANELIST BIOS

### *Making the Financial Case for Diversity*

This panel will provide a kryptonite case as to why more diverse workforces and companies typically thrive more culturally and financially than counterparts without such a focus. These panelists will provide further tips on practical steps companies can begin taking to recruit a more diverse talent pool and begin reaping the benefits as a result.

#### Panelist



**Althea Broughton**  
Partner, Real Estate  
Practice Group  
Arnall Golden Gregory

#### Panelist



**Kyle Reis**  
President & CEO,  
Cooper Carry

#### Moderator



**Jay Silverman**  
Director of Architecture,  
Dwell Design Studio

#### Panelist



**Nathaniel Smith**  
Founder, Chief Equity  
Officer & CEO,  
Southern Equity

### *The Metrics of Inclusion: Behind the Data*

This panel will highlight the state of DEI within commercial real estate from a data perspective. Is the industry as diverse as it should be? On a smaller scale, is the industry within Metro Atlanta as reflective of the populace as it could be, and, if not, what's impeding progress on the matter?

#### Panelist



**Walter Dees, Jr.**  
Sr. Director, Program  
Operations  
Operation Hope



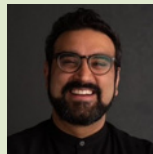
#### Panelist



**Trina Joseph**  
Managing Partner,  
CORO REALTY



#### Moderator



**Rohit Malhotra**  
Founder & Executive  
Director, Center for  
Civic Innovation



#### Panelist



**Rainey Shane**  
Co-Founder & CEO,  
SEAM, Inc



#### Panelist



**Michael Tabb**  
Director, Real Estate  
Serives, Americas,  
Google



### *Clearing the Barrier to Entry: Workforce Development & Policy Shifts*

Successful real estate development and investment depend on talented practitioners. What should industry leaders and lawmakers be doing to create a wider, more accessible industry pipeline for groups typically underrepresented in commercial real estate?

#### Panelist



**Bree Caldwell**  
Principal, Innovation & Ops  
DaVinci Development  
Collaborative

#### Moderator



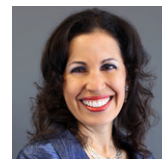
**Audra Cunningham**  
Executive VP & Chief  
Administrative Officer,  
T. Dallas Smith & Co.

#### Panelist



**Sharon Guest**  
Principal,  
Radiant Development  
Partners

#### Panelist



**Dr. Eloisa Klementich**  
President & CEO,  
INVEST ATLANTA

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## PLANNING COMMITTEE

This event would not be possible without the tireless efforts of our wonderful Planning Committee, which has been working towards this day for almost 18 months. Our gratitude and thanks goes out to each of them.

### **Quinn Green, Co-Chair**

Associate Broker  
Century 21 Connect Realty

### **Bruce Kellogg**

Managing Director  
BK Consulting, LLC

### **Keith Mack, Co-Chair**

Managing Principal  
Gibraltar Capital Partners

### **Melissa Mao**

Managing Director  
Whitefish Real Estate Partners

### **Matt Paschall, Co-Chair**

Executive Director  
EQ Housing Advisors

### **RoSheata McClain**

Associate Broker  
Berkshire Hathaway Home Services

### **Sabine Apollon**

CEO  
ENIBAS Consulting

### **Meilyn Marino**

Principal  
Jacobs

### **Reshell Baldini**

COO  
5-Star Office Furniture

### **Bené Williams**

Disability & Accountability Consultant  
Inclusive Insights, LLC

### **Maureen Freehill**

Director, Affordable Housing  
National Church Residences

Additional thanks to our planning partners at



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