

Lunch Sponsor Committee: Education
Lunch Title: CRE & DEI
Location: Rosewood Commons, Pleasanton

Peer Exchange Questions:

1. Does your organization have a diversity program?
2. Does your organization have any requirements to use vendors that are diverse/person of color owned/woman owned?
3. Has your organization changed their job descriptions or requirements to expand your candidate pool? (College not required, ability to carry 25 lbs or more)
4. Does your company have a mentoring program?
5. Do you feel empowered by management/C-suite to make changes in favor of inclusivity?
6. What is an inclusive thing a colleague did or said that made work more comfortable/safe for you?
7. How does your company measure diversity?
8. How can you/your company make the opportunities for leadership positions more equitable?

Nuggets to Share:

- Ownership – Surveys owners each year
- Leader Academy
- Not enough office interaction in small companies
- A lot of “I don’t know” which means probably not.
- Some have MBE/WBE requirements, others make decisions on finance
- Have mentor programs but they could use more structure.
- Uses outside firms for DEI training
- Difficult to find diverse vendors
- Education vs. experience
- Old habits and mindsets are hard to change
- How important DEI is, those not impacted by lack of diversity don’t get involve, find ways – allyship and mentorship
- Importance of leadership involvement in DEI programming
- Programming – inclusiveness – culture & inclusivity
- Courageous conversations at CBRE
- Programs at corporate level but not cultural (“check the box”)
- How do smaller companies implement?
- Mentoring – actionable for DEI individuals
- Be yourself
- Find a mentor
- It’s going to be uncomfortable
- Have to feel safe – don’t just check a box
- Don’t say “I don’t see color.” Shows unconscious bias – you’re denying the culture and origins of the person. The color is part of their identity.
- Many have wonderful slogans, but what are you actually doing?
- Need diversity to attract diversity
- Committee to raise awareness of culture. Vendor code on contracts, encourage good practice and track data
- Looking at leadership of an organization’s website to see if diverse before applying