

# Women in real estate: Building the blueprint for change

2019



Diverse ideas are a strong foundation for innovation and growth in today's fast-paced real estate industry. How are real estate companies driving gender diversity—and value—for their businesses? Industry data pinpoints both progress to date and priorities for the future.

# Male and female respondents both agreed that diversity is a business imperative:



72% say achieving gender diversity is a business imperative



**52%** personally support part-time and/or flexible schedules



67% personally mentor women



Men and women manage and problem solve differently. We need leaders of both genders.



Businesses are stronger when teams reflect the diversity of the population.



### More needs to be done:



61% do not think the sector is doing enough to recruit, retain, and advance women



11% of funds have no diversity programs or policies



My company acts as if this topic does not exist.



(3)

My firm is talking a lot about gender diversity but doing little.



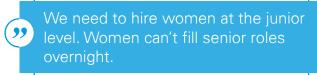


### Three key priorities:

### 1 | Recruit - Bringing more women in to real estate



% of funds do not require a diverse slate to be considered when hiring







**2%** of funds do not address the potential for unconscious bias in key talent processes and decisions



We need to broaden our view of relevant experience and better assess potential performance.





% of funds do not often hire diverse candidates

2 | Retention - Creating a supportive and inclusive culture that allows women to thrive



90% of funds are led by men



**5%** of funds do not provide a formal mentoring program



**59%** of funds have women in investment decision-making roles



We need female promotions and seats at the top.





% of funds do not ensure women have access to sponsors



Mentorship and advocacy for both genders should be the norm.





% of investment committees consist of at least 90% men

Reentry – Welcoming women back to work



**5**% of funds provide part-time work opportunities



Senior management needs to career paths for women.





% of funds provide parental or adoption leave



The structure needs to change to





% of funds provide flexible work schedules



This data represents the views of 61 real estate industry respondents to the KPMG Women in Alternative Investments Survey, an online survey conducted in 2018 and released in 2019. Respondents represented global private (non-REIT) real estate funds with assets under management ranging from under \$150 million to more than \$5 billion. Ninety-three percent of respondents were women.

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