



## REALPAC PANEL PLEDGE

**REALPAC has taken strides to improve the representation of women on speaking panels at industry events and is now calling on the Canadian commercial real estate industry to extend the Panel Pledge to include Black people, Indigenous peoples, and People of Colour.**

REALPAC believes that intentional action is required to encourage multiple, diverse perspectives that are representative of our industry workforce and the larger communities we serve. Ensuring the participation of underrepresented\* groups in public forums serves to inspire, encourage, and remove barriers to equitable opportunities in the industry. Industry events are an ideal opportunity to demonstrate allyship to underrepresented groups, celebrate their successes, and showcase how multiple, diverse perspectives significantly enhance our businesses, reduce our risk, and support Canadian economic prosperity.

**To implement the Panel Pledge, if you are invited to speak or participate in a professional industry forum on a panel, in person or virtually, you should:**

1.

Engage in discussion with the event organizers to ensure that they are intentionally designing their events, speaking opportunities, and panels to include diverse individuals, including women and Black people, Indigenous peoples, and People of Colour. Given the lack of diversity in senior leadership in commercial real estate, event organizers should consider expanding panels to include leadership at other levels to demonstrate inclusion and broaden the perspectives discussed.

2.

Request confirmation of who the other panelists/speakers/participants are and ask how a balance in terms of diversity will be achieved on the panel and throughout the entire event.

3.

Consider withdrawing from speaking engagements or recommending a substitute from an underrepresented group should there not be sufficient diversity on the panel or throughout the event.

4.

Offer names of women, Black people, Indigenous peoples, and/or People of Colour from within your network as suitable speakers, and/or point the event organizers to other resources for support.

\*Diversity is not always visible and underrepresented groups could include those based on gender, gender identity, sexual orientation, race, age, ethnicity, nationality, cultural heritage (including Indigenous peoples), religion, language, and physical abilities.