

# Current Diversity, Equity and Inclusion Programs at the Real Estate Board of New York

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## REBNY's Commitment

The Real Estate Board of New York (REBNY), New York City's leading real estate trade association, is committed to diversity, equity and inclusion in the real estate industry. REBNY – the organization and its individual members – believe we have a moral and business imperative to move beyond merely valuing diversity to implementing actionable plans that foster a truly expansive and inclusive culture.

REBNY was founded on a belief that New York City would be the most influential and prosperous City in the world. Nearly 125 years later, that belief is now a reality. REBNY will continue to strive for prosperity in New York City by advocating for a healthy and vibrant real estate industry based on social responsibility and inclusive economic growth. REBNY will deepen this commitment to our membership by making diversity, equity and inclusion key components of our culture, talent and advocacy endeavors.

## REBNY's Goals

The goals of REBNY's diversity, equity and inclusion efforts are to increase diversity within the real estate industry by:

- **Focusing on broad-based diversity within our organization and membership (both companies and individuals)**
- **Improving diversity in the industry overall**
- **Building a pipeline for diverse talent at all levels**
- **Creating greater economic opportunities for people of diverse communities**

## REBNY's Approach

REBNY's approach to bolstering diversity, equity and inclusion within the real estate industry is multi-faceted:

- **Build a Pipeline of Diverse Talent:** Attract and recruit new diverse talent to the industry.
- **Cultivate Careers of Diverse Talent:** Retain and develop diverse talent in the industry.
- **Build On-Ramps for Economic Opportunity:** Create economic opportunities for diverse and underserved communities.
- **Minimize Barriers:** Advocate for policies and programs that support diverse and underserved communities.
- **Evaluate Efforts to Drive Continued Success:** Set measurable goals, track progress and report outcomes.

## BUILDING A PIPELINE OF DIVERSE TALENT

REBNY's efforts to bolster interest and expose young people from diverse backgrounds to the real estate industry include:

- **REBNY's Annual Internship Program: Ladders for Leaders**  
Annual internship program placing young adults in paid summer internships at leading real estate firms, in partnership with the NYC Department of Youth and Community Development (DYCD), the NYC Center for Youth Employment and the Mayor's Fund to Advance New York City.
- **REBNY's Virtual Summer Internship Program**  
5-week, paid virtual summer internship program in commercial real estate for 100 diverse City University of New York (CUNY) undergraduate students who lost their in-person summer internships due to the Coronavirus (COVID-19) pandemic, sponsored by REBNY, CUNY and Project Destined.
- **REBNY's College Career Panel Program**  
Informative career panel discussions for college students focused on the pathways to careers and leadership roles in real estate, in partnership with CUNY.

## CULTIVATING CAREERS OF DIVERSE TALENT

Creating a pipeline of talent cannot alone achieve REBNY's diversity goals. Focusing on diverse talent retention through ongoing mentoring, sponsoring and professional development will create a more inclusive pathway to long-term, impactful careers in real estate.

- **REBNY Fellows Program**  
A premier 6-month leadership program created to cultivate the careers of rising leaders from diverse backgrounds within the industry, in partnership with CORO Leadership New York.

## BUILDING ON-RAMPS FOR ECONOMIC OPPORTUNITY

Increasing economic opportunities for diverse and underserved communities is another way REBNY supports diversity, equity and inclusion.

- **Building Skills NY**  
REBNY has partnered with Building Skills NY to connect underemployed New Yorkers with jobs and training to create new career pathways into the construction industry, placing more than 800 individuals from diverse backgrounds in jobs that pay well above minimum wage since 2017.

## MINIMIZING BARRIERS

Attracting and retaining talent are critical components of diversity initiatives, but they must be coupled with initiatives that focus on inclusion and equity.

- **REBNY's Leading Women in Real Estate Roundtable**  
In partnership with the Council for Urban Real Estate (CURE), starting next year REBNY will annually convene women serving in senior leadership roles at the industry's most prominent firms for an in-depth discussion on the real estate market outlook, development and construction trends, and emerging innovations and technology. The annual event also addresses current barriers facing women within the commercial real estate industry.
- **NYU Schack Women in Real Estate Conference**

While REBNY is proud of our diversity efforts, we know there is more work to do.

Learn more about REBNY's diversity, equity and inclusion initiatives at [www.rebny.com](http://www.rebny.com). To get involved, contact **Mariya Lyubman** at [mlyubman@rebny.com](mailto:mlyubman@rebny.com).