

# Enabling and Embracing DE & I through Real Estate



GILLIAN BURGESS-SMITH  
INCLUSIVE ENVIRONMENTS LTD



NAOMI DE BARRA  
INTEGRATE PSYCHOLOGY



STEVE INGHAM  
PAGEGROUP



KATE SMITH  
CBRE

30 MARCH 2022, 17:00 - 19:30

CBRE, HENRIETTA HOUSE, HENRIETTA PLACE, W1G 0NB

Event includes a building tour of Henrietta House

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# Welcome



Grow and develop our occupier  
community through continuous  
learning and sharing

## Vanessa Curtis

### CBRE & CoreNet Global UK Chapter Communities Co-Chair

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# Upcoming Events

- **19th May: Young Leader Annual Networking Event**
- **7<sup>th</sup> June: Architectural Walking Tour**
- **30th June: Summer Party**
- **8<sup>th</sup> September: Boat Tour**
  
- **13th-15th September: CoreNet Global EMEA Summit in Amsterdam**

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# Summer Party

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# YL Mentoring

- Check out our Young Leader Mentoring Scheme
- Details on the UK Chapter website
- <https://unitedkingdom.corenetglobal.org/learndevelop/mentoring>

## Communities – Get Involved!

- Sustainability
- Life Sciences
- Strategy & Portfolio Planning
- Workplace

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# Sponsors



# Thank You

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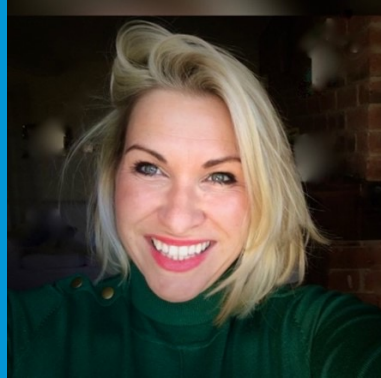
Charity Partner:



# Speakers



**Gillian Burgis-Smith**  
Co-Founder &  
Managing Director  
of Inclusive  
Environments Ltd.



**Naomi de Barra,**  
Chartered  
Psychologist  
Co-founder and  
Director at  
Integrate  
Psychology



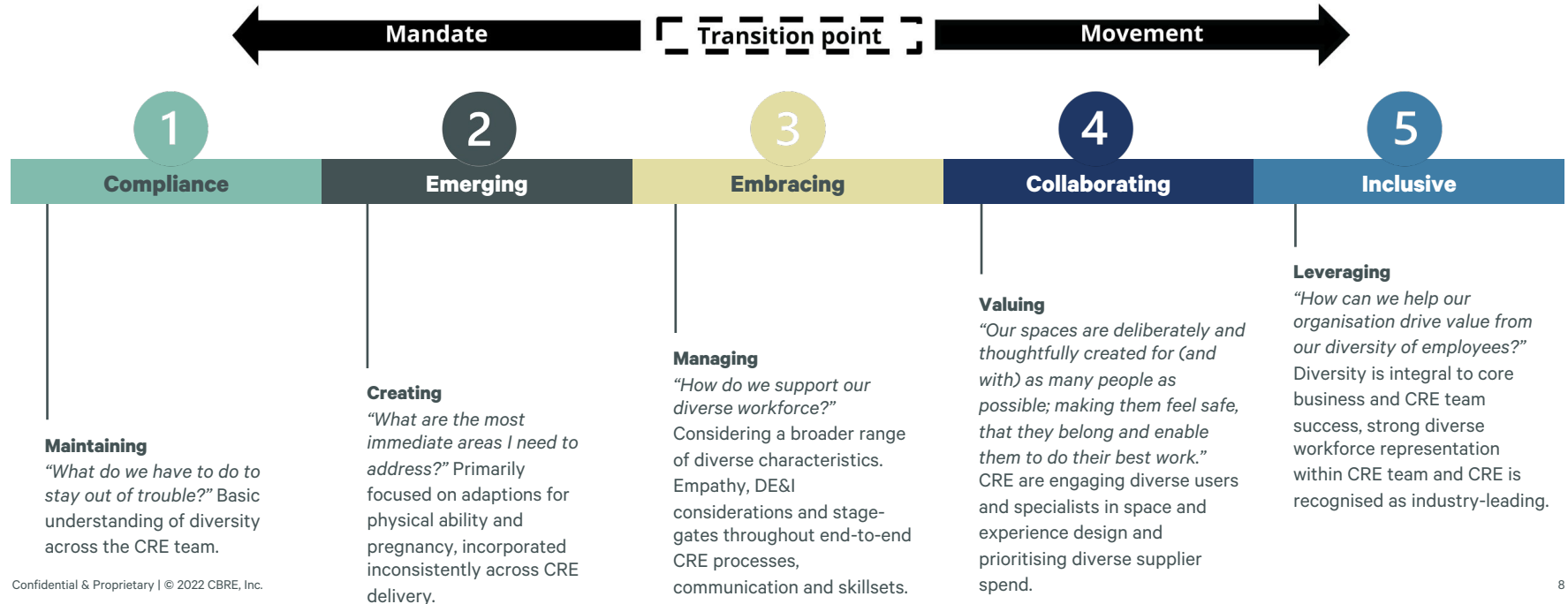
**Kate Smith,**  
Executive Director,  
Head of  
Workplace &  
Portfolio Strategy,  
UK, CBRE



**Steve Ingham,**  
Chief Executive  
Officer at  
PageGroup

# CRE DE&I Maturity Model

An adaptation of Deloitte's 'D&I maturity model' edited for CRE





# Findings from research-



**What are the conditions you need for your creativity to flourish?**

Hello everyone

Comfortable seat

Some music in the background

Peace of mind

Under stress creativity comes out for me.  
If there was 1 hour to save the earth I would think ponder over the problem for 55mins and approach solution in the remaining 5

Sometime a lack of stimuli, almost boredom, can foment my creativity

reduced external input - a place, time, space to work/focus

i need time, a sense of freedom, no external pressure, loving environment for a positive outcome

sitting on a cozy carpet with a lot of fluffiness.  
Messing up the place with all my stuff.

lack of natural light

Constant interruption

a traditional office space too much stuff around me

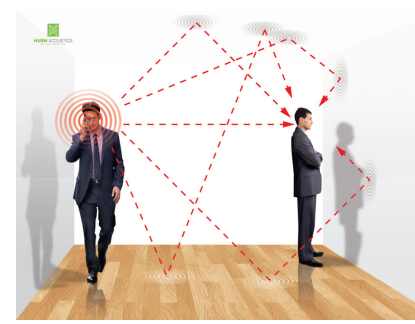
Constraints drive creativity however collaboration is sometimes making it difficult to come up with a line of thought

rigid timelines

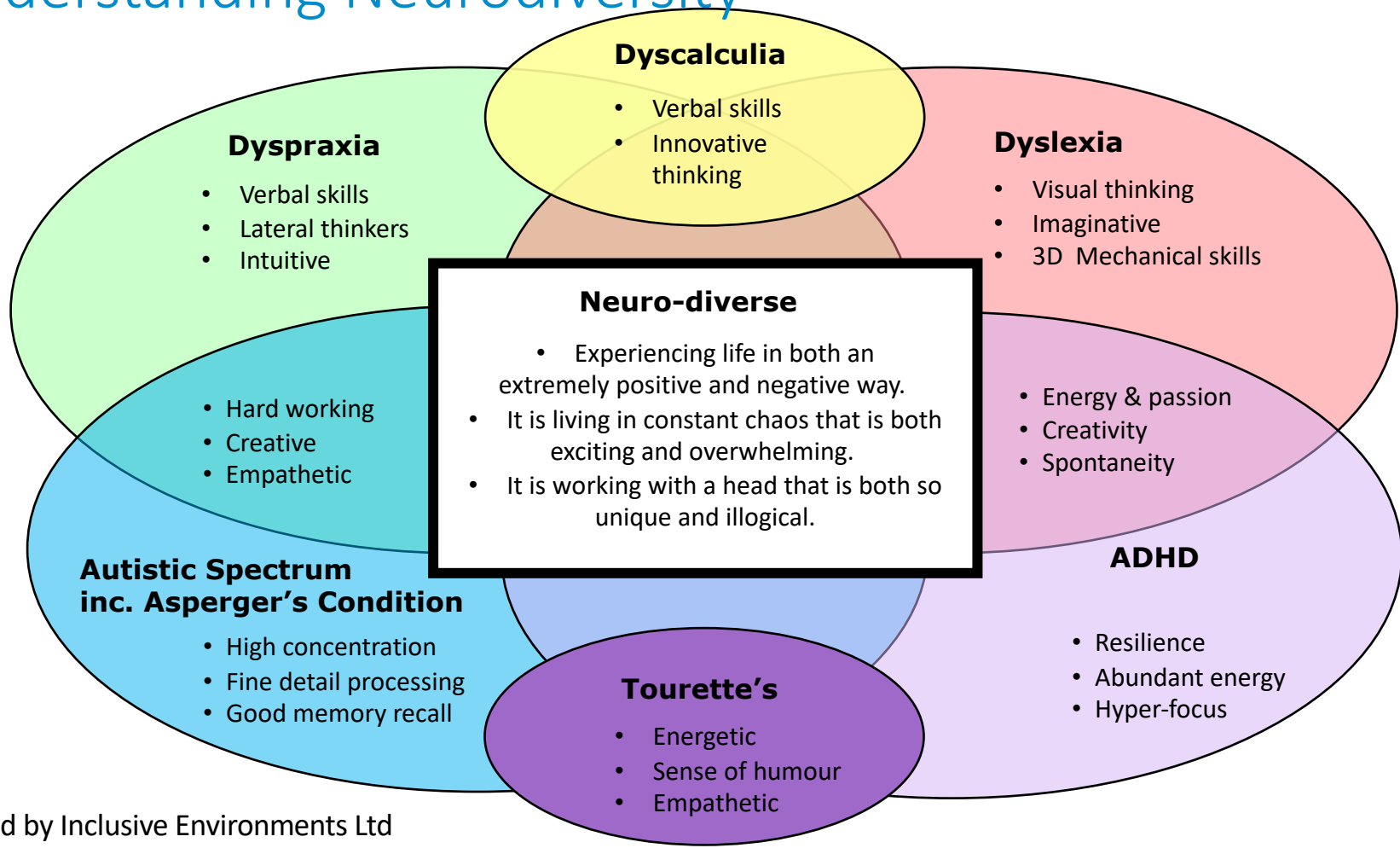
stressful, controlling environment which centrals on power. too much restriction and pressure. Judgement



**What environmental factors get in the way of your activity?**



# Understanding Neurodiversity



# Contact Details

## Contact Gillian Burgis

Gillian is also seeking neurodiverse individuals to take part in her research exploring creativity and the environments that enable individuals to flourish.



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## Contact Kate Smith

[kate.smith@cbre.com](mailto:kate.smith@cbre.com)

## Contact Naomi de Barra

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