

2021

Annual Diversity, Inclusion & Belonging Report

From awareness to action

As the world's largest occupier-focused commercial real estate firm, we understand our collective impact and recognize our responsibility to create a more diverse, equitable and inclusive workplace.

Creating an environment where employees can thrive is critical not only to the success of our own organization, but also to the success of our clients. More importantly, it's the right thing to do.

This Annual Diversity, Inclusion & Belonging Report keeps us accountable and promotes transparency as we continue to learn and find new ways to honor and leverage divergent human experiences.

Our Diversity, Inclusion & Belonging mission

Together we strive to encourage, support and celebrate the diverse voices of our employees. The threads of our individual experiences are woven together to create a culture of inclusivity and innovation – one that strengthens our relationships with partners, clients and the communities we serve. Our intent is to make Cresa a place where leaders are cultivated, and every person – from every walk of life – feels empowered to thrive.

Championing diversity: change begins at the top

Our executive team is personally committed to driving diversity at Cresa. Whether weighing in on strategic hires or establishing metrics to measure the effectiveness of our diversity programming, our leadership is ultimately responsible for eradicating any systematic barriers to equity and inclusion within the organization.



Executive team



Tod Lickerman
Chief Executive Officer

“ Ideas come from our people. If we want to have a broad base of talent [and] ideas, we have to... make this a good home for a wide range of people. ”

[▶ Watch Tod's full video](#)



Kathryn Ditmars
General Counsel,
Chief Human Resources Officer

“ The Impact program is intended not only to understand where we are, what we're doing well and what the opportunities are, but also to get everyone at Cresa excited about this [DE&I] journey. ”

[▶ Watch Kathryn's full video](#)



Angela Roseboro
Outside Board Member

With over 20 years of experience, Angela is well-poised to lead Cresa's talent strategy and diversity initiatives. She has provided HR guidance to Fortune 500 companies across multiple industries and has been recognized as an influential DE&I Leader.

Awards and recognition

- Black Enterprise's 150 Diversity Executive
- The Network Journal's 25 Influential Black Women in Business
- 50 Out Front for Women's Leadership, Diversity and Inclusion

Formation of the Diversity Council

Communicating & recruiting with intention

Cresa's formal Diversity, Inclusion & Belonging (DIB) program was launched in 2018 with the creation of our Diversity Council. The Council, made up of individuals with varied specialties, backgrounds and levels of professional experience, developed measurable goals for the new initiative. By making our efforts measurable, "embrace diversity" becomes more than a core value – it becomes real and achievable.

In June 2020, the Council was spurred into further action, splitting up into 4 committees, each with its own specific focus and objectives. The creation of these committees was prompted by the Black Lives Matter protests spreading across the U.S. and around the world, illuminating the injustices Black people still face each and every day.

Throughout our diversity journey, we learned it's not enough for a workforce to simply be diverse; it must also feel empowered. Inclusivity became an integral component of our program and, in 2021, several of the Council's subcommittee members formed Employee Resource Groups (ERGs). The ERGs provide an opportunity for Cresa employees with common identities to connect, network and seek professional development.

Whether hiring, communicating with existing employees, or conducting recruitment and outreach, the Council's efforts focus on creating an atmosphere where individuals feel comfortable sharing their unique perspectives.



LaMean Koroma
Chair

“ We see no better time than now to be intentional, deliberate and provocative in our mission to institute actionable diversity initiatives, and we could not be more excited about the journey ahead of us. ”

[▶ Watch LaMean's full video](#)

Executive Committee



Lani Aragon



Raquel Arteaga



Kathryn Ditmars



LaMean Koroma



Liz Roberts



Gene Sachs



Craig Zodikoff

Recruiting Committee



Josh Haynes



LaMean Koroma
Chair



George Men



Matt Sacks



Isabella Zelinger

Retention Committee



Raquel Arteaga
Co-Chair



Regina Jiron



Leah Knobel



Julianne Locke



Liz Roberts
Co-chair



Jenny Turner



Ralph Benzakein



Susan Johnson



Brittney Lane



Brett Polan



Sadaf Syed

Outreach & Communication Committee



Gillian Baikie



Chelle Dey



Justin Eagle



Karly McCarthy



Christie Minch



Gene Sachs
Co-chair



Kacie Van Hine



Craig Zodikoff
Co-chair

Employee Resource Group (ERG) Leads



Lani Aragon



Cresa Cultures

Raquel Arteaga



George Men



Cresa PRISM

Sadaf Syed



Women of Cresa

Brittney Lane



Jenny Turner

2021 Accomplishments

Appointment of Outside Board Member with Diversity Focus

We are thrilled to welcome Angela Roseboro to our Board of Directors. In this role, Angela develops and implements initiatives to drive inclusion and cultural growth at Cresa. She has over 20 years of human resource experience and has held positions leading diversity and inclusion, talent management and leadership development for companies in a wide range of industries.

Diversity, Inclusion & Belonging Framework

This document reflects the leadership team's commitment to creating a diverse workplace that is reflective of the clients we serve. It outlines key objectives for the next 3 years and identifies ways to integrate diversity initiatives into existing corporate processes to enable progress.

Diversity & Inclusion Calendar

This calendar ensures we create an inclusive environment year-round by highlighting important dates for a variety of groups, cultures, religions and causes. We have also included Quiet Days, which allow employees the space to acknowledge important occasions.

Employee Spotlight Program

These regular communications highlight the unique experiences and achievements of Cresa team members. This program has been met with great enthusiasm and has helped forge and strengthen connections between Cresa employees across departments and geographies.

Ambassador Program

Each Cresa office has appointed an ambassador who drives corporate diversity initiatives at a local level. This program encourages employees to take an active role in our diversity and inclusion efforts.

Cresa Employee Resource Groups (ERGs)

These voluntary, employee-led groups create an opportunity for individuals who share a common identity to meet and support one another. Additionally, ERGs help identify future diverse leaders and create opportunities to educate the rest of the organization on diversity-related issues. Outlined below are descriptions of several existing Cresa ERGs.

Cresa Cultures

A multicultural community intent on leveraging members' unique backgrounds to further professional growth and facilitate networking.

Cresa PRISM

A community of LGBTQ+ employees and allies committed to creating a respectful and inclusive environment for Cresa employees across the sexual and gender spectrum.

Women of Cresa

A community of women and allies within Cresa who provide networking, mentoring and development opportunities to encourage personal and professional growth.

Check out our Employee Spotlights



Craig Zodikoff
Managing Principal
San Francisco

[View here](#)



Jodi Mullins
Operations Manager
Denver

[View here](#)



Deborah Raybon
Principal,
Lease Administration

[View here](#)

Ongoing initiatives

Cresa Development & Enrichment Associate Leadership (DEAL) Program

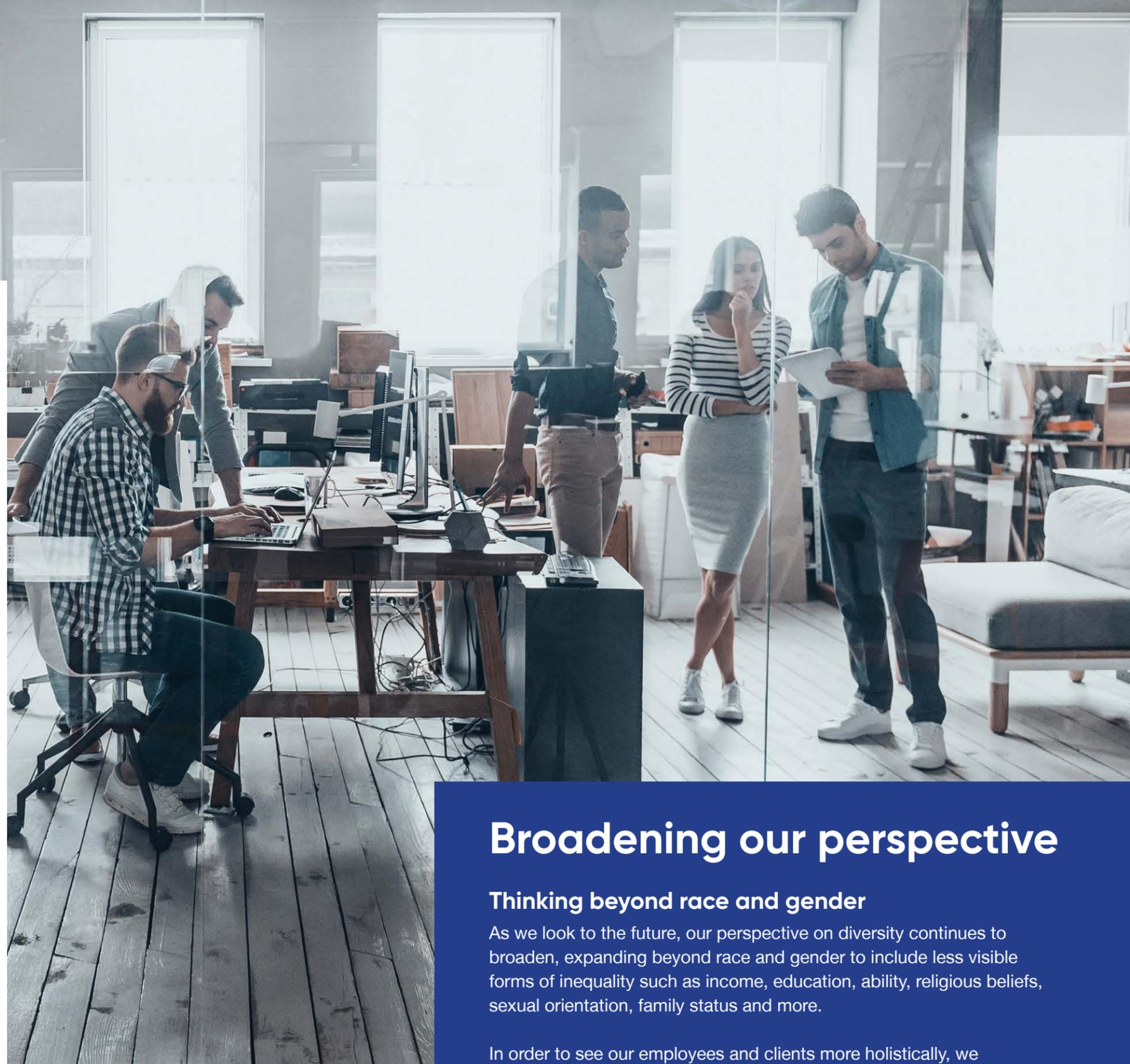
This advisor development program provides baseline compensation to new advisors, attracting a more diverse group of candidates to the field of brokerage where compensation is predominantly commission-based. By eliminating the financial risk associated with this profession, we remove a major barrier for many potential candidates. We expect the DEAL Program to launch in Q4 2021.

Unconscious Bias Skill Building Workshops

We hired The Burns Brothers to conduct workshops designed to help Cresa employees explore their implicit biases and develop skills to adjust automatic, discriminatory patterns of thinking. This program launches September 2021 across the organization and an additional workshop will be conducted at Cresa's Annual Leadership Meeting in January 2022.

Diversity, Equity & Inclusion (DE&I) Assessment

The Burns Brothers will also conduct a multilevel cross-functional DE&I Assessment to obtain information about the effectiveness of our diversity initiatives. The assessment will show what is working and also identify areas for improvement. We believe this is an important step, one that signals our commitment to transparency as we grow and strive towards a more diverse and equitable workplace.



Broadening our perspective

Thinking beyond race and gender

As we look to the future, our perspective on diversity continues to broaden, expanding beyond race and gender to include less visible forms of inequality such as income, education, ability, religious beliefs, sexual orientation, family status and more.

In order to see our employees and clients more holistically, we must also honor the way an individual's social identities overlap. Incorporating intersectionality is central to our diversity and inclusion efforts and we will continue to adapt and explore new approaches throughout our journey.



cresa 

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