



2022

# Diversity, Inclusion & Belonging Annual Report

cresa 



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

## Our 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.

## Cresa furthers commitment to advancing women and increasing diversity in commercial real estate

As part of Cresa's Diversity, Inclusion and Belonging efforts, Cresa CEO Tod Lickerman has recently signed the CREW Network CRE Pledge for Action and the CEO Action for Diversity & Inclusion™.

[Read the full blog here.](#)



## 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 four 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.



## Diversity Council Members



**LaMean Koroma**  
Chair

### Executive Committee



Lani Aragon



Kathryn Ditmars



LaMean Koroma



Liz Roberts



Gene Sachs



Craig Zodikoff  
Co-chair



Joe Rattan  
Incoming

### Outreach & Communication Committee



Gillian Baikie



Lani Aragon



Chelle Dey



Justin Eagle



Karly McCarthy



Christie Minch



Gene Sachs



Kacie Van Hine



Craig Zodikoff  
Outgoing



Joe Rattan

### Programs Committee



Lani Aragon



LaMean Koroma



Liz Roberts



Leah Knobel



Alma Miluso

### Employee Resource Group (ERG) Leads



Gladys Hartey



Mache Steed

### Cresa PRISM



Matthew Rosenberg



Joe Rattan

### Cresa Kindred



Regina Jiron



Megan Koren

### Women of Cresa



Brittney Lane



Jenny Turner



# 2022 Accomplishments

## Diversity, Inclusion & Belonging Roadmap

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 three 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.

## RandomCoffee

This new program pairs two employees for a half-hour coffee, virtual or in person. Each month team members receive an email, if they choose to opt-in, they are paired with someone new to connect with. A new round of matches is sent out every month. This program has been a great way to create water cooler moments, connecting people from across North America, across departments, and even from just down the hall.

## Thought Leadership

Cresa has published new content throughout the year including topics such as: Gender Neutral Restrooms, Advice from Three Women in CRE, A Word from the Wise: Cresa's Baby Boomers Weigh In, Neurodiverse Employees and Hybrid Work Solutions and From Mission Planning to Project Management.

## DIBStober

Throughout October Cresa launched a month-long email campaign to raise awareness of Cresa's Employee Resource Groups (ERGs), provide information and encourage involvement. We wrapped up the month-long celebration with a virtual event, The Intersection Between You and Me, a discussion on how to build a dynamic workplace that attracts a new diverse and growing workforce.

## Cresa Employee Resource Groups (ERGs)

These voluntary, employee-led groups create an opportunity for individuals who share common identities and interests 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.

### Cresa Kindred

A community of employees with disabilities and caregivers of people with disabilities and special needs who are working together to increase awareness about how to support these individuals in the workplace.

## Events Held in 2022

- DIBStober
- Diversity Panel
- Half-day Session at Spring Meeting
- Events for each ERG



## Ongoing Initiatives

### The 4 DIBs Pillars

1. Increase representation
2. Advance understanding surrounding diversity
3. Transparency and visibility into programs and actions
4. Create ownership in building an inclusive company

### Cresa Development & Enrichment Associate Leadership (Career Pathways) 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.

### Diversity, Equity & Inclusion (DE&I) Assessment

The Burns Brothers will 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.



Left: John Burns  
Right: Mike Burns



## 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.





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