NAI Global Joins CREW Network's CRE Pledge for Action to Advance Women and DEI in Commercial Real Estate

New York City, NY, USA (March 30, 2022) – NAI Global has joined CREW Network's [CRE Pledge for Action](#), an industry-first, CEO-driven initiative to advance women and elevate actions that encourage greater diversity, equity and inclusion (DEI) in the commercial real estate industry. By signing on, Jay Olshonsky pledges to take action and be held accountable for implementing initiatives that advance women and DEI. Olshonsky joins more than 17 CEOs from leading commercial real estate (CRE) industry companies that have already made the commitment.

"At NAI Global, our untiring commitment to diversity, equity and inclusion is deeply rooted in our professionals and employees. Because of their strength and dedication to the organization, we are enhancing our inclusive culture, so everyone feels heard and valued. This organization thrives because of the professionals who feel safe and on the path to success," said Jay Olshonsky, President & CEO of NAI Global.

"The CREW Network CRE Pledge for Action is a relevant, meaningful and actionable initiative that aligns well with the significant transformation currently underway globally," said Wendy Mann, CREW Network CEO. "CEOs from leading commercial real estate companies understand they must be proactive and quickly act to address this fundamental issue in the workplace. CREW Network applauds NAI Global for joining us, and we encourage and urge more firms across the CRE industry to be a part of this ground-breaking initiative."

A growing body of research reveals that stronger business outcomes directly correlate with diverse teams and inclusive workplaces. However, commercial real estate, an industry serving many diverse populations, has a workforce that remains predominately male and white. According to CREW Network, the leading producer of research on gender and diversity in commercial real estate, very little progress has been made in the last five years.

In commercial real estate, the COVID-19 pandemic presented new challenges for women and stalled their progress in the industry. Yet it also presented new opportunities to change the industry culture and remove persistent workplace barriers. CREW Network's latest industry research paper, *[A Catalyst for Change: COVID-19's Impact on Women in Commercial Real Estate](#),* examined the pandemic's impact on women globally and in the industry, especially women of color.

The following insights were taken from CREW Network's July 2021 survey of 1,018 commercial real estate professionals across more than 25 specializations and more than 10 sectors in the United States, United Kingdom and Canada:
- 54% said they missed out on deals

- 23% said compensation decreased
- 78% said they were forced to leave jobs
- 38% believe the pandemic stalled progress for women
- 50% said their career priorities have changed
- 70% of companies created new employee work policies as a result of the pandemic

The [2020 CREW Network Benchmark Study: Gender and Diversity in Commercial Real Estate](#), conducted in partnership with the MIT Center for Real Estate, had found that:
- Women earn 10% less than men in base salaries and 56% less in commission and bonuses annually
- Women occupy 37% of the industry
- Women hold just 9% of C-suite positions
- Only 16% of CRE workplaces have 25% or more staff that are from diverse backgrounds

Understanding these disparities and the lack of progress for women and all forms of diversity in commercial real estate, CREW Network is asking pledge signatories to take action, and in turn, improve performance, drive growth, and enhance employee engagement. The pledge supports the advancement of women and other individuals in underrepresented groups including but not limited to race, ethnicity, sexual orientation, ability, religion, and age.

NAI Global has committed to adopt the following six goals:

1. Partner with CREW Network to support its mission to transform the industry by advancing women and begin your efforts now to make change.
2. Close the compensation gap in the CRE industry by conducting a pay equity study in its company.
3. Increase inclusion in its company through senior executive sponsorship of women and/or other individuals in underrepresented groups within the company.
4. Advance women to its company's top roles to achieve gender diversity in leadership.
5. Increase diversity in its company and in the industry through intentional recruiting and hiring of individuals from diverse backgrounds.
6. Implement accountability strategies in its company to measure progress.

The CRE Pledge for Action is a step toward advancing women and DEI in the commercial real estate industry. For more information, visit [the pledge landing page at crewnetwork.org](#).

About NAI Global
NAI Global is a leading global commercial real estate brokerage firm. NAI Global offices are leaders in their local markets and work in unison to provide clients with exceptional solutions to their commercial real estate needs. NAI Global has more than 300 offices strategically located throughout North America, Latin America, Europe, Africa and Asia Pacific, with over 5,100 local market professionals, managing in excess of 1.1 billion square feet of property and facilities. Annually, NAI Global completes in excess of $20 billion in commercial real estate transactions throughout the world. Learn more at www.naiglobal.com.

About CREW Network
CREW (Commercial Real Estate Women) Network is the premier business network dedicated to transforming the commercial real estate industry by advancing women globally. CREW Network members comprise nearly 12,000 professionals in 76+ markets worldwide and represent all disciplines of commercial real estate. Learn more at www.crewnetwork.org.

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