



CREW SAN ANTONIO

Are You a Woman in Commercial Real Estate? Join Us!

With more than 175 members, CREW San Antonio is the leading organization for senior-level executive women in the San Antonio real estate field. As part of CREW Network, the industry's premier networking coalition, CREW San Antonio is dedicated to transforming the commercial real estate industry by advancing women globally. CREW Network's membership of more than 12,000 professionals in 75+ major global markets represents all aspects of commercial real estate — providing our members with direct access to real estate professionals across all geographies and disciplines.

By joining CREW San Antonio and the entirety of CREW Network, you are advancing your career and supporting the success of women in commercial real estate.

Every CREW member contributes to the collective knowledge, experience, and voice of both CREW San Antonio and CREW Network.

Visit CREW-SANANTONIO.org for more information.

As a CREW San Antonio member, you also have access to all CREW Network benefits including:

- Exclusive access to CREWbiz, an online business networking tool, membership/speakers' directory and personal marketing profile.
- Discounted registration to the CREW Network Convention & Marketplace and CREW Network Leadership Summits
- Exclusive access to programs and leadership trainings, including the CREW Network Certificate in Leadership
- Complimentary copy of all CREW Network industry research benchmark studies and white papers
- Access to hundreds of industry job postings and career assistance through the CREW Network Career Center
- Monthly luncheons and special events that include networking opportunities with high-level professionals in the San Antonio CRE community
- Member-only site tours of local projects and educational series
- Board/committee participation which provides a unique opportunity to increase your leadership skills and expand your network

2020 Board of Directors

CREW San Antonio is managed by a Board of Directors that works together to set and accomplish the chapter's strategic goals — helping to advance the success of women in commercial real estate. Serving on the CREW San Antonio Board of Directors is a unique opportunity for leadership and networking among other ambitious women and men working in the commercial real estate field. All CREW San Antonio Board members, directors, and committee chairs serve individual terms of one to two years.



Seated Front: Dawn Vernon, President-Elect; Yesenia Marili, President; Katherine Howe-Frilot, Immediate Past President

Seated Middle: Diane White, Treasurer; Kristin Savage, Charity & Community Outreach; Natasha Sattler, Secretary;

Erin Salinas, Special Events; Emily Brown, Communications; Debbie Mann, Sponsorship

Standing: Laura Gilliland, UCREW; Jennifer Mansour, Programs; Christy Rhone, Membership; Martha Hardy, Legal Counsel



Reasons to Serve

Increased visibility within the CRE industry

Leadership skills and experience that benefit you and your company

Impact on the future of women in CRE

Expanded professional connections

Opportunity to influence direction and benefits of CREW San Antonio membership

Letter from the President

It's become somewhat of a tradition for the president to reflect on the accomplishments of the chapter during her presidency. As I think back on the year, 2020 was filled with learning to adapt (quickly), pivoting, and abundant resilience. I had visions for what 2020 would bring, but in hindsight, I can't help but think it was exactly what we needed to be able to slow down, appreciate what we have, and connect in ways we never have before. Because of the pandemic, I was able to attend a lot of events virtually that I normally would not have attended (thanks, Zoom!). CREW San Antonio brought valuable hybrid programming to our members, and we utilized our CREW Network benefits like never before. This year has taught us many valuable lessons that we will continue to take with us for the future benefit of our chapter.

I ran across a photo taken on April 27, 1983, and it's of a group of women proudly receiving a plaque indicating they had been granted full rights and privileges as an affiliate chapter of the National Association of Women in Commercial Real Estate. A short 37 years ago, these women created a space out of necessity, and that shines in our mission statement to this day. CREW San Antonio paves the way for women in our industry, and these women created the space they needed because it



did not exist. Their vision was to form a network of women that could collaborate in business development, leadership development, industry research and career outreach. The foundation of CREW's core values shines throughout every initiative that we take on as an organization. There is an abundance of wisdom that runs through our organization, and we learn from those experiences and continue to grow.

The Power in We is stronger with the power of Me. Each of our members is an integral part of our chapter, and each of their unique experiences, unique stories, unique points of view brings value. I challenge every one of our members to bring their Unique You to CREW, and see where it takes you.

It has been my complete honor to be president this year, especially during a pandemic that completely turned everything upside down for us. But guess what? Even a global pandemic can't stop our CREW. I know that our future is bright, and we will continue to build lasting legacies through the next 37 years and beyond.

Con mucho corazón,
Yesenia Marili
2020 CREW San Antonio President

2020 Accomplishments

Our mission is supported through **Member Support & Mentorship, Programming and Charitable Giving** to CREW members, student-members and the community at large. Through commitment to our mission and love for our organization, the CREW San Antonio Board of Directors strategically and creatively adapted our plans throughout the year. We continued to provide our membership base support, connection, education, and information. Here is what we have accomplished in 2020 so far:

CREW Gives Back

- **UCREW (University Outreach Program):** Held 3 events - The Art of Networking, Virtual Career Discussion Panel, Virtual Professional Development Workshop where over 50 UTSA students participated
- Participation in the University of Texas at San Antonio's Embrey's Real Estate Finance & Development Virtual Professional Organization Panel and Speed Networking Event
- **CREW Scholars Program:** Sarah Esserlieu, 2020 CREW Scholar recipient
- \$5,000 annually donated to the UTSA Embrey Real Estate Finance and Development Program for scholarship awards and new Endowment Scholarship initiative
- **CREW San Antonio Endowed Scholarship 2020 Recipient:** Shelby Rowland
- **Annual CREW Network Convention (held virtually):** Sponsored 27 Members, including 6 students, programming included over 50 sessions, live Q&A Sessions with industry experts and thought leaders, unique learning formats and a closing keynote with Diane Keaton
- **CREWtini signature fundraising event (held virtually):** Successfully surpassed our fundraising goal by 40% for UTSA Embrey Real Estate Finance & Development program scholarships, and also supported the San Antonio Food Bank
- **Project Cool Fan Drive (held virtually):** Donated fans for seniors in need of relief from the heat during summer months
- Light the Night Leukemia & Lymphoma Society virtual fundraiser

Member Support and Mentorship

- Open Mic Mentoring Mondays during the height of quarantine
- Emerging Leaders Virtual Programming and Lunch & Learns
- CREW Mentoring Program with 13 mentor/mentee relationships
- Access to CREW Network's national programming and networking which provides opportunities to share industry and career information and network on a national level
- Welcomed 36 new members

CREW Programming

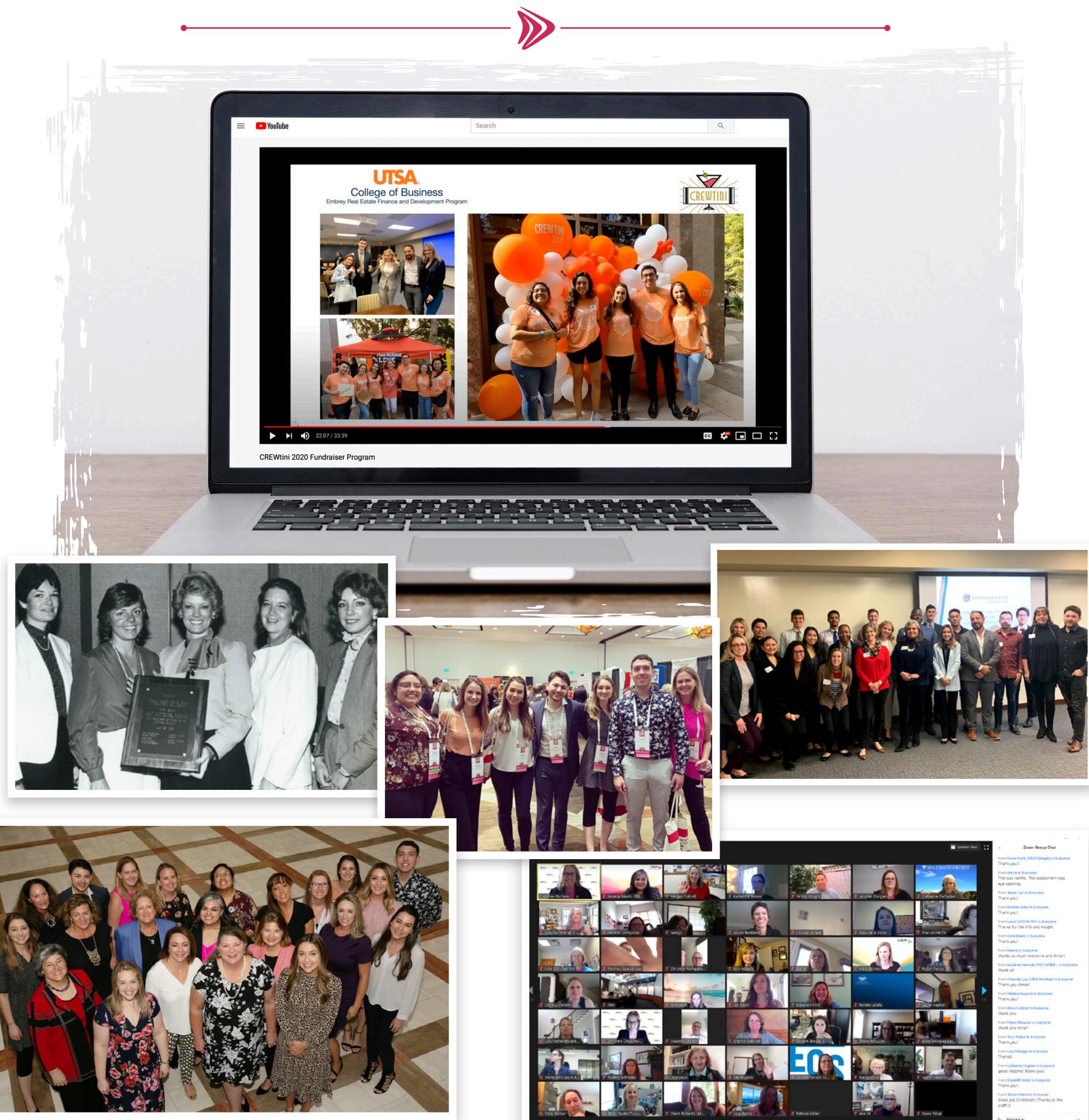
- COVID-19 Economic Update with Texas A&M Real Estate Center Chief Economist Dr. Jim Gaines
- Virtual Tour of St. John Apartments
- Port San Antonio Milestones & The Road Ahead Virtual Luncheon with Jim Perschbach, President & CEO of Port San Antonio
- Site Tour of Ruby City & Chris Park
- SA2020 Impact Report Update with SA2020 President & CEO Molly Cox
- Annual joint CREW/CCIM/IFMA/CORENET Economic Update Luncheon with Dr. Gaines

Meet CREW San Antonio

Since 1983, CREW San Antonio has connected commercial real estate (CRE) professionals in the San Antonio area, working together to:

- Create a dynamic and supportive environment that promotes advancement through knowledge sharing and networking
- Push the boundaries in every facet of CRE through provocative dialogue among peers drawn from every discipline in the industry
- Provide educational programs which directly relate to day-to-day work and promote real change
- Encourage our members to be a force for activism and involvement in our communities

CREW San Antonio members are empowered by sharing their knowledge and experience with others in our community, while also learning from the insight and expertise of others. That is why we focus our efforts on networking programs such as our monthly luncheons, site tours, our annual CREW Real Estate Forum, and various charity events. In growing and strengthening our network, we aim to create more opportunities for women in commercial real estate.



Vision for 2020 and Beyond



Strategic Planning

During the summer of 2019, a Strategic Plan for the chapter was developed by a task force consisting of then CREW San Antonio President Katherine Howe Frilot, President-Elect Yesenia Marili, Treasurer Alyssa Hartlage, and six members at-large consisting of Cindy Cohn, Martha Hardy, Diane White, Amanda Weinand, Chris Clements and Smita Bhakta. The plan includes goals, objectives and action steps to ensure success. The Strategic Plan outlining the next five years was presented to the Board of Directors and unanimously passed.



Strategic Goals 2019-2023

Enhance the CREW SA brand and encourage opportunities for networking and participation by increasing the diversity of the chapter.

Offer premier, career building programs unparalleled in the industry, in order to support women in advancing their careers.

Ensure the operations and organization of the chapter serve the needs of members through continuous reassessment.

Maintain the financial capacity to offer benefits to members and fund outreach programs.



Mission Statement

CREW San Antonio paves the way, breaking barriers for women to enter and excel as leaders in Commercial Real Estate.



Vision Statement

We envision an inclusive industry which empowers women and their achievements.



CREW Network Partnership



CREW San Antonio is proud to support CREW Network as a Supporting Partner, continuing our participation in the Chapter Leadership Circle. CREW San Antonio's support of CREW Network positions our chapter as a leader within the CREW Network organization. Our financial contribution supports technology upgrades and enhancements to provide members with new ways to connect and network globally and supports the development and expansion of critical network-wide member services offered by CREW Network. Special thanks to the members and sponsors of CREW San Antonio who are critical to our chapter's success and enable us to continue this support, which along with support of other chapters, is allowing us to reach more CRE professionals and provide a bigger impact on the CRE industry.

CREW San Antonio Sponsorship Committee



Brianna Covington
Sponsorship Director
2021



Debbie Mann
Sponsorship Director
2020



Yesenia Marili
President
2020



Dawn Vernon
President-Elect
2020



Diane White
Treasurer
2020



Why Sponsor CREW San Antonio?

When you sponsor CREW San Antonio, you are directly supporting the advancement of women in commercial real estate, while influencing the growth and success of the San Antonio CRE industry as a whole.

Benefits include:

- Networking opportunities with senior decision-makers
- Earning new business by establishing new relationships and gaining referrals
- Broadening recognition of your company — CREW San Antonio attracts 90+ attendees to its monthly luncheons, which offer relevant information from industry panels and speakers

For sponsorship information and questions, please contact CREW San Antonio Sponsorship Director, **Brianna Covington**.



Thank You, Sponsors!

As this unprecedented year comes to a close, we want to thank our sponsors and members for their support in 2020. You empowered CREW San Antonio to further our mission in advancing women in commercial real estate, even in the midst of the challenges we all faced this year. As our city continues to grow and transform during this unique moment in time, valuable opportunities exist for women in the commercial real estate sector. CREW San Antonio is committed to supporting, developing and educating women and students as we navigate the year ahead. Our members and sponsors play an integral role. With your participation and commitment, we make a difference!

DIAMOND

Bandy Constructors | Texas Capital Bank

PLATINUM

Assessment Technologies | Sol Schwartz & Associates

SIGNATURE EVENTS

CORT Furniture

GOLD

Broadway Bank | IBC Bank | Investment Realty Company | Randolph Brooks Federal Credit Union
Security Service Federal Credit Union | Security Service Title Company | Terracon | Transwestern
Vickrey & Associates | Wells Fargo

SILVER

ATKG | CBI Group | First National Bank Texas | Jackson Walker, LLP | Jefferson Bank | Metropolitan Contracting
Port San Antonio | Stantec

BRONZE

Allied Fire Protection | Bain Medina Bain | Brundage Management | CertaPro Painters | CoStar
Drash Contracting Company | KFW Engineers + Surveying | Lone Star Capital Bank | Supreme Power Wash | Way Mechanical

**On behalf of CREW San Antonio, thank you for your sponsorship this year,
and thank you in advance for your investment and participation in 2021.**

Celebrating Our Members

We're proud to celebrate the standout achievements and leadership exhibited by our members, awarding the Eva Rosow Award of Excellence and Membership Impact Awards each year.

Eva Rosow Award



Congratulations to the 2020 Eva Rosow Award recipient, **Brandey Wimberley-Orsag** (pictured).

This is an award that recognizes a female member of CREW San Antonio who is a model of excellence to the CREW membership and the commercial real estate community. Award recipients act as mentors within our organization and are committed to enhancing positions in the field of commercial real estate. The award is named for Eva Rosow, a pioneer for women in the field of commercial real estate, whose career began in the 1930's and spanned over four decades within San Antonio.



2020 Impact Awards

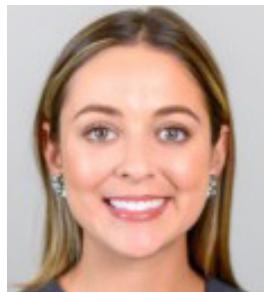
CREW San Antonio recognizes members that engage with and promote professionals in our industry. The 2020 Impact Award recipients embrace our core principles and seek out additional opportunities for advancement for and with our members through education, networking, and leadership, all especially challenging through a pandemic!



Amy House
Outstanding New Member



Emily Brown
Leadership Award



Kristin Savage
Innovation Award



Cindy Cohn
Hidden Hero Award



Lisa Mochel
CREWnection Award



Erin Salinas
Director of Special Events
2019-2021

Good news! What was sure to be one of the most insightful and tech driven CREW Forums we've ever experienced is back for April 2021.

Architect and Founder of the global organization, **Women in PropTech**, Nikki Greenberg, is bringing a whole new outlook on technology and how we move forward as an industry. PropTech has been on the horizon for several years, but the pandemic has forced us as a country to fast-forward years ahead.

Join us for a discussion and a workshop titled **“When Robots Take Over”** on the rapid change of commercial real estate, to be followed by a conversation with developers from throughout Texas, moderated by San Antonio's **David Adelman**, Principal of AREA Real Estate.

We can't wait to see you there!

CREW FORUM
APRIL 19, 2021

PropTech: The Rapid Change in the Future of Commercial Real Estate

PropTech's Impact on Developing Smart Buildings and Cities



Nikki Greenberg
Founder, Women In PropTech

The Tobin Center • 10:30 am – 3:00 pm
www.crew-sanantonio.org



MARK YOUR CALENDARS!

Diversity, Equity and Inclusion.

Transforming the commercial real estate industry by advancing women globally.
CREW Network Initiatives - Business Networking, Leadership Development, Industry Research, Career Outreach

CREW Network is the leading commercial real estate organization dedicated to diversity, equity and inclusion (DEI). Our innovative agenda includes career outreach, quality programming, leadership development and critical research to transform the industry by advancing women and diverse groups of people. Visit crewnetwork.org/about/research/benchmark-studies to learn more.

2020 Benchmark Study Report
Gender and Diversity in Commercial Real Estate

Top Barriers to Success					
2010	2015	2020	2010	2015	2020
Lack of promotion opportunity	Lack of company mentor/sponsor	Lack of promotion opportunity	1	Lack of promotion opportunity	Lack of undergraduate degree
Lack of company mentor/sponsor	Lack of promotion opportunity	Gender discrimination	2	Wrong/poor choice of employer	Wrong/poor choice of employer
Your choice to maintain work and life balance	Gender discrimination	Lack of company mentor/sponsor	3	Lack of company mentor/sponsor	Your choice to maintain work and life balance
Gender discrimination	Your choice to maintain work and life balance	Your choice to maintain work and life balance	4	Your choice to maintain work and life balance	Lack of promotion opportunity
Constraints resulting in family/parenting responsibilities	Constraints resulting in family/parenting responsibilities	Constraints resulting in family/parenting responsibilities	5	Lack of undergraduate degree	Lack of company mentor/sponsor

Top Contributing Factors to Past Success					
2010	2015	2020	2010	2015	2020
Working harder than anyone else	Working smarter than anyone else	Working smarter than anyone else	1	Working smarter than anyone else	Working smarter than anyone else
Working smarter than anyone else	Working harder than anyone else	Working harder than anyone else	2	Working harder than anyone else	Working harder than anyone else
"Right time/right place" selection of employer	Opportunities to develop leadership and networking skills	Opportunities to develop leadership and networking skills	3	Business networking activities	Business networking activities
Business networking activities	Business networking activities	Business networking activities	4	Opportunities to develop leadership and networking skills	Opportunities to develop leadership and networking skills
Opportunities to develop leadership and networking skills	"Right time/right place" selection of employer	"Right time/right place" selection of employer	5	Professional certifications (LEED, SIOR, CCIM, WBE, etc.)	"Right time/right place" selection of employer

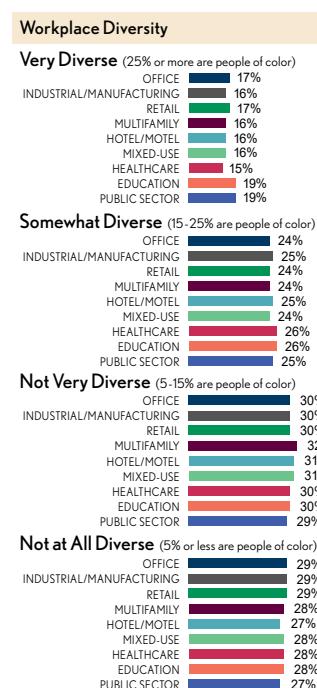
20 | 2020 Benchmark Study Report: Gender and Diversity in Commercial Real Estate

Industry Snapshot by Sector

Women whose work focuses on the multifamily housing sector have the highest average annual income, including salary, commissions, and other types of compensation. The public sector is the lowest-paying for both men and women, and, along with mixed-use, shows smaller income gap between genders. The healthcare sector is also a lower-paying sector for women, but not for men. Healthcare and industrial real estate are the two sectors with the largest income gaps between men and women.

Regarding diversity, only the public sector stands out slightly for reporting a more diverse workplace.

Average Compensation				
	ALL	WOMEN	MEN	GAP
	\$161,076	\$150,890	\$212,316	28.93%
	\$164,006	\$147,344	\$235,775	37.51%
	\$158,199	\$145,727	\$211,279	31.03%
	\$173,268	\$161,140	\$226,998	29.01%
	\$157,237	\$146,811	\$204,312	28.14%
	\$157,792	\$148,801	\$201,006	25.97%
	\$149,498	\$136,566	\$216,918	37.04%
	\$141,963	\$135,191	\$185,056	26.95%



Conclusion and Call to Action

While the commercial real estate sector has experienced dramatic swings over the past 15 years—primarily as a result of a recession and other economic changes—the presence and status of women has remained stable, with only slight progress.

Women in commercial real estate remain at one-third of the workforce. The gap in earnings persists, more so in regard to commission-based work. Women continue to be less likely to reach top positions at their companies than men. At first glance, this year's study presents a sobering picture of stagnation. While seeking parity still is an uphill climb individually and as an industry, these results highlight the areas where we have to push the hardest, as well as some areas where there could be opportunity to usher in real transformation. Based on the findings of this study, the agenda for change over the next five years will need to focus on the following five areas.

2 The Diversity Challenge

Approximately 60% of respondents reported that their workplace is "not very" or "not at all" diverse. The average earnings by race were somewhat encouraging as we did not see a pay gap between white respondents and BIPOC. On the other hand, the compensation gaps for Black, Asian and Hispanic/Latinx women are even wider than for women overall. Additionally, non-white respondents made up only 13% of our sample, which signals a lack of racial diversity in the industry.

1 The Commission Gap

The commercial real estate industry's entrenched gender bias is most evident when looking at the differences between men and women's earnings from commissions and bonuses. When we remove commission from the equation, differences in salaries are still substantial, but less pronounced. It is critical to understand the circumstances that underlie the lack of opportunity for women to earn equal bonuses and commission income—whether they relate to barriers or biases in commission sharing and hiring, risk aversion, or personal circumstances.

3 The Lack of Progress Effect

Our study shows that women's career expectations have changed in recent years. Compared to 2015, women report being less satisfied with their level of career success and are less likely to consider themselves "very successful." Meanwhile, men's self-assessments of their professional success continue to grow. While our data doesn't indicate worsening conditions for women overall, it doesn't show significant improvements either. This decrease in satisfaction may come from increasing frustration with the lack of progress.