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October 2018



From the President

This month's luncheon centered around diversity, inclusion and equity – a topic that is deeply personal to me. Just prior to the event, I sent an email to all members encouraging attendance and was moved by some of the responses I received to that email and to the story I told at the luncheon. Specifically, I was impressed by the



Adrienne Bain

emphasis MDG Construction places on diversity and some of the steps they take to ensure a more inclusive workplace. Thanks to Rick Kiger for sharing their story. I was equally touched by a note from Shawn McMillan, who was inspired by the luncheon to be more mindful and purposeful about inclusion at his firm. Shawn also plans to share the Accenture 'Inclusion Starts With I' video that was presented at the luncheon with every member of his team. Thank you to everyone who reached out – your notes of encouragement and support

Events

CREW and other local events



October 25, 2018 11:45 a.m. - 1:00 p.m.

[Northlake Lunch Ladder \(Members Only\)](#)

[Register Now](#)

October 25, 2018 12:00 p.m. - 1:30 p.m.

[Midtown Lunch Ladder \(Members Only\)](#)

[Register Now](#)

October 25, 2018 5:00 p.m. - 8:00 p.m.

[NAWBO's Power Players & Success in the Queen City Event](#)

[Register Now](#)

November 13, 2018 11:15 a.m. - 1:00 p.m.

[CREW Charlotte's November Luncheon - A Fresh Vision for Charlotte with Taiwo Jaiyeoba](#)

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Those notes along with the luncheon feedback prompted me to dive deeper into our membership composition. Below are the findings based on the information available to us:

Total Members: 357

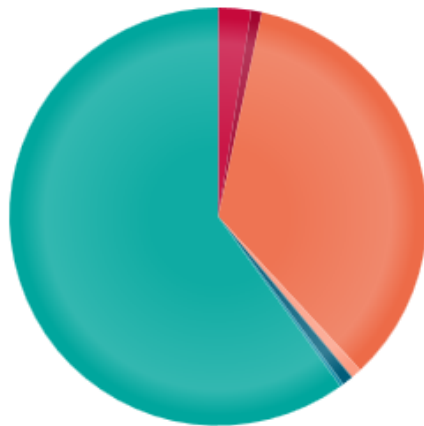
Full Members (employed in qualified field of CRE with 5 years or more of experience): 68.8%

QFCREs represented: 72.2%

Years of Experience: average is 11-15 years of experience, however 40% of our membership boasts over 15 years of experience.

Gender: 117 members have not indicated gender, but our estimates indicate approximately 11% of our membership is male.

Ethnicity: 214 members have not indicated ethnicity, but our estimates indicate approximately 8% of our membership is racially/ethnically diverse.



— African American/Black
 — Asian
 — Caucasian (non-Hispanic)
 — Hispanic/Latino
 — Other
 — Prefer not to disclose
 — Not Indicated

Our membership committee has done a fantastic job of attracting diverse members, but **we need your help to improve data accuracy**. Next time you log in, please **update the demographic information in your profile**. and share all the great things that CREW Charlotte is doing surrounding diversity, inclusion and equity with CRE professionals who are not yet members. Our 14-



No new members were welcomed in October due to the 14 month membership special. Look for our new members in November.

On the Move

Updates on members

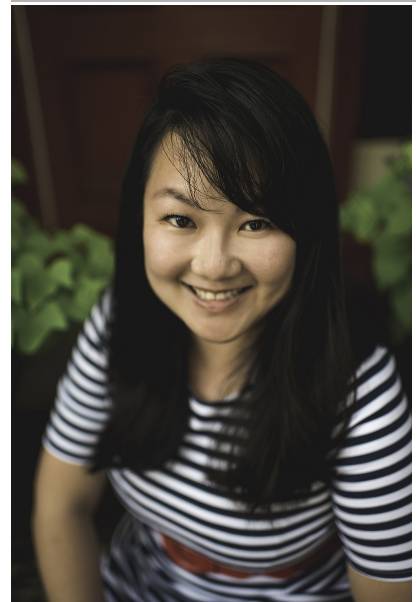


Erin Delph
Miller, McNeish & Breedlove, PA

Sterling Scott
AR Global

Please contact [Patty Drummond](#) with your career updates.

Member Spotlights



Jenny Melick
Jenny Melick Imagery

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with special rates starting November 1st, so now is a great time to join (or rejoin) CREW Charlotte. For more information, please contact membership co-chairs [Angie Beard](#) (INTEC Group) and [Andrea Williamson](#) (Paragon Bank).

Highlights

CREW



NETWORK®

It's time to close the 23.3% pay gap in commercial real estate. The latest [CREW Network white paper](#) presents expert insight, data, best practices and action items for company leadership, HR professionals and women to close the gap.

Join CREW Charlotte now as a new member and take advantage of our **14-months for the price of 12 membership special!** Your CREW membership will be valid from November 1, 2018 through December 31, 2019. Any questions? Please do not hesitate to contact the Membership Committee. [Click here](#) to apply today!



Please bring your clean, in-season and professional attire for women (MUST BE ON HANGERS) to our **Dress for Success Fall/Winter Clothing**

Drive at our November 13th CREW luncheon. Gently worn shoes, purses and accessories such as jewelry and scarves (bring in ziploc bags please) are also needed. They are especially **low on purses**. If you would wear it to a meeting or an interview, it is appropriate. For your convenience, cars will be located in the parking areas to accept your donations before the luncheon begins. Receipts for donations will be available.

Do you have **news** to share with us about you or your



Alex Spence
Kimley-Horn and Associates

[Click here to read the member spotlights.](#)

Members Making Deals

[Carrie Sharp](#)

Thank you to Marie McLucas of Primax Properties for a recent order for one of her employees with a back problem. We were happy to ensure we found him just the right chair. Thanks for the opportunity Marie!

[Click here for more deals.](#)

Job Opportunities

Regional Engineering Manager - Land Development Practice - McKim and Creed

[Click here for more job opportunities.](#)

Announcements

[Effective Nov. 1, Smith Moore Leatherwood LLP will merge with Fox Rothschild LLP](#)

[Click here for more announcements.](#)

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[Drummond](#) with your information.

Amended Bylaws & 2019 Board Slate

Attention CREW Charlotte Full Members! We will be voting on our amended [bylaws](#) and [2019 board slate](#) at the November 13th meeting. Please review both the bylaws and 2019 board slate and be prepared to vote.

October Luncheon - The Strengths of a Diverse Workforce and the Challenges in our Way



Our October luncheon program focused on some of the most critical yet challenging issues our membership currently faces. In addition to

promoting this year's Queen City in Pink campaign, an initiative targeted at raising breast cancer awareness across the Charlotte region, the luncheon program spoke to issues of diversity, inclusion and equity.

[Click here to read a summary of the luncheon.](#)

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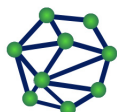
[Rosenman LLP](#) is a

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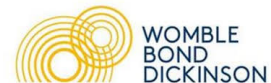
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