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Celebrating diversity with DiverseCity

Lucile Kamar

Equalities Manager (RICS)

25 Oct 2017 [For discussion](#)

We welcomed more than 100 surveyors and built environment professionals from BAME (Black Asian Minority Ethnic) backgrounds for the launch of the DiverseCity Surveyors network which celebrates ethnic diversity in the industry.

According to the recent publication of the Race Disparity Audit of public services, despite improving educational attainment, people from BAME communities are still being held back in the job market.



Black, Asian and ethnic minority workers with degrees are two-and-a-half times more likely to be unemployed than white workers with degrees. Black workers with degrees are paid 23.1% less on average than white workers with degrees.

The most challenging requirement for any professional is to tap into their natural skillset and be provided with an opportunity to apply it. This is key to finding your purpose, developing your passion and optimising your individual potential.

Bola Abisogun FRICS

DiverseCity Surveyors network

This network ensures that every person, regardless of their ethnicity or background, fulfils their potential at work while promoting the benefits of ethnic diversity in the workplace. With 14% of the working age population coming from a Black or Minority Ethnic (BME) background, employers have got to take control and start making the most of talent, regardless of their background.

In our profession, the statistics, where historically available, show there is a long way to go on diversity. In 2017, we have just 14% of the chartered surveyors who are female, 1.4% Black, Asian and Minority Ethnic (BAME). However, the diversity increases with the younger generations with 4.5% of trainees from ethnic minority backgrounds and 20% apprentices from ethnic minority background.

That is the business case as well as the moral case. Diverse organisations that attract and develop individuals from the widest pool of talent consistently perform better. Additionally, if BAME talent is fully utilised, the economy could receive a £24 billion boost according to the recent McGregor-Smith review on race in the workplace.

About the event

Egbert Perry, the event's keynote speaker and founder and CEO of The Integral Group LLC, has served on various high-profile boards including Chairman of the Board for Fannie Mae, University of Pennsylvania Board of Trustees, Atlanta Life Financial Group and Central Atlanta Progress, as well as previous stints on the boards of the Federal Reserve Bank of Atlanta and Children's Healthcare of Atlanta.

To change the world you need to educate yourself and educate those around you. One has to be passionate about your profession and honesty and integrity.

Egbert Perry



The evening moved on to a panel discussion which included Jeremy Crook OBE, CEO of Black Training and Enterprise Group (BTEG) Alexander Smith MRICS, Sophia Nesro and Bola Abisogun FRICS and chaired by Sandra Kerr from Business in the Community.

There were inspiring and thought-provoking discussions throughout the evening. Including around the current lack of visible role models from ethnic minority backgrounds in the industry as well as the negative impacts of unconscious bias in the workplace.

It's important to build a rapport with people who are in the rooms where the opportunities are being discussed"

Sandra Kerr

Value of mentors and sponsors as well as reverse mentoring which is a powerful tool to positively expose decision makers to talent from all backgrounds

Be authentic, be yourself because it's your Unique Selling Point and will help you to network and succeed.

Sophia Nesro

My advice is to pass opportunities forward to members of your community whether it's work experience, or shadowing. Working hard and perseverance will make the difference.

Alexander Smith, Deloitte

If you want to find out more about the network, visit [DiverseCity Surveyors](#).

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