

NAIOP

COMMERCIAL REAL ESTATE
DEVELOPMENT ASSOCIATION

ARIZONA CHAPTER

Chapter Merit Award Category: Diversity, Equity, and Inclusion (DEI)

Chapter Name: Arizona

Chapter Size: Large

Executive Summary:

The flagship program of NAIOP Arizona's Diversity, Equity, and Inclusion (DEI) Committee is our partnership with Junior Achievement of Arizona to deliver the course *Real Estate and the Built Environment* to high school students from backgrounds that are underrepresented in commercial real estate.

Junior Achievement is a 501(C)(3) nonprofit organization that equips students with vital tools, resources, and skills in the areas of financial management, future planning, academic and career development. Our partner school is GateWay Early College High School (GWECHS), a public charter school affiliated with GateWay Community College. Enrollment in this Title I school is almost entirely minority students, according to data from the Arizona Department of Education.

The curriculum consists of 5 in-class sessions and a final competition.

1. Introduction to the Built Environment
2. Identify a Project Need
3. Assemble Financial Resources
4. Build the Team and Oversee the Project
5. Find Tenants, Manage the Project, and Manage the Sale

Noteworthy Points:

- Participating students come from backgrounds that are underrepresented in commercial real estate and might not otherwise have exposure to career paths in CRE.
- Students learn about a variety of careers in commercial real estate.
- Students are introduced to the development process through a 5 class curriculum taught by NAIOP volunteers.
- Students work in small teams to create a project that they pitch to judges (NAIOP volunteers) in a competition upon completion of the coursework. Winners get recognition and gift cards.
- Students learn important presentation skills as they prepare for the competition.
- Over 20 NAIOP members have volunteered as course instructors or competition judges. Most come back semester after semester because it is a rewarding experience to work with these students.
- Our relationship with our non-profit and school partners gets deeper each semester.