



**Chapter Merit Award Category:** Diversity, Equity, & Inclusion

**Chapter Name:** Washington State

**Chapter Size:** Large

**Executive Summary:**

The NAIOPWA DEI Committee's Pipeline Initiative successfully implemented two programs in support of its mission to engage with and provide valuable opportunities to students so they may pursue CRE careers in the future. Those programs are:

The **Summer Intern Program** gathered 40 students of diverse backgrounds (our largest class to date) weekly for lunch & learns. Over six weeks, the students met with DEI Committee and other NAIOPWA Members to learn more about CRE and grow their networks. Events included property tours, networking and mentorship opportunities, and panel discussions on the development process, DEI in CRE, and job searching. Post-program survey results showed that intern participants felt more likely to pursue a career in CRE than before they started the program.

Our **DEI Scholarship** awarded its first two scholarships, covering 84% of tuition costs for two students to complete the University of Washington's CRE Certification Program. The intent of the scholarship is to reduce the financial barrier of entry for historically underrepresented students to achieve professional education. In addition to financial support, recipients were awarded free student memberships and a spot on the DEI Committee to help grow their networks and support their career development.

**Noteworthy Points:**

As result of our DEI Pipeline Initiative:

- 40 student interns were educated about the CRE industry, introduced to potential mentors and colleagues, and provided resources for developing their careers.
- 2 scholarship recipients received financial assistance to complete the CRE Certification and advance their careers.
- Each intern participant and scholarship recipient received a free student membership. Several have gone on to attend chapter events and participate on NAIOPWA Committees.
- Post-program survey shows interns felt more likely to pursue a career in CRE after participating Intern Program.
- As a result of our scholarship program's success, the DEI Committee, with full support of our Board of Directors, wants to expand the program to cover the entire cost of tuition for more students.