



Corporate Anti-Racist Platform

AAREP DC's mission is to facilitate economic parity through real estate. AAREP is calling for the real estate industry to adopt anti-racist policies and practices that create tangible opportunities for equity.

AAREP is calling on the real estate industry to:

- Identify and acknowledge racially based social and economic inequities within your organization.
- Expand existing practices to identify and counteract biases that result in financial and opportunity inequities for black people.
- Put measureable and reportable action behind anti-racist practices.
- Intentionally and affirmatively create opportunities that promote the financial and social well-being of black people.

Industry Call to Action:

1. Greater Access to Capital

- Increased investment with black owned companies. Organizations, governments and municipalities should direct more capital to black entrepreneurs, black-owned small businesses, black fund managers and black service providers. Investment should be measured and reported.
- Local governments and municipalities should mandate, exclusive of any waiver of exemption, at least 33% of awards and contracts to black owned businesses.
- Lending and investment practices should promote opportunities for black owned companies. Practices supported by bias or white supremacist ideals (conscious or unconscious) should be exposed and eliminated. Banks and lending institutions should not have a prohibitive set of practices (written or unwritten) for evaluating and qualifying black borrowers.
- Private and public institutions should invest in black neighborhoods with intentionality and in cooperation with residents. Institutions should also expose and eliminate practices that create barriers to investing in black neighborhoods, such as contemporary forms of redlining.

2. Professional Development/Promotion

- Black people must be in every department of an organization and at every level of leadership, including middle management, Executive and Board of Director positions. The importance of diversity of ideas, thoughts and perspectives should be understood throughout an organization, especially at all levels of management, and the culture should be reflective of the mandate.
- Organizations should identify and cultivate black employees as candidates for management opportunities, specifically C-Suite positions that lead profit driven business lines.
- Black people should be members of all special committees, task forces and/or focus groups formed within organizations to discuss or advance the collective good.

- Organizations should annually evaluate, and compare to their respective counterparts, the pay, including bonuses, of black people to ensure inherent and implicit bias is not causing financial inequity across job titles and functions. This metric should be prepared by immediate supervisors and shared within the department and organization.
- Organizations should formally solicit and engage in feedback regarding racial inequality, inherent and implicit biases, white supremacist ideals and availability of resources and their effects as part of the Human Resources function, including employee annual reviews, 360 reviews, peer reviews, exit interviews, etc. Employees should have the freedom to engage without fear of retribution.
- Organizations should support, engage, and actively recruit talent from historically black colleges and universities.

3. Civic Participation and Contributions

- Evaluate your organization’s political donations to ensure they are not funding initiatives that challenge reforms aimed at dismantling anti-racist practices. Anti-racist practices include the banning of choke holds, equitable prosecution of police officers that brutalize and/or kill disarmed or subdued suspects, support of H.R. 40 – Commission to Study and Develop Reparations Proposals for African Americans Act, etc.
- Publicly advocate for action at the local, state and national level for anti-racist policies such as early voting, vote-by-mail and other efforts that ensure employees of all backgrounds can vote safely and easily, particularly amidst any public or personal health crisis.
- Contribute to or create programs that provide financial literacy and real estate exposure to youth.

AAREP supports **The Leadership Now Project’s Business for Racial Equity Pledge** and we encourage our members, supporters and industry to do so as well. Take the Pledge here:

<https://www.leadershipnowproject.org/businessforracialequity>

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