

DIVERSITY AND INCLUSION COMMITTEE CHARTER

Report to	National Board
Managed by	Sara-Jane Evans, Head of Membership and Commercial Services
Charter Date	Approved by National Board March 2023
Purpose of committee	To provide leadership to the property industry in increasing diversity and inclusion.
Procedures	<ul style="list-style-type: none"> • The Committee will adhere to Property Council’s Constitution, Bylaws and Operational Guidelines regarding: <ul style="list-style-type: none"> ○ Committee composition and operation procedure. ○ Committee election, voting and appointment. ○ Procedure for removal of committee members. ○ Duties of the Chairperson. ○ Process for establishment of a subcommittee. ○ Committee member Code of Conduct. • The Committee must adhere to the following procedures: <ul style="list-style-type: none"> ○ Meet at least four times per year. ○ A quorum of at least five members is required for all meetings. • Members of the Committee are expected to attend some national and local Property Council events. Events created and led by this committee must be supported by committee members.
Role and responsibilities	<ul style="list-style-type: none"> • Create awareness of the issues around diversity and inclusion and the importance of addressing them. • Continue to measure and report on diversity and inclusion in the industry, progress towards improving it and successes. • Recommending and supporting members with their understanding of diversity and inclusion, and help facilitate the Property Council in its efforts to raise awareness across the wider industry. • Provide support and resources to the membership to aid them in their diversity and inclusion journey. • Highlight Property Council’s diversity and inclusion priorities to better demonstrate member benefits. • Assist Property Council to build their perception as dynamic, diverse, and future-focused, attracting and retaining greater diversity through communications, events and thought leadership. • Engage with members to ensure Property Council is representing them adequately and bringing them the content they want. • Support leadership and positive growth in the people that will help shape our industry’s diversity and inclusion future. • Promote Property Council’s 40:40:20 pledge and work towards upholding diversity and inclusion for this committee.