

# ADVANCING DEI WORKSTREAMS

## CASE STUDY

# ADVANCING DEI WORKSTREAMS

**“ Regardless of our differences in our cultures, genders, religious beliefs or the color of our skin, when we truly feel accepted for who we are, we perform our best. Having been a part of the Inclusion & Leadership Network for several years and now the advancing diversity, equity and inclusion workstreams, I have seen firsthand how PGIM Real Estate’s DEI efforts have significantly evolved. We now have an integrated approach that starts at the senior management level and is channeled through various coordinated workstreams comprising a diverse cross section of team members to raise awareness and, ultimately, change behavior throughout the entire organization.**

**Ed Siddons**

Alternatives Asset Management Sector Head

Advancing DEI is a clear priority at PFI and PGIM Real Estate’s highest levels. As an organization, we recognize that we have a responsibility to advocate for racial justice and equity and to actively be part of the solution by mobilizing our global resource base. With offices around the world and established business practices, we recognize that we have an opportunity to develop a more focused framework for change.

In 2020, our senior management teams collected feedback from employees and partnered with the Inclusion & Leadership Network to develop the advancing diversity, equity and inclusion workstreams framework. As part of the process, our teams conducted listening tours with employees, reviewed current business practices and evaluated new initiatives that reflect the collective voice of our employees and that will result in meaningful and enduring change.

The outcome was a new framework comprising the following key areas of impact to guide our commitment to advancing diversity, equity and inclusion.



# Commitment to Advancing Diversity, Equity & Inclusion

PGIM Real Estate values the principles of diversity, equity and inclusion and seeks to engage with like-minded firms that exemplify those values and strive for a more equitable workplace. In that effort, we will work to have a better understanding of the groups we are doing business with and will look to expand our relationships with both existing and new people and partners that value those same principles.



## Talent Management

Attract diverse talent, retain diverse talent and hold people accountable to support the effort

## Investment Practices

Convey the importance of inclusion and diversity to our key stakeholders and grow the base of business done with diverse firms

## Real Estate Industry

Advance diversity, equity and inclusion initiatives through industry groups by involvement, influence and education

## Community Engagement

Create a more inclusive culture in which diverse talent thrives, and help advance racial equity in society

# IMPORTANT INFORMATION

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