



## **DIVERSITY & INCLUSION**

**July 2020**

### **Our perspective**

Poline Associates believes that the shopping center industry should reflect the myriad of consumers it serves, and while companies in our field have taken steps to foster greater diversity, we continue to lag behind other industries. The path forward will require our industry to examine more closely the intentionality of our policies and practices around not only diversity, but equality and inclusion as well.

We further believe that the best results are delivered when decision making includes the perspectives of people of different age, race, gender, nationality, sexual orientation, physical ability, background and worldview.

### **Our commitment to progress**

Poline Associates supports our clients' efforts to identify, attract and retain the best and brightest individuals from all backgrounds. We are committed to helping our clients create a workplace culture that embraces an array of perspectives and creates opportunities for women, minorities and other underrepresented professionals to excel.

We work with our clients to formulate ways to provide their employees a real work-life balance, education, training and mentoring which helps foster a productive work environment of creativity, collaboration and innovation within our industry.

Treating people fairly and equally is the cornerstone of our practice, and we are working to build an environment of diversity and inclusivity which is based upon the principle that we should listen, learn and respect perspectives which are different from our own.

### **Our actions**

Poline Associates advances diversity and inclusion in the shopping center industry by:

- Participating in ICSC's Diversity and Inclusion Working Group;
- Seeking talented women and minorities to fill our candidate pipeline;
- Consulting with clients on how to foster an inclusive workplace culture;
- Connecting with organizations, like Project REAP, colleges and universities, to increase awareness of the shopping center industry among diverse candidates from other fields and those who recently completed their studies; and
- Advising clients on compensation equality and transparency initiatives.