

#CREweek

Q&A with Jane Muir-Sands:

What needs to happen to draw more women to careers in corporate real estate?

In the profession of real estate, we have a long way to go towards inclusion – not just of women, but of a fully diverse community of professionals. Two key mindsets and actions could be most impactful. The first is intentionality. We need to closely evaluate where and how we are recruiting, managing, growing and mentoring, with the intent of diversity in mind. As leaders, we are responsible for leading with intent. So, we need to ask ourselves if we are, and, if not, address those gaps.

Second is empathy and support. Last year, 865,000 women left the labor force in the United States, women make up 39 percent of global employment but account for 54 percent of overall job losses. That is **more than four times** the number of men who left the labor force and that is just not acceptable. The current pandemic has had significant impacts on women. This past year has shined a harsh light on the inequality that women are facing. As corporate real estate leaders, at this moment - we should think about how we show up at work and how we support our workforces - to truly re-think how we support women and indeed champion D&I in every aspect of leadership.

How did you establish your career in corporate real estate?

I believe my career growth and development has been made by probably two main things: working for companies that have strong values and a purpose and show action around diversity and inclusion. Within those companies I have been incredibly lucky to work for leaders that have championed diversity and inclusion. Having leaders that show strong commitment to these values is fundamental to enable create a truly inclusive and high-performing environment.



Jane Muir-Sands
Vice President
Group Real Estate
and Operations
IBM, London

CoreNet Global
Board Member



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