

Equity, Diversity & Inclusion ("EDI")



TOGETHER

Lunchtime Briefing

8th October 2024

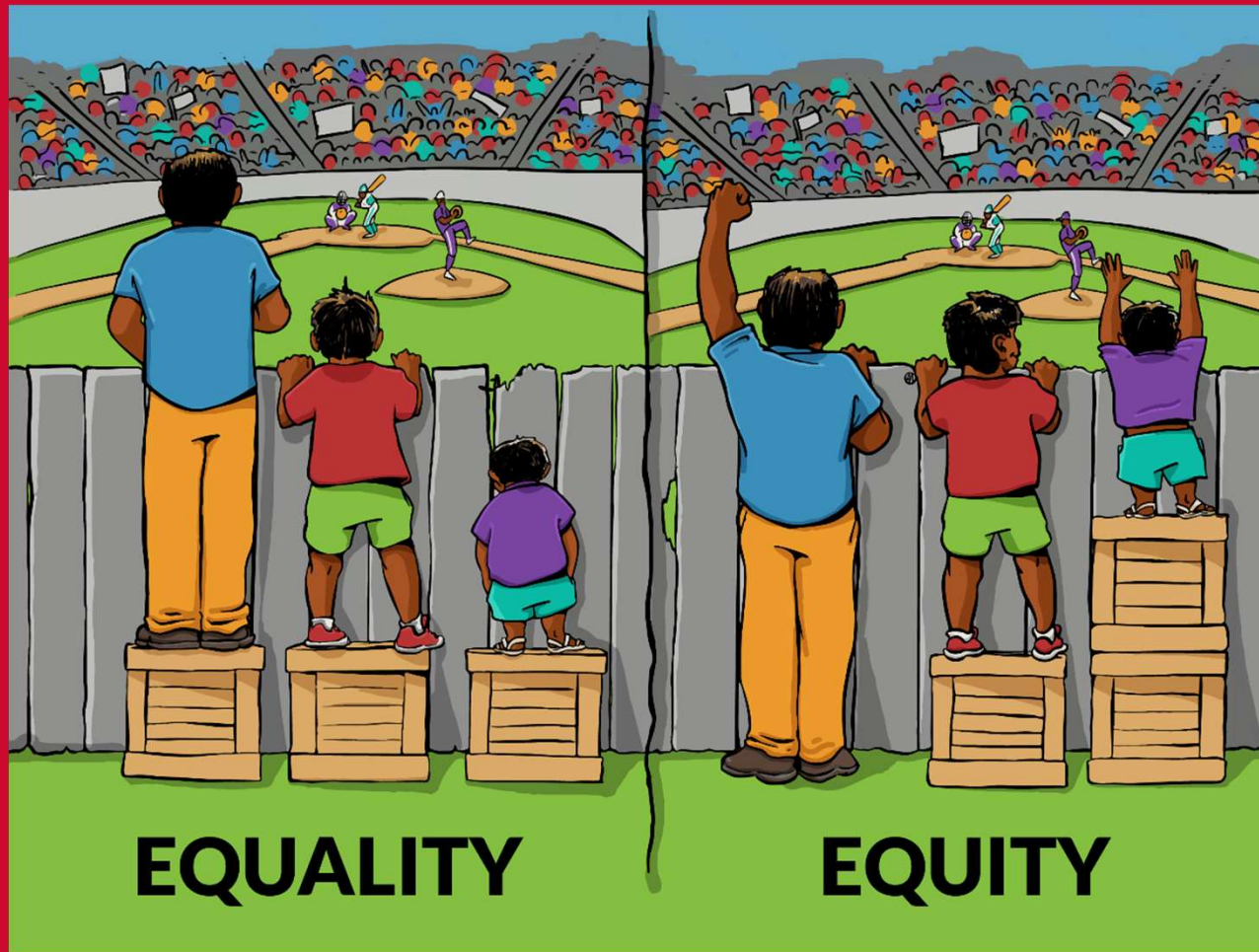
Lambert
Smith
Hampton

LSHTogether



#TOGETHER we are committed to creating an environment where everyone feels included, valued and empowered to achieve their full potential and succeed

Equality v Equity



EDI Working Committee

Gender Balance

Carla Watson
Rebekah Formosa

Interfaith

Chris McCartney

LGBTQ+

Federico Montella
Kathy O'Reilly

freehold+

Multicultural

Emmanuel Alade
Aleesha Buta



Social Mobility

Lana Goddard

Workability

Kirsty Wilkojc
Lara Davies



Wellness / Mental Health

Donna Smith

This is *me*™



MENTAL HEALTH AT WORK *Created by* mind

property NEEDS YOU



RE/ESTATE
B/LANCE



like privately recommending a colleague with a traditionally marginalized identity for a promotion.

EDI Calendar 2024

January	February	March	April	May	June
Mentoring	LGBTQ+ History	Women's History	Stress Awareness Month		Pride
<ul style="list-style-type: none"> 1 New Year 4 World Braille Day 5 "Brew" Monday 17 Guru Gobind Singh's Birthday (Sikh) 17 Martin Luther King Day 27 Holocaust Memorial Day 	<ul style="list-style-type: none"> 2 Time To Talk Day 10 Chinese New Year 5-11 National Apprenticeship Week 5-11 Race Equality Week 14 Ash Wednesday (Christian) 15 Parinirvana (Buddhist) 26-1 Eating Disorder Awareness Week 	<ul style="list-style-type: none"> 1 Zero Discrimination Day 1 Self-Injury Awareness Day 8 International Women's Day 10 Ramadan begins (Muslim) 21 Day of Elimination of Racial Discrimination 18-24 Neurodiversity Celebration Week 25 Holi (Hindu) 25-27 Hola Mohalla (Sikh) 30 World Bipolar Day 31 Easter Day (Christian) 31 Trans Day of Visibility 	<ul style="list-style-type: none"> Autism Awareness Month 1 Easter Monday (Christian) 2 World Autism Awareness Day 7 World Health Day 8 Ramadan ends (Muslim) 9-10 Eid al Fitr (Muslim) 13 Vaisakhi (Sikh) 22-30 Pesach / Passover (Jewish) 22 Stephen Lawrence Day 	<ul style="list-style-type: none"> 1-7 Deaf Awareness Week 5-6 Yom HaShoah (Jewish) 13-19 Coeliac Disease Awareness Week 15-19 Mental Health Awareness Week 15 Wesak (Budha) Day (Buddhist) 17 International Day against Homophobia, Biphobia and Transphobia 18 Accessibility Awareness Day 20-25 Learning at Work Week 25 George Floyd's Anniversary 	<ul style="list-style-type: none"> 1-7 Volunteers' Week 9 Race Unity Day 16 Eid ul-Adha (Muslim) 17-23 Learning Disabilities Week 21 World Humanist Day
Gender Balance	Interfaith	LGBTQ+	Multicultural	Social Mobility	Workability
Wellness / Mental Health					

EDI Calendar 2024

July	August	September	October	November	December
<p>South Asian Heritage Month</p> <p>14 Non-Binary Persons Day</p> <p>15 World Youth Skills Day</p> <p>18 Nelson Mandela Day</p>	<p>4 Day of Friendship</p> <p>22 International Day commemorating Victims of acts of violence based on Religion</p> <p>23 International Day for the Remembrance of the Slave Trade and its Abolition</p> <p>19 Raksha Bandhan (Hindu)</p> <p>30 Grief Awareness Day</p>	<p>Latin American Heritage Month</p> <p>10 World Suicide Prevention Day</p> <p>18 International Equal Pay Day</p> <p>23 Bi-visibility Day</p> <p>23-29 National Inclusion Week</p>	<p>Black History</p> <p>ADHD Awareness Month</p> <p>2-4 Rosh Hashanah (Jewish)</p> <p>3-12 Navrati (Hindu)</p> <p>7-13 Dyslexia Awareness Week</p> <p>10 World Mental Health Day</p> <p>11 Yom Kippur (Jewish)</p> <p>11 National Coming Out Day</p> <p>18 World Menopause Day</p> <p>23 Shemini Atzeret (Jewish)</p>	<p>Men's Health Awareness / Movember</p> <p>1 Diwali (Hindu + Sikh)</p> <p>1 Bandi Chor Divas (Sikh)</p> <p>2 National Stress Awareness Day</p> <p>8 Parkash Diws Guru Nanek Dev Ji (Birth)</p> <p>11 Armistice / Remembrance Day</p> <p>12-19 Interfaith week</p> <p>15 Guru Nanak Dev Ji GURPURAB</p> <p>19 International Men's Day</p> <p>20 Trans Day of Remembrance / Trans Inclusion</p>	<p>Disability Awareness</p> <p>1 World Aids Day</p> <p>2 International Day of Abolition of Slavery Day</p> <p>3 International Day of Persons with Disabilities</p> <p>8 Bodhi Day (Buddhist)</p> <p>25-2 Hanukkah (Jewish)</p> <p>25 Christmas Day</p>
Gender Balance	Interfaith	LGBTQ+	Multicultural	Social Mobility	Workability
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National Inclusion Week

We're supporters of

Inclusive
Employers

National
Inclusion Week

2024 23-29
September

Inclusive Employers
National
Inclusion Week

**#Impact
Matters**

Lambert
Smith
Hampton

	<p>Carla Watson Head of PMA Ops & Client Monies Compliance</p>		<p>Rebekah Formosa Director - Town Centres & Economic Regeneration</p>
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Gender Balance Network

GENDER BALANCE

- Discuss challenges in the industry and how we can help LSH become more gender balanced
- Benchmarked LSH's Gender Pay against competitors
- Held events for IWD & NIW – Podcasts & Panel Discussion
- Set up an Action Plan to track our progress and be accountable

JOIN

8 Members

Monthly
Teams Call

Focus Areas Recruitment - Professional Development - Retention of Staff







*Reducing Bias &
Discrimination,
promoting
inclusivity*



Work with HR to review people policies & feedback on training for all positions

Increase transparency of what LSH offers to its employees

Monitor how the landscape is changing in respect of gender balance in the surveying industry and be in line/ahead of the curve

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Multicultural / Interfaith Networks

MULTICULTURAL / INTERFAITH

- Aim is to broaden awareness of the different cultures and faith within the business and encourage inclusivity
- Working with HR team to target schools from an ethnic minorities.
- Social events and roundtable discussions with organisations such as National Grid, Montague Evans, JLL and RICS.
- Aim to grow the network across the business.
- Email Together@lsh.co.uk to join today!



The poster features a dark background with a decorative banner of colorful bunting at the top. Logos for BPIC NETWORK and Rider Levett Bucknall (RLB) are positioned at the top right. The main text reads 'JOIN US IN CELEBRATING BLACK HISTORY MONTH' in bold yellow and white. Below this, three circular images with glowing yellow borders show diverse groups of people in professional settings. A 'RSVP' text is centered below the images. At the bottom, a yellow arrow points to a box containing the date '17 OCTOBER 2024' and time '18.00PM 21.00PM'. A 'More Information' link and the website 'www.bpicnetwork.com/events' are at the bottom.

BPIC & Rider Levett Rucknall Event
“Reclaiming Narratives”



Kathy O'Reilly
Associate Director - Val-
uation

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 [Email](#)



Federico Montella
Head of ESG & Sustain-
ability

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LGBTQ+ Network

LGBTQ+


- Collaboration with Freehold
- Collaboration with other firms
- Social events and networking opportunities with peers and senior leaders industry-wide
- Aim to grow the LSH network through Teams
- Allies are highly encouraged
- Aim to host LSH Pride event 2025
- Email Together@lsh.co.uk to join today!




Allsop hosted a Pride spin class



Lana Goddard
Associate Director –
ESG & Sustainability

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Social Mobility Network

SOCIAL MOBILITY







To remove any socioeconomic barriers to employment

How you can get involved:

1. Sign up to be a mentor
2. Volunteer to attend a local careers fair
3. Become an ambassador
4. Join the network

Contact Lana Goddard for more details



	<p>Kirsty Wilkojc Associate Director - Valuation</p>		<p>Lara Davies Marketing Executive</p>
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Workability Network

WORKABILITY

To raise awareness, provide resources and help build an inclusive environment for colleagues with disabilities



COUNT ME IN

DIVERSITY DATA CAMPAIGN



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