



DEI GRANT AWARDS PROGRAM

CREW New York (CREWNY) is excited to invite eligible applicants to apply for a 2024 CREWNY membership grant (the "**Grants**") to be awarded to advance all women in commercial real estate (CRE) through gender parity, inclusion, and greater visible and invisible diversity in CRE. If you meet the applicable Eligibility Standards set forth in Section II below, please consider applying for a 2024 Grant. Our community looks forward to welcoming you.

The mission of CREWNY has been to promote and empower women in the Commercial Real Estate (CRE) industry. Working to achieve gender Equity & Inclusion in the workplace has been a key pillar of our mission from day one. We are expanding our commitment to incorporate Diversity as a critical cornerstone of our mission that will help shape the future identity of CREW — an identity that not only embraces opportunities within CRE for ALL women, but one that celebrates the differences that make us unique and extraordinarily stronger when we combine forces to achieve our individual and collective goals. *Collecting race, ethnicity, and gender demographic data, helps us identify which populations we currently reach and those populations we are not yet reaching.*

Application Timeline:

- **June 12th – July 31st, 2023:** Applications accepted.
The deadline for receipt of the Application Documents is 5:00pm (EST)
- **August 1st – August 31st, 2023:** Applications will be reviewed, and applicant interviews conducted, by the Grant Awards Team.
- **October 3rd, 2023:** Winner(s) announced during the CREWNY October 3rd, 2023, Members Luncheon.

How to Apply:

- **Apply online.**
 - [CLICK here](#) to submit your application and all supporting Additional Documents online.

Contact:

- If you have any questions, please feel free to contact: office@crewny.org

I. PROCESS, BENEFITS & CRITERIA

A. 2024 GRANTS AWARD PROCESS:

The Grants will be awarded to up to three (3) eligible Grant applicants. One (1) of the Grants are intended be awarded to professionals satisfying all the "Grant Requirements" set forth in Section IIA below for a Basic Membership Grant; and two (2) of the Grants are intended to be awarded to graduate students meeting the "Grant Requirements" set forth in Section IIB below for a Graduate Student Membership Grant (in each case, the "**Grant Requirements**").

In order for an applicant to be considered "eligible" for a Grant by CREWNY, the applicant must:

- (a)** meet all of the applicable Eligibility Standards
- (b)** complete and submit via the online link, all of the Application Documents, described in Section IIA or IIB below, as appropriate, by the above deadline
- (c)** be available for an interview by the Grant Awards Team. Application Documents which are incomplete in any way will not be reviewed or considered.

All Application Documents, including the Personal Financial Statement, are intended to remain strictly confidential, and shall be retained securely by and on behalf of CREWNY for administrative purposes only, being assessed by the Grants Awards Team. The Team shall not distribute, disseminate, or share the Application Documents, except to the extent necessary to conduct the Grants award process, or as required by applicable law. Any sensitive information you choose to supply in connection with applying for a Grant is completely **voluntary**.

The 2024 Grant Process, and awarding of the Grants, are subject in all respects to applicable laws.

B. 2023/2024 GRANT BENEFITS: Applicants awarded a Grant will receive the following benefits and opportunities:

- Complimentary 15-month membership in CREW Network, includes the balance of its 2023, and the full 2024, membership year, with all the benefits and opportunities accruing to CREW Network members, including access to its CREWBiz Community and over 12,000 members in 12 countries. CREW Network is an organization of over 12,000 CRE professionals, representing nearly every discipline in the industry, and having affiliate organizations in over 75+ major markets across the globe.
- Complimentary 15-month Membership in CREWNY, includes the balance of its 2023, and the full 2024, membership year at either, the: (a) "Basic Member" level, with all of the benefits and opportunities redounding to a Basic Member of CREWNY; or (b) "Graduate Student" level, with all of the benefits and opportunities redounding to a Graduate Student Member of CREWNY. CREWNY is the New York Chapter of CREW Network, and a leading organization advancing the success of all women in CRE in the New York metropolitan area.
- The following opportunities offered by both CREWNY and CREW Network:
 - Quality thought leadership and content programming
 - Effective networking
 - Strong professional and leadership development
 - Community engagement and inclusion

CREWNY strongly encourages the active participation of our members on a CREWNY Committee in order to fully experience the benefits and opportunities CREWNY membership offers. Accordingly, Grant recipients are required to actively serve on one of our committees to maximize the value of the benefits and opportunities we will provide to Grant Award Winners.

C. GRANT AWARDS CRITERIA:

There are a limited number of CREWNY Grants available, which are needs-based and will be awarded based solely on merit. Applicants will be comparatively assessed by the Grants Award Team based on:

- Financial need considerations
- Your Interview
- Your Application Documents

II. GRANT REQUIREMENTS

A. BASIC MEMBERSHIP GRANT REQUIREMENTS [For CRE Professionals]:

1. ELIGIBILITY STANDARDS. In order to be considered eligible for a Basic Membership Grant, an applicant must currently:
 - Be, or identify as, female
 - Be employed in a substantially full-time professional position, or have an ownership interest in an entity, the primary responsibilities of which are in one or more of the Qualified Fields of Commercial Real Estate (QFCRE) listed in Section C below
 - Have at five (5) or more years of experience in a QFCRE
 - Work, have an office, conduct business, or have a controlling interest in a business located in the New York metropolitan or immediately surrounding area
 - Be of good character, having the highest professional and ethical standards and integrity
 - Actively support the achievement of parity in opportunity, influence, power, and compensation for all women in CRE.

2. APPLICATION REQUIREMENTS. If an applicant meets all of the above Eligibility Standards, in order to be considered by CREWNY for a Basic Membership Grant, an applicant must submit via the online application, all of the following documents (collectively, for these applicants, the "**Application Documents**") to CREWNY by the above deadline:
 - Online Grant Application fully completed, signed, and dated
 - Personal Statement of Interest not exceeding 500 words, stating your reasons for wanting to join CREWNY and your career goals in CRE
 - Personal Financial Statement
 - Letter of Reference (from an employer, colleague or contact in commercial real estate)
 - Resume or CV or biography, briefly describing your professional career highlights (e.g., education, employment, leadership positions and accomplishments)
 - Headshot **[Optional]**

B. GRADUATE STUDENT GRANT REQUIREMENTS [For Graduate Students]:

1. ELIGIBILITY STANDARDS: In order to be considered eligible for a Graduate Student Membership Grant, an applicant must currently:
 - Be, or identify as, female
 - Be enrolled substantially full-time in an accredited university or other educational institution in the New York metropolitan or immediately surrounding area, not scheduled to graduate before June 30, 2024
 - Actively pursuing a graduate degree in such university or educational institution in one of the QFCREs listed in Section C below
 - Be of good character, having the highest professional and ethical standards and integrity
 - Actively support the achievement of parity in opportunity, influence, power, and compensation for all women in CRE.

2. APPLICATION REQUIREMENTS. If an applicant meets all of the above Eligibility Standards, in order to be considered for a Graduate Student Membership Grant, an applicant must submit via the online application, all of the following documents (collectively, for these applicants, the "**Application Documents**") to CREWNY by the above deadline:
 - Online Grant Application, fully completed, signed and dated
 - Personal Statement of Interest not exceeding 500 words, stating your reasons for wanting to join CREWNY and your career goals in CRE
 - Personal Financial Statement
 - 2022/2023 Transcripts
 - Letter of Reference (from a professor, employer or contact in commercial real estate)
 - Headshot [**Optional**]
 - If you like, you may also include a resume or CV or biography briefly describing your professional career highlights (e.g., education, positions, and accomplishments).
[Optional]

C. QUALIFIED FIELDS OF COMMERCIAL REAL ESTATE (QFCREs):

As an industry, commercial real estate encompasses professionals from across multiple disciplines, who each provide their own area of expertise. This below list of [Qualified Fields of Commercial Real Estate\(QFCRE's\)](#) was developed to help define the range of professionals in this industry.

• Accounting	• Commercial Lending	• Environmental	• Law (CRE)
• Acquisitions / Dispositions	• Construction Management	• Executive (CRE)	• Market Research & Analytics (CRE)
• Appraisal	• CRE Consulting (100%)	• Facility / Property Management	• Project Management
• Architecture	• Corporate Real Estate	• Finance / Investment (CRE)	• Public Sector, Quasi-Governmental & Port Authorities (CRE)
• Asset Management	• Cost Segregation	• Human Resources (100% CRE Firms)	• Relocation Services, Corporate
• Brokerage	• Development (CRE)	• Interior Design Space Planning	• Risk Management (CRE)
• CRE Business Development (100% CRE firm only)	• Economic Development	• Investment Management (CRE)	• Surveying
• Commercial Insurance	• Education	• Investors Relations (CRE)	• Title / Escrow (CRE)
	• Engineering	• Land Use & Zoning	

Thank you for your interest and participation in the DEI Grant Awards Program.