



CREW
NETWORK 

2023

ANNUAL REPORT

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Accelerating
success for all women in
commercial real estate globally



Alyssa Dangler

Partner

Williams Mullen

CREW Coastal Virginia

President's Message

Fellow CREW Network members and partners,

On behalf of our global board, executive committee, and volunteer leaders, I am proud to share CREW Network's 2023 accomplishments and highlights in the pages of this report. It was a year of strong engagement, connection, and growth for our global organization and members. In 2023:

- The first ever CREW Network Emerging Leaders Retreat, designed for women in the industry who are 35 and under, was a major success with 100 young professionals participating in skill development, personal growth, and networking.
- Chapter leaders from across the globe attended the inaugural Chapter President and President-Elect Training to learn best practices for effective leadership. The new CREW Network program focused on governance, volunteer management, and succession planning—at no cost to the chapters.
- We welcomed CREW Louisville to our global network as our 80th chapter and first in the U.S. state of Kentucky. CREW Network membership also surpassed 14,000 for the first time.
- CREW Network launched CREW View: CRE Women Speak, a quarterly research series elevating women's perspectives on commercial real estate trends and insights.

I would like to express my gratitude to our membership, CREW Network staff, board of directors, chapter leaders, and industry partners for their dedication and support. Together, we are accelerating the success of all women in commercial real estate globally.

With gratitude,

Alyssa Dangler

2023 CREW Network President

CREW NETWORK

2023 Board of Directors

PRESIDENT

Alyssa Dangler
Partner
Williams Mullen
CREW Coastal Virginia

PRESIDENT-ELECT

Karen Whitt
President, Real Estate
Management Services
Colliers
CREW DC and CREW Atlanta

IMMEDIATE PAST PRESIDENT

Barbi Reuter
CEO/Principal
Cushman & Wakefield | PICOR
CREW Tucson

CHIEF EXECUTIVE OFFICER

Wendy Mann, CAE
CEO | CREW Network
President | CREW Network Foundation

DIRECTORS

LaShawn Bates
Executive Director
JLL
CREW Tampa Bay

Elena Cutshall
Studio Director
Gensler
CREW Austin

Lynn Goessling
Partner
Armstrong Teasdale LLC
CREW-St. Louis

Pauline Hale
US Head of Quality Control
JLL
CREW Orange County

Barbara Oddo
Director and Regional
General Manager
Tishman Speyer
CREW Boston

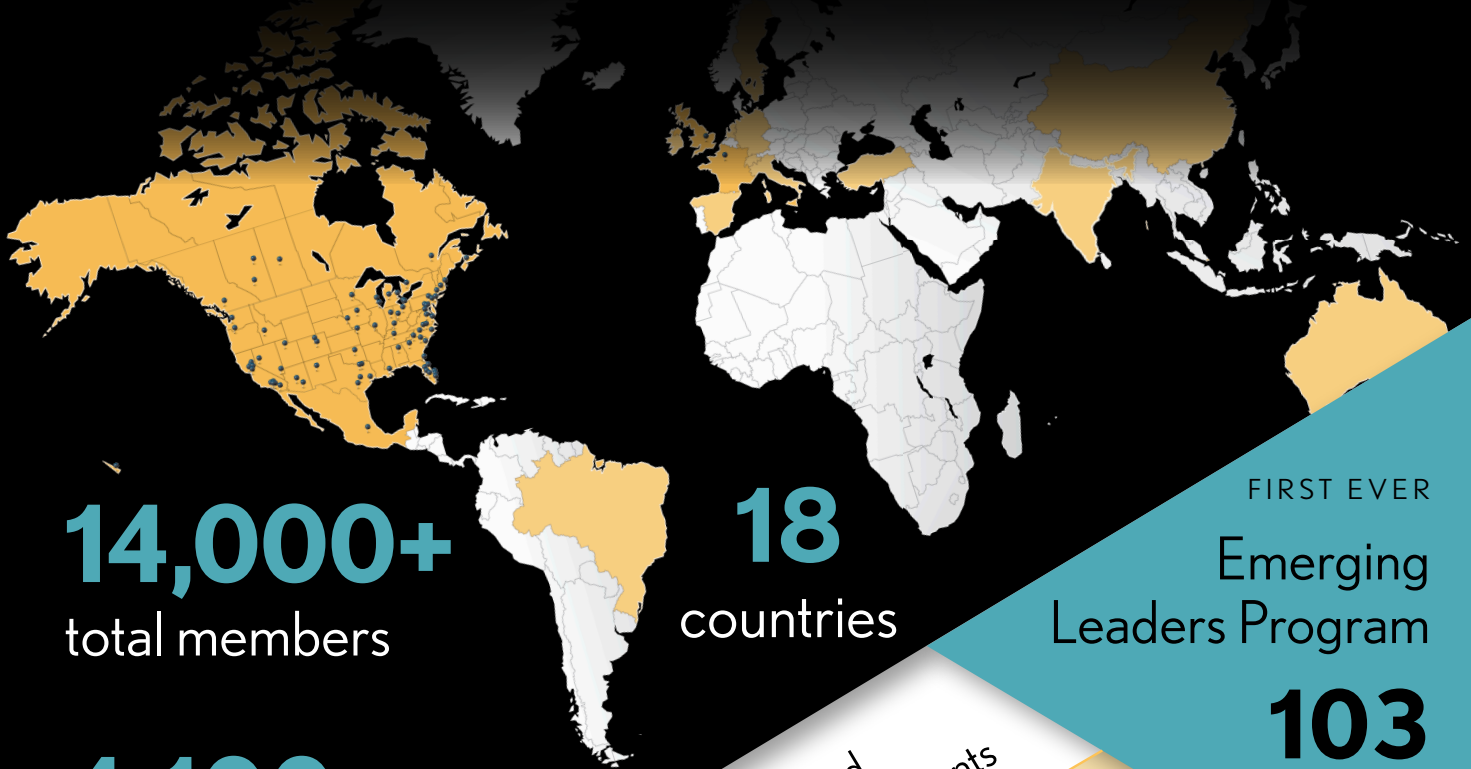
Cindy MacMillan
Vice President, Asset Management
Grosvenor Americas
CREW Vancouver

Leslie Teskey
Managing Principal
Cresa
IndyCREW



Front row L-R: Karen Whitt, Wendy Mann, Alyssa Dangler, Barbi Reuter
Back row L-R: Barbara Oddo, Cindy MacMillan, LaShawn Bates, Pauline Hale, Elena Cutshall, Leslie Teskey, Lynn Goessling

2023 By the Numbers



14,000+
total members

18
countries

4,100+
new members

FIRST EVER
Emerging
Leaders Program

103
attendees

8,000+ Attendees **56** Virtual and In-Person Events



211,752
visitors came to the
CREW Network website

totaling over **1 million** page views



1 Convention
1,458 attendees

3 Leadership
Summits

1,088 registered

5,412
DOWNLOADS



CREW Network app
45% increase

78


Leadership
Certificate
graduates



Shaping Future Leaders

CREW Network held its first ever Emerging Leaders Retreat in 2023, marking a significant milestone in advancing women 35 and under in the commercial real estate industry. More than 100 CRE professionals gathered in San Antonio, Texas, formed new business connections, and walked away with skills and strategies to help them thrive as leaders in the industry. The retreat offered a platform for women to enhance their personal growth and professional contributions within their organizations.

Highlights

Attendees participated in interactive workshops, engaging discussions, and networking sessions led by industry experts and professional development facilitators. Topics ranged from negotiation strategies to personal branding, preparing participants with skills to navigate the complexities of the CRE landscape. Speakers included:

- **Gail Berger, Ph.D.**, Clinical Associate Professor, Northwestern University
- **Tiffany English**, Senior Director of Architecture, Qualcomm
- **Kayden Manning**, Associate Consultant, Consilio
- **Stacey McKibbin**, CEO, Consilio

An important aspect of the event was the support of employers and chapters who invested in the development of their young talent by sponsoring an emerging leader in their company or chapter to participate in the retreat. These companies and chapters demonstrated their commitment to promoting diversity, equity, and inclusion within their organizations and the broader industry.

CREW Network and Partner Associations Align to Expand Supply Chain DEI

The Commercial Real Estate Diverse Supplier (CREDS) Consortium, formed by seven major real estate associations including CREW Network, launched in February 2023 to support our industry access to a diverse and untapped ecosystem of suppliers.

The consortium offers tools to identify, track, and hire minority and women owned business enterprises (MWBES), emphasizing the benefits of diversity in business. Powered by SupplierGATEWAY, the two-year pilot program simplifies supplier management for MWBEs. Consortium members can access SupplierGATEWAY's platform to promote their services, and to find MWBE suppliers and post job opportunities, supporting ESG and DEI goals in commercial real estate.



We are One CREW

Chapter leaders from across the globe were brought together in October 2023 for the inaugural CREW Network Chapter President and President-Elect Training. Attendees acquired skills, strategies, and connections necessary for effective leadership in their chapters. The sessions offered unique perspectives and expertise essential for navigating the complexities of leadership. Speakers and session highlights included:

- **Donna Dunn**, Senior Consultant at Tecker International LLC, led a session emphasizing the critical role of governance in chapter success. Participants gained valuable insights about defining operating norms, accountability structures, and implementing best practices in committees.
- **Lowell Aplebaum**, CEO of Vista Cova, facilitated an interactive discussion highlighting the vital role volunteers play in the success of chapters. Participants engaged in discussions about volunteer expectations, motivation, and training. They shared their experiences, both challenges and successes, in identifying, recruiting, and managing volunteers, while also exploring the impact of organizational culture on the volunteer experience.
 - **Cynthia Mills**, President and CEO of The Leaders' Haven LLC,



conducted a workshop on the significance of succession planning. Participants engaged in an interactive session focused on building a talent pipeline and securing commitment for future leadership roles. Mills' insights provide strategies for effectively managing succession within CREW chapters, ensuring long-term success.

- **Sharon Newport**, Principal of Sharon Newport LLC, offered valuable perspectives on organizational development and DEI, using her extensive experience as an organizational consultant and executive coach.

The interactive nature of the event encouraged chapter leaders to drive positive change within their organizations and broader industry and contribute to the continued success and growth of CREW Network.

CREW Louisville Joins the Global CREW Network



Alyssa Dangler, Krista Yockey, Jessica Anaya and Shannon Huffer at the Fall Leadership Summit

CREW Network expanded its reach by adding a chapter in Louisville, Kentucky in June 2023. The decision to add CREW Louisville was made unanimously by Delegates at the CREW Network Spring Leadership Summit. Led by Krista Yockey, Renee Curtis, and Shannon Huffer, the chapter experienced rapid growth since its first official meeting in 2022. With a focus on promoting business opportunities and providing networking, education, and leadership prospects, CREW Louisville plans to host various events covering industry trends, leadership seminars, and educational sessions to inspire the next generation of professionals.

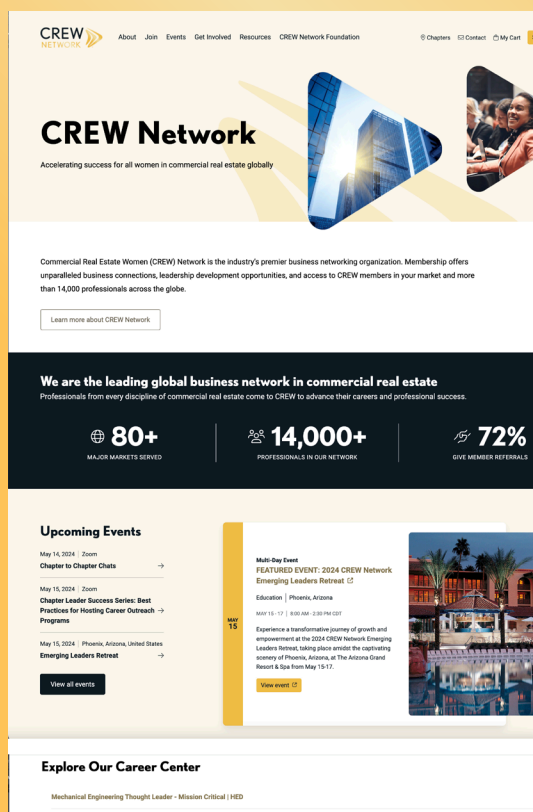


CREW View: CRE Women Speak Launch

Our new quarterly research series, CREW View: CRE Women Speak, launched in 2023 to provide the commercial real estate industry and media with data and insights into women's perspectives on CRE trends, business, and issues. The reports amplify women's voices, insights and experiences on important topics such as economic expectations, growth drivers, and the challenges companies face while navigating changes in the industry.

New Year, New Website

In September 2023, CREW Network launched a new website and 55 new integrated chapter sites with the goal of delivering better, faster, and more relevant features to maximize the user experience. The updates included a refreshed look, improved user experience, interconnected events pages, and global accessibility standards.



Volume 1 - March 2023

The first edition addressed topics including affordable housing, office spaces, and Environmental, Social, and Governance (ESG) considerations. With more than 1,100 women participating globally, the report provided a thorough overview of women's perspectives on economic expectations, deal performance, and the changing environment of CRE.

Volume 2 - June 2023

The second edition explored the office and multifamily sectors and discussed finance-related topics. Over 1,200 women shared their perspectives, emphasizing ongoing worries about the future economic climate and the repercussions of the recent banking crisis on the worldwide CRE market.

Volume 3 - Sept. 2023

The third edition centered on ESG considerations alongside discussions on office and industrial/manufacturing sectors. Respondents emphasized the growing importance of ESG initiatives in shaping corporate strategies and gender diversity and inclusion in the workplace.

Volume 4 - Jan. 2024

The final survey, conducted in December 2023 and released in January 2024, provided a snapshot of trends, and economic and industry performance by sector in 2023. The report addresses widespread concern within the industry, the anticipated economic downturn, deal volume, and barriers to career advancement for women in CRE.

Turning ESG Intention into Action

CREW Network, the leading producer of research on gender and diversity in CRE, and preeminent voice for women in the industry, selected ESG as the focus of its 2023 research paper. The paper highlighted the Social piece of ESG because the emphasis on gender equity, pay parity, and diversity—particularly in management positions—is critical to the advancement of women and other underrepresented groups.

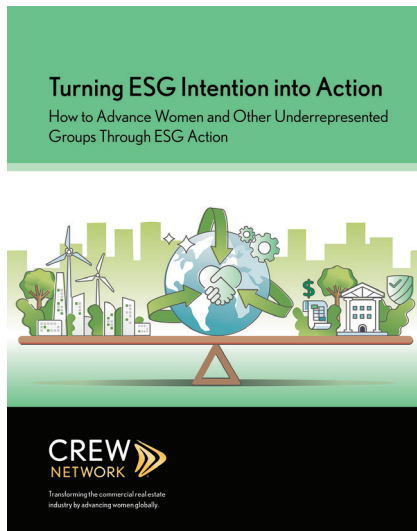
Despite the growing recognition of the importance of ESG in the commercial real estate industry, many professionals lack an understanding of its implementation. According to a July 2023 survey of 1,028 CRE professionals conducted by CREW Network, one in three respondents reported having little to no knowledge about ESG, while slightly over half claimed to have sufficient knowledge.

Although 75% acknowledged the significance of ESG within their companies, only 38% stated that their organizations actively executed an ESG plan or strategy. Around 64%

of respondents admitted to not regularly reporting on ESG data or progress. The survey revealed that 24% of respondents considered ESG not important at all to their companies, with the majority connecting this perspective to ESG's lack of prioritization within their organizations. These statistics highlight the gap between the recognition of ESG's importance and the actions taken to integrate it into business strategies within the CRE industry.

The paper concluded that prioritizing the Social piece of ESG will position companies for sustainable growth and profitability. Through sharing research findings, planning targeted events, and creating collaborations with industry stakeholders, companies can navigate the complexities of ESG integration while advancing

women, DEI and the company's bottom line.



75%

believe governance could help women and other underrepresented groups advance



2023 Honorees

Honoring the Achievements of Women in CRE

CREW Network is proud to honor the outstanding achievements of our members and their impact on the industry. Through our annual recognition programs, including Distinguished Leaders, Impact Awards, and the CREW Catalyst Award, CREW Network continues to provide a platform to honor exceptional industry professionals.

2023 Distinguished Leaders

Commercial real estate executives Audra Cunningham, Jeanette Flory-Sagan, and Dionne Nelson were named CREW Network Distinguished Leaders in 2023 and featured as speakers at the CREW Network Convention.

Cunningham, Executive Vice President and Chief Administrative Officer at T. Dallas Smith & Company, transitioned into office tenant representation in 2008 following a 23-year career in telecommunications, where she was in several management roles. Prior to T. Dallas Smith & Company, she held leadership positions at JLL, CBRE, Newmark Knight Frank, and Physician's Realty Trust (REIT), where she was responsible for more than 3 million sq. ft. of medical office space.

Flory-Sagan founded Cereus Asset Services LLC in 2018, where she shares vast portfolio expertise and decades of solutions-driven experience with clients holding office, multi-family, industrial and retail assets under management in major U.S. markets. She has served as a CREW Network Global Board Director and Past Chair of CREW Network Foundation and is a CREW Visionary.

Nelson leads Laurel Street, a leading mixed-income housing development company experienced in providing high-quality residences for working families and seniors. She has more than 25 years of experience in development, finance, and operations. Nelson also serves as Co-President of LSA Management, a property management operating partnership with Avanath Capital Management serving Laurel Street's properties.

*Recognizing
extraordinary
leadership
and success
in commercial
real estate*



Audra Cunningham



Jeanette Flory-Sagan



Dionne Nelson



Sally French Tyler

Circle of Excellence

The CREW Network Circle of Excellence award recognizes individuals and companies who consistently deliver excellence, and whose efforts advance the CRE industry and show support for our mission.

The 2023 Circle of Excellence honoree was **Sally French Tyler**, Executive Vice President of First American Title Insurance and Group President of the company's Residential & Commercial Direct Title Operations. Tyler joined CREW Network in 1993, served as CREW Atlanta President in 1996, and then as CREW Network President in 2001. She has mentored many CREW members both formally and informally, is a CREW Visionary with two diamonds, and a dedicated champion for CREW and women in the industry.

2023 CREW Catalyst Award

The CREW Catalyst Award honors industry leaders who are committed to diversity, equity, and inclusion in commercial real estate. This industry-wide award recognizes a senior-level executive who has consistently demonstrated a commitment to advancing women, serving as a catalyst for change in their company and throughout the industry. The 2023 CREW Catalyst honorees were:

Ashley Kuhn

President, Blair-Freeman Group | CREW Omaha

Kuhn is committed to the diversification of the construction industry. In 2018, she left one of the largest development firms in Omaha, Nebraska, to launch Blair Freeman, a 100% woman and minority owned Class A construction management company. In their first year of business, Kuhn and her fellow black female co-founder surpassed revenue projections 20-fold from an estimated \$500,000 to \$10 million on the books.

Gil Borok

President and CEO, U.S. & LATAM, Colliers

Under Borok's direction and championing, Colliers has invested in eight new Employee Resource Groups (ERGs) and has worked extensively to improve and expand the number of diverse professionals supporting Colliers' service delivery, as well as raise their visibility and voices. Borok also supports Colliers' investment in CREW, with more than 160 active members, and scholarships for young professionals to receive training at the CREW Network Emerging Leaders Retreat.



Ashley Kuhn



Gil Borok

2023 Impact Awards

The CREW Network Impact Awards recognize member achievements considered exceptional. The industry-wide awards were presented in six categories, listed below with the 2023 honorees:

Entrepreneurial Spirit

Christine Workman

CEO, MHI Consulting | CREW Greater Philadelphia



After her firm's managing director informed her that their five-year financial commitment would not be honored, Workman took a bold risk in cashing in her IRA to keep the company operating. Stepping into the role of CEO and Partner, she landed

several long-term government contracts to help it thrive, launched a new marketing strategy, and kept employees on from the old firm—all in less than two years.

Economic and Community Improvement

Zelleka Bierman

Housing Development Manager, City of Charlotte | CREW Charlotte



Bierman managed multi-family affordable housing development programs for the City of Charlotte, and her impactful leadership has directed more than \$300 million toward Charlotte's Housing Trust Fund (HTF) developments. Her efforts

have resulted in hundreds of affordable homes, improved infrastructure, new community facilities, and communities better equipped to meet the needs of their citizens.

Member-to-Member

Amy Prange

Vice President of Development, Seaport, WS Development | CREW Boston

Prange assembled a team of six fellow CREW Boston members for the local 111 Harbor Way Development, a \$435 million LEED Gold Certified office and retail space at nearly 480,000 sq. ft. The development

reached completion and full occupancy in April 2022, and added more than 2,000 jobs to Boston's economy, with Amazon becoming an anchor tenant.



Career Advancement for Women

Alexis Volen

COO, CIRE Equity | CREW San Diego

Within her company and the CREW San Diego chapter, Volen has had a profound impact on the careers and lives of women in the industry by offering mentorship and facilitating connections through strategic networking.

She has also recruited several high schools to participate in CREW San Diego career outreach programs and organized a virtual career fair amid the pandemic to introduce students to CRE.



ESG Trailblazer

Carrie O'Malley

Shareholder, Hirschler Fleischer | CREW Northern Virginia

Over the past seven years, O'Malley has developed a niche law practice by counseling real estate professionals about innovative financing that prioritizes and incentivizes environmental consciousness. She has also played an active role in developing her firm's own ESG principles, which are essential to its business model.



Rising Star

Victoria Abbasi

Assistant Vice President, Colliers | CREW DC

Abbasi has been a dedicated member of CREW since 2017, and in 2020 become the youngest member to serve on the CREW DC board of directors. She is a member of the 2023 CREW Network Leadership Certificate cohort and actively participates in the CREWbiz Online Community.

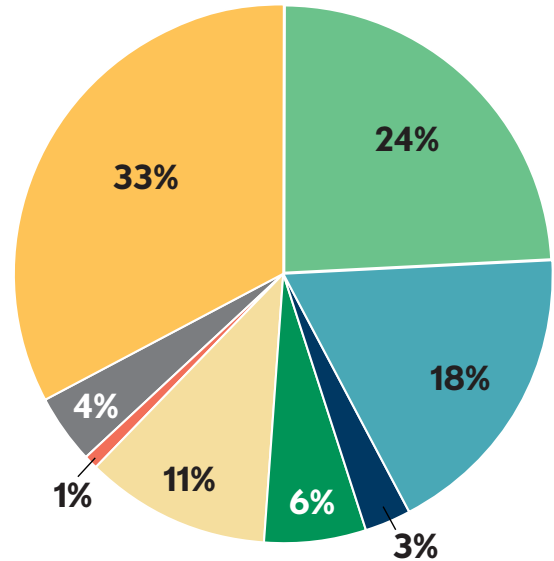


Financial Summary

Total Revenues = \$8,294,137

Membership Dues.....	\$ 2,749,645	33%
Sponsorship.....	1,994,000	24%
Convention Fees	1,486,988	18%
Leadership Summit Fees	223,275	3%
Other Education Fees.....	468,656	6%
Contract Administrative Services	910,948	11%
Other Grant Revenue	134,367	1%
Investment & Miscellaneous Income*	326,258	4%
Total	\$ 8,294,137	100%

REVENUE



Total revenue before unrealized gain	8,294,137
Unrealized gain on investments	573,905

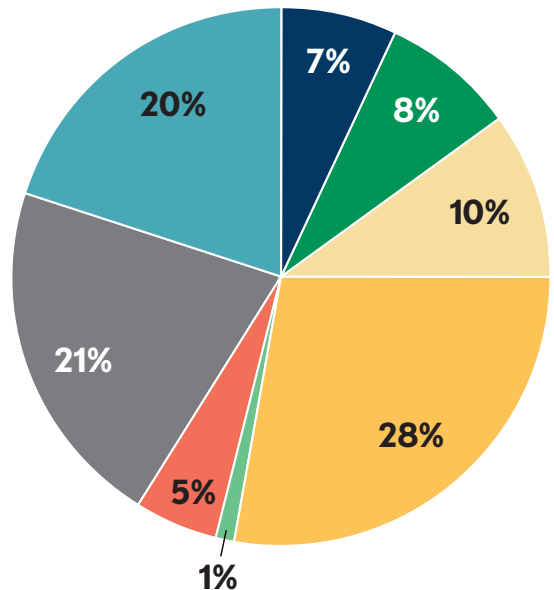
Total revenue **\$ 8,868,042**

*does not include \$573,905 of unrealized gains on investments

Expenses = \$8,159,430

Convention.....	\$ 1,639,777	20%
Leadership Summit Meetings	597,095	7%
Other Education Programs.....	620,708	8%
Contract Administrative Services	844,028	10%
Member/Chapter Services.....	2,248,771	28%
Sponsorship	119,306	1%
Governance.....	376,267	5%
Management & General Administration.....	1,713,478	21%
Total expenses	\$ 8,159,430	100%

EXPENSES



Thank You to our 2023 Partners

PROGRAM AND PREMIER LEAD PARTNERS

CAREER OUTREACH



DEI



GLOBAL AGENDA



INDUSTRY RESEARCH



LEADERSHIP DEVELOPMENT



TECHNOLOGY



PREMIER LEAD



PLATINUM



GOLD



Thank You to our 2023 Partners

SILVER

akerman

Bradley
Bradley Arant Boult Cummings LLP

cresa

KBCADVISORS

NELSON
MULLINS

nuveen
A TIAA Company

CREW
ATLANTA

CREW
SEATTLE

NIV5
REAL ESTATE
TRANSACTION
SERVICES

REMINGTON
DEVELOPMENT CORPORATION

SeedJura

CHAPTER LEADERSHIP CIRCLE PARTNERS

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Altus Group
Cushman & Wakefield | PICOR
First OnSite Restoration
Franklin Street
Holder
Holland & Knight
Locke Lord
Meta
Moore Colson CPAs and Advisors
Pacific Program Management

Parker Poe
Plante Moran
Primrose Schools
Real Foundations
Rockefeller Group
Republic Title
T. Dallas Smith & Company
Transwestern
Ware Malcomb

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CREW
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CREW
TAMPA BAY

CREW
DC

BRONZE

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Ackerman & Co.
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Baker Audio Visual
Broadstone Net Lease
Brown Law LLC
Cereus Asset Services
Coro Realty Advisors
First Service Residential

HITT
Juneau Construction
Kimley-Horn
Langan
RT Specialty
Seyfarth Shaw LLP
SRS Real Estate Partners

CONTRIBUTOR

CREW Dallas
IndyCREW
CREW Orlando
CREW-St. Louis

FRIEND

CREW Coastal Virginia
CREW Orange County
CREW San Diego

SUPPORTING

CREW Kansas City



Find your CREW,
find your business advantage



CREW
NETWORK 

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