

Happy New Year CREW Members,

As this new year launches, the Board would like to share our objectives for 2023. CREW is *your* organization. We are dedicated to making it an incredible resource to build your professional and personal network. We will deliver on that commitment with a focus on:

**Equity and Belonging**

At its core, CREW is about inclusion. Our organization is committed to transforming the commercial real estate industry by advancing women globally. We recognize that this vision must include all people and we are striving to improve our actions every day. CREW Portland has developed our [own resources](https://www.crew-portland.org/about/diversity-equity-and-inclusion-resources/) and commitment. We are engaged with a consortium of CRE organizations to create the CRE DEI Collaborative that will align all efforts toward transforming the industry. Our CREW Careers committee educates under-represented youth about commercial real estate opportunities to provide them access to wealth creation. All of these actions, with a focus on belonging, will shift the industry toward more diversity.

**Delivering with Excellence**

Booker T. Washington said, “excellence is to do a common thing in an uncommon way”. We agree wholeheartedly. CREW delivers approximately 25 programs and events throughout the year. Each of us are committed to delivering with excellence. We recognize that everyone is striving to balance work and life. When you attend a CREW event, it will be worth it professionally and personally.

**Intentional Leadership**

While creating events and managing volunteers, CREW provides opportunities for members to develop leadership skills that translate broadly into work and community involvement. We are going beyond this inherent process with intentional training for our board and co-chairs. Additionally, all members will have a professional development opportunity at the April Program centered around negotiations. We are fostering a culture that encourages curiosity and questions to challenge ourselves to be better leaders. The leaders we create today will help shape the industry and the development of our region in the future.

These objectives can only be achieved with the amazing support of our sponsors listed below. We are incredibly grateful for their support. Without them, we could not realize our vision.

In closing, may 2023 bring you opportunities that make you grateful and challenges that make you stronger.



Alisa Pyszka

CREW Portland Board President