



Introducing: Gender Balance

As we continue to highlight the Diversity Networks across Lambert Smith Hampton (LSH) this week, today we are focussing on our **Gender Balance Network**.

Latest RICS data shows that women make up only 18% of the built environment profession, up from just 5% in 1990. Further to this, the [RICS Women in Surveying report](#) published in July 2023 cited discrimination, bias and unequal opportunities as the top three challenges facing women in the workplace.

We want to drive forward positive change for LSH colleagues of both now, and the future, by creating an environment where all genders have equal opportunities to succeed. This isn't just the right thing to do, it is a source of business advantage for us all. More equal and inclusive workplaces means that we can better unlock everyone's talents and in turn, provide our clients with increased levels of service.

Encouraging diversity and gender equality in surveying can lead to a more vibrant, future-proof, innovative, and inclusive profession.

Please read on to find out what we have planned, the steps we have already taken as a business and how you can get involved in breaking down current gender barriers whilst creating better opportunities for women in our industry.

What have LSH been up to in this space recently?



Webinar: What's 'genderwashing' and why does it matter?

Earlier this year, we hosted a webinar with Anna Sabine to recognise International Women's Day. Anna covered some eye-opening topics about how women are treated within the property industry. Missed it?

Don't worry, you can [click here](#) to access the recording.

Gender Pay Gap Report 2022

In March, we published our annual Gender Pay Gap Report. We have made some great strides but recognise there is more to be done.

Our team regularly review our people policies, including those that support pay, recognition, performance assessment and progression, to ensure that they are free from bias and discrimination.

[Click here](#) to view.

So What's Coming Up?



LSH Talks Podcast Series – Women in Property Wednesdays

Between now and Christmas we will be running a brand new podcast series on our LSH Talks platform. The same RICS report found that the average age males left the surveying industry was 61 years old, whereas female counterparts were leaving the industry at aged 47. Survey participants cited an unclear pathway to senior positions as one of the main reasons for exiting the industry. In this podcast series, we will be talking with senior women from our business, our client's and key figures within the industry to understand their pathway to where they are today. We hope that this will provide insight to female colleagues and others in the industry to show the route to where they want to be, as well as how they can achieve it. Keep your eyes peeled, this is launching soon!

Getting Involved

We welcome support and involvement in these initiatives from any colleagues across LSH who wish to contribute. Sharing stories or information around culture and faiths, and how these influence you and your work is a great way to raise awareness.

But as a start point, we would really like to improve our understanding of our people so that we can tailor future activities that reflect LSH and have impact. If you haven't already done so, we encourage you to complete your Diversity Data Monitoring Form via the link below.

[Click here to complete your Diversity Data Monitoring survey](#)

Join the Gender Balance network

To join the Gender Network, please [email LSH Together](#) with "Join Gender Balance Network" and you will be added to the Teams channel.

Remember, you do not have to be non-male to participate, we are also looking for allies to champion important initiatives to our network. Allies are a hugely important part of this agenda as they can create opportunities for marginalised communities to amplify their voices and promote equity and justice; serve as mentors and enhance the culture of inclusion by engaging and educating others within the firm.