

# AbilityRE

Working together to drive ability inclusion in Real Estate and the Built Environment

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[www.abilityre.co.uk](http://www.abilityre.co.uk)

AbilityRE C.I.C is a registered Community Interest Company, Registered No. 14271708

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# About AbilityRE

## Background

AbilityRE is the brain-child of Vanessa Curtis and Jennifer Offord, two Neurodiverse people within the Real Estate industry who have noticed the challenges that people with Neurodiversity or Disability face within our Sector.

Here at AbilityRE, we are driven by a single goal; to the make real estate industry a better place for people of all abilities. We passionately believe that by improving the diversity profile of our industry, we will improve the inclusivity of our built environment, to the benefit of all.

## Our Purpose is to...

AbilityRE aim to drive inclusivity in Real Estate. To increase awareness and create opportunities for people of all abilities within the Real Estate industry.

## Our objectives are:

- To create a 'free to join' support network of individuals with a disability, neurodiversity, mental ill-health, or long-term health conditions and allies thereof within the Real Estate and Built Environment Sector
- To leverage our combined lived experience to raise awareness and drive continuous improvement within the industry
- To create increased opportunities and support for those with a disability, neurodiversity, mental ill-health, or long-term health conditions within the industry, collaborating with companies, industry governing bodies and other relevant organisations.
- To work with industry governing bodies to support and develop best practice relating to Disability, Neurodiversity, Long Term Health and Mental ill-health across those organisations and their member groups and companies.
- To create a real estate industry charter or continuous improvement mechanism, driving commitment to opportunity creation for those with disability, neurodiversity, mental ill health or a long term health conditions within the sector.

# Products & Services

## WHAT WE DO

### Events

- In Person Events
- Learning & Awareness
- Best Practice Insights
- Updates from across the industry
- Workshops to support DEI leads, HR Teams, and Organisation EBRG's with strategy and planning

### Podcasts & Webinars

- Bi-monthly webinars covering a range of topics which could include:
  - Condition specific insights
  - EBRG advice & Guidance
  - Resource pack information
  - Insight sessions from other thought leaders in this area
  - Sessions from other organisations with aligned aims & objectives

### Resources

AbilityRE are working to create a number of 'best practice' toolkit decks and resources which will be available to everyone in the industry. The first resources are:

- Health & Wellness Passport
- Inclusive events guide
- Inclusive Language Guide
- 10 Easy Wins in DEI

We will also be undertaking short blog/insight pieces

### Training & Consultancy

AbilityRE can provide the following training for HR teams or line managers:

- Disability Awareness
- Neurodiversity Awareness

We are also working to develop an 'inclusive recruitment' training pack.

We can offer consultancy support to organisations aiming to achieve Disability Confident Employer status.

### Best Practice & Charter

AbilityRE aim to create a charter or continuous improvement resource that Built Environment organisations can sign up to:

- As a demonstration of their commitment to continuous improvement on Ability inclusion
- To access a simple mechanism for them to evaluate their own maturity in this space and understand 'next steps'.

Work will begin on this in 2024.

# Our Beneficiaries: Real Estate & the Built Environment

## Our Purpose is to...

AbilityRE aim to drive inclusivity in Real Estate. To increase awareness and create opportunities for people of all abilities within the Real Estate industry.

Our definition of the Real Estate Industry is broad and covers all aspects of the Built Environment including, but not limited to:

- Real Estate Advisory Organisations
- Planning Consultants
- Architecture
- Facilities Management
- Civil Engineering
- Landscaping
- Construction
- Landlord Owners/Landlords
- Developers
- Project Management

## We focus on...

- Disability
- Neurodiversity
- Long Term Health Conditions
- Mental Health

## We will support and work with:

- Individuals working within the sector
- EBRG's/Networks of organisations within the sector
- Organisation DEI Leads / HR Teams
- Industry Governing Bodies

## Why is it important?

- 1 in 5 people in the UK identify as having a disability, around 80% of those disabilities are not visible
- Around 1 in 7 people are Neurodiverse, as many as 50% of those will not be aware or have a formal diagnosis.
- About 15 million people in England alone have a long-term or chronic health condition.
- Approximately 1 in 4 people in the UK will experience mental ill-health each year.

# Ways of Working Together

Strategic Partners	Corporate Member	Individual Member
<p><b>Limited to six packages.</b></p> <p>Our strategic partners will demonstrate their commitment to Ability&amp; Neurodiversity Inclusion, have a place on our steering committee, and enable AbilityRE to progress its fantastic work.</p> <p>We will meet with our strategic partners 2-4 times per according to their personal preference.</p> <p>Strategic Partners will benefit from guidance, best practice, thought leadership, support with their internal DEI objectives, input into the tools, templates and resources we develop and if possible, peer to peer round table discussions with other strategic partners.</p>	<p><b>Unlimited packages</b></p> <p>Corporate Members will be listed as members on our website and will have access to events and resources for employees or the organisation Employee Business Resource Group or Network.</p> <p>There will be the option to share a 'corporate member of AbilityRE' logo and provide AbilityRE a corporate logo of their own to go on our membership page.</p> <p>Corporate Membership is a way of demonstrating a company's interest and/or commitment to our work, without significant financial commitment or strategic involvement</p>	<p><b>Unlimited</b></p> <p>Individual membership is free and enables anyone working within the built environment sector access to a support network of peers, our online and in-person events, and resources relating to best practices.</p> <p>AbilityRE feel strongly that individuals with disability, neurodiversity, mental ill-health or long-term health conditions fear the stigma and potential career impacts, which is why we want to create a support network who can get together and talk informally in a 'safe space' environment</p>
<p>Suggested Donation - £5,000 Suggested Commitment Term – 2 years</p>	<p>Suggested Donation - £1,000 Suggested Commitment Term – 1 year</p>	<p>Suggested Donation - £0 Suggested Commitment Term: until you unsubscribe!</p>

# Interested?

We'd love to talk with you...

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