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MANN REPORT

THE WOMEN'S ISSUE



ANCHIN, BLOCK & ANCHIN LLP

ACCOUNTANTS AT THE APEX OF THE REAL ESTATE INDUSTRY

REAL ESTATE GROUP CO-LEADERS ROBERT GILMAN AND
MARC WIEDER WITH THE ANCHIN REAL ESTATE TEAM

CRE's foremost women
chime in on diversity,
inclusion and the future
of the industry.



WOMEN IN REAL ESTATE.

FEATURES



Jaime Schultz Lee & Associates Managing Director

What drew you to the retail side of leasing?

I started my career in investment site sales in 2006-2007, when every one or two-story warehouse space was a potential six or seven-story building. When the 421-a tax abatement ran out that first time, I saw an opportunity to pivot these leads into retail. The neighborhood of Williamsburg was growing so fast, and there was a need for services and amenities for the thousands of new units. In college, I was fascinated with urban planning and assessing the landscape of a neighborhood. Determining what a community needed seemed both challenging and rewarding. In addition, as a resident of Williamsburg at the time, I felt the need to protect the neighborhood and ensure that it grew in the right direction.

What about this space are you most passionate about?

I am passionate about helping to grow business, fulfilling the desires of my clients and providing excellent information and service to my property owners and tenants. Helping make dreams come true is my mission statement.

How has the industry evolved in recent years, in terms of inclusivity?

Unfortunately, I think true inclusivity is not quite here yet. The culture that's accepted is still very old school, for the most part.

What are some ways in which it can still improve?

Less corporate mentality and more entrepreneur mentality.

Overall, what is your hope for real estate's future?

My hope is that the functionality of the industry becomes more streamlined and efficient. Less paper, less half-truths and less dishonesty. More data. More collaboration.



Amy Wells Cox, Castle & Nicholson LLP Partner

What drew you to real estate law, and specifically the institutional investor space?

I knew I wanted to be a real estate lawyer from the time I entered law school. I like the fact that it's tangible—I see projects I've worked on every day in my neighborhood and along my commute, and I've had the chance to see some international projects I've worked on as well. I particularly like representing institutional investors, because their investment activities span all project categories and the geographic range extends throughout the United States and in foreign countries. This gives me the opportunity to work on different types of projects in different locations, which keeps the practice exciting!

What about this space are you most passionate about?

My work. Not only because the investments are significant due to their size and complexity, but also because they serve an important public function, in that they generate the proceeds needed by public pension funds to pay retirement benefits of teachers, firemen, policemen and other public employees.

Tell us about a challenge you faced in your career. How did you overcome it?

When I began practicing law in commercial real estate, most real estate lawyers were men. This was true at my law firm, where there were only a few women associates and even fewer women partners when I joined. I recall being singled out on calls with developer clients who expressed concern for me after they

uttered a swear word, and clearly felt more comfortable with all male lawyers on their team. Regardless, I worked hard to demonstrate excellent legal skills and negotiating abilities. Eventually, that work was recognized. Over the last 30 years since I first began my legal career, the number of women in commercial real estate has increased. As more women become industry leaders, women have greater opportunities to lead deals, both on the business and legal side.

How has the industry evolved in recent years, in terms of inclusivity?

Being a woman in real estate, my focus is centered on the inclusion of women in what has traditionally been a male dominated profession. I'm sure the obstacles for a female lawyer entering the commercial real estate field today are different from those I faced. But, they are no less challenging. Successful women need to mentor women entering the field, help them network with real estate professionals and encourage them to not let disappointments divert them from their goals.

What are some ways in which it can still improve?

Leaders in commercial real estate should focus on inclusion—give everyone a chance to participate at all levels, including leadership. Focusing on mentoring and giving others opportunities to learn from experienced professionals is key to the future success of both the most senior personnel, and the new business and legal professionals entering the field.

Overall, what is your hope for real estate's future?

I am optimistic about the future for commercial real estate professionals. The industry is becoming increasingly inclusionary, and greater diversity will result in a brighter future.