

DIVERSITY, EQUITY + INCLUSION

DIVERSITY, EQUITY + INCLUSION MISSION

The heart of Bulfinch is our people. We are committed to meeting the needs of all of our stakeholders – our team, tenants, investors, partners and the community. Our agility, passion and creativity drive our vision to discover value and to deliver more diverse, equitable and inclusive environments for all.



Bulfinch is committed to being part of the change:

- We commit to giving everyone a voice.
- We commit to an enhanced focus on equitable hiring and training.
- We commit to anti-racism policies.
- We commit to support organizations and efforts that promote social justice, equality and diversity.
- We commit to increased diversity among our partners.

Affirmative Action Plan

Bulfinch is an Equal Employment Opportunity and Affirmative Action employer. As part of our commitment to a diverse workforce, Bulfinch has adopted an Affirmative Action Plan (AAP) which includes the following:

- Implements proactive measures to recruit and promote qualified women, minorities, individuals with disabilities, and protected veterans.
- Ensures that we comply with workplace nondiscrimination laws, which allows Bulfinch to foster a diverse team organically.
- Bulfinch makes good faith efforts to hire, promote, train, and compensate qualified persons in all job classifications without regard to sex, race, disability, or protected veteran status.

PARTNERSHIPS + SPONSORSHIPS

Bulfinch is dedicated to supporting organizations and efforts that promote social justice, equality and diversity. Below are examples of our enhanced partnerships with organizations and programs that support our DE+I mission:

Partnership with SGO, a leading DE+I Consultant



As a leader in educating organizations on DEI and unconscious bias, SGO provides best-in-class programs and consulting services for Bulfinch. SGO helps advise Bulfinch on DE+I efforts by providing guidance to make actionable change and create an inclusive environment, in a safe and welcoming space.

Signed the CREW Network's CEO Pledge for Action To Advance Women and DE+I



Bulfinch's CEO, Eric D. Schlager, has signed the CREW Network Pledge for Action. The pledge supports the advancement of women and other individuals in underrepresented groups including but not limited to race, ethnicity, sexual orientation, ability, religion and age.

The Pledge is the commitment to six goals:

1. Partner with CREW Network to support their mission to transform the industry by advancing women and begin to make change.
2. Close the compensation gap in our industry by conducting a pay equity study.
3. Increase inclusion at Bulfinch through senior executive sponsorship of women and/or other individuals in underrepresented groups within the company.
4. Advance women to top roles to achieve gender diversity in leadership.
5. Increase diversity at Bulfinch and in the industry through intentional recruiting and hiring of individuals from diverse backgrounds.
6. Implement accountability strategies to measure progress.

Partner with 2022 CREST Internship Program



The Commercial Real Estate Success Training (CREST) Program is designed to attract and offer summer internships to a diverse range of women and minority students who will be placed with CRE companies. Bulfinch has participated in the program for several years with two successful CREST full-time hires as well as a current summer intern from the CREST program.

NAIOP DE+I Sponsor



NAIOP Massachusetts, the Commercial Real Estate Development Association, represents the interests of companies involved with the development, ownership, management and financing of commercial properties. As a NAIOP gavel member and leader in the Greater Boston CRE industry, Bulfinch is a proud sponsor of NAIOP Massachusetts' commitment to building a diverse, equitable and inclusive culture within the commercial real estate industry. This sponsorship funds a variety of education, programming, and events.