



**Future  
Skills  
Centre**

Centre des  
**Compétences  
futures**

**monumental**

# Mapping Racialized Experiences in the Real Estate Development Industry

Key Research Findings



## Our core research questions:

- I. What is the *state of representation* of racialized folks in the Canadian real estate development industry?
- II. What are *common barriers* that racialized individuals face when attempting to build a successful career in the real estate industry?
- III. Where are the *market opportunities* for racialized professionals in real estate development?
- IV. What *skills and support* do racialized professionals need to succeed in the real estate industry?

# I. State of representation

- There is clear under-representation across the industry, in leadership in particular
- Diversity and inclusion initiatives exists, but there is still a significant amount of work to be done
- The literature highlighted issues around bias and cultural differences, and shed light on the need for more industry-wide research in Canada on this topic



## II. Common barriers

- Recruitment and hiring
- Retention and promotions
- Biases and cultural differences

### III. Market opportunities

- Racialized communities have pronounced and distinct needs around housing
- The policy landscape is opening up opportunities for real estate entrepreneurs to address the gaps
- Missing middle and affordable housing are areas with good potential for growth, a more manageable scale and strong potential for social impact

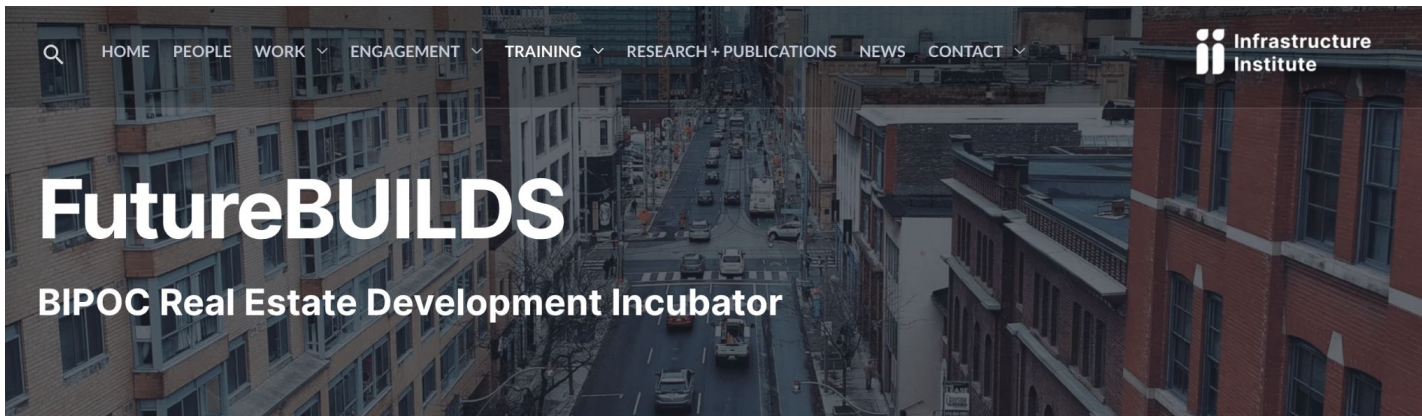


## IV. Skills and support

- There is a critical need for racialized professionals to have increased access to social capital and networks in the real estate development industry
- There are disparities in access to financial capital for development projects between racialized and non-racialized communities that needs to be addressed
- The development process can be opaque, so access to the “blueprint of development”, skills development, and immersive learning opportunities is key to the success of racialized professionals wanting to enter the industry



# What's next: FutureBUILDS Incubator



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## About FutureBUILDS



FutureBUILDS is a BIPOC Real Estate Development Incubator developed by **Monumental** and implemented in partnership with the University of Toronto's Infrastructure Institute. The project is funded by the **Future Skills Centre**. FutureBUILDS seeks to support mid-career Black, Indigenous and People of Colour (BIPOC), who are interested in launching entrepreneurial ventures in real estate development. Informed by **research conducted by Monumental on the experiences of racialized individuals in the real estate development sector**, this free incubator program will build a new cohort of real estate developers across Canada, starting with a pilot in Toronto. The goal



**For more information on FutureBUILDS:**

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