



Growing from Within

Promoting Opportunities with Equity and Impact

Our Panel



Jen Tindle, VP of Strategic Insights
Grace Hill
jtindle@gracehill.com
Moderator



Dana Hill, Director of Customer Experience
and Property Management
RangeWater Real Estate
dhill@liverangewater.com
Panelist



Saad Arij, SVP of Leasing
Asset Living
saad.arij@assetliving.com
Panelist

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The State of DEIB Today





**In your company, is DEIB still
actively discussed at leadership
levels?**

The State of DEIB Today



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If not DEIB, what should we call it instead?

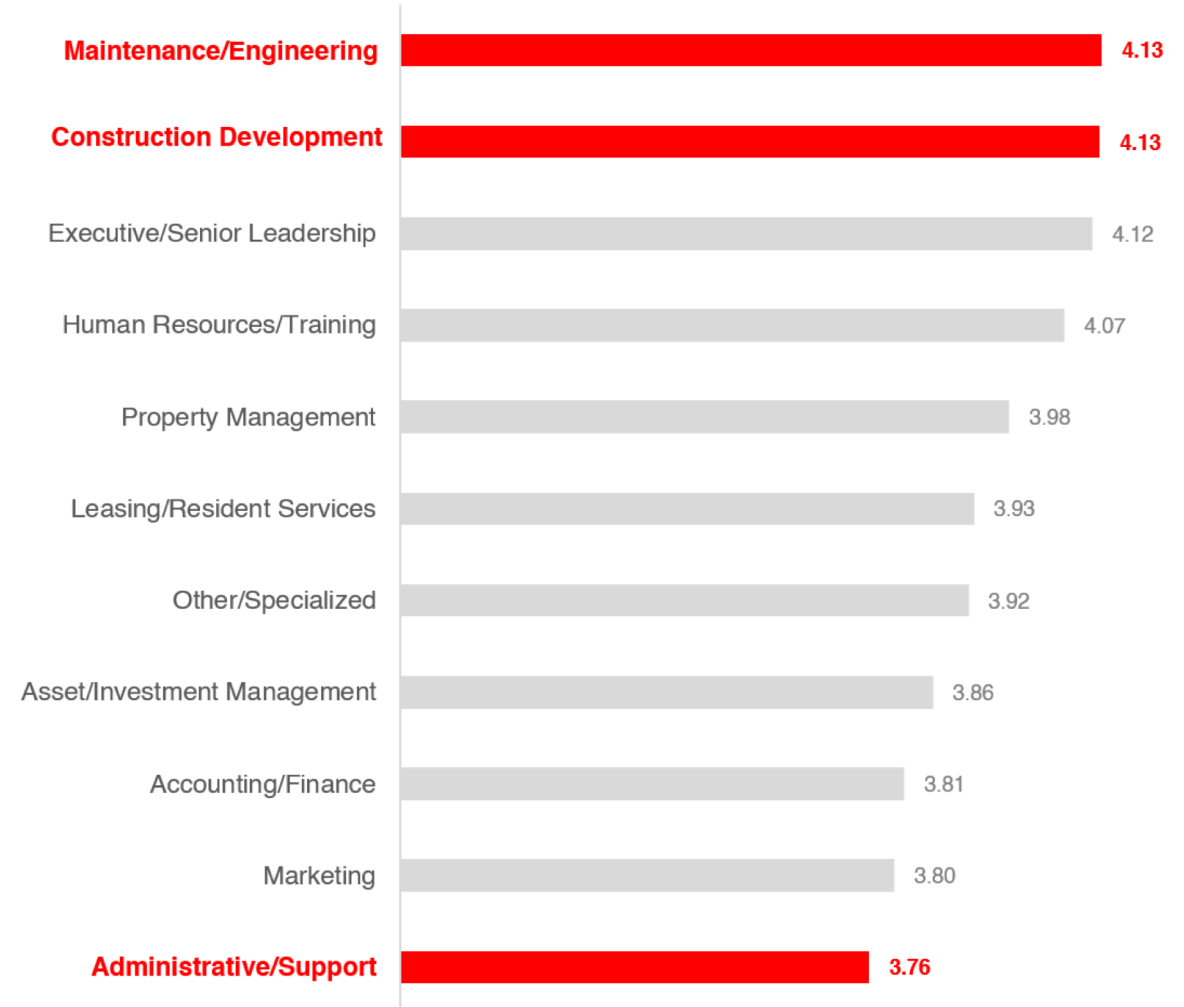
The State of DEIB Today



Maintenance, Construction have most career opportunities, while Admins have least

1Q25 Employee Satisfaction for “I Have Growth and Development Opportunities” (5=Most Satisfied)

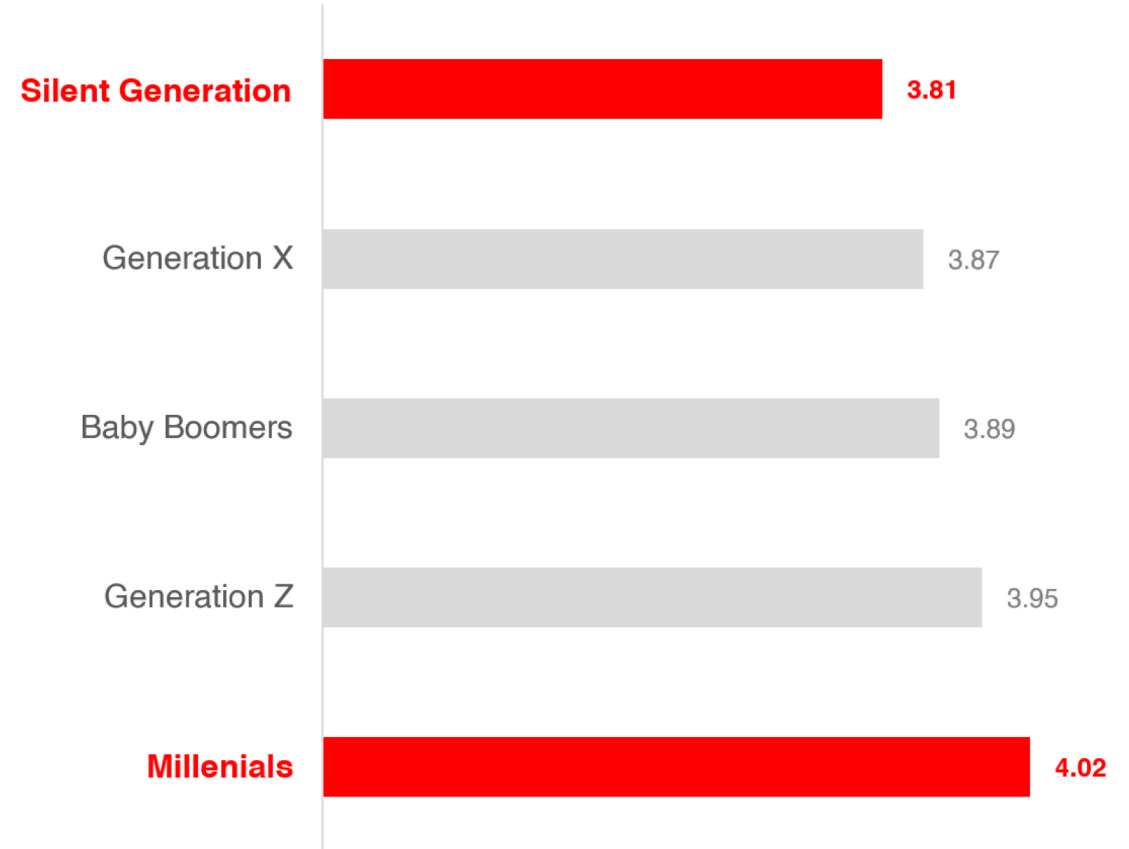
Source: Grace Hill's KingsleySurveys



Millennials and the Silent Generation feel most and least supported in career growth

1Q25 Employee Satisfaction for “I Have Growth and Development Opportunities”
(5=Most Satisfied)

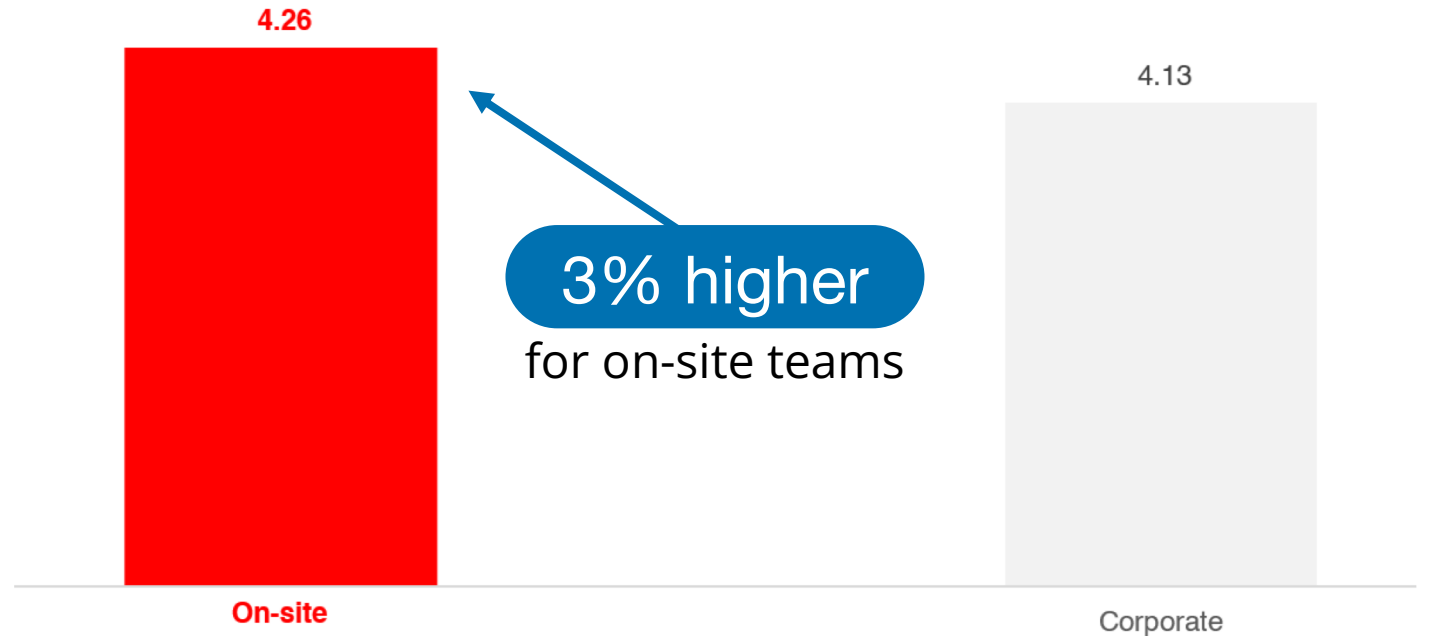
Source: Grace Hill's KingsleySurveys



On-site employees feel they have more career opportunities than corporate employees

1Q25 Employee Satisfaction for “I Have Growth and Development Opportunities” (5=Most Satisfied)

Source: Grace Hill's KingsleySurveys

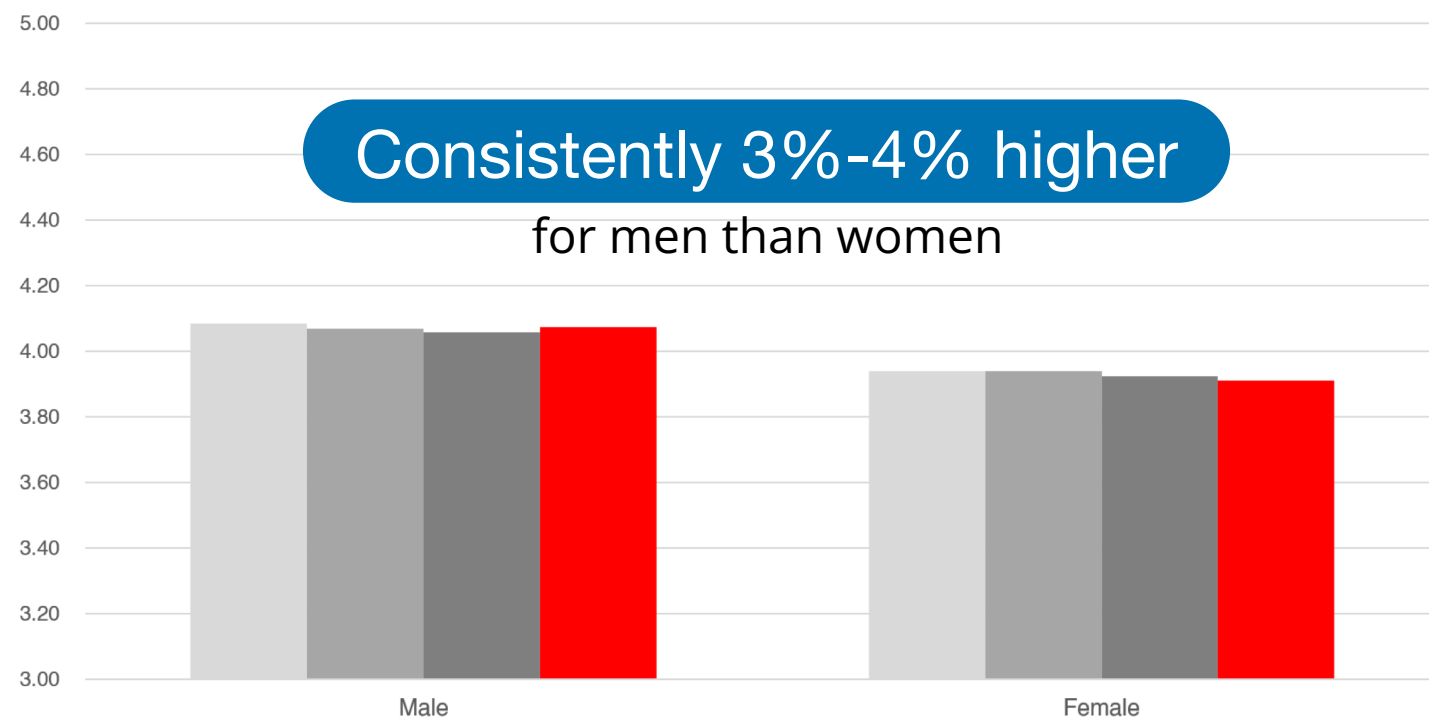


Men tend to be more satisfied with career growth than women

1Q25 Employee Satisfaction for
"I Have Growth and
Development Opportunities"
(5=Most Satisfied)

Source: Grace Hill's
KingsleySurveys

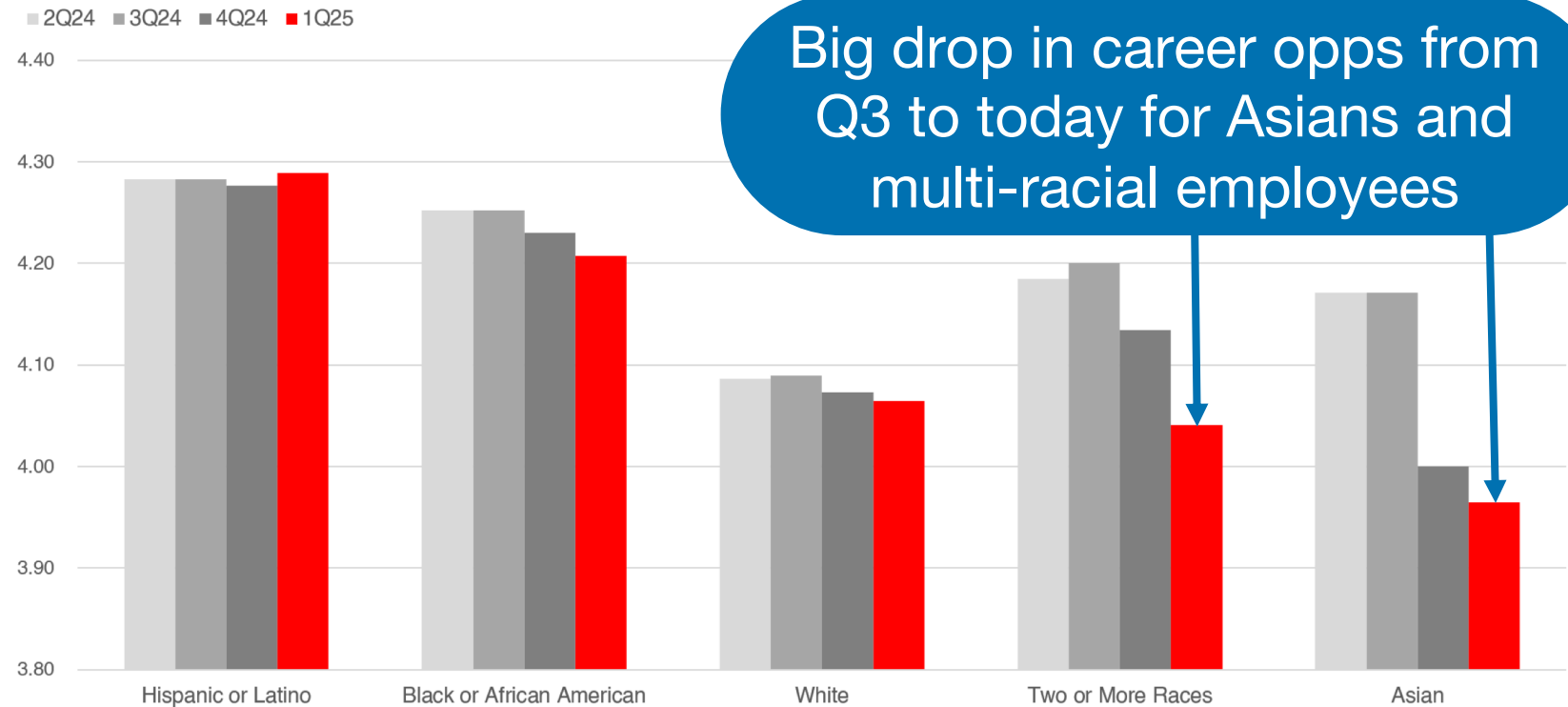
■ 2Q24 ■ 3Q24 ■ 4Q24 ■ 1Q25



Hispanic or Latino most satisfied, Asians least satisfied with career opportunities

1Q25 Employee Satisfaction
for "I Have Growth and
Development Opportunities"
(5=Most Satisfied)

Source: Grace Hill's
KingsleySurveys



How DEIB Happens (Or Doesn't)



What's the biggest barrier to equitable career advancement in your company?

How DEIB Happens (Or Doesn't)

Employees who see clear growth paths stay longer

1Q25 Employee Satisfaction of Growth and Development Opportunities Compared to "See Myself Working at My Company One Year from Now"

Source: Grace Hill's KingsleySurveys

Not Satisfied with Growth and Development Opportunities

1.70

Satisfied with Growth and Development Opportunities

4.52

Intent to Stay at Company For One Year



HOW DEIB HAPPENS (OR DOESN'T)

"I like working for [my company] because my role keeps me challenged. I like all the opportunities for growth that are presented."

"The encouragement to pursue things in my own ways as I gain experience... quite frankly is one of the biggest reasons I will find it hard to leave [my company]."

"...potential for growth overall in the company. I've seen people switch regions and departments... which makes it very inspiring to continue on with [my company]."

"Growth is nonexistent with this company unless you have to move out of state... It has made me question if I am with the right company since there are no growth opportunities for myself."

Source: Grace Hill's KingsleySurveys



The Business Case for DEIB



Q&A



Audience Q&A

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Let's Talk!



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