



Week of Understanding

The Power of Human Connection

May 8 – 12, 2023



2023 Week of Understanding

At Anywhere, our purpose is to empower everyone's next move. Our people are at the heart of all that we do. To fulfill our purpose, we can only do it together. That's why, for this year's Week of Understanding, we'll be exploring how we can create a sense of belonging for everyone by harnessing the power of human connection to drive growth, innovation and positive change in the real estate industry and beyond.

Anywhere is also upholding our commitment to the [CEO Action Pledge for Diversity & Inclusion](#). Week of Understanding 2023 is a part of that commitment. It's a time to learn, reflect and get inspired through personal stories and meaningful conversations. Throughout the week, you'll hear from Anywhere executives, employee resource group (ERG) leaders, industry visionaries and expert speakers on topics including vulnerability and authenticity, building connected teams and more.

The Power of Human Connection

The last few years have challenged us in unprecedented ways; we have had to adapt with agility to changes in our everyday lives, new ways of connecting, doing business and working together. As we continue to face new challenges, human connection is more essential than ever. Human connection can reduce stress, increase positive self-esteem and decrease anxiety, as well as produce supportive bonds that can help us through life's many challenges. That's why feeling a sense of belonging matters, even in the workplace.

Logistics for the Week

- All Anywhere employees are invited to attend all events.
- Anywhere network agents and franchise owners are invited to attend several events (not including ERG-hosted events).
- All events will be broadcast live and hosted during their scheduled time.
- To join an event, simply click the links contained in the detailed schedule on pages 4 & 5.

Thank you for participating!

For questions, please contact
DEI@anywhere.re.



Getting Started: Pre-Event

- Save the dates and times of the events you'll be attending on your calendar..
- Take some time to pause and reflect on your current knowledge and perspectives. Answer the questions below before the kickoff event on May 9.
- Think about what you hope to gain by attending this week's events, and be aware of your mindset before, during and after the sessions.
- Complete this insightful [LinkedIn Learning path](#) on belonging and the power of human connection.

After attending events, revisit this guide to reflect on what you learned and the actions you're committed to doing – today and every day – to cultivate a culture of inclusion and create positive change in our company, industry and beyond.

What does the word “belonging” mean to you?

How have you found a sense of belonging at work and in your everyday life?

What do you hope to gain and learn by participating in this year's Week of Understanding events and activities?

Event Schedule

Click each title to save the event to your calendar.

Mon, May 8

Complete the [self-reflection](#) questions on the previous page and [save the dates](#) for the events you'll be attending on your calendar.

Tues, May 9

1:30-1:45 pm ET

Kickoff

Commence Week of Understanding with a powerful message about our commitment to advancing diversity, equity & inclusion.

Featuring:

- Ryan Schneider
CEO and President, Anywhere
- Tanya Reu-Narvaez
Chief People Officer, Anywhere

1:45-2:45 pm ET

Keynote Presentation:

The Power of Human Connection

An inspiring, dynamic and insightful talk about the power of human connection and how to foster belonging.

Featuring:

- Keynote Speaker Adam "Smiley" Poswolsky
Internationally Renowned Author & Speaker
- Introduction by Ivonne Furneaux
VP, Diversity, Equity & Inclusion, Anywhere

4-4:45 pm ET

Fireside Chat:

Be Who You Are

A moving conversation with leading industry professionals at the top of their game about finding their sense of belonging in the world.

Featuring:

- Melinda Jordan
Real Estate Agent, Jameson Sotheby's International Realty
- Juan Sanchez
Owner, Century 21 Bear Facts Realty
- Jamie Zapata
Sales Associate, Coldwell Banker D'Ann Harper
- Stephanie Anton
President, Corcoran Affiliates

Wed, May 10

11 am-Noon ET

&

9-10 pm ET

ERG event sponsored by Cartus, co-hosted by Service & APIA ERGs: Anywhere, I Belong

An interactive discussion on the topic of what creates "I Belong" moments for you at Anywhere.

Featuring:

- Diane Mullen
Cartus Intercultural Coach & Thought Leader

(Same content offered twice. Select the session of your choice by clicking on the time at left.)

1:30-2:15 pm ET

Anywhere Leader Conversation:

Finding Where You Belong

An intimate conversation with three of our most dynamic senior leaders about their personal paths and the lessons they learned along the way.

Featuring:

- Kamini Lane
President and CEO, Coldwell Banker Realty
- Esther-Mireya Tejeda
Chief Marketing Officer, Anywhere
- Tony Kueh
Chief Product Officer, Anywhere

3-3:30 pm ET

Winning, Together CPO Conversation:

Building a Culture of Belonging at Work

Join live from the Madison Hub or tune in virtually. Hear about personal journeys to belong and how we can build an inclusive culture together.

Featuring:

- Tanya Reu-Narvaez
Chief People Officer, Anywhere

Event Schedule

Click each title to save the event to your calendar.

Wed, May 10 (cont.)

4-4:45 pm ET

ERG event co-hosted by Next Gen & ACE: **We Are Anywhere for Everyone**

Experience the transformative power of human connection. Discover the joy of being seen, heard, and understood, and feel a sense of belonging that will stay with you long after the event ends.

Led by:

- Irving Cham, Co-Chair, ACE
- Paula Young, Leadership Advisor, ACE
- Jennifer Craig, Co-Chair, Next Gen
- Sunny Kapoor, Co-Chair, Next Gen
- Jason Groendyk, Leadership Advisor Next Gen

Thurs, May 11

12:30-1 pm ET

Real Estate Industry Partner Spotlight: **Resilience and the Power of Community, with NAREB & AREAA**

An inspiring conversation with our industry's leading visionaries discussing the resilience of the Black and Asian American communities. Hear their pivotal lessons on building resiliency in the face of hard challenges.

Featuring:

- Hope Atuel
CEO, Asian Real Estate Association of America (AREAA)
- Lydia Pope
President, National Association of Real Estate Brokers (NAREB)
- Sue Yannaccone
President and CEO, Anywhere Brands & Anywhere Advisors

2-2:45 pm ET

&

7-7:45 pm ET

ERG event co-hosted by Women's & Real Disabilities: Invisible Challenges

Your colleagues may have a disability, health concern or other challenges that may not be visible to the eye. Learn about some of the invisible challenges that people face and how you can help support those facing them.

Led by:

- Susan Nelli
Co-Chair, Women's ERG
- Jennifer McGuire
Co-Chair, Women's ERG

(Same content offered twice. Select the session of your choice by clicking on the time at left.)

3-3:45 pm ET

ERG event co-hosted by One Voz & REALPRIDE: The Hunt for Connection

Join a fun and interactive virtual scavenger hunt event while hearing, sharing and discussing uplifting and inspiring life moments of belonging.

Led by:

- Bonnie-Sue Lovelace, Leadership Advisor, One Voz
- Nahum Romero, Co-Chair, One Voz
- Juenara Washington, Co-Chair, One Voz
- Amber Palnik, Co-Chair, REALPRIDE
- Justin Yoast, Co-Chair, REALPRIDE
- Tommie Wehrle, Leadership Advisor, REALPRIDE

Friday, May 12

Watch for communications with insights, key learnings and followups from 2023 Week of Understanding. Be sure to [reflect on your commitment](#) to action by answering the questions on the next page and completing the [post-event survey](#).

Continuing Your Journey After Week of Understanding

Thank you for participating in this year's Week of Understanding! To continue your journey:

- Read, listen to, or watch the various resources at the end of this guide.
- Create new connections by joining one or more of our Employee Resource Groups through Yammer.
- Continue the conversation on Yammer and social media by using the following hashtags:
#Ibelong #togetherwebelong #WeAreAnywhere
- Take the pledge to action.
- Complete the [event survey](#).

Pledge to Action:

What was your biggest takeaway from this year's Week of Understanding? What action do you pledge today to help create a more inclusive workplace where we can all belong and thrive?

Post-Event Survey:

Your feedback on this year's Week of Understanding is important. Take a moment to complete this [brief survey](#).

Anywhere Employee Resource Groups

Led by a vibrant community of employee volunteers, our eight employee resource groups (ERGs) are culture builders and changemakers in our company, our industry, and in the communities we serve and operate in. Together, they provide safe and dynamic spaces of belonging where employees can create meaningful connections, have impactful conversations, advance their careers, and make a difference.



ACE is a safe place for all Anywhere employees to bring their authentic selves forward. We are professionals and leaders that support, coach, and mentor each other. [Join the ACE Yammer Community.](#)



APIA is committed to hosting conversational safe spaces and creating connections within our community for members and advocates. [Join the APIA Yammer Community.](#)



Real Disabilities supports the disability community by challenging long-accepted norms, promoting equal opportunity, broadening understanding, and raising the bar in our company culture. [Join the Real Disabilities Yammer Community.](#)



Realpride is committed to creating an authentic and safe atmosphere where diversity is celebrated—and where who you are and who you love is honored and respected. [Join the Realpride Yammer Community.](#)



Next Gen provides an inspirational, educational and supportive networking group for all professionals across the company. [Join the Next Gen Yammer Community.](#)



One Voz builds and enhances community, connection, quality of life and career success for their members. [Join the One Voz Yammer Community.](#)



Service creates a workforce environment that welcomes and recognizes our US veterans' talent and advanced skillset to drive our business growth. [Join the Service Yammer Community.](#)



Women's ERG inspires women to feel valued and empowered to advance their skills and leadership potential through mentoring, networking and development. [Join the Women's Yammer Community.](#)

Resources

Check out these resources to round out your learning.

READ (Articles):

- BetterUP: [Stay or go? Can belonging drive retention?](#) by Erin Eatough, PhD
- Deloitte Human Capital Blog: [Belonging: From Comfort to Connection to Contribution](#) by Brad Denny, David Mallon and Jeff Schwartz
- Forbes: [How Any Business can Create a Culture of Belonging in the Workplace](#) by Deborah Sweeney
- Forbes: [How to Cultivate a Culture of Belonging and Why it's the Ultimate Competitive Advantage](#) by William Arruda
- Harvard Business Review: [How Leaders Can Build Connection in a Disconnected Workplace](#) by Adam "Smiley" Poswolsky
- Harvard Business Review: [The Value of Belonging at Work](#) by Evan W. Carr, Andrew Reece, Gabriella Rosen Kellerman and Alexi Robichaux
- USA Today: [Asian employees feel least included at work of any demographic group including Black and LGBTQ workers](#) by Jessica Guynn

LEARN (Online Training):

- LinkedIn Learning: [Curated Week of Understanding learning path](#)

READ (Books):

- [Braving the Wilderness: The Quest for True Belonging and the Courage to Stand Alone](#) by Brene Brown
- [Inclusion on Purpose](#) by Ruchika Tulshyan
- [Friendship In the Age of Loneliness: An Optimist's Guide To Connection](#) by Adam "Smiley" Poswolsky

LISTEN (Podcasts):

- Capital H Podcast by Deloitte: [Belonging from Comfort, Connection to Contribution](#)
- The Belonging Project Podcast: [Belonging in Maslow's Hierarchy of Needs](#)
- Dare to Lead Podcast by Brene Brown: [Inclusion on Purpose](#)
- McKinsey Podcast: [Build Back Better Relationships at Work](#)

WATCH (Videos):

- TED Talk: [Building power where you seemingly don't belong](#) by Zulfat Suara
- TED Talk: [Why being respectful to your coworkers is good for business](#) by Christine Porath