

# LERN

## Latino Employee Resource Network

*Here at JLL, Diversity and Inclusion is not about creating advantages — it is about removing barriers for all. Our team of more than 78,000 colleagues work together across a global network of offices spanning more than 80 countries.*

*As our employees achieve their ambitions, our employee resource groups support them throughout that journey.*

*Our most valuable asset is our people, and we take pride in a culture that is inclusive of all backgrounds and experiences. At JLL, we encourage you to bring your whole self to work.*

### Recruit. Connect. Develop. Grow.

Employee Resource Groups (ERGs) are beneficial to both our employees and our business. ERGs offer our employees development opportunities, a chance to expand their networks, and an open forum for members to discuss concerns and interests unique to a group and within a community. They help us develop an inclusive workplace that aligns with JLL's goals, mission and values. Our ERGs make us stronger, both internally and externally. They support our diversity and inclusion efforts across these four areas: Recruit, Connect, Develop and Grow.

### About LERN

Our mission is to attract, develop and grow Latino talent at JLL, becoming more representative of the communities where we live and work. We believe embracing diversity improves the way we do business and our ability to better service our shareholders and our clients.

The Latino Employee Resource Network is a way to connect with the Latino community, build your own extended familia within JLL, and take advantage of our multiple resources to develop your career.



Our members have access to community forums, connections to senior leaders, internal and external networking events, along with training and professional development opportunities. We support diversity recruiting efforts and participate in the communities around us through outreach and philanthropic efforts.

Our goal is to provide programs and opportunities to our members allowing them to expand their network and grow professionally.

### Highlights

- Led a series of LERN focused leadership trainings in Dallas, Texas
- Partnered with DePaul University to host multiple interactive professional development sessions

with leading professors from the business, management and consulting fields

- Co-hosted a speed networking event with KPMG's Hispanic Latino Network and the Association of Latino Professionals for America in Chicago (ALPFA)
- Became a member of the Consortium of Latino Employee Organizations (CLEO) and a national partner with Hispanic Alliance for Career Enhancement (HACE)
- Hosted the Q1 2017 Latina Leadership Panel with CLEO, bringing more than 80 external attendees to JLL's HQ
- Sent 10 select members of LERN to the HACE Annual Leadership Summit
- Collaborating with the Women's Business Network ERG to sponsor 2 attendees to participate in Mujeres de HACE, a multi-week leadership program for women