



C·A·S·L·E

Commonwealth Association of Surveying & Land Economy (CASLE)

EDITORIAL

Seasons Greetings and Best Wishes for 2022

The local council where I live, put up the Christmas lights in the village at the end of November ready to be switched on at the beginning of December. The shops were advertising wines, spirits and ideas for gifts whilst the weather seemed unseasonably warm. However, the temperature has dropped dramatically in the last few days and there is the possibility of a white Christmas.

We are making plans for the future but it is unlikely that we shall see many physical meetings soon, even if the majority of people have been vaccinated. Online meetings have filled the gap, but it is not quite the same when you cannot see people clearly and there is very little social interaction. Many people have become accustomed to working from home and seem reluctant to travel back to work each day.

During November, the Commonwealth Foundation has been running a three-part series of consultations, addressing the future of the Commonwealth, ten years after a major report on a radical rethink of the organization. Hosted by the award-winning journalist Victoria Rubadiri, each part featured a range of speakers, from young Commonwealth activists, to Government officials. The three parts, which were available through Facebook, Twitter and WhatsApp were:

- What does it mean to be a ‘Citizen’ of the Commonwealth? – 16th November 2021
- Crisis, opportunities and multilateralism – 23rd November 2021
- A Commonwealth fit for purpose – where to and from – 30th November 2021

Unfortunately, I was not able to participate in the first part but I did join in on 23rd November. There was a lot of criticism about lost opportunities since the Eminent Persons Report in October 2011 e.g.

- No Commonwealth response to Covid
- No coordinated approach to COP26

It was suggested that many countries in the Commonwealth are still suffering the after effects of colonisation, with restrictive structures, which hamper communication and travel. The response to the Pandemic by many of the smaller states was mainly one of National self-interest, rather than the Multilateralism shown by the larger states. The nature of the Commonwealth is such that it could have been a catalyst for multilateralism where member states could have been more effective together, particularly with the support of the latest technical support systems.

The question was asked about what could be done to reinvigorate the Commonwealth. It was suggested that there is the need for ‘Global Kinship’ where institutions are bound with a set of tasks and commitments, which are people-led rather than State-led in order to build a spirit of solidarity to counteract the lack of unity and to add the strength required to deal with climate change and any further Pandemics.

For the future, the Commonwealth needs strong leadership with an ‘evangelical approach’, the support of the IMF and the World Bank, wealth re-distribution to meet basic needs, and restructuring, and re-constituting the Commonwealth stressing obligations to each other, with accountability.

Mrs Susan Spedding, - Secretary General - Email: susan.spedding@uwe.ac.uk
December 2021



International Festival of Surveying 2022

International Festival of Surveying 2022 is about 'Valuing the Unbuilt Environment' and is planned to take place from 1st to 3rd March. Our mission is to forge new terms of reference for discussions around the built environment and to be a catalyst for positive change.

The Why?

The traditional role of surveying is based on valuation and measurement in a mainly reactive capacity. Our role as educators is to prepare our students for a more proactive role in society and enterprise. This can be achieved by focusing on what has not or yet to be built as it is here that transformative behaviours can be established. The premise here is that the more thought that goes into development before it occurs the better outcomes for society.

What is the theme?

The theme of this year's conference is about 'Valuing the Unbuilt Environment'. This can be interpreted from many different angles within the disciplines of surveying and other built environment professional roles.

Who is this for?

Anyone with an interest, at any stage of their career or studies is welcome to register and participate, by visiting the website and attending the sessions during the festival itself. Registration will be open in January 2022. The sessions will take place on UWE Bristol's blackboard collaborate online lecture rooms. Delegates from all over the world are welcome.

The Essay Competition

Delegates and students are invited to take part in a short essay competition to add their own definition of what the Unbuilt Environment means for them.

The 1000-word competition will be launched in November 2021 with a closing date of January 2022. All notable entries will be published on the website. The first prize is a payment of £500. Entries should be emailed to festivalofsurveying.com by 14 January 2021. Submissions should be referenced where appropriate. Entries with original content and ideas are particularly welcome. All entries should start with "My thoughts on what the phrase **the unbuilt environment** represents are set out below."

The Website - www.festivalofsurveying.com

Content and speaker information will be added so please visit the website at regular intervals.

What are The Session Themes?

As last year, the conference takes the form of four online half day themes with a panel of speakers at each. This year we are looking to launch the festival with a physical session in Bristol on 1 March – details to follow. The themes for the conference itself are:

Day One 2 March 2022– Morning – 10am UK time

Valuing Transformations - Session chaired by Dr Sam Organ

Day One – Afternoon – 2pm UK time

International Land Management - Session chaired by Grazyna Wiejak-Roy

Day Two 3 March 2022– Morning – 10am UK time

Smart Contracts – what next? - Session chaired by Dr Jim Mason

Day Two – Afternoon – 2pm UK time

Quantity Surveying the Future - Session chaired by Dr Anushka Rathnayake

University of the West of England

The UWE Department of Architecture and the Built Environment are pleased to offer a suite of additional postgraduate level modules in Real Estate Management as continuing professional development (CPD), accredited by the Royal Institution of Chartered Surveyors. These modules offer practical application alongside theoretical underpinning to help develop and broaden your knowledge in the topic.

The modules starting in October are:

- [Real Estate Economics and Valuations](#)
- [Real Estate Law](#)
- [Strategic Estate Management](#)

This suite also consists of modules that will run again in January 2022 covering the following topics:

- [Real Estate Investment and Development](#)
- [Managerial Finance for the Built Environment](#)
- [Sustainability in the Built Environment](#)
- [Real Estate Finance and Investment](#)

Please click on the links above for further information, to make an enquiry or to book a place.

All October modules are delivered in two modes - on campus or as distance learning over a ten-week period. You will have access to your learning materials via our online learning platform. If you chose the distance learning mode you will be able to work though in your own time, while live webinar sessions will provide an opportunity for you to discuss the materials in more depth. The October modules are running from October through to December 2021.

The fee for [Real Estate Law](#) and [Strategic Estate Management](#) is £792 per participant, per module, and for [Real Estate Economics and Valuations](#) it is £1584 per participant, per module.

Professional accreditation

For individuals attending without undertaking the assessment, these modules count as formal CPD required by the [Royal Institution of Chartered Surveyors](#).

If you undertake the module assessments and decide to continue with your studies, these modules can be used towards our following awards:

- [MSc Real Estate Finance and Investment](#) is accredited by the Royal Institution of Chartered Surveyors and the Investment Property Forum.
- [MSc Real Estate Management](#) is accredited by the Royal Institution of Chartered Surveyors.
- [PgCert/PgDip Real Estate Finance and Investment](#)
- [PgCert/PgDip Real Estate Management](#)
- [MSc/PgCert/PgDip Professional Development](#)



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CASLE ANNUAL SUBSCRIPTIONS

Invoices were sent out in April 2021 with reminders in September 2021 and there are still a lot of unpaid subscriptions and arrears. If you have not already paid your subscription and would like to receive a repeat copy of the invoice, please contact me at the following email address - susan.spedding@uwe.ac.uk

AFRICA REGION

Zimbabwe

THE INAUGURAL ANNUAL NATIONAL REAL ESTATE DAY IN ZIMBABWE (NREDZ) - 15 OCTOBER 2021

" A NEW DAWN IN REAL ESTATE IN ZIMBABWE"

The Government of Zimbabwe through the Ministry of Justice, Legal and Parliamentary Affairs published the General Notice number 2608 of 2021 in the Government of Zimbabwe Gazette dated 10th September 2021 to officially mark the 15th day of October recurring annually as the National Real Estate Day in Zimbabwe (NREDZ). The key objective of the day is to create awareness and appreciation for the significance and relevance of real estate as a key contributor to the socio-economic development of Zimbabwe. This day was promulgated after The Real Estate Institute of Zimbabwe with support from The Estate Agents Council of Zimbabwe and the Valuers council of Zimbabwe, initiated and lobbied for its establishment.

On Friday 15th October 2021, the inaugural celebrations started off with an awareness march and an official ceremony to mark the special occasion, under the theme "A New Dawn in Real Estate in Zimbabwe." The inaugural launch of the day was held at the Newlands Country Club with participants drawn from members of the public, realtors from the local real estate firms, Valuers Council of Zimbabwe representatives as well as the Estate Agents Council representatives, the Permanent Secretary in the Ministry of Legal and Parliamentary Affairs Mrs. Vimbayi Mabhiza, officially launched the National Real Estate Day in Zimbabwe. In her speech, she emphasized the importance of Real Estate and its major contribution to the national GDP. Her speech was followed by numerous solidarity messages from Local and International bodies which included The Commonwealth Association of Surveying and Land Economy (CASLE) presented virtually by the Secretary General, Mrs Susan Spedding and a speech which was read on behalf of the International Valuation Standards Council (IVSC) Chief executive Mr Nicolas Talbot.

Zimbabwe is the first country to commemorate a National Real Estate Day in Africa and anticipate that this will trigger the lobbying and establishment of an International Real Estate Day in the foreseeable future. The event was live streamed and the recording is available on the following link:

<https://livestreaming.co.zw//reiz/>

The speech below was delivered online by the Secretary General, Mrs Susan Spedding in solidarity with the Real Estate Institute of Zimbabwe on the National Real Estate Day in Zimbabwe on 15th October 2021

'Mr Alexander Millin, President and Members of the Real Estate Institute of Zimbabwe.

It is a great pleasure for me to speak to you on this National Real Estate Day in Zimbabwe and to convey best wishes from our President, Mr Joseph Ajanlekoko and from members of the CASLE Management Board and Task Force. The theme, 'Celebrating a new dawn for Real Estate in Zimbabwe' gives a strong note of optimism after the long months of Lockdown during the Covid Pandemic.

It is just over 26 years since Professor Dr Alan Spedding, Past President of CASLE and I visited Zimbabwe in August 1995, for the CASLE General Assembly and Conference. The conference, which was held in collaboration with the International Federation of Geometers (FIG) and hosted by the Real Estate Institute of Zimbabwe (REIZ) and the Survey Institute of Zimbabwe (SIZ), was entitled 'Sustainable development: Counting the cost: maximising the value'

It is interesting how relevant that title remains today - but perhaps with a slightly different interpretation of 'Cost' related more towards the environment than the financial cost. Deforestation, overuse of fossil fuels, pollution of seas and rivers, all have a cost on the environment, much of which the world has experienced in recent years, through rising sea levels, floods, forest fires, typhoons, hurricanes and failing crops.

In respect of the National Real Estate Day in Zimbabwe, I understand the key objective is to 'create awareness and appreciation for the significance and relevance of Real Estate, as a key contributor to the socio-economic development of Zimbabwe'. As has been said many times before, we can produce more manufactured products but we cannot manufacture more land, without ecological consequences. Therefore, Real Estate Management is an essential part of any country's efforts to manage this fundamental resource.

During my long association with CASLE, I have seen many changes, some beneficial to CASLE and some which have caused serious problems. Cuts in funding by the Commonwealth Foundation in 2013 presented the greatest difficulty and forced us to curtail our activities. Despite this, we have managed to hold CASLE together to carry out its normal business, which has included the very successful 'Africa series of conferences' which started in Ghana in 2015, followed by Nigeria in 2016, Tanzania in 2017 and Zambia in 2018. We were planning further conferences in Zimbabwe and Malawi when the Pandemic struck.

When I became Secretary General of CASLE in 2013, one of the first things that I did was to set up a Task Force, including surveyors in professional practice, CASLE officers and academics, who have been a great source of ideas and advice for which I am extremely appreciative. Dr Patrick Manu, who is the Academic Conference Organiser and Chairman of the Reviewing Committee, has carried out a sterling job in reviewing the many papers for the workshops that form the basis of CASLE conferences.

The constraints on CASLE finances may have curtailed our activities but there is still a lot of optimism for the future and we have received requests from Malaysia, Jamaica and Sri Lanka to collaborate in CASLE events over the next year or so. We see participation and collaboration as a significant part of our future activities and we try to ensure that all our activities are geared towards supporting the Sustainable Development Goals.

Many of the early aims and objectives of CASLE have been achieved, in education and in the transfer of technology. CASLE, in collaboration with the University of the West of England and other universities, involved in the Built Environment, is evolving more towards the promotion of research activities and higher degrees, significantly in Real Estate Management. Many surveyors in private practice, and in Academia in developing countries, are now finding that it is a requirement to have a higher degree to progress in their chosen field and many universities are offering opportunities for modular courses, which are more affordable, and can be undertaken over a period of time leading to a higher qualification.

As an example, the University of the West of England is offering a suite of postgraduate level modules as continuing professional development (CPD), accredited by the Royal Institution of Chartered Surveyors, which will run from January 2022. The modules, offer practical application alongside theoretical underpinning, to help develop and broaden knowledge. Modules are delivered in two modes - on campus, or as distance learning over a ten-week period, with access to learning materials via the online learning platform.

These modules can be 'accumulated' towards a higher degree.

Alan and I have many happy memories of our visit to Zimbabwe in August 1995 and the tours that we undertook to Hwange Game Reserve, Victoria Falls and to Kariba, from where we flew in a small plane over a herd of elephants at a water tank during a draught, arriving back in Harare just as the sun was going down – an unforgettable experience!

Members of the Management Board of CASLE greatly appreciate the continued support of members of the Real Estate Institute of Zimbabwe.

On behalf of the CASLE President, Mr Joseph Ajanlekoko and members of the CASLE Management Board & Task Force, I send our very best wishes for the National Real Estate Day in Zimbabwe on Friday 15th October'



L to R, Mr N Kuipa, EAC Chairperson, Mr A Millin, outgoing REIZ President, Mrs V Mabhiza, Permanent Secretary, Ministry of Justice, Legal & Parliamentary Affairs, Ministry Official, Mr S Masuku, outgoing Chairperson, Valuers Council of Zimbabwe



Ms Joyline Murekachiro, Publicity chairperson reading the speech from IVS



ASIA REGION

The Philippine Institute of Certified Quantity Surveyors (PICQS) hosted the 24th PAQS Congress in the Philippines, in November 2021.

The theme was **“Creating Smart Cities to Help Build the Future — Embracing Digitalization and Sustainability” - Fully Digital event**

The KL pact was established when Malaysia hosted the PAQS and at this event the KL pact was inaugurated and one of the members was CASLE

There are 15 countries in the PAQS comprising of 12 full member institutions, 2 Associate member institutions and one observer status institution





From left: Mayor Marvin Rees, HE Saida Muna Tasneem, HRH The Prince of Wales, Rt Hon Patricia Scotland, Mr Peter Oborn

**HRH The Prince of Wales calls for collective action on sustainable urbanisation in the Commonwealth
70% of global carbon emissions attributable to cities. Commonwealth forecast to account for 50% of the
growth in cities to 2050**

At a high-level event convened in the run-up to COP26 by The Prince's Foundation and key Commonwealth partners, participants considered ways in which the Commonwealth can respond to the 'triple threat' of climate change, rapid urbanisation and natural resource depletion, and the need for collaboration if the targets are to be met within the limited time now available. The discussion centred on the *Call to Action on Sustainable Urbanisation across the Commonwealth*, a joint initiative of the Association of Commonwealth Universities, the Commonwealth Association of Architects, the Commonwealth Association of Planners and the Commonwealth Local Government Forum, in collaboration with the Government of Rwanda and The Prince's Foundation.

The Call to Action was circulated to Commonwealth Heads of Government in February 2021, highlighting the issues facing the Commonwealth and urging the need for collective inter-disciplinary action to place climate conscious urban planning and management at the heart of the response to climate change. The Commonwealth, with its many shared systems and structures, has the opportunity to lead and model collaborative, inclusive and effective action on sustainable urbanisation, which will be a key priority for CHOGM in Kigali in 2022.

Cities already consume more than two thirds of the world's energy and account for more than 70% of all carbon emissions. From 2015 to 2050, the world's urban population is expected to almost double, and based on current trends of urban sprawl and unplanned settlements, could mean a tripling of the urban land mass,

crushing often fragile eco-systems in the process. Almost 50% of that global urban growth is projected to be in the Commonwealth – well over 1bn more people living in Commonwealth cities in the next 30 years. A staggering 95% of that growth is expected to be in Asia and Africa, two continents which are particularly vulnerable to climate change impacts and currently with limited capacity to respond to these intense challenges.

HRH, Prince Charles, who is currently attending the G20 summit in Rome, said: “Sustainable development is clearly critical to responding to the climate emergency. The scale of our response needs to be equal to the scale of the challenge we are facing. I sincerely hope the very essence of adding social, environmental and commercial value can help to inspire and guide our actions and responses in the weeks and months ahead.

“There is a real central necessity to look at [rapid urban planning] in a more structured way, which will directly determine so many aspects of our human existence. So, if Covid has taught us anything, then surely it has been to demonstrate what can be achieved through collective action. Leadership is key, but so is effective collaboration. “Institutional investors and the private sector are increasingly coming to realise the real need for transformational change with a much greater degree of focus, at last, of working with Nature rather than against her, as well as being fully alive to the risks of not doing so and merely getting on with business as usual, that approach which would be absolutely fatal.”

Stressing the need to address the critical lack of capacity among built environment professionals that has been identified in many parts of the Commonwealth. Peter Oborn, Senior Vice President at the Commonwealth Association of Architects, said “There is an urgent need for us to tackle the critical lack of capacity among built environment professionals in many of the Commonwealth countries that are urbanising most rapidly and are among the most vulnerable to climate change impacts, especially in the public sector and in secondary cities which are urbanising at the same rate as their larger counterparts and where the majority of the urban population actually live. The impact of unplanned and poorly planned settlements can already be seen in terms of widespread inequality, informality, and vulnerability.”

Recognising the need for a collective response and the potential for the Commonwealth to develop solutions that are both scalable and replicable, the partners came together to develop the Call to Action, which has three main objectives:

1. To bring a greater focus to bear on sustainable urbanisation in Commonwealth policy making,
2. To mobilise the power of the Commonwealth to work in a more integrated manner across its various networks toward multi-level governance and sustainable urbanisation,
3. To develop a programme of practical action to help deliver sustainable cities and human settlements across the Commonwealth.

Joining HRH, Prince Charles in the event were key voices from around the Commonwealth, including the Rt Hon Patricia Scotland, Commonwealth Secretary General, The Executive Director of UN-Habitat Maimunah Sharif, Dr Jeanne d’Arc Mujawamariya the Rwandan Environment Minister, HE Saida Muna Tasneem, the Bangladeshi High Commissioner to the United Kingdom, Mr Peter Oborn, Senior Vice President at the Commonwealth Association of Architects, Mr VK Madhavan, the Chief Executive of Water Aid India, Ms Astrid Hass, Council Member at Cities that Work at the International Growth Centre, Prof Eris Schoburgh from the University of the West Indies and Mr Malith Seneveriathe from the Commonwealth Association of Planners Young Planners Network. The discussion was moderated by Bristol City Mayor Marvin Rees.

Statement issued by the Commonwealth Association of Architects, 30 October 2021

For details on the Call to Action, visit: <https://commonwealthsustainablecities.org/calltoaction/>

For further information contact the CAA Secretariat at comarchitect.org@gmail.com

FIG e-Working Week 2021 Keynote: Making the land and property sector sustainable and resilient: Ensuring Diversity and Inclusion

Narelle Underwood, Chitra Weddikara, Paul Olomolaiye, Victoria Stanley and Chair FIG Vice President Diane A Dumashie

Instead of a paper we would like to share with you a series of video recordings from the keynote sessions of FIG e-Working Week 2021.

In this online "Video of the Month Series" Narelle Underwood, Chitra Weddikara, Paul Olomolaiye and Victoria Stanley talk with FIG Vice President Diane A Dumashie about what FIG Member Associations can do to boost equality and ensure the land and property sector is sustainable and resilient.

On **Wednesday 23 June 2021**, at the FIG Working Week in Amsterdam, Netherlands, a panel of land and property leaders came together to open the conversation on equality Diversity and Inclusion (D&I) They considered the opportunity that land professionals could make to improve D&I in our survey profession (land, property and natural resources) and to inspire the FIG community.

There are increasing calls to recognize and actively implement D&I. Above all it is an imperative to attract new young professionals into our profession; to attract the best people we need to demonstrate that our sector and practices are truly diverse and we operate in inclusive business environments that respect all human differences in the widest sense. A key part of this D&I conversation is to do more to increase the number of women in our professional world.

Objective of the session

By bringing together a panel of active industry professionals and thought leaders in D&I, they explained why we need to do more to increase the number of women in our professional world of survey and provided insightful ideas as how this may be achieved. To listen to their experiences, vision and hear their discussions on what we can all do now to achieve better outcomes go to: <https://youtu.be/3N0A17G3fU8>

Background

Research clearly shows that high performing organizations are diverse and inclusive (D&I). In any work place it is important to understand and recognize the benefits that having a diverse and inclusive workforce provides. D&I is integral to developing people within organisations', to serving clients in the best possible way, as well as to playing a leadership role in communities.

Essentially it is about valuing everyone in the organization as an individual and enabling them to be themselves and performing at their best and is defined as:

- **Diversity** is about differences and individuality. To recognize that each of us is different and that it is important to value and respect individual differences such as gender, ethnicity, nationality, age, background, education, working and thinking styles, as well as religious background, sexual orientation, ability and technical skills.
- **Inclusion** is about creating an environment where differences are embraced and where all people feel, and are valued- where they can bring their differences to work each day, and where they can contribute their personal best in every encounter (Diversity in real estate- Clack & Gabler)

A resilient and high performing profession needs to attract and recruit the best people with the best talent. This talent, has so many options to choose which profession they enter, so the Survey profession (land, property and natural resources) needs to demonstrate a truly equal D&I profession and working environment that respects all human differences. Attracting this talent will significantly contribute to the resilience of the profession and each professional's contribution to Society.

Moreover although D&I in its broadest sense is key, a large part of the resilience of our profession needs action to improve gender balance as a key element to tackling the need for the very best talent. **The closing output is an action orientated statement** for FIG members to improve D& I in our professional working practices and organisations.

Diane Dumashie Vice President of FIG states:

" It was a real pleasure to host the working week plenary. This action statement aims to capture the key messages that you spoke about and to inspire FIG members in this important topic. The conversation was a great start to the D&I conversation in the FIG network; and drafting an action orientated statement such as this may plant the seed for further discussion and connections in the upcoming and near future."

Watch and be inspired by the keynote session here:

<https://youtu.be/3N0A17G3fU8>



**FIG Statement Diversity and Inclusion
Making the Survey Profession Sustainable and Resilient:
Ensuring Diversity and Inclusion
June 2021**



Moving from the talk to implementation in Diversity and Inclusion practices we brought together a panel of leaders to listen to their views, experience and we gained pointers to embed D&I into our profession. These are the key message highlights

Above all to implement Diversity and Inclusion (D&I) will need purposeful planning to ensure D& I is measurably advanced in our professional practices and organisational leadership. In addition to voluntary commitments we all have an individual duty to transform our profession by our focused and widespread participation.

To build resilience into our professions; collectively, across our unique contexts and areas of expertise, we commit to working together to

- **Centre Stage** the need for D& I policies in member organisations;
- **Promote D&I** by transferring the effective tools, practices and gender responsive policies;
- **Mobilize** our members and partners to accelerate progress for D&I;
- **Foster** and expand Women's leadership in governance and public decision making.

This means ACTING TO

1. Promote D&I in the culture of our organisations

We:

- Applaud the younger generation of CEO's coming through who are seriously looking and acting on gender and social mobility
- Grasp the new frontiers and be bold in our actions henceforth.
- In the context of D&I policy, there is a slow start in gender equity with the issues of pay gap. Introducing transparency to promotion, pay and reward progression is a good start to implementing change
- Respect that there are increasingly four generations in the work place and that we will be inclusive and positively learn from each other.
- Acknowledge that there are positive discussions; but that we need to recognize this is not always so for many people. This requires us to be attentive to the needs of our employees.
- Observe that there has been generations of bias; but we can change this with purposeful and focussed actions

Action to:

- When inappropriate language/ behaviours are being used it is important for others to step in and call out the behaviour. This helps behaviours to change and must be done in the moment. The power this brings to a minority voice is considerable.
- At last, the language of equality, diversity and inclusion is being used openly, it is important to be aware that the responsibility lies with all to ensure that our own cultures adapt
- Take a long hard look in the mirror and ask are we diverse? Our profession is not alone in needing to increase D&I; we can be the trailblazer leader for the professions

Key action:

- Appoint within each organisation a dedicated person to hold the role for equality, diversity and inclusion.
- **Evidenced Paul Olomolaiye**, Pro-Vice Chancellor for Equality and Civic Engagement, University of West England a thought leader in championing D&I.

2. Pipeline of Talent**We:**

- Acknowledge there is a continuing need to get the talent pipeline fit for the future. The future and resilience of our profession requires much more technical diversity to adapt and lead in the ongoing development in Ai, Big Data and IoT applications
- Consider it an imperative to outreach to primary and secondary school as a key element in the supply chain
- Encourage employers to support entry of employees to further their university/ professional education

Action to:

- Proactively increase diversity within the profession by opting to choose from a bigger talent pool, and
- Develop a strategy to change the image of non-traditional education routes into the profession

Key action:

- Develop and implement an outreach to the young in our communities
- Evidence: Narelle Underwood Surveyor-General of NSW, Australia and ambassador for evidenced by 'Get Kids in Surveying' <https://www.getkidsintosurvey.com/>

3. Promote D& I policy and professional Culture**We:**

- Present and implement D& I gender responsive policies in the work place
- Support the need to centre stage D& I policies in FIG member organisations.
- Encourage and facilitate D&I policies that are well-planned to ensure they promote positive and active change in our organisations. This can be achieved by transferring the range of effective tools and practices already available
- Accept that cultural norms do influence how we work; but we are certain that change can happen slowly and gradually, this increases the importance of role models in all cultures/ societies.

Action:

- Identify and support our role models drawn from diverse backgrounds; men and women, young and old, and to support them to tell their story to facilitate change
- Start the change from our own homes, in our own communities and countries

Key action:

- Think 'out of the box' to make change in our profession
- **Evidence: Chitra Weddikkara**, Chartered Architect, Chartered Quantity Surveyor, pioneered a program for Women skills in construction trades in Sri Lanka.

4. Place and society**We:**

- Actively support FIG partnerships with donor agencies that relate to gender equality and societal indications such as networks and programs with GLTN, World Bank, FAO etc

- Welcome and applaud the efforts of FIG professional standards WG 1.2 women in surveying (https://www.fig.net/organisation/comm/WG/2022_1.2.asp).
- Recognise that SDG's really plays out across our lives; where we work, live and socialise. Professionally we can take Leadership on the key trends in Environment, Climate Change & Resilience
- Foster Women- gender equality in the land sector in particular tenure equality

Action:

Take leadership in the

- Land, built environment and natural resource sector by aligned with relevant SDG's; and
- SDG 5 that envisages achieve gender equality and empowerment of all women and girls in cities and human settlements; and
- Especially working toward helping women secure access to and control over land, property and housing

Key Action:

- If surveyors are engaged in any type of project it is important to recognise that there is a social obligation to ensure that the work that we do in our countries is inclusive. This obliges professionals to educate communities on land law and inform and align with SDG's
- **Evidence: Victoria Stanley**, Senior Land Administrator World Bank, USA, Steering committee partner for 'Stand for her land'. A program of key thematic areas critical to improving the political, social, and economic well-being of women and to ensuring gender responsive urban development <https://stand4herland.org/>

What can we immediately do about this?

5. Participatory opportunities for FIG members:

Our members can:

- Mobilize and partner to accelerate progress for D&I to build and achieve a resilient profession
- Develop a 'new social contract' with our employees that fosters D&I in our organisation
- Build an equal, diverse and inclusive working culture
- Focus on a well-planned approach to promote positive and active change in our organisations and leave no one behind in this thinking.

"Diversity makes sense: it is in the DNA of humanity which we can take into our organizations; It is morally right to do so and leads to sustainable organizations." "D&I is the responsibility of ALL; not just the minority"

Panelists:

- Chair, Diane Dumashie, FIG Vice President, Dumashie Ltd, UK/Ghana
- Narelle Underwood, Surveyor-General of NSW, Australia
- Chitra Weddikara, Emeritus Professor, Chartered Architect, Chartered Quantity Surveyor, Sri Lanka
- Paul Olomolaiye, Professor Construction Engineering and management, Vice- Chancellor for Equalities and Civic Engagement, University West England, UK
- Victoria Stanley, Senior Land Administrator World Bank, USA



Paul Olomolaiye, Pro Vice-Chancellor - Equalities and Civic Engagement at University of the West of England

"I am a Professor of Construction Engineering and Management and currently Pro Vice-Chancellor for Equalities and Civic Engagement at UWE Bristol. I Chair the Cabot Learning Federation - a Multi-Academy Trust of 21 Schools in and around Bristol, and a Non-Executive Director of Avon and Wiltshire NHS Mental Health Trust. I hold a PhD from Loughborough University in Civil Engineering and widely published with over 200 journal and conference publications and authorship of 2 major books on Construction Productivity and Stakeholder Management. I am passionate about the experiences of the more than 3000 staff and 30000 students at UWE-Bristol and our collective responsibility as a Civic University in our region and beyond. I am happily married with 3 grown-up children and active in the community in various charitable activities and organisations."

ADDENDUM

ASIA REGION – Report from The Royal Institution of Surveyors Malaysia (RISM)



ROYAL INSTITUTION OF SURVEYORS MALAYSIA

Report for Commonwealth Association of Surveying and Land Economy (CASLE) (September - December 2021)

RISM PLAYED HOST TO ITS FIRST EVER FULLY VIRTUAL EVENT



30TH PAN PACIFIC CONGRESS (PPC) OF REAL ESTATE APPRAISERS, VALUERS AND COUNSELLORS

Date	:	4 th to 5 th October 2021
Theme	:	Digital Disruption: Digital Economy & Real Estate Industry
Speakers	:	31
Chairs	:	7
Participants	:	252 (102 Internationals : 150 Malaysians)
Medium	:	Fully Virtual
Programme	:	

Day 1: 4th October 2021 (Monday)

0730 am: Log-in Registration
0800 am: Opening Ceremony
0840 am: Plenary Session 1
1100 am: Track Session 1.1
1310 pm: Track Session 1.2
1500 pm: Track Session 1.3
1630 pm: Message from the Organiser

Day 2: 5th October 2021 (Tuesday)

0730 am: Log-in Registration
0800 am: Plenary Session 2
1010 am: Track Session 2.1
1220 pm: Track Session 2.2
1410 pm: Track Session 2.3
1540 pm: Grand Closing Ceremony
1640 pm: 30th PPC Adjourns

Fringe Events during the 2 days

- Opening Ceremony
- Technical Visits
- Kopitiam Sessions with Paper Reviewers
- Messages from Affiliated Professional Bodies, Sponsors and Partners
- Best Paper Awards Announcement
- Grand Closing Ceremony

DAY 1

As early as 0730 am (+8 GMT), participants from different time zones around the world had logged on via Zoom to take part in this long-awaited Congress. While the introductory video of the Pan Pacific Congress (PPC) was being played, delegates were already excited and had started greeting each other in the chat room.

Opening Ceremony

Day 1 of the Congress began with the Opening Ceremony. There was an Opening Address by Dato' Sr Lau Wai Seang, the Chairman-Coordinator of the 30th Pan Pacific Congress, who is a Past President of Royal Institution of Surveyors Malaysia (RISM). This was then followed by the Welcome Address by Dato' Sr Dr. Azhari Bin Mohamed, the Guest-of-Honour, who is the current President of the Royal Institution of Surveyors Malaysia (RISM); he then officiated the Congress. The ceremony continued with an Opening Montage.



Plenary Session 1: Towards Digital Platforms

Plenary Session 1 themed '*Towards Digital Platforms*' was chaired by Sr Michael Kong Kok Kee. It features three speakers namely Mr. Ben Elder, Mr. Premendran Pathmanathan and Ms. Carmen Vicelich.

The PPC Family

The PPC has 15 Sponsoring Members from 12 Supporting Countries. Their corporate profiles were introduced to the participants.

Track Session 1.1: Professional Services (Recognising Intangible Values)

Chaired by Dato' Sr Lau Wai Seang, Track Session 1.1 was themed '*Professional Services (Recognising Intangible Values)*'. In this session, the speakers were Mr. Robert Brackett, Sr Ahmad Fadzlee Bin H A Rashid, Mr. Siva Shanker, Mr. Winston Shih and Mr. Chin Kee Liang.



Track Session 1.2: Professional Services (Non-Traditional Funding)

Chaired by Dr. Lim Lan Yuan, Track Session 1.2 was themed '*Professional Services (Non-Traditional Funding)*'. The speakers were Mr. Suzuki Toshiyuki, Mr, Jonathan Denis-Jacob and Ms. Marissa Benitez.

Kopitiam Session 1

Kopitiam Session 1 was chaired by Asso. Prof. Sr Dr. Janice Lee. These Best Paper Reviewers Dr. Myzatul Aishah Hj Kamarazaly, Dr. Rohaya Binti Abdul Jalil and Asso. Prof. Sr Dr. Rosli Said shared their opinion on what constitutes a good paper submission and provided feedback from the academic viewpoints.

Let's Zoom Around the World

Participants were taken virtually to several countries showcasing interesting tourist venues of the Supporting Countries.



Technical Visits

To emulate the experience of 'physical' technical visit, the participants were given a whole new experience by virtually touring several landmarks in Malaysia, namely Technology Park Malaysia (TPM), Merdeka 118 and Tun Razak Exchange

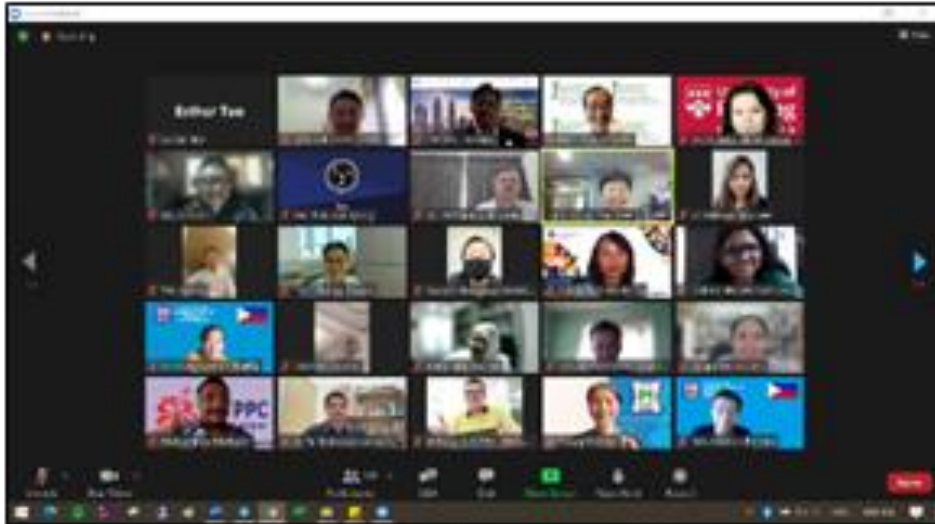


Track Session 1.3: Professional Services (Alternative Valuation Approaches)

Chaired by Mr. Yamashita Masayuki, Track Session 1.3 was themed '*Professional Services (Alternative Valuation Approaches)*'. In this session, the speakers were Mr. Koyoma Eiji, Dr. Nan-Yu Chu, Ms. Shin Eun Kyung and Mr. Ki Duk Lee.



End of Day 1 was celebrated with Group Photos of the participants.



DAY 2

Plenary Session 2: Adopting Standards for Quality

Chaired by Sr Michael Kong Kok Kee, Plenary Session 2 was themed '*Adopting Standards for Quality*'. The speakers of this session were Mr. William (Bill) Jones, Ir CK Tang and Dato' Sr Dr. Azimuddin Bahari.



International Professional Standards (IES & IFSS)

Prior to the commencement of Track Session 2.1, the participants were treated to a refresher on the International Ethical Standards (IES) and International Fire Safety Standards (IFSS) by the chairs of both Coalitions, respectively, Ms. Karin Barthelmes-Wehr and Mr. Gary Strong.



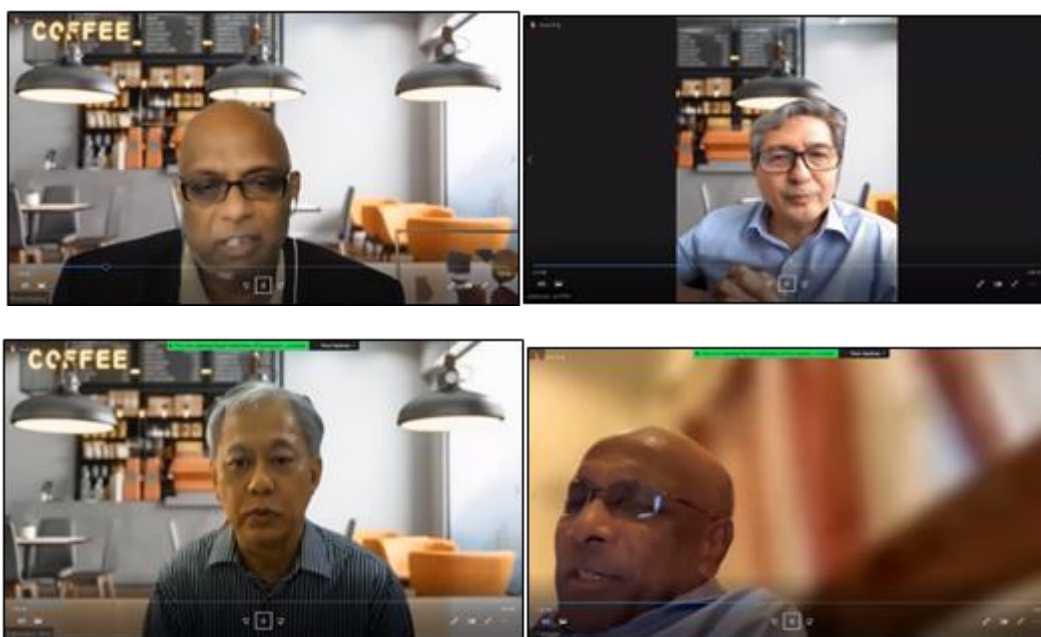
Track Session 2.1: Governance & Technology (Best Practices)

Chaired by Dato' Sr Muhammad Nawawi Arshad, Track Session 2.1 was themed '*Governance & Technology (Best Practices)*'. In this session, the speakers were Mr. William Hanlin, Sr Mohd. Talhar Abdul Rahman, Ms. Yuko Tomizuka, Sr Elvin Fernandez and Ir. Ts. Dr. Wang Hong Kok.

Kopitiam Session 2



Kopitiam Session 2 was chaired by Sr Khaidzir Abdul Rasip. In this session, the Best Paper Reviewers Sr Adzman Shah Mohd Ariffin, Sr Prem Kumar, Sr P. Tangga Peragasam and Prof. Ts. Sr Dr. Ting Kien Hwa provided constructive feedback as per industry practitioners' views. They highlighted on the differences between submissions of academicians' and practitioners' papers, thereby suggesting 2 sets of criteria for the assessment of the Best Paper.



Technical Visits

The Congress continued with Technical Visits to landmarks in Kuala Lumpur as per Day 1.

Track Session 2.2: Governance & Technology (Big Data for Valuations)

Chaired by Mr. Hiroyuki Isobe, Track Session 2.2 was themed '*Governance & Technology (Big Data for Valuations)*'. In this session, the speakers included Ms. Minamikawa Shinobu, Dr. Muhammad Najib Razali, Dr. Shih-Ming, You and Ms. Ni Luh Asti Widyahari.

Track Session 2.3: Governance & Technology (Specialised Property Valuations)

Chaired by Datuk Sr Siders Sittampalam, Track Session 2.3 was themed '*Governance & Technology (Specialised Property Valuations)*'. The speakers of this session were Mr. Gamo Keisuke, Ms. Asyifa Fujiastuti, Mr Max Shea and Mr. Harizul Akbar Nazwar.

Grand Closing Ceremony

In the spirit and tradition of PPC, the Grand Closing Ceremony began with parting speeches by Chief Delegates/Alternate Chief Delegates of PPC Supporting Countries. Many expressed their gratitude to the organiser for putting up a good show albeit the challenges of Covid-19 pandemic. Many hoped that it would be the first and last virtual PPC!

The ceremony continued with the announcement of the 2 Best Paper Awards by the Joint Chairs of the Technical Committee. The recipients were Ms. Carmen Vicelich for Plenary Category and Ms. Shin Eun Kyung for the Track Category. Dato' Sr Lau Wai Seang then delivered an Appreciation Note thanking everyone who attended and supported the Congress. She then handed over the responsibilities for the 31st PPC to Dr. Peng Chien-Wen, Chairman-Coordinator of the 31st PPC from CILA, Taiwan, signified by the Handing Over Ceremony of the PPC Flag.



Dr. Peng Chien-Wen delivered a Welcome Message and showcased the beauty of the next PPC venue with a video. The Grand Closing Ceremony ended with a Closing Montage from the organiser. Day 2 ended with many congratulatory messages and several Group Photos.

RISM ACADEMY

Below are the short talks organised/to be organised under RISM Academy for Session 2021/2022:

1st Talk

Topic : Eat Well During Pandemic & Introduction to Adult CPR (Online Webinar)

Date : 23rd October 2021; Time - 9.30 am till 11.30 am

Speakers: Madam Nurul Nadia Yusof, Dietitian from Hospital Tengku Ampuan Rahimah, Klang & Dr. Nasrinsa Shahul Hameed, Medical Hospital from Klinik Kesihatan Pulau Indah

2nd Talk

Topic : Developing Confidence for Public Speaking

Date : 4th December 2021; Time - 9.30 am till 11.30 am

Speaker : Puan Mahani Mohamad from School of English, University of Sultan Zainal Abidin

DIVISIONS' EVENTS

Geomatic and Land Surveying Division

- i. Friendly Golf Tournament - 3rd October 2021
- ii. Speakers' Hub – to be started in November 2021 until April 2022
- iii. Geomatics and Geospatial Technology Conference, May 2022

Quantity Surveying Division

- i. Joint Webinar on Introduction to Malaysian Standard Method of Measurement (MySMM) & Standard Library – 8th September 2021
- ii. Practical Construction Contract Administration/Management Training 2021 (Sessions 7 & 8) – 11th & 25th September 2021
- iii. Practical Construction Contract Administration/Management Training 2021 (Sessions 9 & 10) – 9 & 23 October 2021
- iv. Workshop: Selection of Waterproofing Solutions and Its Impact on a Building – 28th October 2021
- v. Courtesy Visits to various Government Departments to expand networking

Property Surveying Division

- i. Heritage Building Valuation Webinar by Dr. Junainah Mohamad - 17th November 2021
- ii. Tenancy Administration Webinar - 18th November 2021

Secretary General's Task Force – current members



Mr Max Crofts



Mr Tony Westcott



Mr Brian Waldy



Prof Dr Alan Spedding



Dr Patrick Manu



Mrs Susan Spedding



Dr Jim Mason



Dr Abdul-Majeed Mahamadu

Mr Max Crofts - Past President RICS, International Liaison, Chairman of the Standard Setting Committee of the International Property Measurement Standards Coalition (IPMS), Adviser on Valuation and Property.

Mr Tony Westcott - Honorary Treasurer, Webmaster, Education Adviser - Construction Economics/BIM.

Mr Brian Waldy - Commonwealth Liaison, CASLE Europe President, CASLE representative on BEPIC (Built Environment Professions in the Commonwealth), Commonwealth Secretariat, Commonwealth Foundation & Habitat Professionals Forum .

Dr Jim Mason - CASLE Europe Vice President, Associate Head of Department, Built Environment Programme, U.W.E.

Professor Dr Alan Spedding - CASLE Past President, Education Adviser (Construction Economics), Adviser to the S.G.

Dr Patrick Manu - Academic Conference Organiser, Chairman CASLE Academic Review Panel.

Dr Abdul-Majeed Mahamadu – Senior Lecturer, UWE/CASLE Research Liaison

Mrs Susan Spedding - Secretary General, Administrative Secretary to Survey Review Ltd & Administrative Secretary to CASLE.

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DECEMBER 2021