

# Women in Built Environment



# A chat with...

SUN MI MOON

Role:  
Executive Director,  
Asset & Development Management

- Started her career in New York City in 2009 as a spatial designer.
- She found a new level of passion and purpose working on adaptive reuse projects with 8M since joining in 2020.



ELSA TOH

Role:  
Assistant Director,  
Property Management

- Started her career in the real estate industry in 2001 as a technical officer.
- She spent the bulk of her career in Capitaland Retail Management before joining 8M in 2019.

What is your  
understanding on  
diversity?

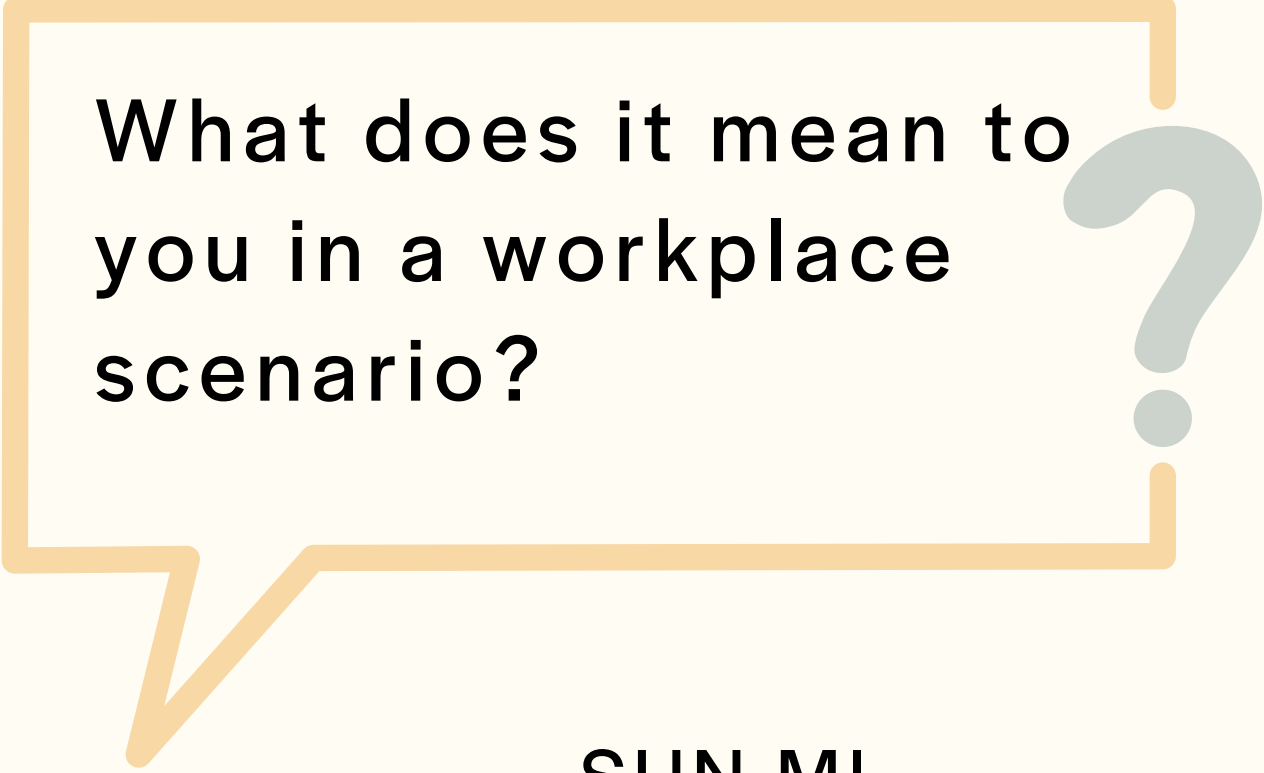


**SUN MI**

Bringing together different sets of perspectives and experiences.

**ELSA TOH**

Diversity in workplace is a show of support for people of diverse groups, including different races, gender identities, ages, personalities, working styles, backgrounds, religions, physical abilities.



What does it mean to  
you in a workplace  
scenario?

### **SUN MI**

Having differences represented could enrich our workplace and our performance. For 8M, this would mean better spaces and services to benefit both our employees and our tenants.

### **ELSA TOH**

Everyone is unique, bringing diverse talents, skillsets, knowledges, creativities, and innovations. Our differences offer varied perspectives that help us achieve company goals and objectives.

How would you  
promote diversity  
and inclusion?



### **SUN MI**

I promote diversity and inclusion by ensuring different voices are heard and recognized

### **ELSA TOH**

Embrace change and open yourself up to new ways of doing things. Continuously learning from each other's experiences and share knowledge. Ask questions to understand points of view that are different than yours.

Create an environment where everyone feels safe, valued and a sense of belonging.

What do you see as the challenges of leading and managing/working with a diverse workforce?



## ELSA TOH

1. Differing communication styles, cultural as well as generational backgrounds can lead to misunderstandings. Effective communication is essential to bridge these gaps.
2. Maturity in accepting different perspectives, opinions and ideas when discussing problems. There must be an alignment and create win-win solutions that respect and integrate these viewpoints.
3. We tend to get emotional and even judgmental. Constantly checking our biases, building trust and fostering open communication is important. We must constantly remind ourselves to act with the best intentions for ourselves, others, and the company.

There is a preconceived notion of construction being unsuitable for women. Why do you think this is the case and would you agree with it?



## SUN MI

I agree that this notion exists, but I don't agree with it. There are many women professionals and leaders in the building industry in Singapore, and across both consultant and builder sides. We've been lucky to work with several of them on 8M projects.

## ELSA TOH

There is perception that women are not as strong or capable as men, and lack the technical skills needed for the roles. Over the years, society and the industry are evolving given that education and training is now accessible to all. In a further show of diversity and inclusion, women now excel in construction and project management roles.

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**THE END**