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## **2022 Women in Commercial Real Estate: Julia Anne Slom, Washington Trust**

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Julia Anne Slom  
Senior VP & Team Leader,

What has been your biggest challenge and how have you faced it?

My career started in the petrochemical overseas trading business – an almost completely male-dominated industry- and later I joined the finance and banking industries, where men are often still the majority, especially in executive roles. I was challenged to find ways to develop collegial, productive relationships while not being involved in much of the socializing early in my career. I made, and continue to make, a conscious effort to view being a woman as an opportunity instead of a setback. I found ways to make connections by being myself, finding common ground, and forging my own relationships. I let my talents of finding creative solutions and attention to detail differentiate me, using my creativity and problem solving to answer with a 'yes' instead of a 'no.'

Who is a woman leader you find to be inspiring and why?

Brene Brown, Mother Theresa, and Oprah Winfrey are all on my list of favorites. They bring value by being experts in their chosen work and prioritize giving back to the less fortunate.

What trends will dominate your industry in the coming months?

The uncertainty about the office market going forward will be a dominant part of the conversation. While I have no doubt that there will always be a need for office space, there are still questions to consider- how will it look? How will it accommodate hybrid workers efficiently while remaining safe? What should companies do to encourage in-person work when it comes to workplace amenities and accommodations? I'm also curious to see how analysts, appraisers and other professionals trying to quantify valuations, cash flows and these other unknowns handle these questions.