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## 2024 Women in CRE: Amy Oakley, Partridge Snow & Hahn LLP

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Amy Oakley  
Partner  
Partridge Snow & Hahn LLP

What recent project, transaction, or accomplishment are you most proud of? I have a specialized practice focused on real estate, finance and tax credits. I'm most proud of the impact my work has on development projects which revitalize historic sites, create market-rate and affordable housing

projects and transform contaminated properties into usable spaces. Aside from the federal credits, each of the Massachusetts state tax credits – historic rehabilitation credits, housing development incentive credits, low-income housing credits or brownfields credits – help to foster economic development, preserve cultural heritage, and/or improve communities. Knowing that my legal expertise plays a role in shaping more sustainable and equitable neighborhoods is deeply rewarding.

What challenges have you faced as a woman in commercial real estate? Early in my career as a young female attorney, I had to earn the role of “trusted advisor” to convince clients that I could lead the transaction without partner support, especially handling sometimes tense negotiations. To overcome this, I worked on building a strong professional reputation by consistently demonstrating my expertise, responsiveness and professionalism. Over time, this earned me respect, and my work began to speak for itself.

What is your vision for the future of women in commercial real estate? As a senior partner and practice chair, my vision for the future of women in commercial real estate is one of increased inclusivity, representation, and leadership. I envision women occupying more leadership roles in law firms, real estate development companies, and financial institutions, driving decisions and shaping the future of the industry. By cultivating mentorship and sponsorship, we can help women rise to partner-level positions and beyond.

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