



June 8, 2018

The Wall Street Journal
1211 Avenue of the Americas
New York, N.Y. 10036
Attn.: Matthew J. Murray
Editor-In-Chief

Dear Mr. Murray:

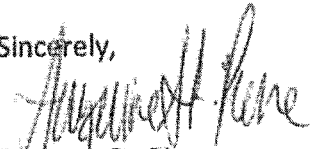
We write in response to Esther Fung's article *Sam Zell Uses Vulgarity in Discussing Hiring of Women* (June 6, 2018).

When vulgar terms are used to describe women in business settings, they convey the message that the women in attendance are interlopers, unworthy of respect, or invisible.


An organization can make decisions regarding advancement on the basis of merit, but if its management uses demeaning language to describe women, they are not creating a level playing field for female employees in their organization or the industry.

Words matter.


Sincerely,




Suzanne St. Pierre
President,
WX, Inc.



Sonia Bain
Board Member,
WX, Inc.



Ione Wilsmann
Treasurer,
WX, Inc.



Allyson Martin
Secretary,
WX, Inc.

* WX, Inc is an organization of senior women real estate executives in New York City that supports women entering the real estate industry through scholarships and mentoring.