



2023 SOCIAL EQUITY IN THE BUILT ENVIRONMENT WORKFORCE SURVEY

Final Report

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Overview & Methodology

Background

In December 2020, the National Institute of Building Services (NIBS) held a social equity roundtable with more than two dozen organizations representing the built environment. This conversation resulted in a recommendation to advance the work on this issue, including obtaining consistent research from across the many sectors of the built environment. In 2021, NIBS partnered with Avenue M Group (Avenue M), an independent market research and consulting firm, to conduct a comprehensive research study aimed at collecting critical data on the workforce of the built environment for the purpose of informing future initiatives on social equity.

To further support efforts to improve the social equity of the built environment, NIBS partnered with Avenue M to launch the survey again in 2023. This report highlights key findings from the 2023 survey, and a comparison of these 2023 results to the results in 2021 is available in [Appendix II: Comparison to 2021 Survey](#).

Partnering Organizations

The following professional organizations (ordered alphabetically) responded to an invitation to participate as a partnering organization on the 2023 Built Environment Workforce Survey (also called the 2023 Built Environment Social Equity Survey) and to send the survey to at least a sample of their U.S. contacts in the built environment:

1. The American Association of Blacks in Energy (AABE)
2. The American Institute of Architects (AIA)
3. American Institute of Steel Construction, AISC
4. American Society of Civil Engineers (ASCE)
5. American Society of Landscape Architects
6. ASHRAE
7. Association of Equipment Management Professionals (AEMP)
8. ASTM International
9. BOMA International
10. Building Talent Foundation, BTF
11. Construction Management Association of America (CMAA)
12. Construction Specifications Institute (CSI)
13. Design-Build Institute of America
14. Green Building Initiative, Inc. (GBI)
15. International Code Council
16. International Institute of Building Enclosure Consultants (IIBEC)
17. Midwest Energy Efficiency Alliance
18. National Apartment Association (NAA)
19. The National Association of Hispanic Real Estate Professionals (NAHREP®)
20. National Building Museum
21. New Buildings Institute
22. Northwest Energy Efficiency Council (NEEC)
23. Phius (Passive House Institute US)
24. Ready Mixed Concrete Research & Education Foundation
25. Royal Institution of Chartered Surveyors (RICS)
26. U.S. Green Building Council (USGBC)

Two additional organizations offered to distribute the survey:

1. American Council for Technology and Industry Advisory Council (ACT-IAC)
2. Carbon Leadership Forum

Although these partnering organizations do not represent the entirety of the built environment, the survey findings presented in this report provide important insights into the diversity of the built environment and provide a baseline for future initiatives to improve social equity.

Survey Fielding & Responses

Overall survey fielding was between February 23 – March 17, though partnering organizations “launched” the survey on different days based on their email schedules. Excluding disqualified responses, a total of 6,672 survey responses (United States only) were collected, with an overall completion rate of 84%. **This report is based on the analysis of U.S. respondents only.**

Statistically Significant Differences

Every survey has some level of bias, and this survey includes an overrepresentation of some segments of respondents. To identify differences within important groups of respondents when compared to the overall survey findings, Avenue M cross-tabulated the results by the demographic questions (e.g., employment status, age, gender, race and/or ethnicity).

The cross-tabulated data are column percentages. This means that column data are being used to segment the rows. Some of the percentages in tables in this report and in the Excel cross-tabulation file include blue and red arrows (↑↓). **These arrows indicate a value that is statistically significantly higher (blue) or lower (red) than what would otherwise be expected when compared with its complement (that is, the net minus the given audience with the arrow).** Some of the Key Findings include statements that one segment is “more likely” to have selected a given answer option. This means that the statistical testing showed that, at an overall significance level (p -value) of 0.05, the percentage of that segment that selected that answer option was statistically significantly higher than the complement. See [Appendix IV: Statistical Method](#) for more information on the statistical testing.

For example, below is a table looking at the relationship between gender (columns, Q17) and service in the U.S. Armed Forces, Military Reserves, or National Guard (rows, Q7). For both men and women respondents, the majority answered “No” on this military service question. However, men respondents were more likely to say “Yes”—that is, a significantly higher percentage of men respondents selected “Yes” in Q7 compared to the complement. Women respondents, on the other hand, were less likely to have said “Yes” to this question on whether they have served in the U.S. Armed Forces, Military Reserves, or National Guard. The statistical comparisons are between columns for a particular row, not between rows for a particular column. (Please note, the columns in the table below are abbreviated, meaning only select columns are shown. The NET column is comprised of more audience segments than are shown in the table below.)

Q7: Have you ever served in the U.S. Armed Forces, Military Reserves, or National Guard? [Simplified]	Gender (Q17) [Simplified & Abbreviated]		
	Man	Woman	NET
No	85% ↓	95% ↑	88%
Yes	15% ↑	5% ↓	12%
Column n	3600	1634	5291

↑↓ Indicates responses that are significantly higher/lower for segment than for its complement.

Details on the Table Above: The gender question (Q17) was multi-select, so some respondents selected multiple gender options listed (e.g., “Woman” and “Gender nonconforming”). In the table above, the Gender columns do not overlap. The column labeled “Man” includes respondents who selected “Man” only, and the column labeled “Woman” includes respondents who selected “Woman” only. The table is abbreviated and does not show columns for the following because of small sample sizes: respondents who selected “Nonbinary” (whether alone or in addition to other gender answer options), respondents who selected “Gender nonconforming” (whether alone or in addition to other gender answer options), respondents who selected both “Man” and “Woman,” and respondents who selected the write-in answer option (“Gender not listed/Prefer to self-describe”) alone or in addition to selecting only “Man.” These respondents are represented in the NET column, however. See below for more details on Abbreviated and Simplified tables.

These colors are only descriptive when comparing values in the same row or column, but not across rows or columns diagonally. In some cases, this may not appear accurate, as lower numbers are not colored red and higher numbers are not colored blue in a particular row or column. This may be due to an inadequate sample size. When a response has a low sample size, we cannot be reasonably certain that it is statistically representative of the population. Additionally, it may be an inability of the statistical testing to find any significant relationship between these values that is not due to chance, meaning the value may be explained by sampling error.

Please note, when reviewing statistically significant differences between segments, we did not control for other demographic factors. For example, if there is a statistically significant difference between two segments on income, this has not been controlled or filtered for other potential influencing factors, such as age or tenure in the built environment. Because of the purposes of this survey, we did not weight the data.

Definitions

Below are terms used throughout the Survey Findings sections.

- **Top-Two and Bottom-Two Box:** “Top-Two Box” refers to the sum of the top two ratings (4 and 5) on a scale of 1 to 5, while “Bottom-Two Box” refers to the sum of the bottom two ratings (1 and 2) on that scale.
- **Condensed:** Some tables show “condensed” rows or columns. This means answer options have been combined. For example, all tables showing age data are condensed – age was determined by asking year of birth, and Avenue M grouped this data into ranges (e.g., 39 or younger, 40 to 49). Some columns have also been condensed because of small sample sizes. For example, in the gender cross-tabulation tables, respondents who selected “Nonbinary,” “Gender nonconforming,” and/or multiple gender answer options are combined into a single column because of small sample sizes.
- **Abbreviated:** Tables that are “abbreviated” only show select columns and/or rows. Abbreviated columns indicate the NET column includes respondent segments not shown in that table, usually because of small sample sizes. See the cross-tabulation Excel file for the full tables.

- **Simplified:** “Simplified” indicates the percentages have been recalculated to exclude respondents who selected “Prefer not to answer,” “Don’t know/Unsure,” or a similar response option. Most tables in the Survey Key Findings are simplified, excluding the respondents who selected “Prefer not to answer.” See [Appendix II: Comparison to 2021 Survey](#) and the cross-tabulation Excel file for tables with “Prefer not to answer” percentages included.

Avenue M Group, LLC, an independent market research and consulting firm, conducted the survey, analyzed the data, and prepared this white paper report. All respondent information is displayed in the aggregate and remains confidential. This report does not reveal information from any individual source.

Executive Summary

Professional & Personal Demographics

1. The majority of survey respondents are employed full-time (73%), and about half (51%) have been in the built environment for more than 20 years (excluding respondents who are fully retired or unemployed and not looking for work).
2. Nearly one-third (32%) of respondents are aged 39 or younger. More than one in five (22%) are in their 40s, one in five (20%) are in their 50s, and more than one-quarter (26%) are aged 60 or older.
3. More than two-thirds (68%) of respondents are men, and about three in ten (31%) are women. (The survey question on gender was multi-select; see page 30 for more information.)
4. More than four in five (82%) respondents identify as White and/or a person of European descent. Seven percent of respondents identify as Hispanic and/or Latina/Latino/Latinx; 4% identify as Black, African American, and/or a person of African descent; 4% identify as East Asian; and 3% identify as Native American, Alaska Native, First Nations, Métis, and/or Inuit. Two percent of respondents identify as Multiracial, Biracial, and/or Multiethnic; 2% identify as South Asian; and 2% identify as Middle Eastern and/or North African. One percent identify as Southeast Asian, and 1% identify as Native Hawaiian and/or Pacific Islander¹. (The survey question on race and/or ethnicity was multi-select; see page 33 for more information.)

Professional Demographic Snapshot:

- 20% of respondents are Architects, and 14% are Consultants (Q3)
- 67% work in Private industry or business, and 32% work in Government (Q4)
- 33% are a Manager, Director, or Supervisor, and 20% are a Senior-level Worker (Q5)

Almost two-thirds (63%) of respondents believe it is important or extremely important to increase the diversity of the built environment.

Perceptions of Diversity in the Built Environment

5. More than seven in ten respondents included race (75%), ethnicity (74%), gender (73%), and age (71%) in their definition of diversity within the context of the built environment.
6. About three in ten (29%) respondents indicated the built environment is not diverse at all or is a little diverse, and about one-third (34%) indicated the built environment is diverse or extremely diverse. Overall, women respondents (39%) and respondents who are Black, African American, and/or of African descent (50%) were more likely to indicate the built environment is not diverse or is a little diverse.
7. Overall, younger respondents—aged 39 or younger (68%) and aged 40 to 49 (66%)—and women respondents (79%) were more likely to indicate it is important or extremely important to increase the diversity of the built environment. More than three-quarters (76%) of respondents who are Hispanic and/or Latina/Latino/Latinx and nearly four in five (79%) respondents who are Black,

¹ Please note, in this report, Avenue M capitalizes all race and ethnicity group names, following the standards of the [National Association of Black Journalists](#) (as of June 2020), the [Chicago Manual of Style](#) (as of June 2020), the [AMA Manual of Style](#) (as of July 2020), and the [APA Style Guide](#) (as of July 2022).

African American, and/or of African descent indicated it is important or extremely important to increase the diversity of the built environment.

Experiences of Discrimination/Prejudice in the Built Environment

8. Almost one-third (32%) of respondents indicated they have experienced discrimination or prejudice based on age.
9. Around two-thirds (67%) of women respondents indicated they have experienced discrimination or prejudice in the built environment based on gender.
10. More than half (55%) of respondents who are Black, African American, and/or of African descent indicated they have experienced discrimination or prejudice based on race during their career in the built environment.
11. Nearly two in five (39%) respondents agreed or strongly agreed with the following statement: **“I have to work harder than others to be valued equally in the built environment.”**
 - a. Younger respondents—aged 39 or younger (48%) and aged 40 to 49 (42%)—and women respondents (61%) were more likely to agree or strongly agree with this statement.
 - b. Three-quarters (76%) of respondents who are Black, African American, and/or of African descent agreed or strongly agreed that they have to work harder than others to be valued equally in the built environment. More than half of respondents who are Hispanic and/or Latina/Latino/Latinx (54%) and nearly three in five (59%) respondents who are East Asian also agreed or strongly agreed with this statement.
12. About two-thirds (67%) of respondents agreed or strongly agreed with the following statement: **“I have opportunities for success in the built environment that are similar to those of my peers.”**

Survey Findings: Professional Demographics & Affiliations

Professional Demographics

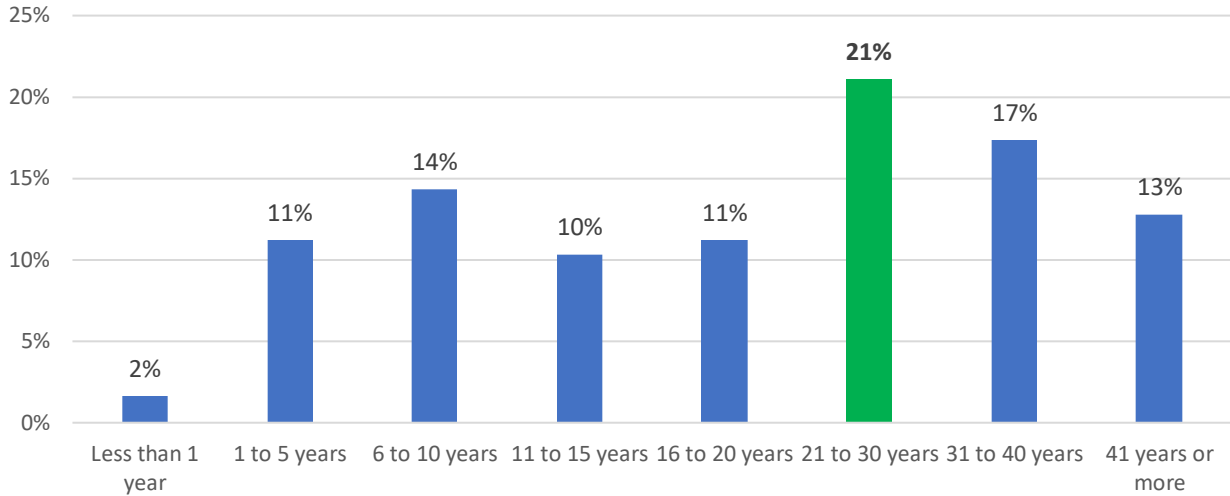
1. **Employment Status:** Almost three-quarters (73%) of survey respondents are employed full-time, and more than one in ten (14%) are business owners or co-owners.

Q1: Which one of the following best describes your current employment status? Please select one. [Shown to all respondents] [Simplified]	Percentage
Employed full-time	73%
Business owner/co-owner	14%
Self-employed/Freelance/Independent contractor	4%
Partially retired (still working)	2%
Employed part-time	2%
Fully retired	2%
Student and employed/working	1%
Student and unemployed/not working	1%
Unemployed and looking for work	1%
Unemployed and not looking for work	0%
Other, please specify:	0%
Column n	6578

2. **Years in Built Environment:** Three in ten (30%) respondents² have 31 or more years of experience working in the built environment. More than one-quarter (27%) of respondents have worked in the built environment for 10 or fewer years. More than one in five (22%) have worked in the built environment for 11 to 20 years, and more than one in five (21%) have 21 to 30 years of experience in the built environment.

² This question was shown to all respondents except those who indicated “Fully retired” or “Unemployed and not looking for work” in Q1. The graph on the following page shows percentages recalculated to exclude the respondents who said, “I have not worked in the built environment but plan to in the future” (0%), the respondents who said, “I have not worked in the built environment and do not plan to in the future” (1%), and the respondents who said, “Prefer not to answer” (0%).

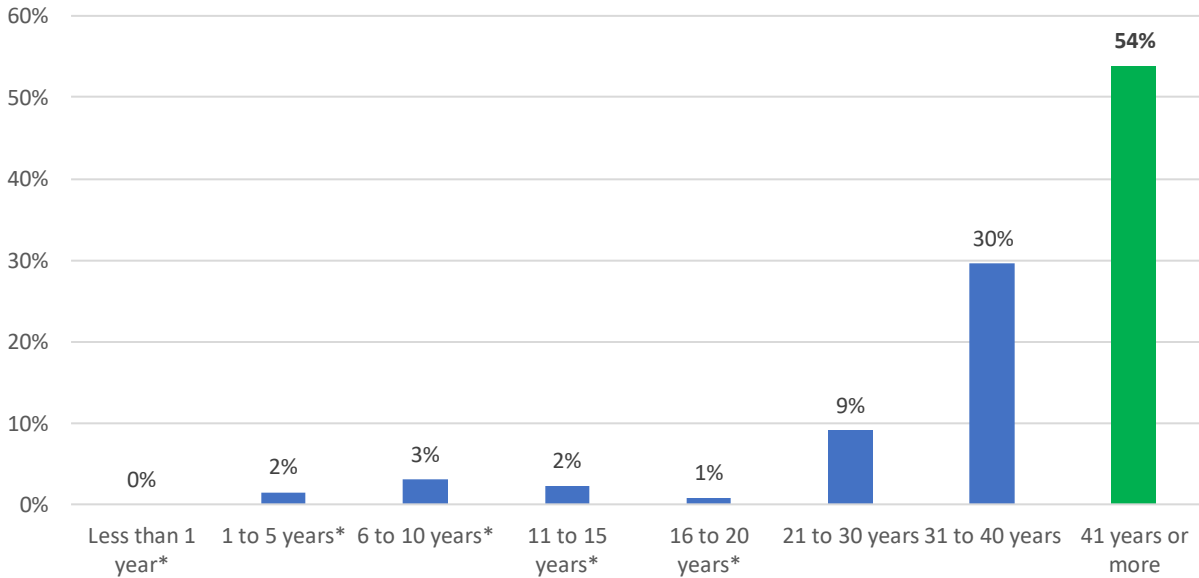
Q2: How long have you worked in the built environment? [Simplified]



n = 6287

Among respondents who are fully retired or unemployed and not looking for work³, more than four in five (83%) worked in the built environment for 31 or more years.

Q2: How long did you work in the built environment? [Simplified]



n = 132

*Fewer than five respondents

³ This question was shown to respondents who indicated “Fully retired” or “Unemployed and not looking for work” in Q1. The graph above shows percentages recalculated to exclude the respondents who said, “I have not worked in the built environment and do not plan to in the future” (1%). No respondents who saw this version of Q2 selected the answer options “I have not worked in the built environment but plan to in the future” or “Prefer not to answer.”

Business owners/co-owners are more likely to have worked in the built environment for more than 30 years and are more likely to be in their 50s or in their 60s or older.

Q2: How long have you worked in the built environment ⁴ ? [Simplified]	Employment Status (Q1) [Simplified & Abbreviated]					
	Employed full-time	Business owner/ co-owner	Self-employed/ Freelance/ Independent contractor	Partially retired (still working)	Employed part-time	NET
10 or fewer years	30% ↑	10% ↓	30%	1%* ↓	35%	27%
11 to 20 years	24% ↑	16% ↓	15% ↓	3% ↓	15%	22%
21 to 30 years	22% ↑	23%	19%	1%* ↓	10% ↓	21%
31 or more years	24% ↓	52% ↑	35%	95% ↑	39%	30%
Average	20.8 ↓	31.8 ↑	24.7	47.8 ↑	24.2	23.2
Column n	4692	927	231	151	124	6282
Q13: What year were you born? [Shown to all respondents] [Simplified]	Employed full-time	Business owner/ co-owner	Self-employed/ Freelance/ Independent contractor	Partially retired (still working)	Employed part-time	NET
39 or younger	36% ↑	12% ↓	40% ↑	1%* ↓	50% ↑	32%
40 to 49	25% ↑	17% ↓	14% ↓	0%* ↓	11% ↓	22%
50 to 59	21% ↑	27% ↑	13% ↓	3%* ↓	8% ↓	20%
60 or older	18% ↓	44% ↑	33% ↑	96% ↑	31%	26%
Average	45.9 ↓	56.1 ↑	49.2	72.6 ↑	46.4	48.4
Column n	4127	787	203	134	113	5630

*Fewer than five respondents

↑↓ Indicates responses that are significantly higher/lower for segment than for its complement.

The table above is abbreviated and does not show the columns for the following employment status columns: Student and employed/working, Student and unemployed/not working, Unemployed and looking for work, and Other, please specify. Each of these columns had a column sample size (n) < 100.

Q2: This version of Q2 was shown to all respondents except those who indicated “Fully retired” or “Unemployed and not looking for work” in Q1.

3. **Profession:** One in five (20%) respondents describe their profession as Architect, and more than one in ten (14%) describe their profession as Consultant. Around one in ten each describe their profession or field as Mechanical Engineer (12%), Project Manager (11%), Structural Engineer (10%), Construction: Manager/Supervisor (10%), Designer (9%), Real Estate Professional/Property Manager (9%), and Civil Engineer (8%).

Q3: Which of the following best describes your profession/field in the built environment? If you are a student, please select the field you plan to pursue after you complete training. Please select all that apply. [Shown to all respondents except “Unemployed and not looking for work” and “Fully retired”] [Simplified]	Percentage
Architect	20%
Consultant	14%
Engineer: Mechanical	12%
Project Manager	11%
Engineer: Structural	10%

⁴ The survey question included the following definition of the built environment: “This includes any involvement in real estate, design, construction, and/or maintenance of the built environment—that is, human-made structures, features, and facilities viewed collectively as an environment in which people live, work, learn, and play.”

Construction: Manager/Supervisor	10%
Designer	9%
Real Estate Professional/Property Manager	9%
Engineer: Civil	8%
Builder	7%
Sustainability Professional	5%
Building Owner	4%
Facility Management and Operations Professional	4%
Association Professional	4%
Manufacturer/Fabricator	4%
Sales Professional	4%
Specifier	4%
Educator	4%
Manufacturer Representative	3%
Program Manager	3%
Commissioning Professional	3%
Construction: Laborer	3%
Estimator	3%
Inspector	3%
Researcher	3%
Engineer: Plumbing	3%
Developer	2%
Engineer: Environmental	2%
Marketing Professional	2%
Interior Architect	2%
Energy Services Provider	2%
Engineer: Electrical	2%
Specialty Trade Professional	1%
Code Official	1%
Planner	1%
Plans Examiner	1%
Finance, Banking, and/or Insurance Professional	1%
Landscape Architect	1%
Regulation Professional/Policy maker	1%
Lawyer, Judge, or other Law Professional	1%
Surveyor	0%
Permit Technician	0%
Building: Other – please feel free to specify (optional):	1%
Construction: Other – please feel free to specify (optional):	3%
Energy: Other – please feel free to specify (optional):	1%
Engineer: Other – please feel free to specify (optional):	3%
Profession/Field not listed, please specify:	3%
Student unsure of future profession/field	0%
Column n	6216

4. **Work Sector:** About two-thirds (67%) of respondents indicate they work in Private industry or business, and nearly one-third (32%) work in Government. Around three in ten (31%) work in Education, and almost one-quarter (23%) work in Healthcare.

Q4: Which of the following best describes your work sector? Please select all that apply. <i>[Shown to all respondents except “Student and unemployed/not working,” “Unemployed and not looking for work,” and “Fully retired”] [Simplified]</i>	Percentage
Private industry or business	67%
Government	32%
Education (for example, K-12, University)	31%
Healthcare	23%
Nonprofit	13%
Military	12%
Other, please specify:	10%
Column n	6025

5. **Job Position/Level:** One-third (33%) of respondents are at the Manager, Director, or Supervisor level, and one in five (20%) are a Senior-level Worker. More than one in ten (16%) are a Mid-level Worker, and more than one in ten (15%) are an Owner or Principal.

Q5: Which one of the following most closely matches your position/level? Please select one. <i>[Shown to all respondents except “Student and unemployed/not working,” “Unemployed and not looking for work,” and “Fully retired”] [Simplified]</i>	Percentage
Manager, Director, or Supervisor	33%
Senior-level Worker	20%
Mid-level Worker	16%
Owner or Principal	15%
Vice President or Senior Vice President	7%
Entry-level Worker	5%
President or C-level Executive (for example, CEO, CIO, CTO, COO, CMO)	4%
Other, please specify:	1%
Column n	5817

Two in five (40%) survey respondents who are employed full-time are at the Manager, Director, or Supervisor level, and nearly one-quarter (24%) of full-time employed respondents are a Senior-level Worker. Nearly three-quarters (73%) of Business owner/co-owner respondents said they are at an Owner or Principal level.

Q5: Which one of the following most closely matches your position/level? Please select one [Shown to all respondents except "Student and unemployed/not working," "Unemployed and not looking for work," and "Fully retired"] [Simplified]	Employment Status (Q1) [Simplified & Abbreviated]					
	Employed full-time	Business owner/co-owner	Self-employed/Freelance/Independent contractor	Partially retired (still working)	Employed part-time	NET
Manager, Director, or Supervisor	40% ↑	5% ↓	15% ↓	20% ↓	21% ↓	33%
Senior-level Worker	24% ↑	2% ↓	13% ↓	16%	39% ↑	20%
Mid-level Worker	19% ↑	1% ↓	12%	3%* ↓	15%	16%
Owner or Principal	2% ↓	73% ↑	44% ↑	38% ↑	4%* ↓	15%
Vice President or Senior Vice President	8%	6%	5%	11%	4%	7%
Entry-level Worker	5%	1% ↓	6%	0%* ↓	13% ↑	5%
President or C-level Executive (for example, CEO, CIO, CTO, COO, CMO)	2% ↓	12% ↑	2%	8% ↑	3%*	4%
Other, please specify:	1% ↓	0%*	2%	5% ↑	2%*	1%
Column n	4386	854	211	133	114	5811

*Fewer than five respondents

↑↓ Indicates responses that are significantly higher/lower for segment than for its complement.

The table above is abbreviated and does not show the columns for the following employment status columns: Student and employed/working, Unemployed and looking for work, and Other, please specify. Each of these columns had a column sample size (n) < 100.

Respondents with more than 30 years of experience in the built environment are more likely to be an Owner or Principal, with more than one-quarter (28%) indicating such. Around two in five respondents with 11 to 20 years of experience (41%) and respondents with 21 to 30 years of experience (41%) are at a Manager, Director, or Supervisor level.

Q5: Which one of the following most closely matches your position/level? Please select one [Simplified]	Years of Experience (Q2) [Condensed & Simplified]				
	10 or fewer years	11 to 20 years	21 to 30 years	31 or more years	NET
Manager, Director, or Supervisor	22% ↓	41% ↑	41% ↑	31%	33%
Senior-level Worker	15% ↓	23% ↑	24% ↑	20%	20%
Mid-level Worker	40% ↑	15%	5% ↓	2% ↓	16%
Owner or Principal	3% ↓	11% ↓	14%	28% ↑	15%
Vice President or Senior Vice President	3% ↓	6% ↓	9% ↑	11% ↑	7%
Entry-level Worker	15% ↑	1% ↓	1% ↓	0% ↓	5%
President or C-level Executive (for example, CEO, CIO, CTO, COO, CMO)	2% ↓	2% ↓	4%	6% ↑	4%
Other, please specify:	0% ↓	1%	1%	1% ↑	1%
Column n	1568	1228	1230	1764	5790

↑↓ Indicates responses that are significantly higher/lower for segment than for its complement.

Q2: This version of Q2 was shown to all respondents except those who indicated "Fully retired" or "Unemployed and not looking for work" in Q1.

6. **Work Location:** Around three in five (62%) respondents work in an urban location, and almost half (47%) work in a suburban location. More than one in ten (15%) work in a rural location.

Q6: Which best describes your primary work location? Please select all that apply. [Shown to all respondents except "Student and unemployed/not working," "Unemployed and not looking for work," and "Fully retired"] [Simplified]	Percentage
Urban	62%
Suburban	47%
Rural	15%
Column n	5694

Almost two-thirds (63%) of respondents who are employed full-time work in an urban location. Though a majority of business owners/co-owners work in an urban location, they are also more likely to work in a suburban location (54%) and a rural location (20%).

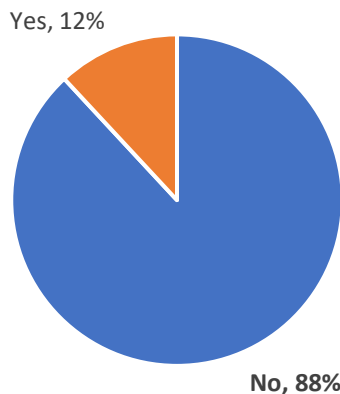
Q6: Which best describes your primary work location? Please select all that apply. [Simplified]	Employment Status (Q1) [Simplified & Abbreviated]					
	Employed full-time	Business owner/co-owner	Self-employed/Freelance/Independent contractor	Partially retired (still working)	Employed part-time	NET
Urban	63% ↑	61%	44% ↓	59%	50% ↓	62%
Suburban	45% ↓	54% ↑	51%	61% ↑	48%	47%
Rural	14% ↓	20% ↑	25% ↑	18%	16%	15%
Column n	4296	833	204	133	115	5690

↑↓ Indicates responses that are significantly higher/lower for segment than for its complement.

The table above is abbreviated and does not show the columns for the following employment status columns: Student and employed/working, Unemployed and looking for work, and Other, please specify. Each of these columns had a column sample size (n) < 100.

7. **Military Service:** Almost nine in ten (88%) respondents have not served in the U.S. Armed Forces, Military Reserves, or National Guard.

Q7: Have you ever served in the U.S. Armed Forces, Military Reserves, or National Guard? [Simplified]



n = 5800

Q7 was shown to all respondents.

Although the majority (55%) of respondents who have served in the U.S. Armed Forces, Military Reserves, or National Guard are employed full-time, respondents who have served in the U.S. military are more likely to be self-employed, partially retired, employed part-time, fully retired, students, or unemployed.

Q1: Which one of the following best describes your current employment status? Please select one. [Shown to all respondents] [Simplified]	Military Service (Q7) [Simplified]		
	No	Yes	NET
Employed full-time	76% ↑	55% ↓	73%
Business owner/co-owner	14%	14%	14%
Self-employed/Freelance/Independent contractor	3% ↓	10% ↑	3%
Partially retired (still working)	2% ↓	4% ↑	2%
Employed part-time	1% ↓	5% ↑	2%
Fully retired	2% ↓	4% ↑	2%
Student and employed/working	1% ↓	2% ↑	1%
Student and unemployed/not working	0% ↓	3% ↑	1%
Unemployed and looking for work	0% ↓	1% ↑	1%
Unemployed and not looking for work	0%* ↓	1% ↑	0%
Other, please specify:	0%	0%*	0%
Column n	5104	691	5795

*Fewer than five respondents

↑↓ Indicates responses that are significantly higher/lower for segment than for its complement.

Framed another way, respondents who are self-employed, partially retired, employed part-time, fully retired, students, or unemployed are more likely to say they have served in the U.S. Armed Forces, Military Reserves, or National Guard. For example, one-third (33%) of respondents who are self-employed / freelance / independent contractors said they have served in the U.S. Armed Forces, Military Reserves, or National Guard.

Q7: Have you ever served in the U.S. Armed Forces, Military Reserves, or National Guard? [Shown to all respondents] [Simplified]	Employment Status (Q1) [Simplified]					
	Employed full-time	Business owner/co-owner	Self-employed/Freelance/Independent contractor	Partially retired (still working)	Employed part-time	NET
No	91% ↑	88%	67% ↓	79% ↓	66% ↓	88%
Yes	9% ↓	12%	33% ↑	21% ↑	34% ↑	12%
Column n	4253	819	202	134	112	5795

Q7 [Simplified]	Employment Status (Q1) [Simplified]						NET
	Fully retired	Student and employed/working	Student and unemployed/not working	Unemployed and looking for work	Unemployed and not looking for work	Other, please specify:	
No	77% ↓	75% ↓	50% ↓	73% ↓	18%* ↓	89%	88%
Yes	23% ↑	25% ↑	50% ↑	27% ↑	82% ↑	11%*	12%
Column n	115	53	38	30	11	28	5795

*Fewer than five respondents

↑↓ Indicates responses that are significantly higher/lower for segment than for its complement.

Please note in the tables above, Table 2 is a continuation of Table 1 – the NET column is the same in both because the NET is comprised of the columns in both Table 1 and 2.

Though the majority (84%) have not served in the military, respondents with 10 or fewer years of experience in the built environment are more likely to indicate they have served in the U.S. Armed Forces, Military Reserves, or National Guard (16%).

Q7: Have you ever served in the U.S. Armed Forces, Military Reserves, or National Guard? [Shown to all respondents] [Simplified]	Years of Experience (Q2) [Condensed & Simplified]				
	10 or fewer years	11 to 20 years	21 to 30 years	31 or more years	NET
No	84% ↓	92% ↑	92% ↑	88%	88%
Yes	16% ↑	8% ↓	8% ↓	12%	12%
Column n	1535	1201	1204	1703	5643

↑↓ Indicates responses that are significantly higher/lower for segment than for its complement.

Q2: This version of Q2 was shown to all respondents except those who indicated “Fully retired” or “Unemployed and not looking for work” in Q1.

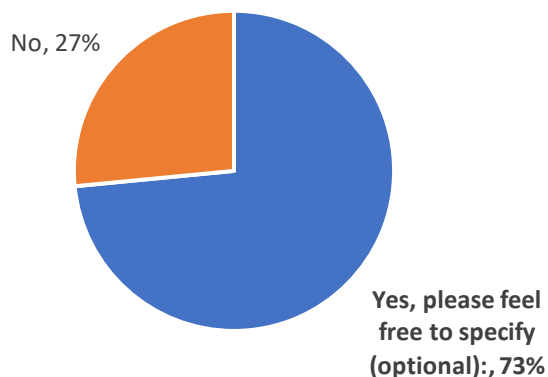
- Education:** More than two in five (43%) respondents indicated the highest level of degree they have completed is a bachelor’s degree or equivalent, and almost one-third (32%) indicated their highest degree is a master’s degree or equivalent.

Q8: What is the highest level of education you have completed? Please select one. [Shown to all respondents] [Simplified]	Percentage
Bachelor’s degree or equivalent	43%
Master’s degree or equivalent	32%
Some college	8%
Associate degree or equivalent	6%
Vocational degree or equivalent	4%
Doctoral degree, medical degree, law degree, or equivalent	4%
High school	2%
Other, please specify:	1%
None of the above	0%*
Column n	5902

*Fewer than five respondents

- Certifications:** Almost three-quarters (73%) of respondents hold at least one certification.

Q9: Do you hold any certifications? [Simplified]



n = 5367

Q9 was shown to all respondents.

Respondents with more years of experience in the built environment are more likely to hold certifications – four in five (80%) respondents with 21 to 30 years of experience and more than four in five (84%) with 31 or more years of experience indicated they hold certifications.

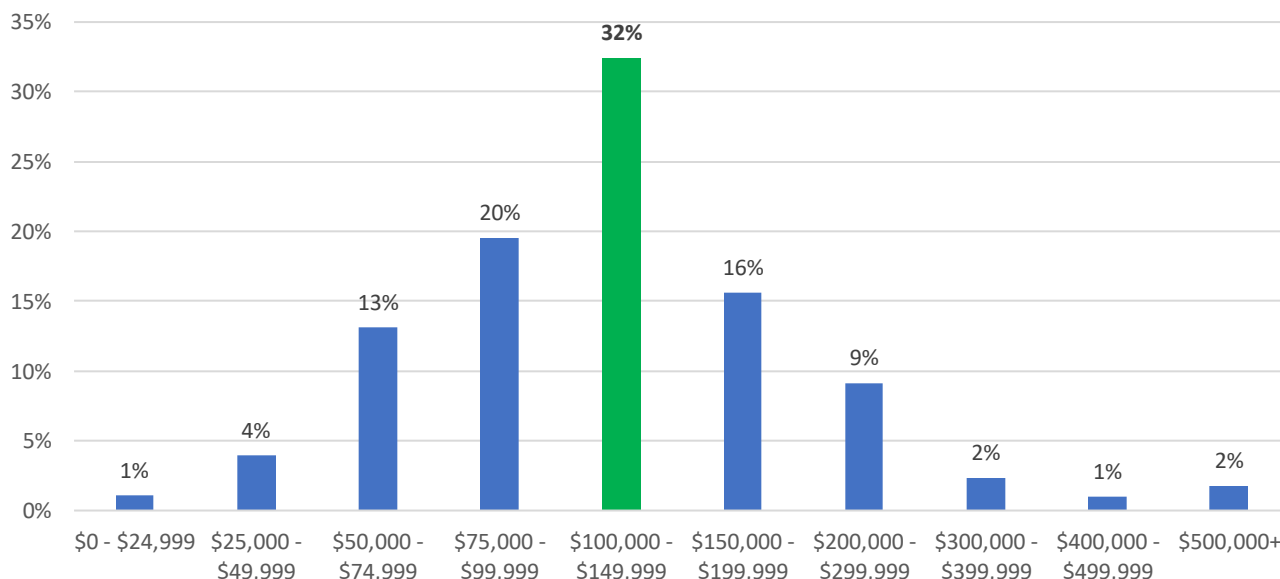
Q9: Do you hold any certifications? [Shown to all respondents] [Simplified]	Years of Experience (Q2) [Condensed & Simplified]				
	10 or fewer years	11 to 20 years	21 to 30 years	31 or more years	NET
Yes, please feel free to specify (optional):	54% ↓	75%	80% ↑	84% ↑	73%
No	46% ↑	25%	20% ↓	16% ↓	27%
Column n	1377	1125	1132	1615	5249

↑↓ Indicates responses that are significantly higher/lower for segment than for its complement.

Q2: This version of Q2 was shown to all respondents except those who indicated “Fully retired” or “Unemployed and not looking for work” in Q1.

10. **Income:** Almost one in five (18%) respondents have an individual annual income (before tax) of \$74,999 or less, and one in five (20%) have an income between \$75,000 and \$99,999. Almost half (48%) of respondents have an individual annual gross income between \$100,000 and \$199,999. More than one in ten (14%) have an income of \$200,000 or more.

Q10: What is your individual annual income before tax? [Simplified]



n = 5210

Q10 was shown to all respondents.

More than one-third (35%) of respondents who are employed full-time have an individual annual gross income between \$100,000 and \$149,999, and about one in five (21%) have an income between \$75,000 and \$99,999. Business owners/co-owners are more likely to have a higher income, with about one in five (19%) business owners/co-owners having an income between \$150,000 and \$199,999 and with one-third (33%) having an income of \$200,000 or more.

Q10: What is your individual annual income before tax? [Shown to all respondents] [Simplified]	Employment Status (Q1) [Simplified & Abbreviated]					
	Employed full-time	Business owner/co-owner	Self-employed/Freelance/Independent contractor	Partially retired (still working)	Employed part-time	NET
\$0 - \$24,999	0% ↓	1%	4% ↑	4%* ↑	6% ↑	1%
\$25,000 - \$49,999	3% ↓	2% ↓	11% ↑	6%	17% ↑	4%
\$50,000 - \$74,999	14% ↑	7% ↓	17%	15%	16%	13%
\$75,000 - \$99,999	21% ↑	11% ↓	18%	13%	14%	20%
\$100,000 - \$149,999	35% ↑	26% ↓	22% ↓	31%	24%	32%
\$150,000 - \$199,999	16%	19% ↑	11%	15%	13%	16%
\$200,000 - \$299,999	8% ↓	17% ↑	10%	11%	7%	9%
\$300,000 - \$399,999	2% ↓	6% ↑	3%	2%*	2%*	2%
\$400,000 - \$499,999	1% ↓	3% ↑	2%*	1%*	0%*	1%
\$500,000+	1% ↓	7% ↑	2%*	3%*	2%*	2%
Column n	3932	680	176	107	109	5207
Q10 [Condensed & Simplified]	Employed full-time	Business owner/co-owner	Self-employed/Freelance/Independent contractor	Partially retired (still working)	Employed part-time	NET
\$74,999 or less	18%	10% ↓	32% ↑	24%	39% ↑	18%
\$75,000 - \$99,999	21% ↑	11% ↓	18%	13%	14%	20%
\$100,000 - \$149,999	35% ↑	26% ↓	22% ↓	31%	24%	32%
\$150,000 - \$199,999	16%	19% ↑	11%	15%	13%	16%
\$200,000 or more	11% ↓	33% ↑	17%	17%	11%	14%
Column n	3932	680	176	107	109	5207

*Fewer than five respondents

↑↓ Indicates responses that are significantly higher/lower for segment than for its complement.

The table above is abbreviated and does not show the columns for the following employment status columns: Fully retired, Student and employed/working, Student and unemployed/not working, Unemployed and looking for work, Unemployed and not looking for work, and Other, please specify. Each of these columns had a column sample size (n) < 100.

Around two-thirds (67%) of respondents with 10 or fewer years of experience in the built environment have an individual annual income of \$99,999 or less. More than half of respondents with more than 10 years of experience have an income between \$100,000 to \$199,999: 56% of respondents with 11 to 20 years of experience, 59% of respondents with 21 to 30 years, and 56% of respondents with 31 or more years have an annual income between \$100,000 to \$199,999. Nearly one-quarter (24%) of respondents with 31 or more years of experience in the built environment have an income of \$200,000 or more.

Q10: What is your individual annual income before tax? [Simplified]	Years of Experience (Q2) [Condensed & Simplified]				
	10 or fewer years	11 to 20 years	21 to 30 years	31 or more years	NET
\$0 - \$24,999	2% ↑	0%* ↓	0%	1%	1%
\$25,000 - \$49,999	8% ↑	3%	2% ↓	2% ↓	4%
\$50,000 - \$74,999	28% ↑	9% ↓	6% ↓	6% ↓	13%
\$75,000 - \$99,999	29% ↑	21%	15% ↓	12% ↓	20%

\$100,000 - \$149,999	22% ↓	40% ↑	37% ↑	34%	32%
\$150,000 - \$199,999	6% ↓	15%	23% ↑	21% ↑	16%
\$200,000 - \$299,999	3% ↓	6% ↓	12% ↑	16% ↑	9%
\$300,000 - \$399,999	1% ↓	2%	3%	4% ↑	2%
\$400,000 - \$499,999	1%	1%	1%	1%	1%
\$500,000+	0% ↓	1%	2%	3% ↑	2%
Column n	1493	1130	1066	1419	5108
Q10 [Condensed & Simplified]	10 or fewer years	11 to 20 years	21 to 30 years	31 or more years	NET
\$99,999 or less	67% ↑	34% ↓	23% ↓	20% ↓	38%
\$100,000 to \$199,999	27% ↓	56% ↑	59% ↑	56% ↑	48%
\$200,000 or more	5% ↓	10% ↓	18% ↑	24% ↑	14%
Column n	1493	1130	1066	1419	5108

*Fewer than five respondents

↑↓ Indicates responses that are significantly higher/lower for segment than for its complement.

Q2: This version of Q2 was shown to all respondents except those who indicated “Fully retired” or “Unemployed and not looking for work” in Q1.

DEI Program or Initiative

- Almost half (48%) of employed or working respondents indicated their organization has a program or initiative dedicated to diversity, equity, and inclusion (DEI). When recalculated to exclude respondents who were unsure, preferred not to answer, or said the question is not applicable to them, around three in five (61%) said their organization has a DEI program, and about one in five (21%) said their organization has policies related to DEI, though not a formal program or initiative.

Q32: Does the organization where you work have a diversity, equity, and inclusion (DEI) or equivalent program or initiative? [Shown to all respondents except “Self-employed,” “Student and unemployed/not working,” “Unemployed and looking for work,” “Unemployed and not looking for work,” and “Fully retired”]	Percentage
Yes, we have a program or initiative dedicated to DEI	48%
No, we don’t have a formal program or initiative, but we do have policies related to DEI	17%
No, our organization does not have any programs, initiatives, or policies related to DEI	14%
I don’t know/Unsure	14%
Not applicable	6%
Prefer not to answer	3%
Column n	5074
Q32 [Simplified]	Percentage
Yes, we have a program or initiative dedicated to DEI	61%
No, we don’t have a formal program or initiative, but we do have policies related to DEI	21%
No, our organization does not have any programs, initiatives, or policies related to DEI	17%
Column n	3946

More than half (54%) of respondents who are employed full-time said their organization has a program or initiative dedicated to DEI. Business owners/co-owners were more likely to say their organization does not have a formal program/initiative: more than one-quarter (26%) said their organization has policies related to DEI but not a formal program/initiative, and almost one-quarter (23%) said their organization does not have any programs, initiatives, or policies related to DEI. Almost one-quarter (23%) of business owners/co-owners said the question was not applicable.

When recalculated to exclude respondents who were unsure, preferred not to answer, or said the question is not applicable to them, two-thirds (67%) of full-time employed respondents indicated their organization has a program or initiative dedicated to DEI.

Q32: Does the organization where you work have a diversity, equity, and inclusion (DEI) or equivalent program or initiative? <i>[Shown to all respondents except "Self-employed," "Student and unemployed/not working," "Unemployed and looking for work," "Unemployed and not looking for work," and "Fully retired"]</i>	Employment Status (Q1) <i>[Simplified & Abbreviated]</i>				
	Employed full-time	Business owner/co-owner	Partially retired (still working)	Employed part-time	NET
Yes, we have a program or initiative dedicated to DEI	54% ↑	19% ↓	30% ↓	44%	48%
No, we don't have a formal program or initiative, but we do have policies related to DEI	15% ↓	26% ↑	17%	20%	17%
No, our organization does not have any programs, initiatives, or policies related to DEI	12% ↓	23% ↑	12%	17%	14%
I don't know/Unsure	15% ↑	4% ↓	9%	14%	13%
Not applicable	2% ↓	23% ↑	27% ↑	4%*	6%
Prefer not to answer	3% ↓	5% ↑	5%	2%*	3%
Column n	4004	748	128	110	5069
Q32 <i>[Simplified]</i>	Employed full-time	Business owner/co-owner	Partially retired (still working)	Employed part-time	NET
Yes, we have a program or initiative dedicated to DEI	67% ↑	28% ↓	51%	54%	61%
No, we don't have a formal program or initiative, but we do have policies related to DEI	19% ↓	37% ↑	29%	25%	21%
No, our organization does not have any programs, initiatives, or policies related to DEI	14% ↓	34% ↑	20%	21%	17%
Column n	3213	511	76	89	3944

*Fewer than five respondents

↑↓ Indicates responses that are significantly higher/lower for segment than for its complement.

The table above is abbreviated and does not show the columns for the following employment status columns: Student and unemployed/working and Other, please specify.

Respondents with 10 or fewer years of experience in the built environment are more likely to indicate they are unsure if their organization has a DEI or equivalent program or initiative, with nearly one in five (19%) answering, “I don’t know/Unsure.”

Q32: Does the organization where you work have a diversity, equity, and inclusion (DEI) or equivalent program or initiative? [Shown to all respondents except “Self-employed,” “Student and unemployed/not working,” “Unemployed and looking for work,” “Unemployed and not looking for work,” and “Fully retired”]	Years of Experience (Q2) [Condensed & Simplified]				
	10 or fewer years	11 to 20 years	21 to 30 years	31 or more years	NET
Yes, we have a program or initiative dedicated to DEI	48%	49%	47%	47%	48%
No, we don’t have a formal program or initiative, but we do have policies related to DEI	15%	16%	19%	17%	17%
No, our organization does not have any programs, initiatives, or policies related to DEI	14%	13%	15%	13%	14%
I don’t know/Unsure	19% ↑	15%	11% ↓	9% ↓	13%
Not applicable	2% ↓	4% ↓	5%	10% ↑	5%
Prefer not to answer	2% ↓	3%	3%	4%	3%
Column n	1416	1095	1066	1471	5048

Q2: This version of Q2 was shown to all respondents except those who indicated “Fully retired” or “Unemployed and not looking for work” in Q1.

Association/Non-Profit Membership

12. One in five (20%) survey respondents currently hold membership in the American Institute of Architects (AIA), and almost one in five hold membership in ASHRAE (17%) and the U.S. Green Building Council (USGBC) (16%).

Q33: Please indicate in which professional organizations (if any) you currently hold membership. Please select all that apply. [Shown to all respondents] [Simplified]	Percentage
The American Institute of Architects (AIA)	20%
ASHRAE	17%
U.S. Green Building Council (USGBC)	16%
American Society of Civil Engineers (ASCE)	14%
Construction Specifications Institute (CSI)	12%
American Institute of Steel Construction, AISC	10%
Design-Build Institute of America	8%
ASTM International	6%
National Apartment Association (NAA)	6%
International Code Council	5%
Construction Management Association of America (CMAA)	5%
International Institute of Building Enclosure Consultants (IIBEC)	4%
Green Building Initiative, Inc. (GBI)	4%
BOMA International	4%
Phius (Passive House Institute US)	4%

National Institute of Building Sciences (NIBS)	2%
American Society of Landscape Architects	2%
Association of Equipment Management Professionals (AEMP)	2%
The American Association of Blacks in Energy (AABE)	2%
The National Association of Hispanic Real Estate Professionals (NAHREP®)	1%
Ready Mixed Concrete Research & Education Foundation	1%
National Building Museum	1%
Building Talent Foundation, BTF	1%
Northwest Energy Efficiency Council (NEEC)	1%
Midwest Energy Efficiency Alliance	1%
New Buildings Institute	1%
Royal Institution of Chartered Surveyors (RICS)	0%
None of the above	11%
Column n	4954

Survey Findings: Personal Demographics

13. **Nationality & Location:** Almost nine in ten (87%) respondents were born in the United States. One percent of respondents were born in each of the following countries: Canada, India, Mexico, and Australia.

The states with the largest percentage of respondents were California (10%), Texas (7%), Washington (6%), and New York (5%).

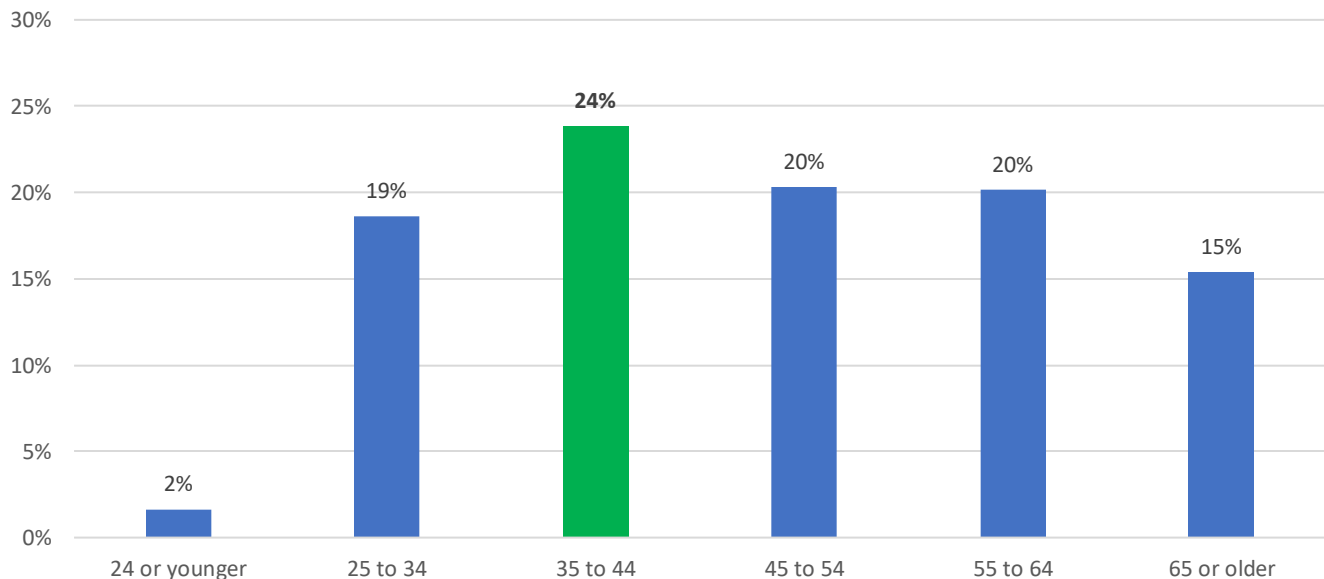
Question 11: "In which state or territory do you **live**?" [Shown to all respondents] n = 5956 [Simplified]

Question 12: "In what country were you **born**?" [Shown to all respondents] n = 5916 [Simplified]

14. **Age:** One in five (20%) respondents are aged 34 or younger. Nearly one-quarter (24%) of respondents are between the ages of 35 to 44. One in five (20%) are between the ages of 45 to 54, and one in five (20%) are between the ages of 55 to 64.

Framed another way, nearly one-third (32%) of respondents are aged 39 or younger, and more than one in five (22%) respondents are in their 40s. One in five (20%) respondents are in their 50s, and more than one-quarter (26%) are 60 or older.

Age (Q13: What year were you born?) [Simplified]



n = 5633

Q13 was shown to all respondents.

Almost half (46%) of survey respondents born outside the United States are aged 39 or younger, and almost two in five (38%) have 10 or fewer years of experience working in the built environment.

Q13: Age [Shown to all respondents] [Simplified]	Country of Birth (Q12) [Condensed & Simplified]		
	In the United States	Outside the United States	NET
39 or younger	30% ↓	46% ↑	32%
40 to 49	22%	22%	22%
50 to 59	20%	17%	20%
60 or older	28% ↑	15% ↓	26%
Average	49.1 ↑	43.5 ↓	48.4
Column n	4845	757	5602
Q2: How long have you worked in the built environment? [Condensed & Simplified]	In the United States	Outside the United States	NET
10 or fewer years	26% ↓	38% ↑	28%
11 to 20 years	21%	23%	21%
21 to 30 years	21%	23%	21%
31 or more years	32% ↑	16% ↓	30%
Average	23.8 ↑	18.0 ↓	23.1
Column n	4989	767	5756

↑↓ Indicates responses that are significantly higher/lower for segment than for its complement.

Q2: This version of Q2 was shown to all respondents except those who indicated “Fully retired” or “Unemployed and not looking for work” in Q1.

15. Caregiving Responsibilities: More than two in five (42%) respondents indicated they do not have any caregiving responsibilities. More than one-third (36%) have caregiving responsibilities for children younger than 18. Fifteen percent of respondents have caregiving responsibilities for children aged 18 or older, and 15% have caregiving responsibilities for parents.

Q14: Do you have caregiving responsibilities for any of the following? Please select all that apply. (Caregiving responsibilities include providing help for tasks/activities or financial support.) [Shown to all respondents] [Simplified]	Percentage
Children under 18	36%
Children 18 or older	15%
Parents	15%
Grandchildren	3%
Grandparents	2%
Other relationships – please feel free to specify (optional):	3%
None of the above	42%
Column n	5743

Seven in ten (70%) respondents between ages 40 and 49 indicated they have caregiving responsibilities for children under 18, and more than two in five (42%) respondents aged 39 or younger have caregiving responsibilities for children under 18. Among respondents between the ages of 50 and 59, about one-third (34%) have caregiving responsibilities for children under 18, and about one-third (34%) have caregiving responsibilities for children 18 or older. Respondents in their 50s are more likely to indicate they have caregiving responsibilities for children 18 or older.

Two-thirds (66%) of respondents aged 60 or older do not have caregiving responsibilities for any of the relationships listed.

Q14: Do you have caregiving responsibilities for any of the following? Please select all that apply. (Caregiving responsibilities include providing help for tasks/activities or financial support.) [Shown to all respondents] [Simplified]	Age (Q13) [Condensed & Simplified]				
	39 or younger	40 to 49	50 to 59	60 or older	NET
Children under 18	42% ↑	70% ↑	34%	3% ↓	37%
Children 18 or older	3% ↓	16%	34% ↑	14%	15%
Parents	16%	14%	17%	12% ↓	15%
Grandchildren	2% ↓	1% ↓	3%	6% ↑	3%
Grandparents	3% ↑	1%	1% ↓	1% ↓	2%
Other relationships – please feel free to specify (optional):	2% ↓	1% ↓	3%	6% ↑	3%
None of the above	43%	19% ↓	37% ↓	66% ↑	42%
Column n	1783	1205	1082	1399	5469

↑↓ Indicates responses that are significantly higher/lower for segment than for its complement.

Respondents born outside the United States are more likely to indicate they have caregiving responsibilities for parents, with one-quarter (25%) of respondents born outside the United States indicating such.

Q14: Do you have caregiving responsibilities for any of the following? Please select all that apply. [Simplified]	Country of Birth (Q12) [Condensed & Simplified]		
	In the United States	Outside the United States	NET
Children under 18	36%	35%	36%
Children 18 or older	15%	16%	15%
Parents	13% ↓	25% ↑	15%
Grandchildren	2% ↓	5% ↑	3%
Grandparents	2%	2%	2%
Other relationships – please feel free to specify (optional):	3%	4%	3%
None of the above	44% ↑	33% ↓	42%
Column n	4920	768	5688

↑↓ Indicates responses that are significantly higher/lower for segment than for its complement.

Two in five (40%) respondents who are employed full-time have caregiving responsibilities for children under 18.

Q14: Do you have caregiving responsibilities for any of the following? Please select all that apply. [Shown to all respondents] [Simplified]	Employment Status (Q1) [Simplified & Abbreviated]						
	Employed full-time	Business owner/ co-owner	Self-employed/ Freelance/ Independent contractor	Partially retired (still working)	Employed part-time	Fully retired	NET
Children under 18	40% ↑	31% ↓	34%	1%* ↓	38%	0%* ↓	36%
Children 18 or older	15%	19% ↑	10%	8% ↓	14%	7%	15%
Parents	15%	15%	19%	8%	18%	4%* ↓	15%
Grandchildren	2% ↓	2%	9% ↑	7% ↑	1%*	7% ↑	3%
Grandparents	2%	2%	1%*	2%*	4%*	2%*	2%
Other relationships – please feel free to specify (optional):	3% ↓	3%	3%	8% ↑	6%	6%	3%
None of the above	40% ↓	45%	39%	74% ↑	33%	75% ↑	42%
Column n	4218	810	209	132	109	109	5739

*Fewer than five respondents

↑↓ Indicates responses that are significantly higher/lower for segment than for its complement.

The table above is abbreviated and does not show the columns for the following employment status columns: Student and employed/working, Student and unemployed/not working, Unemployed and looking for work, Unemployed and not looking for work, and Other, please specify. Each of these columns had a column sample size (n) < 100.

16. Health Conditions & Disability: Almost three-quarters (73%) of respondents indicated they do not have any of the listed health conditions and/or disabilities. Almost one in ten (8%) respondents indicated they have a chronic illness, injury, or medical condition (e.g., diabetes, epilepsy).

Among respondents who indicated they do have one of the listed health conditions and/or disabilities, 73% said they have one health condition/disability, 21% said they have two, and 6% said they have three or more of the health conditions and/or disabilities listed.

Q15: Do you have any of the following health conditions and/or disabilities? Please select all that apply. [Shown to all respondents] [Simplified]	Percentage
Chronic illness, injury, or medical condition (for example, diabetes, epilepsy)	8%
Attention-deficit/hyperactivity disorder (ADHD)	6%
Mental health or psychological condition	6%
Deaf, hard of hearing, or difficulty hearing	4%
Blind, low vision, or difficulty seeing, even when wearing glasses or contact lenses	2%
Physical or mobility condition that affects walking	2%
Cognitive or learning disability (for example, dyslexia)	2%
Physical or mobility condition that does not affect walking	2%
Autism spectrum	1%
Speech or communication condition	1%
Disability or health condition not listed/Prefer to self-describe:	2%
None of the above	73%
Column n	5390

17. Respondents who are employed full-time are more likely to indicate they do not have any of the listed health conditions and/or disabilities, with three-quarters (75%) selecting “None of the above” in this question.

Q15: Do you have any of the following health conditions and/or disabilities? Please select all that apply. [Shown to all respondents] [Simplified]	Employment Status (Q1) [Simplified & Abbreviated]						
	Employed full-time	Business owner/co-owner	Self-employed/Freelance/Independent contractor	Partially retired (still working)	Employed part-time	Fully retired	NET
Chronic illness, injury, or medical condition (for example, diabetes, epilepsy)	8%	8%	12%	12%	15%	17% ↑	8%
Attention-deficit/hyperactivity disorder (ADHD)	6%	6%	4%	2%*	10%	1%*	6%
Mental health or psychological condition	6% ↑	3% ↓	4%	1%*	4%*	0%* ↓	6%
Deaf, hard of hearing, or difficulty hearing	3% ↓	4%	6%	12% ↑	4%*	17% ↑	4%
Blind, low vision, or difficulty seeing, even when wearing glasses or contact lenses	2% ↓	2%	8% ↑	2%*	7% ↑	1%*	2%
Physical or mobility condition that affects walking	1% ↓	3%	5% ↑	8% ↑	7% ↑	9% ↑	2%
Cognitive or learning disability (for example, dyslexia)	1%	2%	4%	0%*	2%*	0%*	2%
Physical or mobility condition that does not affect walking	2%	1%	2%*	2%*	4%*	4%*	2%
Autism spectrum	1% ↓	2%	3%	1%*	3%*	0%*	1%
Speech or communication condition	0%	0%*	1%*	0%*	4%* ↑	1%*	1%
Disability or health condition not listed/Prefer to self-describe:	2%	3%	2%*	6% ↑	1%*	5%	2%
None of the above	75% ↑	76%	63% ↓	67%	54% ↓	60% ↓	73%
Column n	3954	749	195	130	107	103	5386

*Fewer than five respondents

↑↓ Indicates responses that are significantly higher/lower for segment than for its complement.

The table above is abbreviated and does not show the columns for the following employment status columns: Student and employed/working, Student and unemployed/not working, Unemployed and looking for work, Unemployed and not looking for work, and Other, please specify. Each of these columns had a column sample size (n) < 100.

Though still a majority, respondents aged 39 or younger are less likely to indicate they do not have any of the listed health conditions and/or disabilities, with about two-thirds (67%) selecting “None of the above” in this question.

Q15: Do you have any of the following health conditions and/or disabilities? Please select all that apply. [Shown to all respondents] [Simplified]	Age (Q13) [Condensed & Simplified]				
	39 or younger	40 to 49	50 to 59	60 or older	NET
Chronic illness, injury, or medical condition (for example, diabetes, epilepsy)	7% ↓	9%	9%	10% ↑	9%
Attention-deficit/hyperactivity disorder (ADHD)	8% ↑	8% ↑	5%	2% ↓	6%
Mental health or psychological condition	10% ↑	6%	4% ↓	1% ↓	6%
Deaf, hard of hearing, or difficulty hearing	3% ↓	1% ↓	4%	8% ↑	4%
Blind, low vision, or difficulty seeing, even when wearing glasses or contact lenses	5% ↑	1% ↓	1% ↓	1% ↓	2%
Physical or mobility condition that affects walking	2%	1% ↓	2%	4% ↑	2%
Cognitive or learning disability (for example, dyslexia)	3% ↑	2%	2%	0%* ↓	2%
Physical or mobility condition that does not affect walking	2%	1%	1%	2%	2%
Autism spectrum	3% ↑	1%	1%	0%* ↓	1%
Speech or communication condition	1% ↑	0%*	1%	0%* ↓	1%
Disability or health condition not listed/Prefer to self-describe:	1% ↓	2%	3%	4% ↑	2%
None of the above	67% ↓	76% ↑	77% ↑	75%	73%
Column n	1699	1120	1000	1330	5149

*Fewer than five respondents

↑↓ Indicates responses that are significantly higher/lower for segment than for its complement.

18. Sexual Orientation: Nine in ten (90%) respondents described their sexual orientation as heterosexual or straight. (Please note, the sexual orientation question is multi-select, and some respondents selected multiple answer options. Notably, 12% of respondents who answered this question indicated “Prefer not to answer” to this question and are not represented in the Simplified table below. See [Appendix II: Comparison to 2021 Survey.](#))

Q16: How would you describe your sexual orientation? Please select all that apply. [Shown to all respondents] [Simplified]	Percentage
Heterosexual or Straight	90%
Asexual	3%
Bisexual	3%
Gay	2%
Queer	1%
Lesbian	1%
Pansexual	1%
Questioning	0%
Sexual orientation not listed/Prefer to self-describe:	1%
Column n	5142

Though still a majority (84%), respondents aged 39 or younger are less likely to indicate their sexual orientation is heterosexual or straight. (Respondents aged 50 to 59 and respondents aged 60 or older are more likely to say prefer not to answer: 13% and 15%, respectively. At 7%, respondents aged 39 or younger are less likely to say prefer not to answer.)

Q16: How would you describe your sexual orientation? Please select all that apply. [Shown to all respondents] [Simplified]	Age (Q13) [Condensed & Simplified]				
	39 or younger	40 to 49	50 to 59	60 or older	NET
Heterosexual or Straight	84% ↓	93% ↑	92% ↑	92% ↑	90%
Asexual	4% ↑	2% ↓	3%	3%	3%
Bisexual	5% ↑	2%	1% ↓	2% ↓	3%
Gay	4% ↑	2%	3%	1% ↓	2%
Queer	2% ↑	1%	1%	0%* ↓	1%
Lesbian	1%	1%	1%	1%	1%
Pansexual	1% ↑	1%	1%	0%* ↓	1%
Questioning	1% ↑	0%*	0%*	0%*	0%
Sexual orientation not listed/Prefer to self-describe:	0%* ↓	0%*	1%	1% ↑	1%
Column n	1658	1094	952	1215	4919

*Fewer than five respondents

↑↓ Indicates responses that are significantly higher/lower for segment than for its complement.

19. **Gender:** More than two-thirds (68%) of respondents are men, and almost one-third (31%) are women. (Please note, the gender question is multi-select, and some respondents selected multiple answer options.)

Q17: What is your gender? Please select all that apply. [Shown to all respondents] [Simplified]	Percentage
Man	68%
Woman	31%
Gender nonconforming	0%
Nonbinary	0%
Gender not listed/Prefer to self-describe:	0%
Column n	5632

Women survey respondents are less likely to be business owners/co-owners (9%) and, on average, have worked in the built environment for fewer years. Women respondents are more likely to be a Manager, Director, or Supervisor (36%); a Mid-level Worker (20%); or an Entry-level Worker (8%). Men respondents are more likely to be a Senior-level Worker (22%), Owner or Principal (16%), or Vice President or Senior Vice President (8%).

Q1: Which one of the following best describes your current employment status? Please select one. [Shown to all respondents] [Simplified & Abbreviated]	Gender (Q17) [Condensed, Simplified, & Abbreviated]			
	Man	Woman	Nonbinary, Gender nonconforming, and/or multiple gender options selected	NET
Employed full-time	70% ↓	81% ↑	46% ↓	74%
Business owner/co-owner	16% ↑	9% ↓	19%	14%
Self-employed/Freelance/Independent contractor	4%	3%	2%*	4%
Partially retired (still working)	3% ↑	1% ↓	0%*	2%
Employed part-time	2% ↓	2%	19% ↑	2%
Fully retired	2% ↑	1% ↓	0%*	2%
Column n	3816	1747	52	5628
Q2: How long have you worked in the built environment? [Simplified]	Man	Woman	Nonbinary, Gender nonconforming, and/or multiple gender options selected	NET
Less than 1 year	1% ↓	2% ↑	8%* ↑	2%
1 to 5 years	9% ↓	16% ↑	24% ↑	11%
6 to 10 years	13% ↓	18% ↑	34% ↑	15%
11 to 15 years	10%	12%	6%*	10%
16 to 20 years	9% ↓	15% ↑	6%*	11%
21 to 30 years	21%	21%	8%* ↓	21%
31 to 40 years	20% ↑	11% ↓	10%	17%
41 years or more	16% ↑	4% ↓	4%*	12%
Average	25.3 ↑	17.8 ↓	13.1 ↓	22.9
Column n	3704	1714	50	5481
Q5: Which one of the following most closely matches your position/level? Please select one [See page 13 for Q5 survey logic] [Simplified & Abbreviated]	Man	Woman	Nonbinary, Gender nonconforming, and/or multiple gender options selected	NET
Manager, Director, or Supervisor	31% ↓	36% ↑	13% ↓	33%
Senior-level Worker	22% ↑	17% ↓	41% ↑	20%
Mid-level Worker	14% ↓	20% ↑	17%	16%
Owner or Principal	16% ↑	9% ↓	7%*	14%
Vice President or Senior Vice President	8% ↑	6% ↓	4%*	7%
Entry-level Worker	4% ↓	8% ↑	15% ↑	5%
President or C-level Executive (for example, CEO, CIO, CTO, COO, CMO)	4%	3%	2%*	4%
Column n	3572	1637	46	5268

*Fewer than five respondents

↑↓ Indicates responses that are significantly higher/lower for segment than for its complement.

Gender Columns: In the tables above, the Gender columns do not overlap. The column labeled “Man” includes respondents who selected “Man” only, and the column labeled “Woman” includes respondents who selected “Woman” only. The column labeled “Nonbinary, Gender nonconforming, and/or multiple gender options selected” includes any respondents who selected “Nonbinary” (whether alone or in addition to other gender answer options), respondents who selected “Gender nonconforming” (whether alone or in addition to other gender answer options), and respondents who selected both “Man” and “Woman.” The table above is abbreviated and does not show the column of respondents who selected the write-in answer option (“Gender not listed/Prefer to self-describe”) alone or in addition to selecting only “Man”; this is because of a small sample size.

Q2: This version of Q2 was shown to all respondents except those who indicated “Fully retired” or “Unemployed and not looking for work” in Q1.

Women respondents are more likely to have an individual annual income of \$99,999 or less, with more than half (52%) of women respondents indicating their income is within this range. Men respondents are more likely to have an individual annual income of \$100,000 to \$199,999 and more likely to have an income of \$200,000 or more. More than half (52%) of men respondents have an income between \$100,000 and \$199,999, and almost one in five (17%) men respondents have an income of \$200,000 or more. Less than one in ten (9%) women respondents have an income of \$200,000 or more.

Q10: What is your individual annual income before tax? [Shown to all respondents] [Simplified]	Gender (Q17) [Condensed, Simplified, & Abbreviated]			
	Man	Woman	Nonbinary, Gender nonconforming, and/or multiple gender options selected	NET
\$0 - \$24,999	1%	1%	4%*	1%
\$25,000 - \$49,999	3% ↓	5% ↑	6%*	4%
\$50,000 - \$74,999	10% ↓	20% ↑	18%	13%
\$75,000 - \$99,999	17% ↓	26% ↑	20%	20%
\$100,000 - \$149,999	34% ↑	28% ↓	31%	32%
\$150,000 - \$199,999	18% ↑	11% ↓	6%*	16%
\$200,000 - \$299,999	11% ↑	5% ↓	12%	9%
\$300,000 - \$399,999	2%	2%	0%*	2%
\$400,000 - \$499,999	1% ↑	1%	0%*	1%
\$500,000+	2% ↑	1% ↓	2%*	2%
NET	100%	100%	100%	100%
Column n	3266	1535	49	4859

Q10 [Condensed & Simplified]	Man	Woman	Nonbinary, Gender nonconforming, and/or multiple gender options selected	NET
\$99,999 or less	31% ↓	52% ↑	49%	38%
\$100,000 to \$199,999	52% ↑	39% ↓	37%	48%
\$200,000 or more	17% ↑	9% ↓	14%	14%
NET	100%	100%	100%	100%
Column n	3266	1535	49	4859

*Fewer than five respondents

↑↓ Indicates responses that are significantly higher/lower for segment than for its complement.

Gender Columns: In the tables above, the Gender columns do not overlap. The column labeled “Man” includes respondents who selected “Man” only, and the column labeled “Woman” includes respondents who selected “Woman” only. The column labeled “Nonbinary, Gender nonconforming, and/or multiple gender options selected” includes any respondents who selected “Nonbinary” (whether alone or in addition to other gender answer options), respondents who selected “Gender nonconforming” (whether alone or in addition to other gender answer options), and respondents who selected both “Man” and “Woman.” The table above is abbreviated and does not show the column of respondents who selected the write-in answer option (“Gender not listed/Prefer to self-describe”) alone or in addition to selecting only “Man”; this column is not shown because of a small sample size.

Women respondents have a lower average age of 44. Two in five (40%) women respondents are aged 39 or younger, and more than one-quarter (27%) are aged 40 to 49. Almost one-third (31%) of men respondents are aged 60 or older.

Age (Q13) [Shown to all respondents] [Condensed & Simplified]	Gender (Q17) [Condensed, Simplified, & Abbreviated]			
	Man	Woman	Nonbinary, Gender nonconforming, and/or multiple gender options selected	NET
39 or younger	29% ↓	40% ↑	78% ↑	33%
40 to 49	20% ↓	27% ↑	12%	22%
50 to 59	20%	18%	8%*	20%
60 or older	31% ↑	14% ↓	2%* ↓	26%
Average	50.3 ↑	44.0 ↓	34.7 ↓	48.3
Column n	3646	1660	50	5367

*Fewer than five respondents

↑↓ Indicates responses that are significantly higher/lower for segment than for its complement.

Gender Columns: In the table above, the Gender columns do not overlap. The column labeled “Man” includes respondents who selected “Man” only, and the column labeled “Woman” includes respondents who selected “Woman” only. The column labeled “Nonbinary, Gender nonconforming, and/or multiple gender options selected” includes any respondents who selected “Nonbinary” (whether alone or in addition to other gender answer options), respondents who selected “Gender nonconforming” (whether alone or in addition to other gender answer options), and respondents who selected both “Man” and “Woman.” The table above is abbreviated and does not show the column of respondents who selected the write-in answer option (“Gender not listed/Prefer to self-describe”) alone or in addition to selecting only “Man”; this column is not shown because of a small sample size.

20. Race & Ethnicity: More than four in five (82%) respondents identify as White and/or a person of European descent⁵. Seven percent of respondents identify as Hispanic and/or Latina/Latino/Latinx; 4% identify as Black, African American, and/or a person of African descent; 4% identify as East Asian; and 3% identify as Native American, Alaska Native, First Nations, Métis, and/or Inuit. Two percent of respondents identify as Multiracial, Biracial, and/or Multiethnic; 2% identify as South Asian; and 2% identify as Middle Eastern and/or North African. One percent identify as Southeast Asian, and 1% identify as Native Hawaiian and/or Pacific Islander. (Please note, the race and/or ethnicity question is multi-select, and some respondents selected multiple answer options.)

Q18: Please indicate the racial and/or ethnic groups with which you identify. Please select all that apply. [Shown to all respondents] [Simplified]	Percentage
White and/or person of European descent	82%
Hispanic and/or Latina/Latino/Latinx	7%
Black, African American, and/or person of African descent	4%
East Asian (including Chinese, Japanese, Korean, Mongolian, Tibetan, and Taiwanese)	4%
Native American, Alaska Native, First Nations, Métis, and/or Inuit	3%
Multiracial, Biracial, and/or Multiethnic	2%
South Asian (including Bangladeshi, Bhutanese, Indian, Nepali, Pakistani, and Sri Lankan)	2%
Middle Eastern and/or North African	2%
Southeast Asian (including Burmese, Cambodian, Filipino, Hmong, Indonesian, Laotian, Malaysian, Mien, Singaporean, Thai, and Vietnamese)	1%
Native Hawaiian and/or Pacific Islander:	1%
Race or ethnicity not listed/Prefer to self-describe:	1%
Column n	5519

⁵ Please note, in this report, Avenue M capitalizes all race and ethnicity group names, following the standards of the [National Association of Black Journalists](#) (as of June 2020), the [Chicago Manual of Style](#) (as of June 2020), the [AMA Manual of Style](#) (as of July 2020), and the [APA Style Guide](#) (as of July 2022).

Among respondents who shared the racial and/or ethnic groups with which they identify (i.e., respondents who answered the question and did not select “Prefer not to answer”), the majority (94%) identify with only one of the listed groups. Four percent identify with two of the listed groups, and around 2% identify with three or more of the listed groups.

Survey respondents who identify as White and/or a person of European descent have worked in the built environment a higher average number of years and are more likely to have worked in the built environment for 31 to 40 years (18%) or 41 or more years (14%). Respondents who identify as East Asian (19%); South Asian (28%); Native American, Alaska Native, First Nations, Métis, and/or Inuit (34%); Middle Eastern and/or North African (28%); or Southeast Asian (29%) are more likely to have worked in the built environment for 1 to 5 years.

Compared to the complement⁶, respondents who identify as White and/or a person of European descent are more likely to indicate their income is \$100,000 to \$199,999, with nearly half (49%) of respondents who are White and/or a person of European descent indicating their income is in this range. Respondents who identify as Hispanic and/or Latina/Latino/Latinx (47%) and respondents who identify as South Asian (53%) are more likely to indicate their income is \$99,999 or less.

Please note in the tables below, Table 2 is a continuation of Table 1 – the NET column is the same in both because the NET is comprised of the columns in both Table 1 and 2.

Q1: Which one of the following best describes your current employment status? Please select one. <i>[Shown to all respondents] [Simplified & Abbreviated]</i>	Race and/or Ethnicity (Q18) <i>[Condensed, Simplified, & Abbreviated]</i>					
	White and/or person of European descent	Hispanic and/or Latina/Latino/ Latinx	Black, African American, and/or person of African descent	East Asian	South Asian	NET
Employed full-time	75% ↑	71%	80%	61% ↓	76%	74%
Business owner/co-owner	14%	17%	9%	7%	6%	14%
Self-employed/ Freelance/ Independent contractor	3% ↓	6%	4%	10% ↑	0%*	4%
Partially retired (still working)	3% ↑	0%* ↓	1%*	2%*	1%*	2%
Employed part-time	2% ↓	2%*	0%*	9% ↑	3%*	2%
Fully retired	2% ↑	0%*	1%*	1%*	1%*	2%
Column n	4263	254	166	164	99	5469
Q2: How long have you worked in the built environment? <i>[Simplified]</i>	White and/or person of European descent	Hispanic and/or Latina/Latino/ Latinx	Black, African American, and/or person of African descent	East Asian	South Asian	NET
Less than 1 year	2%	2%	1%*	1%*	2%*	2%
1 to 5 years	9% ↓	16%	17%	19% ↑	28% ↑	12%
6 to 10 years	14% ↓	20%	22%	26% ↑	25% ↑	15%
11 to 15 years	11%	12%	9%	8%	11%	11%
16 to 20 years	11%	13%	10%	5%	8%	11%

⁶ The complement is the NET minus the given audience. See the [Overview & Methodology](#) section for more details.

21 to 30 years	21%	24%	26%	16%	15%	21%
31 to 40 years	18% ↑	9% ↓	10%	22%	8%	17%
41 years or more	14% ↑	4% ↓	4% ↓	4% ↓	2%* ↓	12%
Average	24.2 ↑	17.5 ↓	17.9 ↓	18.7 ↓	13.6 ↓	22.6
Column n	4152	251	157	160	96	5329
Q5: Which one of the following most closely matches your position/level? Please select one [See page 13 for Q5 survey logic] [Simplified & Abbreviated]	White and/or person of European descent	Hispanic and/or Latina/ Latino/ Latinx	Black, African American, and/or person of African descent	East Asian	South Asian	NET
Manager, Director, or Supervisor	33%	31%	31%	22% ↓	19% ↓	32%
Senior-level Worker	20%	16%	24%	29% ↑	17%	20%
Mid-level Worker	15% ↓	17%	15%	23%	37% ↑	16%
Owner or Principal	15% ↑	16%	9%	6% ↓	6%	14%
Vice President or Senior Vice President	8%	2% ↓	7%	5%	9%	7%
Entry-level Worker	4% ↓	7%	9%	14% ↑	8%	5%
President or C-level Executive (for example, CEO, CIO, CTO, COO, CMO)	4%	5%	3%	0%*	0%*	4%
Column n	4017	231	151	152	86	5122
Q10: What is your individual annual income before tax? [Shown to all respondents] [Condensed & Simplified]	White and/or person of European descent	Hispanic and/or Latina/ Latino/ Latinx	Black, African American, and/or person of African descent	East Asian	South Asian	NET
\$99,999 or less	36% ↓	47% ↑	43%	42%	53% ↑	38%
\$100,000 to \$199,999	49% ↑	38% ↓	49%	48%	40%	48%
\$200,000 or more	15%	15%	9%	10%	7%	14%
Column n	3725	212	141	145	86	4758

Table 2 of 2					
Q1: Which one of the following best describes your current employment status? Please select one. [Shown to all respondents] [Simplified & Abbreviated]	Race and/or Ethnicity (Q18) [Condensed, Simplified, & Abbreviated]				
	Native American, Alaska Native, First Nations, Métis, and/or Inuit	Middle Eastern and/or North African	Southeast Asian	Multiracial/ Multiple ethnicities	NET
Employed full-time	51% ↓	77%	81%	69%	74%
Business owner/ co-owner	10%	11%	5%*	15%	14%
Self-employed/ Freelance/ Independent contractor	32% ↑	6%*	0%*	6%	4%
Partially retired (still working)	0%*	0%*	0%*	1%*	2%
Employed part-time	5%*	4%*	3%*	4%	2%
Fully retired	0%*	0%*	3%*	1%*	2%
Column n	59	47	37	366	5469

Q2: How long have you worked in the built environment? [Simplified]	Native American, Alaska Native, First Nations, Métis, and/or Inuit	Middle Eastern and/or North African	Southeast Asian	Multiracial/ Multiple ethnicities	NET
Less than 1 year	0%*	4%*	0%*	3% ↑	2%
1 to 5 years	34% ↑	28% ↑	29% ↑	18% ↑	12%
6 to 10 years	17%	9%*	12%*	21% ↑	15%
11 to 15 years	10%	9%*	9%*	12%	11%
16 to 20 years	2%*	11%	12%*	11%	11%
21 to 30 years	17%	23%	35%	17%	21%
31 to 40 years	15%	9%*	3%*	12% ↓	17%
41 years or more	5%*	9%*	0%*	6% ↓	12%
Average	16.4 ↓	18.1 ↓	15.1 ↓	17.4 ↓	22.6
Column n	59	47	34	359	5329
Q5: Which one of the following most closely matches your position/level? Please select one [See page 13 for Q5 survey logic] [Simplified & Abbreviated]	Native American, Alaska Native, First Nations, Métis, and/or Inuit	Middle Eastern and/or North African	Southeast Asian	Multiracial/ Multiple ethnicities	NET
Manager, Director, or Supervisor	43%	17%	21%	34%	32%
Senior-level Worker	14%	33%	17%	20%	20%
Mid-level Worker	19%	26%	31%	20%	16%
Owner or Principal	9%	11%	7%*	9% ↓	14%
Vice President or Senior Vice President	5%*	2%*	10%*	7%	7%
Entry-level Worker	3%*	7%*	7%*	7%	5%
President or C-level Executive (for example, CEO, CIO, CTO, COO, CMO)	7%*	2%*	3%*	4%	4%
Column n	58	46	29	338	5122
Q10: What is your individual annual income before tax? [Shown to all respondents] [Condensed & Simplified]	Native American, Alaska Native, First Nations, Métis, and/or Inuit	Middle Eastern and/or North African	Southeast Asian	Multiracial/ Multiple ethnicities	NET
\$99,999 or less	49%	35%	55%	43%	38%
\$100,000 to \$199,999	36%	43%	30%	45%	48%
\$200,000 or more	15%	23%	15%	12%	14%
Column n	47	40	33	317	4758

*Fewer than five respondents

↑↓ Indicates responses that are significantly higher/lower for segment than for its complement.

Race and/or Ethnicity Columns: In the tables above, the Race/Ethnicity columns do not overlap. For example, the column labeled “Hispanic and/or Latina/Latino/Latinx” includes respondents who selected “Hispanic and/or Latina/Latino/Latinx” only. The column labeled “Multiracial/Multiple ethnicities” includes any respondents who selected “Multiracial, Biracial, and/or Multiethnic” (whether alone or in addition to other answer options) and any respondents who selected multiple race and/or ethnicity answer options (besides the write-in option). The tables above are abbreviated and do not show the column for “Native Hawaiian and/or Pacific Islander” because of a small sample size.

Q2: This version of Q2 was shown to all respondents except those who indicated “Fully retired” or “Unemployed and not looking for work” in Q1.

Nearly half (49%) of respondents who identify as Hispanic and/or Latina/Latino/Latinx and almost half (46%) of respondents who identify as Black, African American, and/or a person of African descent are women.

Respondents who identify as White and/or a person of European descent are older, on average (Average Age: 49.6). Nearly three in ten (29%) respondents who identify as White and/or a person of European descent are aged 60 or older.

One-quarter (25%) of respondents who identify as Black, African American, and/or a person of African descent, about three in ten (31%) respondents who identify as South Asian, and about three in ten (31%) respondents who identify as Middle Eastern and/or North African indicated they have caregiving responsibilities for parents.

Please note in the tables below, Table 2 is a continuation of Table 1 – the NET column is the same in both because the NET is comprised of the columns in both Table 1 and 2.

Table 1 of 2						
Q17: What is your gender? Please select all that apply. [Shown to all respondents] [Simplified & Abbreviated]	Race and/or Ethnicity (Q18) [Condensed, Simplified, & Abbreviated]					
	White and/or person of European descent	Hispanic and/or Latina/Latino/ Latinx	Black, African American, and/or person of African descent	East Asian	South Asian	NET
Man	71% ↑	50% ↓	53% ↓	58% ↓	63%	68%
Woman	29% ↓	49% ↑	46% ↑	37%	37%	32%
Column n	4226	250	157	153	99	5397
Age (Q13) [Shown to all respondents] [Condensed & Simplified]	White and/or person of European descent	Hispanic and/or Latina/Latino/ Latinx	Black, African American, and/or person of African descent	East Asian	South Asian	NET
39 or younger	29% ↓	39%	39%	64% ↑	66% ↑	33%
40 to 49	21%	31% ↑	25%	15%	16%	22%
50 to 59	21% ↑	18%	19%	10% ↓	10% ↓	20%
60 or older	29% ↑	12% ↓	17% ↓	11% ↓	9% ↓	25%
Average	49.6 ↑	43.9 ↓	45.4 ↓	39.7 ↓	38.8 ↓	48.1
Column n	4082	240	155	156	94	5221
Q14: Do you have caregiving responsibilities for any of the following? Please select all that apply. [Shown to all respondents] [Simplified & Abbreviated]	White and/or person of European descent	Hispanic and/or Latina/Latino/ Latinx	Black, African American, and/or person of African descent	East Asian	South Asian	NET
Children under 18	36%	38%	40%	29%	39%	37%
Children 18 or older	15%	17%	11%	23%	10%	15%
Parents	13% ↓	18%	25% ↑	12%	31% ↑	15%
None of the above	44% ↑	42%	33%	35%	39%	42%
Column n	4169	250	162	160	97	5344

Table 2 of 2

Q17: What is your gender? Please select all that apply. [Shown to all respondents] [Simplified & Abbreviated]	Race and/or Ethnicity (Q18) [Condensed, Simplified, & Abbreviated]				
	Native American, Alaska Native, First Nations, Métis, and/or Inuit	Middle Eastern and/or North African	Southeast Asian	Multiracial/ Multiple ethnicities	NET
Man	83% ↑	72%	62%	56% ↓	68%
Woman	16% ↓	28%	38%	42% ↑	32%
Column n	58	46	37	359	5397
Age (Q13) [Shown to all respondents] [Condensed & Simplified]	Native American, Alaska Native, First Nations, Métis, and/or Inuit	Middle Eastern and/or North African	Southeast Asian	Multiracial/ Multiple ethnicities	NET
39 or younger	52% ↑	35%	31%	48% ↑	33%
40 to 49	25%	33%	42% ↑	23%	22%
50 to 59	13%	16%	11%*	16%	20%
60 or older	10% ↓	16%	17%	13% ↓	25%
Average	40.8 ↓	45.3	45.4	42.8 ↓	48.1
Column n	52	43	36	350	5221
Q14: Do you have caregiving responsibilities for any of the following? Please select all that apply. [Shown to all respondents] [Simplified & Abbreviated]	Native American, Alaska Native, First Nations, Métis, and/or Inuit	Middle Eastern and/or North African	Southeast Asian	Multiracial/ Multiple ethnicities	NET
Children under 18	52%	38%	39%	35%	37%
Children 18 or older	19%	22%	14%	17%	15%
Parents	19%	31% ↑	17%	23% ↑	15%
None of the above	14% ↓	24%	36%	36%	42%
Column n	58	45	36	353	5344

*Fewer than five respondents

↑↓ Indicates responses that are significantly higher/lower for segment than for its complement.

Race and/or Ethnicity Columns: In the tables above, the Race/Ethnicity columns do not overlap. For example, the column labeled “Hispanic and/or Latina/Latino/Latinx” includes respondents who selected “Hispanic and/or Latina/Latino/Latinx” only. The column labeled “Multiracial/Multiple ethnicities” includes any respondents who selected “Multiracial, Biracial, and/or Multiethnic” (whether alone or in addition to other answer options) and any respondents who selected multiple race and/or ethnicity answer options (besides the write-in option). The tables above are abbreviated and do not show the column for “Native Hawaiian and/or Pacific Islander” because of a small sample size.

Survey Findings: Perceptions of Diversity in the Built Environment

Definitions of Diversity

21. **More than seven in ten respondents included race (75%), ethnicity (74%), gender (73%), and age (71%) in their definition of diversity within the context of the built environment.** Two-thirds (66%) included nationality in their definition of diversity, and more than three in five included sexual orientation (62%), religion (62%), disability (62%), and socioeconomic class and/or economic situation (61%) in their definition of diversity. More than half of respondents included the following in their definition of diversity: life experience (57%), professional experience (56%), language (56%), education (56%), immigration and/or generation status (56%), and political beliefs/affiliations (51%). Three in ten (30%) indicated all of the listed demographics, experiences, or aspects are included in their definition of diversity.

Q19: Within the context of the built environment, how do you define diversity? Please select all that apply. My definition of diversity includes... <i>[Shown to all respondents] [Simplified]</i>	Percentage
Race	75%
Ethnicity	74%
Gender	73%
Age	71%
Nationality	66%
Sexual orientation	62%
Religion	62%
Disability	62%
Socioeconomic class and/or economic situation	61%
Life experience	57%
Professional experience	56%
Language	56%
Education	56%
Immigration and/or generation status	56%
Political beliefs/affiliations	51%
Thought	48%
Location (for example, region)	47%
Body size/shape	47%
Marital/relationship status	46%
Parental status (whether you are a parent)	45%
Military service/history	44%
Mental health	43%
Work setting	42%
Employment status	41%
Accent	40%
Aspects, experiences, and/or demographics not listed:	33%

All of the above	30%
None of the above	2%
Column n	5289

Respondents aged 39 or younger are less likely to include many of the listed aspects, demographics, and experiences in their definition of diversity, though still approximately two-thirds of respondents aged 39 or younger included race (66%), ethnicity (67%), gender (66%), and age (64%) in their definition.

Q19: My definition of diversity includes... [Shown to all respondents] [Simplified & Abbreviated]	Age (Q13) [Condensed & Simplified]				
	39 or younger	40 to 49	50 to 59	60 or older	NET
Race	66% ↓	80% ↑	82% ↑	79% ↑	75%
Ethnicity	67% ↓	77% ↑	81% ↑	76%	74%
Gender	66% ↓	78% ↑	78% ↑	75%	73%
Age	64% ↓	74% ↑	77% ↑	76% ↑	72%
Nationality	60% ↓	70% ↑	70% ↑	67%	66%
Sexual orientation	56% ↓	63%	69% ↑	64%	62%
Religion	57% ↓	62%	67% ↑	65% ↑	62%
Disability	54% ↓	64%	69% ↑	65% ↑	62%
Socioeconomic class and/or economic situation	56% ↓	64% ↑	64%	62%	61%
Life experience	56%	60%	60%	56%	57%
Professional experience	52% ↓	61% ↑	59%	56%	56%
Language	54%	60% ↑	57%	56%	56%
Education	53% ↓	60% ↑	59%	56%	56%
Immigration and/or generation status	53% ↓	59% ↑	58%	55%	56%
Political beliefs/affiliations	47% ↓	53%	53%	53%	51%
Thought	47%	50%	51% ↑	47%	48%
Location (for example, region)	44% ↓	51% ↑	50%	47%	47%
Body size/shape	42% ↓	49%	51% ↑	48%	47%
Marital/relationship status	40% ↓	48%	49% ↑	49% ↑	46%
Parental status (whether you are a parent)	42% ↓	48%	48% ↑	45%	45%
Military service/history	38% ↓	46%	48% ↑	45%	44%
Mental health	41% ↓	46%	45%	42%	43%
Work setting	38% ↓	45% ↑	43%	42%	42%
Employment status	37% ↓	43%	42%	44% ↑	41%
Accent	35% ↓	44% ↑	44% ↑	42%	40%
Aspects, experiences, and/or demographics not listed:	27% ↓	35%	37% ↑	36% ↑	33%
All of the above	25% ↓	33%	33% ↑	33% ↑	30%
Column n	1682	1098	983	1248	5011

↑↓ Indicates responses that are significantly higher/lower for segment than for its complement.

Women respondents are more likely to include each of the listed demographics in their definition of diversity within the context of the built environment. More than four in five women respondents included race (84%), ethnicity (84%), gender (82%), and age (81%) in their definition of diversity.

Q19: My definition of diversity includes... [Shown to all respondents] [Simplified & Abbreviated]	Gender (Q17) [Condensed, Simplified, & Abbreviated]			
	Man	Woman	Nonbinary, Gender nonconforming, and/or multiple gender options selected	NET
Race	72% ↓	84% ↑	52% ↓	76%
Ethnicity	71% ↓	84% ↑	54% ↓	75%
Gender	70% ↓	82% ↑	52% ↓	74%
Age	67% ↓	81% ↑	50% ↓	72%
Nationality	62% ↓	76% ↑	50% ↓	66%
Sexual orientation	58% ↓	73% ↑	56%	63%
Religion	59% ↓	70% ↑	52%	62%
Disability	56% ↓	74% ↑	52%	62%
Socioeconomic class and/or economic situation	56% ↓	71% ↑	52%	61%
Life experience	54% ↓	64% ↑	46%	57%
Professional experience	54% ↓	62% ↑	50%	56%
Language	52% ↓	67% ↑	48%	57%
Education	53% ↓	63% ↑	54%	56%
Immigration and/or generation status	51% ↓	67% ↑	52%	56%
Political beliefs/affiliations	48% ↓	58% ↑	40%	51%
Thought	45% ↓	55% ↑	44%	48%
Location (for example, region)	44% ↓	55% ↑	38%	47%
Body size/shape	41% ↓	60% ↑	52%	47%
Marital/relationship status	42% ↓	54% ↑	44%	46%
Parental status (whether you are a parent)	40% ↓	56% ↑	44%	45%
Military service/history	40% ↓	51% ↑	35%	44%
Mental health	38% ↓	53% ↑	56%	43%
Work setting	38% ↓	49% ↑	37%	41%
Employment status	37% ↓	50% ↑	42%	41%
Accent	36% ↓	50% ↑	38%	40%
Aspects, experiences, and/or demographics not listed:	29% ↓	41% ↑	31%	33%
All of the above	26% ↓	39% ↑	27%	30%
None of the above	2% ↑	1% ↓	8%* ↑	2%
Column n	3375	1622	52	5061

*Fewer than five respondents

↑↓ Indicates responses that are significantly higher/lower for segment than for its complement.

Gender Columns: In the table above, the Gender columns do not overlap. The column labeled “Man” includes respondents who selected “Man” only, and the column labeled “Woman” includes respondents who selected “Woman” only. The column labeled “Nonbinary, Gender nonconforming, and/or multiple gender options selected” includes any respondents who selected “Nonbinary” (whether alone or in addition to other gender answer options), respondents who selected “Gender nonconforming”

(whether alone or in addition to other gender answer options), and respondents who selected both “Man” and “Woman.” The table above is abbreviated and does not show the column of respondents who selected the write-in answer option (“Gender not listed/Prefer to self-describe”) alone or in addition to selecting only “Man”; this column is not shown because of a small sample size.

Respondents who identify as East Asian are less likely to include many of the listed aspects, demographics, and experiences in their definition of diversity within the context of the built environment, though still more than half include race (55%), ethnicity (55%), and gender (54%) in their definition. Respondents who identify as Hispanic and/or Latina/Latino/Latinx are more likely to include language (67%) and accent (49%) in their definition of diversity.

Q19: My definition of diversity includes... [Shown to all respondents] [Simplified & Abbreviated]	Race and/or Ethnicity (Q18) [Condensed, Simplified, & Abbreviated]					
	White and/or person of European descent	Hispanic and/or Latina/Latino/ Latinx	Black, African American, and/or person of African descent	East Asian	Multiracial /Multiple ethnicities	NET
Race	78% ↑	78%	79%	55% ↓	69% ↓	76%
Ethnicity	76% ↑	79%	74%	55% ↓	73%	75%
Gender	76% ↑	73%	70%	54% ↓	71%	74%
Age	73% ↑	75%	67%	48% ↓	71%	72%
Nationality	67% ↑	74%	62%	49% ↓	64%	66%
Sexual orientation	64% ↑	65%	60%	48% ↓	61%	63%
Religion	64% ↑	66%	60%	46% ↓	60%	63%
Disability	64% ↑	63%	57%	43% ↓	60%	62%
Socioeconomic class and/or economic situation	62% ↑	65%	56%	45% ↓	63%	61%
Life experience	58%	58%	56%	45% ↓	63%	57%
Professional experience	57%	60%	54%	47%	63% ↑	57%
Language	57%	67% ↑	53%	46% ↓	61%	57%
Education	56%	64%	52%	45% ↓	64% ↑	56%
Immigration and/or generation status	56%	59%	52%	46% ↓	63% ↑	56%
Political beliefs/affiliations	52%	57%	47%	37% ↓	58% ↑	51%
Thought	49%	53%	44%	35% ↓	53%	48%
Location (for example, region)	47%	51%	44%	41%	54% ↑	47%
Body size/shape	48%	51%	44%	36% ↓	51%	47%
Marital/relationship status	47%	54%	46%	34% ↓	50%	46%
Parental status (whether you are a parent)	46%	49%	40%	35% ↓	52%	45%
Military service/history	45%	45%	39%	34% ↓	47%	44%
Mental health	43%	50%	40%	32% ↓	50% ↑	43%

Work setting	41%	48%	38%	40%	47%	42%
Employment status	41%	46%	38%	35%	47%	41%
Accent	40%	49% ↑	38%	30% ↓	48% ↑	41%
Aspects, experiences, and/or demographics not listed:						
All of the above	33%	38%	31%	25%	38%	33%
	31%	36%	28%	23%	35%	31%
Column n	3832	224	162	161	349	4957

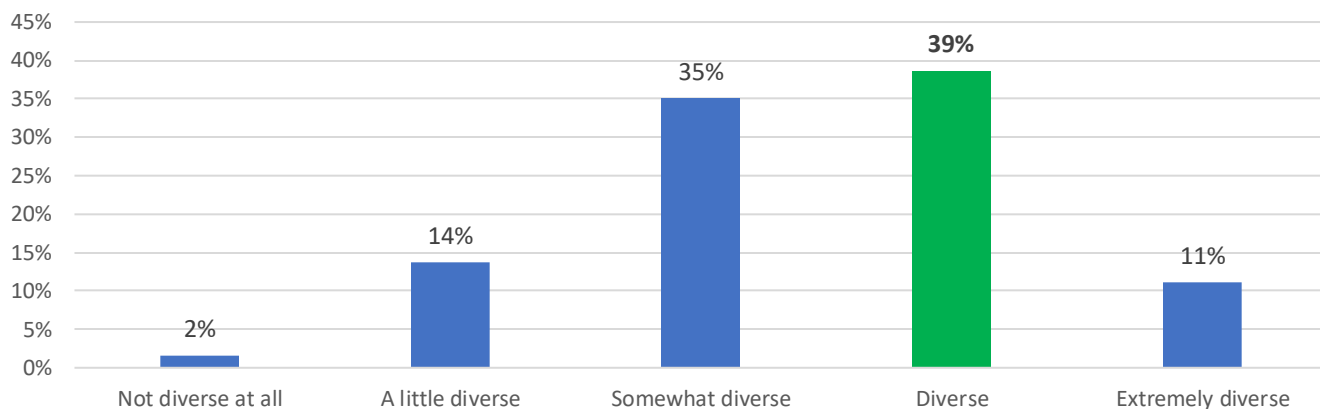
↑↓ Indicates responses that are significantly higher/lower for segment than for its complement.

Race and/or Ethnicity Columns: In the table above, the Race/Ethnicity columns do not overlap. For example, the column labeled “Hispanic and/or Latina/Latino/Latinx” includes respondents who selected “Hispanic and/or Latina/Latino/Latinx” only. The column labeled “Multiracial/Multiple ethnicities” includes any respondents who selected “Multiracial, Biracial, and/or Multiethnic” (whether alone or in addition to other answer options) and any respondents who selected multiple race and/or ethnicity answer options (besides the write-in option). The table above is abbreviated and does not show the columns for “South Asian,” “Native American, Alaska Native, First Nations, Métis, and/or Inuit,” “Middle Eastern and/or North African,” “Southeast Asian,” or “Native Hawaiian and/or Pacific Islander” because of small sample sizes (column n < 100).

Perceived Diversity of Age in the Built Environment

22. Among respondents who included “age” in their definition of diversity, **half (50%) of respondents indicated the built environment is diverse or extremely diverse in terms of age.** More than one-third (35%) said the built environment is somewhat diverse in terms of age. Fifteen percent of respondents said the built environment is not diverse at all or a little diverse in terms of age.

Q20: Based on your experience working in the built environment, how diverse is the built environment in terms of age? [Simplified]



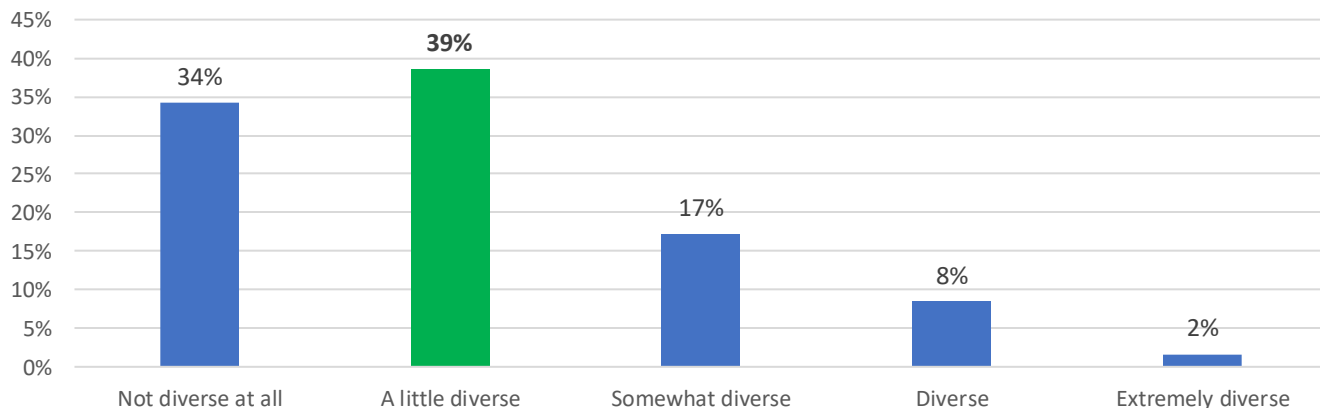
n = 3613

Q20 was shown to respondents who selected “age” or “all of the above” in Q19. In the chart above, the percentages are recalculated to exclude the respondents who selected “Unsure” or “Prefer not to answer.”

Perceived Diversity of Disability in the Built Environment

23. Among respondents who included “disability” in their definition of diversity, **almost three-quarters (73%) of respondents indicated the built environment is not diverse at all or a little diverse in terms of disability.** Less than one in five (17%) respondents said the built environment is somewhat diverse in terms of disability. Only one in ten (10%) respondents said the built environment is diverse or extremely diverse in terms of disability.

Q21: Based on your experience working in the built environment, how diverse is the built environment in terms of disability? [Simplified]



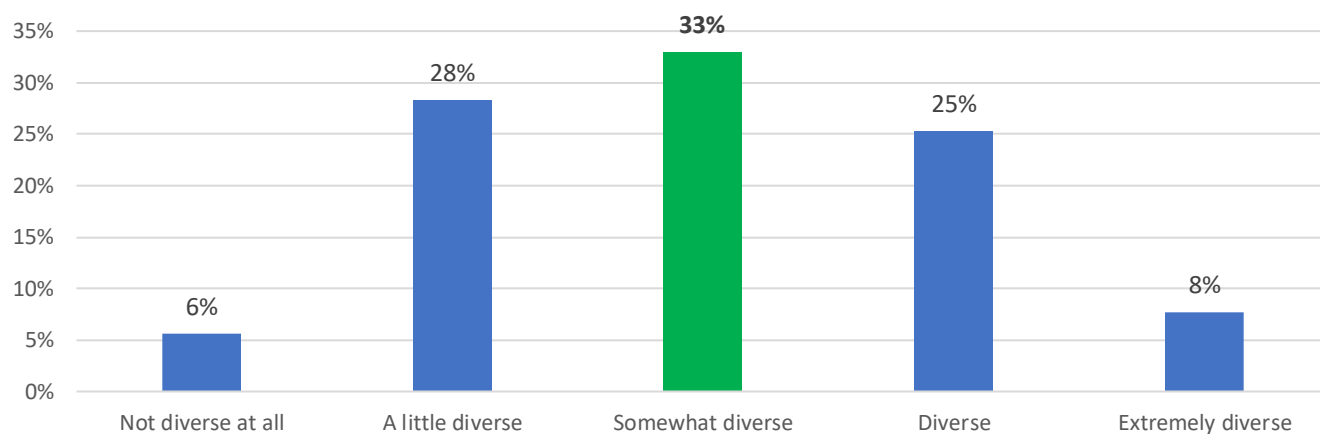
n = 2952

Q21 was shown to respondents who selected “disability” or “all of the above” in Q19. In the chart above, the percentages are recalculated to exclude the respondents who selected “Unsure” or “Prefer not to answer.”

Perceived Diversity of Ethnicity in the Built Environment

24. Among respondents who included “ethnicity” in their definition of diversity, **one-third (33%) of respondents indicated the built environment is diverse or extremely diverse in terms of ethnicity, and about one-third (34%) said the built environment is not diverse at all or a little diverse in terms of ethnicity.** One-third (33%) said the built environment is somewhat diverse in terms of ethnicity.

Q22: Based on your experience working in the built environment, how diverse is the built environment in terms of ethnicity? [Simplified]



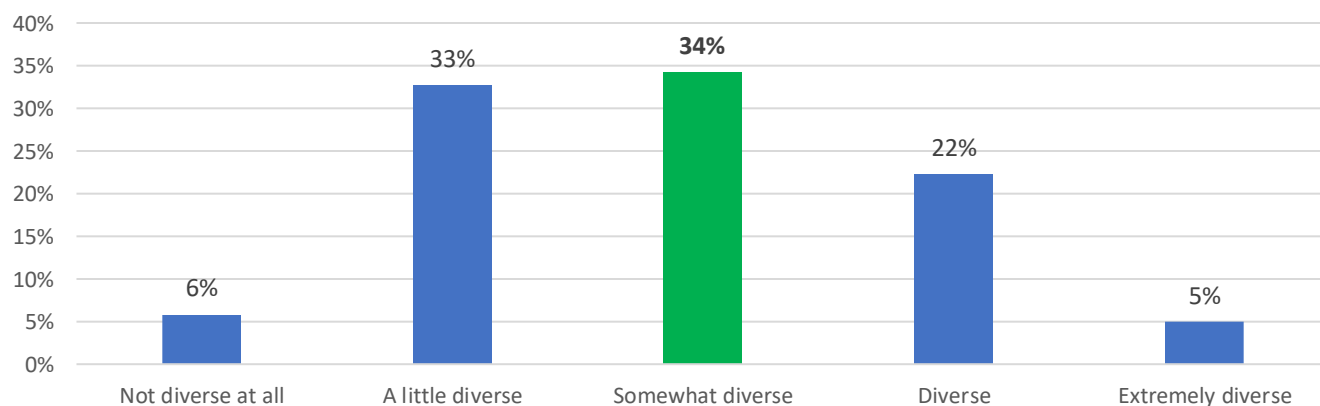
n = 3647

Q22 was shown to respondents who selected “ethnicity” or “all of the above” in Q19. In the chart above, the percentages are recalculated to exclude the respondents who selected “Unsure” or “Prefer not to answer.”

Perceived Diversity of Gender in the Built Environment

25. Among respondents who included “gender” in their definition of diversity, **almost two in five (38%) said the built environment is not diverse at all or a little diverse in terms of gender.** About one-third (34%) indicated the built environment is somewhat diverse in terms of gender, and more than one-quarter (27%) indicated the built environment is diverse or extremely diverse in terms of gender.

Q23: Based on your experience working in the built environment, how diverse is the built environment in terms of gender? [Simplified]



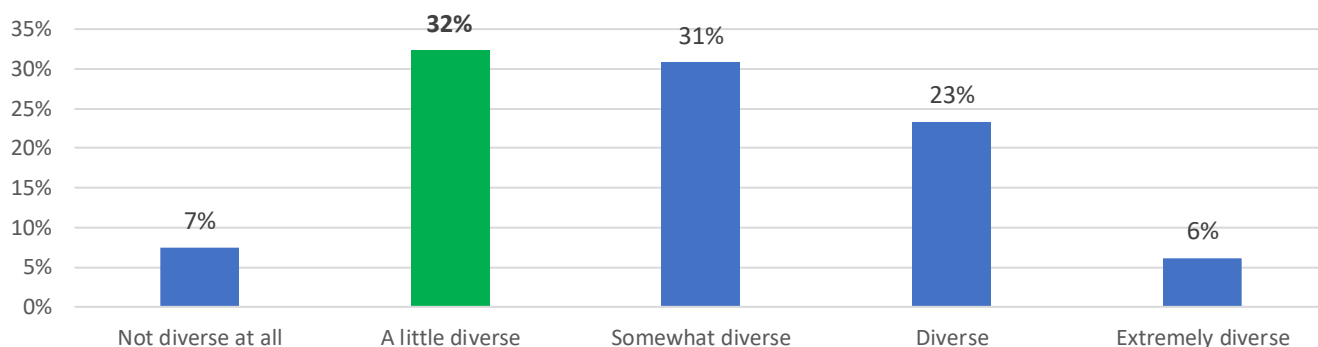
n = 3629

Q23 was shown to respondents who selected “gender” or “all of the above” in Q19. In the chart above, the percentages are recalculated to exclude the respondents who selected “Unsure” or “Prefer not to answer.”

Perceived Diversity of Race in the Built Environment

26. Among respondents who included “race” in their definition of diversity, **two in five (40%)** said the **built environment is not diverse at all or a little diverse in terms of race**. Almost one-third (31%) indicated the built environment is somewhat diverse in terms of race, and nearly three in ten (29%) indicated the built environment is diverse or extremely diverse in terms of race.

Q24: Based on your experience working in the built environment, how diverse is the built environment in terms of race? [Simplified]



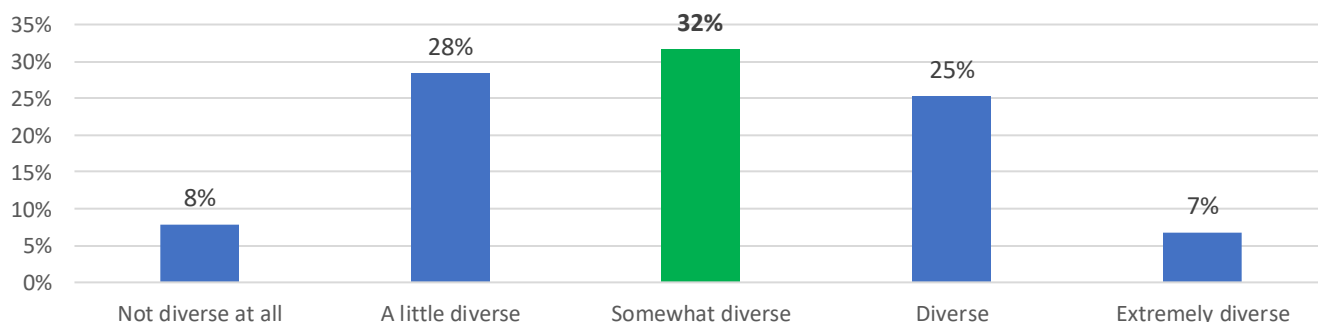
n = 3707

Q24 was shown to respondents who selected “race” or “all of the above” in Q19. In the chart above, the percentages are recalculated to exclude the respondents who selected “Unsure” or “Prefer not to answer.”

Perceived Diversity of Socioeconomic Class/Economic Situation in the Built Environment

27. Among respondents who included “socioeconomic class and/or economic situation” in their definition of diversity, **more than one-third (36%)** said the **built environment is not diverse at all or a little diverse in terms of socioeconomic class and/or economic situation**. Nearly one-third (32%) indicated the built environment is somewhat diverse in terms of socioeconomic class and/or economic situation, and nearly one-third (32%) indicated the built environment is diverse or extremely diverse in terms of socioeconomic class and/or economic situation.

Q25: Based on your experience working in the built environment, how diverse is the built environment in terms of socioeconomic class and/or economic situation? [Simplified]



n = 2866

Q25 was shown to respondents who selected “socioeconomic class and/or economic situation” or “all of the above” in Q19. In the chart above, the percentages are recalculated to exclude the respondents who selected “Unsure” or “Prefer not to answer.”

The table below presents the results for Question 20 through Question 25, showing the perceived diversity of the built environment in terms of age (Q20), disability (Q21), ethnicity (Q22), gender (Q23), race (Q24), and socioeconomic class / economic situation (Q25).

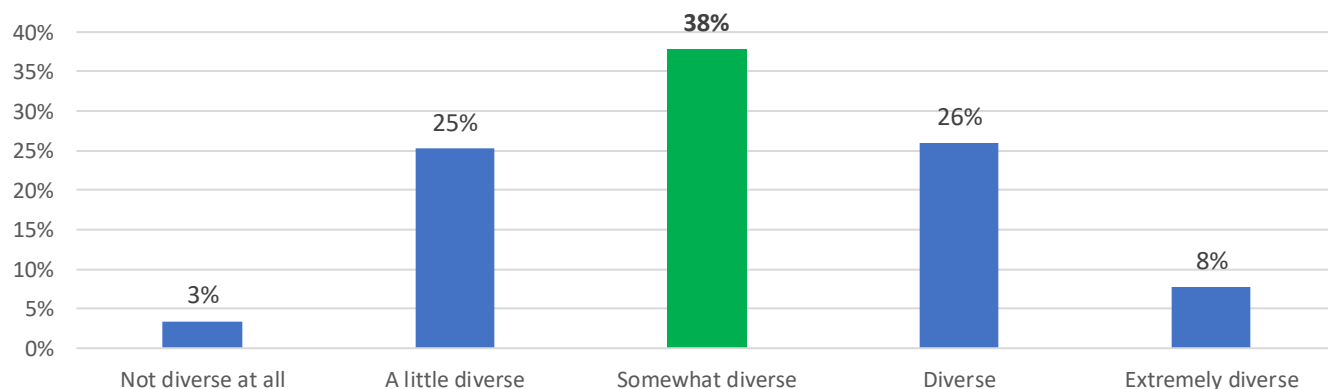
Q20 – Q25: Based on your experience working in the built environment, how diverse is the built environment in terms of...? [Simplified]	Age (Q20)	Disability (Q21)	Ethnicity (Q22)	Gender (Q23)	Race (Q24)	Socioeconomic Class / Economic Situation (Q25)
Bottom-two box	15%	73%	34%	38%	40%	36%
Not diverse at all	2%	34%	6%	6%	7%	8%
A little diverse	14%	39%	28%	33%	32%	28%
Somewhat diverse	35%	17%	33%	34%	31%	32%
Diverse	39%	8%	25%	22%	23%	25%
Extremely diverse	11%	2%	8%	5%	6%	7%
Top-two box	50%	10%	33%	27%	29%	32%
Column n	3613	2952	3647	3629	3707	2866

For Q20 – Q25, each question was only shown to respondents who selected that demographic or selected “all of the above” in Q19. For example, Q20 was shown to respondents who selected “age” or “all of the above” in Q19.

Overall Perceptions of Diversity in the Built Environment

28. **Almost two in five (38%) respondents indicated the built environment is somewhat diverse based on their definition of diversity overall.** About one-third (34%) indicated the built environment is diverse or extremely diverse, and nearly three in ten (29%) respondents indicated the built environment is not diverse at all or a little diverse.

Q26: Based on your definition of diversity overall, how diverse is the built environment? [Simplified]



n = 5206

Q26 was shown to all respondents. The percentages above are recalculated based on excluding the respondents who selected “Unsure” or “Prefer not to answer.”

Women respondents are more likely to indicate the built environment is a little diverse or not diverse at all, with nearly two in five (39%) rating the diversity of the built environment on the lower end of the scale, based on their definition of diversity overall. Almost two in five (37%) men respondents indicated the built environment is diverse of extremely diverse based on their definition of diversity overall.

Q26: Based on your definition of diversity overall, how diverse is the built environment? [Shown to all respondents] [Simplified]	Gender (Q17) [Condensed, Simplified, & Abbreviated]			
	Man	Woman	Nonbinary, Gender nonconforming, and/or multiple gender options selected	NET
Bottom-two box	24% ↓	39% ↑	45% ↑	29%
Not diverse at all	2% ↓	5% ↑	17% ↑	3%
A little diverse	22% ↓	33% ↑	29%	25%
Somewhat diverse	39% ↑	36%	26%	38%
Diverse	29% ↑	20% ↓	14%	26%
Extremely diverse	8% ↑	5% ↓	14%	7%
Top-two box	37% ↑	25% ↓	29%	33%
Column n	3379	1566	42	4995

↑↓ Indicates responses that are significantly higher/lower for segment than for its complement.

Gender Columns: In the table above, the Gender columns do not overlap. The column labeled “Man” includes respondents who selected “Man” only, and the column labeled “Woman” includes respondents who selected “Woman” only. The column labeled “Nonbinary, Gender nonconforming, and/or multiple gender options selected” includes any respondents who selected “Nonbinary” (whether alone or in addition to other gender answer options), respondents who selected “Gender nonconforming” (whether alone or in addition to other gender answer options), and respondents who selected both “Man” and “Woman.” The table above is abbreviated and does not show the column of respondents who selected the write-in answer option (“Gender not listed/Prefer to self-describe”) alone or in addition to selecting only “Man”; this column is not shown because of a small sample size.

Respondents who are Black, African American, and/or of African descent are more likely to rate the diversity of the built environment low, with half (50%) indicating the built environment is a little diverse or not diverse at all based on their definition of diversity overall.

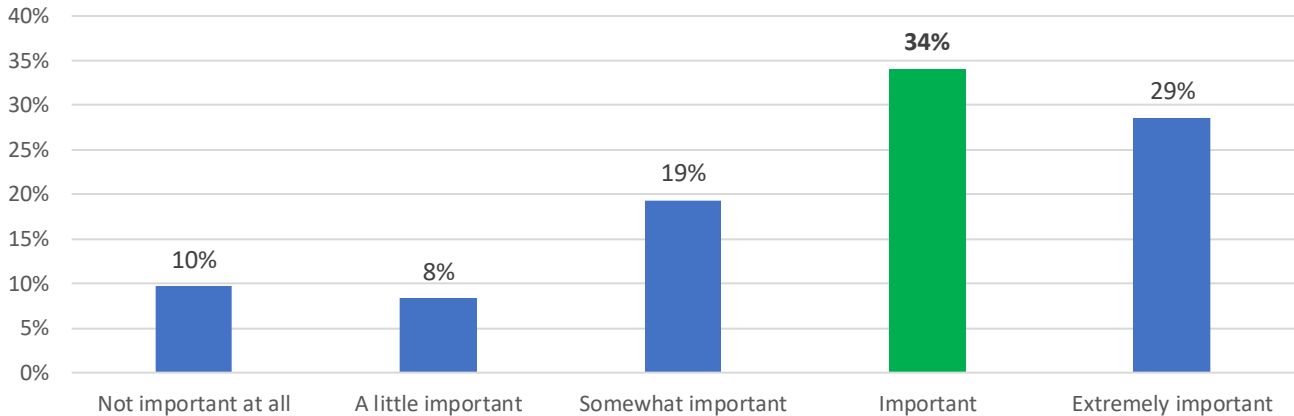
Q26: Based on your definition of diversity overall, how diverse is the built environment? [Simplified]	Race and/or Ethnicity (Q18) [Condensed, Simplified, & Abbreviated]					
	White and/or person of European descent	Hispanic and/or Latina/Latino/Latinx	Black, African American, and/or person of African descent	East Asian	Multiracial/Multiple ethnicities	NET
Bottom-two box	27% ↓	32%	50% ↑	37%	27%	29%
Not diverse at all	3% ↓	7% ↑	14% ↑	6%	3%	3%
A little diverse	25%	24%	36% ↑	31%	24%	26%
Somewhat diverse	40% ↑	38%	27% ↓	27% ↓	38%	38%
Diverse	26%	22%	19%	26%	29%	26%
Extremely diverse	7%	9%	4%	10%	7%	7%
Top-two box	33%	31%	23%	36%	36%	33%
Column n	3806	222	146	153	335	4891

↑↓ Indicates responses that are significantly higher/lower for segment than for its complement.

Race and/or Ethnicity Columns: In the table above, the Race/Ethnicity columns do not overlap. For example, the column labeled “Hispanic and/or Latina/Latino/Latinx” includes respondents who selected “Hispanic and/or Latina/Latino/Latinx” only. The column labeled “Multiracial/Multiple ethnicities” includes any respondents who selected “Multiracial, Biracial, and/or Multiethnic” (whether alone or in addition to other answer options) and any respondents who selected multiple race and/or ethnicity answer options (besides the write-in option). The table above is abbreviated and does not show the columns for “South Asian,” “Native American, Alaska Native, First Nations, Métis, and/or Inuit,” “Middle Eastern and/or North African,” “Southeast Asian,” or “Native Hawaiian and/or Pacific Islander” because of small sample sizes (column n < 100).

29. Almost two-thirds (63%) of respondents indicated it is important or extremely important to increase the diversity of the built environment, based on their definition of diversity overall. Nearly one in five (19%) said it is somewhat important to increase the diversity of the built environment, and almost one in five (18%) indicated it is not important at all or a little important.

Q27: Based on your definition of diversity overall, how important is it to increase the diversity of the built environment? [Simplified]



n = 5184

Q27 was shown to all respondents. The percentages above are recalculated based on excluding the respondents who selected “Unsure” or “Prefer not to answer.”

Respondents aged 39 or younger and respondents aged 40 to 49 are more likely to indicate it is extremely important to increase the diversity of the built environment. Almost seven in ten (68%) respondents aged 39 or younger and two-thirds (66%) of respondents between the ages of 40 to 49 indicated it is important or extremely important to increase the diversity of the built environment based on their definition of diversity overall. Respondents aged 60 or older are more likely to indicate it is not important at all to increase the diversity of the built environment; about one-quarter (26%) of respondents aged 60 or older said it is a little important or not important at all to increase the diversity of the built environment based on their definition of diversity overall.

Q27: Based on your definition of diversity overall, how important is it to increase the diversity of the built environment? [Shown to all respondents] [Simplified]	Age (Q13) [Condensed & Simplified]				
	39 or younger	40 to 49	50 to 59	60 or older	NET
Bottom-two box	13% ↓	16%	18%	26% ↑	18%
Not important at all	4% ↓	10%	10%	16% ↑	9%
A little important	9%	7% ↓	8%	9%	8%
Somewhat important	20%	18%	19%	21%	19%
Important	33%	34%	34%	35%	34%
Extremely important	35% ↑	32% ↑	28%	18% ↓	29%
Top-two box	68% ↑	66% ↑	62%	53% ↓	63%
Column n	1648	1073	946	1229	4896

↑↓ Indicates responses that are significantly higher/lower for segment than for its complement.

Women respondents are more likely to indicate it is extremely important to increase the diversity of the built environment. Nearly four in five (79%) women respondents said it is important or extremely important to increase the diversity of the built environment based on their definition of diversity overall. More than half (56%) of men respondents said it is important or extremely important to increase the diversity of the built environment, and about one in five (21%) men respondents said it is a little important or not important at all.

Q27: Based on your definition of diversity overall, how important is it to increase the diversity of the built environment? [Shown to all respondents] [Simplified]	Gender (Q17) [Condensed, Simplified, & Abbreviated]			
	Man	Woman	Nonbinary, Gender nonconforming, and/or multiple gender options selected	NET
Bottom-two box	21% ↑	8% ↓	21%	17%
Not important at all	12% ↑	3% ↓	8%*	9%
A little important	10% ↑	5% ↓	13%	8%
Somewhat important	23% ↑	13% ↓	2%* ↓	20%
Important	34%	35%	33%	34%
Extremely important	22% ↓	44% ↑	44% ↑	29%
Top-two box	56% ↓	79% ↑	77%	63%
Column n	3355	1562	48	4976

*Fewer than five respondents

↑↓ Indicates responses that are significantly higher/lower for segment than for its complement.

Gender Columns: In the table above, the Gender columns do not overlap. The column labeled “Man” includes respondents who selected “Man” only, and the column labeled “Woman” includes respondents who selected “Woman” only. The column labeled “Nonbinary, Gender nonconforming, and/or multiple gender options selected” includes any respondents who selected “Nonbinary” (whether alone or in addition to other gender answer options), respondents who selected “Gender nonconforming” (whether alone or in addition to other gender answer options), and respondents who selected both “Man” and “Woman.” The table above is abbreviated and does not show the column of respondents who selected the write-in answer option (“Gender not listed/Prefer to self-describe”) alone or in addition to selecting only “Man”; this column is not shown because of a small sample size.

Respondents who are Hispanic and/or Latina/Latino/Latinx and respondents who are Black, African American, and/or of African descent are more likely to indicate it is extremely important to increase the diversity of the built environment based on their definition of diversity overall. More than three-quarters (76%) of respondents who are Hispanic and/or Latina/Latino/Latinx and nearly four in five (79%) respondents who are Black, African American, and/or of African descent indicated it is important or extremely important to increase the diversity of the built environment.

Q27: Based on your definition of diversity overall, how important is it to increase the diversity of the built environment? [Shown to all respondents] [Simplified]	Race and/or Ethnicity (Q18) [Condensed, Simplified, & Abbreviated]					NET
	White and/or person of European descent	Hispanic and/or Latina/Latino/ Latinx	Black, African American, and/or person of African descent	East Asian	Multiracial /Multiple ethnicities	
Bottom-two box	18% ↑	10% ↓	10%	21%	12%	17%
Not important at all	9% ↑	5%	2%* ↓	4%	6%	8%
A little important	8%	5%	8%	18% ↑	6%	8%
Somewhat important	20%	14%	11% ↓	24%	19%	20%
Important	35%	33%	26%	34%	35%	35%
Extremely important	27% ↓	43% ↑	53% ↑	20% ↓	34%	29%

Top-two box	62% ↓	76% ↑	79% ↑	55%	69%	64%
Column n	3774	223	153	154	331	4864

*Fewer than five respondents

↑↓ Indicates responses that are significantly higher/lower for segment than for its complement.

Race and/or Ethnicity Columns: In the table above, the Race/Ethnicity columns do not overlap. For example, the column labeled “Hispanic and/or Latina/Latino/Latinx” includes respondents who selected “Hispanic and/or Latina/Latino/Latinx” only. The column labeled “Multiracial/Multiple ethnicities” includes any respondents who selected “Multiracial, Biracial, and/or Multiethnic” (whether alone or in addition to other answer options) and any respondents who selected multiple race and/or ethnicity answer options (besides the write-in option). The table above is abbreviated and does not show the columns for “South Asian,” “Native American, Alaska Native, First Nations, Métis, and/or Inuit,” “Middle Eastern and/or North African,” “Southeast Asian,” or “Native Hawaiian and/or Pacific Islander” because of small sample sizes (column n < 100).

Seven in ten (70%) respondents with 10 or fewer years of experience and two-thirds (67%) of respondents with 11 to 20 years of experience in the built environment said it is important or extremely important to increase the diversity of the built environment.

Q26: Based on your definition of diversity overall, how diverse is the built environment? [Shown to all respondents] [Simplified]	Years of Experience (Q2) [Condensed & Simplified]				
	10 or fewer years	11 to 20 years	21 to 30 years	31 or more years	NET
Bottom-two box	32% ↑	33% ↑	30%	23% ↓	29%
Not diverse at all	4% ↑	4%	3%	2% ↓	3%
A little diverse	27%	29% ↑	26%	21% ↓	25%
Somewhat diverse	33% ↓	38%	41% ↑	39%	38%
Diverse	27%	22% ↓	23%	30% ↑	26%
Extremely diverse	8%	7%	6%	8%	8%
Top-two box	35%	29% ↓	30% ↓	38% ↑	33%
Column n	1447	1085	1067	1488	5087
Q27: Based on your definition of diversity overall, how important is it to increase the diversity of the built environment? [Shown to all respondents] [Simplified]	10 or fewer years	11 to 20 years	21 to 30 years	31 or more years	NET
Bottom-two box	12% ↓	16%	17%	25% ↑	18%
Not important at all	4% ↓	9%	10%	15% ↑	10%
A little important	8%	6%	7%	10% ↑	8%
Somewhat important	18%	17%	18%	23% ↑	19%
Important	34%	34%	35%	33%	34%
Extremely important	36% ↑	33% ↑	30%	18% ↓	29%
Top-two box	70% ↑	67% ↑	64%	52% ↓	63%
Column n	1457	1062	1067	1469	5055

↑↓ Indicates responses that are significantly higher/lower for segment than for its complement.

Q2: This version of Q2 was shown to all respondents except those who indicated “Fully retired” or “Unemployed and not looking for work” in Q1.

30. Among respondents who indicated the built environment is not diverse at all or a little diverse (bottom-two box) based on their definition of diversity overall, more than four in five included race (85%), ethnicity (84%), and gender (85%) in their definition of diversity. Moreover, these respondents who view the built environment as not diverse or only a little diverse are more likely to indicate it is important to increase the diversity of the built environment. Almost four in five (78%) respondents who indicated the built environment is not diverse at all or a little diverse also said it is important or extremely important to increase the diversity of the built environment.

Q19: My definition of diversity includes... [Shown to all respondents] [Simplified]	Q26: Based on your definition of diversity overall, how diverse is the built environment? [Condensed & Simplified]			
	Bottom-two box [Not diverse at all + A little diverse]	Somewhat diverse	Top-two box [Diverse + Extremely diverse]	NET
Race	85% ↑	81% ↑	62% ↓	76%
Ethnicity	84% ↑	79% ↑	62% ↓	75%
Gender	85% ↑	79% ↑	58% ↓	74%
Age	79% ↑	77% ↑	61% ↓	72%
Nationality	74% ↑	70% ↑	56% ↓	66%
Sexual orientation	74% ↑	68% ↑	47% ↓	63%
Religion	68% ↑	67% ↑	53% ↓	63%
Disability	72% ↑	66% ↑	48% ↓	62%
Socioeconomic class and/or economic situation	70% ↑	65% ↑	50% ↓	61%
Life experience	62% ↑	59%	52% ↓	58%
Professional experience	59% ↑	58%	53% ↓	57%
Language	64% ↑	59%	48% ↓	57%
Education	61% ↑	59% ↑	50% ↓	57%
Immigration and/or generation status	67% ↑	58%	45% ↓	56%
Political beliefs/affiliations	55% ↑	54% ↑	45% ↓	51%
Thought	53% ↑	51%	43% ↓	49%
Location (for example, region)	51% ↑	49%	43% ↓	48%
Body size/shape	56% ↑	49%	38% ↓	47%
Marital/relationship status	50% ↑	49% ↑	39% ↓	46%
Parental status (whether you are a parent)	50% ↑	48% ↑	38% ↓	46%
Military service/history	47% ↑	45%	39% ↓	44%
Mental health	49% ↑	45%	36% ↓	43%
Work setting	45% ↑	42%	39% ↓	42%
Employment status	45% ↑	42%	37% ↓	41%
Accent	46% ↑	42%	35% ↓	41%
Aspects, experiences, and/or demographics not listed:				
All of the above	36% ↑	33%	30% ↓	33%
None of the above	33% ↑	31%	27% ↓	30%
	0% ↓	0% ↓	4% ↑	1%
Column n	1451	1860	1590	4901

Q27: Based on your definition of diversity overall, how important is it to increase the diversity of the built environment? [Shown to all respondents] [Simplified]	Q26: Based on your definition of diversity overall, how diverse is the built environment? [Condensed & Simplified]			
	Bottom-two box [Not diverse at all + A little diverse]	Somewhat diverse	Top-two box [Diverse + Extremely diverse]	NET
Bottom-two box	9% ↓	11% ↓	31% ↑	17%
Not important at all	2% ↓	4% ↓	20% ↑	9%
A little important	7% ↓	7% ↓	11% ↑	8%
Somewhat important	13% ↓	24% ↑	21%	20%
Important	31% ↓	40% ↑	31% ↓	34%
Extremely important	48% ↑	25% ↓	17% ↓	29%
Top-two box	78% ↑	65%	48% ↓	63%
Column n	1466	1917	1641	5024

↑↓ Indicates responses that are significantly higher/lower for segment than for its complement.

Survey Findings: *Experiences in the Built Environment*

31. Nearly one-third (32%) of respondents indicated they have experienced discrimination or prejudice based on age throughout their career in the built environment. Nearly three in ten (29%) indicated they have experienced discrimination or prejudice based on gender. Nearly one in five (19%) said they have experienced discrimination or prejudice based on professional experience. Thirteen percent of respondents indicated they have experienced discrimination or prejudice based on race, and 13% indicated they have experienced discrimination or prejudice based on education. About three in ten (31%) survey respondents indicated they have not experienced discrimination or prejudice in the built environment based on any of the demographics listed in the table below.

Q28: Throughout your career in the built environment, have you experienced discrimination or prejudice based on any of the following? Please select all that apply. <i>[Shown to all respondents]</i> <i>[Simplified]</i>	Percentage
Age	32%
Gender	29%
Professional experience	19%
Race	13%
Education	13%
Ethnicity	11%
Political beliefs/affiliations	11%
Life experience	11%
Body size/shape	10%
Parental status (whether you are a parent)	9%
Socioeconomic class and/or economic situation	9%
Religion	9%
Thought	8%
Marital/relationship status	8%
Location (for example, region)	7%
Work setting	7%
Nationality	7%
Accent	6%
Employment status	6%
Language	6%
Sexual orientation	6%
Immigration and/or generation status	5%
Mental health	5%
Disability	4%
Military service/history	3%
Other, please specify:	2%
None of the above	31%
Column n	5248

Among respondents who indicated they have faced discrimination or prejudice on the basis of one of the listed demographics, nearly one-quarter (24%) indicated one demographic aspect, more than one in five (21%) indicated two demographic aspects, almost one in five (16%) indicated three demographic aspects, and more than one in ten (12%) indicated four demographic aspects.

32. Among respondents who said they have faced discrimination or prejudice based on one of the listed demographics, nearly three in five (59%) indicated they have experienced discrimination or prejudice in the area of compensation (e.g., salary/wage, bonuses, raises). Almost half experienced discrimination or prejudice in the areas of promotion (48%) and work assignments/projects (46%). One-third (33%) experienced discrimination or prejudice in the area of hiring.

Q29: Throughout your career in the built environment, have you experienced discrimination or prejudice in any of the following areas? Please select all that apply. [Shown if respondent selected any option in the previous question except "None of the above" or "Prefer not to answer"] [Simplified]	Percentage
Compensation (for example, salary/wage, bonuses, raises)	59%
Promotion	48%
Work assignments/projects	46%
Hiring	33%
Other areas, please specify:	8%
Column n	2829

Age

33. Respondents aged 50 to 59 and respondents aged 60 or older are more likely to select "None of the above" in the question on whether they have experienced discrimination or prejudice based on any of the listed areas. Among respondents who did indicate they have experienced discrimination or prejudice, respondents in their 40s and 50s are more likely to indicate they have experienced this discrimination or prejudice in the areas of compensation and promotion.

Q28: Throughout your career in the built environment, have you experienced discrimination or prejudice based on any of the following? [Shown to all respondents] [Simplified & Abbreviated]	Age (Q13) [Condensed & Simplified]				
	39 or younger	40 to 49	50 to 59	60 or older	NET
Age	32%	35%	29%	32%	32%
Gender	29%	36% ↑	31%	22% ↓	29%
Professional experience	21%	24% ↑	16% ↓	15% ↓	19%
None of the above	25% ↓	27% ↓	34% ↑	39% ↑	31%
Column n	1658	1082	971	1261	4972
Q29: Throughout your career in the built environment, have you experienced discrimination or prejudice in any of the following areas? [Simplified]	39 or younger	40 to 49	50 to 59	60 or older	NET
Compensation (for example, salary/wage, bonuses, raises)	53% ↓	66% ↑	65% ↑	57%	59%
Promotion	38% ↓	54% ↑	55% ↑	51%	48%
Work assignments/projects	45%	51% ↑	44%	45%	46%
Hiring	29% ↓	32%	34%	40% ↑	33%
Other areas, please specify:	5% ↓	8%	10%	10% ↑	8%
Column n	950	614	504	607	2675

↑↓ Indicates responses that are significantly higher/lower for segment than for its complement.

Gender

34. About two-thirds (67%) of women respondents indicated they have experienced discrimination or prejudice based on gender during their career in the built environment. Women respondents are also more likely to indicate they have experienced discrimination or prejudice in the built environment based on age (44%), professional experience (23%), parental status (18%), body size/shape (17%), and more.

Among respondents who indicated they have experienced discrimination or prejudice in the built environment, women respondents are more likely to say they experienced this in the area of compensation, with three-quarters (75%) selecting this. More than half of women respondents said they experienced discrimination or prejudice in the areas of promotion (53%) and work assignments/projects (52%).

Q28: Throughout your career in the built environment, have you experienced discrimination or prejudice based on any of the following? <i>[Shown to all respondents]</i> <i>[Simplified & Abbreviated]</i>	Gender (Q17) <i>[Condensed, Simplified, & Abbreviated]</i>			
	Man	Woman	Nonbinary, Gender nonconforming, and/or multiple gender options selected	NET
Age	27% ↓	44% ↑	29%	32%
Gender	11% ↓	67% ↑	42%	29%
Professional experience	18% ↓	23% ↑	23%	19%
Race	13%	13%	13%	13%
Education	13%	14%	21%	13%
Ethnicity	11%	13%	10%	11%
Life experience	9% ↓	14% ↑	13%	11%
Body size/shape	7% ↓	17% ↑	17%	10%
Parental status (whether you are a parent)	5% ↓	18% ↑	10%	9%
Religion	10% ↑	7% ↓	6%*	9%
Marital/relationship status	5% ↓	13% ↑	6%*	7%
Work setting	6% ↓	9% ↑	8%*	7%
Sexual orientation	6%	7%	29% ↑	6%
Mental health	4% ↓	6% ↑	8%*	5%
Military service/history	4% ↑	1% ↓	2%*	3%
None of the above	39% ↑	13% ↓	4%* ↓	31%
Column n	3374	1581	48	5014
Q29: Throughout your career in the built environment, have you experienced discrimination or prejudice in any of the following areas? <i>[Shown if respondent selected any option in Q28 except "None of the above" or "Prefer not to answer"]</i> <i>[Simplified]</i>	Man	Woman	Nonbinary, Gender nonconforming, and/or multiple genders selected	NET
Compensation (for example, salary/wage, bonuses, raises)	48% ↓	75% ↑	39% ↓	59%
Promotion	45% ↓	53% ↑	37%	48%
Work assignments/projects	42% ↓	52% ↑	50%	46%

Hiring	37% ↑	28% ↓	34%	33%
Other areas, please specify:	7%	8%	8%*	8%
Column n	1543	1141	38	2729

*Fewer than five respondents

↑↓ Indicates responses that are significantly higher/lower for segment than for its complement.

Gender Columns: In the tables above, the Gender columns do not overlap. The column labeled “Man” includes respondents who selected “Man” only, and the column labeled “Woman” includes respondents who selected “Woman” only. The column labeled “Nonbinary, Gender nonconforming, and/or multiple gender options selected” includes any respondents who selected “Nonbinary” (whether alone or in addition to other gender answer options), respondents who selected “Gender nonconforming” (whether alone or in addition to other gender answer options), and respondents who selected both “Man” and “Woman.” The table above is abbreviated and does not show the column of respondents who selected the write-in answer option (“Gender not listed/Prefer to self-describe”) alone or in addition to selecting only “Man”; this column is not shown because of a small sample size.

Race & Ethnicity

35. **More than half (55%) of respondents who are Black, African American, and/or of African descent indicated they have experienced discrimination or prejudice based on race during their career in the built environment.** Respondents who are Hispanic and/or Latina/Latino/Latinx, East Asian, and Multiracial/Multiethnic are also more likely than the complement to indicate they have experienced discrimination or prejudice based on race. These respondent segments are also more likely to indicate they have experienced discrimination or prejudice based on ethnicity.

Among respondents who indicated they have experienced discrimination or prejudice in the built environment, at least seven in ten respondents who are Hispanic and/or Latina/Latino/Latinx (70%) and who are Black, African American, and/or of African descent (72%) said they have experienced discrimination or prejudice in the area of compensation. Almost two-thirds (65%) of respondents who are Black, African American, and/or of African descent said they experienced discrimination or prejudice in the area of promotion.

Q28: Throughout your career in the built environment, have you experienced discrimination or prejudice based on any of the following? [Shown to all respondents] [Simplified & Abbreviated]	Race and/or Ethnicity (Q18) [Condensed, Simplified, & Abbreviated]					
	White and/or person of European descent	Hispanic and/or Latina/Latino/ Latinx	Black, African American, and/or person of African descent	East Asian	Multiracial /Multiple ethnicities	NET
Age	33%	28%	26%	22% ↓	42% ↑	32%
Gender	29%	34%	20%	23%	35%	29%
Professional experience	19% ↓	23%	25%	18%	27% ↑	20%
Race	8% ↓	32% ↑	55% ↑	24% ↑	24% ↑	13%
Ethnicity	6% ↓	36% ↑	37% ↑	21% ↑	27% ↑	11%
Socioeconomic class and/or economic situation	8% ↓	7%	20% ↑	10%	19% ↑	9%
Work setting	6% ↓	7%	12%	5%	15% ↑	7%
Nationality	4% ↓	22% ↑	11%	11%	14% ↑	7%
Accent	4% ↓	21% ↑	13% ↑	10%	9% ↑	6%
Employment status	5% ↓	4%	11% ↑	5%	12% ↑	6%
Language	4% ↓	17% ↑	6%	15% ↑	11% ↑	6%

Immigration and/or generation status	3% ↓	13% ↑	9%	8%	9% ↑	5%
None of the above	34% ↑	19% ↓	13% ↓	17% ↓	18% ↓	30%
Column n	3829	225	152	157	331	4910
Q29: Throughout your career in the built environment, have you experienced discrimination or prejudice in any of the following areas? [Shown if respondent selected any option in Q28 except "None of the above" or "Prefer not to answer"] [Simplified]	White and/or person of European descent	Hispanic and/or Latina/Latino/ Latinx	Black, African American, and/or person of African descent	East Asian	Multiracial /Multiple ethnicities	NET
Compensation (for example, salary/wage, bonuses, raises)	58% ↓	70% ↑	72% ↑	46% ↓	67%	60%
Promotion	47%	51%	65% ↑	45%	53%	48%
Work assignments/projects	45%	53%	57%	42%	56% ↑	46%
Hiring	31% ↓	33%	45% ↑	26%	39%	33%
Other areas, please specify:	9% ↑	5%	7%	4%*	5%	8%
Column n	1936	148	105	100	223	2663

*Fewer than five respondents

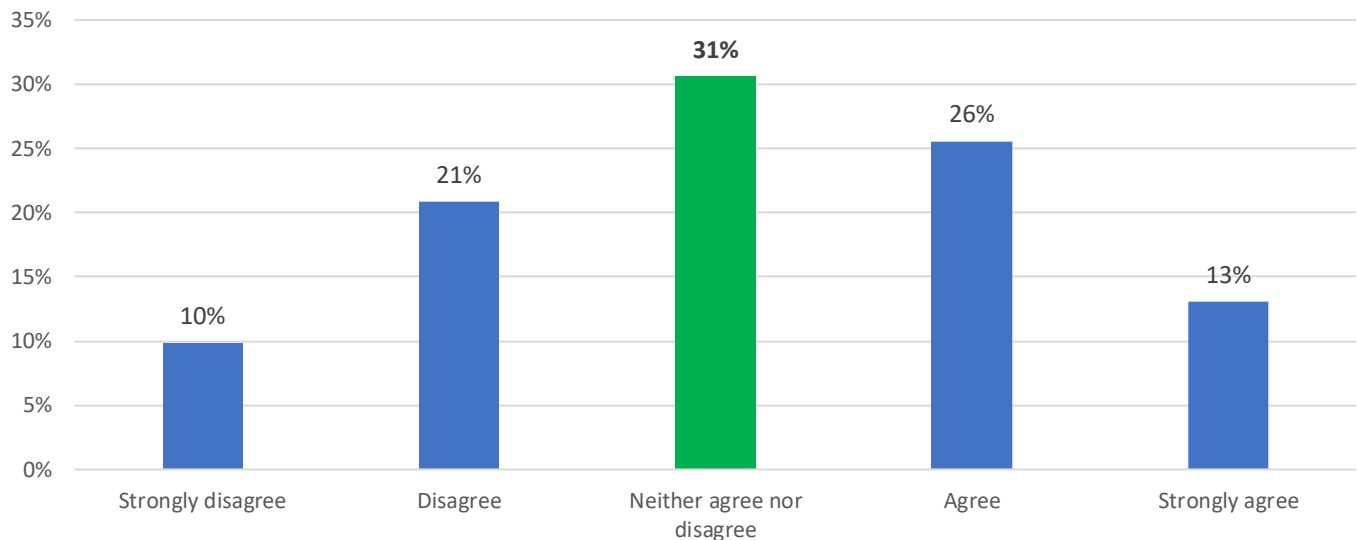
↑↓ Indicates responses that are significantly higher/lower for segment than for its complement.

Race and/or Ethnicity Columns: In the tables above, the Race/Ethnicity columns do not overlap. For example, the column labeled "Hispanic and/or Latina/Latino/Latinx" includes respondents who selected "Hispanic and/or Latina/Latino/Latinx" only. The column labeled "Multiracial/Multiple ethnicities" includes any respondents who selected "Multiracial, Biracial, and/or Multiethnic" (whether alone or in addition to other answer options) and any respondents who selected multiple race and/or ethnicity answer options (besides the write-in option). The table above is abbreviated and does not show the columns for "South Asian," "Native American, Alaska Native, First Nations, Métis, and/or Inuit," "Middle Eastern and/or North African," "Southeast Asian," or "Native Hawaiian and/or Pacific Islander" because of small sample sizes (column n < 100).

Working Harder to Be Valued Equally

36. Almost two in five (39%) respondents agreed or strongly agreed with the following statement: **“I have to work harder than others to be valued equally in the built environment.”** Almost one-third (31%) disagreed or strongly disagreed with this statement. Almost one-third (31%) indicated they neither agree nor disagree.

Q30: Please indicate your level of agreement with the following statement: I have to work harder than others to be valued equally in the built environment. [Simplified]



n = 5423

Q30 was shown to all respondents. The percentages above are recalculated based on excluding the respondents who indicated “Prefer not to answer.”

Respondents aged 39 or younger and respondents aged 40 to 49 are more likely to agree or strongly agree with the statement, “I have to work harder than others to be valued equally in the built environment.” Almost half (48%) of respondents aged 39 or younger and more than two in five (42%) respondents in their 40s indicated they agree or strongly agree with this statement. Almost two in five respondents aged 50 to 59 (37%) and respondents aged 60 or older (37%) disagreed or strongly disagreed with this statement.

Q30: Please indicate your level of agreement with the following statement: I have to work harder than others to be valued equally in the built environment [Shown to all respondents] [Simplified]	Age (Q13) [Condensed & Simplified]				
	39 or younger	40 to 49	50 to 59	60 or older	NET
Bottom-two box	24% ↓	29%	37% ↑	37% ↑	31%
Strongly disagree	6% ↓	7% ↓	13% ↑	14% ↑	10%
Disagree	18% ↓	22%	24% ↑	23%	21%
Neither agree nor disagree	28% ↓	29%	31%	35% ↑	30%
Agree	32% ↑	27%	22% ↓	19% ↓	26%
Strongly agree	16% ↑	16% ↑	10% ↓	9% ↓	13%
Top-two box	48% ↑	42% ↑	32% ↓	28% ↓	39%
Column n	1715	1133	1006	1282	5136

↑↓ Indicates responses that are significantly higher/lower for segment than for its complement.

Women respondents are more likely to indicate they have to work harder than others to be valued equally in the built environment. About three in five (61%) women respondents agreed or strongly agreed with the following statement: “I have to work harder than others to be valued equally in the built environment.”

Q30: Please indicate your level of agreement with the following statement: I have to work harder than others to be valued equally in the built environment. [Shown to all respondents] [Simplified]	Gender (Q17) [Condensed, Simplified, & Abbreviated]			
	Man	Woman	Nonbinary, Gender nonconforming, and/or multiple gender options selected	NET
Bottom-two box	38% ↑	15% ↓	8%* ↓	31%
Strongly disagree	12% ↑	5% ↓	2%*	10%
Disagree	26% ↑	10% ↓	6%* ↓	21%
Neither agree nor disagree	33% ↑	24% ↓	37%	30%
Agree	19% ↓	39% ↑	35%	26%
Strongly agree	9% ↓	22% ↑	20%	13%
Top-two box	28% ↓	61% ↑	55% ↑	39%
Column n	3485	1622	49	5166

*Fewer than five respondents

↑↓ Indicates responses that are significantly higher/lower for segment than for its complement.

Gender Columns: In the table above, the Gender columns do not overlap. The column labeled “Man” includes respondents who selected “Man” only, and the column labeled “Woman” includes respondents who selected “Woman” only. The column labeled “Nonbinary, Gender nonconforming, and/or multiple gender options selected” includes any respondents who selected “Nonbinary” (whether alone or in addition to other gender answer options), respondents who selected “Gender nonconforming” (whether alone or in addition to other gender answer options), and respondents who selected both “Man” and “Woman.” The table above is abbreviated and does not show the column of respondents who selected the write-in answer option (“Gender not listed/Prefer to self-describe”) alone or in addition to selecting only “Man”; this column is not shown because of a small sample size.

Three-quarters (76%) of respondents who are Black, African American, and/or of African descent agreed or strongly agreed they have to work harder than others to be valued equally in the built environment. More than half (54%) of respondents who are Hispanic and/or Latina/Latino/Latinx and nearly three in five (59%) respondents who are East Asian also agreed or strongly agreed with the statement, “I have to work harder than others to be valued equally in the built environment.”

Please indicate your level of agreement with the following statement: I have to work harder than others to be valued equally in the built environment. [Shown to all respondents] [Simplified]	Race and/or Ethnicity (Q18) [Condensed, Simplified, & Abbreviated]					
	White and/or person of European descent	Hispanic and/or Latina/Latino/ Latinx	Black, African American, and/or person of African descent	East Asian	Multiracial /Multiple ethnicities	NET
Bottom-two box	35% ↑	19% ↓	9% ↓	13% ↓	25% ↓	31%
Strongly disagree	10% ↑	10%	5%	6%	8%	9%
Disagree	24% ↑	9% ↓	4% ↓	6% ↓	17%	21%
Neither agree nor disagree	32% ↑	27%	15% ↓	28%	27%	30%
Agree	24% ↓	26%	31%	40% ↑	27%	26%
Strongly agree	10% ↓	28% ↑	45% ↑	19%	21% ↑	13%

Top-two box	33% ↓	54% ↑	76% ↑	59% ↑	48% ↑	39%
Column n	3923	232	157	154	344	5042

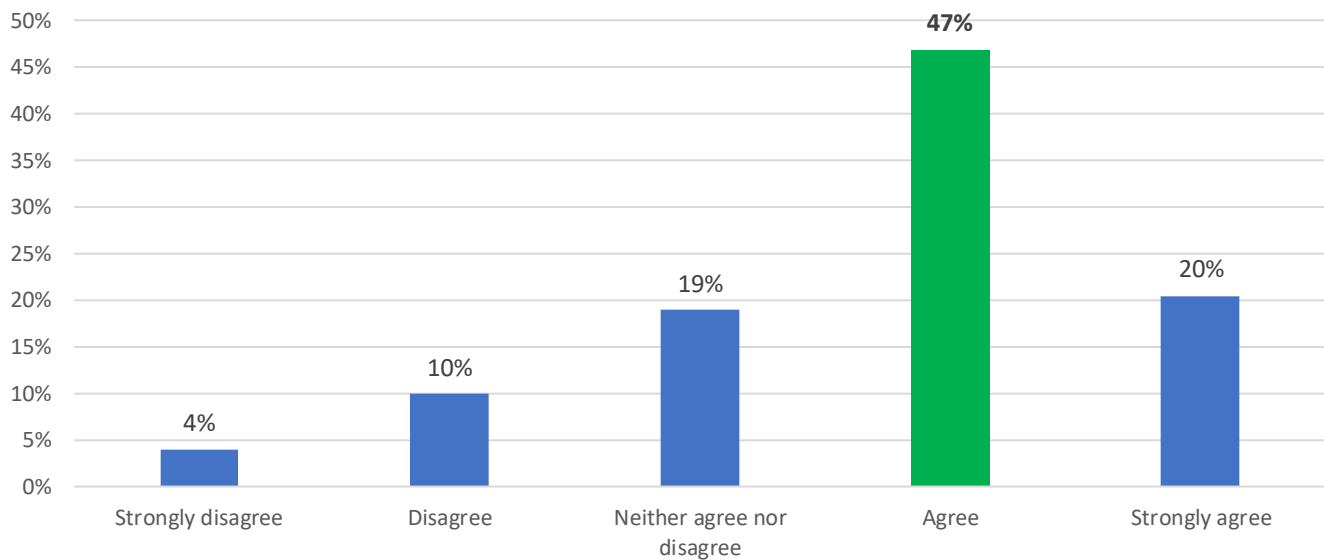
↑↓ Indicates responses that are significantly higher/lower for segment than for its complement.

Race and/or Ethnicity Columns: In the table above, the Race/Ethnicity columns do not overlap. For example, the column labeled “Hispanic and/or Latina/Latino/Latinx” includes respondents who selected “Hispanic and/or Latina/Latino/Latinx” only. The column labeled “Multiracial/Multiple ethnicities” includes any respondents who selected “Multiracial, Biracial, and/or Multiethnic” (whether alone or in addition to other answer options) and any respondents who selected multiple race and/or ethnicity answer options (besides the write-in option). The table above is abbreviated and does not show the columns for “South Asian,” “Native American, Alaska Native, First Nations, Métis, and/or Inuit,” “Middle Eastern and/or North African,” “Southeast Asian,” or “Native Hawaiian and/or Pacific Islander” because of small sample sizes (column n < 100).

Opportunities for Success

37. **More than two-thirds (67%) of respondents agreed or strongly agreed that they have opportunities for success in the built environment similar to their peers.** Nearly one in five (19%) said they neither agree nor disagree with the following statement: “I have opportunities for success in the built environment that are similar to those of my peers.” Less than one in five (14%) disagreed or strongly disagreed with this statement.

Q31: Please indicate your level of agreement with the following statement: I have opportunities for success in the built environment that are similar to those of my peers. [Simplified]



n = 5466

Q31 was shown to all respondents. The percentages above are recalculated based on excluding the respondents who indicated “Prefer not to answer.”

Recommendations on Metrics

Metrics are the quantifiable data that organizations should use to track and compare progress towards a specific goal. In most cases, organizations will establish internal goals related to the financial health, growth, and performance of the organization and will establish mission-focused goals related to the workforce or achievement of a vision. In both instances, metrics can help identify bias blind spots including representation, recruitment, retention, promotion, professional development, pay and benefits, engagement, supplier diversity, and customer diversity.

Additionally, metrics provide a standardized framework that organizations can use to measure the progress or impact of initiatives within a company, business unit, or division. Through the use of metrics, organizations can collect more insights related to DEI initiatives and key goals, and leaders can assess the direction the organization is heading and when it will reach its goals. Metrics also make it easier to determine and assess successes or challenges.

Metrics for measuring diversity, equity, inclusion, and access (DEIA) within associations/non-profits will vary based on the industry and the purpose of the initiative. The most common approach to establishing baseline metrics is to begin with data that is readily available, such as age, tenure, gender, employment status, race, and ethnicity. Avenue M recommends establishing metrics that are actionable and could possibly prompt appropriate action. Metrics should also be able to be tracked over time. Finally, we recommend considering peer comparisons when appropriate. The peer may be internal (within the organization) or external (within the built environment).

As a baseline for the organizations that participated in this study, we recommend the following metrics for consideration:

1. Current representation of underrepresented and marginalized groups in the association/non-profit and in the built environment workforce overall
2. Recruitment, to the association/non-profit and the workforce, of individuals from underrepresented and marginalized groups
3. Workforce retention with the collection of deeper demographic data including the following:
 - a. Year first entered the built environment
 - b. Gender
 - c. Age
 - d. Race and/or ethnicity
 - e. Nationality or national origin
4. Pay equity and promotion within the industry

Appendix I: 2023 Survey Instrument

Survey logic is in italicized orange text and did not appear in the electronic survey.

2023 Built Environment Workforce Survey

Thank you for participating in this important survey on the built environment workforce in the United States. **This survey is intended for anyone involved in real estate, design, construction, and/or maintenance of the U.S. built environment**—that is, human-made structures, features, and facilities viewed collectively as an environment in which people live, work, learn, and play.

The survey should take about 8 minutes. As a thank you for completing the survey, you will have an opportunity to enter a drawing for a chance to **win one of four \$150 gift cards, which will be delivered by email.**

Multiple membership organizations and associations are participating in this study, including...

- The American Association of Blacks in Energy (AABE)
- The American Institute of Architects (AIA)
- American Institute of Steel Construction, AISC
- American Society of Civil Engineers (ASCE)
- American Society of Landscape Architects
- ASHRAE
- Association of Equipment Management Professionals (AEMP)
- ASTM International
- BOMA International
- Building Talent Foundation, BTF
- Construction Management Association of America (CMAA)
- Construction Specifications Institute (CSI)
- Design-Build Institute of America
- Green Building Initiative, Inc. (GBI)
- International Code Council
- International Institute of Building Enclosure Consultants (IIBEC)
- Midwest Energy Efficiency Alliance
- National Apartment Association (NAA)
- The National Association of Hispanic Real Estate Professionals (NAHREP®)
- National Building Museum
- National Institute of Building Sciences (NIBS)
- New Buildings Institute
- Northwest Energy Efficiency Council (NEEC)
- Phius (Passive House Institute US)
- Ready Mixed Concrete Research & Education Foundation
- Royal Institution of Chartered Surveyors (RICS)
- U.S. Green Building Council (USGBC)

The purpose of this survey is to understand the experiences and demographics of people working in the built environment in the U.S. This survey does not include an exhaustive list of demographic questions or answer options, and we recognize that some of the language/terms used in this survey are evolving.

Privacy Information:

This survey is being conducted by Avenue M Group, an independent market research firm working with the National Institute of Building Sciences (NIBS) and other membership organizations in the built environment to produce this study. Your personal data will remain confidential and will not be transferred or sold to other parties not associated with the production of this study. Responses will be anonymous when collected and when shared with participating organizations, so they will not be able to personally identify you by the information you provide in this survey unless you choose to include identifying information in the open-ended responses. *[Contact information for Avenue M Group and NIBS was included in the online survey.]*

Thank you.

Disqualifying question: This survey is intended for people living in the United States. Do you live in the United States? * **[Required]**

- Yes
- No *[If respondent selected this, they were sent to the end of the survey with the message, "Sorry, this survey is intended for people living in the U.S. Thank you for your time."]*

[All respondents saw the following note] This survey includes demographic questions (for example, profession, age). Many questions include a write-in option, if needed. If you do not want to answer a particular question, please select "Prefer not to answer" instead of skipping the question.

Some phrases in the survey are underlined. By hovering your cursor over or tapping on these phrases, a small pop-up box will appear with more information.

Example. *[Information Pop-up: Definitions or additional information will appear here.]*

[Shown to all respondents]

1. Which one of the following best describes your current employment status? Please select one. *

[Required question]

- Business owner/co-owner
- Employed full-time
- Employed part-time
- Self-employed/Freelance/Independent contractor
- Student and employed/working
- Student and unemployed/not working
- Unemployed and looking for work *[If selected, respondent saw the following message:]*
Please complete the next few questions based on your most recent work position.
- Unemployed and **not** looking for work
- Partially retired (still working)
- Fully retired
- Other, please specify: *[text box]*
- Prefer not to answer

[Shown to all respondents]

2. How long *[have you worked/did you work]* in the built environment? (This includes any involvement in real estate, design, construction, and/or maintenance of the built environment — that is, human-made structures, features, and facilities viewed collectively as an environment in which people live, work, learn, and play.) *[Second phrasing shown to respondents who are Fully retired or Unemployed and not looking for work. All other respondents saw the first phrasing.]*
- Less than 1 year
 - 1 to 5 years
 - 6 to 10 years
 - 11 to 15 years
 - 16 to 20 years
 - 21 to 30 years
 - 31 to 40 years
 - 41 years or more
 - I have not worked in the built environment but plan to in the future
 - I have not worked in the built environment and do not plan to in the future → *[Sent to incentive page]*
 - Prefer not to answer

[Shown to all respondents except “Unemployed and not looking for work” and “Fully retired”]

3. Which of the following best describes your profession/field in the built environment? If you are a student, please select the field you plan to pursue after you complete training. Please select all that apply. *[Alphabetized answer options, anchoring “Profession not listed,” “Student unsure...,” and “Prefer not to answer” at the bottom]*
- Architect
 - Association Professional
 - Builder
 - Building Owner
 - Building: Other – please feel free to specify (optional): *[text box]*
 - Code Official
 - Commissioning Professional
 - Construction: Laborer
 - Construction: Manager/Supervisor
 - Construction: Other – please feel free to specify (optional): *[text box]*
 - Consultant
 - Designer
 - Developer
 - Educator
 - Energy Services Provider
 - Energy: Other – please feel free to specify (optional): *[text box]*
 - Engineer: Civil
 - Engineer: Electrical
 - Engineer: Environmental
 - Engineer: Mechanical
 - Engineer: Other – please feel free to specify (optional): *[text box]*
 - Engineer: Plumbing
 - Engineer: Structural
 - Estimator

- Facility Management and Operations Professional
- Finance, Banking, and/or Insurance Professional
- Inspector
- Interior Architect
- Landscape Architect
- Lawyer, Judge, or other Law Professional
- Manufacturer/Fabricator
- Manufacturer Representative
- Marketing Professional
- Permit Technician
- Planner
- Plans Examiner
- Program Manager
- Project Manager
- Real Estate Professional/Property Manager
- Regulation Professional/ Policymaker
- Researcher
- Sales Professional
- Specialty Trade Professional
- Specifier
- Surveyor
- Sustainability Professional
- Profession/Field not listed, please specify: *[text box]*
- Student unsure of future profession/field *[Exclusive]*
- Prefer not to answer

[Shown to all respondents except “Student and unemployed/not working,” “Unemployed and not looking for work,” and “Fully retired”]

4. Which of the following best describes your work sector? Please select all that apply. *[Alphabetized, anchoring “Other” and “Prefer not to answer” at the bottom]*
- Education (for example, K-12, University)
 - Government
 - Healthcare
 - Military
 - Nonprofit
 - Private industry or business
 - Other, please specify: *[text box]*
 - Prefer not to answer

[Q5-6 shown to all respondents except “Student and unemployed/not working,” “Unemployed and not looking for work,” and “Fully retired”]

5. Which one of the following most closely matches your position/level? Please select one.
- Entry-level Worker
 - Mid-level Worker
 - Senior-level Worker
 - Manager, Director, or Supervisor
 - Vice President or Senior Vice President
 - President or C-level Executive (for example, CEO, CIO, CTO, COO, CMO)

- Owner or Principal
- Other, please specify: *[text box]*
- Not applicable
- Prefer not to answer

6. Which best describes your primary work location? Please select all that apply.

- Rural
- Suburban
- Urban
- Prefer not to answer

[Q7-10 shown to all respondents]

7. Have you ever served in the U.S. Armed Forces, Military Reserves, or National Guard?

- Yes
- No
- Prefer not to answer

8. What is the highest level of education you have completed? Please select one.

- High school
- Some college
- Associate degree or equivalent
- Vocational degree or equivalent
- Bachelor's degree or equivalent
- Master's degree or equivalent
- Doctoral degree, medical degree, law degree, or equivalent
- Other, please specify: *[text box]*
- None of the above
- Prefer not to answer

9. Do you hold any certifications?

- Yes, please feel free to specify (optional): *[text box]*
- No
- Unsure
- Prefer not to answer

10. What is your individual annual income before tax?

- \$0 - \$24,999
- \$25,000 - \$49,999
- \$50,000 - \$74,999
- \$75,000 - \$99,999
- \$100,000 - \$149,999
- \$150,000 - \$199,999
- \$200,000 - \$299,999
- \$300,000 - \$399,999
- \$400,000 - \$499,999
- \$500,000+
- Not applicable
- Prefer not to answer

[All respondents saw the following note] The next several questions are demographic questions about you outside of your profession/work. As a reminder, responses will be anonymous and presented in the aggregate when shared with participating organizations.

[Q11-18 shown to all respondents]

11. In which state or territory do you **live**? *[Dropdown list, with “Prefer not to answer” option]*
12. In what country were you **born**? *[Dropdown list, with “Prefer not to answer” option]*
13. What year were you born? *[Dropdown list, with “Prefer not to answer” option]*
14. Do you have caregiving responsibilities for any of the following? Please select all that apply. (Caregiving responsibilities include providing help for tasks/activities or financial support.)
 - Children under 18
 - Children 18 or older
 - Parents
 - Grandchildren
 - Grandparents
 - Other relationships – please feel free to specify (optional): *[text box]*
 - None of the above
 - Prefer not to answer
15. Do you have any of the following health conditions and/or disabilities? Please select all that apply. *[Alphabetized, anchoring “Disability or health condition not listed...,” “None of the above,” and “Prefer not to answer” at the bottom]*
 - Attention-deficit/hyperactivity disorder (ADHD)
 - Autism spectrum
 - Blind, low vision, or difficulty seeing, even when wearing glasses or contact lenses
 - Chronic illness, injury, or medical condition (for example, diabetes, epilepsy)
 - Cognitive or learning disability (for example, dyslexia)
 - Deaf, hard of hearing, or difficulty hearing
 - Mental health or psychological condition
 - Physical or mobility condition that affects walking
 - Physical or mobility condition that does not affect walking
 - Speech or communication condition
 - Disability or health condition not listed/Prefer to self-describe: *[text box]*
 - None of the above
 - Prefer not to answer
16. How would you describe your sexual orientation? Please select all that apply. *[Alphabetized, anchoring “Sexual orientation not listed...” and “Prefer not to answer” at the bottom]*
 - Asexual
 - Bisexual
 - Gay
 - Heterosexual or Straight
 - Lesbian
 - Pansexual

- Queer
- Questioning
- Sexual orientation not listed/Prefer to self-describe: *[text box]*
- Prefer not to answer

17. What is your gender? Please select all that apply. (More info) *[Information Pop-up: This survey does not ask whether you identify as transgender because this can be personal or sensitive information. If you want to share this information, please feel free to use the text box after Prefer to self-describe.]*

- Woman
- Man
- Nonbinary
- Gender nonconforming
- Gender not listed/Prefer to self-describe: *[text box]*
- Prefer not to answer

18. Please indicate the racial and/or ethnic groups with which you identify. Please select all that apply. *[Alphabetized, anchoring "Race or ethnicity not listed..." and "Prefer not to answer" at the bottom]*

- Black, African American, and/or person of African descent
- East Asian (including Chinese, Japanese, Korean, Mongolian, Tibetan, and Taiwanese)
- Hispanic and/or Latina/Latino/Latinx
(more info) *[Information Pop-up: Latinx is a gender-neutral or gender-inclusive term that has recently come into use by universities, governmental institutions, and media outlets.]*
- Middle Eastern and/or North African
- Multiracial, Biracial, and/or Multiethnic
- Native American, Alaska Native, First Nations, Métis, and/or Inuit
- Native Hawaiian and/or Pacific Islander
- South Asian (including Bangladeshi, Bhutanese, Indian, Nepali, Pakistani, and Sri Lankan)
- Southeast Asian (including Burmese, Cambodian, Filipino, Hmong, Indonesian, Laotian, Malaysian, Mien, Singaporean, Thai, and Vietnamese)
- White and/or person of European descent
- Race or ethnicity not listed/Prefer to self-describe: *[text box]*
- Prefer not to answer

[Shown to all respondents]

19. Within the context of the built environment, how do you define diversity? Please select all that apply. *[Randomized, anchoring "Aspects, experiences, and/or demographics not listed," "All of the above," "Unsure," "None of the above," and "Prefer not to answer" at the bottom]*

My definition of diversity includes...

- Accent
- Age
- Body size/shape
- Disability
- Education
- Employment status
- Ethnicity
- Gender

- Immigration and/or generation status
- Language
- Life experience
- Location (for example, region)
- Marital/relationship status
- Mental health
- Military service/history
- Nationality
- Parental status (whether you are a parent)
- Political beliefs/affiliations
- Professional experience
- Race
- Religion
- Sexual orientation
- Socioeconomic class and/or economic situation
- Thought
- Work setting
- Aspects, experiences, and/or demographics not listed: *[text box]*
- All of the above
- Unsure
- None of the above
- Prefer not to answer

[Shown if respondent selected "Age," "Disability," "Ethnicity," "Gender," "Race," "Socioeconomic status," and/or "All of the above" in Q19] The question(s) below are based on the demographics you included in your definition of diversity and based on the most common definitions of diversity in a 2021 survey on the built environment workforce.

[Shown if respondent selected "Age" or "All of the above" in Q19]

20. Based on your experience working in the built environment, how diverse is the built environment in terms of **age**?

- Not diverse at all
- A little diverse
- Somewhat diverse
- Diverse
- Extremely diverse
- Unsure
- Prefer not to answer

[Shown if respondent selected "Disability" or "All of the above" in Q19]

21. Based on your experience working in the built environment, how diverse is the built environment in terms of **disability**?

- Not diverse at all
- A little diverse
- Somewhat diverse
- Diverse
- Extremely diverse
- Unsure

- Prefer not to answer

[Shown if respondent selected "Ethnicity" or "All of the above" in Q19]

22. Based on your experience working in the built environment, how diverse is the built environment in terms of **ethnicity**?

- Not diverse at all
- A little diverse
- Somewhat diverse
- Diverse
- Extremely diverse
- Unsure
- Prefer not to answer

[Shown if respondent selected "Gender" or "All of the above" in Q19]

23. Based on your experience working in the built environment, how diverse is the built environment in terms of **gender**?

- Not diverse at all
- A little diverse
- Somewhat diverse
- Diverse
- Extremely diverse
- Unsure
- Prefer not to answer

[Shown if respondent selected "Race" or "All of the above" in Q19]

24. Based on your experience working in the built environment, how diverse is the built environment in terms of **race**?

- Not diverse at all
- A little diverse
- Somewhat diverse
- Diverse
- Extremely diverse
- Unsure
- Prefer not to answer

[Shown if respondent selected "Socioeconomic class and/or economic situation" or "All of the above" in Q19]

25. Based on your experience working in the built environment, how diverse is the built environment in terms of **socioeconomic class and/or economic situation**?

- Not diverse at all
- A little diverse
- Somewhat diverse
- Diverse
- Extremely diverse
- Unsure
- Prefer not to answer

[Q26-27 shown to all respondents]

26. Based on your definition of diversity overall, how diverse is the built environment?
- Not diverse at all
 - A little diverse
 - Somewhat diverse
 - Diverse
 - Extremely diverse
 - Unsure
 - Prefer not to answer
27. Based on your definition of diversity overall, how important is it to increase the diversity of the built environment?
- Not important at all
 - A little important
 - Somewhat important
 - Important
 - Extremely important
 - Unsure
 - Prefer not to answer

[All respondents saw the following note] **The next question asks about discrimination or prejudice you may have experienced during your career in the built environment. If you are not comfortable answering the question, please select “Prefer not to answer.”**

[Shown to all respondents]

28. Throughout your career in the built environment, have you experienced discrimination or prejudice based on any of the following? Please select all that apply. *[Randomize, anchoring “Other, please specify,” “None of the above,” and “Prefer not to answer” at the bottom.]*
- Accent
 - Age
 - Body size/shape
 - Disability
 - Education
 - Employment status
 - Ethnicity
 - Gender
 - Immigration and/or generation status
 - Language
 - Life experience
 - Location (for example, region)
 - Marital/relationship status
 - Mental health
 - Military service/history
 - Nationality
 - Parental status (whether you are a parent)
 - Political beliefs/affiliations
 - Professional experience
 - Race

- Religion
- Sexual orientation
- Socioeconomic class and/or economic situation
- Thought
- Work setting
- Other, please specify: *[text box]*
- None of the above
- Prefer not to answer

[Shown if respondent selected any option in the previous question except “None of the above” or “Prefer not to answer”]

29. Throughout your career in the built environment, have you experienced discrimination or prejudice in any of the following areas? Please select all that apply. *[Randomize, anchoring “Other areas, please specify” and “Prefer not to answer” at the bottom.]*

- Hiring
- Compensation (for example, salary/wage, bonuses, raises)
- Promotion
- Work assignments/projects
- Other areas, please specify: *[text box]*
- Prefer not to answer

[Q30-31 shown to all respondents, but the order was randomized]

30. Please indicate your level of agreement with the following statement:

I have to work harder than others to be valued equally in the built environment.

- Strongly disagree
- Disagree
- Neither agree nor disagree
- Agree
- Strongly agree
- Prefer not to answer

31. Please indicate your level of agreement with the following statement:

I have opportunities for success in the built environment that are similar to those of my peers.

- Strongly disagree
- Disagree
- Neither agree nor disagree
- Agree
- Strongly agree
- Prefer not to answer

[Shown to all respondents except “Self-employed,” “Student and unemployed/not working,” “Unemployed and looking for work,” “Unemployed and not looking for work,” and “Fully retired”]

32. Does the organization where you work have a diversity, equity, and inclusion (DEI) or equivalent program or initiative?
- Yes, we have a program or initiative dedicated to DEI.
 - No, we don’t have a formal program or initiative, but we do have policies related to DEI.
 - No, our organization does not have any programs, initiatives, or policies related to DEI.
 - I don’t know/Unsure.
 - Not applicable
 - Prefer not to answer

[Q33-34 shown to all respondents]

33. Please indicate in which professional organizations (if any) you **currently hold membership**. Please select all that apply. *[Alphabetize list (not counting “the”), anchoring “None of the above,” and “Prefer not to answer” at the bottom]*

- The American Association of Blacks in Energy (AABE)
- The American Institute of Architects (AIA)
- American Institute of Steel Construction, AISC
- American Society of Civil Engineers (ASCE)
- American Society of Landscape Architects
- ASHRAE
- Association of Equipment Management Professionals (AEMP)
- ASTM International
- BOMA International
- Building Talent Foundation, BTF
- Construction Management Association of America (CMAA)
- Construction Specifications Institute (CSI)
- Design-Build Institute of America
- Green Building Initiative, Inc. (GBI)
- International Code Council
- International Institute of Building Enclosure Consultants (IIBEC)
- Midwest Energy Efficiency Alliance
- National Apartment Association (NAA)
- The National Association of Hispanic Real Estate Professionals (NAHREP®)
- National Building Museum
- National Institute of Building Sciences (NIBS)
- New Buildings Institute
- Northwest Energy Efficiency Council (NEEC)
- Phius (Passive House Institute US)
- Ready Mixed Concrete Research & Education Foundation
- Royal Institution of Chartered Surveyors (RICS)
- U.S. Green Building Council (USGBC)
- None of the above
- Prefer not to answer

34. Do you have any additional comments that you were not able to convey throughout this survey?
[Open-ended]

If you would like to participate in the drawing, please provide your name and email address below for the opportunity to win one of four \$150 gift cards, which will be delivered by email. Winners of the drawing will be able to choose from a list of retailers for their gift card.

Your name and email address will not be used for any identification, classification, or reporting purposes. This section is designed solely for the purpose of entering you in the drawing for a gift card. The National Institute of Building Sciences (NIBS) will fulfill the gift cards using the service Giftogram.

Name:

Email:

[Submit Button]

Appendix II: Comparison to 2021 Survey

This Appendix presents the overall results from the 2023 Survey alongside the overall results from the 2021 Survey. This section only includes the questions in both the 2023 and 2021 Surveys. The question numbering and survey logic are based on the 2023 Survey, with differences from the 2021 Survey noted.

[Shown to all respondents]

1. Which one of the following best describes your current employment status? Please select one. *

[Required question]

	2021 Survey (Q1)	2023 Survey
Employed full-time	71%	73%
Business owner/co-owner <i>[2021 version: Business owner]</i>	14%	14%
Self-employed/Freelance/Independent contractor	4%	4%
Partially retired (still working)	3%	2%
Employed part-time	2%	2%
Fully retired	2%	2%
Student and employed/working	1%	1%
Student and unemployed/not working	1%	1%
Unemployed and looking for work	1%	1%
Unemployed and not looking for work	0%	0%
Other, please specify:	1%	0%
Prefer not to answer	1%	0%
Column n	11473	6593

[Shown to all respondents]

2. How long *[have you worked/did you work]* in the built environment? (This includes any involvement in real estate, design, construction, and/or maintenance of the built environment — that is, human-made structures, features, and facilities viewed collectively as an environment in which people live, work, learn, and play.) *[Second phrasing shown to respondents who are Fully retired or Unemployed and not looking for work. All other respondents saw the first phrasing.]*

<i>First Phrasing</i>	2021 Survey (Q2)	2023 Survey
Less than 1 year	1%	2%
1 to 5 years	9%	11%
6 to 10 years	10%	14%
11 to 15 years	10%	10%
16 to 20 years	11%	11%
21 to 30 years	23%	21%
31 to 40 years	21%	17%
41 years or more	14%	13%
I have not worked in the built environment but plan to in the future	1%	0%

I have not worked in the built environment and do not plan to in the future	1%	1%
Prefer not to answer	1%	0%
Column n	11027	6369
<i>Second Phrasing</i>	2021 Survey (Q2)	2023 Survey
Less than 1 year	0%*	0%*
1 to 5 years	1%*	2%*
6 to 10 years	3%	3%*
11 to 15 years	1%*	2%*
16 to 20 years	2%	1%*
21 to 30 years	7%	9%
31 to 40 years	29%	29%
41 years or more	54%	53%
I have not worked in the built environment but plan to in the future	0%*	0%*
I have not worked in the built environment and do not plan to in the future	1%*	1%*
Prefer not to answer	1%*	0%*
Column n	287	133

*Fewer than five respondents

[Shown to all respondents except “Unemployed and not looking for work” and “Fully retired”]

- Which of the following best describes your profession/field in the built environment? If you are a student, please select the field you plan to pursue after you complete training. Please select all that apply. [Alphabetized answer options, anchoring “Profession not listed,” “Student unsure...,” and “Prefer not to answer” at the bottom]

	2021 Survey (Q3)	2023 Survey
Architect	25%	20%
Association Professional	n/a	4%
Builder	6%	7%
Building Owner	4%	4%
Building: Other – please feel free to specify (optional):	n/a	1%
Code Official	12%	1%
Commissioning Professional	n/a	3%
Construction: Laborer	1%	3%
Construction: Manager/Supervisor	8%	10%
Construction: Other – please feel free to specify (optional):	n/a	3%
Consultant	14%	14%
Designer	9%	9%
Developer	2%	2%
Educator	See “Researcher”	4%
Energy Services Provider	2%	2%
Energy: Other – please feel free to specify (optional):	n/a	1%
Engineer: Civil	7%	8%

Engineer: Electrical	1%	2%
Engineer: Environmental	1%	2%
Engineer: Mechanical	13%	12%
Engineer: Other – please feel free to specify (optional): <i>[2021 version: Engineer: Other]</i>	2%	3%
Engineer: Plumbing	2%	3%
Engineer: Structural	3%	10%
Estimator	3%	3%
Facility Management and Operations Professional	5%	4%
Finance, Banking, and/or Insurance Professional	0%	1%
Inspector	<i>n/a</i>	3%
Interior Architect	2%	2%
Landscape Architect	<i>n/a</i>	1%
Lawyer, Judge, or other Law Professional	0%	1%
Manufacturer Representative	<i>n/a</i>	3%
Manufacturer/Fabricator	4%	4%
Marketing Professional	<i>n/a</i>	2%
Permit Technician	<i>n/a</i>	0%
Planner	2%	1%
Plans Examiner	<i>n/a</i>	1%
Program Manager	<i>n/a</i>	3%
Project Manager	13%	11%
Real Estate Professional/Property Manager	10%	9%
Regulation Professional/Policy maker	1%	1%
Researcher <i>[2021 version: Research/Educator]</i>	3%	3%
Sales Professional	<i>n/a</i>	4%
Specialty Trade Professional	3%	1%
Specifier	4%	4%
Surveyor	0%	0%
Sustainability Professional	<i>n/a</i>	5%
Profession/Field not listed, please specify:	7%	3%
Student unsure of future profession/field	0%	0%
Prefer not to answer	0%	0%
Column n	10756	6241

[Shown to all respondents except “Student and unemployed/not working,” “Unemployed and not looking for work,” and “Fully retired”]

4. Which of the following best describes your work sector? Please select all that apply. *[Alphabetized, anchoring “Other” and “Prefer not to answer” at the bottom]*

<i>In the 2021 Survey, this question was single select.</i>	2021 Survey (Q4)	2023 Survey
Private industry or business	63%	67%
Government	23%	32%
Education (for example, K-12, University)	<i>n/a</i>	30%
Healthcare	<i>n/a</i>	23%
Nonprofit	4%	13%
Military	1%	11%
Other, please specify:	8%	10%
Prefer not to answer	1%	1%
Column n	9892	6073

[Q5 shown to all respondents except “Student and unemployed/not working,” “Unemployed and not looking for work,” and “Fully retired”]

5. Which one of the following most closely matches your position/level? Please select one.

	2021 Survey (Q5)	2023 Survey
Manager, Director, or Supervisor <i>[2021 version: Manager/Director]</i>	42%	33%
Senior-level Worker	<i>n/a</i>	20%
Mid-level Worker	24%	16%
Owner or Principal	<i>n/a</i>	14%
Vice President or Senior Vice President <i>[2021 version: Vice President/Senior Vice President]</i>	8%	7%
Entry-level Worker	4%	5%
President or C-level Executive (for example, CEO, CIO, CTO, COO, CMO) <i>[2021 version: President or C-level Executive (e.g., CEO, CIO, CTO, COO, CMO)]</i>	14%	4%
Other, please specify:	6%	1%
Not applicable	1%	0%
Prefer not to answer	1%	0%
Column n	9939	5857

[Q6 shown to all respondents except “Student and unemployed/not working,” “Unemployed and not looking for work,” and “Fully retired”]

6. Which best describes your primary work location? Please select all that apply. *[This question was not included in the 2021 Survey]*

[Q7-10 shown to all respondents]

7. Have you ever served in the U.S. Armed Forces, Military Reserves, or National Guard?

	2021 Survey (Q6)	2023 Survey
No	90%	87%
Yes	8%	12%
Prefer not to answer	1%	1%
Column n	10259	5885

8. What is the highest level of education you have completed? Please select one.

	2021 Survey (Q7)	2023 Survey
Bachelor’s degree or equivalent	46%	43%
Master’s degree or equivalent	31%	31%
Some college	<i>n/a</i>	8%
Associate degree or equivalent	8%	6%
Vocational degree or equivalent	3%	4%
Doctoral degree, medical degree, law degree, or equivalent	3%	4%
High school	7%	2%
Other, please specify:	1%	1%
None of the above	0%	0%*
Prefer not to answer	1%	1%
Column n	10353	5941

**Fewer than five respondents*

9. Do you hold any certifications?

	2021 Survey (Q8)	2023 Survey
Yes, please feel free to specify (optional): <i>[2021 version: Yes, please specify:]</i>	72%	67%
No	20%	24%
Unsure	3%	4%
Prefer not to answer	5%	4%
<i>n =</i>	10315	5874

10. What is your individual annual income before tax?

	2021 Survey (Q12)	2023 Survey
\$0 - \$24,999	1%	1%
\$25,000 - \$49,999	4%	3%
\$50,000 - \$74,999	15%	12%
\$75,000 - \$99,999	20%	17%
\$100,000 - \$149,999	26%	29%
\$150,000 - \$199,999	10%	14%
\$200,000 - \$299,999	6%	8%
\$300,000 - \$399,999	2%	2%
\$400,000 - \$499,999	1%	1%
\$500,000+	1%	2%
Not applicable	1%	1%
Prefer not to answer	15%	11%
Column n	10435	5915

[Q11-18 shown to all respondents]

11. In which state or territory do you live? *[Dropdown list, with “Prefer not to answer” option]*

States selected by 5% or more respondents in both 2023 and 2021	2021 Survey (Q9)	2023 Survey
California	12%	10%
Texas	7%	7%
Washington	5%	6%
New York	5%	5%
Prefer not to answer	0%	0%
Column n	10412	5968

12. In what country were you born? *[Dropdown list, with “Prefer not to answer” option]*

	2021 Survey (Q10)	2023 Survey
United States	89%	86%
International (net)	10%	13%
Prefer not to answer	1%	0%
Column n	10357	5941

13. What year were you born? *[Dropdown list, with “Prefer not to answer” option]*

	2021 Survey (Q11)	2023 Survey
24 or younger	1%	2%
25 to 34	13%	18%
35 to 44	18%	23%
45 to 54	21%	20%
55 to 64	25%	20%
65 or older	18%	15%
Prefer not to answer	3%	2%
Column n	9954	5757

14. Do you have caregiving responsibilities for any of the following? Please select all that apply. (Caregiving responsibilities include providing help for tasks/activities or financial support.) *[This question was not included in the 2021 Survey]*

15. Do you have any of the following health conditions and/or disabilities? Please select all that apply. *[Alphabetized, anchoring “Disability or health condition not listed...,” “None of the above,” and “Prefer not to answer” at the bottom]*

2021 Question Phrasing: “Do you have any of the following disabilities? Please select all that apply.”	2021 Survey (Q13)	2023 Survey
Chronic illness, injury, or medical condition (for example, diabetes, epilepsy) <i>[2021 version: Chronic Illness/Medical Condition]</i>	3%	8%
<i>[2021 answer option combined with answer option above in 2023: Acquired/Traumatic Brain Injury]</i>	0%	n/a
Attention-deficit/hyperactivity disorder (ADHD) <i>[2021 version: Attention Deficit/Hyperactivity Disorder]</i>	2%	5%
Mental health or psychological condition <i>[2021 version: Mental Health/Psychological Condition]</i>	2%	5%
Deaf, hard of hearing, or difficulty hearing <i>[2021 version: Deaf/Hard of Hearing]</i>	3%	4%
Blind, low vision, or difficulty seeing, even when wearing glasses or contact lenses <i>[2021 version: Blind/Low Vision]</i>	0%	2%
Physical or mobility condition that affects walking <i>[2021 version: Physical/Mobility condition that affects walking]</i>	2%	2%
Cognitive or learning disability (for example, dyslexia) <i>[2021 version: Cognitive or Learning Disability]</i>	0%	2%
Physical or mobility condition that does not affect walking <i>[2021 version: Physical/Mobility condition that does not affect walking]</i>	1%	2%
Autism spectrum <i>[2021 version: Autism Spectrum]</i>	0%	1%
Speech or communication condition <i>[2021 version: Speech/Communication Condition]</i>	0%	1%
Disability or health condition not listed/Prefer to self-describe:	1%	2%

<i>[2021 version: Disability not listed/Prefer to self-describe]</i>		
None of the above	81%	68%
Prefer not to answer	6%	7%
Column n	9795	5778

16. How would you describe your sexual orientation? Please select all that apply. *[Alphabetized, anchoring “Sexual orientation not listed...” and “Prefer not to answer” at the bottom]*

	2021 Survey (Q14)	2023 Survey
Heterosexual or Straight <i>[2021 version: Heterosexual]</i>	75%	79%
Asexual	4%	3%
Bisexual	2%	3%
Gay	2%	2%
Queer	0%	1%
Lesbian	1%	1%
Pansexual	0%	1%
Questioning	0%	0%
Sexual orientation not listed/Prefer to self-describe:	1%	1%
Prefer not to answer	16%	12%
Column n	9998	5858

17. What is your gender? Please select all that apply. (More info) *[Information Pop-up: This survey does not ask whether you identify as transgender because this can be personal or sensitive information. If you want to share this information, please feel free to use the text box after Prefer to self-describe.]*

<i>2021 Question Phrasing: How would you describe your gender identity? Please select all that apply.</i>	2021 Survey (Q15)	2023 Survey
Man	65%	65%
Woman	28%	30%
Nonbinary	0%	0%
Gender nonconforming	0%	0%
Gender not listed/Prefer to self-describe: <i>[2021 version: Gender identity not listed/Prefer to self-describe:]</i>	0%	0%
Prefer not to answer	6%	4%
Column n	10007	5855

18. Please indicate the racial and/or ethnic groups with which you identify. Please select all that apply. *[Alphabetized, anchoring “Race or ethnicity not listed...” and “Prefer not to answer” at the bottom]*

	2021 Survey (Q16)	2023 Survey
White and/or person of European descent <i>[2021 version: White]</i>	77%	77%
Hispanic and/or Latina/Latino/Latinx <i>[2021 version: Hispanic or Latina/Latino/Latinx]</i>	5%	7%
Black, African American, and/or person of African descent <i>[2021 version: Black or African American]</i>	3%	4%
East Asian (including Chinese, Japanese, Korean, Mongolian, Tibetan, and Taiwanese)	3%	4%
Native American, Alaska Native, First Nations, Métis, and/or Inuit <i>[2021 version: Native American, Alaskan Native, or First Nations]</i>	1%	3%
Multiracial, Biracial, and/or Multiethnic	<i>n/a</i>	2%
South Asian (including Bangladeshi, Bhutanese, Indian, Nepali, Pakistani, and Sri Lankan)	1%	2%
Middle Eastern and/or North African <i>[2021 version: Middle Eastern or North African]</i>	1%	1%
Southeast Asian (including Burmese, Cambodian, Filipino, Hmong, Indonesian, Laotian, Malaysian, Mien, Singaporean, Thai, and Vietnamese)	1%	1%
Native Hawaiian and/or Pacific Islander <i>[2021 version: Native Hawaiian or Pacific Islander]</i>	0%	1%
Race or ethnicity not listed/Prefer to self-describe:	3%	1%
Prefer not to answer	8%	6%
Column n	10017	5881

[Shown to all respondents]

19. Within the context of the built environment, how do you define diversity? Please select all that apply. *[Randomized, anchoring “Aspects, experiences, and/or demographics not listed,” “All of the above,” “Unsure,” “None of the above,” and “Prefer not to answer” at the bottom]*

My definition of diversity includes...

2021 Question Phrasing: Within the context of the built environment, how do you define diversity? Please select all that apply. Diversity of...	2021 Survey (Q18)	2023 Survey
Race	70%	68%
Ethnicity	68%	67%
Gender <i>[2021 version: Gender identity]</i>	57%	67%
<i>[2021 answer option not included in 2023: Gender expression]</i>	47%	<i>n/a</i>
Age	69%	65%
Nationality	59%	60%
Sexual orientation	55%	57%
Religion	55%	56%

Disability	58%	56%
Socioeconomic class and/or economic situation	58%	55%
Life experience <i>[2021 version: Life experiences]</i>	53%	52%
Professional experience <i>[2021 version: Professional experiences]</i>	55%	51%
Language	<i>n/a</i>	51%
Education	54%	51%
Immigration and/or generation status <i>[2021 version: Immigration/generation status]</i>	48%	51%
Political beliefs/affiliations	47%	47%
Thought	46%	44%
Location (for example, region) <i>[2021 version: Location (e.g., region)]</i>	47%	43%
Body size/shape	44%	43%
Marital/relationship status	42%	42%
Parental status (whether you are a parent)	<i>n/a</i>	41%
Military service/history	40%	40%
Mental health	39%	39%
Work setting	42%	38%
Employment status	38%	37%
Accent	<i>n/a</i>	37%
Aspects, experiences, and/or demographics not listed:	32%	30%
All of the above	29%	28%
Unsure	3%	2%
None of the above	2%	2%
Prefer not to answer	5%	7%
Column n	9767	5809

Questions 20 – 25 were not included in the 2021 Survey.

[Shown if respondent selected “Age” or “All of the above” in Q19]

20. Based on your experience working in the built environment, how diverse is the built environment in terms of **age**?

[Shown if respondent selected “Disability” or “All of the above” in Q19]

21. Based on your experience working in the built environment, how diverse is the built environment in terms of **disability**?

[Shown if respondent selected “Ethnicity” or “All of the above” in Q19]

22. Based on your experience working in the built environment, how diverse is the built environment in terms of **ethnicity**?

[Shown if respondent selected “Gender” or “All of the above” in Q19]

23. Based on your experience working in the built environment, how diverse is the built environment in terms of **gender**?

[Shown if respondent selected “Race” or “All of the above” in Q19]

24. Based on your experience working in the built environment, how diverse is the built environment in terms of **race**?

[Shown if respondent selected “Socioeconomic class and/or economic situation” or “All of the above” in Q19]

25. Based on your experience working in the built environment, how diverse is the built environment in terms of **socioeconomic class and/or economic situation**?

[Q26-27 shown to all respondents]

26. Based on your definition of diversity overall, how diverse is the built environment?

<i>2021 Question Phrasing: Based on your definition of diversity, how diverse is the built environment?</i>	2021 Survey (Q19)	2023 Survey
Bottom-two box	29%	27%
Not diverse at all	5%	3%
A little diverse	24%	24%
Somewhat diverse	34%	35%
Diverse	21%	24%
Extremely diverse	8%	7%
Top-two box	29%	32%
Unsure	5%	3%
Prefer not to answer	3%	3%
Column n	9610	5555

27. Based on your definition of diversity overall, how important is it to increase the diversity of the built environment?

<i>2021 Question Phrasing: Based on your definition of diversity, how important is it to increase the diversity of the built environment?</i>	2021 Survey (Q20)	2023 Survey
Bottom-two box	17%	17%
Not important at all	10%	9%
A little important	7%	8%
Somewhat important	16%	18%
Important	33%	32%
Extremely important	28%	27%
Top-two box	60%	59%
Unsure	4%	3%
Prefer not to answer	3%	3%
Column n	9631	5525

[Shown to all respondents]

28. Throughout your career in the built environment, have you experienced discrimination or prejudice based on any of the following? Please select all that apply. *[Randomize, anchoring “Other, please specify,” “None of the above,” and “Prefer not to answer” at the bottom.]*

<i>2021 Question Phrasing: In general, have you experienced discrimination or prejudice in the built environment based on the following? Please select all that apply.</i>	2021 Survey (Q21)	2023 Survey
Age	28%	30%
Gender <i>[2021 version: Gender (including gender identity and/or gender expression)]</i>	27%	27%
Professional experience	<i>n/a</i>	18%
Race <i>[2021 version: Race and/or ethnicity]</i>	16%	13%
Education	11%	12%
Ethnicity <i>[2021 version: Race and/or ethnicity]</i>	<i>see row for "Race"</i>	11%
Political beliefs/affiliations	<i>n/a</i>	10%
Life experience	<i>n/a</i>	10%
Body size/shape	11%	10%
Parental status (whether you are a parent)	<i>n/a</i>	9%
Socioeconomic class and/or economic situation	9%	8%
Religion	7%	8%
Thought	<i>n/a</i>	8%
Marital/relationship status <i>[2021 version: Marital status]</i>	6%	7%
Location (for example, region)	<i>n/a</i>	7%
Work setting	<i>n/a</i>	7%
Nationality <i>[2021 version: Nationality or national origin]</i>	8%	6%
Accent	<i>n/a</i>	6%
Employment status	<i>n/a</i>	6%
Language	<i>n/a</i>	6%
Sexual orientation	5%	6%
Immigration and/or generation status	<i>n/a</i>	5%
Mental health	<i>n/a</i>	5%
Disability	5%	4%
Military service/history <i>[2021 version: Military service or veteran status]</i>	2%	3%
Other, please specify: <i>[2021 version: Demographics not listed, please specify:]</i>	3%	2%
None of the above	40%	29%
Prefer not to answer	6%	6%
Column n	9558	5583

[Shown if respondent selected any option in the previous question except “None of the above” or “Prefer not to answer”]

29. Throughout your career in the built environment, have you experienced discrimination or prejudice in any of the following areas? Please select all that apply. *[Randomize, anchoring “Other areas, please specify” and “Prefer not to answer” at the bottom.]*

[Q29 in the 2023 Survey is not tailored to the specific answer selections in the previous question. In the 2021 Survey, the equivalent question was tailored to the specific answer selections in the previous question.]

[Q30-31 shown to all respondents, but the order was randomized]

30. Please indicate your level of agreement with the following statement:

I have to work harder than others to be valued equally in the built environment.

	2021 Survey (Q23)	2023 Survey
Bottom-two box	32%	30%
Strongly disagree	11%	10%
Disagree	21%	20%
Neither agree nor disagree	31%	30%
Agree	23%	25%
Strongly agree	12%	13%
Top-two box	34%	38%
Prefer not to answer	3%	2%
Column n	4693	5529

[Please note, in the 2021 Survey, the agreement statement questions were part of an A/B split, so only half of respondents saw the question above.]

31. Please indicate your level of agreement with the following statement:

I have opportunities for success in the built environment that are similar to those of my peers.

	2021 Survey (Q24)	2023 Survey
Bottom-two box	16%	14%
Strongly disagree	7%	4%
Disagree	10%	10%
Neither agree nor disagree	14%	19%
Agree	45%	46%
Strongly agree	23%	20%
Top-two box	68%	66%
Prefer not to answer	2%	1%
Column n	4759	5538

[Please note, in the 2021 Survey, the agreement statement questions were part of an A/B split, so only half of respondents saw the question above.]

[Shown to all respondents except “Self-employed,” “Student and unemployed/not working,” “Unemployed and looking for work,” “Unemployed and not looking for work,” and “Fully retired”]

32. Does the organization where you work have a diversity, equity, and inclusion (DEI) or equivalent program or initiative?

<i>2021 Question Phrasing and Survey Logic: Does the company where you work have a diversity, equity, and inclusion (DEI) or equivalent program or initiative? [Shown to all respondents except respondents who indicated “Student and unemployed/not working,” “Unemployed and looking for work,” “Unemployed and not looking for work,” and “Fully retired” in Q1]</i>	2021 Survey (Q25)	2023 Survey
Yes, we have a program or initiative dedicated to DEI	43%	48%
No, we don’t have a formal program or initiative, but we do have policies related to DEI	19%	17%
No, our organization does not have any programs, initiatives, or policies related to DEI <i>[2021 version: No, our company does not have any programs, initiatives, or policies related to DEI]</i>	16%	14%
I don’t know/Unsure	16%	14%
Not applicable	n/a	6%
Prefer not to answer	6%	3%
Column n	8870	5074

[Q33 shown to all respondents]

33. Please indicate in which professional organizations (if any) you **currently hold membership**. Please select all that apply. *[Alphabetize list (not counting “the”), anchoring “None of the above,” and “Prefer not to answer” at the bottom]*

	2021 Survey (Q26)	2023 Survey
The American Institute of Architects (AIA) <i>[2021 version: American Institute of Architects (AIA)]</i>	24%	20%
ASHRAE	18%	17%
U.S. Green Building Council (USGBC)	18%	16%
American Society of Civil Engineers (ASCE)	8%	13%
Construction Specifications Institute (CSI)	10%	11%
American Institute of Steel Construction, AISC	n/a	10%
Design-Build Institute of America	9%	7%
ASTM International	n/a	6%
National Apartment Association (NAA)	n/a	6%
International Code Council <i>[2021 version: International Code Council (ICC)]</i>	17%	5%
Construction Management Association of America (CMAA)	2%	5%
International Institute of Building Enclosure Consultants (IIBEC)	3%	4%
Green Building Initiative, Inc. (GBI) <i>[2021 version: Green Building Initiative (GBI)]</i>	3%	4%

BOMA International <i>[2021 version: Building Owners and Managers Association International (BOMA International)]</i>	7%	4%
Phius (Passive House Institute US)	n/a	3%
National Institute of Building Sciences (NIBS)	2%	2%
American Society of Landscape Architects	n/a	2%
Association of Equipment Management Professionals (AEMP)	n/a	2%
The American Association of Blacks in Energy (AABE)	n/a	2%
The National Association of Hispanic Real Estate Professionals (NAHREP®)	n/a	1%
Ready Mixed Concrete Research & Education Foundation <i>[2021 version: RMC Research & Education Foundation]</i>	0%	1%
National Building Museum	n/a	1%
Building Talent Foundation, BTF	n/a	1%
Northwest Energy Efficiency Council (NEEC)	n/a	1%
Midwest Energy Efficiency Alliance	n/a	1%
New Buildings Institute <i>[2021 version: New Buildings Institute (NBI)]</i>	1%	1%
Royal Institution of Chartered Surveyors (RICS)	n/a	0%
<i>[Organization partnered in 2021: Institute of Real Estate Management (IREM®)]</i>	8%	n/a
<i>[Organization partnered in 2021: Energy & Environmental Building Alliance (EEBA)]</i>	1%	n/a
<i>[Organization partnered in 2021: Regional Hispanic Contractors Association (RHCA)]</i>	0%	n/a
None of the above	10%	11%
Prefer not to answer	3%	3%
Column n	9220	5123

Appendix III: Partnering Organizations

All partnering organizations, as well as the two additional organizations that agreed to distribute the survey, received a generic link specific to their organization. The following table shows the percentage of U.S. survey respondents that started the survey through each organization’s survey link. For example, 14% of respondents entered the survey through a link specific to ASHRAE.

Organizations that Distributed the Survey	Percentage of Respondents
ASHRAE	14%
Construction Specifications Institute (CSI)	10%
American Institute of Steel Construction, AISC	9%
National Apartment Association (NAA)	9%
Design-Build Institute of America	8%
The American Institute of Architects (AIA)	7%
New Buildings Institute	7%
ASTM International	5%
International Institute of Building Enclosure Consultants (IIBEC)	4%
Association of Equipment Management Professionals (AEMP)	5%
Phius (Passive House Institute US)	4%
U.S. Green Building Council (USGBC)	3%
American Society of Civil Engineers (ASCE)	3%
BOMA International	2%
Construction Management Association of America (CMAA)	2%
The National Association of Hispanic Real Estate Professionals (NAHREP®)	1%
National Institute of Building Sciences (NIBS)	1%
Green Building Initiative, Inc. (GBI)	1%
Northwest Energy Efficiency Council (NEEC)	1%
Midwest Energy Efficiency Alliance	1%
International Code Council	1%
Ready Mixed Concrete Research & Education Foundation	1%
The American Association of Blacks in Energy (AABE)	0%
Carbon Leadership Forum (CLF)	0%
National Building Museum	0%
Royal Institution of Chartered Surveyors (RICS)	0%
Building Talent Foundation, BTF	0%
Column n	6672

Appendix IV: Statistical Method

Avenue M uses the statistical software Q to conduct the cross-tabulations on the survey results. A t-test analysis was applied to determine statistically significant differences between the means of two segments. The overall significance level is 0.05—in other words, there is a 5% probability of rejecting the null hypothesis (i.e., assuming there is a difference) when the null hypothesis is true (i.e., there is not a difference). This overall significance level is recommended for market research.

The screenshot shows the 'Project Options' dialog box with the 'Statistical Assumptions' tab selected. The overall significance level is set to 0.050000. The 'Significance levels and appearance' table is visible, showing cutoff p-values, arrow lengths, font size multipliers, and positive/negative colors. The 'Cell comparisons' section shows 'Multiple comparison correction' set to 'False Discovery Rate (FDR)'. The 'Overlaps' section has 'Recycle column letters' checked.

Cutoff p-value	Arrow length	Font size multiplier	Positive color	Negative color	Column letters
0.5	1.01	0.67	Blue	Red	a,b,c,d,e,f,g,h,i,j,k...
0.2	1.28	1.28	Blue	Red	a,b,c,d,e,f,g,h,i,j,k...
0.1	1.64	1.64	Blue	Red	a,b,c,d,e,f,g,h,i,j,k...
0.05	1.96	1.96	Blue	Red	a,b,c,d,e,f,g,h,i,j,k...
0.01	2.58	2.58	Blue	Red	a,b,c,d,e,f,g,h,i,j,k...
0.005	2.81	2.81	Blue	Red	a,b,c,d,e,f,g,h,i,j,k...
0.001	3.29	3.29	Blue	Red	A,B,C,D,E,F,G,H,I...
0.0001	3.89	3.89	Blue	Red	A,B,C,D,E,F,G,H,I...
1E-05	4.42	4.42	Blue	Red	A,B,C,D,E,F,G,H,I...



1090 Vermont Avenue, NW, Suite 700
Washington, DC 20005
Phone: 202-289-7800
www.nibs.org