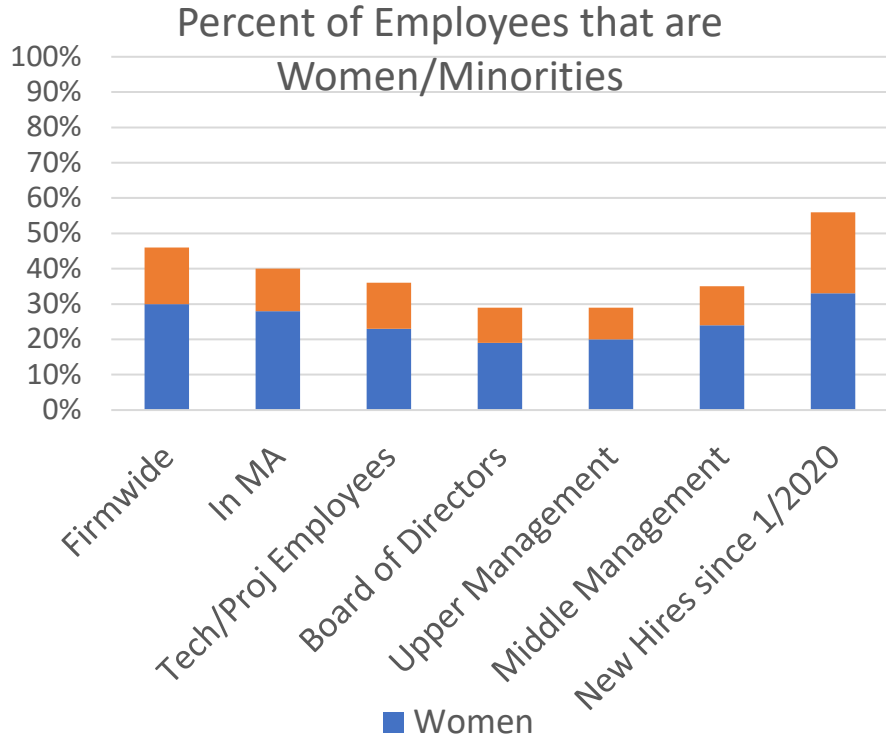
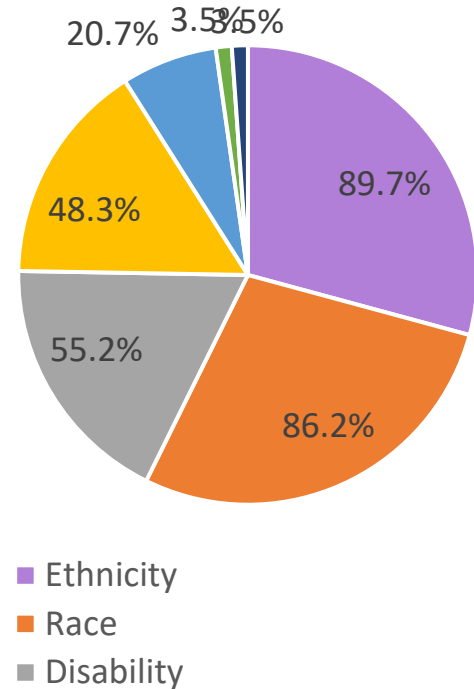


Diversity Profile of ACEC/MA Member Engineering, Land Surveying & A/E Firms

August/September 2021 (34 responses)



Diversity Metrics Tracked by Firms



Diversity Profile of ACEC/MA Member Engineering, Land Surveying & A/E Firms

Date of Survey: August/September 2021

Complete Responses: 34 of 122 Surveyed

Firms that self-identified: 31

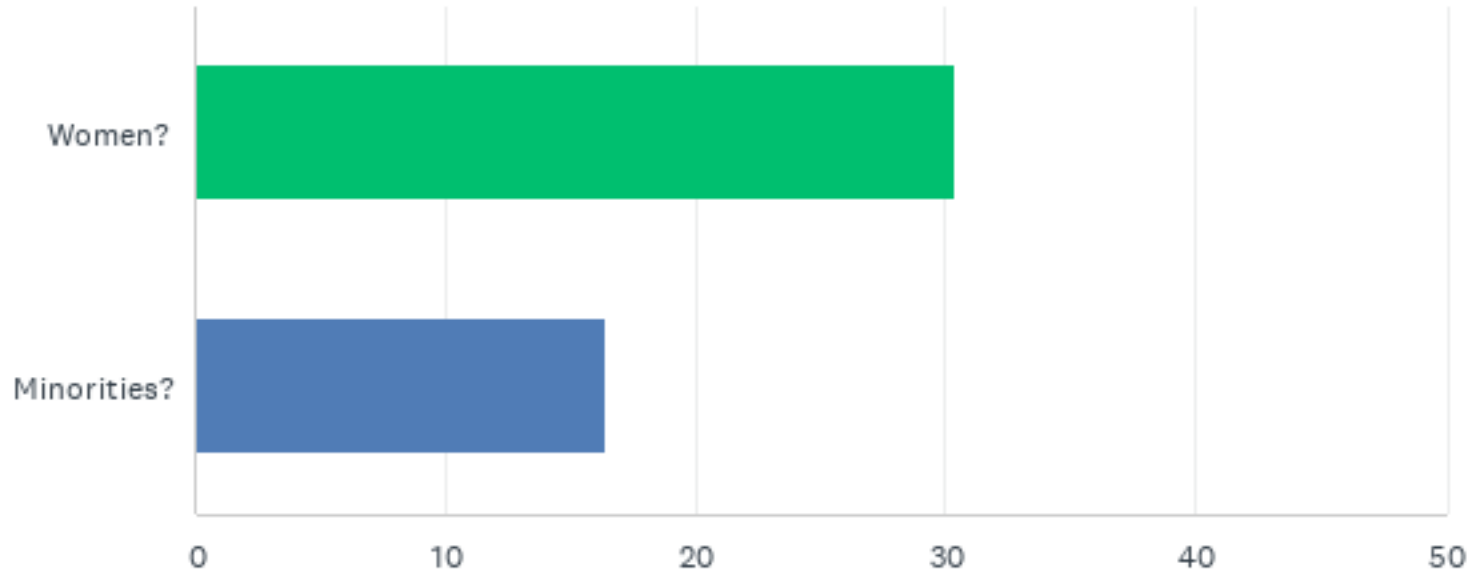
AECOM Technical Services Inc
AI Engineers, Inc
Alfred Benesch & Company
Beals and Thomas, Inc.
CDR Maguire
Chappell Engineering Associates, LLC
City Point Partners LLC
Epsilon Associates, Inc.
Fitzmeyer & Tocci
Fuss & O'Neill
Geocomp

Gill Engineering
Green International Affiliates, Inc.
Haley & Aldrich, Inc.
Haley Ward
Hoyle, Tanner & Associates, Inc.
Lin Associates, Inc.
McFarland Johnson
Nelson\Nygaard
Nitsch Engineering
PRIME AE Group, Inc
SGH

SMMA
Stacey DePasquale Engineering, Inc.
Stantec
Tetra Tech
Tighe & Bond, Inc.
Triunity, Inc.
TY Lin International
VHB
Woodard & Curran

Q5: (Please just list number, no symbol) Firm wide, what percentage of your firm's employees are:

Answered: 34 Skipped: 0



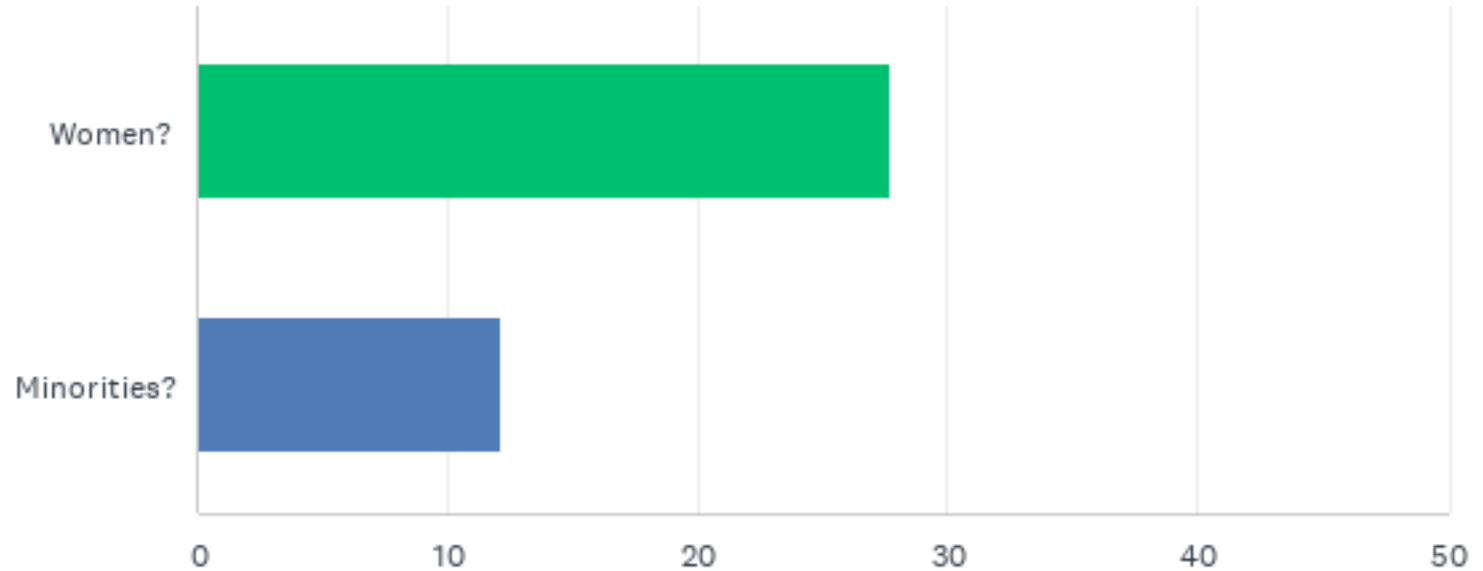
Q5: (Please just list number, no symbol) Firm wide, what percentage of your firm's employees are:

Answered: 34 Skipped: 0

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Women?	30	1,032	34
Minorities?	16	558	34
Total Respondents: 34			

Q6: (Please just list number, no symbol) In MA, what percentage of your firm's employees are:

Answered: 34 Skipped: 0



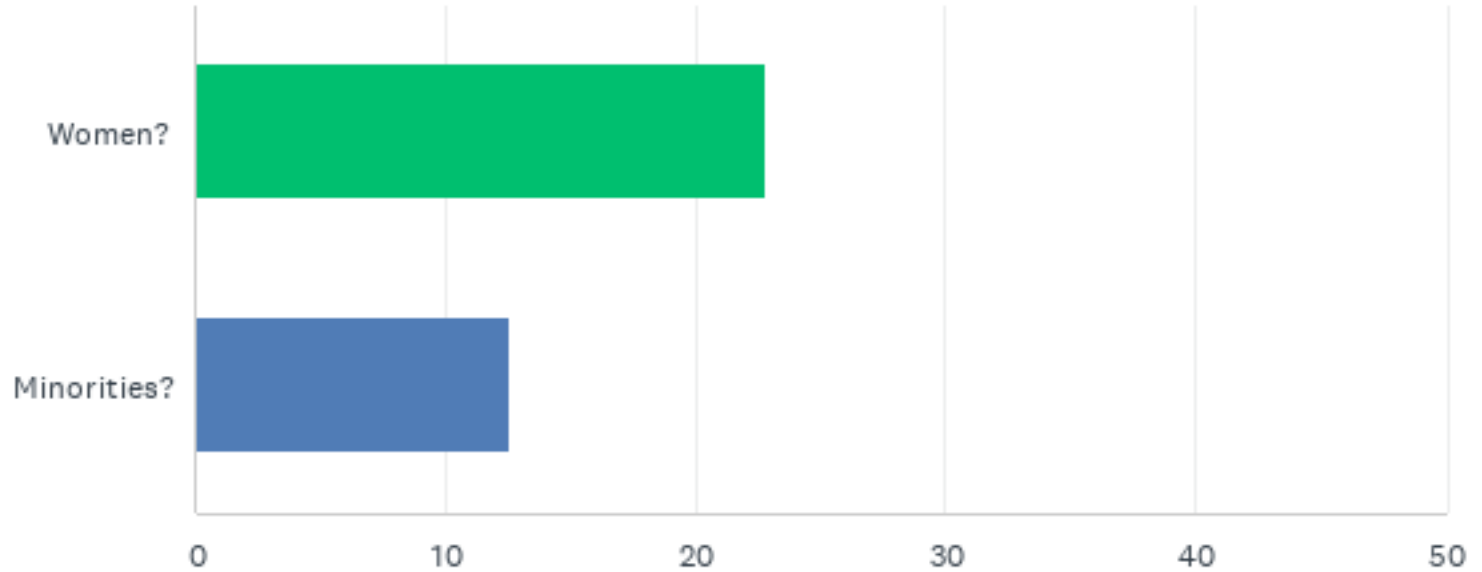
Q6: (Please just list number, no symbol) In MA, what percentage of your firm's employees are:

Answered: 34 Skipped: 0

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Women?	28	942	34
Minorities?	12	413	34
Total Respondents: 34			

Q7: (Please just list number, no symbol) In MA, what percentage of your firm's technical/project employees are:

Answered: 34 Skipped: 0



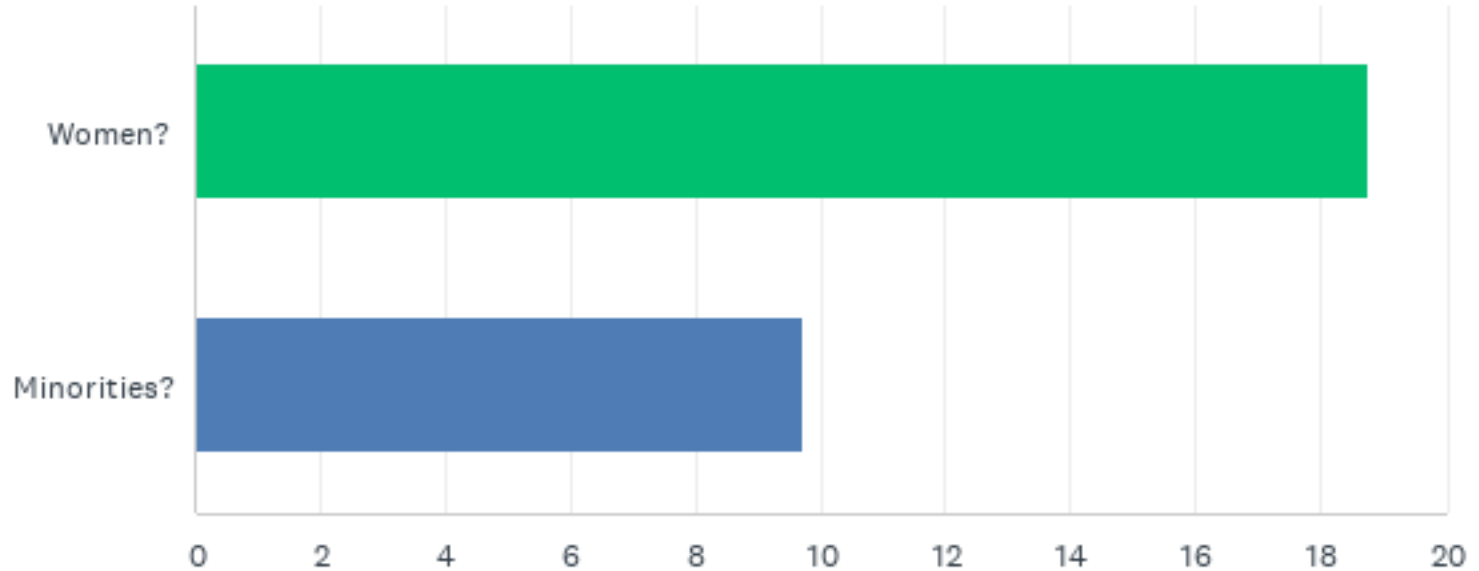
Q7: (Please just list number, no symbol) In MA, what percentage of your firm's technical/project employees are:

Answered: 34 Skipped: 0

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Women?	23	777	34
Minorities?	13	427	34
Total Respondents: 34			

Q8: (Please just list number, no symbol) If your firm has a Board of Directors, what percentage of your firm's board are:

Answered: 29 Skipped: 5



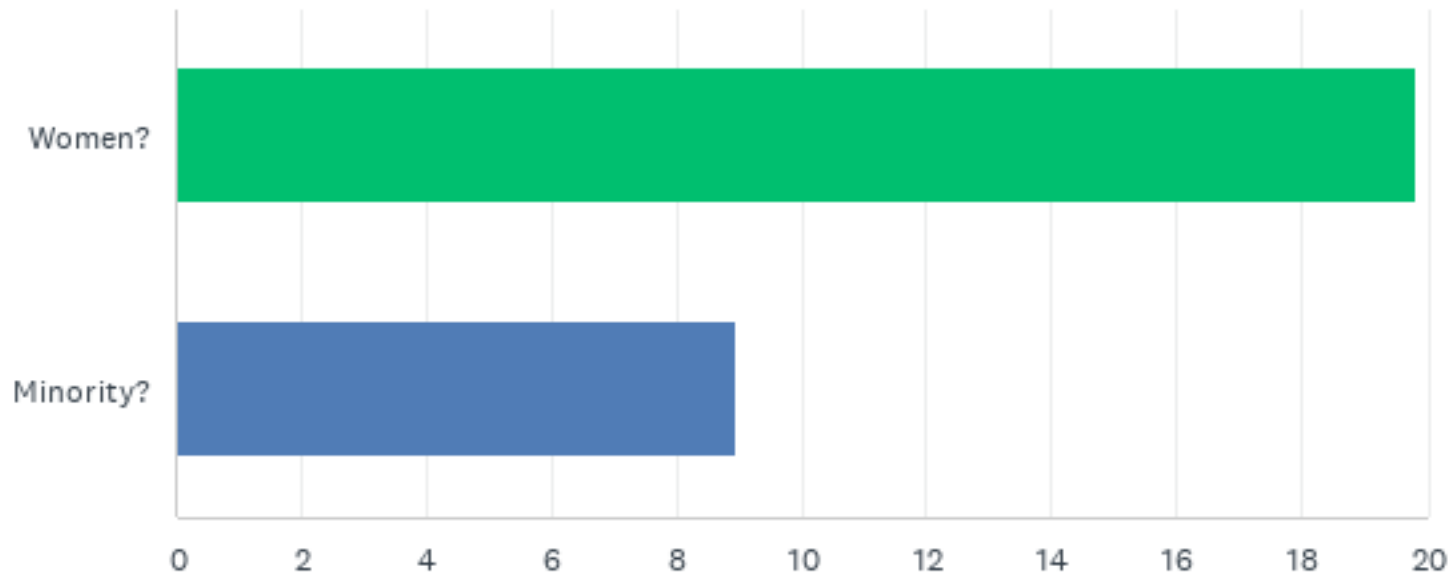
Q8: (Please just list number, no symbol) If your firm has a Board of Directors, what percentage of your firm's board are:

Answered: 29 Skipped: 5

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Women?	19	544	29
Minorities?	10	272	28
Total Respondents: 29			

Q9: (Please just list number, no symbol) What percentage of your firm's upper management are:

Answered: 33 Skipped: 1



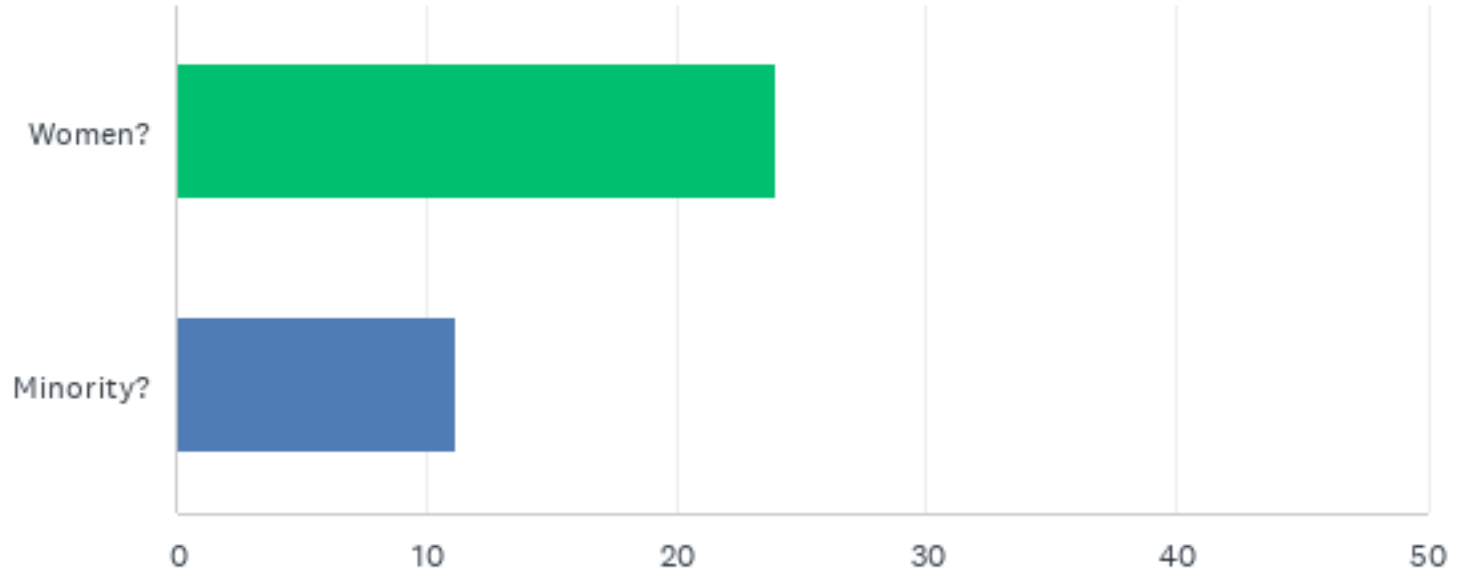
Q9: (Please just list number, no symbol) What percentage of your firm's upper management are:

Answered: 33 Skipped: 1

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Women?	20	655	33
Minority?	9	295	33
Total Respondents: 33			

Q10: (Please just list number, no symbol) What percentage of your firm's middle management are:

Answered: 30 Skipped: 4



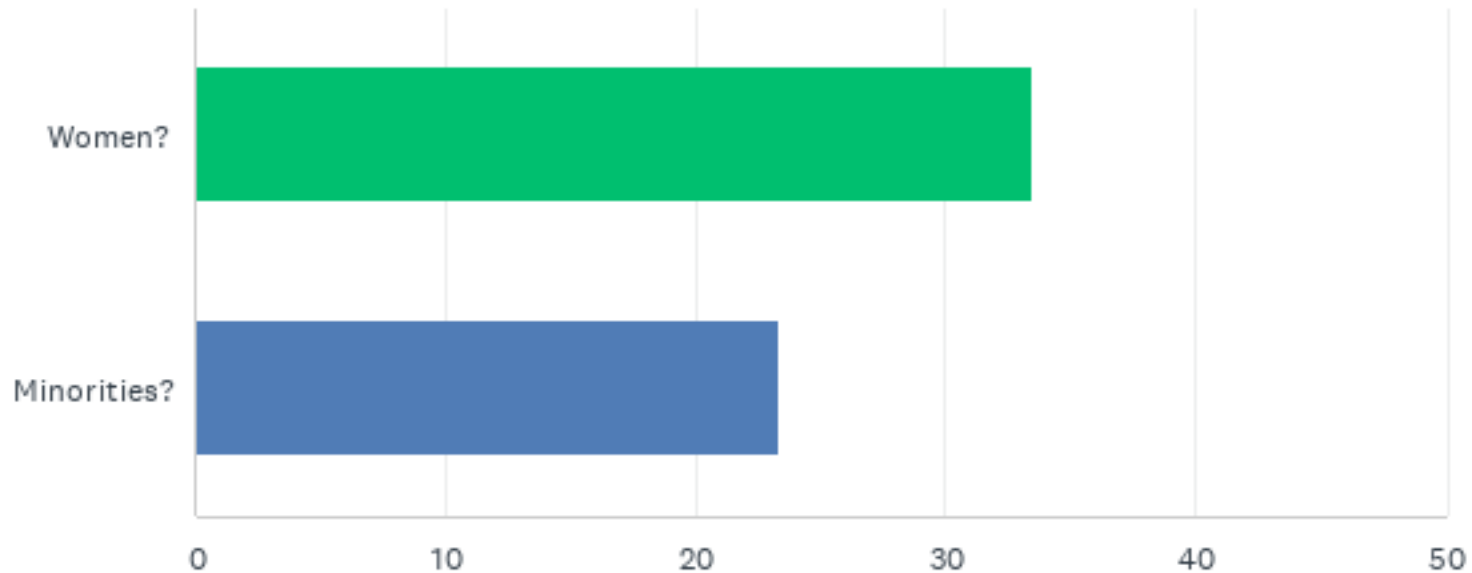
Q10: (Please just list number, no symbol) What percentage of your firm's middle management are:

Answered: 30 Skipped: 4

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Women?	24	721	30
Minority?	11	335	30
Total Respondents: 30			

Q11: (Please just list number, no symbol) What percentage of your firm's new hires since January 2020 are:

Answered: 33 Skipped: 1



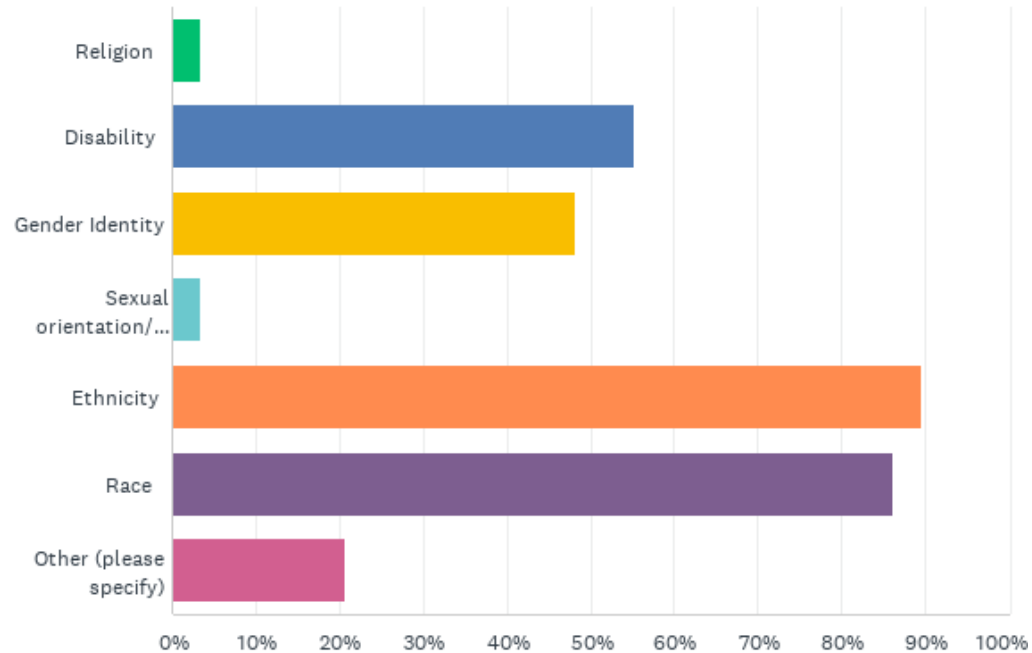
Q11: (Please just list number, no symbol) What percentage of your firm's new hires since January 2020 are:

Answered: 33 Skipped: 1

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Women?	33	1,103	33
Minorities?	23	770	33
Total Respondents: 33			

Q13: Does your firm collect and track the following diversity profile information? (check all that apply):

Answered: 29 Skipped: 5



Q13: Does your firm collect and track the following diversity profile information? (check all that apply):

Answered: 29 Skipped: 5

ANSWER CHOICES	RESPONSES	
Religion	3.45%	1
Disability	55.17%	16
Gender Identity	48.28%	14
Sexual orientation/identification	3.45%	1
Ethnicity	89.66%	26
Race	86.21%	25
Other (please specify)	20.69%	6
Total Respondents: 29		