

EFCG DEI Benchmarking Assessments

EFCG offers diversity, equity, and inclusion (DEI) peer benchmarking to help your firm understand where it sits today against peers and the possibilities for where you can be in the future.



APPROACH

EFCG's DEI data is meant to better comprehend how the AEC Industry is progressing in its DEI efforts, and what proactive steps some firms are taking to see success in DEI advancement. If your firm wants to improve its efforts around DEI, EFCG can help you think about how and where DEI can play an active role.

DATA COVERED

EFCG collects 35 questions specific to DEI strategy efforts.

Sample questions:

- Have you seen an active change in your firm's DEI activities and funding in the last year?
- What stage is your firm in developing its DEI strategy? What changes are you making?
- What percentage of female, male, or minority employees left your firm in the last year? What were their cited reasons?
- What is your firm's new hire ratio (male, female, non-binary/gender non-conforming)?
- Of your firm's succession plans for the top three levels of executive positions, how many include at least one female candidate?
- What activities/programs are firms putting in place to support women and minorities?
- Do you expect performance against DEI metrics to impact executive and managerial performance ratings and bonus decisions?
- What percent of your recruiting budget is for the recruitment of women and/or minorities?

PRACTICE LEAD



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EFCG EXPERTISE AND EXCLUSIVE DATA

- 33+ years of industry analysis using EFCG's proprietary AEC Industry financial, strategic, compensation, and HR data
- Advisor to leadership teams from 500+ firms on strategy and execution
- 14 HR and 70+ industry leadership conferences hosted