



# **2025 HR Leadership Conference**

**Welcome Back!**

Julie Hasiba  
EFCG Managing Partner  
Talent & Compensation

**Friday, May 16, 2025**

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## What's Used

EFCG's proprietary AEC industry executive and non-executive compensation data.

## What's Assessed

Your firm's executive and/or non-executive positions compared to peer firms to make the right compensation decisions and investments.

**Compensation Types:** Base salary, cash bonus, 401(k) contributions, ESOP contributions, ownership stock value, other non-cash comp, and total compensation.

## How EFCG's Assessments Differ

- **Focuses exclusively on AEC Industry data.**
- **All the information is anonymized.**
- **Adapts to stay relevant** thanks to our dedicated Job Match Committee!
- **Goes beyond the data!** We work with you to think about the right total compensation strategy based on your employee experience approach and long-term business goals.

**For More Information**  
Contact Dimitri Milonis at [dmilonis@efcg.com](mailto:dmilonis@efcg.com)

# Save the Date - Upcoming Leadership Conferences!

## 2025 Leadership Conferences



**Tech Leadership**  
June 16-17, 2025  
Boston, MA



**CEO**  
September 29-  
October 1, 2025  
Dana Point, CA



**Sustainability & ESG**  
December 3-5, 2025  
Denver, CO

**For More Information:**  
Visit [www.efcg.com](http://www.efcg.com)  
Contact [efcg@efcg.com](mailto:efcg@efcg.com)

*Save the Date*

**2026 HR Leadership Conference**  
**May 4-6, 2026 | Chicago, IL**



**Let us know  
where you  
want to go in  
future years!**







# **2025 HR Leadership Conference**

## **Session 7: Cultivating a Culture of Belonging Amid Change**

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# Today's Industry Representation



Signs are pointing towards progress when you look at the data.

## 2024 Industry Representation<sup>1</sup>

**30%** Women

**20%** Minorities

## 2024 Industry New Hire Representation<sup>1</sup>

**34%** Women

**25%** Minorities

## 2024 US Industry Turnover<sup>2</sup>

**15.6%** Women

**17.3%** Minorities

**19.3%** Firmwide

Source: (1) 2024 EFCG CEO Survey \*Note – representation metrics coming out of CEO surveys (n = 250, with more small firms) are lower than HR surveys; (2) 2025 EFCG HR Survey

# Ways Firms are Enabling Increased Representation Via Benefits

One way firms have enabled increased representation is by expanded their fringe benefits to accommodate the personal needs of their employees.

## Benefits Offered by 80%+ of AEC Firms

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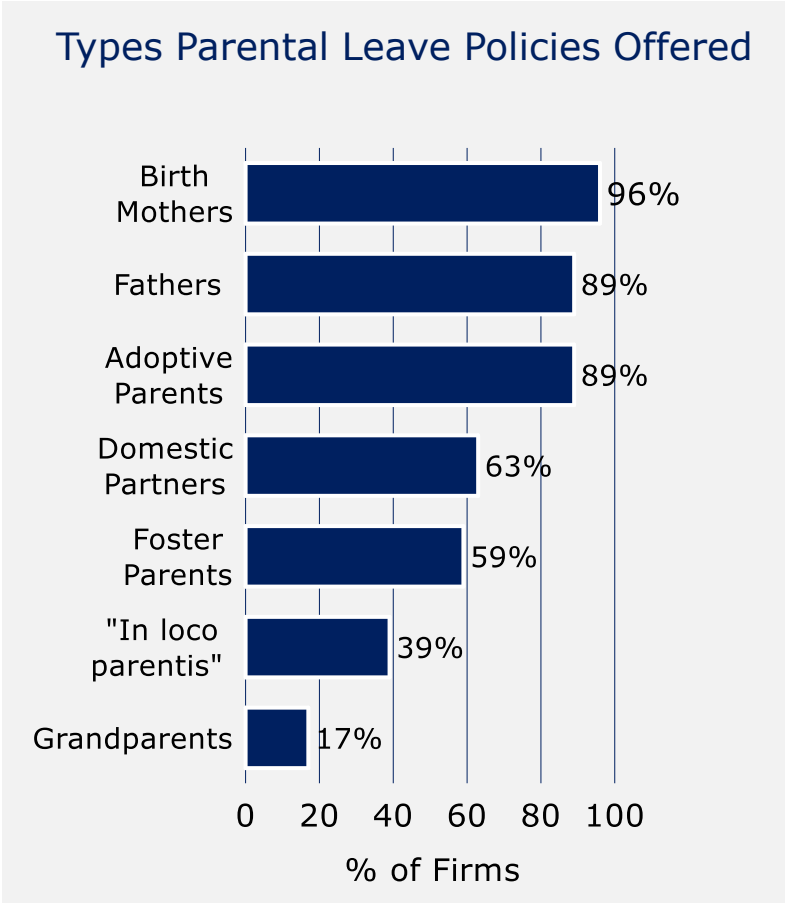
- |   |  |
|---|--|
| 1) AD&D Insurance                         | 10) Professional Training and Conference Registrations |
| 2) Long-Term Disability                   | 11) 401(k) Match                                       |
| 3) Short-Term Disability                  | 12) Professional Licenses                              |
| 4) Employee Assistance Program            | 13) Health Savings Account (HSA)                       |
| 5) Supplemental Life Insurance – Employee | 14) Tuition Reimbursement                              |
| 6) Employer Paid Life Insurance           | 15) Medical FSA  |
| 7) Supplemental Life Insurance – Spouse   | 16) Professional Dues                                  |
| 8) Dependent Care FSA                     |  |
| 9) Supplemental Life Insurance – Child    |  |

# Types of Leave Offered by AEC Firms Today



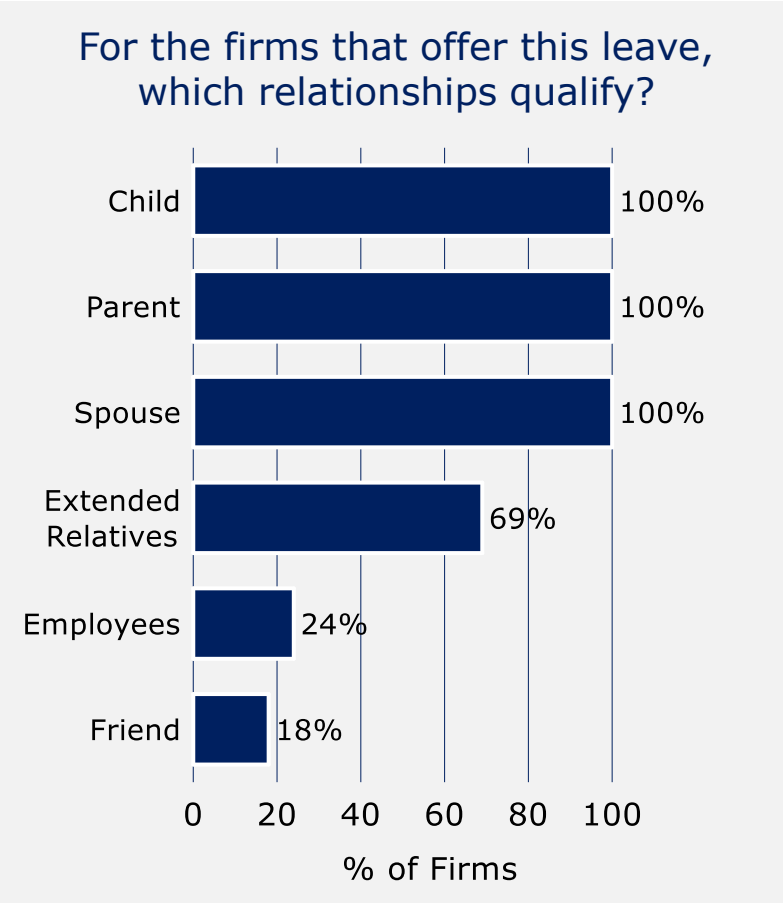
## Parental Leave<sup>3</sup>

Parental leave policies have expanded throughout the years.



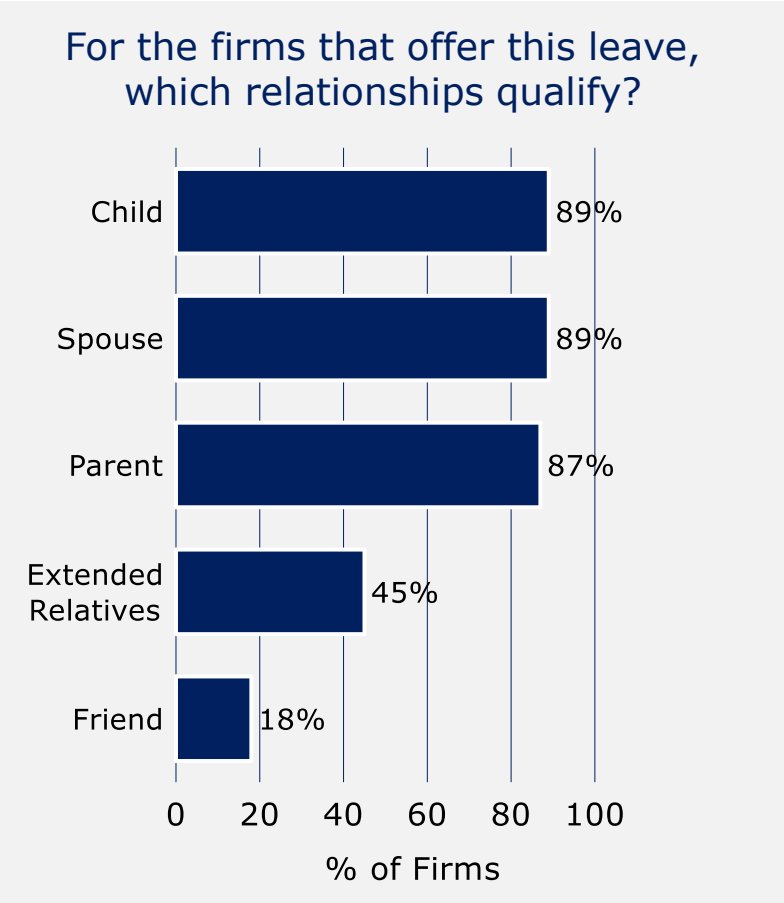
## Bereavement Leave<sup>2</sup>

98% of firms offer Bereavement Leave.



## Caregiver Leave<sup>2</sup>

34% of firms offer Caregiver Leave.



## Executive Order Directives

Ending Illegal  
Discrimination and  
Restoring Merit-Based  
Opportunity

Defending Women from  
Gender Ideology  
Extremism and  
Restoring Biological  
Truth

Ending Radical and  
Wasteful Government  
DEI Programs and  
Preferencing

## Reactions

- Accenture, Google, Target, Amazon, Meta, etc. pulling back on DEI
- Costco, McKinsey, Delta, etc. staying focused on DEI
- New NAACP Legal Defense Fund and Lambda Legal lawsuit against the Trump Administration

## What's Next

### AEC Firm Anticipated Actions

- Policy reviews and making mandatory changes to stay compliant, no matter their ownership structure
- Deprioritizing new DEI-related initiatives
- Changing hiring practices
- Potential shift in how firms compete for projects
- % of HR budget allocated to DEI activities and staff is expected to remain stable at 2%

### What to Watch

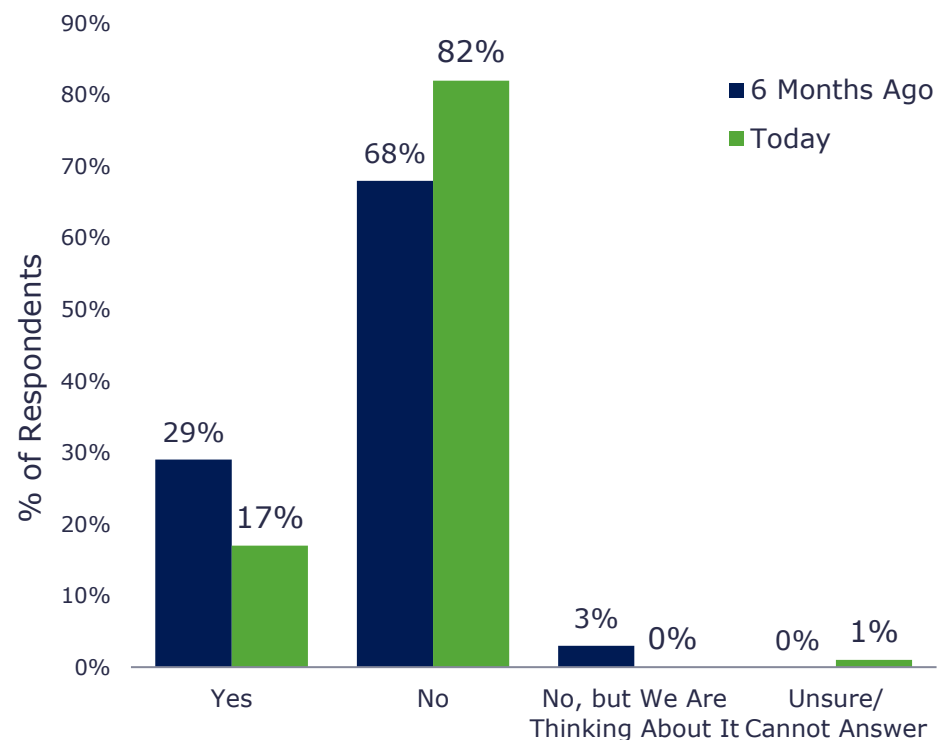
- Rulings and lawsuits surrounding executive order enforcement (e.g., fed judge temp. blocking Trump Administration's directive to cut funding for schools with DEI programs)



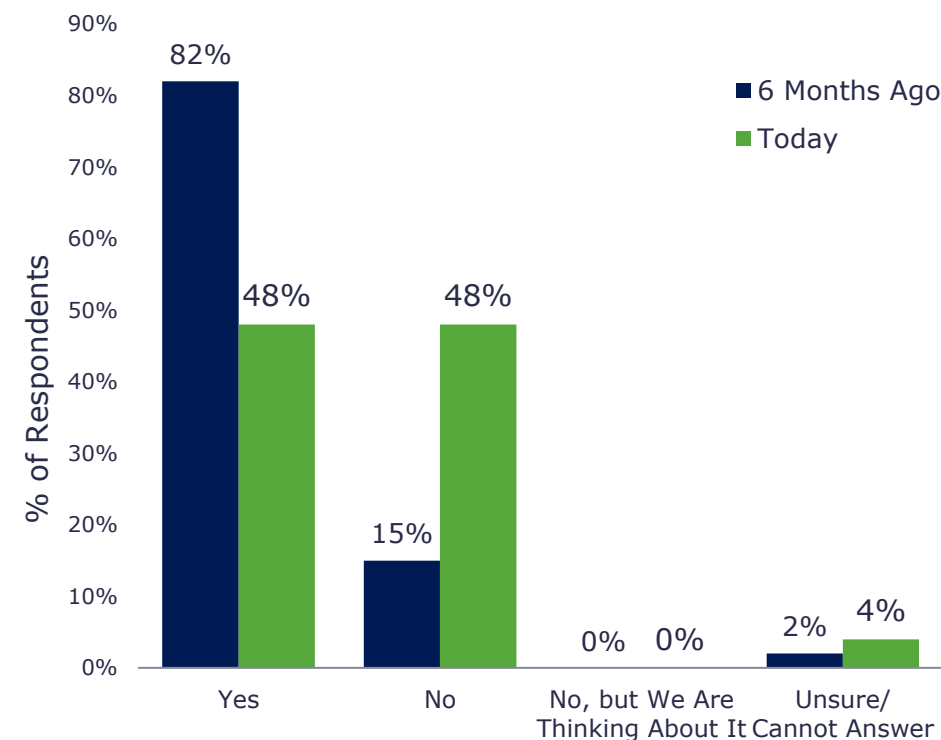
# Active Shifts in Titles and Website Communication

During the 2025 HR Leadership Conference, we saw a clear indication that firms are shifting their external communication around DEI.

## Did/does your firm have a lead with the words “diversity” or “equity” in their title (e.g., DEI Lead)?



## Did/does your firm mention diversity or equity on its website?



Source: (5) 2025 HR Leadership Conference Live Poll



## Ask Us Questions

Julie Hasiba

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<https://calendly.com/jhasiba>

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## Share Your Feedback

We value your input! Please take a moment to fill out the pink feedback form with your thoughts on this session.





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