

## 2021 Built Environment Social Equity Survey BOMA International Customized Report

### Overview

**Background:** In December 2020, the National Institute of Building Services (NIBS) held a social equity roundtable with over 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. 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.

**Survey Fielding & Responses:** Overall survey fielding was between March 15 – April 7, though partnering organizations “launched” the survey on different days based on their email schedules. More than 350,000 emails were delivered to potential participants across all partnering organizations. A total of 11,995 surveys from U.S. respondents were collected, with an overall completion rate of 80%.

**BOMA International Respondents:** Building Owners and Managers Association International (BOMA International) sent an invitation email with the survey to approximately 10,000 contacts. We received 495 complete responses and 150 partial responses from BOMA International contacts, for an overall response rate of 6% and margin of error of +/-4% at the 95% confidence level. This customized report presents key findings from BOMA International respondents, as well as the results from BOMA International respondents in comparison to the overall aggregate U.S. results from the 2021 Built Environment Social Equity Survey.

**Statistically Significant Differences:** The cross-tabulated data are column percentages. This means that column data are being used to segment the rows. Percentages in this report and the accompanying Excel crosstab file may include blue and red arrows. These arrows indicate a value that is 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).

**Notes on Tables:** ↑↓ Indicates responses that are significantly higher/lower for a segment than for its complement. Cells with asterisks indicate fewer than 5 respondents. “Top-Two Box” refers to the sum of the top two ratings on a scale, while “Bottom-Two Box” refers to the sum of the bottom two ratings on a scale. For example, on a 5-point scale, “Top-Two Box” refers to the sum of the 4 and 5 ratings, and “Bottom-Two Box” refers to the sum of the 1 and 2 ratings.

## Select Key Findings

This section includes select statistically significant differences between segments of BOMA International respondents. Avenue M ran four cross-tabulations on the results from BOMA International respondents:

- Gender identity
- Age
- Race and/or ethnic group
- Membership in BOMA International (Yes/No)

The following tables only present the results from BOMA International respondents. See the corresponding Excel file for additional details.

### Gender

1. Men respondents are more likely than women respondents to be business owners, and on average, men respondents are older and have worked in the built environment for more years compared to women respondents. Almost two-thirds (64%) of men respondents have worked in the built environment for more than 20 years, compared to about two in five (42%) women respondents.

Q1: Which one of the following best describes your current employment status? Please select one. <i>[Shown to all respondents]</i>	Man	Woman	NET
Employed full-time	88%	93%	91%
Business owner	11% ↑	4% ↓	7%
<i>n =</i>	208	287	495
Q2: How long have you worked in the built environment? <i>[Shown to all respondents except Fully retired and Unemployed and not looking for work]</i>	Man	Woman	NET
Less than 1 year	0%*	1%*	1%*
1 to 5 years	8% ↓	16% ↑	13%
6 to 10 years	10%	15%	13%
11 to 15 years	8%	12%	11%
16 to 20 years	10%	12%	11%
21 to 30 years	29%	28%	29%
31 to 40 years	25% ↑	14% ↓	19%
41 years or more	10% ↑	0%* ↓	4%
Average	25.4 ↑	17.9 ↓	21.0
<i>n =</i>	207	285	492
Q11: What year were you born? <i>[Shown to all respondents]</i>	Man	Woman	NET
Prefer not to answer	1%*	1%*	1%*
24 or younger	0%*	0%*	0%*
25 to 34	7% ↓	14% ↑	11%
35 to 44	18% ↓	29% ↑	24%
45 to 54	22%	26%	24%
55 to 64	40% ↑	26% ↓	32%
65 to 74	11% ↑	3% ↓	6%
75 or older	2%*	0%*	1%*
Average	52.7 ↑	46.8 ↓	49.2

n =	198	273	471
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The table for Q1 is abbreviated, showing only select rows. The percentages for Q2 have been recalculated to exclude the participants who indicated “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,” and “Prefer not to answer.”

- Women respondents were more likely than men respondents to describe their profession/field as Real Estate Professional/Property Manager, while men respondents were more likely than women respondents to describe their profession/field as Facility Management and Operations Professional, Construction Manager/Supervisor, Consultant, and several other options.

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” (Q1)]	Man	Woman	NET
Consultant	8% ↑	3% ↓	5%
Project Manager	10%	5%	7%
Real Estate Professional/Property Manager	42% ↓	72% ↑	60%
Construction: Manager/Supervisor	10% ↑	3% ↓	6%
Builder	5% ↑	0%* ↓	2%
Facility Management and Operations Professional	26% ↑	11% ↓	17%
Developer	3% ↑	0%* ↓	2%
Engineer: Other	3% ↑	0%* ↓	1%
n =	208	287	495

The table shows only select rows in Q3.

- Two-thirds of women respondents are a Manager/Director, as are more than half of men respondents. Men respondents are more likely than women respondents to be a Vice President/Senior Vice President and a President/C-level Executive.

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” (Q1)]	Man	Woman	NET
Manager/Director	53% ↓	66% ↑	61%
Mid-level Worker	10% ↓	18% ↑	14%
President or C-level Executive (e.g., CEO, CIO, CTO, COO, CMO)	14% ↑	4% ↓	8%
Vice President/Senior Vice President	20% ↑	8% ↓	13%
n =	200	279	479

The table shows only select rows in Q5.

4. Men respondents are more likely than women respondents to have served in the U.S. Armed Forces, Military Reserves, or National Guard.

Q6: Have you ever served in the U.S. Armed Forces, Military Reserves, or National Guard? <i>[Shown to all respondents]</i>	Man	Woman	NET
No	90% ↓	99% ↑	95%
Yes	9% ↑	1%* ↓	4%
Prefer not to answer	1%*	0%*	0%*
<i>n</i> =	201	275	476

5. Almost three-fourths (72%) of men respondents have an annual income of \$100,000 or more, compared to almost half (47%) of women respondents.

Q12: What is your individual annual income before tax? <i>[Condensed ranges; Shown to all respondents]</i>	Man	Woman	NET
\$0 - \$74,999	11% ↓	29% ↑	21%
\$75,000 - \$99,999	16% ↓	24% ↑	21%
\$100,000 - \$149,999	37% ↑	28% ↓	32%
\$150,000+	35% ↑	20% ↓	26%
<i>n</i> =	177	256	433

*The percentages above have been recalculated to exclude respondents who indicated “Not applicable” or “Prefer not to answer.”*

6. Women respondents are more likely than men respondents to include most of the listed options in their definition of diversity within the context of the built environment.

Q18: Within the context of the built environment, how do you define diversity? Please select all that apply. Diversity of... <i>[Shown to all respondents]</i>	Man	Woman	NET
Race	74% ↓	84% ↑	80%
Age	71% ↓	80% ↑	76%
Ethnicity	71% ↓	84% ↑	78%
Nationality	58% ↓	74% ↑	67%
Disability	51% ↓	70% ↑	62%
Socioeconomic class and/or economic situation	48% ↓	65% ↑	57%
Gender identity	54% ↓	67% ↑	61%
Sexual orientation	59%	68%	64%
Religion	54% ↓	70% ↑	63%
Professional experiences	45% ↓	63% ↑	56%
Education	51% ↓	65% ↑	59%
Life experiences	47% ↓	61% ↑	55%
Immigration/generation status	40% ↓	61% ↑	52%
Location (e.g., region)	39% ↓	55% ↑	48%

Gender expression	43% ↓	58% ↑	51%
Political beliefs/affiliations	42% ↓	56% ↑	50%
Thought	41% ↓	54% ↑	48%
Body size/shape	36% ↓	56% ↑	47%
Marital/relationship status	39% ↓	54% ↑	47%
Work setting	33% ↓	53% ↑	44%
Military service/history	37% ↓	51% ↑	45%
Mental health	32% ↓	48% ↑	41%
Employment status	30% ↓	50% ↑	41%
Aspects, experiences, and/or demographics not listed:	27% ↓	43% ↑	36%
All of the above	24% ↓	41% ↑	34%
Unsure	1%*	2%	2%
None of the above	0%*	0%*	0%*
Prefer not to answer	5%	4%	4%
<i>n</i> =	201	269	470

7. Compared to less than one in five men respondents, one-third of women respondents indicated the built environment is not diverse at all or a little diverse. More than two in five men respondents indicated the built environment is diverse or extremely diverse.

Q19: Based on your definition of diversity, how diverse is the built environment? <i>[Shown to all respondents]</i>	Man	Woman	NET
Bottom-two box	18% ↓	33% ↑	26%
Not diverse at all	2%*	4%	3%
A little diverse	15% ↓	29% ↑	23%
Somewhat diverse	40%	37%	38%
Diverse	33%	24%	28%
Extremely diverse	9%	7%	8%
Top-two box	42%	31%	36%
Average	3.3 ↑	3.0 ↓	3.1
<i>n</i> =	188	252	440

*The percentages in the table above have been recalculated to exclude the respondents who indicated “Unsure” or “Prefer not to answer.”*

8. Almost four in five women respondents indicated it is important or extremely important to increase the diversity of the built environment. This is significantly more than the percentage of men respondents, though still more than half of men respondents indicated it is important or extremely important to increase the diversity of the built environment.

Q20: Based on your definition of diversity, how important is it to increase the diversity of the built environment? [Shown to all respondents]	Man	Woman	NET
Bottom-two box	18% ↑	9% ↓	12%
Not important at all	12% ↑	5% ↓	8%
A little important	6%	4%	5%
Somewhat important	27% ↑	13% ↓	19%
Important	35% ↓	45% ↑	41%
Extremely important	20% ↓	33% ↑	28%
Top-two box	55% ↓	78% ↑	68%
Average	3.5 ↓	4.0 ↑	3.8
n =	181	260	441

The percentages in the table above have been recalculated to exclude the respondents who indicated “Unsure” or “Prefer not to answer.”

- More than half of women respondents indicated they have experienced discrimination or prejudice in the built environment based on gender, and nearly one-third of women respondents indicated they have experienced discrimination or prejudice based on age. Almost three in five men respondents indicated they have not experienced discrimination or prejudice based on any of the listed answer options.

Q21: In general, have you experienced discrimination or prejudice in the built environment based on the following? Please select all that apply. [Shown to all respondents]	Man	Woman	NET
Age	21% ↓	32% ↑	28%
Gender (including gender identity and/or gender expression)	8% ↓	55% ↑	35%
Race and/or ethnicity	12%	11%	11%
Education	6% ↓	14% ↑	11%
Body size/shape	9%	15%	12%
Socioeconomic class and/or economic situation	7%	7%	7%
Nationality or national origin	2%*	3%	2%
Religion	7%	4%	5%
Marital status	2%* ↓	10% ↑	7%
Sexual orientation	4%	4%	4%
Disability	1%*	1%*	1%
Military service or veteran status	1%*	0%*	0%*
Demographics not listed, please specify:	3%	1%*	2%
None of the above	57% ↑	28% ↓	40%
Prefer not to answer	7%	5%	6%
n =	197	268	465

10. Among the 55% of women respondents who indicated they have experienced discrimination or prejudice based on gender, nearly four in five indicated they experienced this discrimination or prejudice in compensation, and about half indicated they experienced this in promotion.

Q22: Gender: Throughout your career in the built environment, have you experienced discrimination or prejudice in hiring, compensation, promotion, and/or work assignments/projects based on the following? Please select all that apply. [Shown to respondents who selected "Gender" in Q21]	Man	Woman	NET
Compensation	29%* ↓	79% ↑	75%
Work assignments/projects	36%	46%	45%
Promotion	29%*	51%	49%
Hiring	36%	15%	17%
Other areas	14%*	18%	17%
Prefer not to answer	21%* ↑	4% ↓	5%
n =	14	136	150

11. Almost three in five women respondents agreed or strongly agreed with the statement, "I have to work harder than others to be valued equally in the built environment." More than half of men respondents disagreed or strongly disagreed with this statement.

There are no statistically significant differences between men respondents and women respondents on their agreement with the statement, "I have opportunities for success in the built environment that are similar to those of my peers." Around seven in ten women respondents (68%) and men respondents (70%) agreed or strongly agreed with this statement.

Q23: 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. [A/B Split: Shown to half of respondents]	Man	Woman	NET
Bottom-two Box	53% ↑	17% ↓	33%
Strongly disagree	15%	7%	11%
Disagree	38% ↑	10% ↓	22%
Neither agree nor disagree	27%	26%	26%
Agree	17% ↓	41% ↑	31%
Strongly agree	3%* ↓	16% ↑	10%
Top-two box	20% ↓	57% ↑	41%
Average	2.6 ↓	3.5 ↑	3.1
n =	93	116	209

*The percentages in this table are recalculated based on excluding respondents who selected "Prefer not to answer."*

## Age

12. Respondents aged 51 or older are more likely than respondents aged 50 or younger to be business owners. Although the majority of respondents—both those 50 or younger and those 51 or older—are Managers/Directors, more than one in five respondents aged 50 or younger are a Mid-level Worker. Nearly two-thirds of respondents 51 or older have a certification, compared to less than half of respondents aged 50 or younger. Compared to respondents aged 50 or younger, respondents aged 51 or older are more likely to have an annual income of \$150,000 or more.

Q1: Which one of the following best describes your current employment status? Please select one. <i>[Shown to all respondents]</i>	50 or younger	51 or older	NET
Employed full-time	94% ↑	85% ↓	89%
Business owner	4% ↓	11% ↑	8%
<i>n =</i>	237	271	508
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" (Q1)]</i>	50 or younger	51 or older	NET
Manager/Director	63%	57%	60%
Mid-level Worker	22% ↑	8% ↓	15%
President or C-level Executive (e.g., CEO, CIO, CTO, COO, CMO)	4% ↓	13% ↑	9%
Vice President/Senior Vice President	7% ↓	18% ↑	12%
<i>n =</i>	225	257	482
Q8: Do you hold any certifications? <i>[Shown to all respondents]</i>	50 or younger	51 or older	NET
Yes, please specify:	44% ↓	65% ↑	55%
No	49% ↑	27% ↓	37%
Prefer not to answer	4%	6%	5%
Unsure	3%	2%	2%
<i>n =</i>	224	258	482
Q12: What is your individual annual income before tax? <i>[Condensed ranges; Shown to all respondents]</i>	50 or younger	51 or older	NET
\$0 - \$74,999	32% ↑	10% ↓	21%
\$75,000 - \$99,999	26%	18%	22%
\$100,000 - \$149,999	29%	34%	32%
\$150,000+	13% ↓	38% ↑	26%
<i>n =</i>	215	225	440

*The table above shows only select rows from Q1 and Q5. The percentages in Q12 have been recalculated to exclude respondents who indicated "Not applicable" or "Prefer not to answer."*

13. Respondents aged 50 or younger were more likely than those aged 51 or older to indicate it is extremely important to increase the diversity of the built environment. Compared to about three in



five respondents aged 51 or older, three-fourths of respondents aged 50 or younger indicated it was important or extremely important to increase the diversity of the built environment.

Q19: Based on your definition of diversity, how diverse is the built environment? [Shown to all respondents]	50 or younger	51 or older	NET
Bottom-two box	32%	21%	26%
Not diverse at all	4%	3%	3%
A little diverse	28%	19%	23%
Somewhat diverse	35%	40%	38%
Diverse	26%	29%	28%
Extremely diverse	7%	9%	8%
Top-two box	33%	38%	36%
Average	3.0 ↓	3.2 ↑	3.1
n =	204	235	439
Q20: Based on your definition of diversity, how important is it to increase the diversity of the built environment? [Shown to all respondents]	50 or younger	51 or older	NET
Bottom-two box	11%	15%	13%
Not important at all	5%	11%	8%
A little important	5%	4%	5%
Somewhat important	14% ↓	24% ↑	20%
Important	42%	40%	41%
Extremely important	33% ↑	20% ↓	26%
Top-two box	75% ↑	61% ↓	67%
Average	3.9 ↑	3.5 ↓	3.7
n =	208	231	439

The percentages above are recalculated to exclude respondents who selected "Unsure" or "Prefer not to answer."

14. Respondents aged 51 or older are more likely than respondents aged 50 or younger to have volunteered for BOMA International, to be a member of IREM, and to have volunteered for IREM.

Q26: Please indicate in which professional organizations (if any) you currently hold membership. Please select all that apply. [Shown to all respondents] Q27: Please indicate for which professional organizations (if any) you have ever volunteered. Please select all that apply. [Shown to all respondents]	Membership (Q26)			Volunteering (Q27)		
	50 or younger	51 or older	NET	50 or younger	51 or older	NET
Institute of Real Estate Management (IREM®)	11% ↓	22% ↑	17%	16% ↓	26% ↑	21%
Building Owners and Managers Association International (BOMA International)	86%	91%	89%	56% ↓	74% ↑	66%
None of the above	8%	4%	6%	33% ↑	19% ↓	25%
n =	201	233	434	187	227	414

The table shows only select rows from Q26 and Q27.

## Race and/or Ethnicity

Because of small sample sizes in Question 16 on race/ethnicity, this report does not include cross-tabulation tables by race/ethnicity. See the corresponding Excel file for the race/ethnicity cross-tabulation tables. This cross-tab only includes the columns with at least 5 respondents ( $n > 4$ ). Please note, Q16 was multi-select, so some respondents identified with multiple race/ethnicity groups. Therefore, the sum of the sample sizes ( $n$ ) for the columns is greater than the NET  $n$ .

## BOMA International Membership

15. On average, BOMA International Members are more likely than Nonmembers to have worked for more years in the built environment. Compared to less than one in five BOMA International Members, more than one-third of BOMA International Nonmembers have an annual income below \$75,000.

Q2: How long have you worked in the built environment? [Shown to all respondents except Fully retired and Unemployed and not looking for work]	BOMA International Member	BOMA International Nonmember	NET
Less than 1 year	1%*	1%*	1%*
1 to 5 years	12%	20%	13%
6 to 10 years	11% ↓	23% ↑	12%
11 to 15 years	11%	10%	11%
16 to 20 years	11%	13%	11%
21 to 30 years	31% ↑	14% ↓	29%
31 to 40 years	19%	14%	18%
41 years or more	5%	4%*	5%
Average	21.7 ↑	17.0 ↓	21.0
$n =$	417	70	487
Q12: What is your individual annual income before tax? [Condensed ranges; Shown to all respondents]	BOMA International Member	BOMA International Nonmember	NET
\$0 - \$74,999	19% ↓	34% ↑	21%
\$75,000 - \$99,999	22%	18%	22%
\$100,000 - \$149,999	33%	25%	32%
\$150,000+	26%	23%	25%
$n =$	364	61	425

The percentages for Q2 have been recalculated to exclude the participants who indicated "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," and "Prefer not to answer." The percentages in Q12 have been recalculated to exclude respondents who indicated "Not applicable" or "Prefer not to answer."

16. Nonmembers were less likely than BOMA International Members to identify as White and were more likely to indicate “Prefer not to answer” on the race/ethnicity question. Overall, Nonmembers were more likely than BOMA International Members to select “Prefer not to answer” for several questions, including the personal demographic questions below.

Q13: Do you have any of the following disabilities? Please select all that apply. <i>[Shown to all respondents]</i>	BOMA International Member	BOMA International Nonmember	NET
Prefer not to answer	4% ↓	16% ↑	6%
<i>n =</i>	408	62	470
Q14: How would you describe your sexual orientation? Please select all that apply. <i>[Shown to all respondents]</i>	BOMA International Member	BOMA International Nonmember	NET
Prefer not to answer	10% ↓	25% ↑	12%
<i>n =</i>	409	64	473
Q15: How would you describe your gender identity? Please select all that apply <i>[Shown to all respondents]</i>	BOMA International Member	BOMA International Nonmember	NET
Prefer not to answer	3% ↓	13% ↑	4%
<i>n =</i>	410	63	473
Q16: Please indicate the racial and/or ethnic groups with which you identify. Please select all that apply. <i>[Shown to all respondents]</i>	BOMA International Member	BOMA International Nonmember	NET
White	86% ↑	65% ↓	83%
Prefer not to answer	4% ↓	13% ↑	5%
<i>n =</i>	410	63	473

*The table above shows only select rows for each question.*

### BOMA International Results Compared to Aggregate

This section presents the overall results from BOMA International respondents alongside the aggregate results from the 2021 Built Environment Social Equity Survey. Please note, “All Respondents” includes the survey responses from BOMA International’s respondents.

Nearly nine in ten BOMA International respondents are employed full-time. Half of BOMA International respondents have worked in the built environment for more than 20 years.

	BOMA International	All Respondents
<b>Q1: Which one of the following best describes your current employment status? Please select one. [Shown to all respondents]</b>		
Employed full-time	89% ↑	71%
Business owner	8% ↓	14%
Self-employed/Freelance/Independent contractor	1% ↓	4%
Partially retired (still working)	0%* ↓	3%
Fully retired	0%* ↓	2%
Employed part-time	1%	2%
Student and employed/working	0%* ↓	1%
Unemployed and looking for work	0%*	1%
Student and unemployed/not working	0%*	1%
Unemployed and not looking for work	0%*	0%
Other, please specify:	0%*	1%
Prefer not to answer	0%*	1%
<i>n</i> =	629	11473

	BOMA International	All Respondents
<b>Q2: How long have you worked in the built environment? [Shown to all respondents except Fully retired and Unemployed and not looking for work]</b>		
Less than 1 year	1%	1%
1 to 5 years	13% ↑	9%
6 to 10 years	12%	10%
11 to 15 years	11%	10%
16 to 20 years	11%	11%
21 to 30 years	27% ↑	23%
31 to 40 years	19%	21%
41 years or more	4% ↓	14%
I have not worked in the built environment but plan to in the future	0%*	1%
I have not worked in the built environment and do not plan to in the future	1%	1%
Prefer not to answer	0%*	1%
<i>n</i> =	607	11027

Almost three in five BOMA International respondents described their profession/field as Real Estate Professional/Property Manager, while almost one in five described their profession/field as Facility Management and Operations Professional.

	BOMA International	All Respondents
<b>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.</b>		
<i>[Shown to all respondents except “Unemployed and not looking for work” and “Fully retired” (Q1)]</i>		
Architect	2% ↓	25%
Consultant	5% ↓	14%
Project Manager	7% ↓	13%
Engineer: Mechanical	1% ↓	13%
Code Official	0%* ↓	12%
Real Estate Professional/Property Manager	58% ↑	10%
Designer	1%* ↓	9%
Construction: Manager/Supervisor	6%	8%
Engineer: Civil	0%* ↓	7%
Builder	2% ↓	6%
Facility Management and Operations Professional	18% ↑	5%
Building Owner	5%	4%
Specifier	0%* ↓	4%
Manufacturer/Fabricator	0%* ↓	4%
Estimator	3%	3%
Engineer: Structural	0%* ↓	3%
Researcher/Educator	0%* ↓	3%
Specialty Trade Professional	6% ↑	3%
Planner	1%* ↓	2%
Developer	1%	2%
Engineer: Plumbing	1%* ↓	2%
Engineer: Other	1%	2%
Interior Architect	0%* ↓	2%
Energy Services Provider	1%* ↓	2%
Engineer: Electrical	1%*	1%
Engineer: Environmental	0%* ↓	1%
Regulation Professional/Policy maker	0%* ↓	1%
Construction: Laborer	0%*	1%
Finance, Banking, and/or Insurance Professional	1%*	0%
Surveyor	0%*	0%
Lawyer, Judge, or other Law Professional	0%*	0%
Profession/Field not listed, please specify:	8%	7%
Student unsure of future profession/field	0%*	0%

Prefer not to answer	1%*	0%
<i>n</i> =	584	10756

Nearly nine in ten BOMA International respondents work in Private Industry or Business.

	BOMA International	All Respondents
<b>Q4: Which of the following best describes your work sector? Please select one. [Shown to all respondents except “Student and unemployed/not working,” “Unemployed and not looking for work” and “Fully retired” (Q1)]</b>		
Private industry or business	89% ↑	63%
Government	2% ↓	23%
Nonprofit	3%	4%
Military	0%*	1%
Other, please specify:	5% ↓	8%
Prefer not to answer	1%	1%
<i>n</i> =	553	9892

Around three in five BOMA International respondents are Managers/Directors.

	BOMA International	All Respondents
<b>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” (Q1)]</b>		
Manager/Director	61% ↑	42%
Mid-level Worker	14% ↓	24%
President or C-level Executive (e.g., CEO, CIO, CTO, COO, CMO)	8% ↓	14%
Vice President/Senior Vice President	13% ↑	8%
Entry-level Worker	1% ↓	4%
Other, please specify	3% ↓	6%
Not applicable	0%* ↓	1%
Prefer not to answer	0%*	1%
<i>n</i> =	553	9939

More than nine in ten BOMA International respondents indicated they have never served in the U.S. Armed Forces, Military Reserves, or National Guard.

	BOMA International	All Respondents
<b>Q6: Have you ever served in the U.S. Armed Forces, Military Reserves, or National Guard? [Shown to all respondents]</b>		
No	95% ↑	90%
Yes	5% ↓	8%
Prefer not to answer	1%*	1%
<i>n</i> =	548	10259

More than half of BOMA International respondents indicated a bachelor's degree (or equivalent) is their highest level of degree.

	BOMA International	All Respondents
<b>Q7: What is the highest level of degree you have completed? Please select one. [Shown to all respondents]</b>		
High school	10% ↑	7%
Associate degree or equivalent	15% ↑	8%
Vocational degree or equivalent	4%	3%
Bachelor's degree or equivalent	54% ↑	46%
Master's degree or equivalent	14% ↓	31%
Doctoral degree, medical degree, law degree, or equivalent	0%* ↓	3%
Other, please specify	1%	1%
None of the above	0%*	0%
Prefer not to answer	2%	1%
<i>n</i> =	554	10353

More than half of BOMA International respondents indicated they hold at least one certification, and almost two in five said they do not hold any certifications.

	BOMA International	All Respondents
<b>Q8: Do you hold any certifications? [Shown to all respondents]</b>		
Yes, please specify:	55% ↓	72%
No	37% ↑	20%
Unsure	5%	5%
Prefer not to answer	3%	3%
<i>n</i> =	552	10315

Around one in ten BOMA International respondents live in California, and about another one in ten live in Texas.

	BOMA International	All Respondents
<b>Q9: In which state or territory do you live? [Shown to all respondents]</b>		
California	11%	12%
Texas	11% ↑	7%
Florida	9% ↑	4%
Illinois	5%	4%
Minnesota	6% ↑	3%
<i>n</i> =	542	10412

The table above only shows the states with at least 5% of respondents from BOMA International.

More than nine in ten BOMA International respondents were born in the United States.

	BOMA International	All Respondents
<b>Q10: In what country were you born? [Shown to all respondents]</b>		
United States	95% ↑	89%
Not the United States	5%	10%
Prefer not to answer	0%*	1%
<i>n</i> =	540	10357

More than one-third (34%) of BOMA International respondents are younger than 45, and more than half (56%) are between the age of 45 and 64.

	BOMA International	All Respondents
<b>Q11: What year were you born? [Shown to all respondents]</b>		
24 or younger	0%* ↓	1%
25 to 34	10%	13%
35 to 44	24% ↑	18%
45 to 54	25% ↑	21%
55 to 64	32% ↑	25%
65 to 74	6% ↓	14%
75 or older	1% ↓	4%
Prefer not to answer	2%	3%
<i>n</i> =	520	9954



One-third (33%) of BOMA International respondents have an annual income between \$50,000 - \$99,999, while half have an annual income of \$100,000 or more.

	BOMA International	All Respondents
<b>Q12: What is your individual annual income before tax? [Shown to all respondents]</b>		
\$0 - \$24,999	0%*	1%
\$25,000 - \$49,999	2%	4%
\$50,000 - \$74,999	15%	15%
\$75,000 - \$99,999	18%	20%
\$100,000 - \$149,999	28%	26%
\$150,000 - \$199,999	12%	10%
\$200,000 - \$299,999	7%	6%
\$300,000 - \$399,999	1%	2%
\$400,000 - \$499,999	0%*	1%
\$500,000+	1%	1%
Not applicable	1%*	1%
Prefer not to answer	14%	15%
<i>n</i> =	547	10435

Similar to respondents overall, about four in five BOMA International respondents indicated they do not have any of the listed disabilities.

	BOMA International	All Respondents
<b>Q13: Do you have any of the following disabilities? Please select all that apply. [Shown to all respondents]</b>		
Chronic Illness/Medical Condition	5%	3%
Deaf/Hard of Hearing	2%	3%
Attention Deficit/Hyperactivity Disorder	2%	2%
Mental Health/Psychological Condition	2%	2%
Physical/Mobility condition that affects walking	1%*	2%
Physical/Mobility condition that does not affect walking	0%*	1%
Acquired/Traumatic Brain Injury	0%*	0%
Blind/Low Vision	0%*	0%
Cognitive or Learning Disability	0%*	0%
Autism Spectrum	0%*	0%
Speech/Communication Condition	0%*	0%
Disability not listed/Prefer to self-describe:	1%	1%
None of the above	81%	81%
Prefer not to answer	6%	6%
<i>n</i> =	526	9795

Slightly more than three-fourths of BOMA International respondents identify as heterosexual.

	BOMA International	All Respondents
<b>Q14: How would you describe your sexual orientation? Please select all that apply. [Shown to all respondents]</b>		
Heterosexual	76%	75%
Asexual	5%	4%
Bisexual	2%	2%
Gay	2%	2%
Lesbian	0%*	1%
Queer	0%*	0%
Pansexual	0%*	0%
Questioning	0%*	0%
Sexual orientation not listed/Prefer to self-describe:	1%	1%
Prefer not to answer	14%	16%
<i>n</i> =	529	9998

Unlike respondents overall, more than half of BOMA International respondents are women. Less than two in five BOMA International respondents are men.

	BOMA International	All Respondents
<b>Q15: How would you describe your gender identity? Please select all that apply [Shown to all respondents]</b>		
Man	39% ↓	65%
Woman	54% ↑	28%
Nonbinary	0%*	0%
Gender nonconforming	0%*	0%
Gender identity not listed/Prefer to self-describe:	0%*	0%
Prefer not to answer	6%	6%
<i>n</i> =	529	10007

More than four in five BOMA International respondents identify as White, and 7% identify as Hispanic or Latina/Latino/Latinx. (Please note, this question was multi-select; 6% of BOMA International respondents who answered this question selected more than one racial and/or ethnic group.)

	BOMA International	All Respondents
<b>Q16: Please indicate the racial and/or ethnic groups with which you identify. Please select all that apply. [Shown to all respondents]</b>		
White	81%	77%
Hispanic or Latina/Latino/Latinx	7%	5%
Black or African American	4%	3%
East Asian (including Chinese, Japanese, Korean, Mongolian, Tibetan, and Taiwanese)	1% ↓	3%
South Asian (including Bangladeshi, Bhutanese, Indian, Nepali, Pakistani, and Sri Lankan)	0%*	1%
Native American, Alaskan Native, or First Nations	2%	1%
Southeast Asian (including Burmese, Cambodian, Filipino, Hmong, Indonesian, Laotian, Malaysian, Mien, Singaporean, Thai, and Vietnamese)	1%*	1%
Middle Eastern or North African	0%*	1%
Native Hawaiian or Pacific Islander	0%*	0%
Race or ethnicity not listed/Prefer to self-describe:	2%	3%
Prefer not to answer	8%	8%
<i>n</i> =	529	10017

More than three-fourths of BOMA International respondents included race, age, and ethnicity in their definition of diversity within the context of the built environment. Around two-thirds included nationality, sexual orientation, and religion in their definition. More than one-third selected all of the listed options.

		BOMA International	All Respondents
<b>Q18: Within the context of the built environment, how do you define diversity? Please select all that apply. [Shown to all respondents]</b>			
<b>Diversity of...</b>			
	Race	78% ↑	70%
	Age	75% ↑	69%
	Ethnicity	77% ↑	68%
	Nationality	65% ↑	59%
	Disability	60%	58%
	Socioeconomic class and/or economic situation	56%	58%
	Gender identity	59%	57%
	Sexual orientation	63% ↑	55%
	Religion	62% ↑	55%
	Professional experiences	55%	55%
	Education	58%	54%
	Life experiences	54%	53%
	Immigration/generation status	51%	48%
	Location (e.g., region)	47%	47%
	Gender expression	50%	47%
	Political beliefs/affiliations	50%	47%
	Thought	48%	46%
	Body size/shape	47%	44%
	Marital/relationship status	47%	42%
	Work setting	44%	42%
	Military service/history	44%	40%
	Mental health	41%	39%
	Employment status	41%	38%
	Aspects, experiences, and/or demographics not listed:	36%	32%
	All of the above	34% ↑	29%
	Unsure	2%	3%
	None of the above	0%* ↓	2%
	Prefer not to answer	6%	5%
	<i>n</i> =	513	9767

More than one-third of BOMA International respondents indicated the built environment is somewhat diverse. One-third indicated the built environment is diverse or extremely diverse, and nearly one-quarter indicated the built environment is not diverse at all or a little diverse.

	BOMA International	All Respondents
<b>Q19: Based on your definition of diversity, how diverse is the built environment? [Shown to all respondents]</b>		
Bottom-two box	24%	29%
Not diverse at all	3%	5%
A little diverse	21%	24%
Somewhat diverse	35%	34%
Diverse	26%	21%
Extremely diverse	7%	8%
Top-two box	33%	29%
Unsure	4%	5%
Prefer not to answer	4%	3%
<i>n</i> =	508	9610

Almost two-thirds of BOMA International respondents indicated it is important or extremely important to increase the diversity of the built environment.

	BOMA International	All Respondents
<b>Q20: Based on your definition of diversity, how important is it to increase the diversity of the built environment? [Shown to all respondents]</b>		
Bottom-two box	12% ↓	17%
Not important at all	8%	10%
A little important	5%	7%
Somewhat important	18%	16%
Important	38%	33%
Extremely important	25%	28%
Top-two box	62%	60%
Unsure	3%	4%
Prefer not to answer	4%	3%
<i>n</i> =	508	9631

More than one-third of BOMA International respondents indicated they have experienced discrimination or prejudice in the built environment based on gender, and more than one-quarter indicated they have experienced discrimination or prejudice based on age.

	BOMA International	All Respondents
<b>Q21: In general, have you experienced discrimination or prejudice in the built environment based on the following? Please select all that apply.</b>		
<i>[Shown to all respondents]</i>		
Age	27%	28%
Gender (including gender identity and/or gender expression)	34% ↑	27%
Race and/or ethnicity	11% ↓	16%
Education	10%	11%
Body size/shape	12%	11%
Socioeconomic class and/or economic situation	8%	9%
Nationality or national origin	2% ↓	8%
Religion	5%	7%
Marital status	6%	6%
Sexual orientation	4%	5%
Disability	1% ↓	5%
Military service or veteran status	0%*	2%
Demographics not listed, please specify:		
None of the above	2%	3%
Prefer not to answer	40%	40%
Prefer not to answer	8%	6%
<i>n</i> =	503	9558

This report only includes the tables from Q22 with at least 100 BOMA International respondents. See the accompanying Excel file for the tables with smaller sample sizes.

Among the 27% of BOMA International respondents who indicated they have experienced discrimination or prejudice based on age, more than half indicated they have experienced this discrimination or prejudice in promotion and in compensation.

	BOMA International	All Respondents
<b>Q22: Age: Throughout your career in the built environment, have you experienced discrimination or prejudice in hiring, compensation, promotion, and/or work assignments/projects based on the following? Please select all that apply. [Shown to respondents who selected "Age" in Q21]</b>		
Work assignments/projects	30% ↓	43%
Promotion	55% ↑	43%
Compensation	52% ↑	41%
Hiring	44%	36%
Other areas	15%	18%
Prefer not to answer	5%	6%
<i>n</i> =	117	2417

Among the 34% of BOMA International respondents who indicated they have experienced discrimination or prejudice based on gender, three-fourths indicated they have experienced this discrimination or prejudice in compensation, and half indicated they experienced this in promotion.

	BOMA International	All Respondents
<b>Q22: Gender: Throughout your career in the built environment, have you experienced discrimination or prejudice in hiring, compensation, promotion, and/or work assignments/projects based on the following? Please select all that apply. [Shown to respondents who selected "Gender" in Q21]</b>		
Compensation	75% ↑	61%
Work assignments/projects	44%	49%
Promotion	50%	47%
Hiring	18% ↓	28%
Other areas	18%	24%
Prefer not to answer	5%	7%
<i>n</i> =	158	2282

Nearly two in five BOMA International respondents agreed or strongly agreed with the statement, “I have to work harder than others to be valued equally in the built environment.” Nearly one-third disagreed or strongly disagreed with this statement. More than one-quarter neither agreed nor disagreed.

	BOMA International	All Respondents
<b>Q23: Please indicate your level of agreement with the following statement:</b>		
<b>I have to work harder than others to be valued equally in the built environment. [A/B Split: Shown to half of respondents]</b>		
Bottom-two box	32%	32%
Strongly disagree	11%	11%
Disagree	22%	21%
Neither agree nor disagree	26%	31%
Agree	30%	23%
Strongly agree	9%	12%
Top-two box	39%	34%
Prefer not to answer	3%	3%
<i>n</i> =	237	4693

Two-thirds of BOMA International respondents agreed or strongly agreed with the statement, “I have opportunities for success in the built environment that are similar to those of my peers.”

	BOMA International	All Respondents
<b>Q24: Please indicate your level of agreement with the following statement:</b>		
<b>I have opportunities for success in the built environment that are similar to those of my peers. [A/B Split: Shown to half of respondents]</b>		
Bottom-two box	16%	16%
Strongly disagree	6%	7%
Disagree	9%	10%
Neither agree nor disagree	15%	14%
Agree	48%	45%
Strongly agree	18%	23%
Top-two box	66%	68%
Prefer not to answer	3%	2%
<i>n</i> =	247	4759



More than two in five BOMA International respondents indicated their company has a program or initiative dedicated to DEI.

	BOMA International	All Respondents
<b>Q25: Does the company where you work have a diversity, equity, and inclusion (DEI) or equivalent program or initiative?</b> <i>[Shown to all respondents except “Student and unemployed/not working,” “Unemployed and looking for work,” “Unemployed and not looking for work,” and “Fully retired”]</i>		
Yes, we have a program or initiative dedicated to DEI.	44%	43%
No, we don’t have a formal program or initiative, but we do have policies related to DEI.	18%	19%
No, our company does not have any programs, initiatives, or policies related to DEI.	14%	16%
I don’t know/Unsure.	18%	16%
Prefer not to answer	6%	6%
<i>n =</i>	474	8870

Nearly nine in ten BOMA International respondents indicated they currently hold membership in BOMA International. Almost one in five hold membership in IREM.

Among respondents who said they hold membership in at least one of the listed professional organizations, more than two-thirds (67%) selected one organization, nearly one-quarter (24%) selected two, and 9% selected three or more.

	BOMA International	All Respondents
<b>Q26: Please indicate in which professional organizations (if any) you currently hold membership. Please select all that apply. [Shown to all respondents]</b>		
American Institute of Architects (AIA)	2% ↓	24%
ASHRAE	3% ↓	18%
U.S. Green Building Council (USGBC)	13% ↓	18%
International Code Council (ICC)	2% ↓	17%
Construction Specifications Institute (CSI)	0%* ↓	10%
Design-Build Institute of America (DBIA)	0%* ↓	9%
Institute of Real Estate Management (IREM®)	18% ↑	8%
American Society of Civil Engineers (ASCE)	0%* ↓	8%
Building Owners and Managers Association International (BOMA International)	89% ↑	7%
Green Building Initiative (GBI)	3%	3%
International Institute of Building Enclosure Consultants (IIBEC)	1% ↓	3%
Construction Management Association of America (CMAA)	1%* ↓	2%
National Institute of Building Sciences (NIBS)	1%*	2%
Energy & Environmental Building Alliance (EEBA)	0%*	1%
New Buildings Institute (NBI)	0%*	1%
RMC Research & Education Foundation	0%*	0%
Regional Hispanic Contractors Association (RHCA)	0%*	0%
None of the above	6% ↓	10%
Prefer not to answer	2%	3%
<i>n</i> =	468	9220

Nearly two-thirds of BOMA International respondents indicated they have volunteered for BOMA International, and almost one-quarter indicated they have volunteered for IREM.

Among respondents who indicated they have volunteered for at least one of the listed professional organizations, three in five (60%) selected one organization, nearly three in ten (29%) selected two organizations, and 11% selected three or more.

	BOMA International	All Respondents
<b>Q27: Please indicate for which professional organizations (if any) you have ever volunteered. Please select all that apply. [Shown to all respondents]</b>		
American Institute of Architects (AIA)	4% ↓	24%
ASHRAE	4% ↓	13%
U.S. Green Building Council (USGBC)	9% ↓	12%
Construction Specifications Institute (CSI)	1%* ↓	9%
American Society of Civil Engineers (ASCE)	1%* ↓	8%
Building Owners and Managers Association International (BOMA International)	65% ↑	8%
International Code Council (ICC)	1%* ↓	7%
Institute of Real Estate Management (IREM®)	22% ↑	6%
Design-Build Institute of America (DBIA)	0%* ↓	5%
Green Building Initiative (GBI)	4%	3%
Construction Management Association of America (CMAA)	1%*	2%
National Institute of Building Sciences (NIBS)	0%* ↓	2%
International Institute of Building Enclosure Consultants (IIBEC)	1%*	2%
Energy & Environmental Building Alliance (EEBA)	0%*	1%
New Buildings Institute (NBI)	0%*	1%
RMC Research & Education Foundation	0%*	0%
Regional Hispanic Contractors Association (RHCA)	0%*	0%
None of the above	25% ↓	34%
Prefer not to answer	4%	5%
<i>n</i> =	446	8563