



Building a Community of Equity & Inclusivity

# May 2022 Luncheon



# Thank you To our 2022 Partners

## Platinum Partners

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## Gold Partners

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# Silver Partners



# Bronze Partners





# **Welcome....**

**Gabriel Escobedo,  
Member Services  
Coordinator**

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# BOMA International & DEI

Manny Moreno, PJMB Commercial, BOMA International Executive Committee

# Built Environment Social Equity Survey

- In spring 2021, BOMA International partnered with the National Institute of Building Sciences and 17 other real estate organizations on a **Built Environment Social Equity Survey**. The comprehensive research study collected critical data on the built environment workforce.





# Built Environment Social Equity Survey

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



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
n =	188	252	440
The percentages in the table above have been recalculated to exclude the respondents who indicated "Unsure" or "Prefer not to answer."			





# Built Environment Social Equity Survey

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? <i>[Shown to all respondents]</i>	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."*





# Built Environment Social Equity Survey

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. <i>[Shown to all respondents]</i>	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%
<i>n</i> =	197	268	465







# Diversity & BOMA OEB

## Leadership Diversity Plan





# Leadership Diversity Initiative

## 2017 & Beyond



# Board Leadership - Step 1

- Collect data on current board: demographics & skillsets
- Analyze results
- Determine desired board representative goals for future





# Board Profile

2016 - Present



# 2016 Board Profile

- 12 Members: 9 men, 3 women
- 1 person of color, 2 LGBTQ
- All 15 years + experience
- 2 Associate Members
- All past committee leaders
- All 40+ years old



# Board Diversity Goal

- Goal to have board represent the demographics of the membership
- Improve transparency of nomination process
- Move from nomination to application
- Annually set criteria for nominating committee
- Revamp board application to collect additional information
- Develop review process; including interviews of top candidates





# Outcomes

Board Application Process Impacts



# 2022 Board Profile

- 12 Members: 10 women, 2 men
- Three Associate members
- Five people of color
- Mix of CRE experience
- Mix of BOMA experience





## DIVERSITY, EQUITY & INCLUSION

**CRYSTAL MAINTENANCE INC.** 

**Mauricio Diaz Jr.**  
Sales Manager

**FREE ESTIMATES**

Mobile: (925) 223-7368  
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[www.crystalmaintenance.com](http://www.crystalmaintenance.com)



### Resources

#### Articles

- Harvard Business Review: [How to Recruit More Women to Your Company](#)
- Forbes: [A Rise in Invisible Disabilities Calls for Corporate Culture Change](#)
- Business Insider: [4 Steps D&I Consultants Recommend for hiring more Black and Brown employees — and keeping them long term](#)
- Harvard Business Review: [How to Call Out Racial Injustice at Work](#)
- Glassdoor Blog: [LGBTQ+ Employees Are](#)

[Less Satisfied Than Colleagues at Work](#)

[Workplaces More LGBTQ Inclusive](#)

#### Books

[Risk Grants](#)

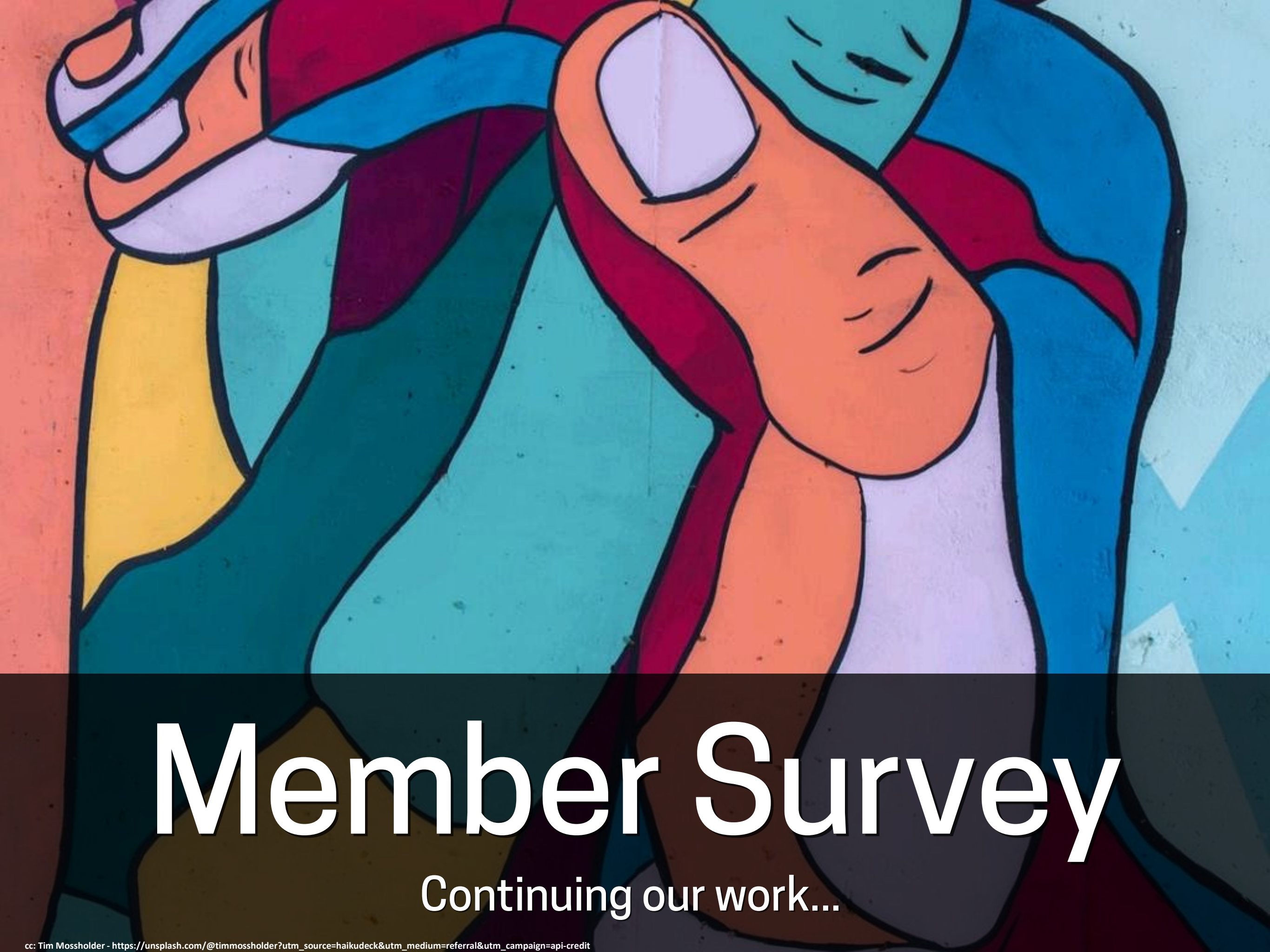
[Books](#)

- CRE Insight Journal's [The Evolving](#)

Recorded sessions, books, articles and more

# DEI Online Resources





# Member Survey

Continuing our work...





# Peer Exchange

Share, Learn and Connect



# Table Discussions

- Questions on each table
- Key takeaway note pages
- Report back in 20 mins



# Peer Table Discussion

- Does your organization have a diversity program?
- Does your organization have any requirements to use vendors that are diverse/person of color owned/woman owned?
- Has your organization changed their job descriptions or requirements to expand your candidate pool? (College not required, ability to carry X lbs or more)
- Does your company have a mentoring program?
- Do you feel empowered by management/C-suite to make changes in favor of inclusivity?
- What is an inclusive thing a colleague did or said that made work more comfortable/safe for you?
- How does your company measure diversity?
- How can you/your company make the opportunities for leadership positions more equitable?



A hand is shown in the bottom right corner, holding a piece of white chalk and drawing the word "SHARE" in large, 3D block letters on a dark chalkboard. The letters are filled with diagonal hatching lines. The hand is positioned as if it has just finished drawing the letter 'E'.

Key Takeaways

# Report Out





Water Wise: Saving at Building Level – Lake Chalet

# June 9<sup>th</sup> – Luncheon





Certificate of Insurance 101 -- July 14th  
**Backpack to Briefcase**






# East Bay Regional Park District Clean-up - July 19

# BOMA OEB Gives Back



Thank You! 

Thank