



AMERICAN COUNCIL OF ENGINEERING COMPANIES

OHIO

*Diversity, Equity
& Inclusion
Report*



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OVERVIEW AND SCOPE

ACEC Ohio created an initiative to improve the diversity, equity, and inclusion of all members. To improve diversity of the committee members, several key components were required:

- Meet with the ACEC Ohio Diversity Committee to establish parameters for data collection.
- Create a database of committee members that includes diversity information: ethnicity, gender, region, engineering discipline, young professional, and committees served.
- Compile information for statistical analysis and presentation.

This report breakdowns information by overall committee members and each committee:

- | | |
|---------------------------|---|
| 1. All Committee Members | 9. Rising Leader |
| 2. Committee Chairs | 10. Small Firms |
| 3. State Public Works | 11. Transportation |
| 4. Communications | 12. PAC |
| 5. Environment and Energy | 13. Scholarship |
| 6. Government Affairs | 14. Chapter Leadership and Board of Directors |
| 7. Member Services | |
| 8. QBS | |

This is the first summary of diversity information accumulated for ACEC Ohio. All information and conclusions gathered in this report will enhance future efforts of outreach to improve the diversification of ACEC Ohio committee members.

All statistics collected were gathered by the ACEC Ohio Diversity Committee and ACEC Ohio staff.

DISCLAIMER: The information, data, and statements contained herein are educated presumptions based on research and ACEC Ohio.

1. ACEC OHIO COMMITTEE MEMBERS – ALL MEMBERS

This report shows a breakdown of information gathered for all ACEC Ohio Committee Members. There are over 160 ACEC Ohio member companies of which 218 serve as Committee Members on a minimum of one committee. Committee Members serving on multiple committees were only counted once for this data selection.

All Committee Members - Gender

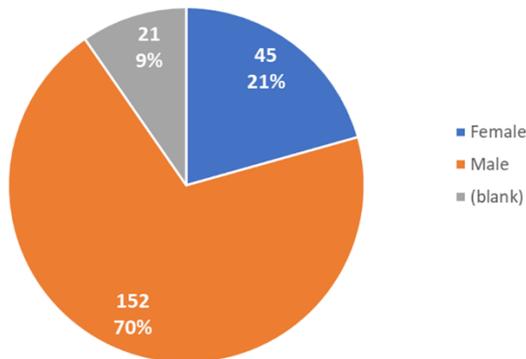


Figure 1.1

Figure 1.1 – ACEC Committee Members are a vast majority ‘Male’ with a nearly three-fourths representation. This compared to ‘Female’ representation of 21% and ‘non-reporting’ registering at 9%.

Figure 1.2 (below right)– ACEC Committee Members ethnicities tracking showcases a vast majority of ‘White’, with 177 of 218 of the totals for 81%. The second largest group is ‘Asian’ at five representing 2% of all committee members.

All Committee Members - Young Professional

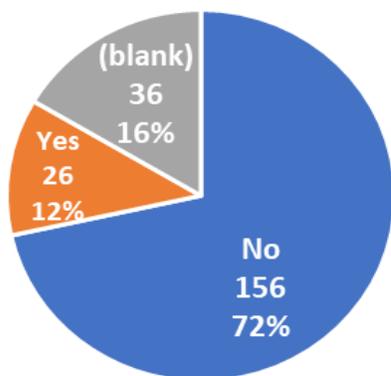


Figure 1.3

Figure 1.3 (above left)– Young Professionals account for 12%, or 26 members, in ACEC Ohio. A large majority are classified as ‘No’ meaning they are not a Young Professional.

All Committee Members - Ethnicity

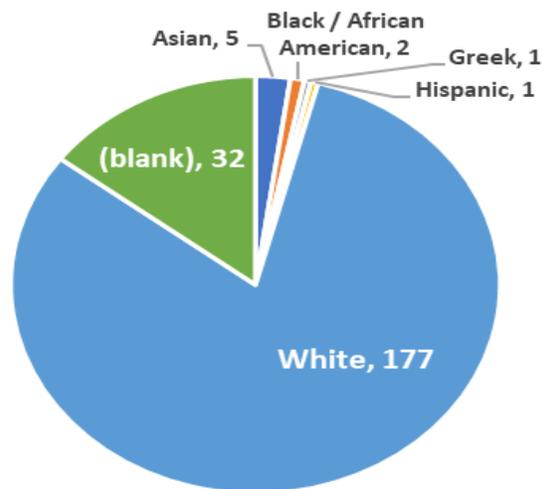


Figure 1.2

ACEC Ohio

Diversity, Equity, & Inclusion Report

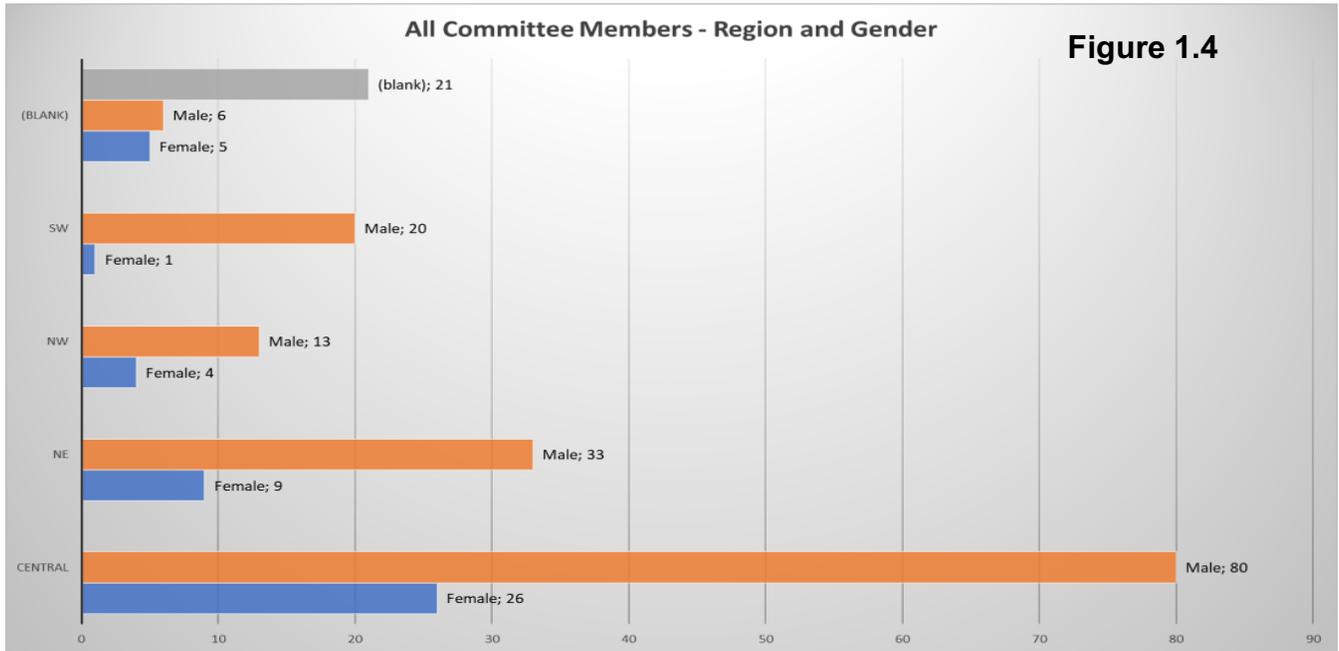
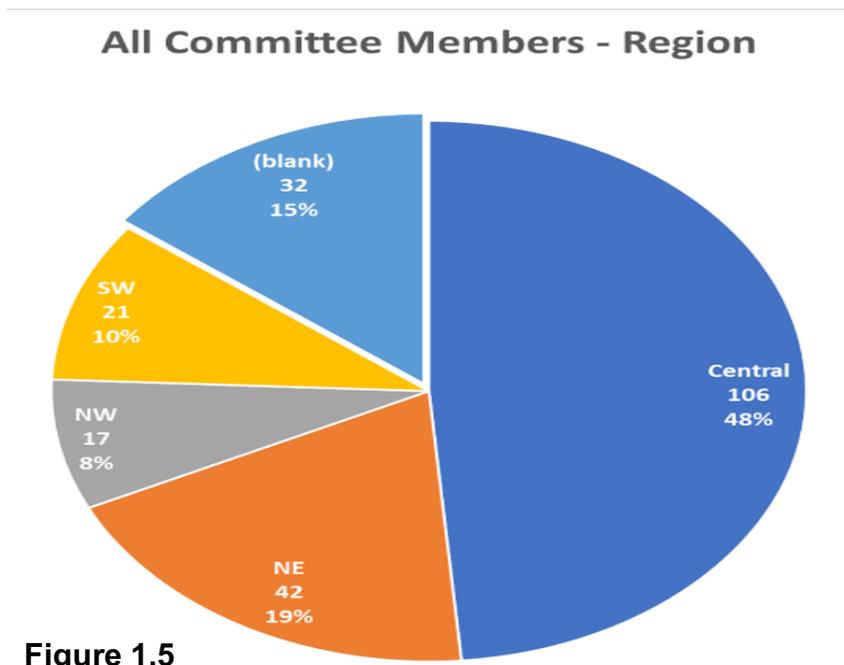


Figure 1.4 (above) and 1.5 (below) – ACEC Ohio Committee Members are broken down into regions: Central, Northeast, Northwest, and Southwest. Almost half, 48%, of all Committee Members have firms in the ‘Central’ region. This region also contains the largest percentage and number of ‘Female’ members. The ‘Northeast’ region is the second largest represented with the second largest gender diversification.



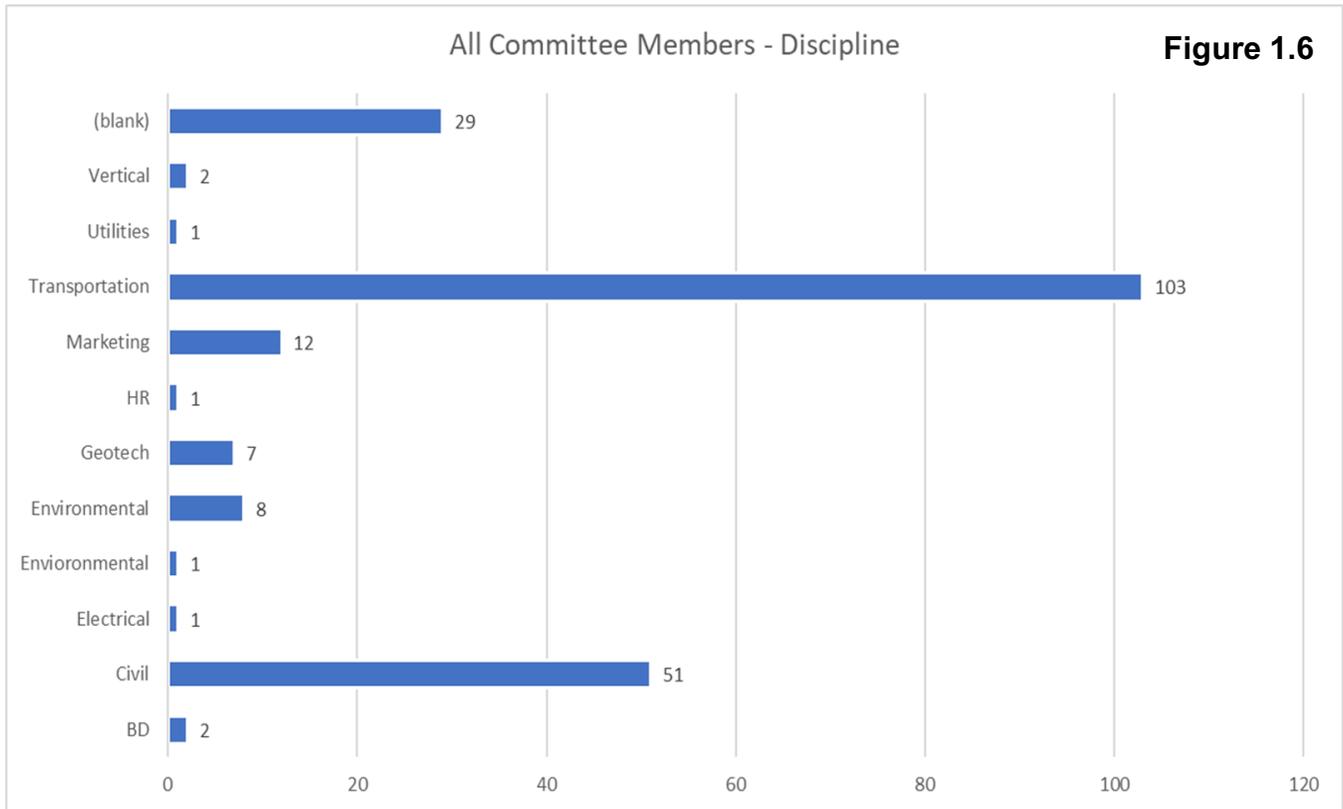


Figure 1.6 – ACEC Ohio Committee Members represent eleven disciplines within engineering. The largest discipline is ‘Transportation’. There are six disciplines with representation of one or two members.

Key Takeaways:

- **Gender:** A vast majority of members are Male at 70%. All regions carry a similar gender breakdown to the overall number.
- **Ethnicity:** There are five ethnic groups represented. White members represent 81%, 177 total, of all identifying groups. The second largest represented group is Asian at five members, 2% of the total.
- **Regional Representation:** The Central region contains 48% of all members. The regions of Northeast, Northwest, and Southwest combine for 37% representation.

2. COMMITTEE CHAIRS

This report shows a breakdown of information gathered for ACEC Ohio Committee Chairs. There are a total of 14 Committee Chairs.

Figure 2.1

Male/Female

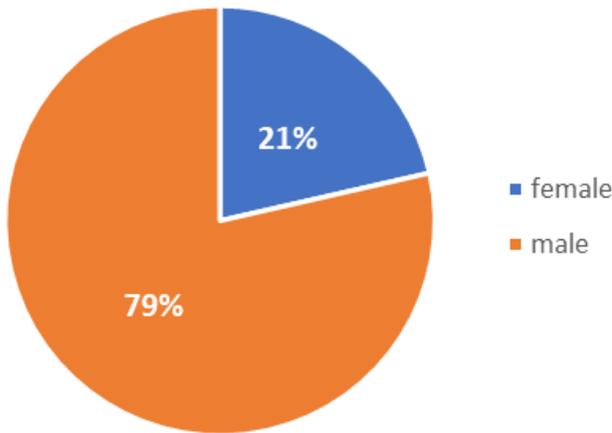


Figure 2.2

White vs Non-White

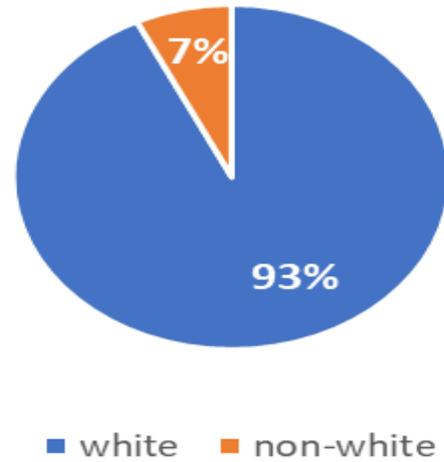


Figure 2.1 (top left) and Figure 2.2 (top right) – ACEC Ohio Committee Chairs have a gender breakdown of eleven ‘Male’ and three ‘Female’ members.

Committee Chairs - Young Professionals

Figure 2.3 (right) – ACEC Ohio Committee Chairs contain only one ‘Young Professional’ designated member.

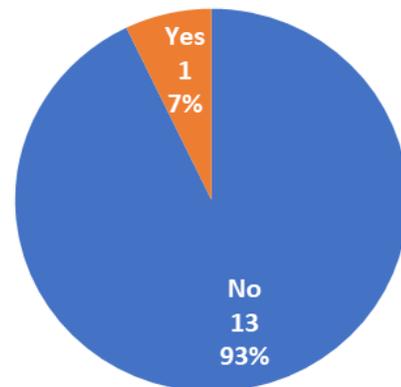


Figure 2.3

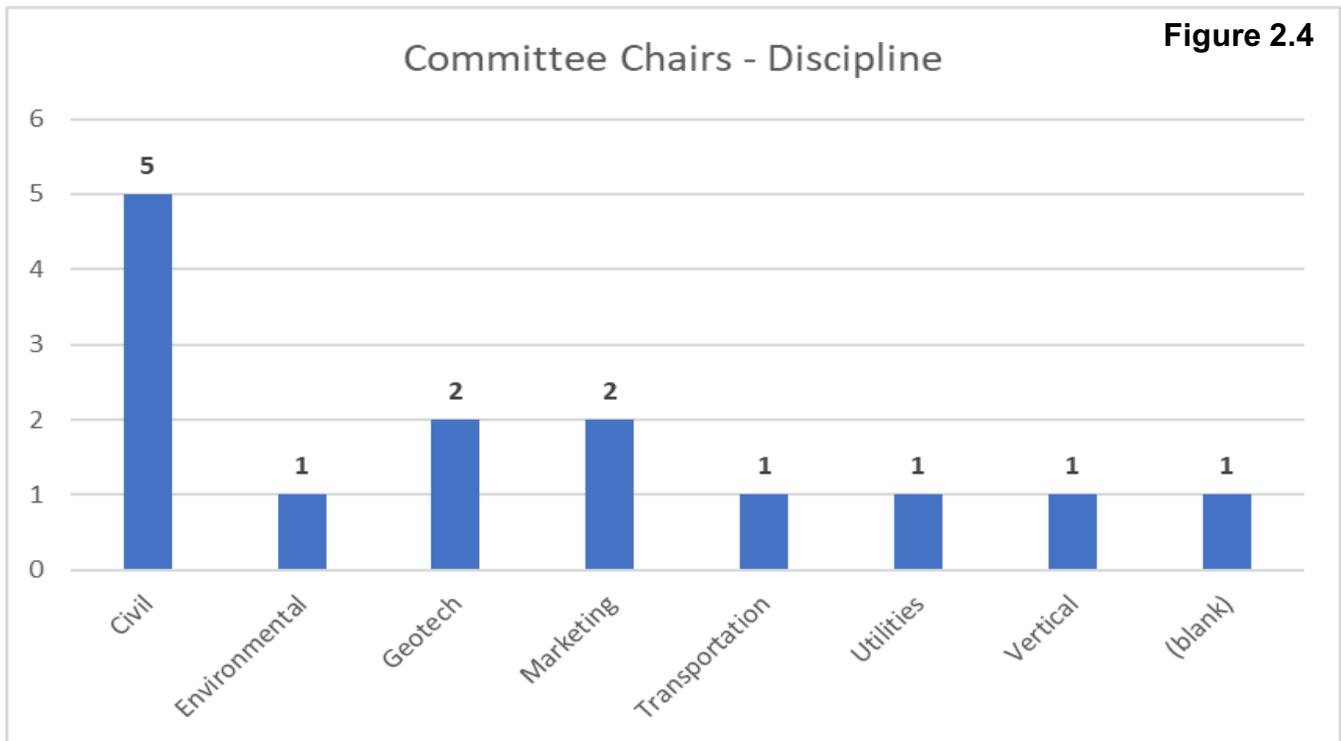


Figure 2.4 – ACEC Ohio Committee Chairs represent seven engineering disciplines between the current 14 members. Currently, the ‘Civil’ discipline presents the majority discipline with nearly 50% of all the members.

Key Takeaways:

- **Gender:** The Committee Chairs breakdown 79% male to 21% female.
- **Ethnicity:** Committee Chairs are a vast majority White with 13 of 14 members represented.

3. STATE PUBLIC WORKS COMMITTEE

This report shows a breakdown of information gathered for the ACEC Ohio State Public Works Committee. There are a total of 20 State Public Works committee members.

State Public Works - Ethnicity

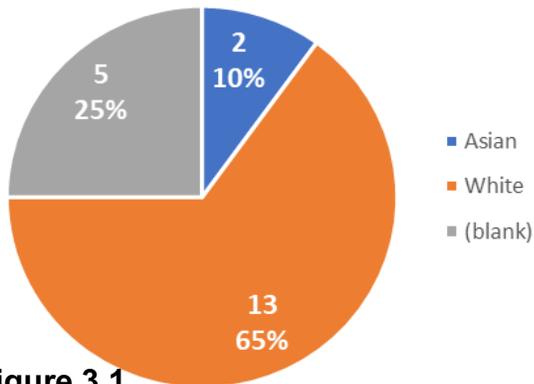
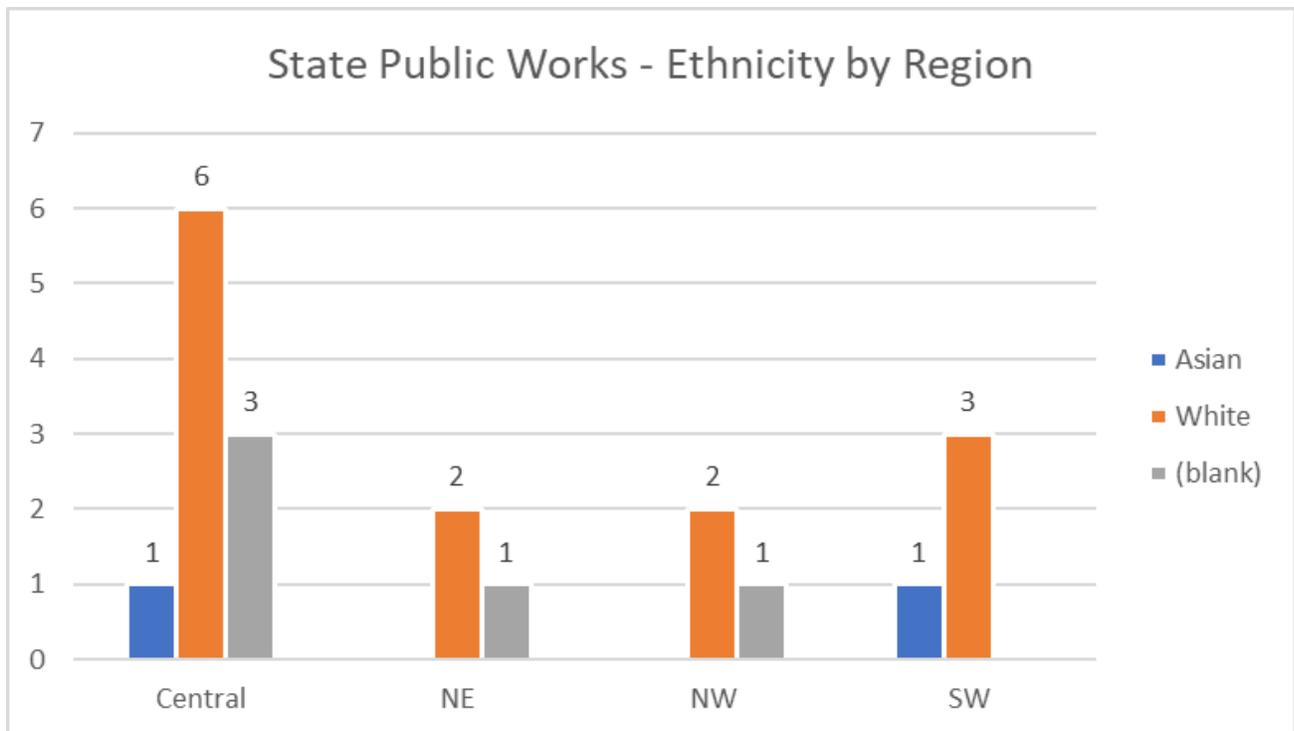


Figure 3.1

Figure 3.1 – ACEC Ohio State Public Works Committee members have an ethnic breakdown of thirteen ‘White’ and 5 ‘Asian’. Only the Central and Southwest regions contain any ethnic diversity with one ‘Asian’ member in each respective region.

Figure 3.2 - Only the Central and Southwest regions contain any ethnic diversity with one ‘Asian’ member in each respective region.

Figure 3.2



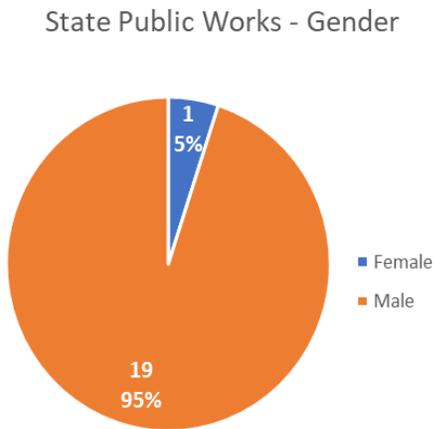


Figure 3.3

State Public Works - Young Professional

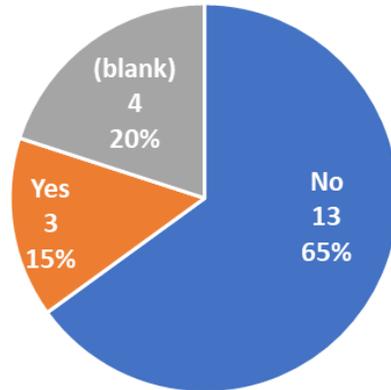


Figure 3.4

Figure 3.3 (top left) and Figure 3.4 (top right) – ACEC Ohio State Public Works Committee members are a vast majority ‘Male’ representing 19 of 20 members. A majority of the members in this committee are not considered Young Professional at nearly 65% of all within this committee.

State Public Works - Discipline

Figure 3.5

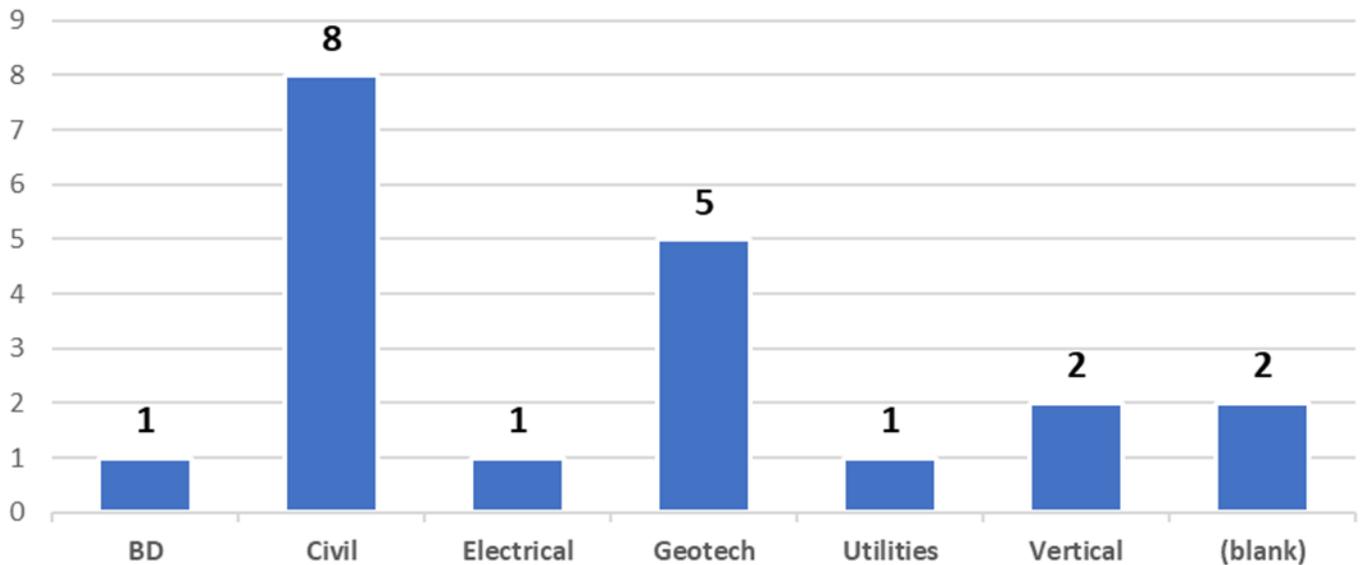


Figure 3.5 – The ‘Civil’ engineering discipline represents 40% of members within this committee. The ‘Geotech’ discipline is the second largest discipline with 25% for a total of five members.

4. COMMUNICATIONS COMMITTEE

This report shows a breakdown of information gathered for the ACEC Ohio Communications Committee. There are a total of 12 Communications committee members.

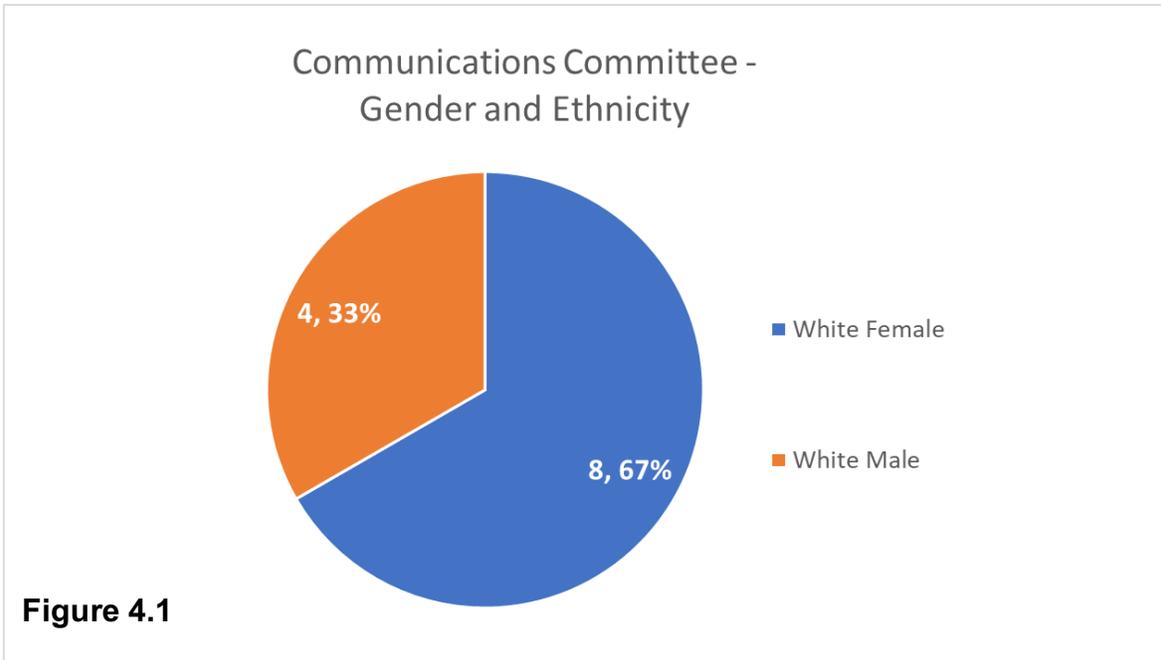


Figure 4.1– All members identify as ‘White’ with two-thirds of the committee ‘Male’ and one-third ‘Female’.

Communications Committee -
Regional Representation

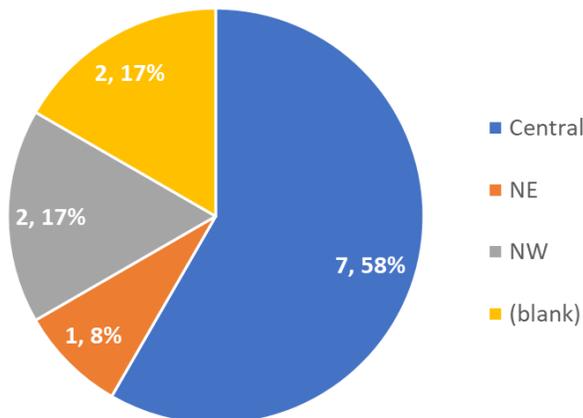


Figure 4.2 – ACEC Ohio Communications Committee member representation includes three of the four regions. Only the Southwestern region does not have a member. The Central region contains a majority.

Figure 4.2

Communications Committee -
Young Professional

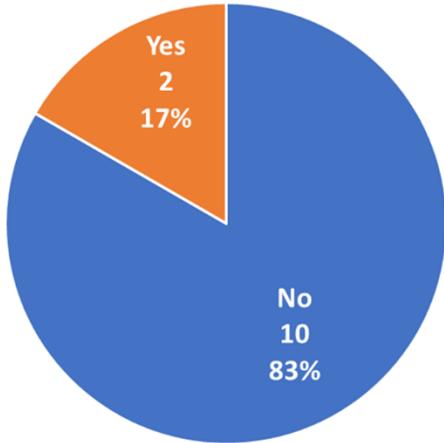


Figure 4.3 – ACEC Ohio Communications Committee members contains two members identified as Young Professional out of twelve total members.

Figure 4.3

Figure 4.4 – This committee contains a majority of members representing the marketing industry.

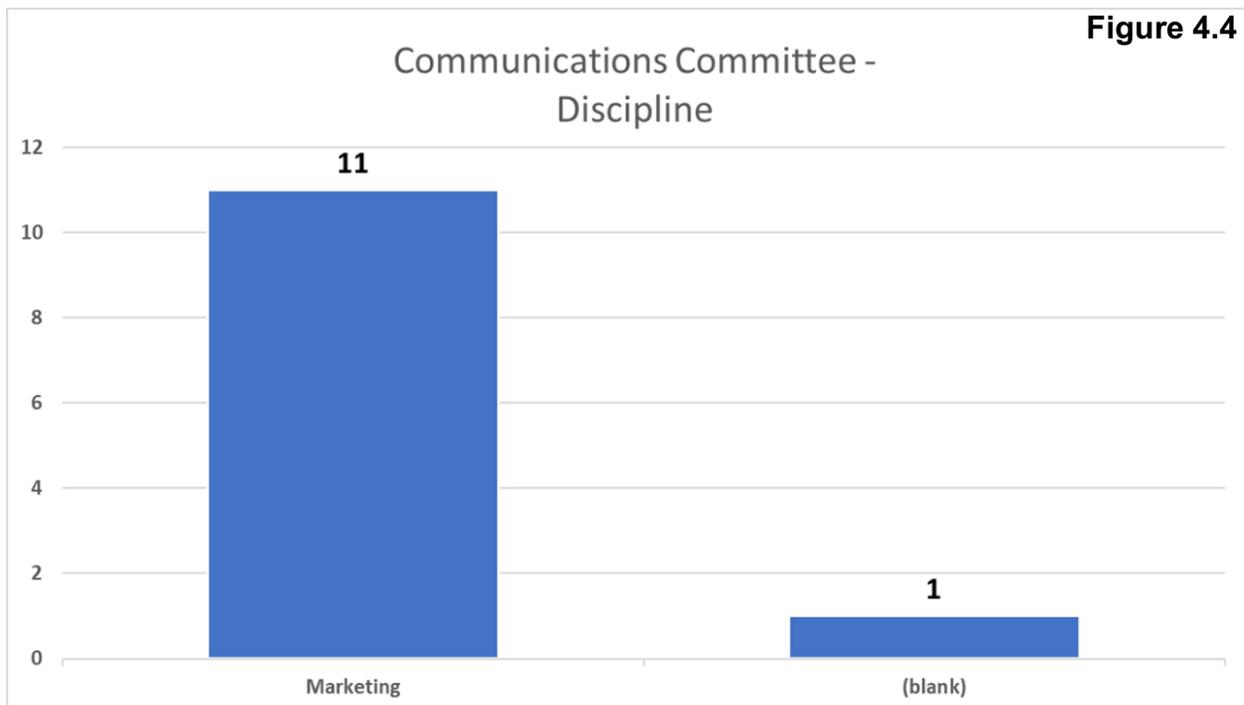


Figure 4.4

5. ENVIRONMENT & ENERGY COMMITTEE

This report shows a breakdown of information gathered for the ACEC Ohio Environment & Energy Committee. There are a total of 32 E&E Committee members.

E&E Committee - Gender

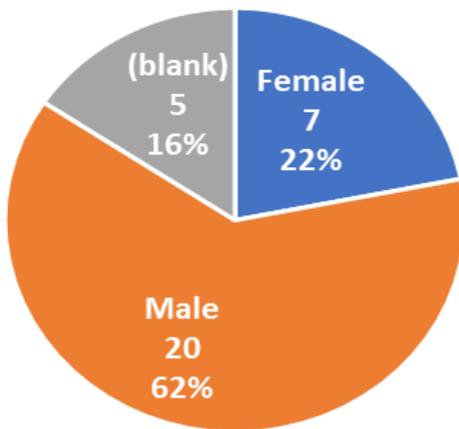


Figure 5.1 – A majority of the members are ‘Male’ with a total of 20. The remaining members are split between ‘Female’, seven, and ‘Non-reporting’, five.

Figure 5.1

E&E Committee - Ethnicity

Figure 5.2– The ACEC Ohio E&E Committee ethnic representation is comprised solely by those identifying as ‘White’ with 26 members. There are six members in the ‘Non-reporting’ category.

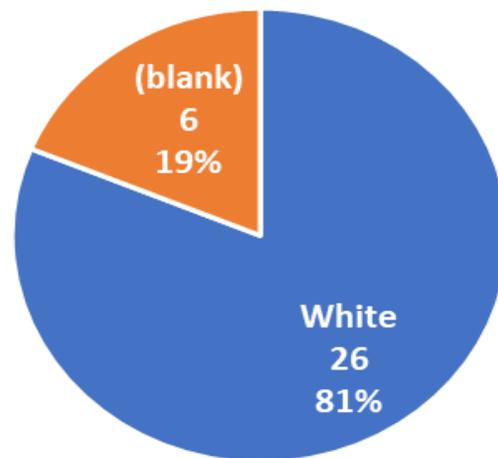


Figure 5.2

Figure 5.3– This committee contains representation from Young Professionals at 12%, or 4 of 32 current members. A vast majority are not listed as young professional.

E&E Committee - Young Professional

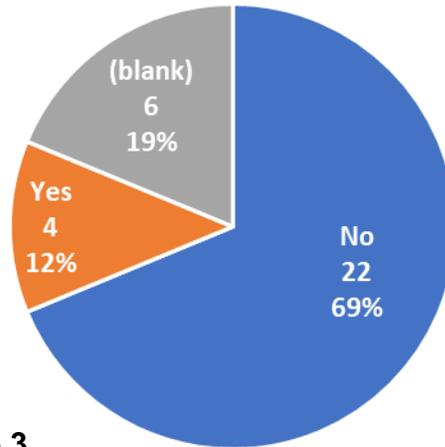
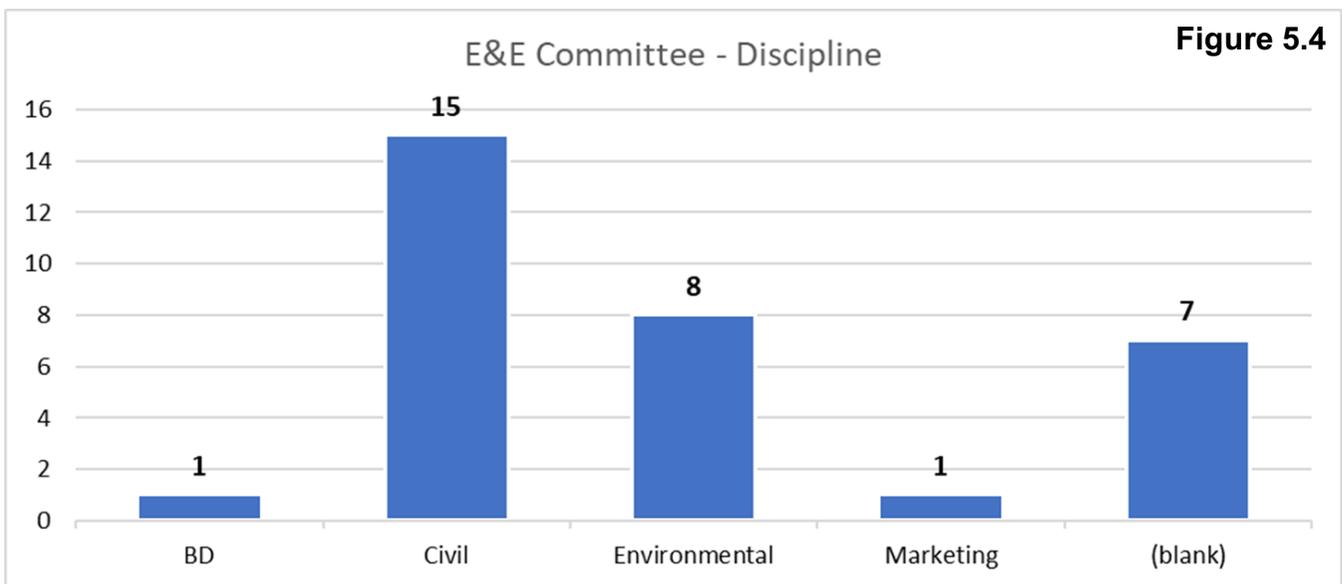


Figure 5.3

Figure 5.4– The ACEC Ohio E&E Committee broken down by discipline reveals members representing five different disciplines. A majority identify as ‘Civil’ with 15 of 32 members.



6. GOVERNMENT AFFAIRS COMMITTEE

This report shows a breakdown of information gathered for the ACEC Ohio Government Affairs Committee. There are a total of 32 Government Affairs Committee members.

Government Affairs Committee - Ethnicity

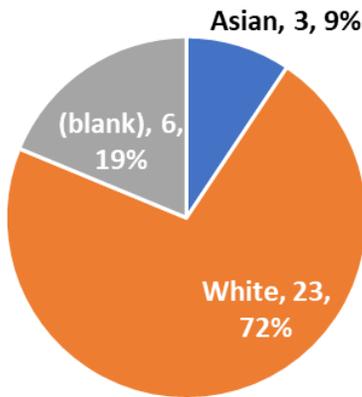


Figure 6.1 – Of these members, 23 identify as ‘White’ for 72% of the members. A total of three members identifies as ‘Asian’ for 9% of all members.

Figure 6.1

Figure 6.2 – The same number of ‘Non-reporting’ members for ethnicity are found in the gender breakdown. Three-fourths of the members are ‘Male’ with ‘Female’ representation at two members, 6%.

Government Affairs Committee - Gender

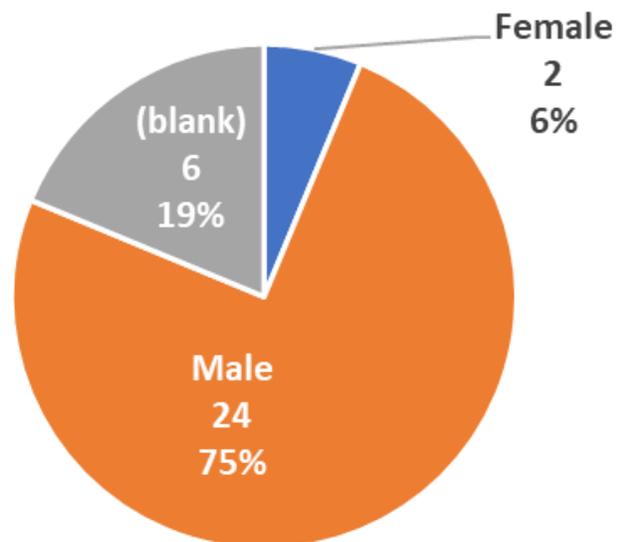


Figure 6.2

Figure 6.3 – A majority of this committee does not identify as ‘Young Professional’.

Government Affairs Committee - Young Professional

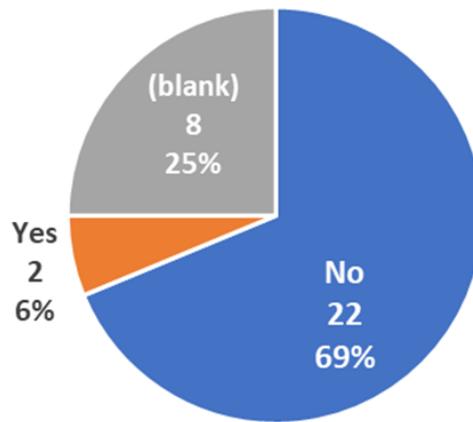
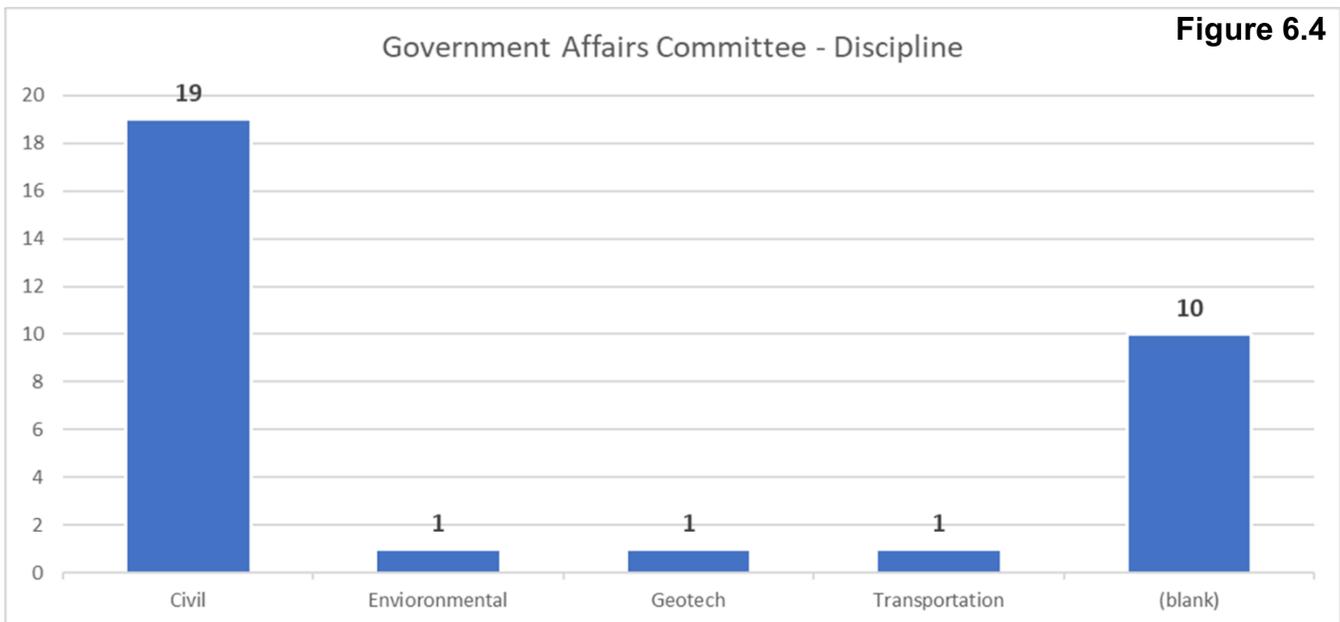


Figure 6.3

Figure 6.4 – A total of 4 disciplines are represented in the Government Affairs Committee. The ‘Civil’ discipline represents 47% of the totals with 19 members. The second largest category are members not identified with a specific discipline at this time.

Government Affairs Committee - Discipline

Figure 6.4



7. MEMBERS SERVICES COMMITTEE

This report shows a breakdown of information gathered for the ACEC Ohio Members Services Committee. There are a total of 10 Member Services Committee members.

Member Services Committee -
Gender and Ethnicity

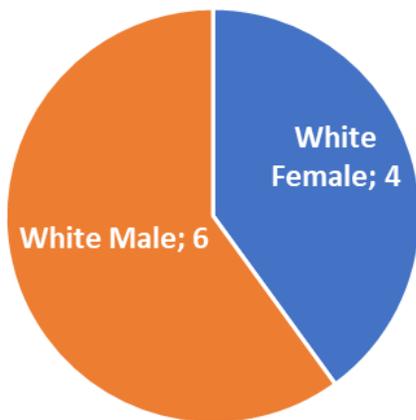
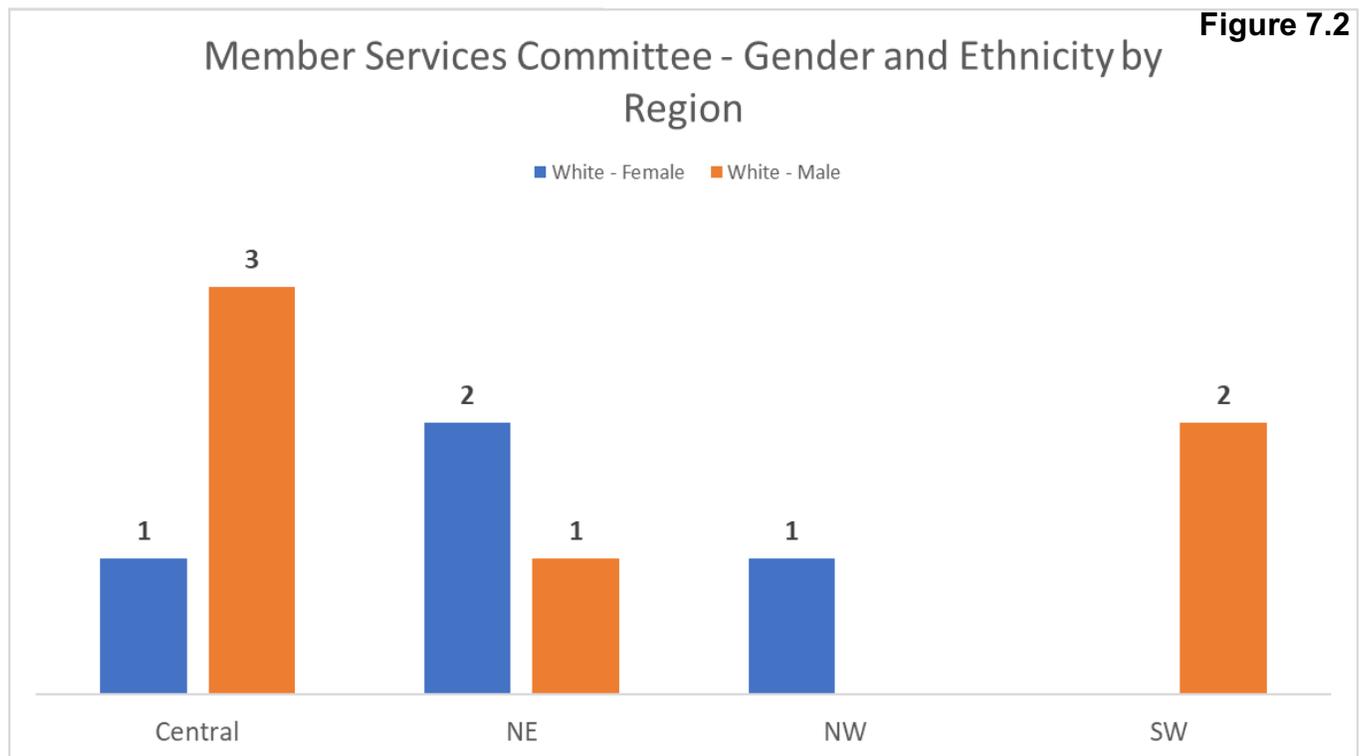


Figure 7.1

Figure 7.1 (left) – Member Services Committee contains a nearly even split of gender representation.

Figure 7.2 (below) – All regions are represented in this committee by a minimum of one member. The Northeast region has representation of two ‘Female’ to one ‘Male’.



Member Services Committee - Young Professional

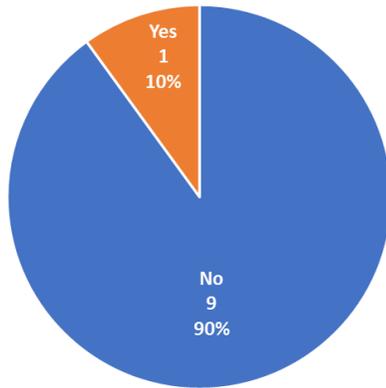


Figure 7.3 – This committee contains one member identified as a ‘Young Professional’.

Figure 7.3

Figure 7.4 – The Member Services Committee contains representation from three engineering disciplines: Civil, Environmental, and Geotech. The ‘Civil’ discipline contains the most representation with seven of ten members.

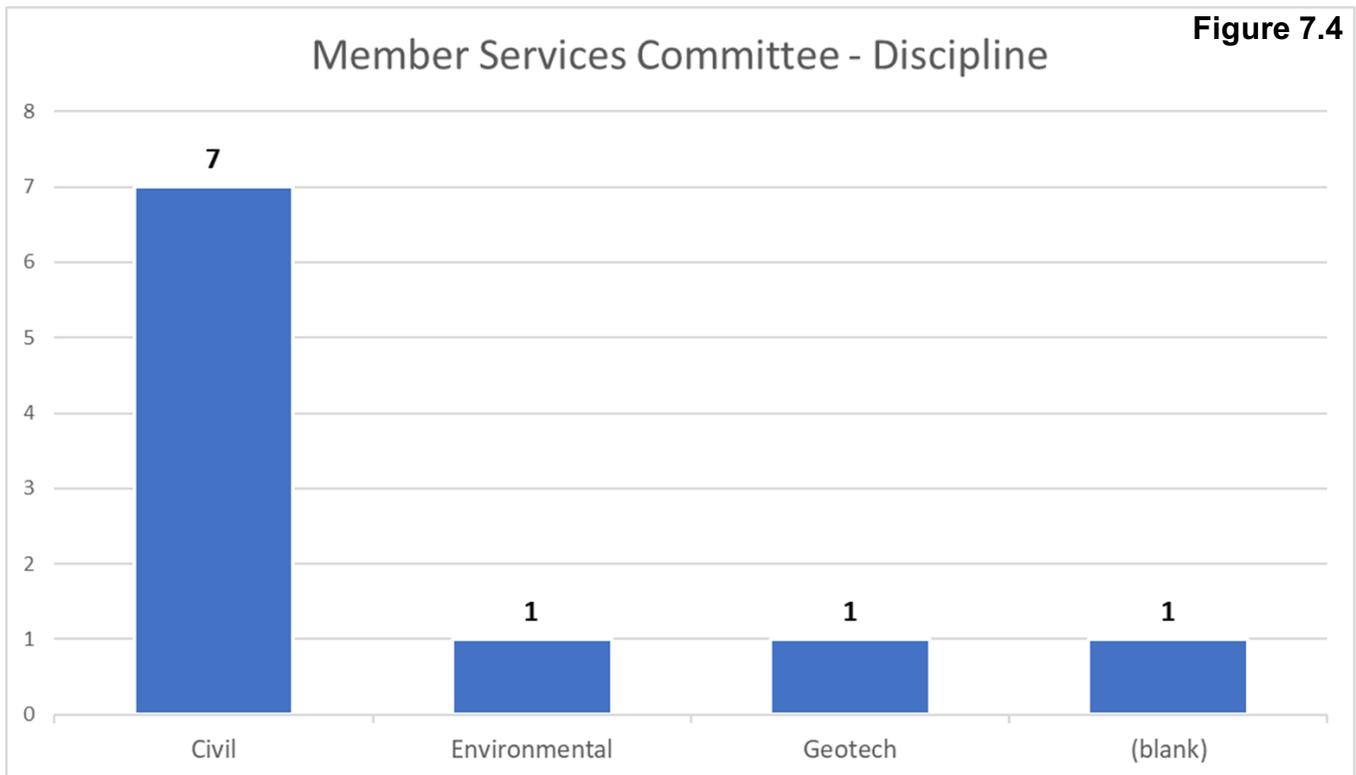


Figure 7.4

8. QBS COMMITTEE

This report shows a breakdown of information gathered for the ACEC Ohio QBS Committee. There is a total of 8 QBS Committee members.

QBS Committee - Gender and Ethnicity

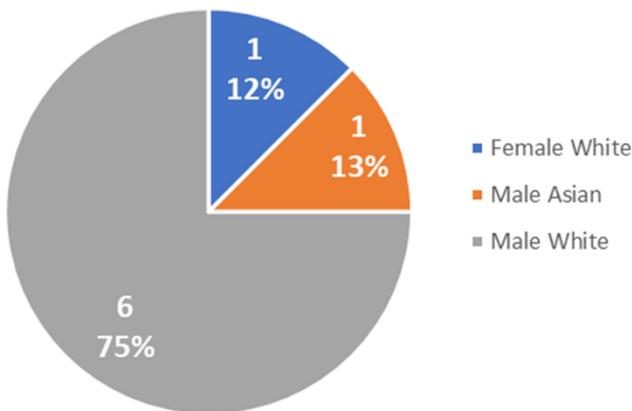


Figure 8.1 – The QBS Committee contains a seven-to-one majority of ‘Male’ representation. There is one minority member in this committee.

Figure 8.1

QBS Committee - Region Breakdown

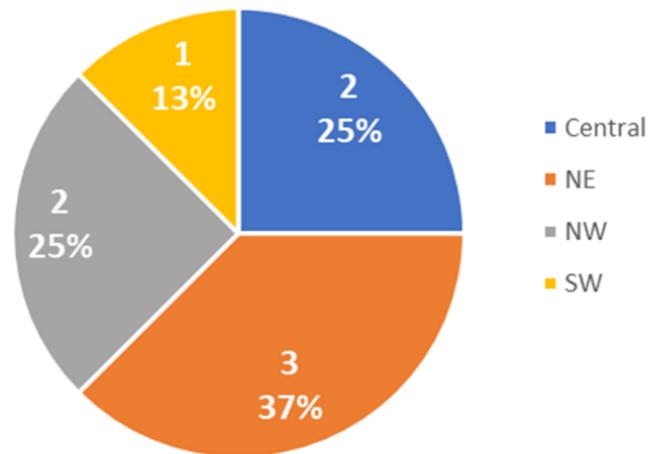


Figure 8.2 – All regions are represented almost equally in this committee. The ‘Northeast’ region contains the highest number of members.

Figure 8.2

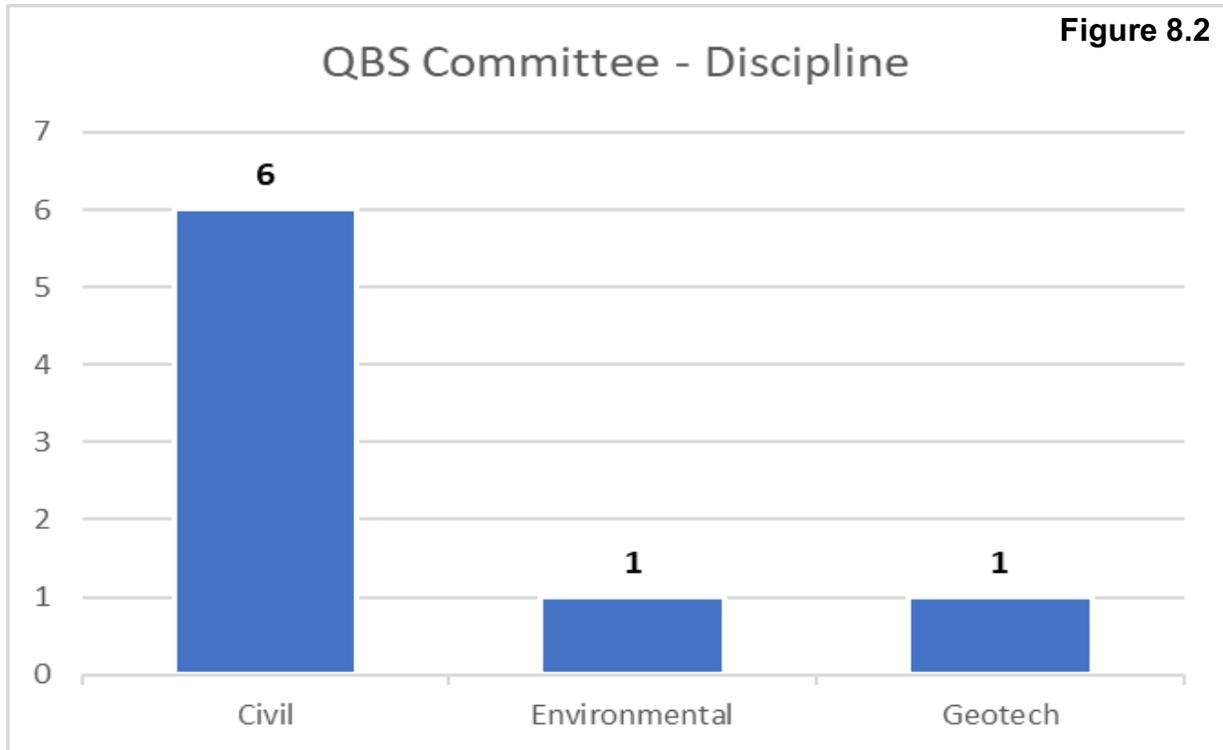


Figure 8.3 – The QBS Committee is represented by three different engineering disciplines: Civil, Environmental, and Geotech. The ‘Civil’ engineering discipline contains a vast majority with six of the eight members. The other two disciplines contain one member each.

9. RISING LEADER COMMITTEE

This report shows a breakdown of information gathered for the ACEC Ohio Rising Leader Committee. There are a total of 8 Member Services Committee members.

Rising Leader Committee - Gender

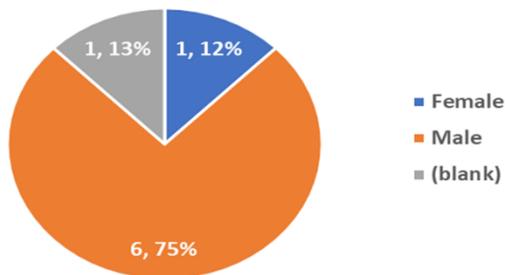


Figure 9.1

Rising Leader Committee - Ethnicity

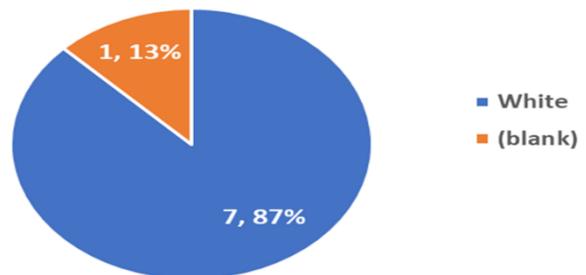


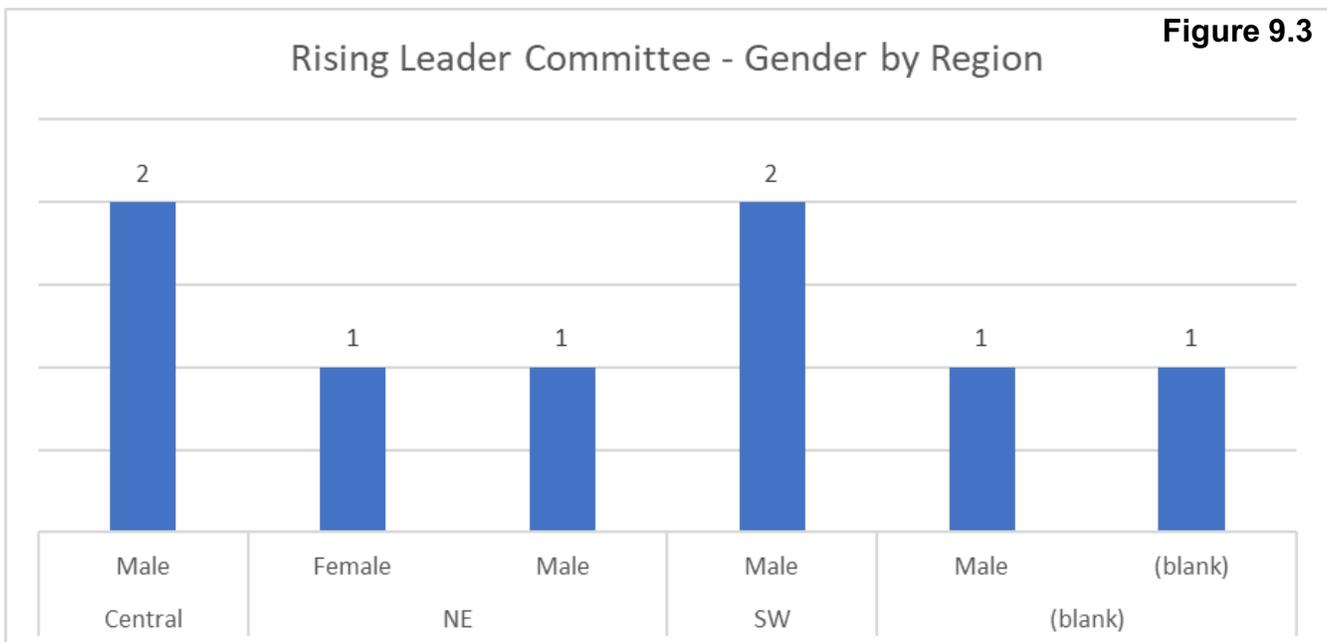
Figure 9.2

Figure 9.1 (top left) and 9.2 (top right) – The Rising Leader Committee contains a large majority of ‘White’ (87%) and ‘Male’ (75%) members. There is one ‘Female’ and no minorities on this committee.

Figure 9.3 (below) – The Rising Leader Committee contains representation from all regions except the Northwest region. The Northeast region contains the lone ‘Female’ member.

Rising Leader Committee - Gender by Region

Figure 9.3



Rising Leader Committee - Young Professional

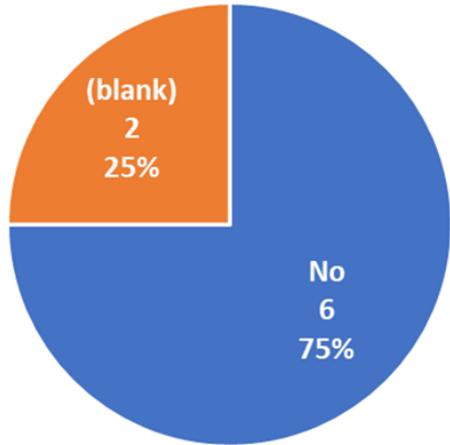
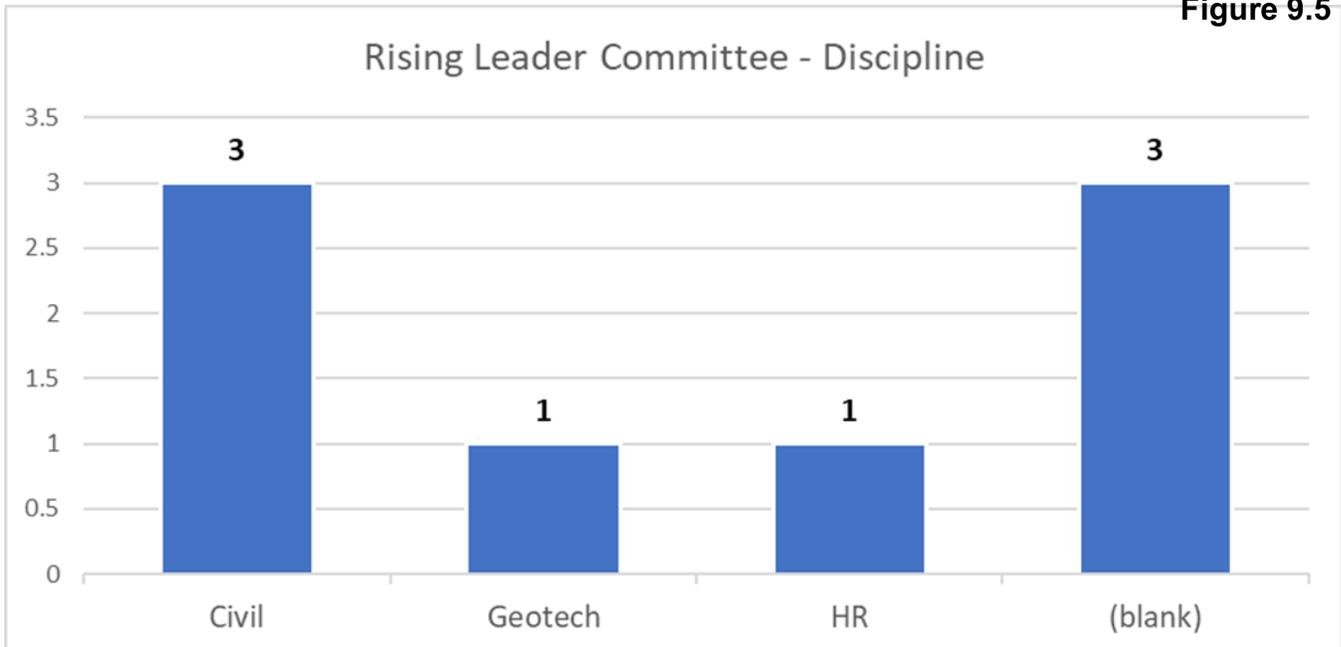


Figure 9.4 – The Rising Leader Committee contains six members, 75% of the total, are not identified as ‘Young Professional’. The remaining two members are not identified.

Figure 9.4

Figure 9.5 – Three engineering disciplines are represented in this committee: Civil, Geotech, and HR. Civil contains the majority of the members with three. There are also three members who are not identified with a discipline.

Figure 9.5



10. SMALL FIRMS COMMITTEE

This report shows a breakdown of information gathered for the ACEC Ohio Small Firms Committee. There are a total of 29 Small Firms Committee members.

Small Firms Committee -
Regional Representation

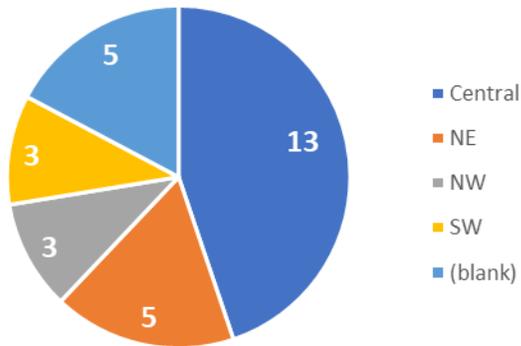


Figure 10.1

Small Firms Committee - Ethnicity

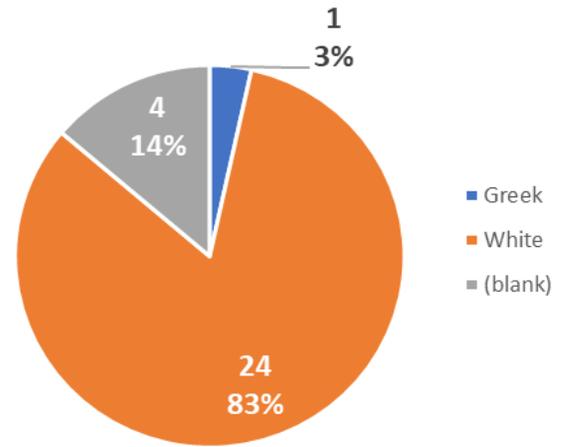


Figure 10.2

Figure 10.1 (above left)– The Small Firms Committee contains representation from all regions. A majority reside in the ‘Central’ region.

Figure 10.2 (above right) – The Small Firms Committee contains a majority of ‘White’ members. One member contains European White – Greek descent.

Small Firms Committee - Gender

Figure 10.3 – ‘Male’ representation in the Small Firms Committee is about 62% with ‘Female’ members at 24%.

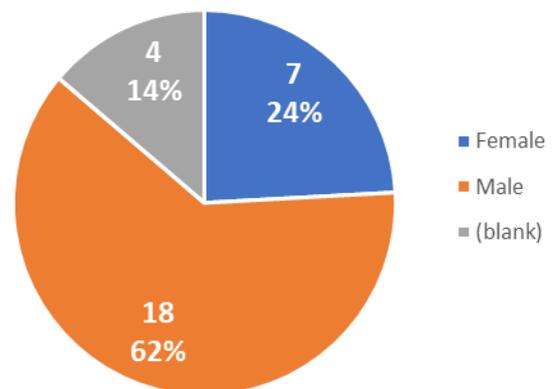


Figure 10.3

Figure 10.4 – Three members of this committee are identified as ‘Young Professional’ which represents ten-percent of the committee total. The majority are not identified as ‘Young Professional’ with twenty members.

Small Firms Committee -
Young Professional

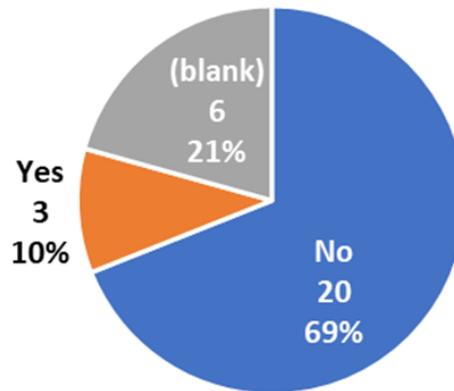
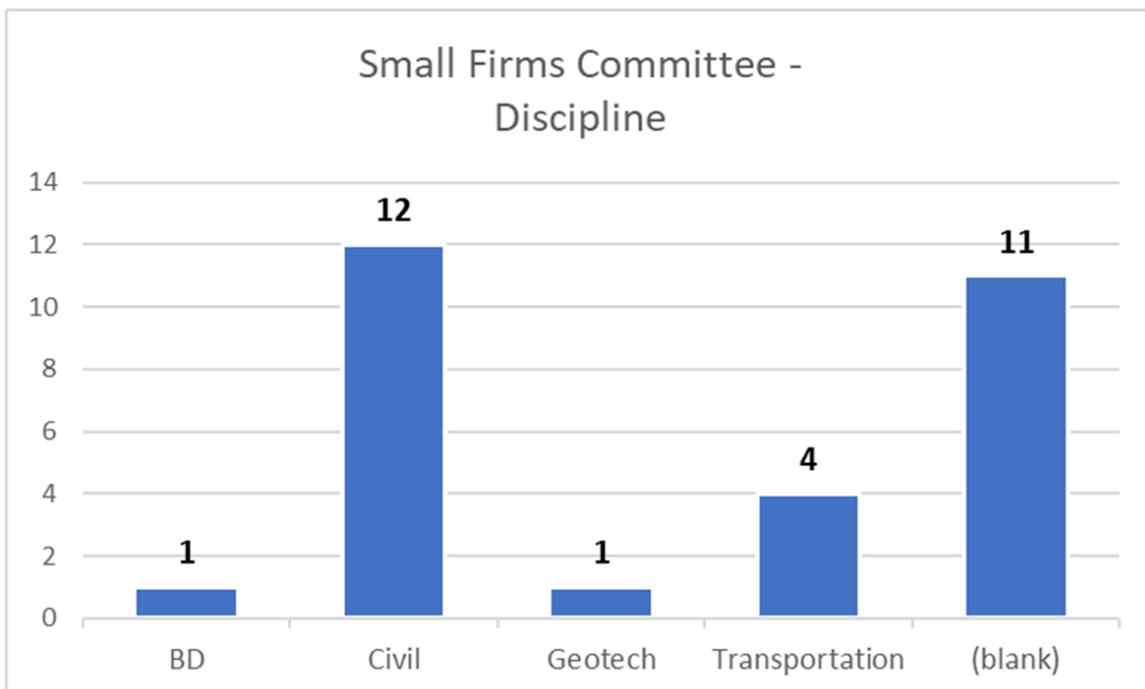
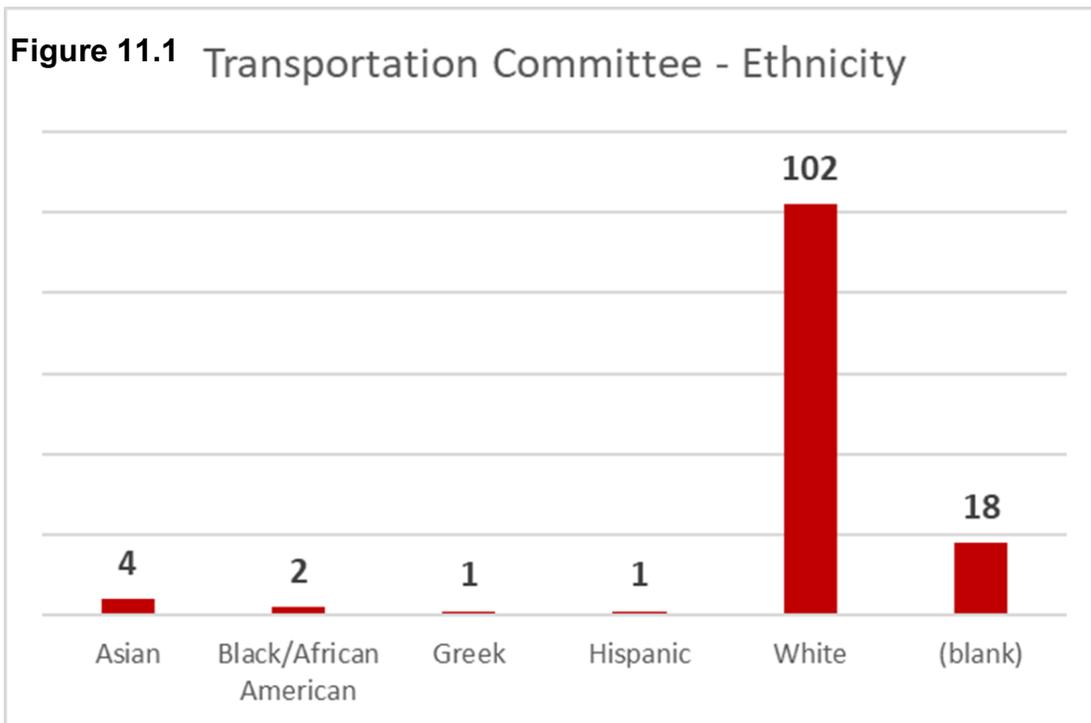


Figure 10.5 – Four engineering disciplines are represented in the Small Firms Committee. ‘Civil’ contains the vast majority with twelve members. There are eleven non-identified members in this committee.



11. TRANSPORTATION COMMITTEE

This report shows a breakdown of information gathered for the ACEC Ohio Transportation Committee. There are a total of 128 Transportation Committee members which represents the largest committee for ACEC Ohio.



Transportation Committee - Gender

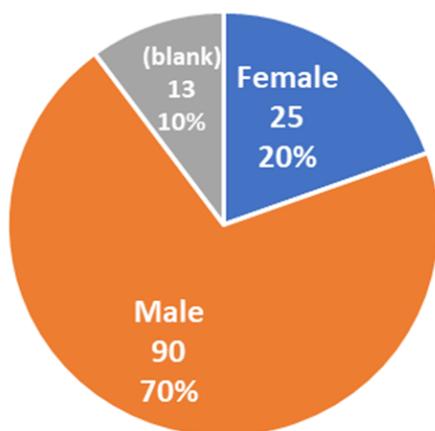


Figure 11.1 (above) – The Transportation Committee contains the most diverse group of members with five ethnic groups. However, ‘White’ still outpaces all other classifications by a wide margin.

Figure 11.2 (left) – The percentage of ‘Female’ to ‘Male’ representation is comparable to that of all committee members.

Figure 11.2

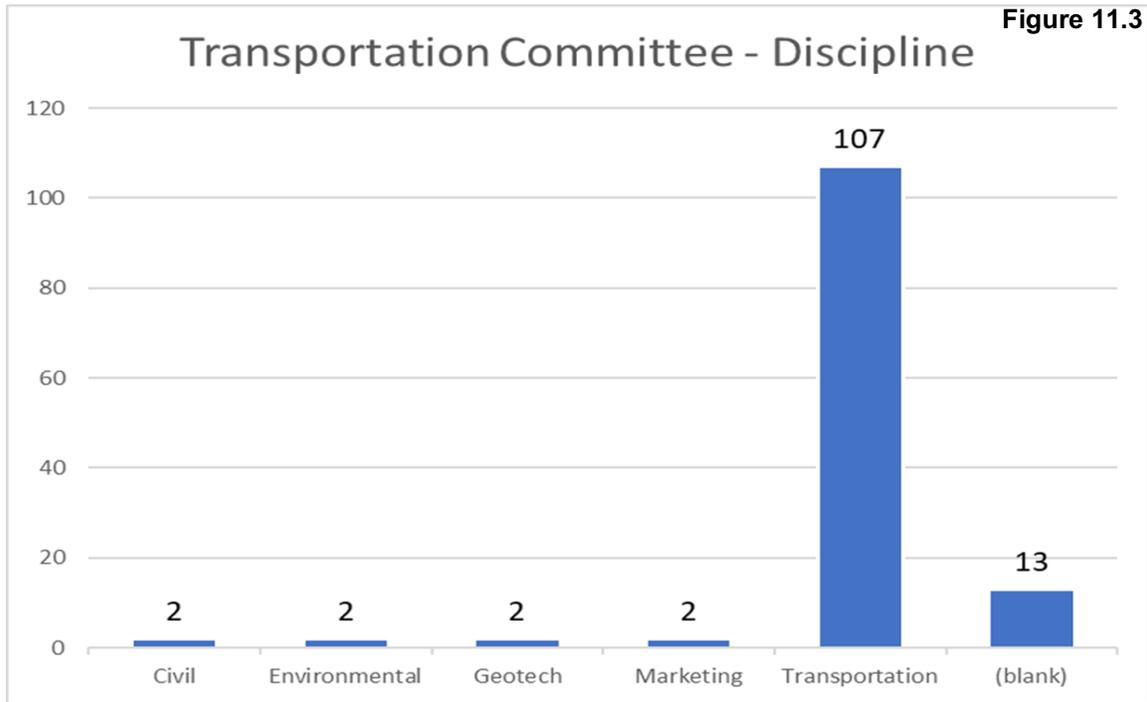


Figure 11.3 – The Transportation Committee has a vast majority of its members, 107, representing the category ‘Transportation’. Four other disciplines are represented by two members each.

Transportation Committee - Young Professional

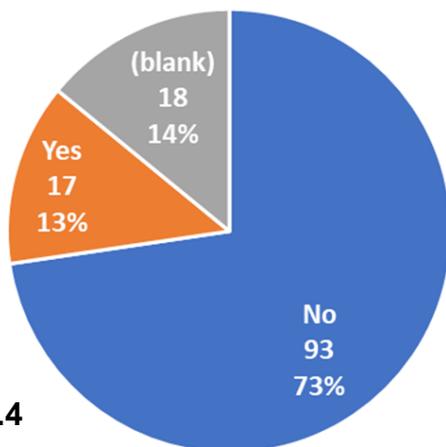


Figure 11.4

Figure 11.4 – This committee sees a similar pattern of members identified as Young Professional. A total of 93 members, or 73%, in this committee are not considered a ‘Young Professional’.

12. POLITICAL ACTION (PAC) COMMITTEE

This report shows a breakdown of information gathered for the ACEC Ohio Political Action (PAC) Committee. There are a total of 9 PAC Committee members.

Figure 12.1 – The PAC Committee is predominately ‘Male’ with a total of eight members. There is one ‘Female’ member.

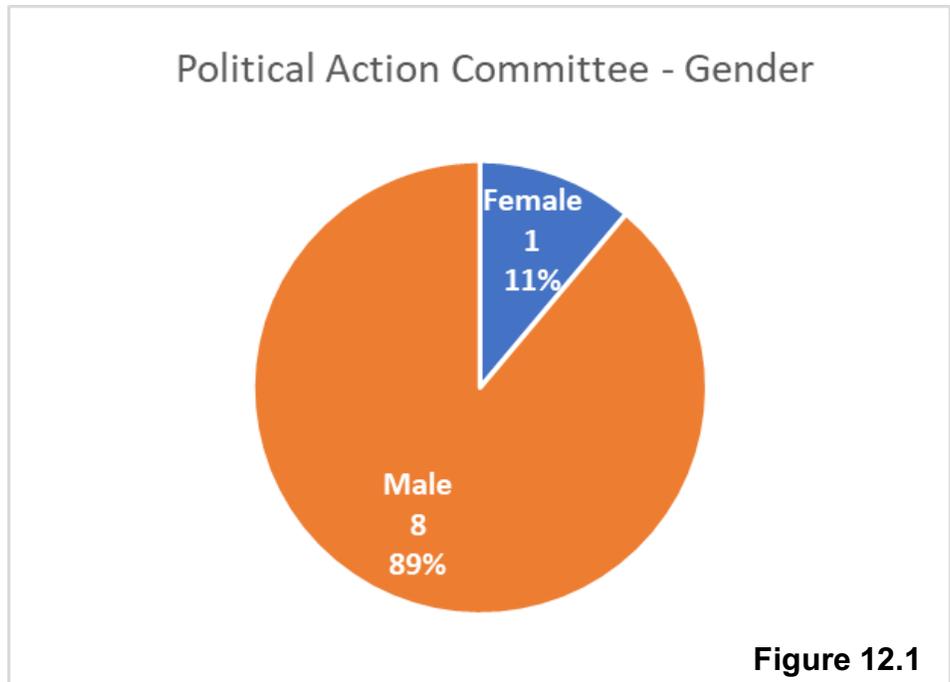


Figure 12.1

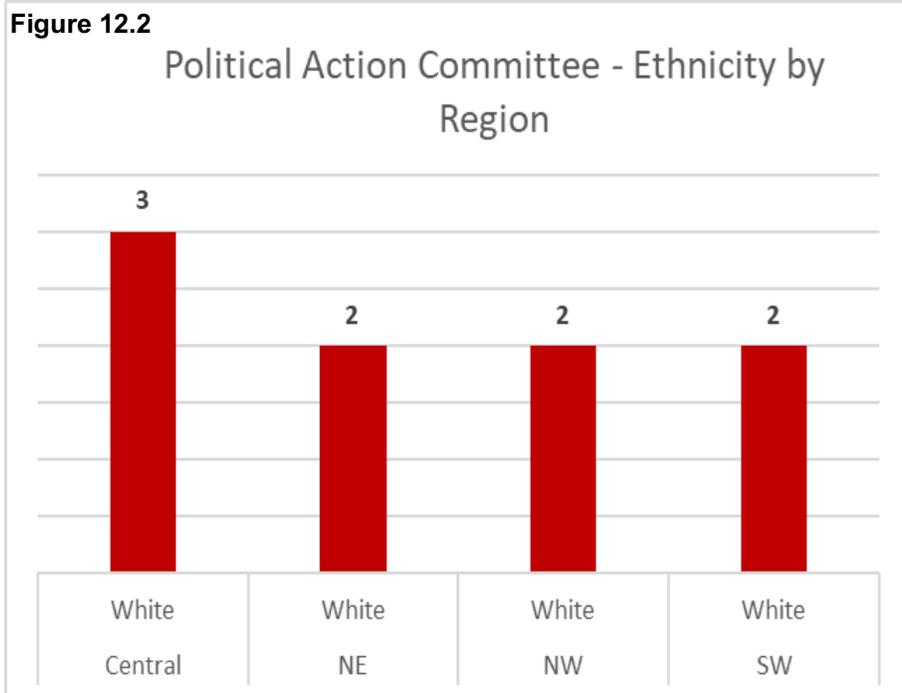


Figure 12.2 – There is equal representation by all regions in the PAC Committee. This also shows that there is no ethnic diversity with all members identify as ‘White’.

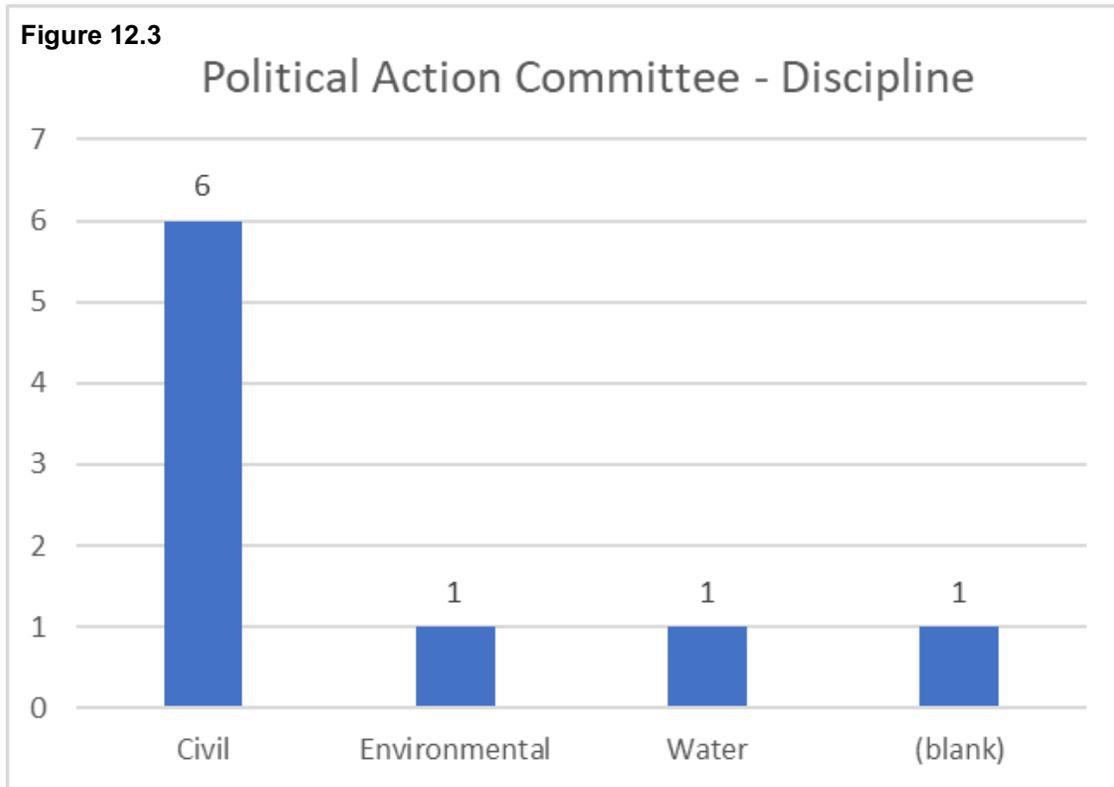


Figure 12.3 – There are three engineering disciplines represented within the Political Action Committee: Civil, Environmental, and Water. The ‘Civil’ is the majority with six of nine members.

13. SCHOLARSHIP COMMITTEE

This report shows a breakdown of information gathered for the ACEC Ohio Scholarship Committee. There are a total of 6 Scholarship Committee members. This makes this the smallest committee of ACEC Ohio.

Scholarship Committee - Ethnicity

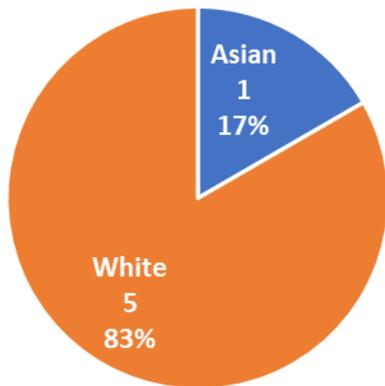
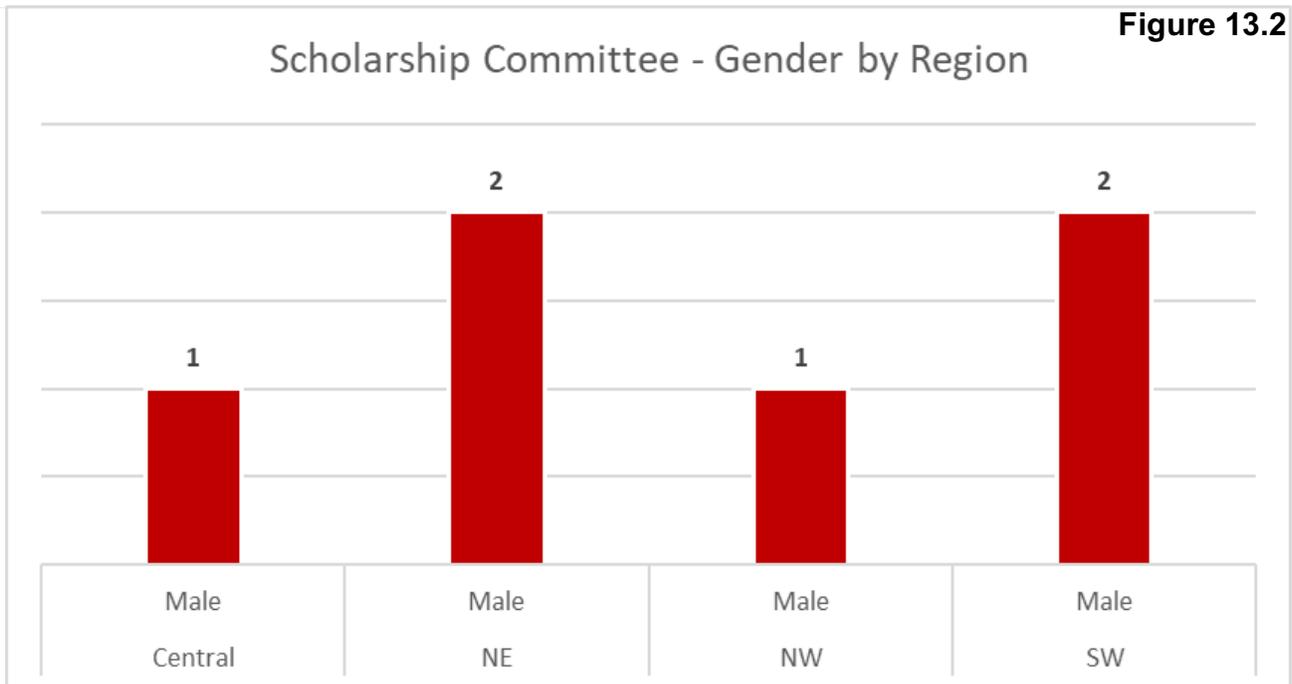


Figure 13.1 (left) – The Scholarship Committee is predominately ‘White’, five members, with one member identified as ‘Asian’.

Figure 13.2 (below) – There is equal representation across all Ohio regions. All members are ‘Male’.

Figure 13.1



Scholarship Committee - Young Professional

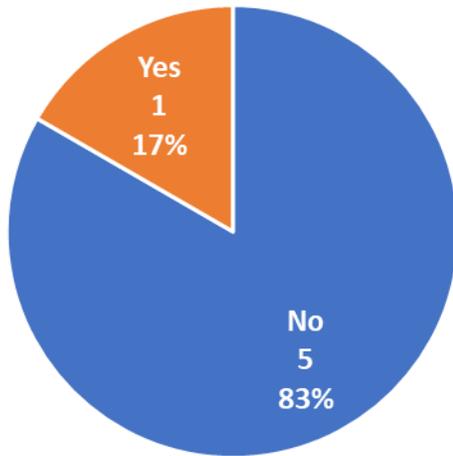
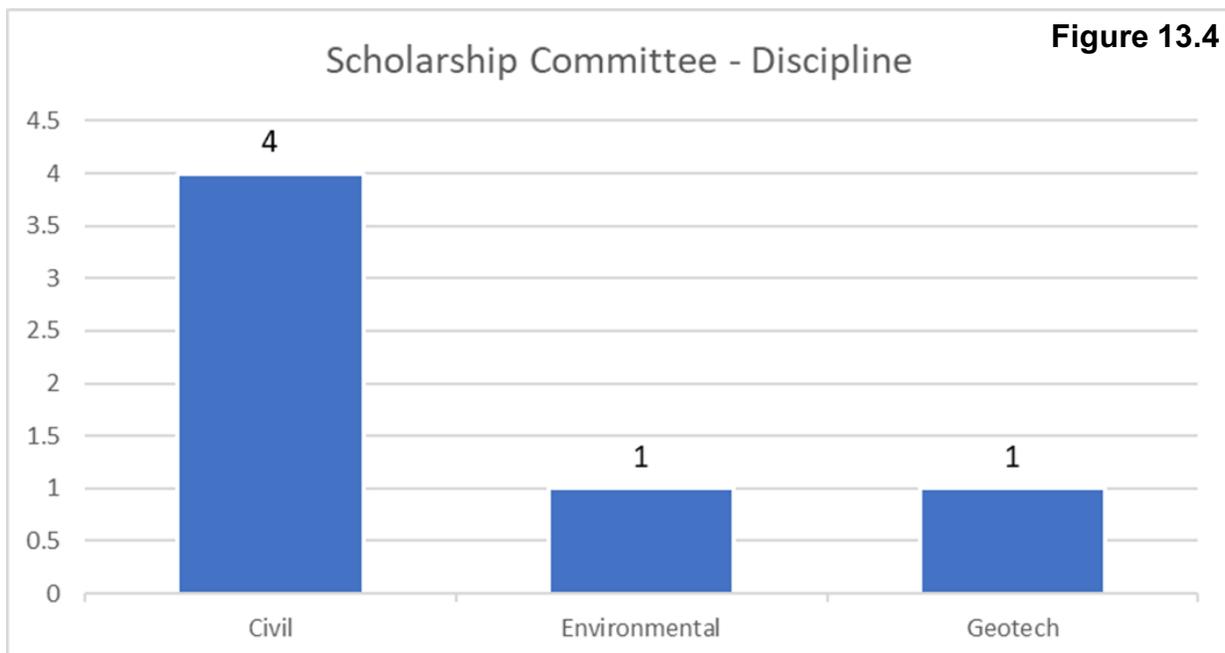


Figure 13.3 – This committee contains one member identified as ‘Young Professional’ out of a total of six.

Figure 13.3

Figure 13.4 – A majority of this committee is represented by the ‘Civil’ engineering discipline with four of the six total members. Two other disciplines, ‘Environmental’ and ‘Geotech’, are represented by one member.



14. CHAPTER LEADERSHIP AND BOARD OF DIRECTORS

This report shows a breakdown of information gathered for the ACEC Ohio Chapter Leadership and Board of Directors. There are a total of 25 members.

ACEC Ohio Leadership - Ethnicity

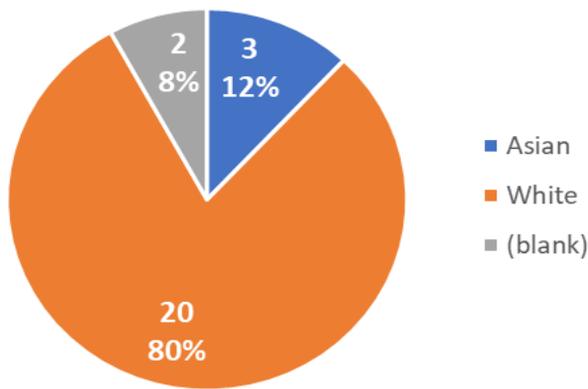


Figure 14.1

ACEC Ohio Leadership - Gender

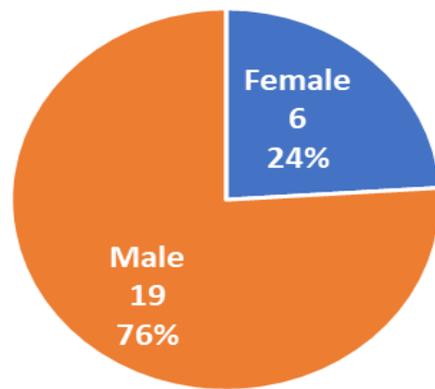


Figure 14.2

Figure 14.1 (above left) and Figure 14.2 above right) – ACEC Ohio Leadership is predominately ‘White’ with twenty members for 80% of the total makeup. There are three minority members.

ACEC Ohio Leadership - Young Professional

Figure 14.3 (right) – Only three members are identified as a ‘Young Professional’ in ACEC Ohio leadership. This number is comparable to the ratio seen in the Committee Chairs data, Figure 2.3.

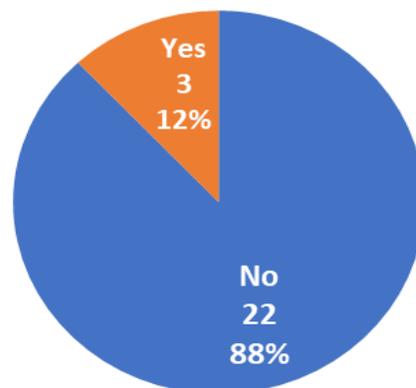


Figure 14.3

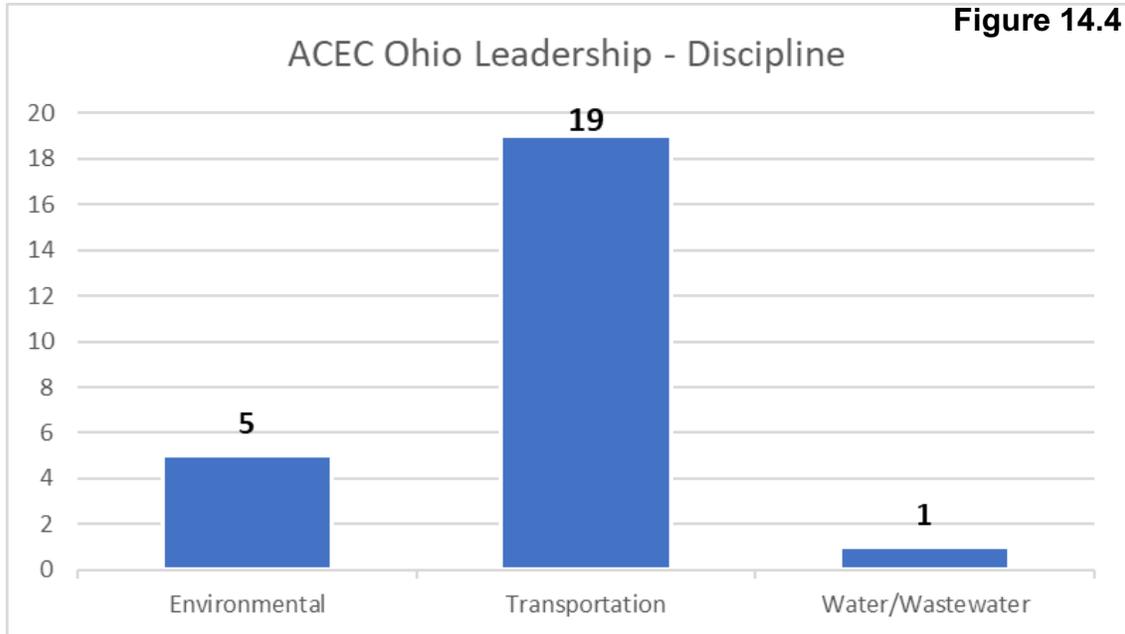


Figure 14.4 – Three engineering disciplines are represented within ACEC Ohio Leadership: Environmental, Transportation, and Water/Wastewater. The category of ‘Transportation’ is a clear majority with 19 of 25 members.