

# Diversity Equity & Inclusion Survey Update



Association of  
Environmental  
Professionals





## Context & Engagement Overview

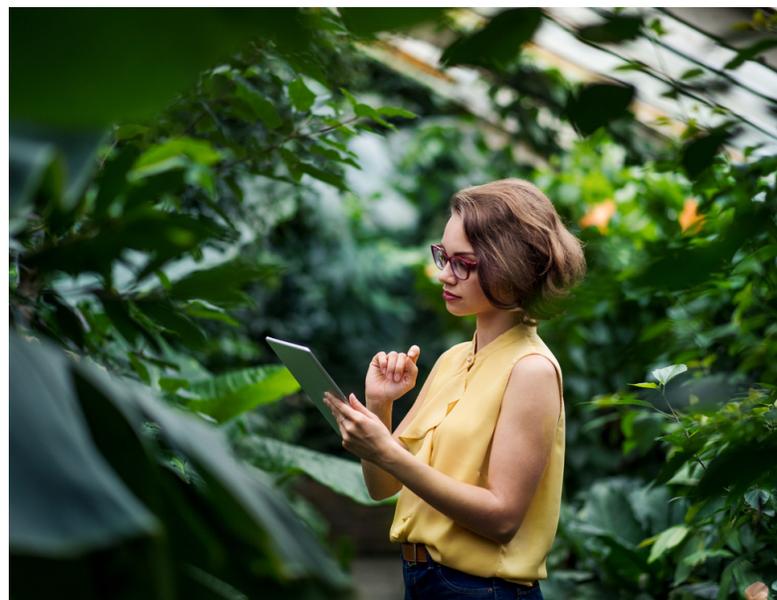
In the spring of 2022, California Association of Environmental Professionals (“AEP”) engaged Castillo Consulting Partners (“CCP”) to support the organization’s DEI committee and state leadership in their efforts to shift the culture of the Association so that it not only welcomes all environmental professionals to participate and be fully engaged, but considers how to make environmental professions accessible to more people.

As a first phase of our partnership, CCP attended AEP’s 2022 convening and met with state leadership to learn about AEP’s DEI work to date and get a better understanding of the AEP’s longer term vision and goals for its DEI Initiative.

Following the convening, CCP advised the AEP DEI committee on the development of a DEI survey that took into account feedback, vision and goals gathered during the leadership team retreat in advance of the convening. The survey was designed to get a snapshot of the current demographic composition of AEP’s members, and gather members’ thoughts, sentiments, and views about how AEP can become more diverse, equitable and inclusive.

The next phase of CCP’s engagement with AEP was to review and provide feedback on a series of action items that the AEP board has recommended as priority steps for AEP to take in its efforts toward increasing diversity, equity and inclusion among its membership and in the environmental professions, more broadly.

This document provides a snapshot of the demographic data that was gathered in the survey. Additional insights from the data collection process and other phases of CCPs' work will be shared in a report to AEP members in the spring of 2023.



# Defining DEI

To ensure that AEP members were operating from a shared understanding of what AEP means by diversity, equity and inclusion ("DEI"), CCP worked with the AEP DEI Committee to draft definitions for each term. The following working definitions were included at the beginning of the survey:

**Diversity** – Diversity represents the “who” and “what” of all the characteristics of who we are. Diversity includes characteristics such as race, gender, religion, sexual orientation, ethnicity, nationality, socioeconomic status, language, disability, and age, among others.



**Equity** – Equity is defined as the “what” and “how” we invest in people to ensure all groups get what they need to grow, contribute and develop; this also includes the organization’s ability to ensure that resources and opportunities are equitably distributed and accessed across various identities/ groups of individuals, taking into consideration historical and present day systemic policies and practices that advantage some over others.

**Inclusion** – Inclusion is “how” we create an environment of involvement, respect and connection that values unique qualities and perspectives while providing meaningful opportunities for these perspectives to be involved in the planning and decision-making within an organization. An inclusive culture in our organization is one in which all members feel a sense of belonging.



# About the DEI Survey

The AEP DEI survey was the first of its kind to be administered by the AEP. The survey was designed by the DEI committee and CCP, with feedback from executive leadership, and administered to all AEP members via email and through QR codes shared at various AEP events. The survey served multiple purposes:

- Collect demographic information to get a snapshot of the current composition of AEP's membership
- Understand AEP members' sentiments about and experiences with diversity, equity and inclusion within the organization
- Gather feedback and ideas from AEP members regarding how the organization can advance DEI

An incentive was offered to chapters for participation and AEP chapter leaders were encouraged to solicit responses from their members. Responses were anonymously collected by AEP and shared with CCP for analysis and reporting. After three weeks of data collection, the survey received 180 responses – just shy of 10% of the total AEP membership. 92% of respondents are AEP members.



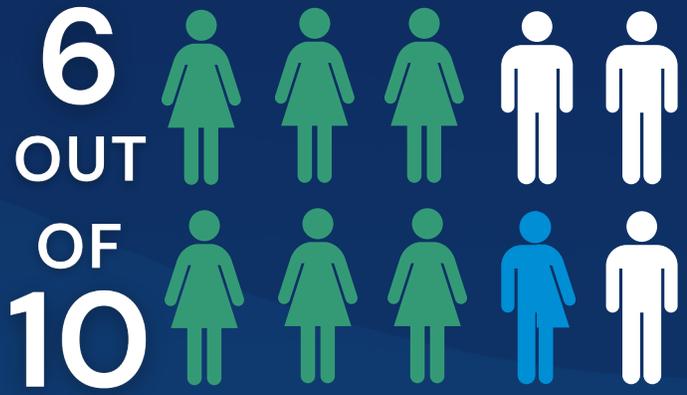
## AEP's Current Membership

One of the primary goals of our data collection process was to understand the current demographic composition of AEP's membership. As AEP does not currently collect demographic information from members, we are unable to determine if the responses in this survey provide a representative sample of the current membership. Nevertheless, the demographic data collected provides valuable insights about perceivably active AEP members who were able to participate in the survey.

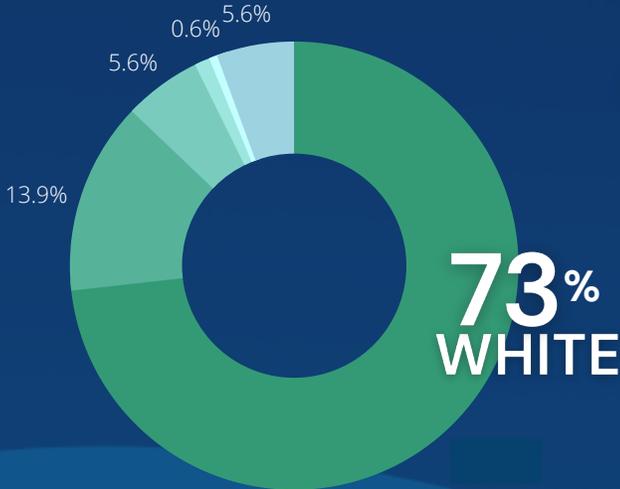
Survey respondents were invited to share select demographic information. Demographic questions were selected for inclusion in the survey in partnership with the AEP's DEI Committee. Respondents were provided with an option to "decline to state" for each question, but could not skip any of these questions. Here's what the data told us:

2022

# AEP'S MEMBERS



63% are women. 31% are men.  
3% are nonbinary.  
4% did not disclose their gender.



13.9% Multiracial; 5.6% Asian Pacific Islander  
1.1% Black; 0.6% Native American; 5.6% Did Not Disclose; 15% Ethnically Latinx



1.7% JUSTICE INVOLVED

21% CONSIDERED LOW-INCOME AS CHILDREN

10.6% IMMIGRANT

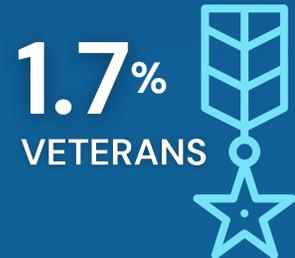
54.4% PARENTS



12.8% LGBTQ+

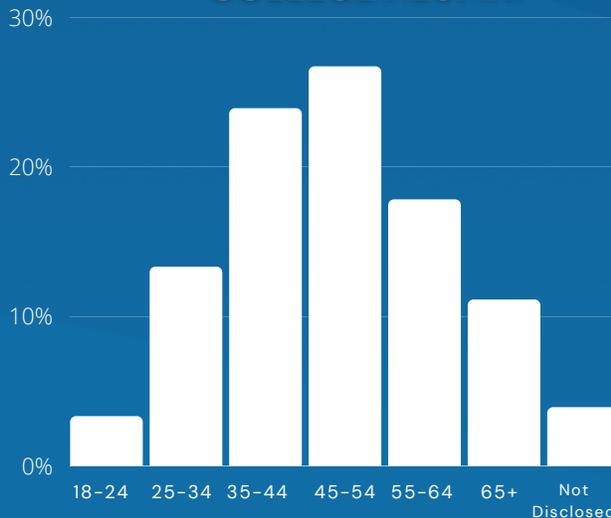


30% FIRST GENERATION COLLEGE ALUMNI



1.7% VETERANS

50% AGES 35-54



9.4% LIVING WITH A DISABILITY



# SECTOR



55.6% Private

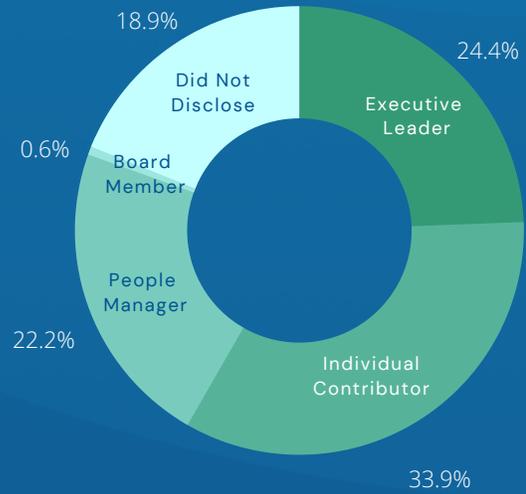


36.1% Public

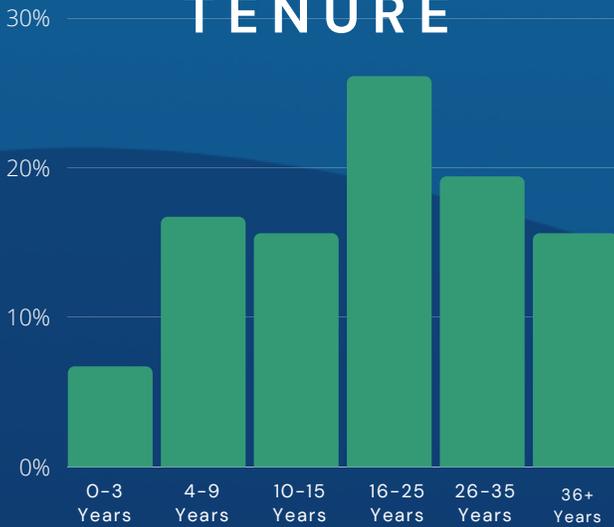


2.2% Nonprofit

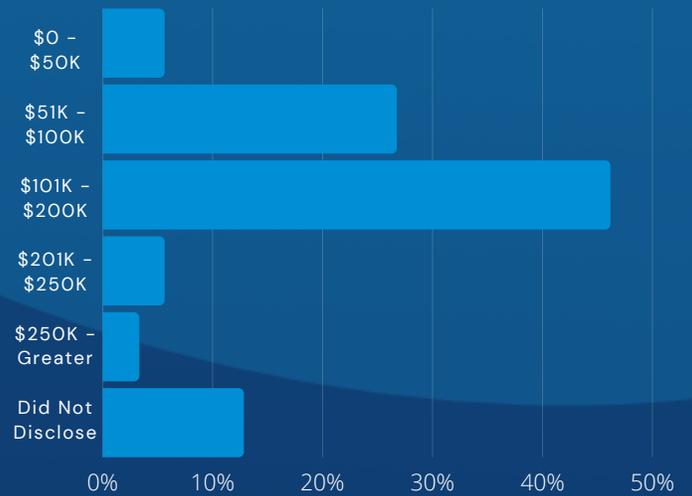
# ROLE



# WORKPLACE TENURE



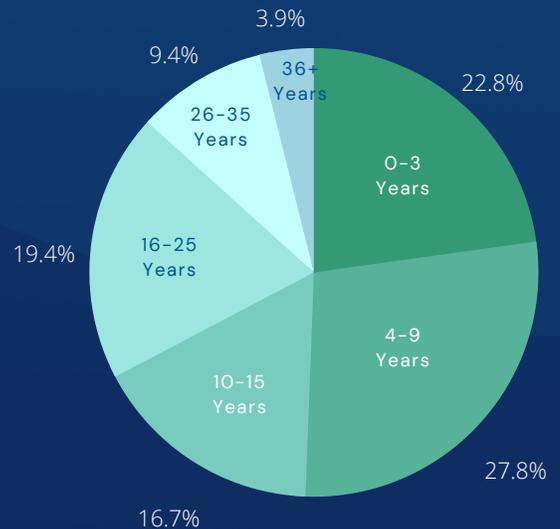
# SALARY



# CHAPTER



# AEP TENURE



## Next Steps

Castillo Consulting Partners is preparing a report of key findings that will be shared with AEP members in the spring. Until then...

- The AEP Board is reviewing the survey findings and will work with Castillo Consulting Partners to determine a path forward for DEI at AEP.
- The Board will vote on additional DEI work to pursue during the November board meeting.
- Castillo Consulting Partners is working in partnership with the DEI Committee to design a training for the AEP board to ensure they have the knowledge and skills needed to actively and sustainably lead this work.

