

CHANGE IS HERE: Helping Professionals Navigate Rapid Shifts in the AECO Industry

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#CSICon23



BUILT FOR EVERYONE

Creating a Better World through Inclusion

CSI Diversity, Equity, and
Inclusion Statement



CSI recognizes that the built environment impacts the health, safety, and welfare of millions around the world every day. To respond to the deeply human needs of those different cultures and contexts, CSI:

- Seeks out and values every individual difference and contribution,
- Promotes dignity and respect for all,
- Continually increases its cultural competency and cultural humility,
- Facilitates courageous conversations around diversity, equity, and inclusion (DE&I) in the construction industry and beyond; and
- Is inclusive by design.

Change is the constant.

What is the impact of rapid demographic and cultural change on the AECO industry?

Learning Objectives

Understand	Understand the most pressing demographic changes that will have an impact on AECO
Gain	Gain insight into the ways demographic shifts will change workplace cultures as well as processes
Learn	Learn why and how Diversity, Equity, and Inclusion (DE&I) are important to the AECO Industry
Explore	Explore ways in which DE&I means everyone, not just underrepresented groups
Receive	Receive access to tools for handling these changes now and in the future

Demographic Changes

And their impact on the AECO industry

Demographic Changes in the U.S.

Nationally, the U.S. grew by 19.5 million people between 2010 and 2019—a growth rate of 6.3%.

In that same time period:

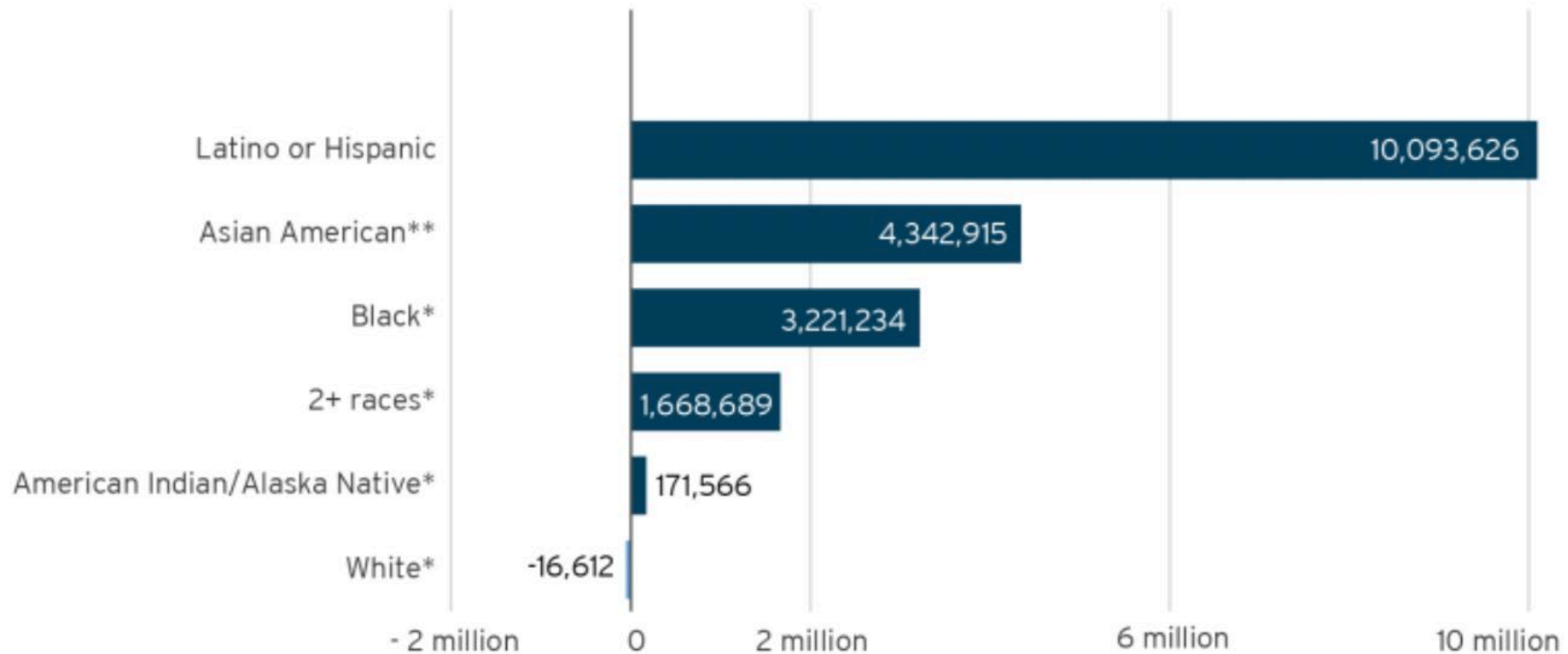
The white population declined by a fraction of a percent.

Latino or Hispanic, Asian American, and Black populations grew by rates of 20%, 29%, and 8.5%, respectively.

The relatively small population of residents identifying as two or more races grew by 30%, and the smaller Native American population grew by 7.6%.

Race-ethnic contributions to change in US population

2010 to 2019



* members of race group who do not identify as Latino or Hispanic

* non-Latino or Hispanic Asians, Hawaiians and other Pacific Islanders

Source: William H Frey analysis of Census population estimates released June 25, 2020

B Metropolitan Policy Program
at BROOKINGS

Four Layers of Diversity



Different Dimensions:

Organizational

External

Internal

Personality

Source: grandenswartzrowe.com

The Impact on AECO

The size of the global construction market is valued at \$13,570.90 billion and is expected to increase at a compound annual growth rate of 4.6%.

Revenue from the global construction market is expected to grow more than twice by 2030 reaching \$14.4 trillion.

The construction sector will become the largest employer by the end of 2023, with a workforce of 75 million people.

Impact on Workforce

The talent pool is becoming much more diverse, with different needs and norms.

Four out of 10
U.S. construction
workers are
expected to
retire by 2031.

In a National Association of Homebuilders
survey of young adults between the ages of 18-
25, only three percent of respondents who felt
sure of their career plans reported interest in
pursuing a career in construction.

The Bottom Line

The construction industry will need to attract **an estimated 546,000 additional workers on top of** the normal pace of hiring in 2023 to meet the demand for labor, according to a model developed by Associated Builders and Contractors. (Feb 2023)

In 2024, the industry will need to bring in **more than 342,000 new workers on top of** normal hiring to meet industry demand, and that's presuming that construction spending growth slows significantly next year.

Workplace Culture Changes

The impact of demographic changes on how we work

Culture Shifts

Demographic change also means culture change for the AECO industry.

AECO will need to understand how to appeal to tech-savvy young people

AECO will need to show the viability of a long-term career in construction, with growth opportunities

Workers will increasingly feel more comfortable asking for things they need, i.e. accessibility, mental health support, gender-neutral restrooms, lactation rooms, etc.

AECO will need to accelerate its leverage of technology to improve safety

Tools for Managing Change

DE&I as a future-ready tool

What is DE&I?

DE&I helps organizations be aware of the ways in which personal and cultural differences impact business performance and team creativity.

DE&I enables deeper awareness of how to make our organizations more welcoming to a wider diversity of individuals while retaining our core values and traditional employees.

DE&I is a tool for managing rapidly changing demographics and workplaces.

A tool for managing workforce shortages

DE&I...

helps us become more attractive to potential new, diverse employees

helps increase retention of current employees

helps teams work together more effectively

helps staff manage workplace differences

unleashes the creativity of diverse teams

Harnessing Differences for Innovation

Diverse teams have more varied experiences to draw from in solving problems and creating new projects

Diversity increases empathy and trust between team members and 91% of CEOs believe empathy directly leads to better financial performance.

Diversity causes more reflection in seeing a project from a myriad of perspectives, and these internal team dynamics encourage an innovative thought process as members work with one another throughout a project

Resources to Help You

CSI Learning Library:

[CSI Diversity, Equity, & Inclusion \(DE&I Resources\)](#)

Workbook: [How to Be a Welcoming CSI Chapter](#)

[CSI Business Case for DE&I](#)

[CSI DE&I Index](#)

References

- Demographic growth data from Brookings Metropolitan Policy Program / William H. Frey analysis of census population estimates released June 25, 2020. <https://www.brookings.edu/articles/all-recent-us-population-growth-comes-from-people-of-color-new-census-estimates-show/#4> (Slides 6-7)
- The Four Layers of Diversity model was created by Lee Gardenswartz and Anita Rowe, www.gardenswartzrowe.com (Slide 8)
- Size of global construction market from Expert Market Research: <https://www.expertmarketresearch.com/reports/construction-market#:~:text=The%20global%20construction%20market%20size,USD%2018.59%20trillion%20by%202028>. (Slide 9)
- Workforce statistics from the U.S. Bureau of Labor Statistics: <https://www.bls.gov/iag/tgs/iag23.htm> (Slide 10)
- Workforce Labor Gap data from Associated Builders and Contractors (2023): <https://www.abc.org/News-Media/News-Releases/entryid/19777/construction-workforce-shortage-tops-half-a-million-in-2023-says-abc> (Slide 11)
- On diverse teams and innovation: <https://www.greatplacetowork.com/resources/blog/why-diverse-and-inclusive-teams-are-the-new-engines-of-innovation> (Slide 17)
- For more DE&I resources, go to the DE&I page on CSI's website <https://www.csiresources.org/institute/deandi>

Inclusion Starts with “I”

<https://www.youtube.com/watch?v=2g88Ju6nkcg>





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Thank you

What are your questions?