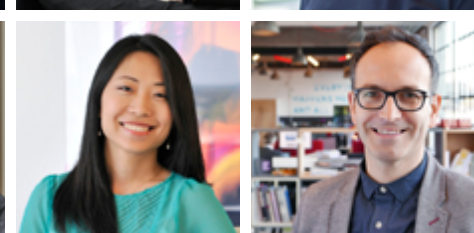
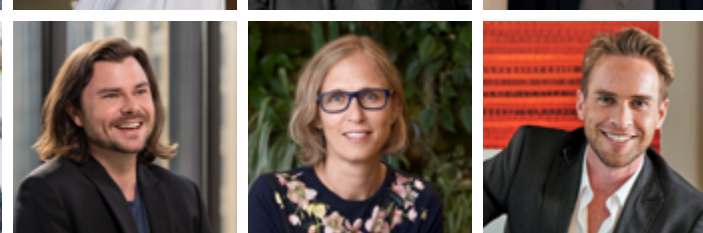
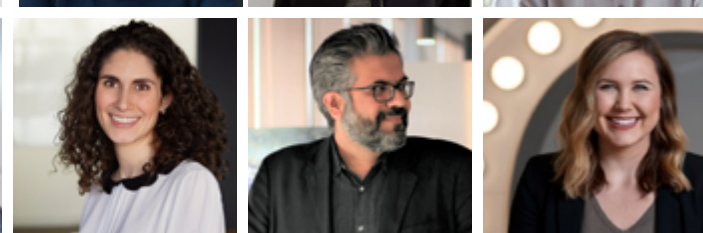
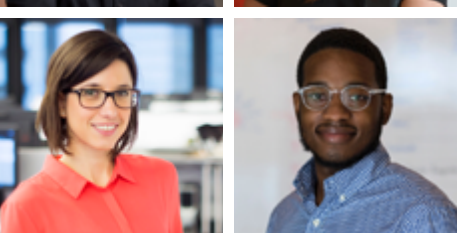
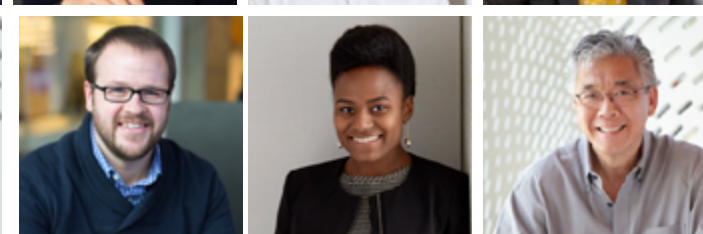
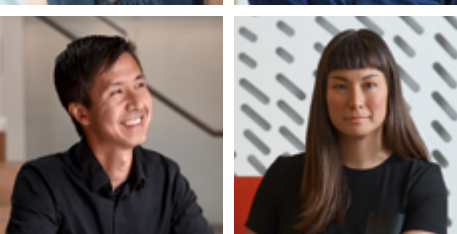
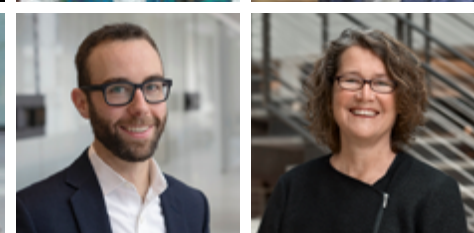
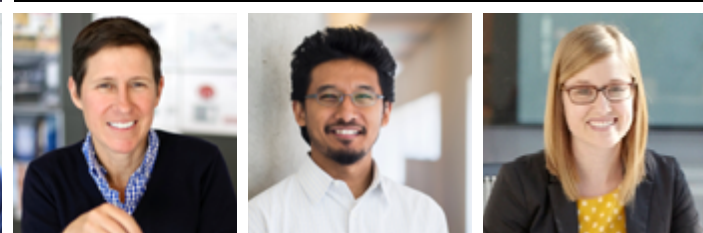
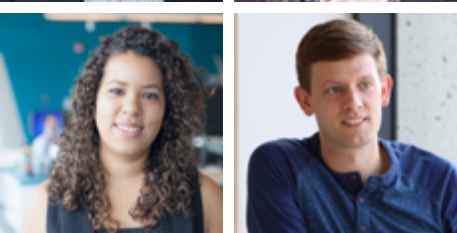


Gensler
2020-2021
DIVERSITY
REPORT
LEADING
BY EXAMPLE



Leading by Example

Every day we work alongside our clients and partners to create spaces in cities around the globe that provide the backdrop for incredible experiences. Our teams take great care to design places and spaces that seamlessly coalesce with their local community, that are built on an understanding of the history and context of that city, and that are created for all people.

Making a difference by taking challenges head-on has always been central to our vision during our 55-year history. And though diversity has always been an important part of our culture, 2020 has been a powerful catalyst for a more intentional and impactful focus. We are dedicated to leading the change in our industry, with our clients, and in the cities in which we live and work — and that starts with us.

As part of our commitment, we share our inaugural *Diversity Report: Leading by Example*. The data presented in this report is our first step in shedding light on our diversity story, bringing to the forefront areas that need our focus. By sharing our story and annual progress, we hold ourselves accountable to leading the change. This report also reflects our core *Strategies to Fight Racism* and our progress towards achieving the goals we set forth in 2020. By regularly measuring our progress, we can determine how to strategically set big goals and effectively leverage our global footprint. We call on companies across all industries to join us in our mission to create a just and equitable future; when we all push in the same direction, we truly can change the world for the better.

We have a challenging journey ahead of us, but we know that when we focus our people, our purpose, and our creativity we can make incredible progress towards a more diverse, equitable, and inclusive future.

Thank you,



Diane Hoskins
FAIA, IIDA
Co-CEO

Andy Cohen
FAIA
Co-CEO

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Gensler Leading by Example

Gensler's One-Firm Firm Culture

Gensler's one-firm firm culture combines the unique strengths and individual contributions of every person at Gensler for the greater good. Inside our firm, we invest in our people. We are invested in creating opportunities for growth, providing the tools, training, and mentorship our team members need to reach their potential, and meet their professional goals. We are also deeply invested in the health, well-being, and job satisfaction of all our team members.

Outside the firm, we invest in establishing trusted relationships with our clients, with our partners, and with our communities to shape the outcomes of our work, for people. Our vision, and the aim of all our work, is to shape the future of cities to be healthy, safe, and equitable places for every person to thrive. Healthy, safe, and equitable places start from within.

Gensler is a People First Organization

We believe in growing our firm by growing our people. We do this by hiring the best talent from around the world and encouraging them to pursue their passions.

Our People First philosophy is centered on these core ideas:

Diversity

We believe in diversity.

Empowerment

We believe in empowering our entrepreneurial people.

Community

We believe in being respectful stewards of our local communities.

Respect

We believe that respect and inclusivity are at the core of everything we do.

Impact

We believe in the impact we have on our clients, our communities and on each other.

Growth

We believe in supporting the professional growth of all our people.



We Are Taking Action

“The time is always right to do the right thing.”

—Dr. Martin Luther King, Jr.

On June 5, 2020, we issued a public statement to affirm our united stance against racism. We stridently abhor the brutal killing of George Floyd and so many others and oppose the core of deep-seated racism that motivates these actions. This is the time to speak out, and most importantly, this is the time to act.

These events, as well as the fact that Black professionals represent only 2% of the U.S. architecture industry and 3% of the U.S. design industry, have underscored the critical need for Gensler to be the change we want to see in our industry, in our cities, and in our communities all around the world. In June 2020, we announced our *Strategies to Fight Racism* and since then we have made incredible progress on every front.

This report includes some of the key actions we have taken to ignite this blueprint across our organization.



A Time of Transformation
2020 Co-CEO Broadcast



GLOBAL WELLNESS MUST INCLUDE SOCIAL JUSTICE, EQUITY, AND INCLUSION

In response to the killing of George Floyd and other Black Americans, we have taken action that supports equity, inclusivity, and social justice in our cities, and creates opportunities for the Black community.



GLOBAL RACE AND DIVERSITY COMMITTEE
We've identified a team to guide our firm on equity, diversity, and inclusion.

WE ARE COMMITTED TO INCLUDING MORE DIVERSE VOICES
Leadership, Global Race and Diversity Committee will guide the firm's efforts to create a more equitable and inclusive workplace.

GLOBAL RACE AND DIVERSITY COMMITTEE #22

WE ARE TAKING ACTION TO ADDRESS SYSTEMIC RACISM
Our firm is taking action to address systemic racism and our commitment to making positive change.



5 STRATEGIES TO FIGHT RACISM

1. We will support Black-led initiatives, including by providing Black-led small business opportunities and supporting Black-owned businesses.
2. We will support Black-led initiatives, including by providing Black-led small business opportunities and supporting Black-owned businesses.
3. We will continue to support our commitment to social justice, equity, and inclusion, including by providing Black-led small business opportunities and supporting Black-owned businesses.
4. We will continue to support our commitment to social justice, equity, and inclusion, including by providing Black-led small business opportunities and supporting Black-owned businesses.
5. We will continue to support our commitment to social justice, equity, and inclusion, including by providing Black-led small business opportunities and supporting Black-owned businesses.

A Time of Transformation
Gensler 2020 Annual Report

Our Strategies to Fight Racism

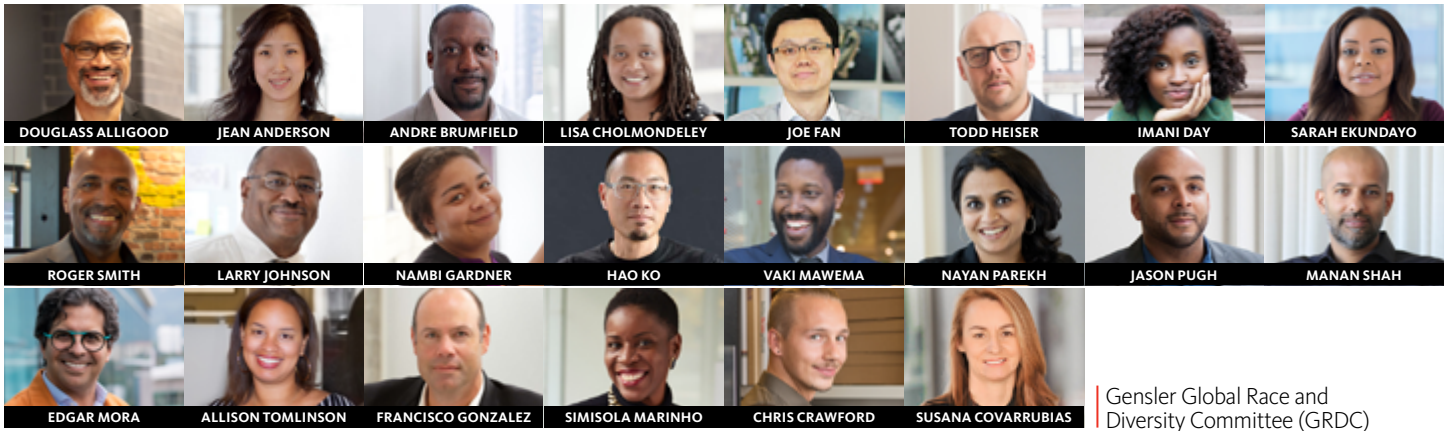
We are committed to creating a just and equitable future. Statements are important, but it's action that will create lasting change. We have committed to five specific strategies that will focus our internal and external efforts on areas where we can have an immediate, tangible impact in our communities.



- 1. We will increase racial diversity within Gensler** by recruiting, hiring, and retaining more Black professionals, as well as ensuring we have an inclusive culture where all members of our community thrive.
- 2. We will create education opportunities for Black students** by expanding our scholarship program and mentoring middle and high schoolers in our communities.
- 3. We will pursue equitable design solutions in our cities and communities** to create positive experiences for Black communities.
- 4. We will expand access to opportunities in the architecture and design industry for Black professionals** and serve as an active partner with the National Organization of Minority Architects (NOMA) and the ACE Mentorship Program.
- 5. We will partner with our clients on diversity and inclusion initiatives** in order to integrate and amplify efforts across our networks.

Gensler Global Race and Diversity Committee (GRDC)

The GRDC, representing leaders from every region of the firm, was established to help guide the firm's efforts to have a more impactful role in issues of diversity, equity, and inclusion. The GRDC provides insight, input, and oversight of our progress toward our goals. In addition, the GRDC connects with all of the Regional Race & Diversity Committees to ensure the impact of our collective actions.



Gensler Board of Directors Anti-Racism and Diversity Committee

Upon announcing our *Strategies to Fight Racism*, we formed the Anti-Racism and Diversity Committee of the Gensler Board of Directors. This committee will ensure that the firm meets its goals and makes matters of race and diversity a central part of its governance. Placing this committee alongside other key oversight committees of our Board will ensure a sustained and lasting impact on our firm and our industry.

Director of Diversity, Equity & Inclusion

As part of our blueprint, we committed to recruiting a Director of Diversity, Equity & Inclusion. Our new Director, Monica Parker, will set a direction, create alignment, and integrate our DEI commitment, including our *Strategies to Fight Racism*, into the structure of the firm. She will partner with leaders around the globe and support the firm in increasing and sustaining diversity. Monica will be an ambassador of our culture, influencing recruitment, training, talent development, employee engagement, and community involvement.



Monica Parker
Director of Diversity, Equity & Inclusion

Student Design Charrette with Historically Black Colleges and Universities (HBCUs)

We have just launched a Gensler Student Design Charrette in partnership with the seven accredited HBCUs. The Charrette is open to undergraduate and graduate students with an emphasis on design excellence, innovation, problem solving, and social impact.

The seven participating schools are:

- Florida A&M University
- Hampton University
- Howard University
- Morgan State University
- Prairie View A&M University
- Tuskegee University
- University of the District of Columbia

The Charrette will run for a total of 6 weeks and at the end of the Charrette, the students will present their final designs to the faculty and Gensler mentor teams. The Gensler Charrette will wrap for all schools by April 30th.

Mentor teams will vary in size based on the number of participating students. They will serve as design advisors, coaches, and reviewers. Our aim is for Gensler mentors to create lasting relationships with faculty and students to continue to bridge academia and Gensler.



GENSLER PARTNERSHIP WITH NOMA & PROJECT PIPELINE



GENSLER DIVERSITY, EQUITY & INCLUSION NEWSLETTER



RISING BLACK DESIGNERS SCHOLARSHIP



GENSLER GLOBAL DESIGN CHARRETTE



GENSLER STUDENT DESIGN CHARRETTE

Partnership with National Organization of Minority Architects (NOMA)

Gensler has partnered with NOMA to improve the recruitment, education, training, promotion, and success of architects from diverse backgrounds and perspectives within our organization. Gensler has long partnered with NOMA on its Project Pipeline summer camps; since 2006, Project Pipeline has been hosted in 11 cities, has taught over 1,000 students, and has logged over 7,500 volunteer hours.

Rising Black Designers Scholarship & Design Challenge

The Gensler Rising Black Designers Scholarship awards under-represented Black students enrolled in U.S. not-for-profit architecture programs with academic tuition scholarships, micro-scholarships for books and materials, and opportunities for summer internships. Scholarships available amount to \$60,000 annually.

Center for Research on Equity & the Built Environment

In 2020, we launched The Center for Research on Equity & the Built Environment. The Center is the first of its kind in our industry and presents a unique opportunity to build thought leadership that drives toward equitable design solutions to address racism, diversity, and inclusion. In October 2020 we awarded 15 research grants in the Center focused on the topic of Black Lives and Design.

Gensler Global Design Charrette: Designing for Racial Equality & Inclusiveness in Our Communities & Cities

After a series of webinars, panels, and discussions hearing firsthand from colleagues, guests, and clients about their personal experiences with racism, our design synergy leaders led a design charrette focused on design that bridges the cultures, conflicts, and challenges faced in our current climate of uncertainty and glaring social inequality. We believe this is a moment for design to be a catalyst for change, healing, connectivity, and inclusivity.

Diversity in Renderings

To better represent our communities in project design renderings, animation, and storytelling, we've partnered with Render People to expand our 3D high definition people assets by more than 1,500 spanning all ethnic backgrounds. We continue to advocate for more diversity in entourage content moving forward with all of the 3D content creators in the market. This includes multiple dimensions of diversity such as age and ability.

Diverse Consultant and Supplier Program

Gensler is working to develop a comprehensive Diverse Consultant and Supplier Program to ensure that our project teams reflect the diversity values of our firm, our clients, and the demographics of the local market.

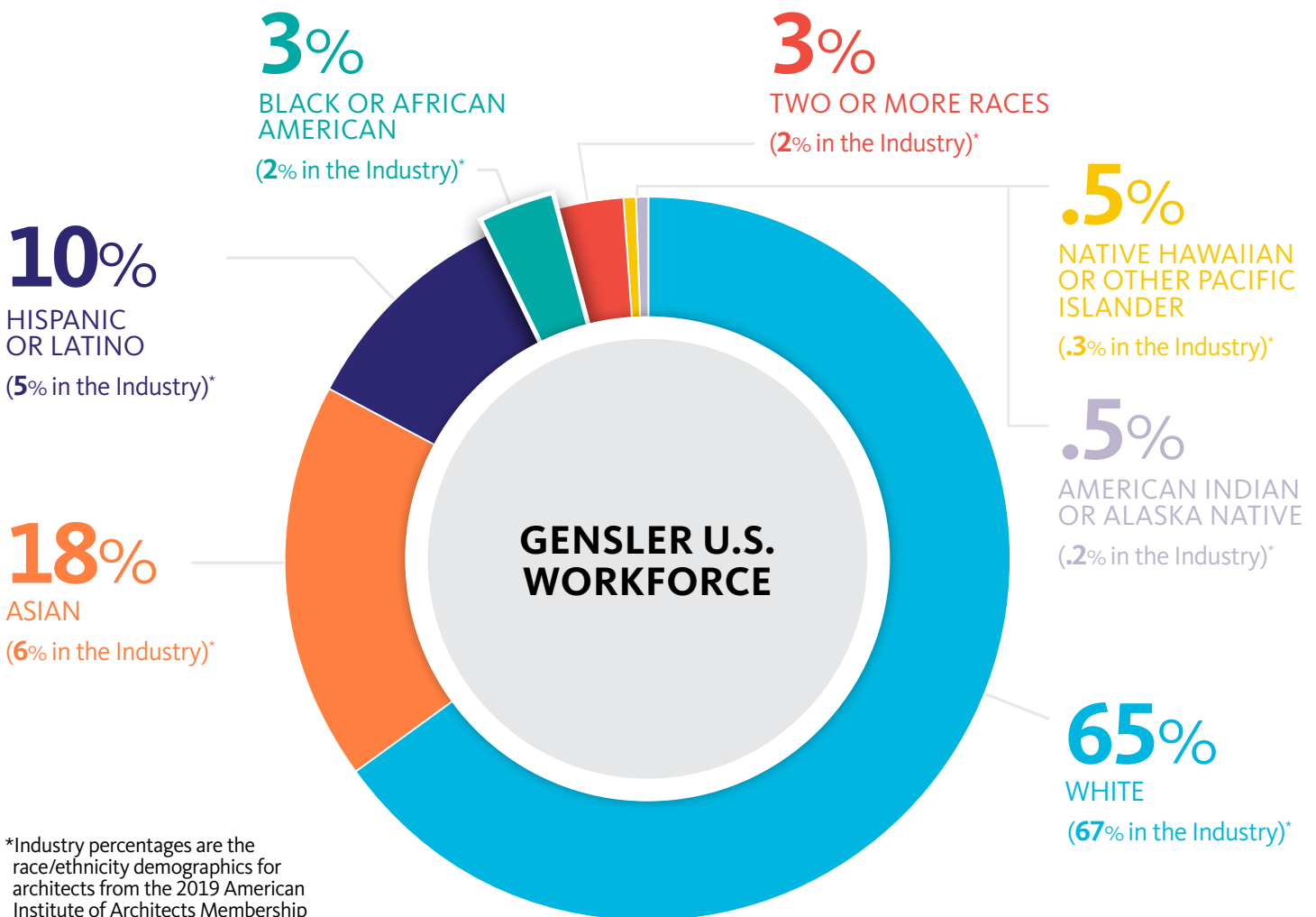
Race & Ethnicity

U.S. WORKFORCE RACE & ETHNICITY REPRESENTATION

Racial and ethnic diversity matters to Gensler. As we review our race and ethnicity workforce and leadership numbers, as well as the industry stats that show that Black professionals represent only 2% of the U.S. architecture industry and 3% of the U.S. design industry, it is clear that we need to put intentionality behind our efforts. We believe that Gensler can do better and the architecture and design industry can do better. That is why we developed our *Strategies to Fight Racism* and created the Board of Directors Anti-Racism and Diversity Committee, the GRDC, and the Regional Race & Diversity Committees. We know that when we focus, we can make exponential progress.

Our race and ethnicity data only represents Gensler's U.S. workforce due to legal restrictions regarding collecting this data in other countries in which Gensler has offices. Please see the Appendix for more details.

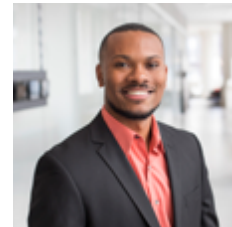
Gensler U.S. Workforce Race & Ethnicity Representation



*Industry percentages are the race/ethnicity demographics for architects from the 2019 American Institute of Architects Membership Demographics Report.

We Are Committed to Championing Diversity

While race and ethnicity are important aspects of diversity, there are other critical aspects, such as gender, gender identity, sexual orientation, disability, veteran status, religion, national origin, age, and any other distinguishing characteristic or trait. We are committed to championing diversity in all of its aspects, as well as addressing the diversity challenges specific to each country.



Gender Identification

GLOBAL AND U.S. WORKFORCE GENDER IDENTIFICATION

Gender diversity is an important part of our culture. We are proud of our gender diversity across all roles, in our leadership, and on our Board of Directors. This year, we are proud to share that our 2021 Board of Directors is the most diverse Board in Gensler's history.

Recognizing that team members may identify as a gender outside of the gender binary, we asked our team members to identify as Non-Binary/Third Gender, Female, or Male.

Gender data for non-U.S. team members is collected at the date of hiring. We are working with our global teams to include Non-Binary/Third Gender as part of our future practices.

Gensler Global Workforce Gender Identification

52.8%
FEMALE

**GENSLER GLOBAL
WORKFORCE**

.1%
NON-BINARY / 3RD GENDER

47.1%
MALE

Gensler U.S. Workforce Gender Identification

52.80% FEMALE

47.05% MALE

.15%
NON-BINARY / 3RD GENDER

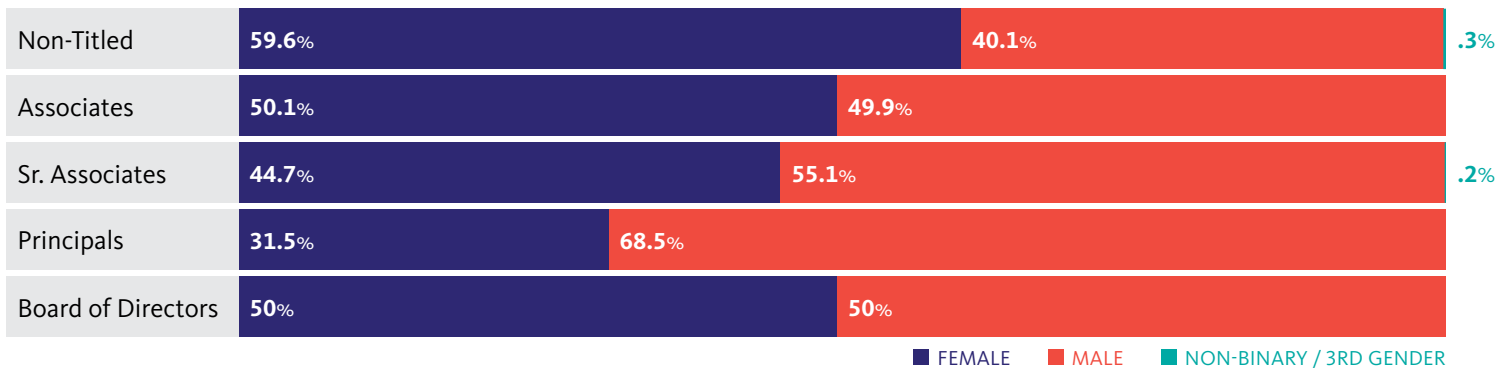
Gender Identification

U.S. WORKFORCE GENDER IDENTIFICATION

The report below is a representation of Gensler's U.S. workforce only. At this time we do not have global data for the breakdown of gender identification by appointment title or gender pronouns. We will update this information in future reports where feasible.

Gensler U.S. Workforce Gender Identification

by Appointment Title



Gensler U.S. Workforce Representation

by Gender Pronouns

4

Non-Binary/3rd Gender respondents identified with one or more of the following gender-neutral pronouns:

THEY/THEM/THEIRS, XE/XEM/XYRS, ZE (ZIE)/HIR/HIRS

24

Female respondents identified with one or more of the following gender-neutral pronouns:

THEY/THEM/THEIRS, XE/XEM/XYRS, ZE (ZIE)/HIR/HIRS

28

Male respondents identified with one or more of the following gender-neutral pronouns:

THEY/THEM/THEIRS, XE/XEM/XYRS, ZE (ZIE)/HIR/HIRS

LGBTQ+ Identification

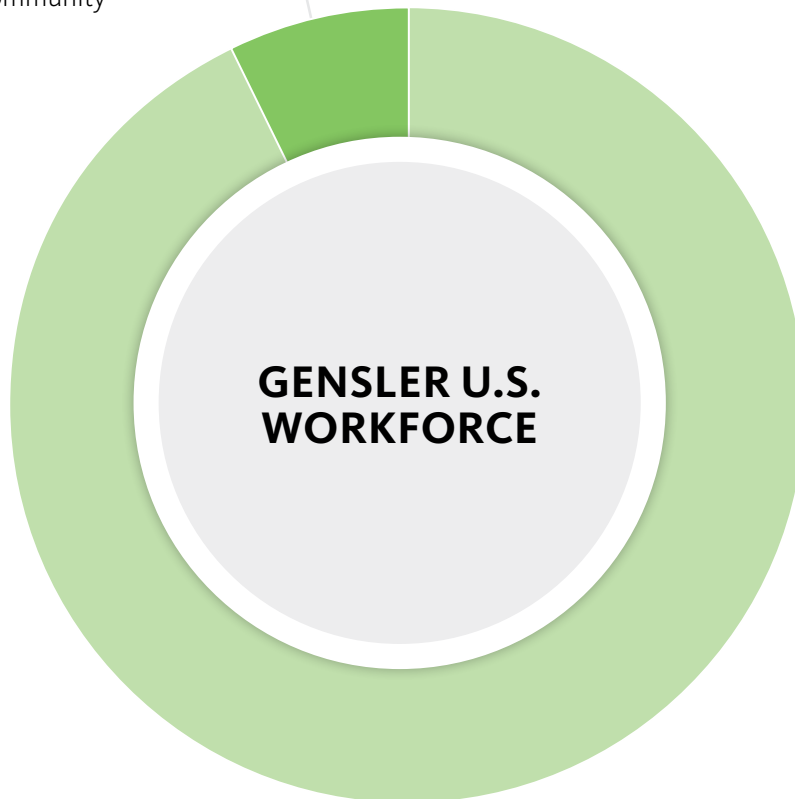
U.S. WORKFORCE LGBTQ+ IDENTIFICATION

The report below is a representation of Gensler's U.S. workforce only. At this time we do not have global data for the breakdown of LGBTQ+ identification. We will update this information in future reports where feasible.

Gensler U.S. Workforce LGBTQ+ Identification

7%

of total U.S. workforce identify as a member of the LGBTQ+ Community



Languages Spoken, Veteran & Disability Status

As a global organization with offices in 50 cities around the world we are proud of the diverse languages our team members are fluent in. We are also proud to support and provide opportunities for Gensler team members with disabilities and/or veteran status.

The report below is a representation of Gensler's U.S. workforce only. At this time we do not have global data for languages spoken, veteran status, or disability status. We will update this information in future reports where feasible.

Languages Spoken

75

Non-English languages spoken within Gensler's U.S. Workforce

Afrikaans	Gujarati	Persian
Albanian	Haitian Creole	Polish
Arabic	Hausa	Portuguese
Aramaic	Hawaiian	Punjabi
Armenian	Hebrew	Romanian
ASL	Hindi	Russian
Azeri	Hungarian	Scottish
Bisaya	Igbo	Serbian
Bosnian	Indonesian	Shona
Bulgarian	Italian	Sindhi
Burmese	Japanese	Singhalese
Cantonese	Kannada	Slovak
Catalan	Khmer	Spanish
Chinese	Korean	Swedish
Coptic	Laotian	Tagalog
Croatian	Lebanese	Taiwanese
Danish	Lithuanian	Tamil
Dutch	Malay	Telugu
Estonian	Malayalam	Thai
Farsi	Mandarin	Tulu
Finnish	Marathi	Turkish
French	Marshallese	Ukrainian
Gaelic	Montenegrin	Urdu
German	Nepali	Vietnamese
Greek	Patois	Yoruba

Veteran Status

34

U.S. team members identify as protected veterans

Disability Status

161

U.S. team members identify with having or previously had a disability

Awards & Recognition

Our one-firm firm culture at Gensler continues to be recognized around the world. These awards are a testament to our people first philosophy and commitment to being champions of diversity, equity, and inclusion.



Forbes

Named 2020 Best Employers for Diversity and 2020 America's Best Employers by State



Glassdoor

Employees' choice as Best Places to Work for the fourth time

Next Steps



We have created a solid foundation for our ongoing work with the *Strategies to Fight Racism*. The GRDC and the Regional Race & Diversity Committees are actively working on each of the strategies.

In addition we plan to:

Identify priorities

to ensure that we maintain the momentum we have built.

Determine specific goals

and timelines for each of the strategies.

Develop metrics

so that we can track our progress along the way.

Since Gensler's inception we have believed in the importance and the value of diversity. We are proud of what we've accomplished over the years. What we recognize is that we need to bring a high level of intentionality to race and ethnicity at the firm. We believe that the *Strategies to Fight Racism* along with all of the other efforts detailed in this report will help us to build a more diverse, equitable, and inclusive community at the firm. We are energized and passionate about this mission because we believe that diversity drives innovation.

We would like to thank the Board of Directors Anti-Racism and Diversity Committee, the GRDC, and the Regional Race & Diversity Committees for the incredible work they have accomplished in a short amount of time.

Appendix

Methodology

We are committed to fostering diversity in every sense of the word.

To ensure progress on all dimensions of diversity we are putting a finer focus on our efforts to measure and track diversity at Gensler.

The information used to create this report was collected through a voluntary confidential online survey of 3,755 active U.S. Gensler team members.

Through publishing this information we are committed to transparently sharing the diversity of our Gensler team and to leading by example.

Global Metrics

Our global footprint spans offices in 15 countries, working on projects in 90 countries. As of the publishing of this report, we are only able to share global data regarding gender metrics. We aspire to establish, measure, and share additional global diversity data. That information will be shared in subsequent versions of this report as it becomes available.

