AIA NATIONAL EQUITY, DIVERSITY AND INCLUSION INITIATIVES

May 2016

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Equity in Architecture Resolution

Equity in Architecture Commission

Diversity and Inclusion Council

2015 AIA National Diversity Survey Results

AIA SF Equity by Design

The Equity Alliance

Equity Jeopardy

Women's Leadership Summit

Architects Foundation Diversity Scholarships

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Equity in Architecture Resolution

Equity in Architecture is a call to action for both women and men to realize the goal of equitable practice in order to retain talent, advance the architecture profession, and communicate the value of design to society.

The Institute has long identified diversity and inclusion as a strategic goal for the profession. However, the rate of impact has not been significant enough to advance the ratio of underrepresented populations within the profession, with the greatest disparity being evident in leadership and ownership positions.

To move the profession forward, the Institute is asked to develop an ongoing program to assess data, set a plan of action, track progress, and report on results.

Equity in Architecture Commission

The charge of the commission is to:
- **Develop specific recommendations that will lead to equitable practices**
- **Create measurable goals and develop mechanisms for assessing ongoing process**
- **Present a plan of action based on the commission's recommendations**

Next steps include prioritizing future initiatives to align with anticipated outcomes, identifying areas that will require further information, categorizing achievability into short-, medium-, and long-term horizons, and establishing a framework for measuring EDI progress in the future. The commission anticipates its final recommendations to the AIA Board of Directors by the end of 2016.

Equity in Architecture Commission Members
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Jorge Bermudez
Jan Blackmon, FAIA
Gabrielle Bullock, FAIA
MJ Calloway, AIA Staff
Shirley Davis PhD, Facilitator
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Elizabeth Chu Richter, FAIA
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Tania Salgado, AIA
Kate Schwennsen, FAIA
Rosa Sheng, AIA
Steven Spurlock, FAIA
Lowell Tacker, AIA
Gordon White, MD

http://www.architectmagazine.com/practice/the-aia-establishes-a-commission-on-equity-in-architecture_o

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Equity in Architecture Commission

FUTURE IMPLICATIONS OF INCREASED **EQUITY, DIVERSITY & INCLUSION** IN ARCHITECTURE

EDUCATION & CAREER DEVELOPMENT

- K-12 PIPELINE
- HIGHER ED
- PATH TO LICENSURE
- CONTINUING ED
- MENTORING/ COACHING

LEADERSHIP DEVELOPMENT IN THE AIA & PROFESSION

- ENGAGE ALLIED ORGANIZATIONS
- EDI ON AIA BOARD & SC AGENDA
- AIA STAFF AS EDI LEADERS
- MEMBERSHIP VALUE WITH EDI LENS
- BEST PRACTICES FOR COMMITTEES
- ADD EDI IMPACT STATEMENT

MARKETING, BRANDING, PUBLIC AWARENESS & OUTREACH

- DIVERSE STORIES
- TARGETED AUDIENCE MESSAGE
- PROJECTING EDI IMAGE
- COMMUNITY INFLUENCE

BETTER ARCHITECTURE

- CULTURAL AWARENESS
- CREATE DATA FOR IMPACT

FIRMS/ WORKPLACE/ STUDIO CULTURE

- DIVERSE LEADERSHIP
- GREATER EMPATHY
- UNIQUE BUSINESS MODELS
- EDI LEADERSHIP PIPELINE
- GUIDED CULTURE CHANGE
- WORK/LIFE POLICIES
- RAISING EDI AWARENESS

AIA as a leader in Equity, Diversity & Inclusion

Diversity and Inclusion Council

The AIA Diversity Council, a presidential-appointed committee, has been established to push diversity and inclusion initiatives forward in the profession of architecture.

AIA Diversity and Inclusion celebrates the multitude of perspectives and experiences within the profession, empowers members to become active and engaged in their communities, and offers tools and resources needed to remain competitive and relevant within a changing global marketplace.

APPLICATIONS TO SERVE ON THIS COMMITTEE WILL BE AVAILABLE THIS FALL VIA THE AIA.ORG WEBSITE

SUB COMMITTEES

Women in Architecture

Awards

K-12 Programs

Multicultural Summit

AIA

Diversity and Inclusion Council

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Birmingham, AL

MJ Calloway
AIA Staff

2015 AIA National Diversity Survey

BACKGROUND:

- Part of the 2004 Resolution "To Strengthen the Demographic Diversity of the Design Profession." was to Collaborate with related architectural organizations to research and collect data that will lead to a better understanding of who enters and succeeds in the profession and why; and who leaves the profession and why. As a result of this Resolution, a Diversity Survey was completed in 2005

- A lot has happened since 2005 that demands a clear, unambiguous snapshot of who is entering the profession, who does and does not prosper, and why.

- We need to maintain reliable, quantifiable, and verifiable data, not just anecdotal information.

PROCESS:

- In 2015 AIA retained the services of a consulting firm to conduct a demographic data audit and assist in data collection for purposes of determining the profile of the profession of architecture.

- A comprehensive analysis of the profession will provide much needed data to assist us in:

  - Benchmarking the Profession
  - Allow us to generate and test assumptions about why the profession has not become more diverse
  - Help establish appropriate programs and interventions to foster diversity

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2015 AIA National Diversity Survey

COLLABORATORS:

- American Institute of Architects (AIA)
- National Council of Architectural Registration Boards (NCARB)
- Association of Collegiate Schools of Architecture (ACSA)
- American Institute of Architecture Students (AIAS)
- National Organization of Minority Architects (NOMA)
- National Organization of Minority Architecture Students (NOMAS)
- Coalition of Community College Architecture Programs (CCCAP)

SAMPLE:
76,000 Emails Sent
7,522 Respondents

RESULT:
1,000 Pages of Raw Data

Diversity in the Profession of Architecture

Executive Summary 2016

The American Institute of Architects

AIA

KEY FINDINGS

1. Representation by Gender and Race

2. Reported Obstacles to Career Advancement

3. Job Satisfaction Findings

4. Attracting and Retaining Diverse Staff

5. Pipeline Issues

1. REPRESENTATION BY GENDER AND RACE

In contrast with perceptions of gender representation, most professionals agree that there are not enough people of color in the field.

1. REPRESENTATION BY GENDER AND RACE

The leading perceptions of why people of color are not well represented in architecture include:

- Minority students are generally unaware of architecture as a potential career and lack role models in the field.

- Those with reduced resources may not be able to afford a degree in architecture,

- Or may be encouraged by peers and family to pursue more lucrative careers.

2. REPORTED OBSTACLES TO CAREER ADVANCEMENT

Both women and people of color feel they do not receive equal treatment compared to their male, white counterparts, respectively—and, as a result, are paid less and are less likely to be promoted.

3. JOB SATISFACTION FINDINGS

- **Only half of ALL architects report a high level of satisfaction with their jobs.**

- **Women and people of color are less satisfied with their jobs than white male architects.**

- **Less than half of ALL architects claim high levels of satisfaction with their work-life balance.**

- **All respondents report the lowest levels of satisfaction when asked about salary.**

4. ATTRACTING AND RETAINING DIVERSE STAFF

Whites and people of color agree on the best strategies for attracting and retaining more non-white architects:

- Improving awareness of architectural careers in middle and high schools

- Providing people of color with industry funded college scholarships for the study of architecture

5. PIPELINE ISSUES

- **Minority students are generally unaware of architecture as a potential career and lack role models in the field.**

- **Improving awareness of architectural careers in middle and high schools**

- **Providing people of color with industry funded college scholarships for the study of architecture**

AIA SF Equity by Design

http://eqxdesign.com/

THIS WEBSITE IS PACKED WITH GREAT INFORMATION ON ACHIEVING AN EQUITABLE PRACTICE!

Equity by Design is a call to action to realize the goal of equitable practice for everyone, advance the profession and communicate the value of architecture to society. Our mission is to understand the pinch points of career progression and promote the strategic execution of best practices in the recruitment, retention, and promotion of our profession's best talent at every level of architectural practice.

EQUITY BY DESIGN SURVEY

The AIA SF Committee – Equity by Design conducted the Equity in Architecture Survey 2016 on February 29 thru April 1, 2016.

Similar to the 2014 research study "The Missing 32% Project" this survey will have approximately 80 maximum questions on the professional experiences, backgrounds, and aspirations of approximately 3,000 to 5,000 men and women who have graduated from Architecture schools and in the United States.

Results and key findings for the survey will be presented at the 4th Equity by Design Symposium: Meaning, Engagement, & Influence on October 29th 2016 at the San Francisco Art Institute followed by a Final Report in early 2017.

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The Equity Alliance

The Equity Alliance is envisioned as a platform to promote the conversation of equitable practice in architecture and allied professions in the built environment.

The benefits of joining forces are full of potential:
- Engage and Collaborate on Initiatives with a larger community.
- Sharing Program Ideas/Support
- Sharing Research, Equitable Guides and Tools
- Build a Strong Voice for Advocacy
- Build effective Communication for Events and Campaigns
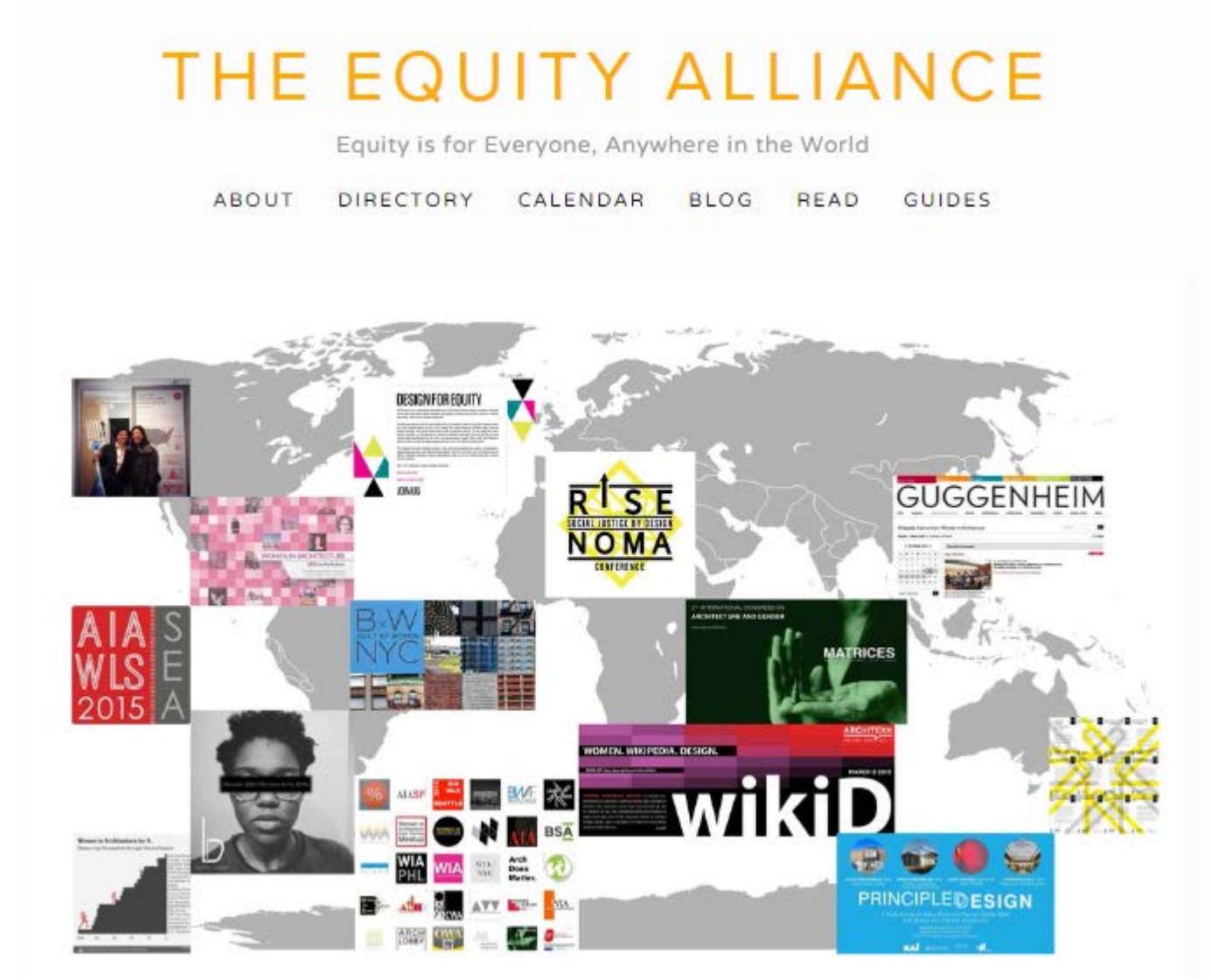
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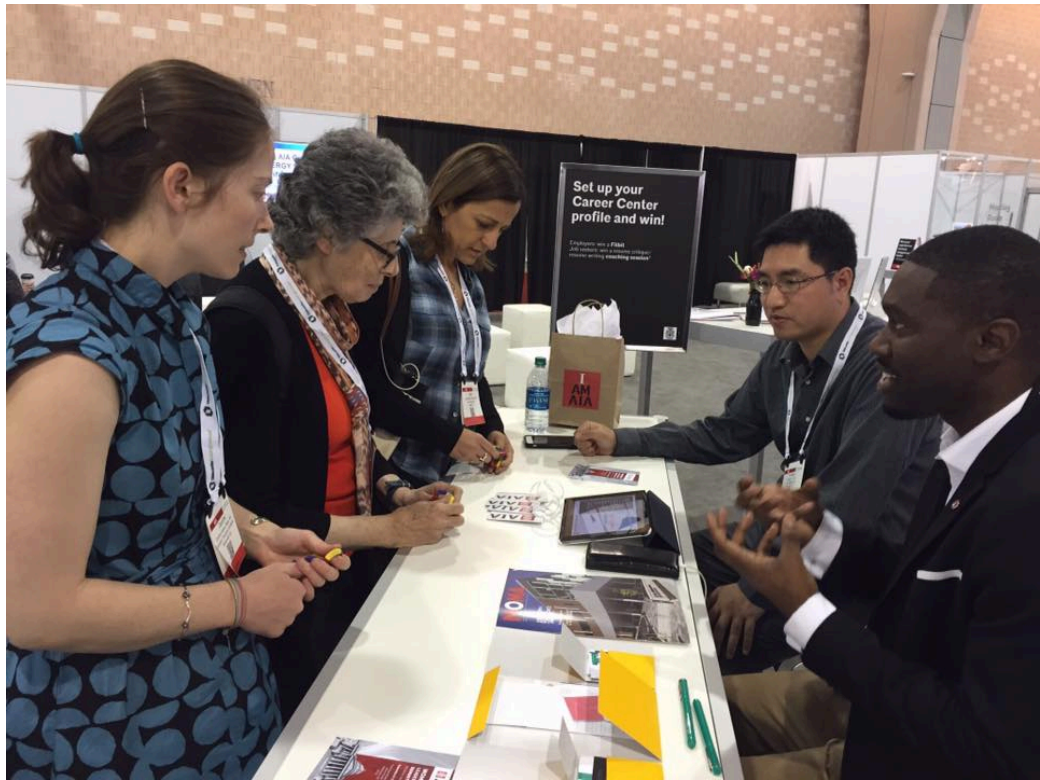
Equity
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Diversity
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Integration
Meritocracy
Discrimination
Gender
Ethnicity
Cultural Competence
Racism
Sexism
Bias
Privilege
Other (Othering)

EQUITY JEOPARDY:
LEARN THE LEXICON

EQUITY JEOPARDY: LEARN THE LEXICON

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A system in which the talented are chosen and moved ahead on the basis of their achievement.
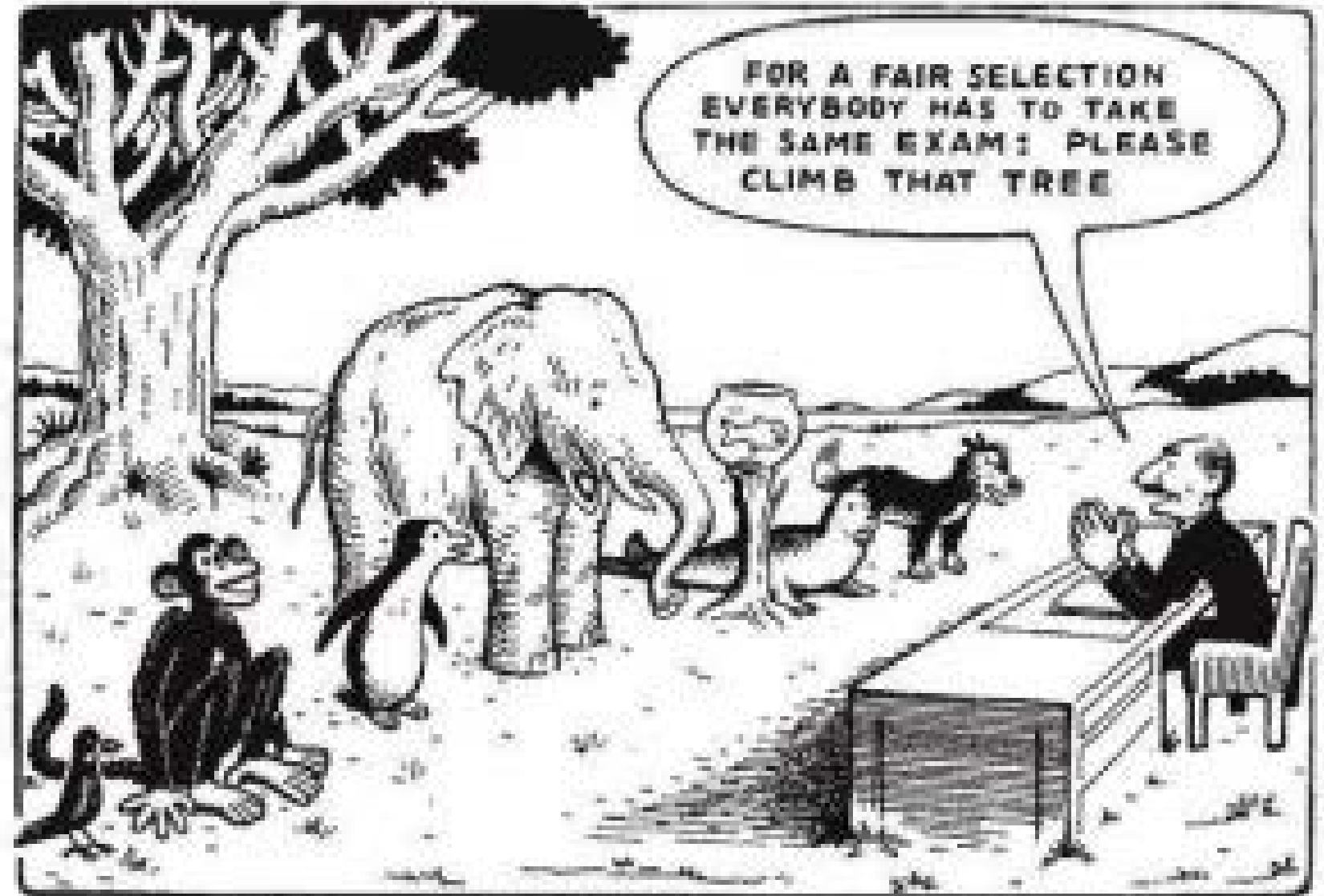
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The state or quality of being the same; correspondence in quantity, degree, value, rank, or ability: sameness.

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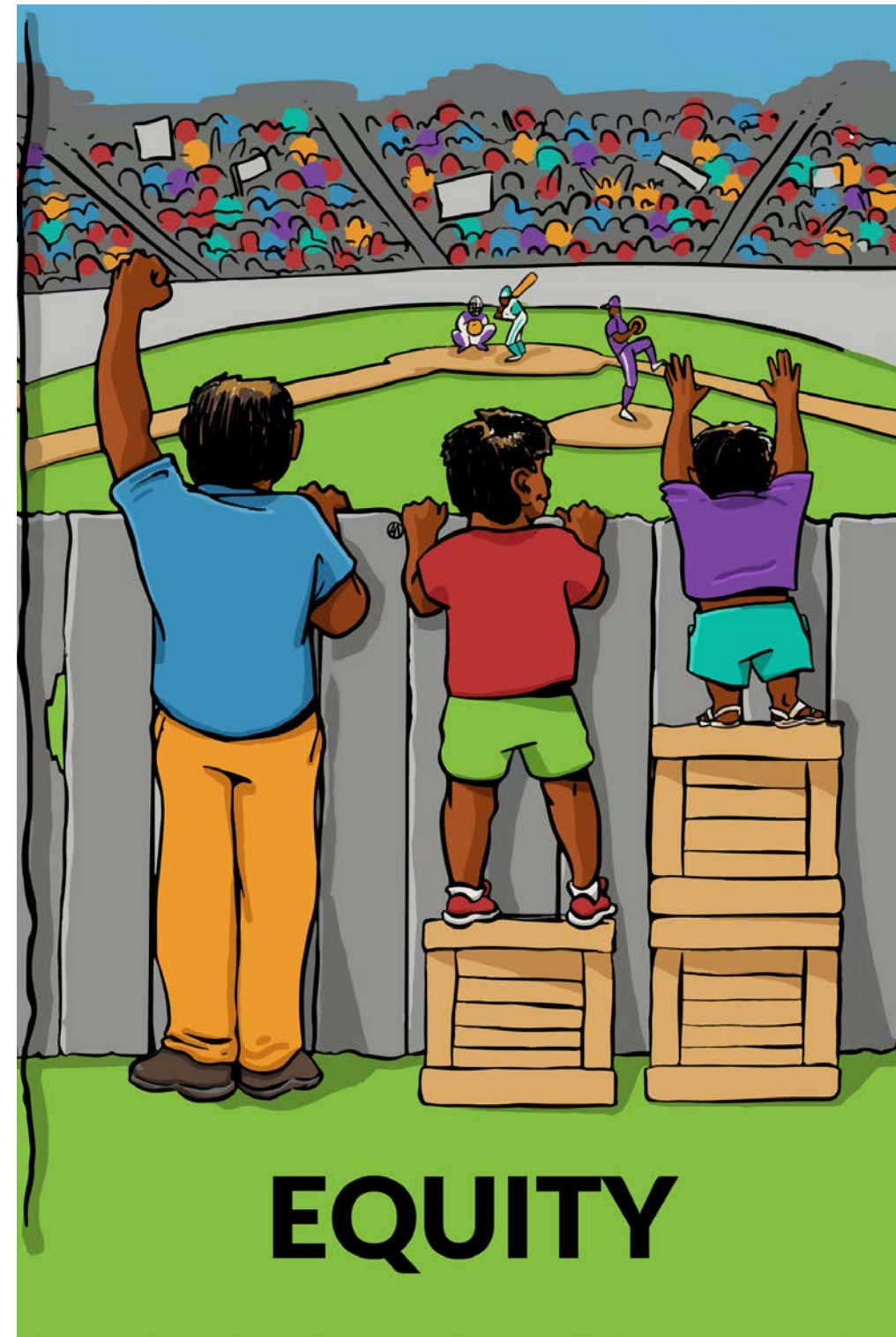- Bias
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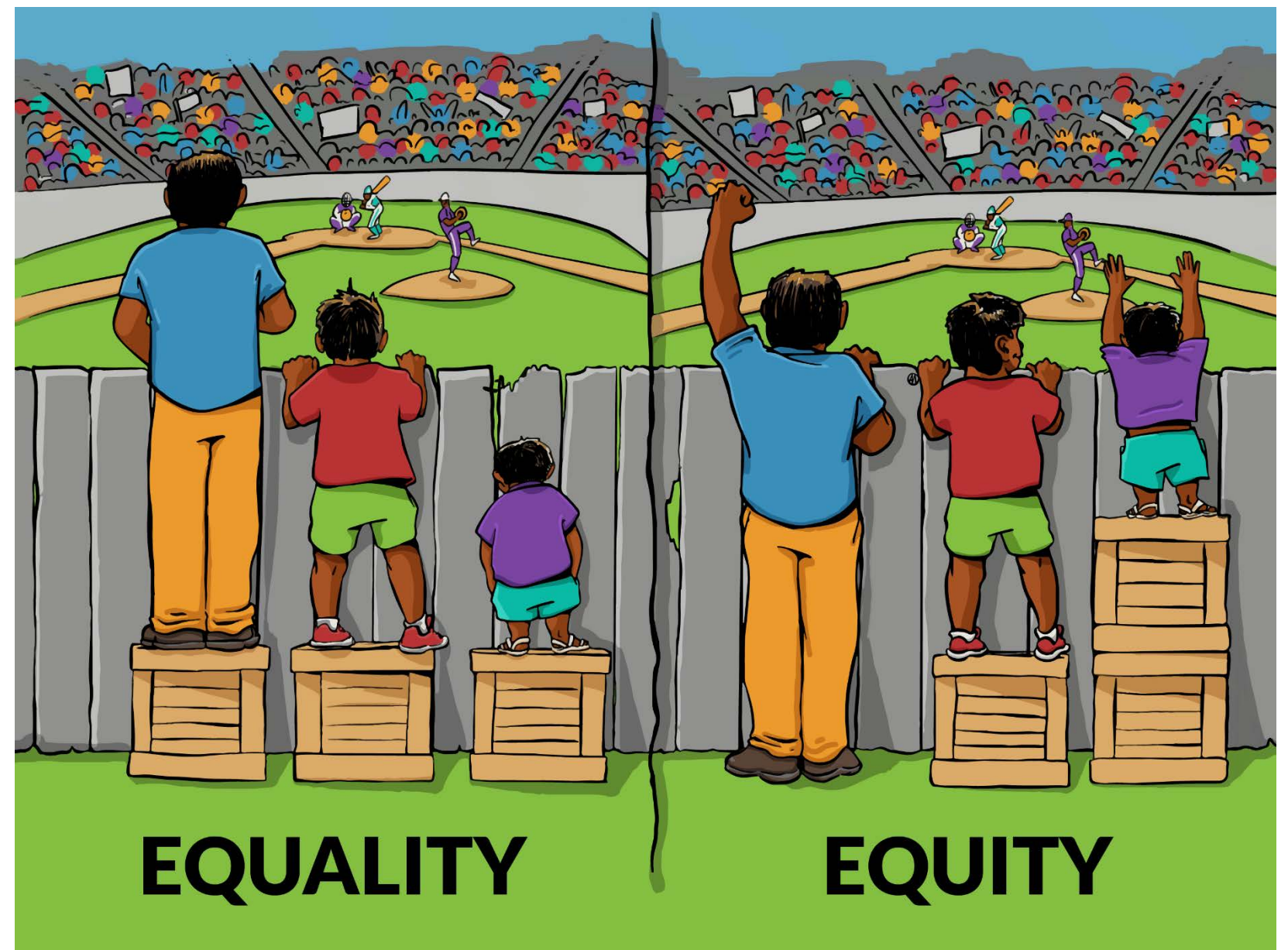
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EQUALITY   EQUITY

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Women's Leadership Summit – Creating Tailwinds

The 2017 Women's Leadership Summit is a 2-day conference for women in positions of leadership. The Summit will focus on supporting women in leadership by providing a forum to recognize, inform, and champion the work being created by women in architecture.

The Summit is part of an ongoing national conversation for women in architecture. Goals include: raising the profile of women principals and leaders in the profession; sharing and promoting the design work of women; exploring new paths to leadership; learning from each other regarding issues and challenges.

Architects Foundation Diversity Scholarships

The AIA / Architects Foundation Diversity Advancement Scholarship, originally called the AIA/Ford Foundation Scholarship, was founded in 1969 to support three different groups of students' education in the field of architecture.

Today, the goal and purpose for this important scholarship program remains the same; we aim to provide assistance to individuals from a minority race or ethnicity who intend to become an architect through the pursuit of a NAAB-accredited professional degree in architecture.

The Payette Sho-Ping Chin Memorial Academic Scholarship was established specifically for a woman studying architecture within a NAAB accredited bachelor or master's degree program. Sho-Ping, a Fellow and leader in the AIA, was a long-time Principal and health-care practice leader at Payette. As a founder of the AIA Women's Leadership Summit, held biennially, Sho-Ping was instrumental in defining the national discourse for Women in Design.

Call for applications December of 2016

https://www.architectsfoundation.org/education/

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