Equity, Diversity and Inclusion (EDI) Activities

2022 Results	2023 Plan	Parking Lot
Created EDI Toolkit https://edi.aiacalifornia.org/	**ORGANIZATIONAL** - Expand steering committee; develop subcommittees to support AIA CA strategic goals - Weave EDI objectives into all AIA CA programs and activities - Continue Leadership Development training - Expand content in EDI toolkit (curate resources from other organizations, AIA components, etc.)	Establish EDI criteria in awards programs
Planned and executed leadership training for AIA CA Board and local AIA component board members	**ADVOCACY** - Sponsor proactive legislation to collect demographic info from all licensees	

Recognize heritage months (ex: Black History, Women's etc.)	**ENGAGEMENT**
	- Capture/feature member stories
	- Host ''ABC-Architecture, Belonging & Connection'' sessions
	   Equity in Design (Feb)
	   Women in Architecture (March)
	- Support pipeline – establish CAF diversity scholarship
	- Identify tangible ways to connect with other organizations (NOMA, AAAE, LIA, etc.)
	- SAY IT LOUD Exhibition – host statewide traveling activation that elevates the work and identities of local, diverse designers	

Hosted chapter network meetings (quarterly)	**EDUCATION** - Webinar: Equity in Design Architecture and Spatial Justice – Paul Bauknight - On Demand Content from MDC: Community Activism – Leslie Loko	
Create a process to identify diverse candidates for committees/elections, etc.	**CULTURE** - Curate/develop tools for firms (hiring best practices, equity issues, etc.)	