

## **AIA CA PUBLIC POLICY:**

### ***Equity, Diversity and Inclusion***

#### **Related National AIA Policies (May 2019)**

1. Gateway Commitment (2008)
2. Diversity Action Plan (2013)

---

#### **Policy Statement**

AIA California shall champion a culture of equity, diversity and inclusion to create an equitable community for everyone within the architectural profession.

To promote a culture of equity, all AIA California programs and initiatives, and our members, shall respect and represent California's diverse population without discrimination towards race, ethnicity, gender, gender identity or expression, sexual orientation, physical abilities, or religious preferences.

#### **PRINCIPLE 1: A diverse membership is key to the long-term success of the profession and our organization.**

AIA California believes that when our members' cultural, demographic, and ethnographic makeup mirrors the communities our members serve, the profession will be better suited for long-term growth. As such, we embrace and encourage differences in all characteristics that make each of us unique.

- Gather demographic information.
- Include a reporting of AIA California's demographic composition in each year's annual report to the membership.
- Create partnerships with other organizations (such as California Architects Board, National Architectural Accrediting Board, National Council of Architectural Registration Boards, National Organization of Minority Architects, etc.) to research and understand attrition patterns impacting the profession.

#### **PRINCIPLE 2: The pipeline to enter the profession must be as diverse as the communities we serve.**

Change will not happen on a singular path. Thus, we must support a wide range of programs to engage, develop, assist and advance a diverse pipeline of students to public schools, community colleges and universities.

- Research and document the variety of scholarship and outreach programs currently available and identify opportunities for additional support.
- Develop strategies to connect students with available support.

- Expand inclusiveness and diversity within the profession through K-12 and higher education engagements and advocate for effective pathways into the profession.
- Support through volunteerism existing mentoring programs such as the ACE Mentor program, NOMA's Project Pipeline, and others to leverage the human capital of the AIA in ways that have direct and significant impacts.

**PRINCIPLE 3: The architectural profession must change the systemic, cultural barriers to entry, advancement, and prosperity.** It is widely understood that the profession of architecture has been exclusionary, creating barriers for practitioners outside of a specific demographic. Recognizing these systemic challenges, AIA California is focused on providing resources necessary for firms and practitioners to make significant and lasting change.

- Share, promote and actively coach for adoption model programs for equity, diversity and inclusion in design practice and related private and public sector architectural careers.
- Create awareness of the profession within communities of color and underrepresented cultures to promote architecture as a career path.
- Highlight the diversity of the profession in communications with members and the public to raise awareness of the breadth of our professionals.
- Curate and develop EDI resources to assist practitioners in understanding the issues and opportunities for improvement.
- Organize training for firm owners and their staff to increase awareness of EDI at leadership and ownership levels.

**PRINCIPLE 4: We should not do it alone.**

Harnessing the passion of our members and the broader design community, AIA California is taking steps to advance racial justice and equity in our organization, our profession, and our communities. By harnessing the power of others, can we pull together and advocate for those who are marginalized and underrepresented and affect real change.

- Work with collateral organizations, such as NOMA, NOMAS (student chapter of NOMA), Asian American Architects and Engineers Association (AAa/e), Chicanx/Latinx Architecture Student Association (CASA), American Indian Council of Architects and Engineers (AICAE), Equity by Design (EQxD), to increase diverse membership within AIA while simultaneously providing greater visibility to the collateral organizations.
- Support the committees already formed within various AIA Components, including Latinos in Architecture (LiA), Women in Architecture (WiA), and other similar groups to give them greater visibility and amplify their voices.
- Partner with NAAB accredited schools, community colleges, and other educational institutions to increase awareness of the various committees and organizations working with AIA to create a diverse profession.
- Review current programs to identify existing opportunities for engagement and involvement.

**PRINCIPLE 5: We must lead by example.**



As the professional organization for architects in California, we must model the behavior we wish to see and move beyond the status quo.

- Infuse AIA California committees, task forces, boards with diverse leaders in terms of race, ethnicity, gender, gender identity or expression, sexual orientation, age, physical abilities, or religious practices.
- Develop a process to encourage member engagement and document opportunities for diversity in terms of race, ethnicity, gender, gender identity or expression, sexual orientation, physical abilities, or religious practices.
- Create an environment that encourages and fosters diverse award submissions, programming, and engagement to accurately reflect our community and membership.
- Utilize awards programs to recognize individuals and firms who demonstrate a commitment to creating a more equitable and inclusive practice.
- Integrate justice, equity, diversity, and inclusivity training and education for AIA leaders in California.