
6. 2015 Convention Resolutions

Resolution 15-1

Title	Equity in Architecture
Sponsors	AIA San Francisco and AIA California Council
Intent	<p>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. The Institute encourages our global society to “Look Up,” elevating the value of architecture and the services that architects provide. Concurrently, there needs to be a reflective look at valuing our human capital within the profession. Equity is everyone’s issue and achieving equitable practice has a direct impact on the relevance, economic health and future of the Institute and our profession.</p> <p>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. Now more than ever is the time for action both from grassroots and Institute leadership.</p>
Text of Resolution	<p>WHEREAS, the importance of architecture as a profession is rooted in the relevance and value provided to the diverse communities that we serve; and</p> <p>WHEREAS, The American Institute of Architects has long identified diversity and inclusion within the architectural profession as a strategic goal and has recently initiated a Repositioning campaign with a renewed commitment to diversity and gender equity initiatives through the Diversity and Inclusion Council; and</p> <p>WHEREAS, on June 12, 2004, delegates to the American Institute of Architects National Convention approved Resolution 04-2, “To Strengthen the Demographic Diversity of the Design Profession,” calling for the AIA to “collaborate with related architectural organizations and support research initiatives and ongoing data collection that will lead the profession to a better understanding of who enters and succeeds in the profession and why,” which resulted in a benchmark 2005 survey and increased cooperation among collateral organizations towards this goal; and</p>

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WHEREAS, the 2008 Gateway Commitment, adopted by the multi-FORMity 2008 Plenary participants, challenged the AIA to increase demographic representation of underrepresented members, students and women, and while progress has been made, the rate has not been significant enough to change underrepresented populations in membership, firm leadership and ownership; and

WHEREAS, the AIA Board of Directors, in December 2012, adopted the AIA Diversity statement: “Diversity is a cultural ethos embraced by AIA membership to foster inclusion, service and a quality of life in celebration of all communities in our society. This is regardless of race, ethnicity, gender, national origin, religion, physical ability, sexual orientation or identity, age, geography, intellectual or practice area”; and

WHEREAS, women of all races and ethnicities represent only 18 percent of licensed AIA Architect members and only 17 percent of AIA members in firm leadership; and

WHEREAS, minorities regardless of gender currently represent 13 percent of licensed AIA Architect members including 5 percent Asian Americans, 4 percent Hispanics or Latino, and less than 2.0 percent African Americans; and

WHEREAS, findings from the 2014 Equity in Architecture research conducted by The Missing 32% Project and the 2014 Diversity in Architecture Survey provide new critical intelligence to inform opportunities for exploration, goal setting, and action.

NOW THEREFORE, BE IT RESOLVED that the President of the Institute shall appoint a Commission on Equity in Architecture whose members shall consist of nationally recognized experts from AIA membership, architecture schools, allied non-profit organizations, and elsewhere who have themselves influenced the achievement of equity and diversity in their work; and

BE IT FURTHER RESOLVED that this Commission will be charged by the Board of Directors of the Institute to utilize metrics-driven knowledge, collaborative discussion, and definitive action to develop specific recommendations that will lead to equitable practices, investing in a diversity that mirrors society at large within all levels of the Institute, academia, and the profession of architecture; and

BE IT FURTHER RESOLVED that these recommendations shall include measurable goals, recommended metrics for measuring progress against those goals, and mechanisms for assessing ongoing progress in achieving those goals; and

BE IT FURTHER RESOLVED that the Board of Directors will present a report and plan of action based on the Commission’s recommendations at the 2016 AIA National Convention, and a system of annual reporting that informs members of progress and achievements for equitable practice.