NEXT GEN ARCH

EQUITY, DIVERSITY, AND INCLUSION (ÉDI) INITIATIVE

AIA
New York

Released December 12th 2018

Prepared by Diversity & Inclusion Committee Co-Chairs

Danei Cesario, AIA, NCARB & Elisa Holland, Assoc. AIA

Contents

Introduction

AIA New York's [Diversity and Inclusion Committee](#) seeks to foster dialogues about diversity and give agency to issues of inclusion and representation through engagement, education, and empowerment.

While New York is famed for being a diverse city and has the largest number of AIA members nationwide, thus far there has been no consolidated benchmark data for architectural professionals within the NYC metro community. Therefore, the Diversity and Inclusion Committee began the 2017 AIANY Equity, Diversity & Inclusion (EDI) Member Survey as part of the Next Gen Arch research initiative funded by an AIANY Committee Excellence Grant. The aim of the survey was to quantify the current representation in the chapter, to capture certain perceptions about equity in the profession, and to build on existing local, state, and national efforts.

Some selected findings from the EDI survey were released in conjunction with the Diversity and Inclusion Committee's involvement in the A'18 Conference on Architecture and later that summer with *[A Call to Act(ivism); Echoing Whitney Young, 50 Years Later](#)*, a Center for Architecture exhibition curated by committee co-chair Danei Cesario. The exhibition linked survey findings to the historic challenge issued by Whitney Young during his keynote speech at the 1968 AIA Conference. Echoing headlines of half a century ago, current events have illuminated the remaining room for improvement in social, racial, and economic equity.

These research results will hopefully serve as a genesis for dialogues around necessary cultural shifts in the profession and as a resource for industry members and leaders to set actionable goals in their respective organizations.

AIA National 2017 Diversity Statement

The American Institute of Architects, as part of the global community, champions a culture of equity, diversity, and inclusion within the profession of architecture to create a better environment for all. Achieving this vision has a direct impact on the relevance of our profession and the world's prosperity, health, and future.

Related Events

Revisiting Whitney Young: Diversity Today

February 1, 2017 | [Calendar Listing](#)

The panel discussion explored the legacy of Whitney M. Young Jr.'s challenge to pursue progressive values in architecture in his [1968 keynote address to the AIA](#). This cross-disciplinary dialogue featured Marcia Cantarella, PhD, Whitney M. Young Jr.'s daughter; Phil Freelon, FAIA, NOMA; R. Steven Lewis, FAIA, NOMA, and 2016 Whitney M. Young Jr. Award winner; and Constance Rosenblum, former editor of *The New York Times* city section. The event was moderated by Dr. Mindy T. Fullilove, Professor of Urban Policy and Health, The New School.

The event began with a contextual introduction to Whitney M. Young Jr.'s speech and challenge, followed by presentations on the successes and failures of the present architectural community to meet the ongoing challenge.

Speakers:
Marcia Y. Cantarella, PhD, President, Cantarella Consulting
Phil Freelon, FAIA, NOMA, Managing and Design Director, Perkin+Will North Carolina; Founder and President, Freelon Group
R. Steven Lewis, FAIA, NOMA, Urban Design Director, Detroit Central Region
Constance Rosenblum, Former Editor, City Section, *The New York Times*; Author, *Boulevard of Dreams: Heady Times, Heartbreak, and Hope Along the Grand Concourse in the Bronx* and *Habitats: Private Lives in the Big City.*

Moderator:
Mindy Thompson Fullilove, MD, Hon. AIA, Professor of Urban Policy and Health, The New School

Next Gen Arch: Designing Towards an Equitable, Diverse, and Inclusive Profession

February 10, 2018 | [Calendar Listing](#)

This symposium discussed the initial findings of the 2017 AIANY Equity, Diversity & Inclusion (EDI) Member Survey and accompanying research, highlighting strategies that organizations, firms, and individuals are implementing to improve equity, diversity, and inclusion within the profession of architecture. The discussion centered on examining the academic pipeline, the workplace, and research-based stratagems for the future.

Session I: Evaluating the Academic Pipeline
- Farzam Yazdanseta, AIA, NCARB, Co-chair, AIANY Diversity and Inclusion Committee (Moderator)
- Dr. Esteban Beita, Assistant Professor, NYC College of Technology; Adjunct Assistant Professor, NYIT
- Erika Hinrichs, Chair, Undergraduate Architecture, Pratt Institute
- Noor Ul Ain, Vice President, AIAS CCNY, Spitzer School of Architecture

Session II: Evaluating the Workplace
- Kavitha Mathew, AIA, LEED AP, Engagement and Leadership Coordinator, AIANY (Moderator)
- Mary Beth Lardaro, Human Resources Director, Dattner Architects
- Joel Peterson, Chief Operations Officer, Goshow Architects
- Jennifer Anna Pazdon, PE, New York City Office Leader, Cast Connex Corporation; Chair, Diversity Committee, Structural Engineers Association of New York (SEAoNY)
- Priyanka Shah, justdesign.us, New York Chapter Co-Steward, The Architecture Lobby

Session III: Research-Based Stratagems for the Future
- Venesa Alicea, AIA, NOMA, LEED AP BD+C, WELL AP, Associate, Dattner Architects (Moderator)
- Lauren Johnson, Co-Founder, QSPACE
- Juliet Chun & Zhanina Boyadzhieva, Architectural Designers, Leers Weinzapfel Associates; Co-Founders, Girl UNinterrupted Project
- Shawn Rickenbacker, Founder, Urban Data + Design; Director, J. Max Bond Center, City University of New York

Equity X Design Mappy Hour: Sketching Equitable Workplaces

June 18, 2018 | [Calendar Listing](#)
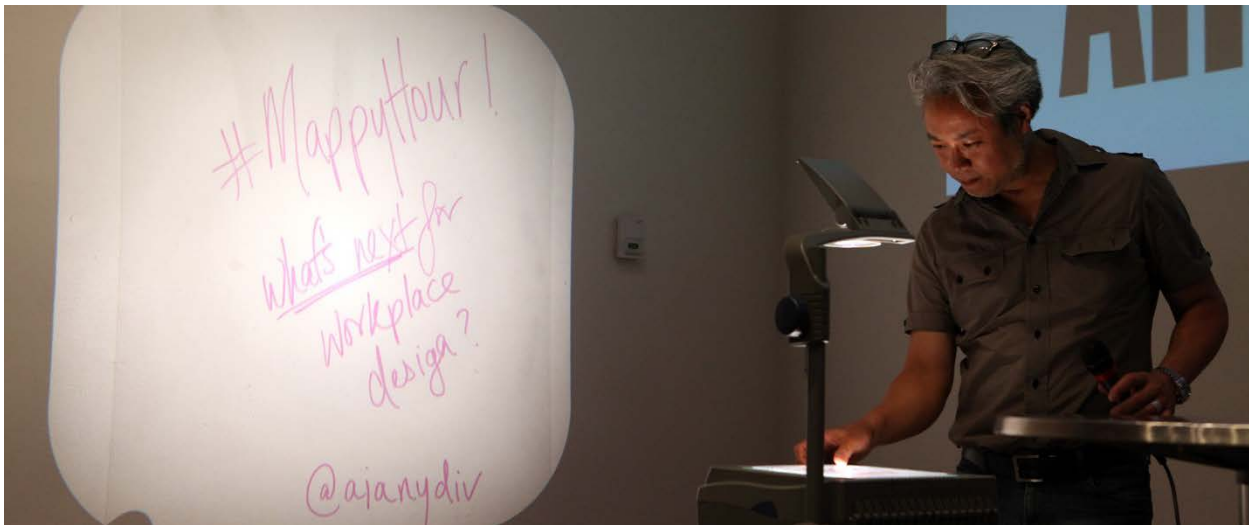
Inclusive design has been a hot topic since the discrimination of traditional public restrooms made its way onto the political agenda last year. But inclusive design principles can and should be applied well beyond restrooms to everyday building types like offices, museums and libraries. Progressive institutions and companies that want to attract diverse audiences and workers must consider design as a catalyst for these efforts by creating interactive places to engage people of different ages, genders, races, religions and disabilities who have been left out of the equation.

This interactive happy hour and discussion explored the design consequences of this urgent social justice issue, particularly as it pertains to the workplace.

Speakers:
Joel Sanders, AIA, Principal, Joel Sanders Architect (JSA); [Stalled!NYC](#)
Seb Choe, Architectural Designer, [Stalled!NYC](#)
Lauren Johnson, Co-Founder, [QSPACE](#)
Ryan Day, Co-Founder, [QSPACE](#)

Moderator:
Danei Cesario, AIA, NCARB, NOMA, Associate, Array Architects, Co-chair, AIANY Diversity and Inclusion Committee

A+ Session: Lessons Learned from Whitney Young

June 22, 2018 | Calendar Listing

Part of the AIA Conference on Architecture 2018, Architect Live took place in booth #1739 as a way for conference attendees to hear from industry leaders on a variety of topics, hosted by Ned Cramer, editor-in-chief of *ARCHITECT Magazine*.

The AIANY Diversity and Inclusion Committee's past co-chair Venesa Alicea and current co-chair Danei Cesario were selected to present their recent initiatives. Both architects/activists presented "A+ Session: Lessons Learned from Whitney Young" and discussed their past, present and future answers to Whitney M. Young Jr.'s 1968 call to action. Alicea and Cesario discussed their individual and joint efforts, including forthcoming Next Gen Arch research, Design Justice Summit, and A Call to Act(ivism) exhibition.

In the spirit of Whitney M. Young Jr., this session urged architects to lead their firms toward taking decisive steps that make diverse, equitable, and inclusive environments non-negotiable, and to integrate EDI best practices throughout academia, practice, and the profession of architecture.

Speakers:
Danei Cesario, AIA, NCARB, NOMA, Associate, Array Architects, Co-chair, AIANY Diversity and Inclusion Committee

Venesa Alicea, AIA, NOMA, former Co-chair, AIANY Diversity and Inclusion Committee

Organized by:
American Institute of Architects and ARCHITECT Magazine

A Call to Act(ivism): Echoing Whitney Young, 50 Years Later Opening

July 10, 2018 | [Calendar Listing](#)

Photo credit: Erik Bardin

The exhibition revisited Whitney M. Young Jr.'s keynote address at the 1968 AIA Conference, which questioned the lack of integration in the profession and led to a half-century crusade towards increased diversity and social responsibility in architecture. It explored current data about the profession, highlighted efforts to expand opportunities, and featured commentary from fellow activist architects including former AIA New York President Guy Geier, Beverly Willis, Jack Travis, and Dr. Sharon E. Sutton.

Curated by:
Danei Cesario, AIA, NCARB, NOMA, Associate, Array Architects, Co-chair, AIANY Diversity and Inclusion Committee

Diversity X Design Breakfast Series: Infrastructure with Building Leaders

September 11, 2018 | [Calendar Listing](#)

This installment of the Diversity X Design Breakfast Series featured Amy Macdonald, who discussed infrastructure and leadership in engineering, as well as actionable steps in forging one's own professional path. Amy Macdonald is an Associate Principal of the Property Loss Consulting Practice and the leader of Resilience at [Thornton Tomasetti](#). With a background in civil engineering, she was instrumental in the development of NYU Langone Medical Center's flood and hazard mitigation strategy; the grant proposal she spearheaded became the second largest award granted by FEMA for a single project. Macdonald is an active member of the Risk Management Society (RIMS) and the Natural Hazard Mitigation Association and is a member of the AIANY Design for Risk and Reconstruction Committee.

J. Max Bond Jr. Lecture | Attaining Wakandan Utopia

October 12, 2018 | [Calendar Listing](#)

The AIANY Diversity and Inclusion Committee and the New York Chapter of the National Organization of Minority Architects ([nycobaNOMA](#)) collaborated on "Attaining Wakandan Utopia: Representation, Place-Making and the Diaspora," presented as the 2018 J. Max Bond Jr. Lecture, an annual design talk in memory of J. Max Bond, Jr., FAIA, NOMA.

How do architects identify ways of informing projects with cultural input in ways that are relevant and meaningful? This event investigated topics of diversity in design, equity in design, African-American architecture, African architecture, and connecting concepts (such as Wakanda or Afro-Futurism) as part of the larger realm of practice.

Introduction:
Danei Cesario, AIA, NCARB, NOMA, Associate, Array Architects, Co-chair, AIANY Diversity and Inclusion Committee

Speakers:
Mario Gooden, Principal, [Huff + Gooden Architects](#); Associate Professor of Practice, Columbia GSAPP
Ade Obayemi, Founder and Principal, [AO + Associates](#)
Renee Kemp-Rotan, Assoc. AIA, Director of Grants and Special Projects, Office of the Mayor of Birmingham, Alabama, President/CEO, [StudioRotan](#)

Next Gen Arch Survey Report

## Respondent Demographics & Survey Methodology

The initial report written by Reitman Research & Strategy focused precisely on women and on underrepresented architects of color (UAC), a grouping that includes architects of color other than Asians (who are overrepresented within the profession and thus were pulled out of the former grouping). For a detailed explanation of the UAC methodology, please see the web-based AIANY Special Project section Initial Report & Methodology. The Diversity and Inclusion Committee embarked on an additional study of the data for two main purposes. First, the Committee wished to create a base set of key takeaways, regardless of survey respondents' ethnicity/race or gender, and to understand the workplace experience of AIA New York membership in general.

Q0 Respondents' status.
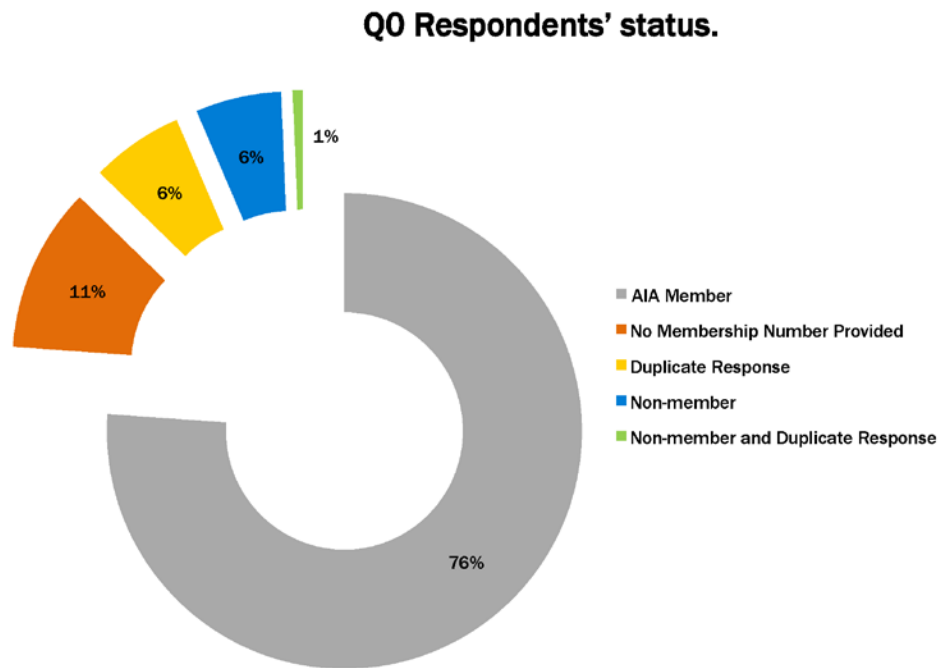
Only AIA Member responses are considered in the survey results.
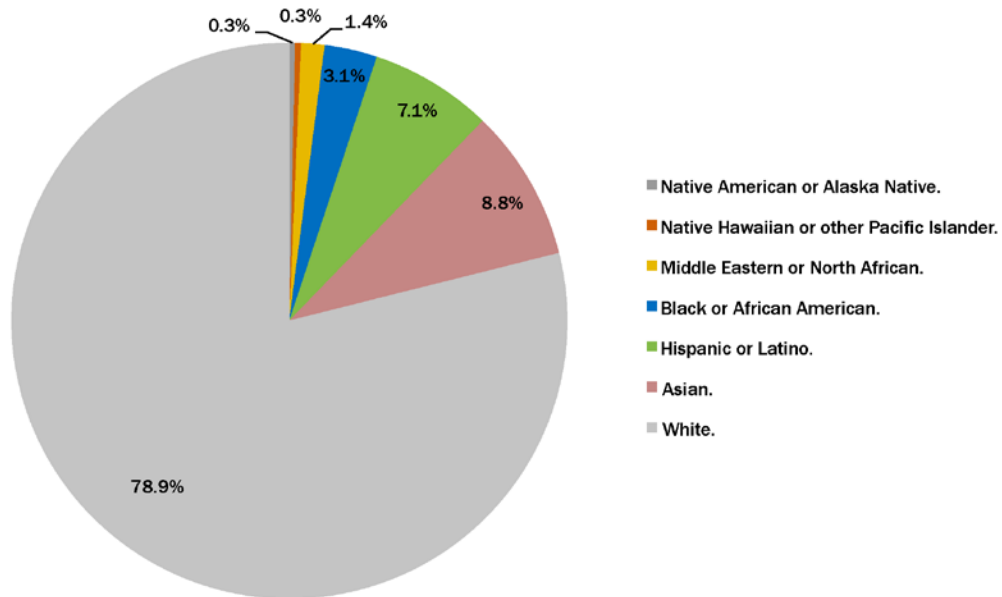
Nearly one quarter of all survey landings were not AIA Members, did not provide a membership number, or took the survey multiple times.

## Q1 Please provide your AIA Membership Number.
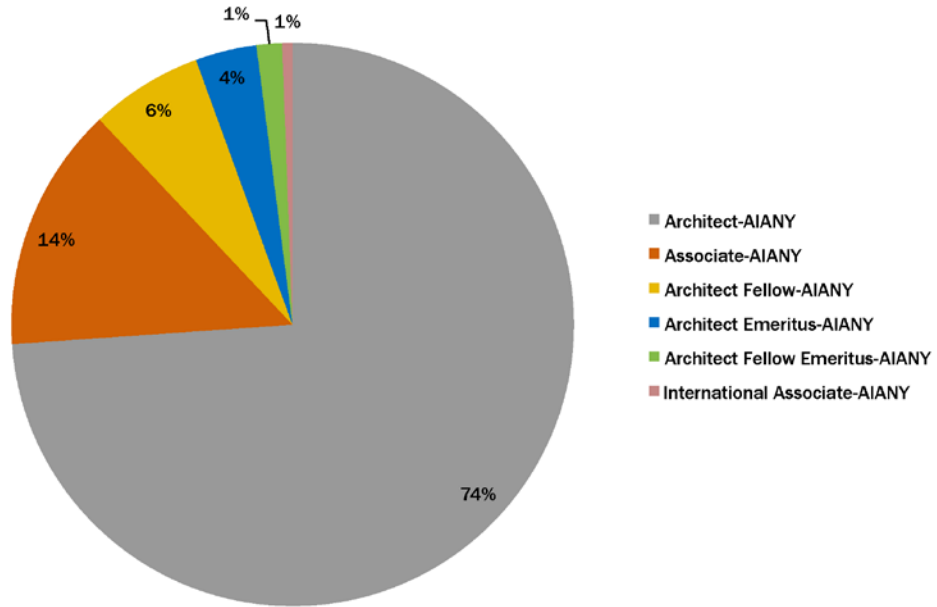
The majority of respondents were AIA Architect members, followed by AIA Associate members.

Q18 Indicate the race or ethnicity by which you are primarily known.

0.3% 0.3% 1.4%
3.1%
7.1%
8.8%
78.9%

- Native American or Alaska Native.
- Native Hawaiian or other Pacific Islander.
- Middle Eastern or North African.
- Black or African American.
- Hispanic or Latino.
- Asian.
- White.

9% of respondents identified as Asian, 7% identified as Hispanic or Latino, and 3% identified as Black or African American. 79% identified as White.

Q19 What is your age?
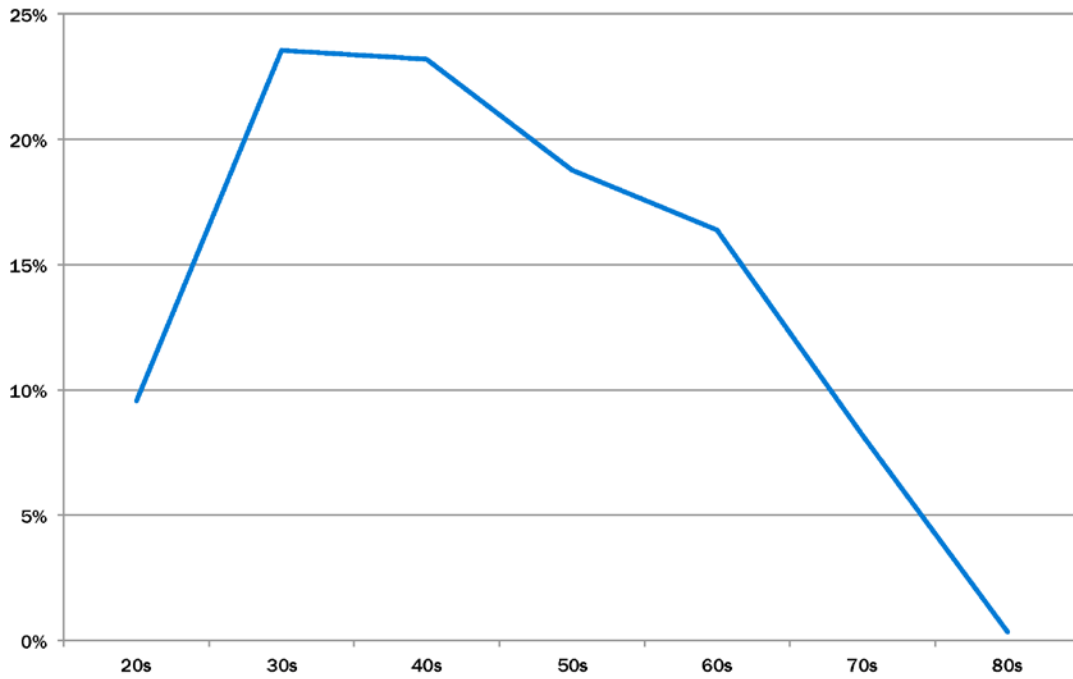
10% of respondents were aged under 30, half were aged in their 30s and 40s, and 40% were older than 49. The average age was 48.
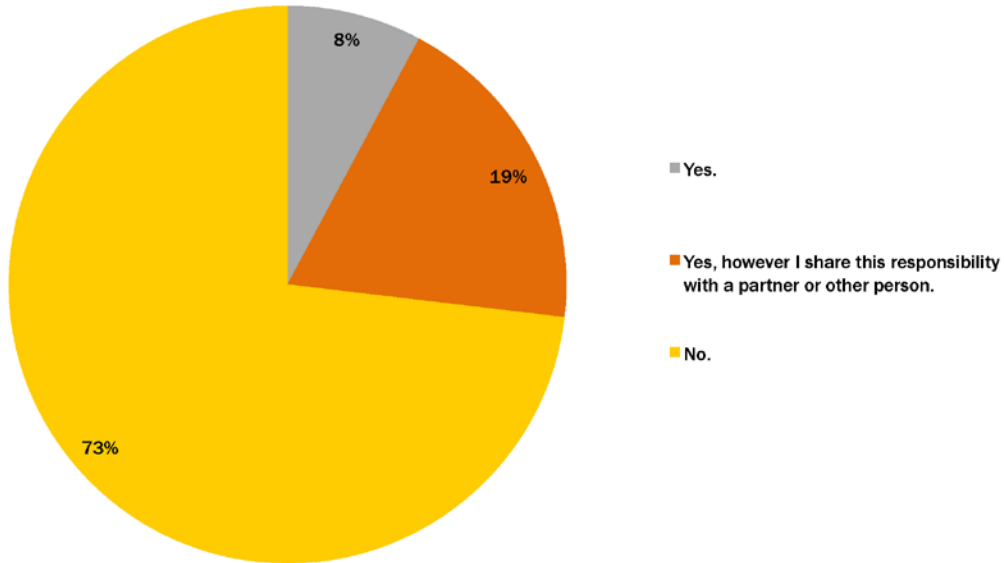
Q20 Gender.

0.3% Non-binary
38.3% Female
61.4% Male
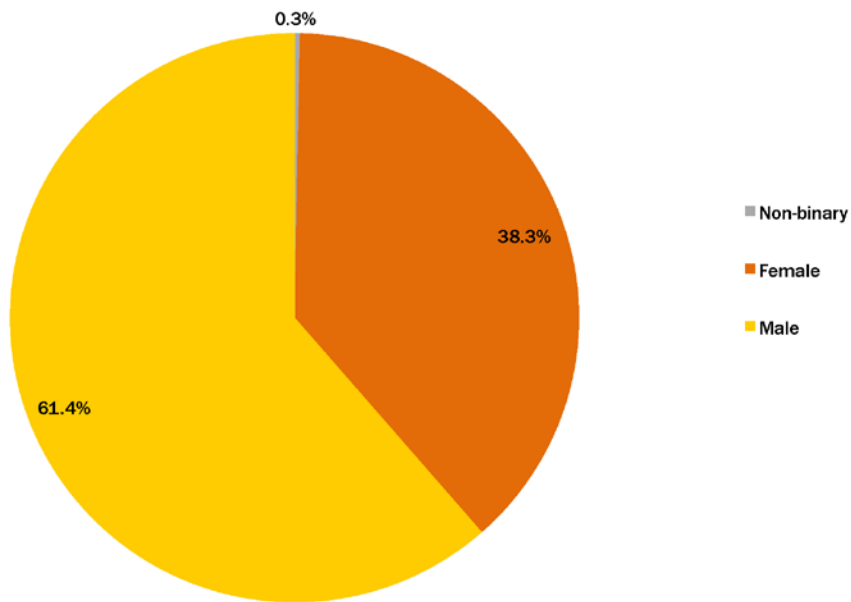
38% of respondents were female, and 62% were male.

This question was not asked of respondents, but data was gathered via correlation with respondents' AIA membership numbers. A future survey might change the way demographics data is gathered, and the order in which demographics series questions appear relative to other topics.

Q21 Are you the primary caregiver for a child, grandchild, parent or other person with needs?

Legend:
- Yes. (grey)
- Yes, however I share this responsibility with a partner or other person. (orange)
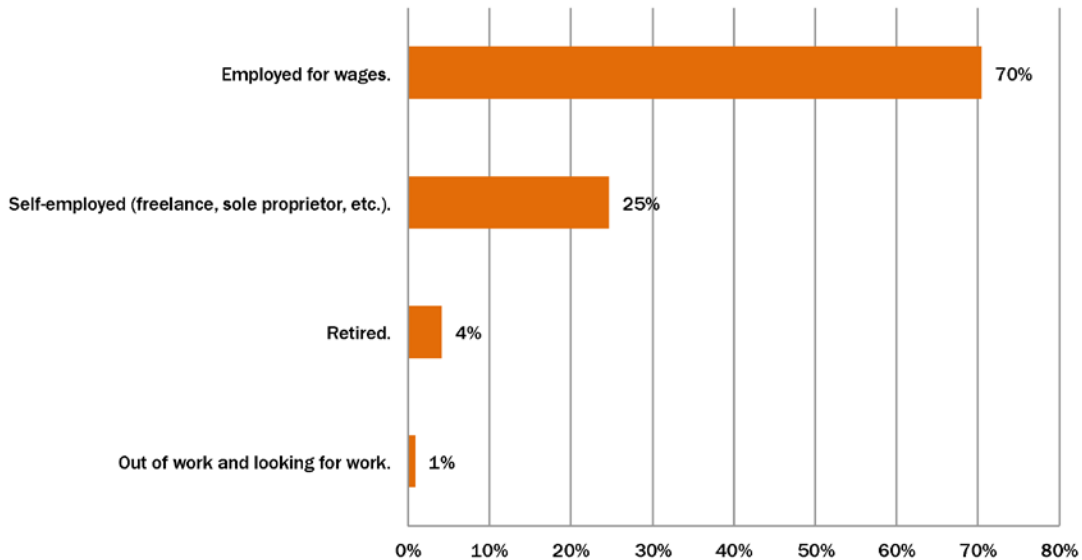- No. (yellow)

- 8%
- 19%
- 73%

Less than 10% of respondents identified as sole caregivers, while twice as many identified as sharing the responsibility of caregiving with a partner or other person. Almost three quarters of respondents said that they were not caregivers.

Academia & Professional Practice Results

The following results delve into the experiences of members in academic and professional settings. The correlation between both arenas was expected, particularly as it relates to employment, pipeline and compensation.

Q2 Which of the following options most accurately describes your employment situation?

| Employment Situation	Percentage
Employed for wages.	70%
Self-employed (freelance, sole proprietor, etc.).	25%
Retired.	4%
Out of work and looking for work.	1%

95% of survey respondents were employed at the time of the survey taking, including a quarter of respondents who reported as self-employed.

As the survey sought up-to-date information about firms, only responses from employed respondents are considered in the survey results, unless otherwise indicated.

A future survey might consider a different set of questions for retired and unemployed respondents.

Q3 Which of the following best describes your workplace? Pick only one.
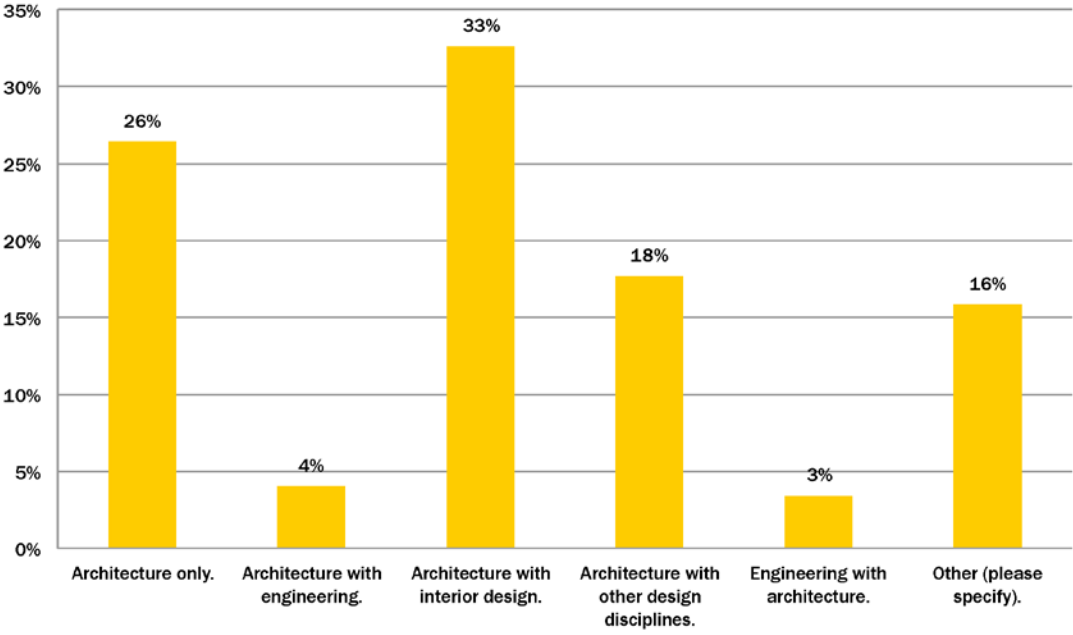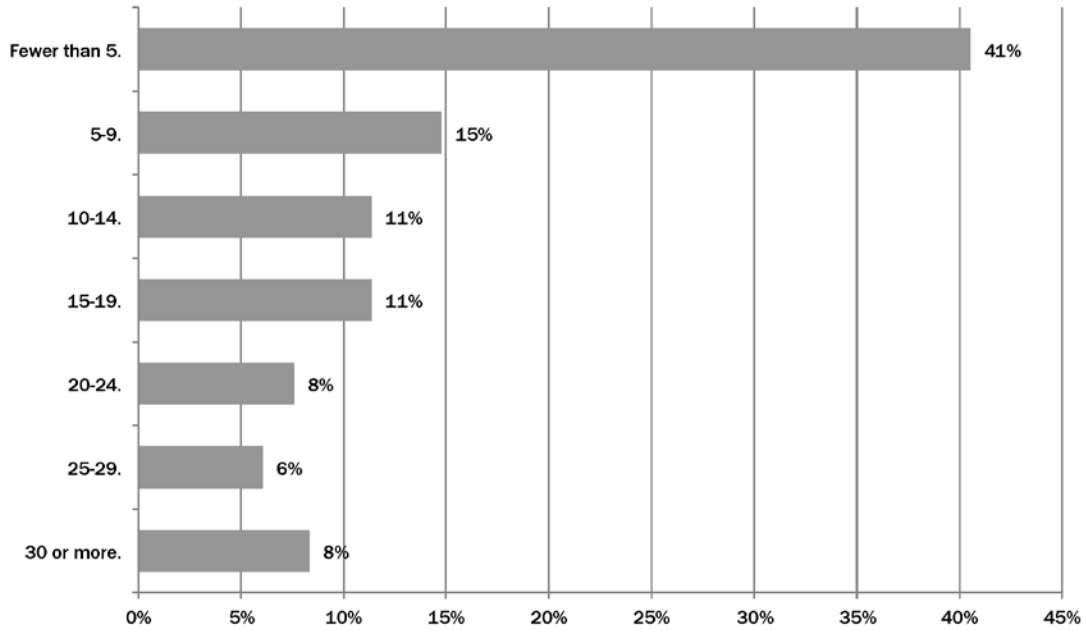

One quarter of respondents reported that their workplaces perform architecture only. Most respondents' workplaces encompass architecture combined with one or more other disciplines. Some respondents' work in allied disciplines (next slide).

Q4 How many people work in your office?

Office Size	Percentage
Fewer than 5.	16%
5-9.	13%
10-19.	9%
20-49.	22%
50-99.	8%
100 or more.	32%
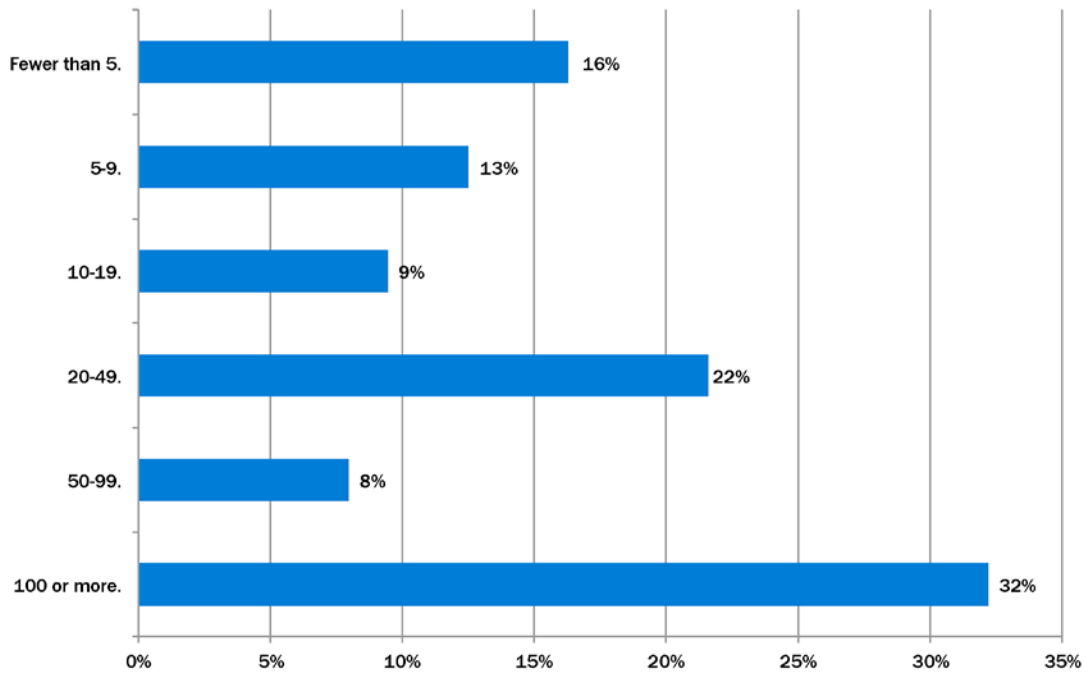
About one third of respondents reported that they work in firms smaller than 20 people. About one third work in firms sized 20-99. About one third worked in firms sized 100 people or larger.

Q5 How many years have you worked at your present office?

Category	Percentage
Fewer than 5.	41%
5-9.	15%
10-14.	11%
15-19.	11%
20-24.	8%
25-29.	6%
30 or more.	8%

More than half of respondents reported that they have worked at their present workplace for less than 10 years. Of these, most have fewer than 5 years tenure.
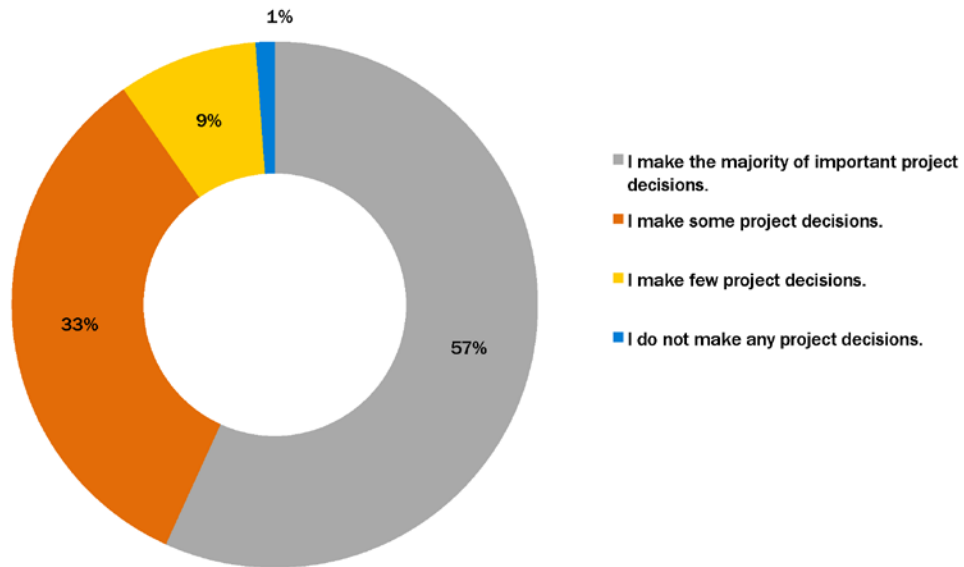
Respondents averaged 11 years in their current workplace.

## Q6 How does your present office support licensure or the path toward it?
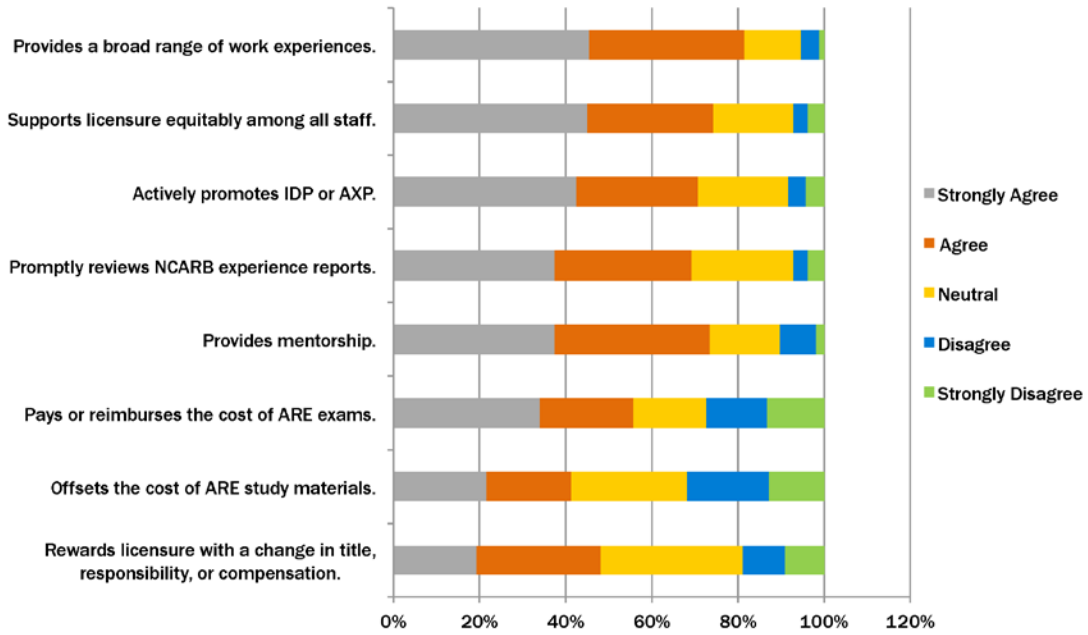
Most respondents agreed that firms generally supported licensure and the path toward it in a variety of ways. Respondents reported more ambivalence about their firm's financial support in the course of licensure, and about measurable rewards once licensure was attained.

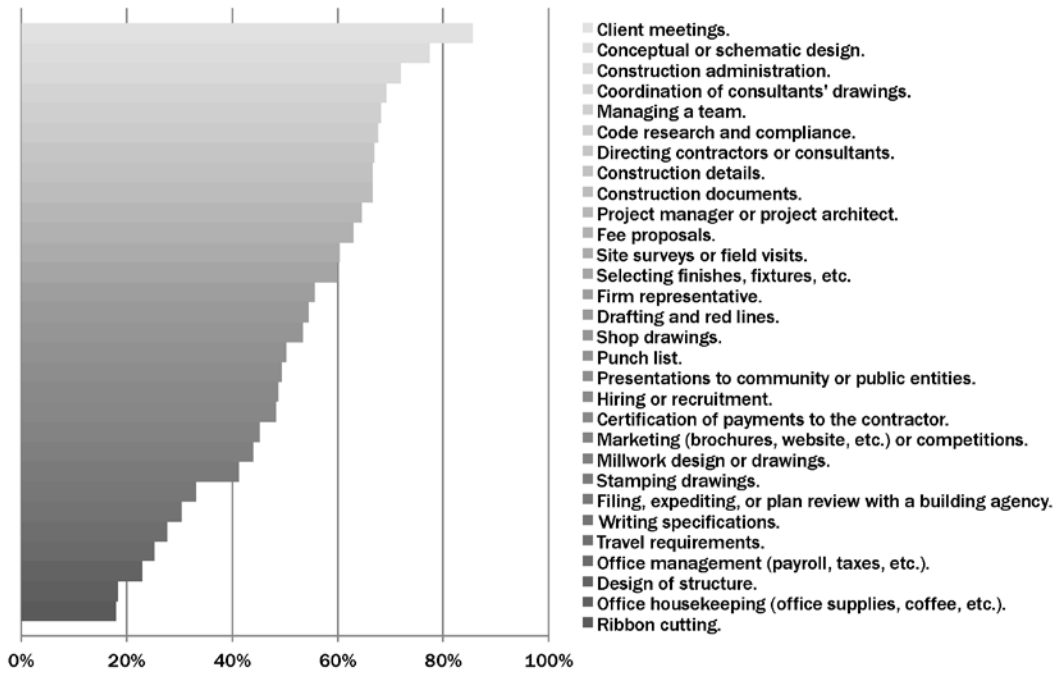# Q7 Check the statement that most accurately reflects your work.

1%

9%

33%

57%

- I make the majority of important project decisions.
- I make some project decisions.
- I make few project decisions.
- I do not make any project decisions.

90% of respondents reported that they are decision-makers on their projects.

Q8 Indicate the frequency that you contribute to the following activities.
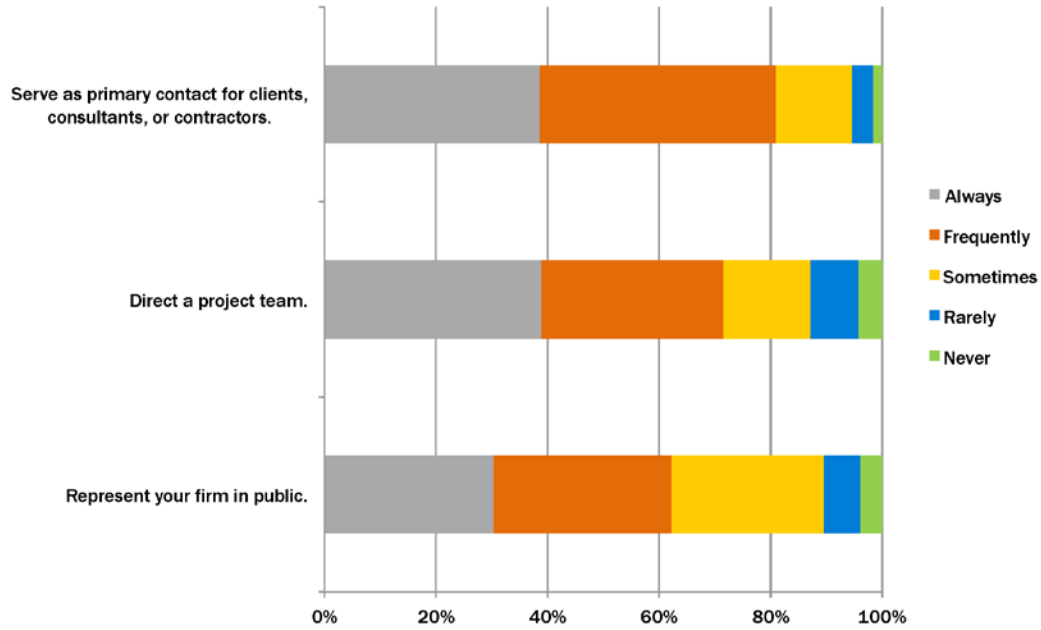
About 80% of respondents reported that they always or frequently served as a primary contact on projects. About 70% reported that they always or frequently directed project teams. About 60% reported that they always or frequently represent their firm in public, another 20+% reported that they sometimes represent their firm.

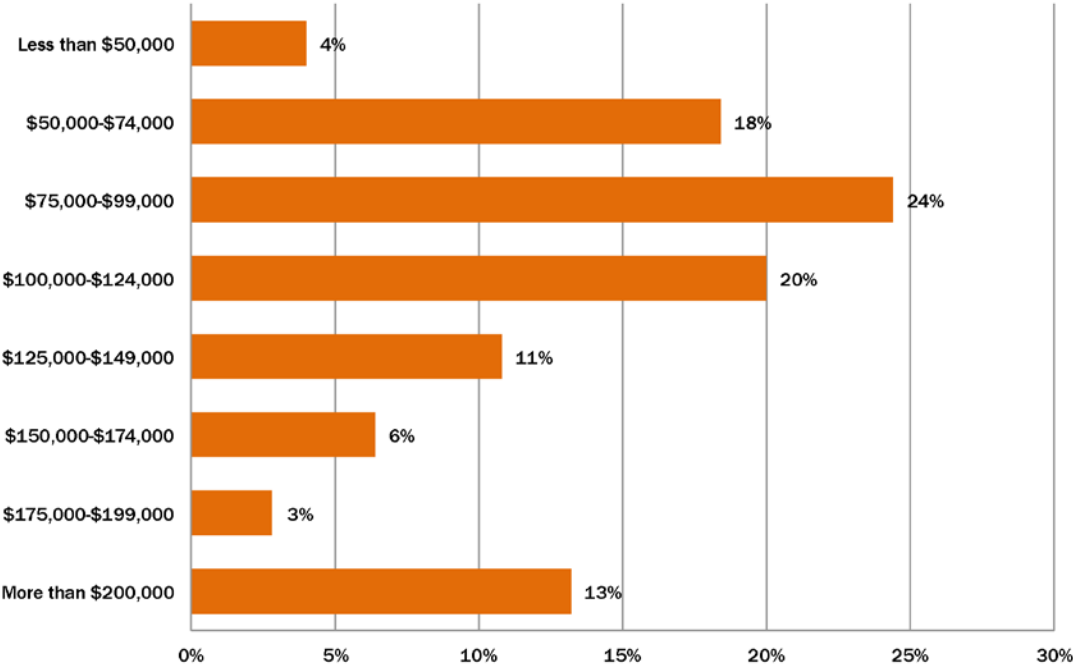## Q9 What are your present activities? Check all that apply.

Legend (top to bottom):
- Client meetings.
- Conceptual or schematic design.
- Construction administration.
- Coordination of consultants' drawings.
- Managing a team.
- Code research and compliance.
- Directing contractors or consultants.
- Construction details.
- Construction documents.
- Project manager or project architect.
- Fee proposals.
- Site surveys or field visits.
- Selecting finishes, fixtures, etc.
- Firm representative.
- Drafting and red lines.
- Shop drawings.
- Punch list.
- Presentations to community or public entities.
- Hiring or recruitment.
- Certification of payments to the contractor.
- Marketing (brochures, website, etc.) or competitions.
- Millwork design or drawings.
- Stamping drawings.
- Filing, expediting, or plan review with a building agency.
- Writing specifications.
- Travel requirements.
- Office management (payroll, taxes, etc.).
- Design of structure.
- Office housekeeping (office supplies, coffee, etc.).
- Ribbon cutting.

Respondents reported their top five activities as client meetings, Schematic Design, Construction Administration, drawing coordination, and team management.

Least partaken activities were ribbon cutting, office housekeeping, structure, office management, and travel requirements.

Respondents reported 16 activities on average (among 30 options provided). A future survey might include a more direct question about responsibility level (intern, junior, intermediate/associate, project architect, principal/owner).

Q10 How much money do you earn?

| Income Range	Percentage
Less than $50,000	4%
$50,000-$74,000	18%
$75,000-$99,000	24%
$100,000-$124,000	20%
$125,000-$149,000	11%
$150,000-$174,000	6%
$175,000-$199,000	3%
More than $200,000	13%

Nearly a quarter of respondents reported earnings in the range of $75,000-$99,000, with a drop above $125,000. More than 10% of respondents also reported earning more than $200,000.

Q11 Have you considered leaving the field of architecture?

34%

57%

9%

- No.
- Undecided / not sure.
- Yes.
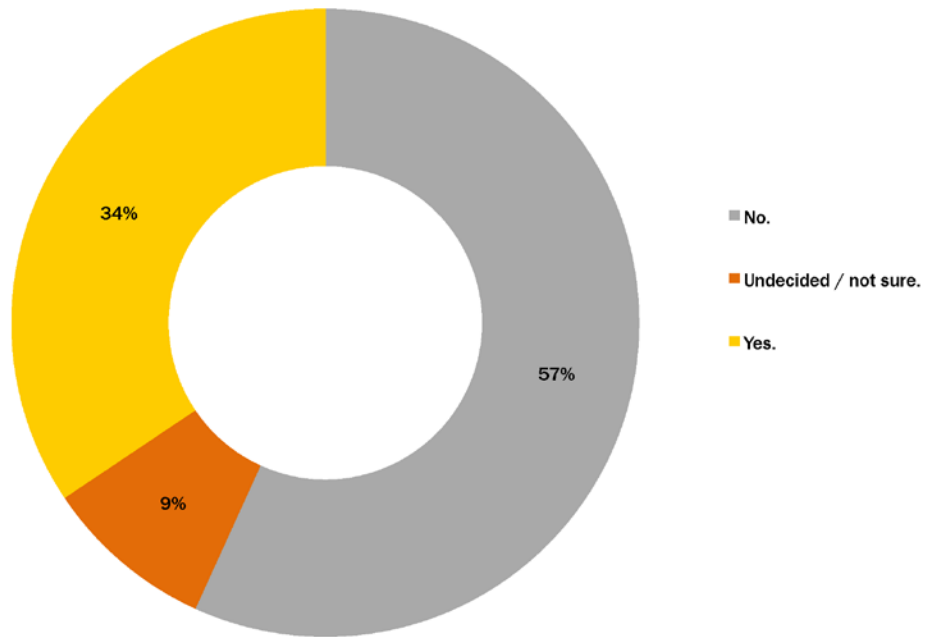
More than half of respondents reported that they have not considered leaving the profession. A third reported that they considered leaving, and nearly 10% reported ambivalence.

Q12 Why are you considering leaving the profession?
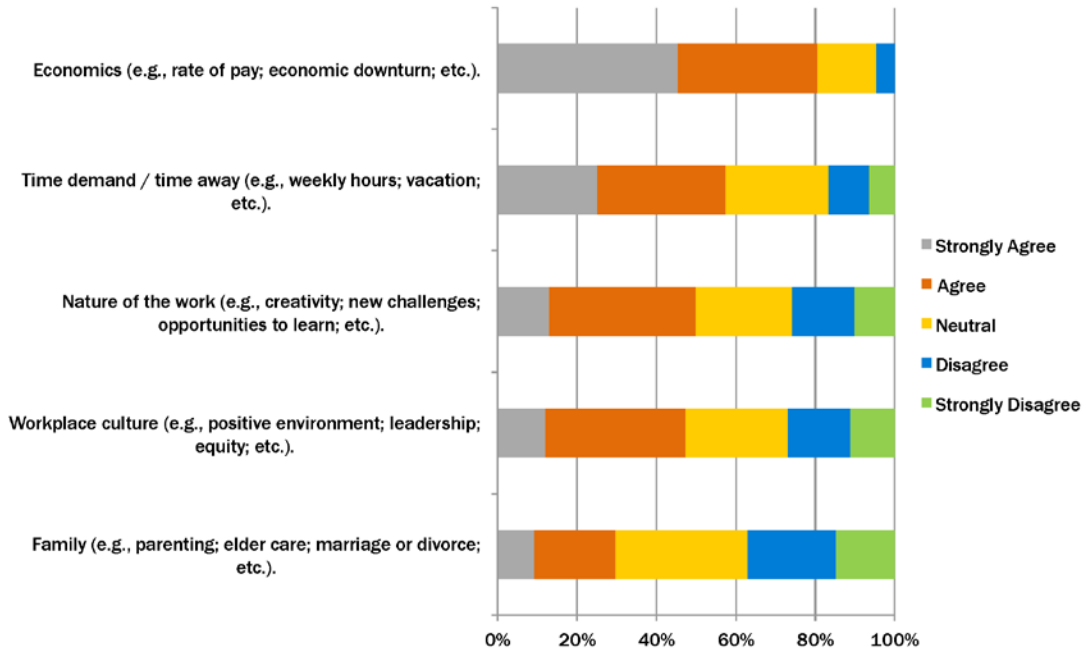
80% of respondents agreed that economics are a reason to consider leaving the profession. More than half agreed that time demand was a reason.

Respondents were less agreed upon and more ambivalent about other reasons — the nature of the work, workplace culture, and family.

Q13.1 Career milestones.
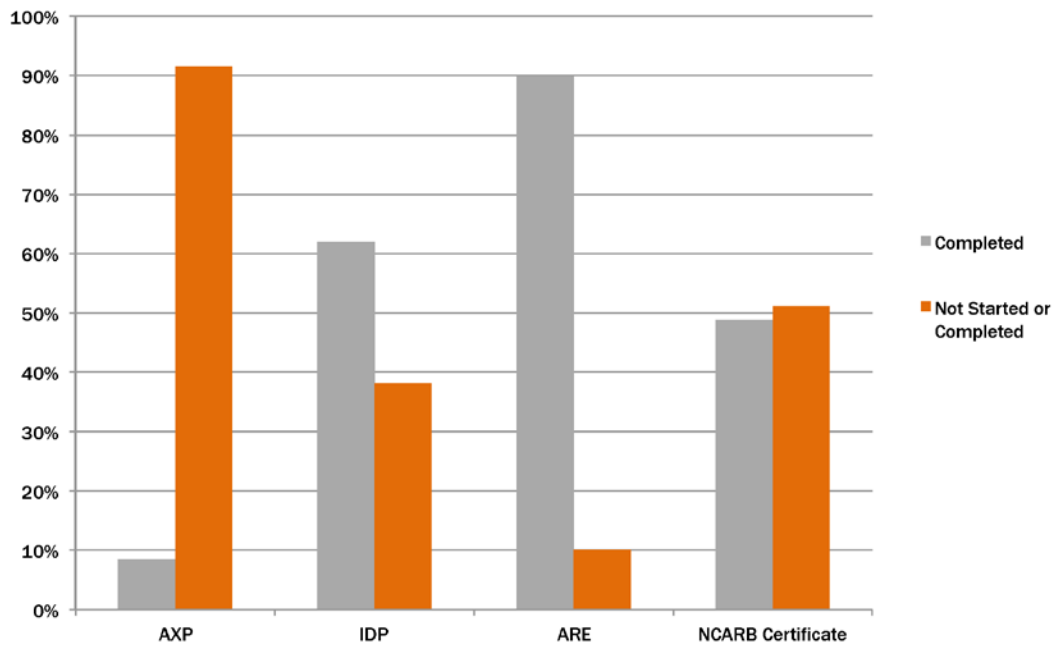
90% of respondents had completed the ARE.
About half had completed NCARB Certificate.

70% combined had completed either IDP or AXP.

Q13.2 Indicate the number of years that you spent, from start to completion, on the following career milestones.
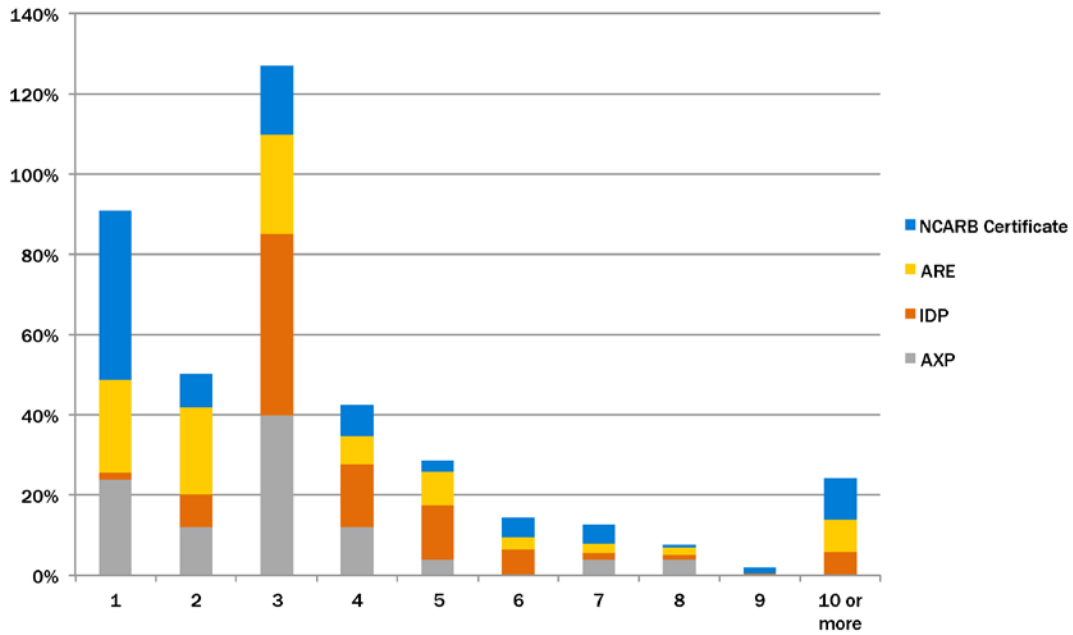
Of respondents who completed IDP, most spent three years,
with 85% completing the program within five years.

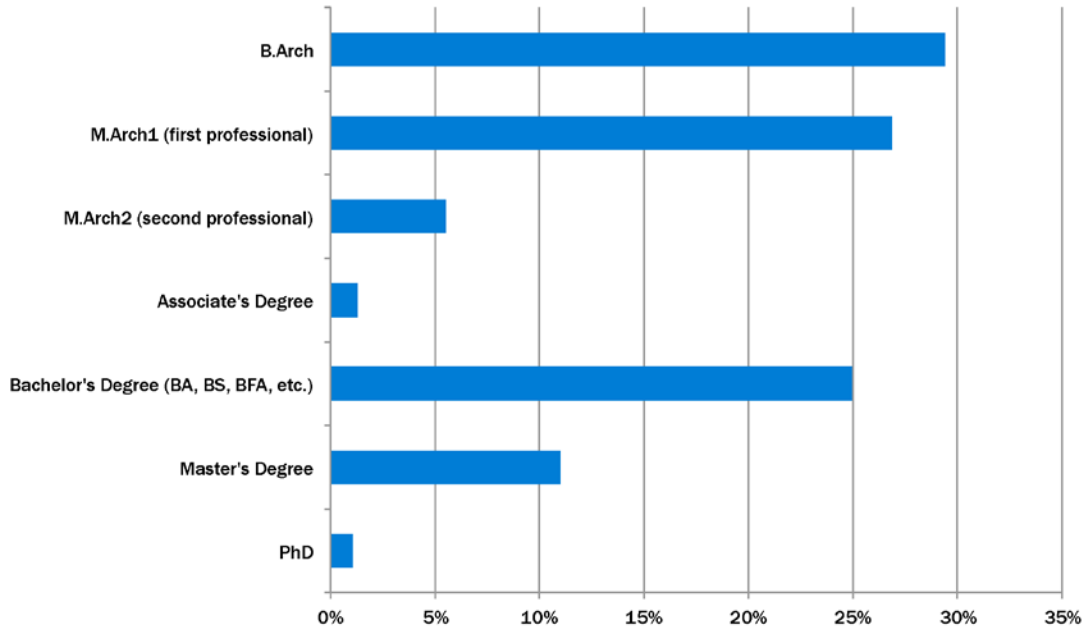Of respondents who completed the ARE, 70% did so within three years.

Of respondents who attained NCARB certification, 40% met the requirements within 1 year.

Q14.1 Number of academic degrees earned.
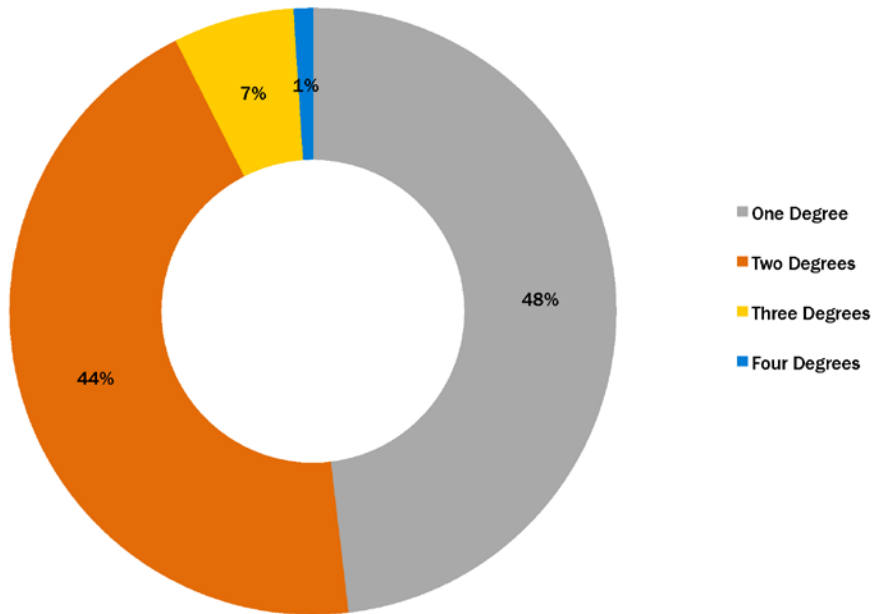

295 respondents reported earning 473 academic degrees, an average of 1.6 each.

Q14.2 What, if any, degrees have you earned (or are presently earning)?

About 60% of the degrees that respondents reported earning were professional (B.Arch, M.Arch1, or M.Arch2). A greater number of graduate professional degrees were reported than undergraduate professional degrees (by 3 percentage points).

A quarter of degrees earned were bachelor's degrees (non-B.Arch).

## Q15 Please list your major or minor subjects, if different than architecture.
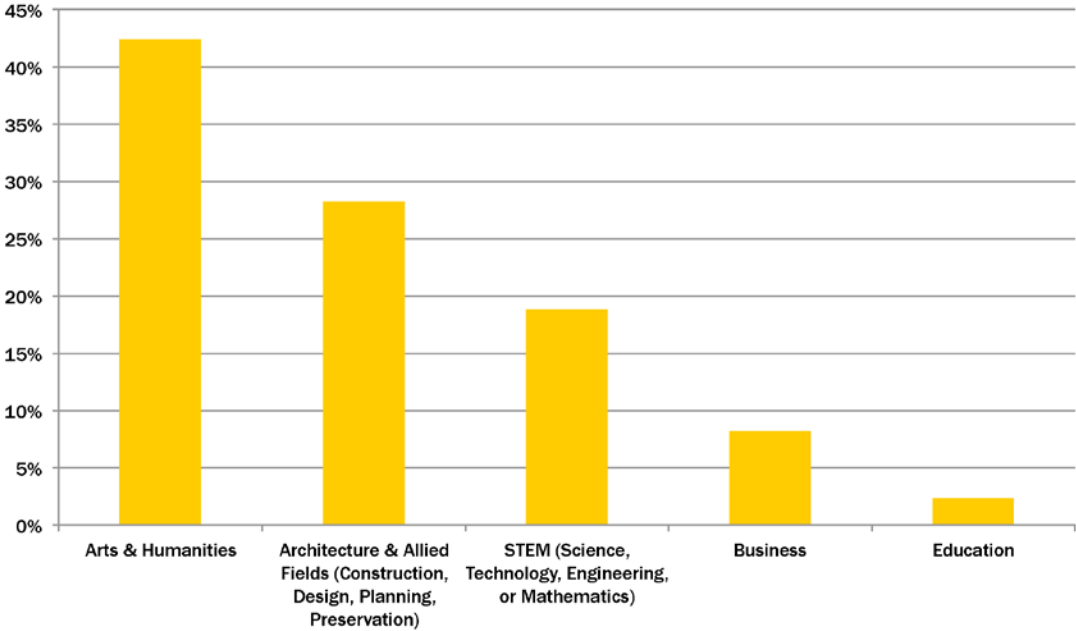
Over a quarter of non-architecture graduates turned out to have backgrounds in architectural studies or allied fields. The majority of concentrations were reported in the arts and humanities.

Q16 Did you finance your education with student loans?
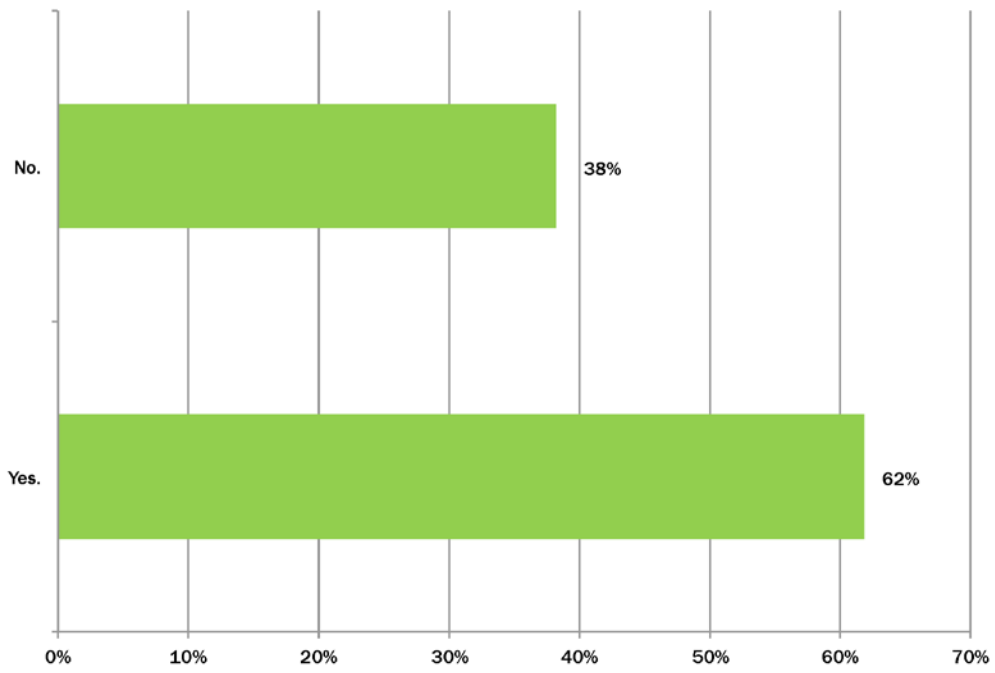
More than a third of respondents did not take student loans to finance their education.

## Q17 How much money do you owe towards student loans?
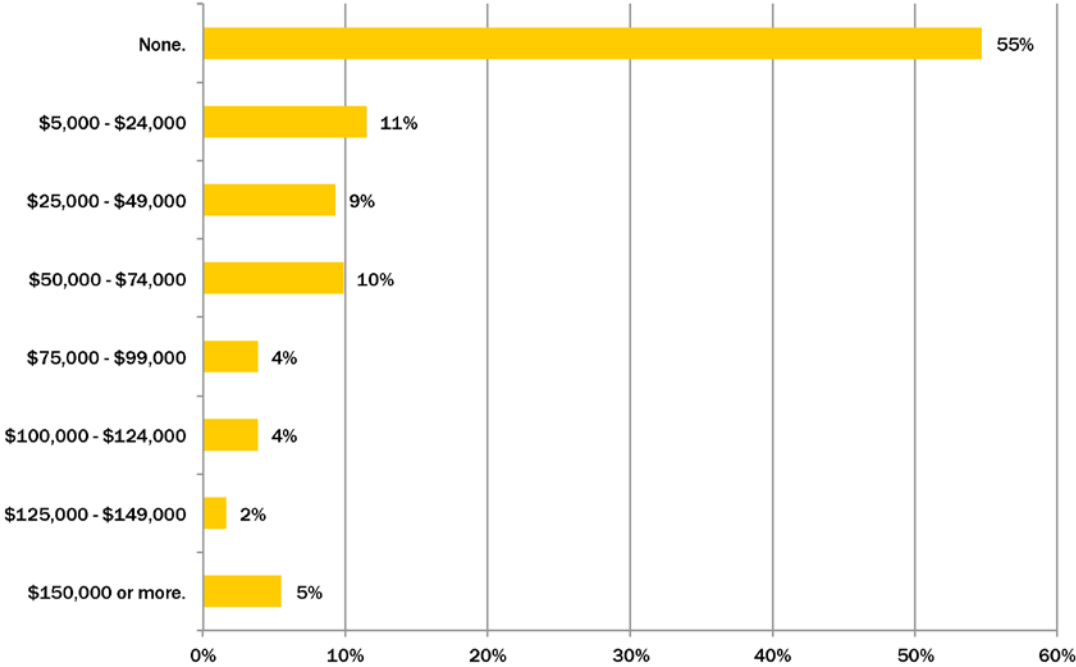
Of the respondents who had taken student loans to
Finance their education, more than half owed no balance.

Unexpected Findings

The Diversity and Inclusion Committee sought to illuminate other angles of workplace experience in conjunction with the committee's earlier discussions during the survey development process. These analyses included questions about caregiving, academic degrees, and student loan debt. The committee also used this opportunity to dive deeper into the report's categorization to investigate the degree to which varying demographics influenced professional experiences. These comprise unexpected findings of the survey. Cross analysis for selected questions are below, the cross-referenced data points are indicated in the title of each graph.

Q5 Average number of years worked in present office – by race / ethnicity.
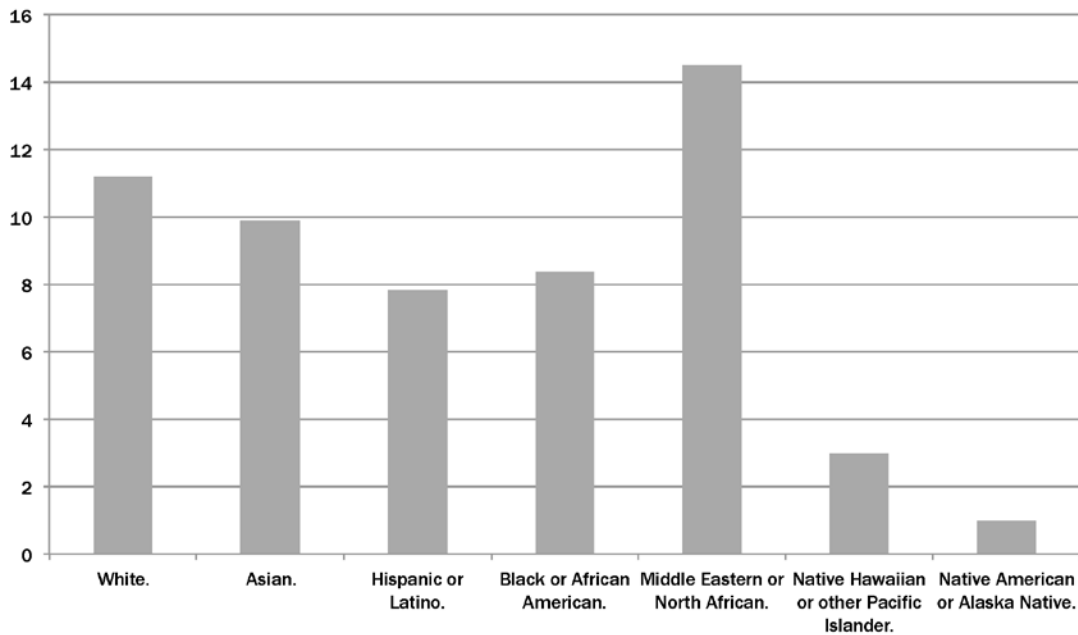
White respondents averaged 11 years tenure in their present office,
while Latino, Black, and Asian respondents averaged 8-10 years.

Q7 Check the statement that most accurately reflects your work – by race / ethnicity.
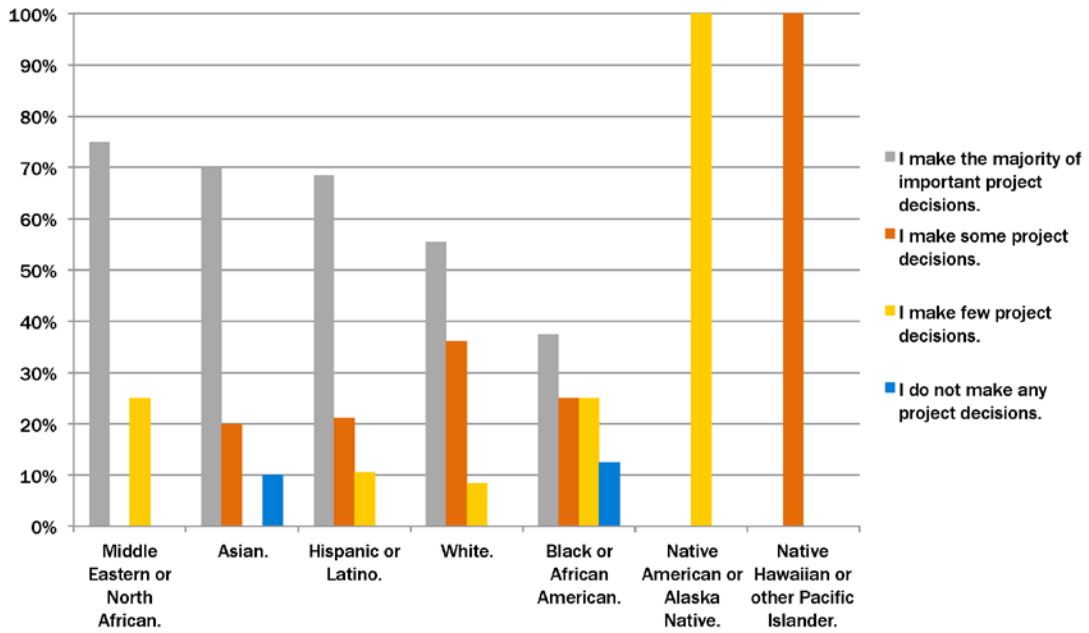

Asian and Hispanic/Latino respondents reported greater authority in decision-making on their projects when compared with White or Black respondents.

Q7 Check the statement that most accurately reflects your work — by student loan debt.
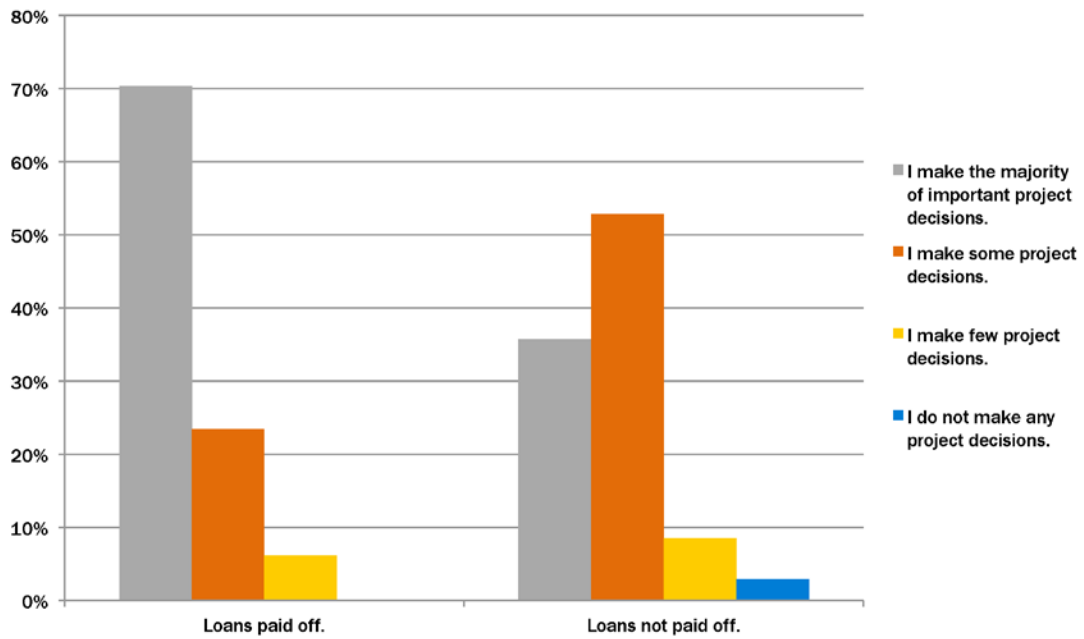
Respondents who had paid off their student loans reported greater authority in decision-making than those who still owed money.

Q10 How much money do you earn? – by academic degree.
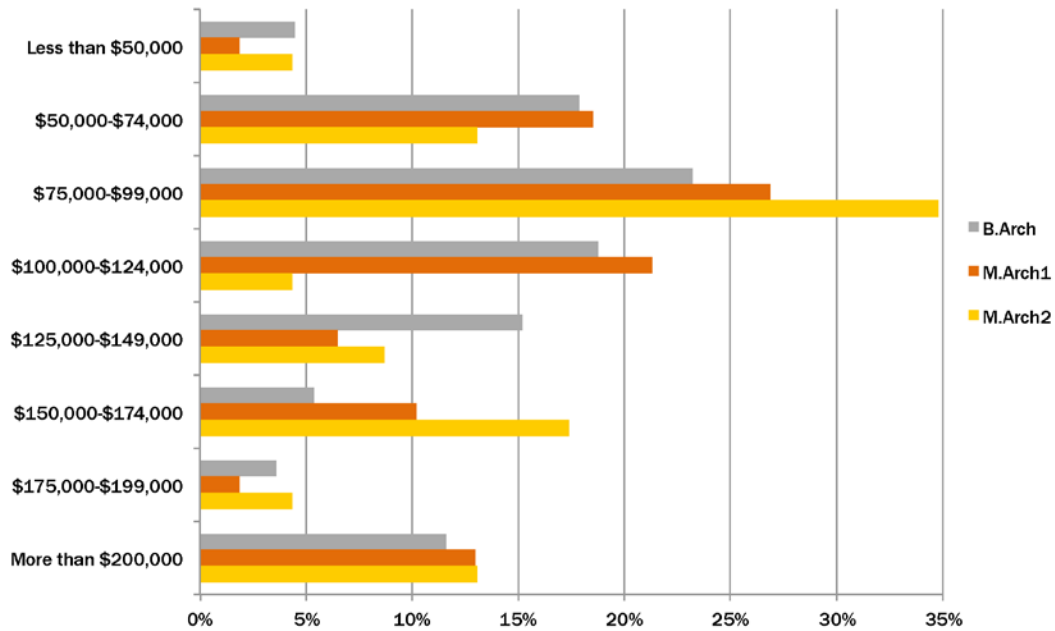
Respondents who earned one of the three professional degrees in architecture reported similar earnings, with around 25% earning in the range of $75,000-$99,000. Looking at higher earnings brackets, 15% of B.Archs earned in the $125,000-$149,000 range.

However, in the range of $150,000-$174,000, M.Archs overtook B.Archs. Earnings brackets above $175,000 showed few differences between the three degrees.

Q11 Have you considered leaving the field of architecture?
— by race / ethnicity.
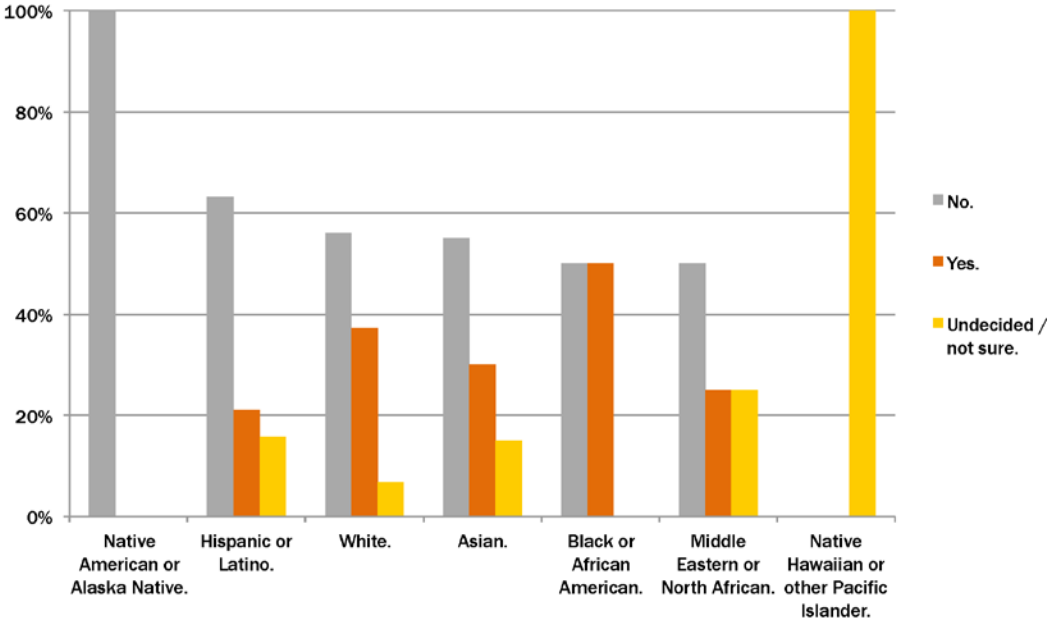
Hispanic/Latino respondents reported the strongest commitment to stay in the profession, with fewest thoughts of leaving or uncertainty.
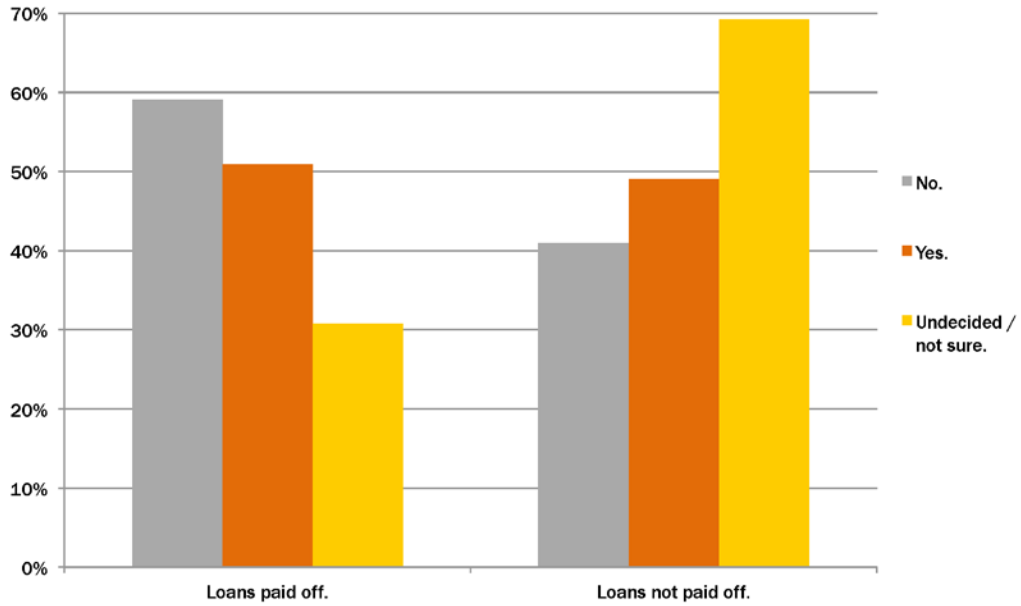
Q11 Have you considered leaving the field of architecture?
— by caregiver status.
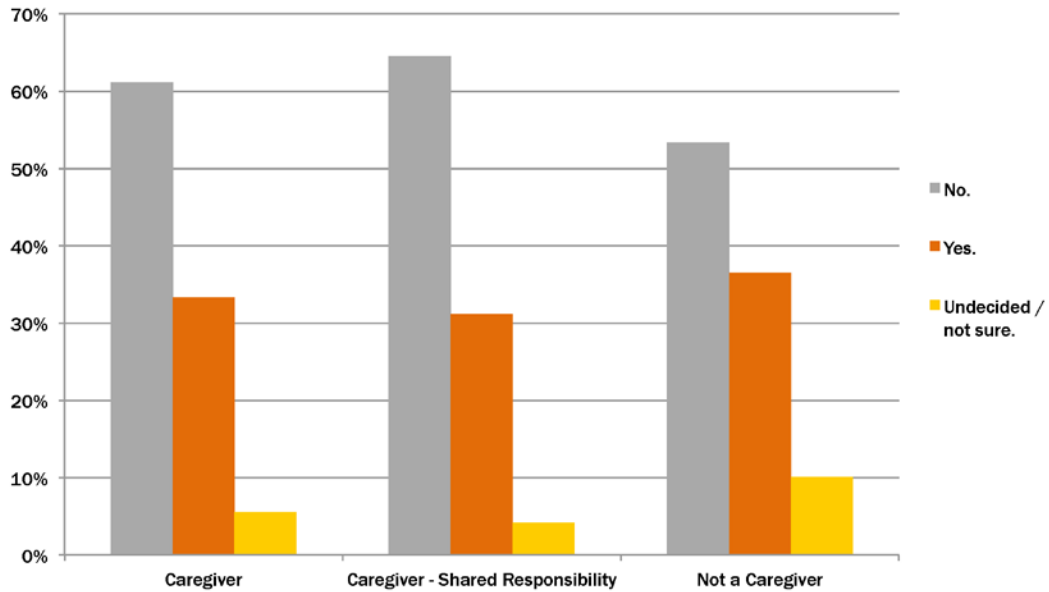
About 60% of caregivers reported that they had no thoughts of leaving the profession. Almost two-thirds of caregivers who share the responsibility with another person reported that they were also committed. Non-caregivers reported less commitment, and more thoughts of leaving and uncertainty.

Q11 Have you considered leaving the field of architecture?
— by student loan debt.

Legend:
- No. (grey)
- Yes. (orange)
- Undecided / not sure. (yellow)

X-axis: Loans paid off. | Loans not paid off.

Of respondents who had taken student loans to finance their education, those who still owed money were more likely to report uncertainty and thoughts of leaving the profession.

Q11 Have you considered leaving the field of architecture?
— by academic degree.
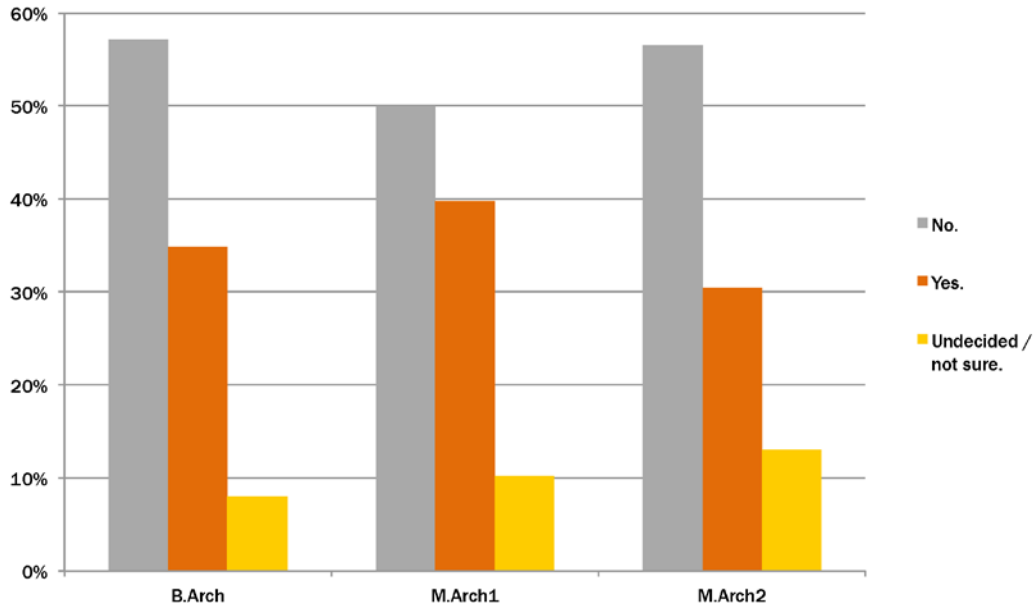
57% of B.Archs and M.Arch2s reported that they had no thoughts of leaving the profession. M.Arch2s were less likely than B.Archs to report thoughts of leaving. In comparison with both of their counterparts, M.Arch1s were less committed and had more thoughts of leaving.

Actionable Next Steps

1. **Make equity, diversity, and inclusion a core value for the Board of Directors**

2. **Measure and report how EDI permeates the AIA and its publications**

3. **Launch EDI training for AIA volunteers and components**

4. **Create guides for equitable, diverse, and inclusive practice**

5. **Create a position paper on EDI and the profession**

6. **Develop a firm self-assessment tool**

7. **Require EDI data as part of AIA awards submissions**

8. **Advocate for a more accessible path to higher education**

9. **Engage children with K-12 architecture programs**

10. **Tell our stories to Engage, Educate, Empower and Expand**

Allied Organizations

The American Indian Council of Architects and Engineers is a non-profit corporation established in 1976. Its purpose is to advance the role of American Indian professional engineers, architects and design professionals in practice; to encourage American Indians to pursue careers as professional engineers, architects, and design professionals, and to consolidate the member expertise into a single focus for representation on a national level.

AIA Equity in Architecture Commission
Through this committee, AIA is working to build a more diverse profession.

The AIA San Francisco (AIASF) Equity by Design Committee is a call to action to realize the goal of equitable practice, advancing the profession and communicating the value of architecture.

The Beverly Willis Architecture Foundation is a nonprofit organization with the mission of advancing the knowledge and recognition of women's contributions to architecture.

The Directory of African American Architects promotes awareness of who African American architects are and where they are located. The sole qualification for listing is licensure in one of the fifty US jurisdictions and their territories.

International Archive of Women in Architecture (IAWA)
As part of its mission to act as a clearinghouse of information about all women architects, past and present, the IAWA also collects and catalogs books, monographs, and other publications written by or about women architects, designers, planners, etc.

National Architecture Accrediting Board (NAAB)

Association of Collegiate Schools of Architecture (ACSA)

National Council of Architectural Registration Boards (NCARB)

New York Coalition of Black Architects & National Organization of Minority Architects New York Chapter (nycobaNOMA)
The local New York City chapter of NOMA joined with the New York Coalition of Black Architects to create nycobaNOMA, an organization is committed to increasing the representation of minority architects in the profession by assisting interns in obtaining licensure, mentoring students and newly licensed architects, and encouraging early outreach in secondary schools.

QSPACE is a queer architectural research organization that pushes for organized action through exhibitions, publications, digital archiving, and design guidelines; QSPACE is a hub for students, professionals, and academics to connect and collaborate on LGBTQ topics in the built environment.

The Society of Women Engineers partners with Arup to promote diversity and inclusion.

Stalled! takes as its point of departure national debates surrounding transgender access to public restrooms to address an urgent social justice issue: the need to create safe, sustainable and inclusive public restrooms for everyone regardless of age, gender, race, religion and disability.

Steven Lawrence Charitable Trust

Resources

1. ACSA Association of Collegiate Schools of Architecture

    a. Diversity Resources
    b. Data Resources

2. AIA Kansas City Equity in Architecture Committee

    a. AIA Kansas City 2017 Survey Report

3. AIA Los Angeles Equity, Diversity, Inclusivity Best Practices (2018)

    a. AIA Los Angeles EDI Summary

4. AIA National – Equity, Diversity & Inclusion Executive Report

    a. AIA National Diversity in the Profession of Architecture Report (2016)

5. City College of New York Bernard and Anne Spitzer School of Architecture – Inclusion in Architecture Report (2015)

6. AIA San Francisco Equity x Design Report (2014)

7. NCARB by the Numbers (2017)

8. U.S. Equal Employment Opportunity Commission (EEOC)