



# COMMITTEE STATUS REPORT

## EQUITY, DIVERSITY, AND INCLUSION COMMITTEE

### COMMITTEE CHARGE

To champion a culture of equity, diversity and inclusion within the organization and create a more diverse community within the architectural profession, this Committee creates and promotes opportunities for education, leadership and professional practice.

### OVERARCHING GOALS/OUTCOMES FOR 2023

1. Weave EDI into all AIA CA activities and programs (continuing education, communications and advocacy)
  - a. Sponsor legislation to collect demographic data upon licensure renewal
  - b. Actively seek diverse voices to participate as presenters in all programs and meetings
  - c. Feature member profiles during heritage months (ie: February-Black History, March-Women’s. History)
2. Host conversations with members to provide points of connection and identify issues of concern. (Monthly ABC Sessions)
3. Make connections with local AIA chapter EDI committees thru quarterly EDI Network meetings.

### STATUS SUMMARY / RECOMMENDATIONS

Three to four sentences about the latest happenings of the EDI Committee.

### OPERATING PLAN OVERVIEW

STRATEGIC PLAN	OPERATING PLAN OBJECTIVE	% DONE	DATE OF COMPLETEION	DRIVER
Engagement	Highlight diverse and celebrate award and scholarship recipients in communications with members and the public; raise awareness of issues related to diversity and inclusion – in the context of the profession and in the broader context as well	0%		Committee
Engagement	Expand inclusiveness and diversity within the profession through K-12 and higher education engagements and advocate for effective pathways into the profession	0%		Committee
Engagement	Work with American Institute of Architects Students (AIAS), National Organization of Minority Architect (NOMA), National Organization of Minority Architect	5%		Committee

	Students (NOMAS), Architecture Construction Engineer Mentor Program (ACE Mentor Program), Asian Architects and Engineering Association (AAa/e), Project Pipeline, etc. to identify opportunities for diverse AIA membership through involvement with K-12 or higher ed			
<b>Engagement</b>	Work with schools to create awareness of the profession within communities of color and underrepresented cultures to promote architecture as a career path.	0%		Committee
<b>Engagement</b>	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.	5%		Committee
<b>Engagement</b>	Continue to gather and disseminate the variety of scholarship and outreach programs currently available to recognize opportunities for additional support	0%		Committee
<b>Engagement</b>	Develop a process to encourage member engagement and document opportunities for diversity in terms of gender and race/ethnicity.	5%		Committee
<b>Engagement</b>	Work with collateral organizations (e.g., National Organization of Minority Architect (NOMA), National Organization of Minority Architect Students (NOMAS), Architecture Construction Engineer Mentor Program (ACE Mentor Program), Asian Architects and Engineering Association (AAa/e), National Architectural Accrediting Board (NAAB) accredited schools, community colleges, etc.) to find opportunities for AIA members to support a diverse future. Review current programs to identify existing opportunities for engagement and involvement.	5%		Committee
<b>Engagement</b>	Utilize awards programs to recognize individuals and firms who are demonstrating a commitment to creating a more equitable and inclusive practice	0%		Committee
<b>Education</b>	Host learning opportunities about equity in design	25%		Committee
<b>Innovation</b>	Host a discussion to identify ways the organization can address the link between architecture and social justice.	25%		Committee
<b>Culture</b>	Infuse AIA California committees, task forces, boards with diverse leaders in	25%		Committee

	terms of race, ethnicity, gender, gender identity or expression, sexual orientation, physical abilities, or religious practices			
<b>Culture</b>	Gather input on the state of the profession to increase board diversity	25%		Committee
<b>Culture</b>	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.	5%		Committee
<b>Culture</b>	Work with collateral organizations (e.g., National Organization of Minority Architect (NOMA), National Organization of Minority Architect Students (NOMAS), Architecture Construction Engineer Mentor Program (ACE Mentor Program), Asian Architects and Engineering Association (AAa/e), National Architectural Accrediting Board (NAAB) accredited schools, community colleges, etc.) to find ways to increase the diversity within the profession. Review current programs to identify existing opportunities for engagement and involvement.	5%		Committee
<b>Culture</b>	Highlight diverse professionals in communications with members and the public; raise awareness of issues related to diversity and inclusion — in the context of the profession and in the broader context as well	25%		Committee
<b>Culture</b>	Host listening sessions and curate tools to encourage firms to develop equitable, diverse and inclusive workplaces	25%		Committee
<b>Culture</b>	Create an environment that encourages and fosters diverse award submissions, programming, and engagement to more accurately reflect the profession and membership	25%		Committee
<b>Governance</b>	Manage and support Equity, Diversity, and Inclusion Committee and accompanying subcommittees	25%		Committee

## ADDITIONAL PROJECTS & TASKS

PROJECT OR TASK	% DONE	COMPLETION DATE	DRIVER
Curate resources for firms from AIA Equity Guides about equitable hiring practices	25%		Committee



Coordinate with local AIA chapters to host "Say it Loud" statewide exhibit at A'23	25%		Committee
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## COMMITTEE CONTACTS

ROLE	NAME	E-MAIL
Chair	Jamie Intervalo	<a href="mailto:jintervalo@bnim.com">jintervalo@bnim.com</a>
Executive Vice President	Nicki Dennis Stephens, Hon. AIA	<a href="mailto:ndennis@aiacalifornia.org">ndennis@aiacalifornia.org</a>
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REPORT DATE	PREPARED BY
March 10, 2023	Rebekah Aceves