

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

The Equity, Diversity, and Inclusion (EDI) Committee has met for the first time as a group. The Architecture, Belonging, and Connection (ABC) series has been successful. Plans for follow up on the series have been discussed with the group. Subcommittees – Pipeline, Practice, and People – Have been opened up for the committee to join to better focus on each of the main EDI goals.

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	25%		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 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	25%		Committee
Engagement	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
Engagement	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.	50%		Committee
Engagement	Continue to gather and disseminate the variety of scholarship and outreach programs currently available to recognize opportunities for additional support	0%		Committee
Engagement	Develop a process to encourage member engagement and document opportunities for diversity in terms of gender and race/ethnicity.	50%		Committee
Engagement	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.	50%		Committee
Engagement	Utilize awards programs to recognize individuals and firms who are demonstrating a commitment to creating a more equitable and inclusive practice	25%		Committee
Education	Host learning opportunities about equity in design	50%		Committee

Innovation	Host a discussion to identify ways the organization can address the link between architecture and social justice.	25%		Committee
Culture	Infuse AIA California committees, task forces, boards with diverse leaders in terms of race, ethnicity, gender, gender identity or expression, sexual orientation, physical abilities, or religious practices	25%		Committee
Culture	Gather input on the state of the profession to increase board diversity	25%		Committee
Culture	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
Culture	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
Culture	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
Culture	Host listening sessions and curate tools to encourage firms to develop equitable, diverse and inclusive workplaces	25%		Committee
Culture	Create an environment that encourages and fosters diverse award submissions, programming, and engagement to more accurately reflect the profession and membership	25%		Committee
Governance	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	50%		Committee
Coordinate with local AIA chapters to host "Say it Loud" statewide exhibit at A'23	75%		Committee

COMMITTEE CONTACTS

ROLE	NAME	E-MAIL
Chair	Jamie Intervalo	jintervalo@bnim.com
Executive Vice President	Nicki Dennis Stephens, Hon. AIA	ndennis@aicalifornia.org
Staff Liaison	Rebekah Aceves	races@aiacalifornia.org

REPORT DATE	PREPARED BY
May 23, 2023	Rebekah Aceves