Expand opportunities to cultivate a diverse and inclusive workforce throughout the pathway to licensure and the career continuum; Foster equity, belonging, inclusion and excellence in the workplace culture of the profession and society.

K-12 and Higher Education

Early Career Professionals

Women in Leadership (Firms & AIA Volunteer Leadership)

Workplace Culture

Workforce Portfolios

- **K-12 Initiatives**: Identify, create, and promote K-12 engagement strategies to increase exposure to the profession, prioritizing underrepresented students from diverse racial, ethnic and those who have diverse abilities, educators and communities.

- **Higher Education**: Engage with Schools of Architecture and researchers to identify promising EDI and excellence in education practices.

- **Center for Emerging Professionals**: Support the retention and career advancement of students and emerging professionals through career transition programming, networking opportunities, and exam preparation.

- **Equity Diversity and Inclusion**: Develop and promote EDI programs, opportunities, and resources that advance equitable practices in workplace culture for architects, firms, and components.

- **Women in Architecture**: Support firm leadership for mid-career women, expanding beyond the biannual summit. Build new pathways into AIA components and national leadership.

AIA Collateral Partners

Major programs and initiatives:

- **AIA K-12 Initiatives**: The AIA relaunched the K-12 program in 2016 to increase access and understanding about the pathway to becoming an architect for K-12 students, families, and educators. A focus is on increasing students not traditionally represented in the profession.

- **Intersections Symposium:** The AIA and ACSA are in a partnership to co-convene an annual conference to strengthen the INTERSECTION between academia and design practice, especially when it comes to research and innovation, focused on climate action and carbon management strategies.

- **Emerging Professional Committees:** The National Associates Committee (NAC) and the Young Architects Forum (YAF) are comprised of regionally appointed emerging professionals. The National Associates CommitteeNational Associates Committee (NAC) and the Young Architects Forum (YAF) are comprised of regionally appointed emerging professionals. The NAC is primarily Assoc. AIA members and the YAF are primarily architects licensed for fewer than ten years.

- **ArchiPrep**: Subscription-based ARE-prep product developed by AIA to help members get licensed faster. Component licenses available to augment local test prep programs.

- **Guides for Equitable Practice:** The nine guides make the values-based, business, and societal cases for equitable practice and provide key insights to help individuals, firms, and other organizations build equity in architecture. Topics include Intercultural Competence, Workplace Culture, and Negotiation, Intercultural Competence, Workplace Culture, and Negotiation.

- **Women's Leadership Summit (WLS):** A biannual event supporting women in a diverse spread of career stages through network expansion, targeted knowledge and skill-building, and inspiration.

- **Scholarships, Awards, Recognition Programs, and Grants**: Diversity Advancement Scholarship, Jason Pettigrew Memorial ARE Scholarship, Payette Sho-Ping Chin Memorial Academic Scholarship, Sho-Ping Chin Women's Leadership Summit Grant, Henry Adams Medal and Certificate, Diversity Recognition Program, Emerging Professionals Exhibit, Component Matching Grant

- **Strategic Inclusive Partnerships:** The AIA supports members and organizations that represent diverse experiences, views, and needs into the design process. NOMA, AICAE, AAa/e, World Deaf Architecture, and Arquitectos

EDI Strategy and Workforce Development Strategy Senior Staff

Renée Byng Yancey	Erin Murphy, AIA	Del Ruff
Managing Director, EDI Development & Workforce Strategy	Sr. Director, Workforce Development & Strategy	Sr. Director, Workforce & Education
ReneeYancey@aia.org	ErinMurphy@aia.org	DelRuff@aia.org
(202) 626.7458	(202) 626.7427	(202) 626.7446