

AIA CONNECTICUT JUSTICE, EQUITY, DIVERSITY & INCLUSION (J.E.D.I.) CHALLENGE

The AIA Connecticut J.E.D.I. Challenge is designed to inspire and incentivize AIA Connecticut member firms to increase gender and racial diversity both in their firms and in the overall profession. The Challenge is open to firms of all sizes and locations within the State of Connecticut.

The Challenge is optional and was envisioned to assist in the work of undoing the preconception and reality of the lack of diversity systemic in the architectural profession, and to help AIA Connecticut member firms by offering a roadmap to actively produce results, both short term and long term.

There are a wide variety of options for action items, listed below, to choose from, so you can tailor your response to the Challenge to best fit your firm size and capabilities. These action items are suggestions on how to make immediate adjustments to current staff, company culture, practice and policies that will contribute to increased diversity with options and resources to achieve this goal.

Pledge Now! The sooner you make the pledge the sooner we can all make a difference!

Periodic surveys will be sent to you. Results and recognition will be announced in November 2021 with categories for Small (1-10), Medium (11-50) and Large (50+) Firms.

The J.E.D.I. Committee

J.E.D.I. Committee

Co-Chairs:

Paolo Campos, AIA, Patriquin Architects

Dominique Moore, Assoc. AIA, Perkins Eastman

Thomas Barker, Assoc. AIA, Amenta Emma Architects

Angela Cahill, AIA, QA+M Architecture

Ming Thompson, AIA, Atelier Cho Thompson

Omarys Vasquez, AIA, Svigals+ Partners

Sue Wyeth, AIA, Centerbrook Architects

Gina Calabro, AIA Connecticut Executive Director

Sara Bronin, AIA

Emily Ky, AIA, SLAM Collaborative

We _____, in support of promoting justice, equity, diversity, and inclusion (J.E.D.I.) in the profession of architecture, engineering, and construction, pledge to take part in AIA Connecticut J.E.D.I. Challenge.

ACTION ITEM - STAFF RELATED
1. Current and increased employment of female, black, and underrepresented people of color for design staff, leadership, and total number of professionals at the firm.
2. Ensure that the salaries of female, black and underrepresented people of color are equivalent to national rates or the rates of non-minority employees in similar roles within the firm. Alternatively, raise the salaries of minority employees to close an existing pay gap.
3. Sponsor a minority or female Emerging Professional's path to CT Architectural Licensure.
4. Offer a leadership training program to female, black and underrepresented people of color for design staff, leadership, and total number of professionals at the firm.
5. Recent promotions of female, black and underrepresented people of color to management leadership, and ownership positions.
6. Support and advocate for a minority employee to serve as a board member in a community or industry association such as AIACT, AIA National, NCARB, CI, PWC, or other industry-related, project-market specific related, or a Connecticut state or municipal government related board or committee.
7. Support and/ or provide resources for employees to attend events and conferences that promote diversity and professional development. Share findings with the office and/ or prepare a presentation to share with AIA J.E.D.I. Committee.
ACTION ITEM - FIRM
1. Establish firm J.E.D.I. and Women's Leadership groups or committees to promote diversity within the firm by: improving awareness, fostering communication, and providing outreach and resources to increase participation.
2. Conduct an unconscious bias workshop at your firm.
3. Establish membership in local NOMA chapter for firm leadership.
4. Firm Associate, Director, Principal, or Associate Principal involvement with a NOMACT committee.
5. Define and apply a "Diversity Lens" design strategy approach to firm projects. (Similar to the application of sustainability strategies)
6. Undertake professional diversity coaching to establish a firm cultural policy, to establish needs, identify concerns, and establish goals for firm culture.

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7. Attend a college career recruitment program at a Historically Black College or University (HBCUs), majority female college or university, or through a NOMA Student chapter at an accredited architecture school.
8. Contribute financially to a minority architectural college scholarship program or create a new firm scholarship program that will support female, black and underrepresented people of color students.
ACTION ITEM - EDUCATION/COMMUNITY
1. Participate in an ACE mentor program team located in a school district with a majority of minority enrollment.
2. Conduct a career information session at a K-12 school with a majority of minority enrollment.
3. Establish a connection and mentorship with local trade and tech schools.
4. Connect with a community where a firm is located or a firm's project is located, conduct focus group activities.
ACTION ITEM - INNOVATION
Achieve a significant or measurable J.E.D.I. improvement using a strategy not addressed above.

We acknowledge that by undertaking the AIA Connecticut J.E.D.I. Challenge our firm will make good faith efforts to achieve certain action items listed above and voluntarily report progress on each item to AIA Connecticut, quarterly or as requested.

Furthermore, we acknowledge that our firm name and logo may be shared with the AIA Connecticut membership for marketing, media, and research purposes.

 Firm Name

 Firm Representative

 Phone Number / Email

 Date

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