



ACTION ITEM – STAFF RELATED

1. Current and increased employment of individuals from diverse backgrounds for design staff, leadership, and total number of professionals at the firm.
2. Ensure that the salaries of female, *BIPOC*, and people with impairments are equivalent to national rates or the rates of non-minority employees in similar roles within the firm.
3. Supporting licensure, training, and career advancement for those from female, *BIPOC*, emerging professionals, and people with impairments.
4. Promotion of individuals from female, *BIPOC*, and people with impairments to management leadership and ownership positions.
5. Demonstrate support of the LGBTQIA+ community.
6. Support and advocate for employees from historically marginalized communities to serve as board members in a community or industry association such as AIACT, NOMAct, 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 all employees to attend events and conferences that promote diversity, equity, inclusion, along with 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, equity, and inclusion within the firm by, improving awareness, fostering communication, and providing outreach and resources to increase participation.
2. Conduct an unconscious bias and/or microaggressions workshop at your firm.
3. Pay in full or provide a stipend to staff for membership in AIA Connecticut, NOMAct, or other association representing justice, equity, diversity, and inclusion initiatives.
4. Promote involvement of Principals, Associate Principals, Firm Associate sand/or Directors with AIA Connecticut, NOMAct, or association representing justice, equity, diversity, and inclusion initiatives.
5. Define and apply an Inclusive design strategy approach to firm projects. (Similar to the application of sustainability strategies)
6. Make use of professional diversity coaching to identify and establish a firm cultural policy, needs, concerns, and goals.

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 college scholarship program or create a new firm scholarship program that will support of female, *BIPOC*, and people with impairments in AEC-related programs.

ACTION ITEM – EDUCATION/COMMUNITY

1. Participate in an educational program located in a school district with 25% or above of BIPOC. These would include ACE Mentoring (<https://www.acementor.org/>), Architecture Workshops (<https://www.myarchitectureworkshops.com/>), ARC (<https://arcdesigned.org/>), [CTTech](#), etc.

2. Conduct career information session at a K-12 school in a historically underserved community.

3. Establish a connection and mentorship with local trade or tech schools.

4. Connect with a historically underserved community where a firm is located or a firm's project is located, conduct focus group activities or community engagement events.

ACTION ITEM – INNOVATION

Achieve a significant or measurable J.E.D.I. improvement using a strategy not addressed above. examples:

- Include articles in company/staff newsletter
- Provide 'pro bono' work to female/minority non-profit businesses
- An ED&I Book Club