

Equity, Diversity, Inclusion and Social Justice Taskforce Report

(August 2021)



Experienced, Certified, Preferred

Make The Choice That Makes A Difference

Participants & Process



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Phase 1: Recognition and Awareness – develop awareness on what it means for ACHA to be more equitable, diverse and inclusive.

Phase 2: Analyze – exam processes and collect data to identify gaps.

Phase 3: Strategy Development - identify actionable initiatives that ACHA committees or this taskforce can implement.

Phase 4: Recommendations - Report for Board review

Timeline:

Phase 1: Recognition and Awareness -Dec, Jan 2021

Phase 2: Analyze - Feb, Mar, Apr

Phase 3: Strategy Development - May, Jun, Jul

Phase 4: Recommendations - Aug, Sept 2021

Purpose & Vision



Purpose: ACHA EDI+SJ taskforce works on behalf of and in collaboration with ACHA leadership and committees to recognize, develop, recommend and enable equitable, diverse and inclusive processes in the American College of Healthcare Architects creating and enacting a culture of social justice.

Vision: ACHA EDI+SJ taskforce envisions:

- a group of certified healthcare architects who respect and support each other's differences to reflect the diversity of the community we serve.
- culturally competent healthcare architects
- An ACHA moving forward with urgency and conscious intent creating and maintaining an organization of individuals demonstrating and advocating for equity, diversity, inclusion, and social justice.



Mission



Mission: We seek to:

- Identify and dismantle barriers within ACHA policies and procedures.
- Identify and encourage opportunities to expand the diversity and inclusion of our industry by advocating for and nurturing of disenfranchised communities within our practice related to race, gender identity, sexual orientation, culture, ethnicity, religion, age, geography, including but not limited to BIPOC, women, and LGBTQIA+ architects.
- Build and encourage inclusive healthcare architectural expertise through cultural competency.
- Use language that is respectful, accurate and relevant to drive innovation.
- Ensure that our recommended initiatives positively impact the ACHA Mission and Code of Ethics driving more inclusive language and measures in those documents and ACHA messaging.
- Identify opportunities to partner with and inspire innovative movement towards equity, diversity, inclusion, and social justice.
- Understand and align with other organization's EDI missions and plans

Analysis - Definitions

equity [ek-wi-tee] [SHOW IPA](#)  

[SEE SYNONYMS FOR equity ON THESAURUS.COM](#)

noun, plural eq-ui-ties.

- 1 the quality of being fair or impartial; fairness; impartiality:
the equity of Solomon.
- 2 something that is fair and just:
the equities of our criminal-justice system.

diversity [dih-vur-si-tee, dahy-] [SHOW IPA](#)  

[SEE SYNONYMS FOR diversity ON THESAURUS.COM](#)

noun, plural di-ver-si-ties.

- 1 the state or fact of being diverse; difference; unlikeness:
diversity of opinion.
- 2 variety; multiformity.
- 3 the inclusion of individuals representing more than one national origin, color, religion, socioeconomic stratum, sexual orientation, etc.:
diversity in the workplace.
- 4 a point of difference.

Analysis - Questions



1. Are there barriers to equitable and diverse representation? If so, what are they and how can they be removed?
 - Financial
 - Application/ Experience
 - Engagement/ Mentorship
 - Perceived non-qualified opportunity

2. Do ACHA certificants represent the community we serve?
 - Establish and promote role models. Challenge: Pool of registered architects is not diverse.

3. How do we/ can we/ should we influence the candidate “pipeline”?
 - How far do we reach beyond the ACHA?
 - Can we increase collaboration with other organizations?

Analysis - Data

1. Focused Data Collection

- Should be comprehensive – incomplete data is not as reliable
- Targeted – data must be relevant and useful
- Internal
- External - Benchmark against other similar organizations
 - AIA
 - AAH
 - NCARB

2. Recommended Data Sets (as an organization, awards, leadership, committees, etc.)

- Gender Identity
- Geography
- Race
- Firm Type/ Size
- Age

Analysis (Data Collected by AIA)



Demographic Information collected by AIA. A statement is included to disclose how the information is used and why.



New Member
 Former Member _____
AIA Member ID _____

Demographic information

Ethnicity

- Alaskan Native
- American Indian
- Asian - Chamorro (Guam)
- Asian - Chinese
- Asian - Filipino
- Asian - Indian
- Asian - Japanese
- Asian - Korean
- Asian - Vietnamese
- Asian - Samoan
- Asian - Other Pacific Islander _____
- Asian - Other _____

- Black or African American
- Hispanic - Cuban
- Hispanic - Mexican
- Hispanic - Puerto Rican
- Hispanic - Other _____
- MENA - Middle East or North Africa
- Native Hawaiian
- White or Caucasian
- Other race/ethnicity _____
- Prefer not to say

Gender identity

- Female
- Male
- Non-binary
- Self-described _____
- Prefer not to say

Disability

- None
- Deaf
- Blind
- Other _____
- Hard of hearing
- Visual
- Mobility

The demographic information gathered by AIA is used solely for the purpose of fulfilling AIA's mandate to you. Personal information you provide to AIA will be used for internal reporting purposes only to ensure we accurately reflect our membership demographics.

Professional information

Organization type

Job role

Consultant

Analysis – Data (Gender Identity)



DEMOGRAPHIC	DESIGNATION	ACHA	AIA	NCARB
Organization Type		Certification	Membership	Membership
Data Year		2020	2019	2019
Year Founded		2000	1857	1919
Organization Age		20 years	162 years	100 years
Total Certificants / Members		425 (including 47 Fellows)	95,000 (all categories)	45,363 (US only)
ACHA Candidates	Male	14 (41%)	N/A	N/A
	Female	14 (41%)	N/A	N/A
	did not disclose	6 (18%)	N/A	N/A
	total	34	N/A	N/A
Certificants / Members	Female	31%	24%	21%
	Male	69%	72%	79%
	Other / Did Not Disclose		4%	
Fellows	Female	23%	27%	NA
	Male	77%	73%	NA

Findings: As a percentage split, ACHA has more female identified certificants than AIA or NCARB and more equal split of ACHA candidates. That could be a sign of growing change.

Analysis (ACHA Certificants by Gender)



DEMOGRAPHIC	GENDER	ACHA	AIA	NCARB	COMMENTS
		2020	2019	2019	
Emeritus	Female	14%	5%	NA	
	Male	86%	94%	NA	
	Other		1%		
Board Members		2021	2019	2019	
	Female	50%	36%	28% *	* from all member boards
	Male	50%	57%	72% *	* from all member boards
	Other		7%		
Past Presidents	Female	12%	5%	4%	ACHA - 2 female & 15 male Past Presidents(17) AIA - 5 female & 91 male Past Presidents(96) NCARB - 3 female & 78 male Past Presidents(82)
	Male	88%	95%	96%	
Lifetime Achievement	Male	100%			
	Female	0%			
AIA Gold Medal	Male		97%		75 male AIA Gold Medalist (no ethnic info.)
	Female		3%		2 female Gold Medalist (no ethnic info.)

Findings: More female ACHA emeritus than AIA. ACHA board equally represented. A female has not received a LAA to date and the AIA Gold Medal has been awarded to more men than women.

Analysis (ACHA Exam by Gender)

	Pass	Fail	Total	Pass Rate (%)
Male	103	54	157	66%
Female	76	47	123	62%
Unknown	3	10	13	30%
TOTALS	182	111	293	62%

Findings: Males and females are passing the exam at approximately the same rate. There are fewer females taking the exam.

Analysis (ACHA Fellow Gender Identity)



	2016		2017		2018		2019		2020		Total		% Pass Rate
	Applied	Awarded	Applied	Awarded	Applied	Awarded	Applied	Awarded	Applied	Awarded	Applied	Awarded	
Male	4	3	3	3	2	2	7	5	3	1	19	14	74%
Female	2	0	0	0	1	1	0	0	1	1	4	2	50%
TOTAL											23	16	
Male											82%	88%	
Female											18%	12%	

Findings: More males are applying for fellowship with a pass rate of 74%. Fewer females are applying for fellowship and experiencing a lower pass rate than males at 50%.

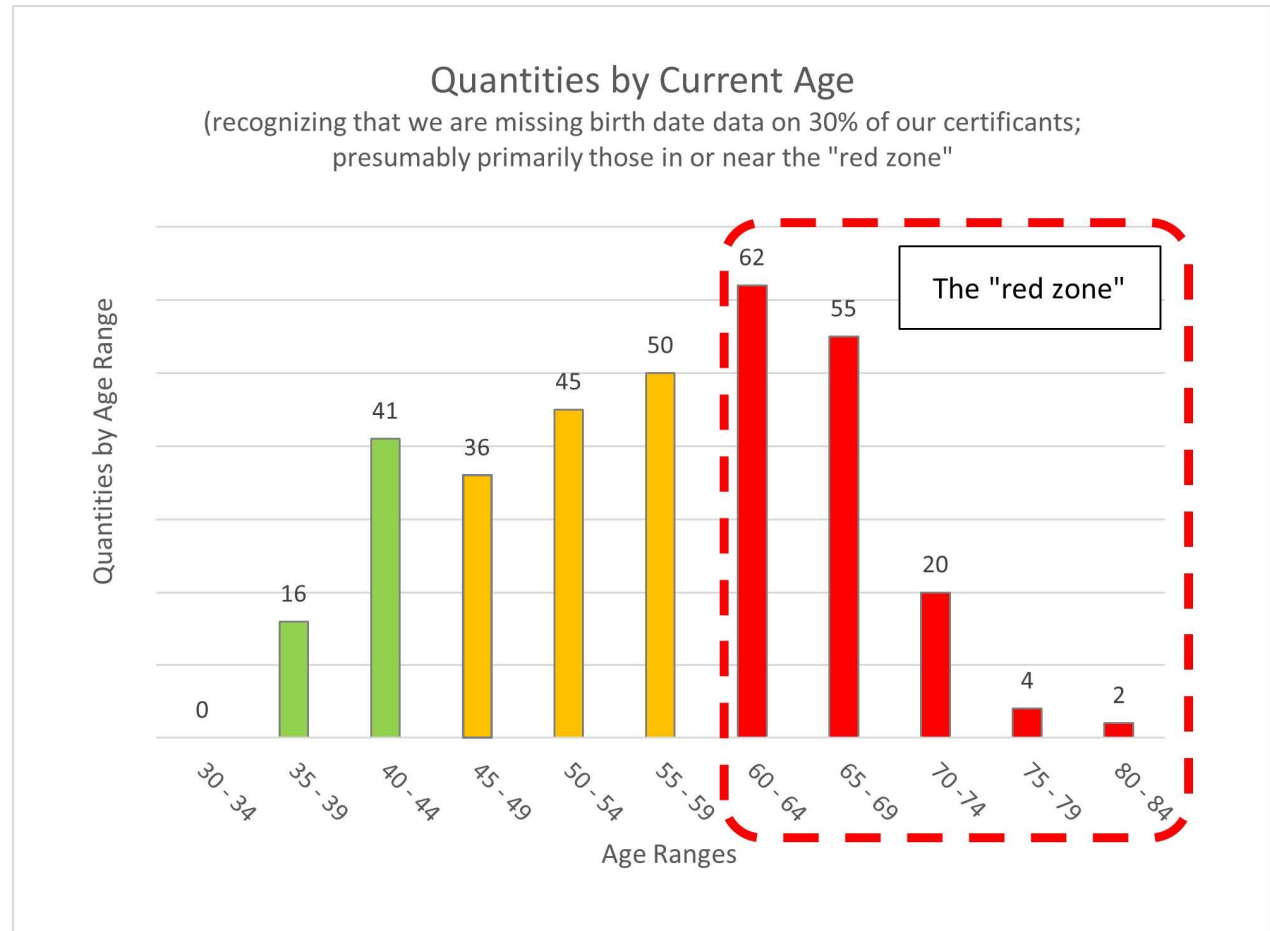
Analysis (Age)

Findings: Although age data is incomplete, the available data shows:

- 143 of 331 (43%) are at or very close to career end (60+)
- 40% are in mid career (45-60)
- 28% are at career start (30-45)

AIA membership has a median age of 50 years old.

No data found for NCARB members/ certificant.



Analysis (Ethnic & Race Diversity)

	ACHA	AIA	NCARB
Data from:	2020	2019	2019
White	Not Available	67%	90%
Other, not Hispanic or latino	Not Available	16%	3%
Black or African American	Not Available		2%
Asian	Not Available		5%
Did not report	Not Available	17%	NA

Findings: ACHA does not collect or have ethnic or race data available. The AIA and NCARB is predominately white. There is incomplete data with people choosing not to report.

Recommendations



- | | |
|--|--|
| <ol style="list-style-type: none">1. Set EDI goals and metrics to measure. Align with AIA 2030 goals.<ul style="list-style-type: none">• Equalize the gender ratio of our certificants within the next 5 years.• Equalize the ethnicity ratio of our certificants within the next 5 years (define the ethnicity categories, consider aligning with AIA / NCARB categories) | <p>Suggested Timeframe
By end of 2021</p> |
| <ol style="list-style-type: none">2. To determine baseline and trends towards our goals, collect comprehensive and complete data related to age, gender, ethnicity, and race related to:<ul style="list-style-type: none">• New applicants/ Candidates• Recertification (including Emeritus and Fellows)• Exam (pass rates)• Portfolios• Awards (LAA, Fellows)• Board of Regents and Committees | <p>Initial Baseline by end of Q2 2022. Ongoing thereafter.</p> |

Recommendations



	Suggested Timeframe
3. Keep EDI vision, mission and goals in mind during annual re-evaluation of ACHA Policy and Procedures. To include but not limited to: <ul style="list-style-type: none">• Certification/ Application• Examination• Awards• Leadership appointments and committee recruitment	Annually during P&P review
4. Continue to evaluate digital and print graphic imagery to show diversity as well as the language used in ACHA content.	Initial by end of 2021. Ongoing
5. Develop scholarship program for small, rural or under resourced regions (applications, certification prep, other)	BOR decision by end of 2022

Recommendations



	Suggested Timeframe
6. Continue to showcase profiles and testimonials of our certificants with EDI goals in mind.	Ongoing
7. Targeted outreach and invitation program. (People who did not pass exam, candidates, potential candidates)	Implement 2021
8. Develop MOU partnership with NOMA to develop association and joint initiatives.	Implement 2021
9. Offer EDI education and/or training opportunities for board and committee participants.	Start by 2022. Every two years thereafter.
10. Include architecture aspects of cultural responsiveness in the next cycle of exam content outline.	By next content outline revision
11. Allow to meet CEU's with self-reported volunteer work or research for cultural involvement	By 2023 recertification cycle

Recommendations



- | | Suggested Timeframe |
|--|--------------------------------------|
| 12. Evaluate award programs (Fellows, Lifetime achievement). Recommend minimum gender and diversity ratios for all juries implemented over time. | For 2022 awards |
| 13. Evaluate board appointees. Consider establishing a minimum gender/ ethnicity/ race criteria to meet. Consider an application process for board appointment like AIA. | BOR review & approval by end of 2022 |
| 14. Establish EDI+SJ committee or role that meets as needed to review the state of EDI in ACHA similar to how the Ethics committee operates. | For 2022 |