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1 - THE EDI FIRM SELF-ASSESSMENT TOOL
In the field of architecture, higher levels of leadership are less diverse than the profession as a whole. This indicates a lack of *Equity*.

Source: Equity by Design 2018 Equity in Architecture Survey
THE EDI FIRM SELF-ASSESSMENT TOOL

WHAT IS IT FOR?

The EDI Firm Self-Assessment Tool was developed by the EDI Committee to promote positive change towards better firm practices. It measures pay equity, along with initiatives that create a more equitable, diverse and inclusive practice.

It is designed not only to collect data, but use a tool for firms to internally measure progress in practice; a resource to potentially take yearly and track progress.

The tool is completely anonymous. Overall results will not be shown as averages only; no individual firm results or names will be reported.
The EDI Firm Self-Assessment Tool is designed for firms of all sizes. Its purpose is to assess how to make a firm’s policies and workforce more equitable.

Individual architects cannot fill out the survey at this time.

In order to accurately calculate a firm’s pay gap and demographic figures, all current employees in the firm need to be accounted for. Therefore, the survey needs to be filled out by someone who has access to all employees’ salary information, such as an HR Manager or Office Manager.
THE EDI FIRM SELF-ASSESSMENT TOOL

WHAT IS IT?

The EDI Firm Assessment Tool consists of two parts:

PART 1: WORKSHEET

PART 2: ONLINE SURVEY
THE SELF-ASSESSMENT WORKSHEET is an Excel spreadsheet that helps simply the process of calculating the Gender and Ethnic/Racial Pay Gap figures for your firm without having to report sensitive data online (i.e. salaries for employees). The calculations are based on the UK method of reporting the gender pay gap:

https://www.gov.uk/guidance/gender-pay-gap-reporting-make-your-calculations
PART 1: WORKSHEET
CALCULATE EQUITY IN YOUR FIRM

Example of a completed worksheet. The portion on the right automatically calculates Pay Gap figures.
The Worksheet automatically calculates:

- Gender + Race/Ethnicity Mean + Median Pay Gap
- Gender + Race/Ethnicity Mean + Median Bonus Pay Gap
- Gender + Race/Ethnicity % Makeup by Pay Quartile
The online survey is ANONYMOUS.

The survey collects Pay Gap data, as well as other data about firm benefits and diversity initiatives. This will help us understand the existing baseline in our industry. Once the results are tabulated, you can use the results to see how your answers compare to the average firm’s. No individual figures or firm names will be reported.
PART 2: ONLINE SURVEY
UNDERSTAND EQUITY IN THE INDUSTRY

Above: Screenshot of a portion of the Online Survey
PART 2: ONLINE SURVEY
WHY ARE WOMEN AND MINORITIES UNDER-REPRESENTED AMONG FIRM LEADERSHIP?

<table>
<thead>
<tr>
<th>Graduation (0 years)</th>
<th>Early Career (&lt;3 years)</th>
<th>Mid Career (&lt;7 years)</th>
<th>Late Career (&lt;12 years)</th>
<th>Retirement (&gt;12 years)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hiring</td>
<td>Paying Dues</td>
<td>Licensure</td>
<td>Caregiving</td>
<td>Glass Ceiling</td>
</tr>
</tbody>
</table>

In their 2014 workplace survey, Equity By Design identified five career “pinch points” for equity in the architecture industry, which disproportionately affect female architects.
PART 2: ONLINE SURVEY
SURVEY QUESTIONS ADDRESS THE FIVE “PINCH POINTS” FOR EQUITY

We developed the survey to assess what policies firms currently have in place that help address the burden from of the five career pinch points.
WHAT IS A PAY GAP?

WHY DOES THE WORKSHEET NOT ACCOUNT FOR PERFORMANCE OR EXPERIENCE?

PAY GAP shows the difference in average pay between two groups. A positive number indicates the majority group (men or non-Latino White, for example) have higher average pay.

There are two ways of understanding pay differences between groups: EQUITY and EQUALITY.

PAY GAP (a.k.a. Uncontrolled Pay Gap, Pay Equity) measures EQUITY by comparing the average compensation between groups without controlling for additional factors. A Pay Gap is primarily caused by a group being under-represented in higher-level, higher-paying roles.

CONTROLLED PAY GAP (a.k.a. Pay Equality, Equal Pay) measures EQUALITY by accounting for factors such as years of experience and position. This measures if groups are being paid equally for doing the same work.

We chose to use the Pay Gap because it is a more broad description of pay difference in the industry. It is also a standardized calculation that can be relatively easily computed for firms of all types and sizes. We believe comparing Pay Gap figures (and pay quartile demographics) to industry averages is a useful first step to understanding how a firm is performing in terms of pay equity.

For more information, PayScale and Gov.UK are good resources:

https://www.payscale.com/data/gender-pay-gap
https://gender-pay-gap.service.gov.uk/
I HAVE A VERY SMALL FIRM. CAN I USE THE TOOL?
WON'T IT BE UNFAIR TO COMPARE HR POLICIES AT MY FIRM TO THOSE OF A MUCH LARGER FIRM?

The Self-Assessment tool can be used by firms of all sizes. However, the Self-Assessment Worksheet may give results that are more “noisy” for firms with fewer than 10 people, due to small sample size. Additionally, firms with fewer than four people don’t need to use the Self-Assessment Worksheet.

We intend on separating results based on firm size in order to give a more apples-to-apples comparison.
WHAT WILL THE SURVEY RESULTS LOOK LIKE?

2019 SELF-ASSESSMENT BETA TEST: AVERAGES FROM ALL RESPONDENTS

<table>
<thead>
<tr>
<th>Gender Pay Demographics</th>
<th>Race / Ethnicity Pay Demographics</th>
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</thead>
<tbody>
<tr>
<td><strong>All Employees:</strong></td>
<td></td>
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<tr>
<td>58% Male</td>
<td></td>
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<tr>
<td>42% Female + Non Binary + Prefer to Self Describe</td>
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<tr>
<td><strong>Top 50% Earners:</strong></td>
<td></td>
</tr>
<tr>
<td>66% Male</td>
<td></td>
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<tr>
<td>34% Female + Non Binary + Prefer to Self Describe</td>
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<tr>
<td><strong>Top 25% Earners:</strong></td>
<td></td>
</tr>
<tr>
<td>74% Male</td>
<td></td>
</tr>
<tr>
<td>26% Female + Non Binary + Prefer to Self Describe</td>
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</tbody>
</table>

Median Gender Pay Gap (Base Pay) 14%

*The Gender Pay Gap for the A/E industry overall is estimated to be between 7-13%. See FAQs for more info.

Median Gender Pay Gap (Bonus Pay) 15%

Median Race / Ethnicity Pay Gap (Base Pay) 18%

Top 50% Earners:
- 75% White (Non-Latino)
- 24% Minority

Top 25% Earners:
- 81% White (Non-Latino)
- 18% Minority

Above is an example of the type of results we will be compiling from the survey (these results are compiled from a small sample beta test, and therefore not indicative of the architectural field as a whole, only an indication of the types numbers we will be looking for)

We will compile the results into averages, grouped by small/medium/large firm size. We will only share averages (no firm-specific data) order to ensure anonymity. No firm names will be reported.
THERE IS SOME CONCERN OVER THE LACK OF AVAILABLE DIVERSE WORKFORCE, THEREFORE THE SALARY PAY GAP PORTION OF THE SURVEY MAY DISCOURAGE WOMEN AND MINORITIES FROM ENTERING ARCHITECTURE IF THE PAY GAP IS LARGE.

Gender Pay Gap figures are published by numerous sources, including Gov.UK, PayScale, and The US Census Bureau.

The A/E industry generally has some of the smallest (most equitable) Gender Pay Gap figures among qualifying occupations (approx. 7% - 13%), although the US Bureau of Labor Statistics reports that the A/E industry is overwhelmingly male (84%).

Architecture-specific Gender Pay Gap figures and any type of industry-specific Race/Ethnicity Pay Gap figures are difficult to come by, which is one reason we believe this survey is a worthwhile undertaking.
WHERE CAN I FIND THE 2020 SELF-ASSESSMENT TOOL?
IS THERE A DUE DATE?

You can find the tool on our website:

https://www.aiachicago.org/community/equity-diversity-and-inclusion-committee/

We are asking that you complete the survey by November 30, 2020.
3 - ABOUT THE EDI COMMITTEE
Founded in 2018, the Equity, Diversity, and Inclusion Committee (EDI Committee) promotes, advocates, and creates opportunities for greater equity, diversity and inclusiveness in the practice of architecture.

For more information, visit our website:

https://www.aiachicago.org/community/equity-diversity-and-inclusion-committee/
EDI DEFINITION

EQUITY – Means a condition is level and impartial. Acknowledging an uneven playing field, recognizing inherent power differentials and disparate treatment based on identity.

DIVERSITY – Mix of different kinds of people. Identity markers, such as gender, gender identity, sexual orientation, race, color, religion, national origin, age, and disability.

INCLUSION – Creates an environment in which everyone is able to equally contribute to discussions and decision-making and have the ability to help change systems.
## COMMITTEE MEMBERS

<table>
<thead>
<tr>
<th>Co-Chairs:</th>
<th>Members (cont.):</th>
<th>Advocacy Committee:</th>
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<tbody>
<tr>
<td>Jennifer Park,</td>
<td>Jean Dufresne,</td>
<td>Drew Deering,</td>
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<tr>
<td>Brininstool + Lynch</td>
<td>Space Architects + Planners</td>
<td>Moody Nolan</td>
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<tr>
<td>Natalie Hicks,</td>
<td>Oswaldo Ortega, Gensler</td>
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<td>Wright Heerema Architects</td>
<td>Charlie McIlraith, Apex Design Build</td>
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<tr>
<td>David Mulder,</td>
<td>Rachel Wiesbrock, 5th year IIT BArch student</td>
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<td>Brininstool + Lynch</td>
<td>Korey White, DLR Group</td>
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<td>Chris-Annmarie Spencer, Wheeler Kearns Architects</td>
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<td>Art Cantwell, Kruek + Sexton Architects</td>
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<td>Odile Compagnon</td>
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<td>Members:</td>
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<tr>
<td>Emilio Padilla, JGMA</td>
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<tr>
<td>Cristina Gallo, Via Chicago Architects &amp; Diseñadores</td>
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<td>Carol Ross Barney, Ross Barney</td>
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<td>Brian Lee, SOM</td>
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<td>Edward Torrez, Bauer Latoza Studio</td>
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<td>Patricia Saldaña Natke, UrbanWorks</td>
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<td>Walter D. Street III, AIA Chicago Foundation</td>
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THANK YOU!