2022 EDI FIRM SELF-ASSESSMENT TOOL

INTRO + FAQ

2022 BETA TEST

Equity, Diversity & Inclusion
Why is self-assessment needed?

In the field of architecture, higher levels of leadership are less diverse than the profession as a whole. This indicates a lack of Equity.
Why is self-assessment needed?

Source: Equity by Design Equity in Architecture Survey 2018
What is the Firm Assessment Tool?

The Firm Self-Assessment Tool was developed by the AIA Chicago 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 for firms to internally measure equity; a resource to potentially take yearly and track progress.

The Firm Self-Assessment Tool consists of two parts:

1. SELF-ASSESSMENT WORKSHEET
2. SELF-ASSESSMENT ONLINE SURVEY
   (ONLINE PORTION NOT INCLUDED IN 2022 BETA TEST)
Part 1: Worksheet

THE SELF-ASSESSMENT WORKSHEET is an Excel spreadsheet that helps you calculate Gender and Ethnic/Racial Pay Gap figures for your firm without having to report sensitive data (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

The Worksheet calculates:
• Gender + Race/Ethnicity Mean + Median Pay Gap
• Gender + Race/Ethnicity Mean + Median Bonus Pay Gap
• Gender + Race/Ethnicity % Makeup by Pay Quartile
THE SELF-ASSESSMENT WORKSHEET is completed by an individual from the firm with access to employee compensation information.

*Image: Sample worksheet showing fictional firm data.*
Pay Equity results for your firm are computed automatically and can be compared to industry-wide statistics from other sources. The worksheet can be completed annually to track firm progress.

*Image: Sample results from fictional firm data.
Part 2: Online Survey

Not included in 2022 Beta Test

The AIA Chicago EDI Committee is researching ways to anonymously collect equity data from Self-Assessment tool takers through a third party service. This will help give better insight into equity in the industry, because little architecture-specific pay gap data is currently publicly available.

Currently, no data is collected from Self-Assessment Tool users.
PAY GAP shows the difference in average pay between two groups. A positive number indicates the majority group (men, 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.
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 reported 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.
Thank You

Contact us at EDI@aiachicago.org