



2020 EDI FIRM SELF-ASSESSMENT TOOL

INTRO + FAQ

JULY 2020

THE AIA CHICAGO EQUITY, DIVERSITY, AND INCLUSION 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

Chair/Co-Chair:

Jennifer Park,
Brininstool + Lynch

Natalie Hicks,
Wright Heerema Architects

David Mulder,
Brininstool + Lynch

Members:

Emilio Padilla, *JGMA*

Cristina Gallo, *VIA Chicagof*

Jean Dufresne,
Space Architects + Planners

Oswaldo Ortega, *Gensler*

Charlie McIlraith,
Apex Design Build

Rachel Wiesbrock,
5th year IIT BArch student

Korey White,
Stantec Architecture

Advocacy Committee:

Drew Deering, *Moody Nolan*

Advisory Board:

Carol Ross Barney,
Ross Barney

Phil Johnson,
Johnson and Lee

Brian Lee, *SOM*

Edward Torrez,
Bauer Latoza Studio

Patricia Saldaña Natke,
UrbanWorks

Walter D. Street III,
AIA Chicago Foundation



THE FIRM SELF-ASSESSMENT TOOL

The 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 Firm Self-Assessment Tool consists of two parts:

1. SELF-ASSESSMENT WORKSHEET



PART 1: WORKSHEET

2020 AIA Chicago EDI Self-Assessment Tool - Worksheet - Example

Current Pay - All Employees in Chicago - Do Not Count Overtime - Enter Data Into White Field Only						
1. Employee Demographics (use drop-down to input)			2. Ordinary (Base) Pay: Enter Data in EITHER 2b OR 2c, not both			5. Quartile (Calculated)
Employee ID	Gender Identity		2a. SALARIED EMPLOYEES	2b. ALL EMPLOYEES	2c. HOURLY EMPLOYEES	Quartile
			Yearly Pay (do not incl. overtime)	Hrs / Wk (Base) Full Time=40 (do not incl. overtime)	Hourly Pay (do not incl. overtime)	
17	Prefer Not to Say	White (Non Hispanic or Latino)	\$ 60,000.00	40.00	\$28.75	2
7	Female	Hispanic or Latino	\$ 45,000.00	20.00	\$43.12	3
4	Male	Native American or Alaska Native (Not Hispanic or Latino)	\$ 75,000.00	40.00	\$35.93	2
10	Male	White (Non Hispanic or Latino)	\$ 55,000.00	40.00	\$26.35	1
17	Prefer Not to Say	White (Non Hispanic or Latino)	\$ 60,000.00	40.00	\$28.75	2
5	Male	Native American or Alaska Native (Not Hispanic or Latino)	\$ 120,000.00	40.00	\$57.50	4
3	Female	White (Non Hispanic or Latino)	\$ 95,000.00	40.00	\$45.52	3
14	Female	White (Non Hispanic or Latino)	\$ 45,000.00	40.00	\$46.56	3
4	Male	Native American or Alaska Native (Not Hispanic or Latino)	\$ 55,000.00	40.00	\$26.35	1
10	Male	White (Non Hispanic or Latino)	\$ 55,000.00	40.00	\$26.35	1
17	Prefer Not to Say	Asian (Not Hispanic or Latino)	\$ 60,000.00	40.00	\$28.75	2
5	Male	White (Non Hispanic or Latino)	\$ 80,000.00	40.00	\$38.33	2
3	Female	White (Non Hispanic or Latino)	\$ 95,000.00	40.00	\$45.52	3
14	Female	White (Non Hispanic or Latino)	\$ 100,000.00	40.00	\$47.91	4
15	Male	White (Non Hispanic or Latino)	\$ 100,000.00	40.00	\$47.91	4
8	Female	Native Hawaiian or Pacific Islander (Not Hispanic or Latino)	40.00	\$50.00	\$50.00	4
11	Male	White (Non Hispanic or Latino)	\$ 225,000.00	40.00	\$107.80	4
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6. PAY GAP FIGURES

Employee Distribution	Gender Identity		Ethnic / Racial Identity					
	Non-Minority (Male) (2)	Minority (1,3,4)	Minority (1,3-8)		Non-Minority (White, Non-Latino) (2)			
1-Lower quartile	3	50%	3	50%	1	33%	2	67%
2-Lower middle quartile	2	100%	0	0%	2	40%	3	60%
3-Upper middle quartile	0	0%	4	100%	1	25%	3	75%
4-Upper quartile	3	60%	2	40%	2	40%	3	60%

Pay Gap	Gender Identity			Ethnic / Racial Identity		
	Non-Minority (Male) (2)	Minority (1,3,4)	Gap	Minority (1,3-8)	Non-Minority (White, Non-Latino) (2)	Gap
Mean Ordinary Pay	\$45.82	\$46.44	-1%	\$40.28	\$44.52	10%
Median Ordinary Pay	\$37.13	\$46.04	-24%	\$39.53	\$45.52	13%
Mean Bonus Pay	\$3,856	\$2,688	30%	\$2,570	\$4,625	44%
Median Bonus Pay	\$4,000	\$2,875	28%	\$2,500	\$3,000	17%
% Paid Bonus	100%	83%	17%	83%	100%	17%

- Identifiers (do not edit)
- | | |
|---------------------------|--|
| 1 Female | 1 Hispanic or Latino |
| 2 Male | 2 White (Non Hispanic or Latino) |
| 3 Non-Binary/Third Gender | 3 Black or African American (Not Hispanic or Latino) |
| 4 Prefer to Self Describe | 4 Native Hawaiian or Pacific Islander (Not Hispanic or Latino) |
| 5 Prefer Not to Say | 5 Asian (Not Hispanic or Latino) |
| | 6 Native American or Alaska Native (Not Hispanic or Latino) |
| | 7 Two or more races (Not Hispanic or Latino) |
| | 8 Prefer to Self Describe |
| | 9 Prefer Not to Say |

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



PART 1:WORKSHEET

THE SELF-ASSESSMENT WORKSHEET is an Excel spreadsheet that helps simplify the process of calculating the 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 automatically calculates:

- Gender + Race/Ethnicity Mean + Median Pay Gap
- Gender + Race/Ethnicity Mean + Median Bonus Pay Gap
- Gender + Race/Ethnicity % Makeup by Pay Quartile

PART 2: ONLINE SURVEY

Firm Self-Assessment 2020

AIA Chicago Equity, Diversity, and Inclusivity Committee

BEFORE SUBMITTING, PLEASE PRINT THIS PAGE FOR YOUR RECORDS.

This survey is anonymous. If you do not provide an email below, you will need to retain your own copy for your records and to see how your firm performs versus the firm averages once the data is collected and released.

Please reach out to David Mulder DMulder@brininstool-lynch.com with questions/comments.

* Required

General Office Information

What is the total number of employees of the office? *

Your answer _____

Of those employees, what percentage are eligible for overtime, if any?

Convert percentage to nearest whole number, 0-100

Your answer _____



PART 2: ONLINE SURVEY

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 see how your answers compare to the average firm's.



PART 2: ONLINE SURVEY

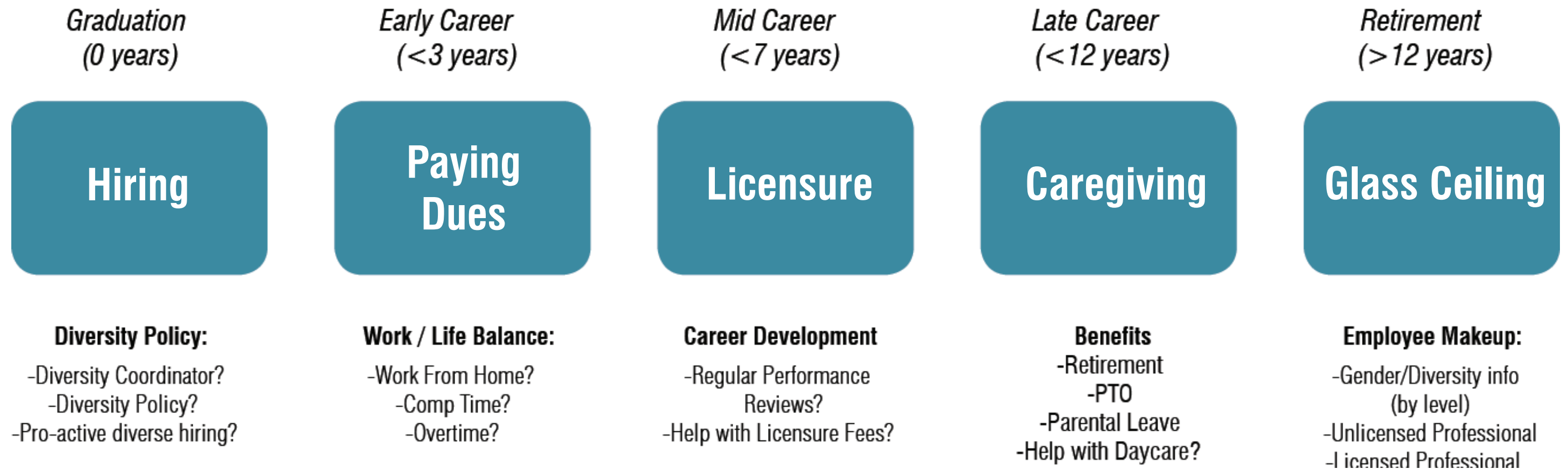
WHY ARE WOMEN AND MINORITIES UNDER-REPRESENTED AMONG FIRM LEADERSHIP



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.



FAQ: WHAT IS THE PAY GAP?

AND 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/>



FAQ:

WHAT WILL THE SURVEY SHOW AND WHO WILL IT BE RELEASED TO?

We will compile the results into averages, likely grouped by small/medium/large firm size.

We will only share averages (no firm-specific data) order to ensure anonymity.

FAQ:

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.



FAQ:

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 October 31, 2020.

