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 Chicago*
Jean Dufresne, *Space Architects + Planners*
Oswaldo Ortega, *Gensler*
Charlie McIlraith, *Apex Design Build*
Rachel Wiesbrook, *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 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

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 simply 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@bruninstool-lyonch.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.
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

Graduation (0 years)
Early Career (<3 years)
Mid Career (<7 years)
Late Career (<12 years)
Retirement (>12 years)

Hiring
Paying Dues
Licensure
Caregiving
Glass Ceiling

Diversity Policy:
- Diversity Coordinator?
- Diversity Policy?
- Pro-active diverse hiring?

Work / Life Balance:
- Work From Home?
- Comp Time?
- Overtime?

Career Development
- Regular Performance Reviews?
- Help with Licensure Fees?

Benefits
- Retirement
- PTO
- Parental Leave
- Help with Daycare?

Employee Makeup:
- Gender/Diversity info (by level)
- Unlicensed Professional
- Licensed Professional

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.