



Diversity Policy

Adopted by the AIA Minnesota Board of Directors on July 10, 2015

AIA Minnesota believes that a talented and diverse membership is key to the long-term success of our profession and our organization. We believe that when the cultural, demographic, and ethnographic makeup of our members mirrors the communities our members serve, the profession will be better suited for long-term growth. As such, we embrace and encourage differences in all characteristics* that make each of us unique. In support of this vision, AIA Minnesota will:

- Establish, communicate and support a commitment to diversity and inclusion through the organization's governing documents and committees, and through leadership behavior.
- Take and support reasonable risks, including the risk of incurring criticism from dissenting individuals or groups, to foster positive behaviors that promote organizational diversity.
- Commit funding for ongoing initiatives that will strengthen organizational diversity at all levels.
- Require accountability at all levels for fostering and achieving organizational diversity.
- Ensure that the nominating and appointing bodies proactively recruit and include a diverse mix of individuals that reflect the diverse mix of the membership.
- Ensure that access to elected office and committee memberships, chair and spokespersons positions is open to all members in accordance with their talents and interests.
- Mentor new leaders and members from under-represented populations, with particular emphasis on growing the inclusion of women and racial/ethnic minorities.

Therefore, we recommend that AIA Minnesota take the following actions:

1. Create partnerships with other organizations (e.g. University of Minnesota College of Design) to research and understand the challenges related to why people leave the profession, with the goal of finding possible solutions to minimize attrition and ways to bring greater diversity into the profession.
2. Highlight diverse professionals in our communications with members and the public to build awareness.
3. Publish an annual demographic report of all the components of AIA Minnesota (committees, task forces, board members) focused on self-identified gender identity and race/ethnicity to ensure that there is accountability on diversity within the organization.

4. .Amend the Strategic Plan to include the Diversity Statement and Policy.
5. Review and revise AIA Minnesota's bylaws for language demonstrating inclusiveness to show commitment to change.
6. Establish reasonable targets to increase participation of women and racial/ethnic minorities. Preliminary AIA Minnesota membership targets (subject to revision by the AIA Minnesota Board of Directors) recommended by the AIA Minnesota Diversity Task Force are as follows:
 - a. Reflect the percentage of women in the population of Minnesota (approximately 50%) by the year 2026 (pursuing a 2.5% increase annually in female membership); and
 - b. Reflect the percentage of racial/ethnic minorities in the population of Minnesota (approximately 19%) by the year 2035 (pursuing a 0.75% increase annually in the number of members who are racial/ethnic minorities).
7. Annually review the Diversity Policy and progress on targets, and adjust the policy as needed.

Our purpose in setting forth this commitment is to develop an architectural profession that reflects the diversity of the communities, users, and clients we serve.

** Characteristics shall include, but not limited to, age, race, physical ability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, and veteran status.*