

The American Institute of Architects Minnesota
DIVERSITY COMMITMENT
(Adopted January 2014)

We, the members of the AIA Minnesota Board of Directors, are committed to significantly improving the representation of diversity in architectural practices and architectural education. As such, we embrace and encourage differences in 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, veteran status, and other characteristics that make us unique.

We believe this requires a cultural shift in AIA, in our workplaces, and in ourselves. Action is required on two fronts: 1) on an organizational level to ensure there are no barriers to organizational diversity, and 2) within the profession itself to encourage and support ways to overcome professional barriers.

Therefore, on the organizational front, the Board of AIA Minnesota will

- Develop, publish, and actively promote an organizational diversity policy.
- Establish, communicate and support commitment to diversity through the organization's governing documents and through leadership behavior.
- Take and support reasonable risks, including incurring criticism from dissenting individuals or groups, to foster positive behaviors that promote organizational diversity.
- Commit funding for ongoing initiatives to 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.

And therefore, on the professional front, we envision a continuing conversation to articulate a specific action agenda concerning:

- Using our members' expertise to expand our diversity with creative career mentoring opportunities from kindergarten to retirement.
- Learning from other colleagues and related organizations that have successfully addressed diversity issues.
- Focusing on a series of coordinated action items and ideas to promote diversity, with comprehensive oversight.
- Asking our membership to initiate conversations and actions on the local level.
- Sharing and celebrating best practices in promoting diversity.
- Recruiting and retaining the best and brightest in our profession.
- Employ the appropriate resources to implement these initiatives.

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

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