



The Guides for Equitable Practice: Introduction





Introduction to AIA's Guides for Equitable Practice

Knowing the issues at hand and how people are affected by them, how to turn intent into action, and how to define success can be challenging. These guides provide support for informed discussions and concrete next steps from intent into action.

Goal: An equitable and diverse architecture profession

- Know the issues, challenges, opportunities
- Define success
- Turn intent into action

These Guides offer:

- Real-world best practices
- Relevant research
- Tools to support equitable workplace strategies

Developed in partnership with the University of Washington, the University of Minnesota, and AIA's Equity and the Future of Architecture Committee (EQFA), these guides reflect AIA's long-term commitment to equity, diversity, and inclusion (EDI) in architecture.



Structure

- The original nine Guides have a consistent format;
- are all written with the perspective of the individual, the firm, and the profession in mind;
- and provide the moral, ethical, business, professional, and societal cases for equitable practice.



Focused study

These can be used in groups or as standalone resources.

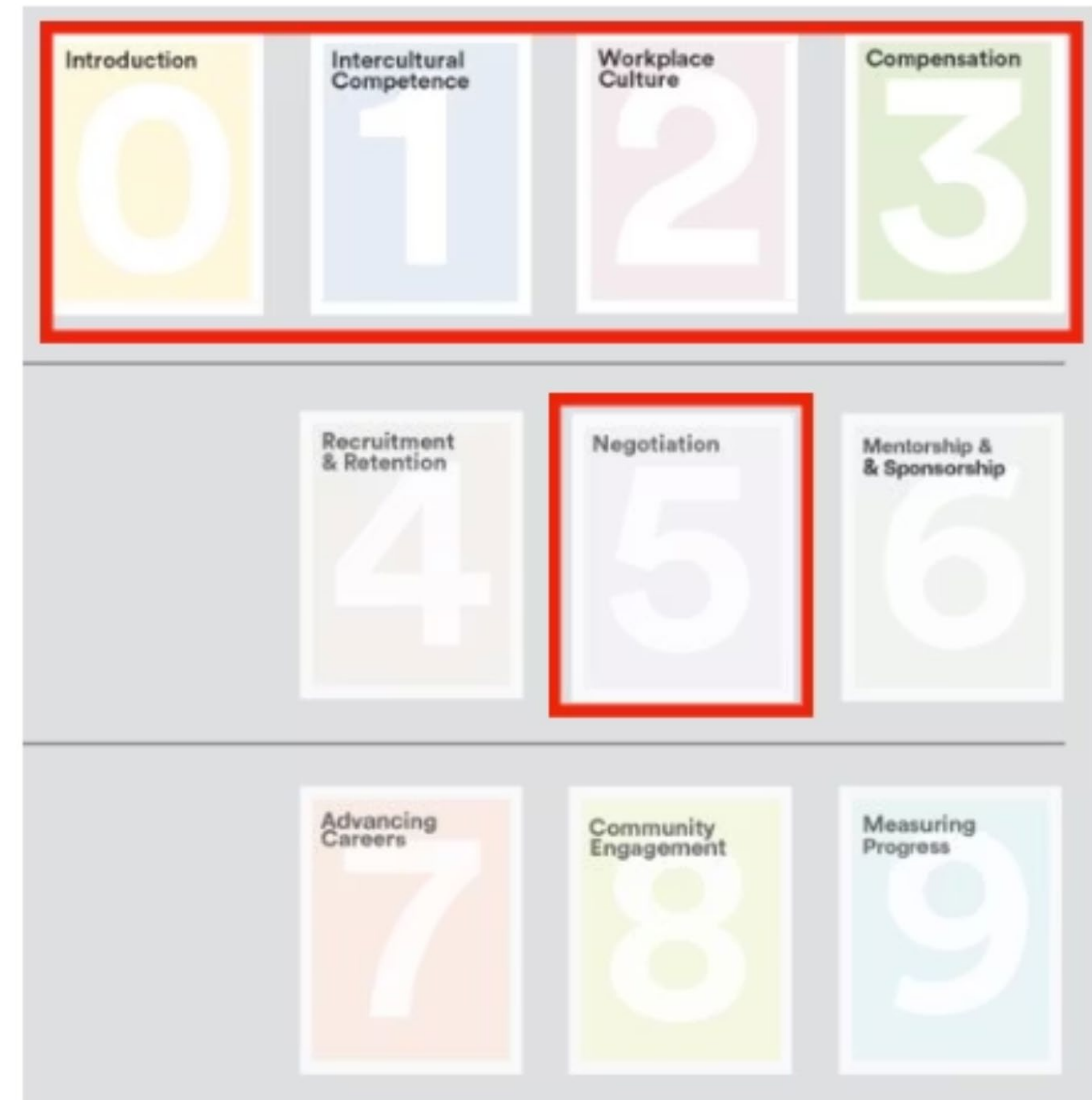
1. Foundational concepts

2. Value and how to talk about it
3. People and how to attract and retain them
4. Community and how to engage
5. Progress and how we measure it



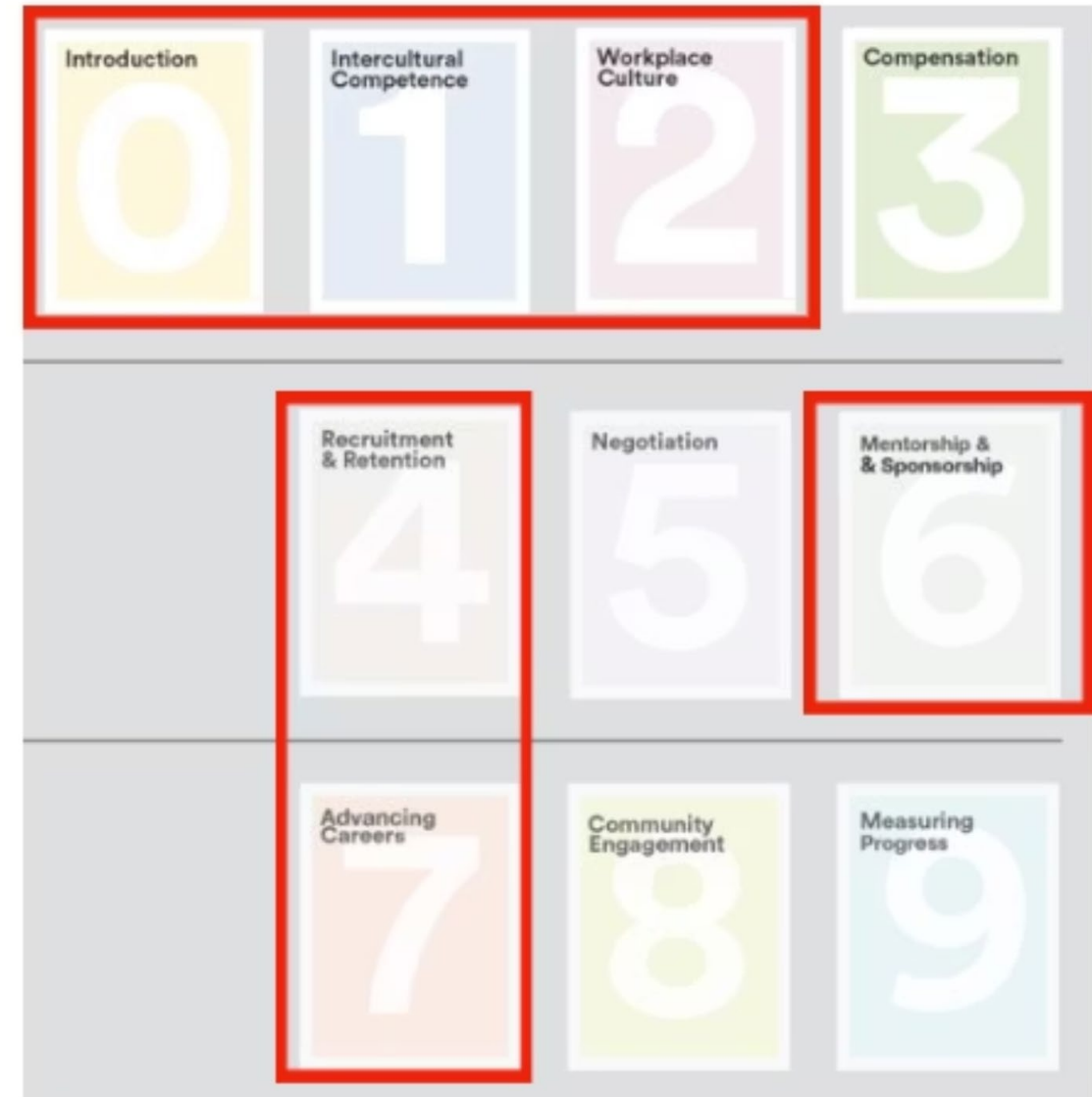
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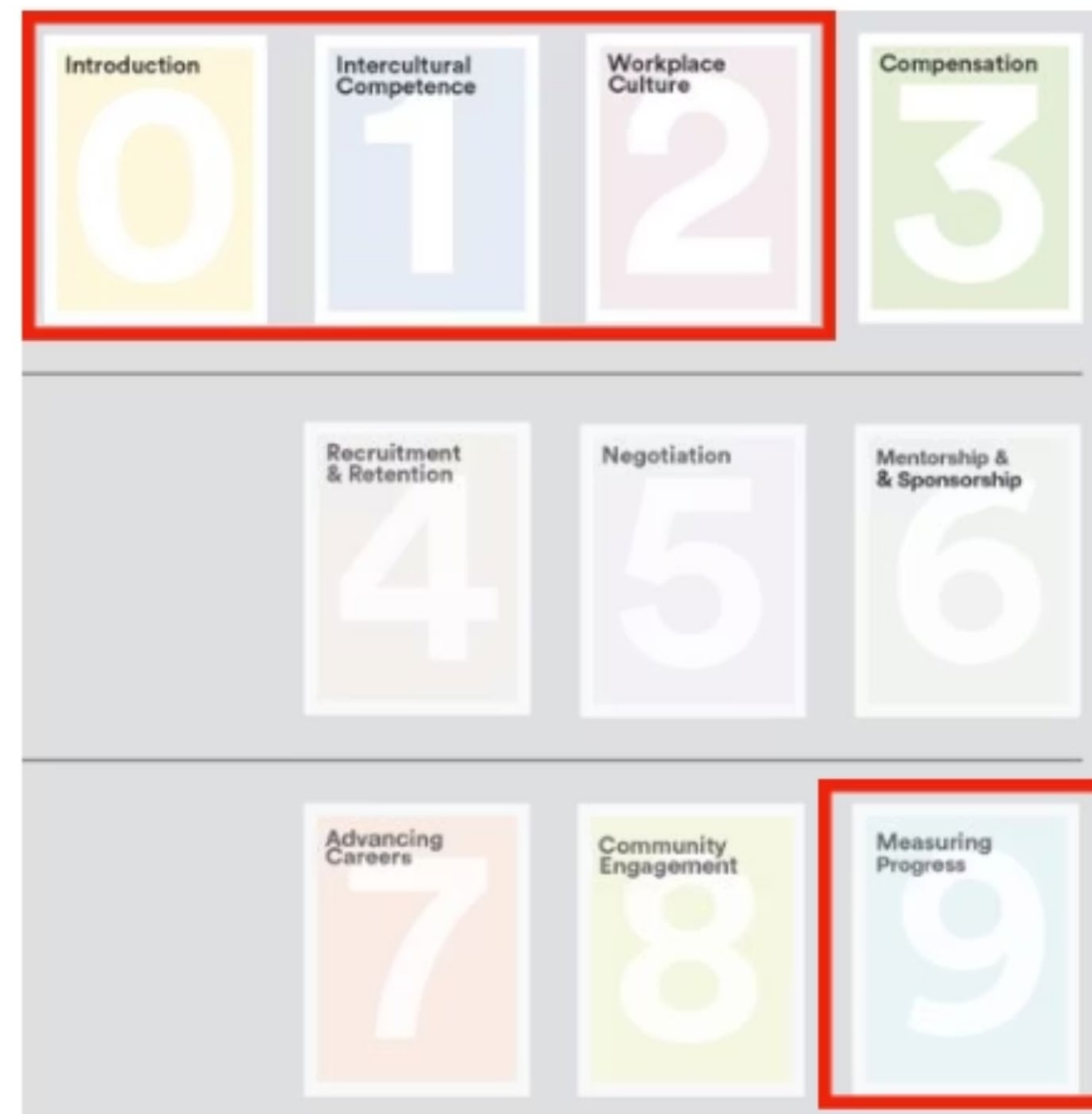


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- ## 5. Progress and how we measure it





Common understanding

Equity

- The state in which everyone is treated in a manner that results in equal opportunity and access, according to their individual needs. Equity in the workplace requires identifying and eliminating barriers that have disadvantaged nondominant identity groups to ensure that all individuals receive equitable treatment, opportunity, and advancement.

Common understanding

Diversity

- A mix of people with a wide range of visible and invisible personal and group characteristics, backgrounds, experiences, and preferences.

Common understanding

Inclusion

- Inclusion is manifested in an environment in which everyone feels welcomed, respected, supported, safe, and valued. In the workplace, inclusion generally results in everyone developing and contributing to the best of their ability. Inclusion is distinct from but related to equity and diversity.



Additional resources

Full introduction chapter

Executive summaries

Supplements

- Justice in the Built Environment
- Equity in Architectural Education

Glossary



LET'S GET STARTED
