Diversity & Inclusion Policy

Adopted May 13, 2016

Article 1: Purpose / Activities Subject to this Policy

In order to "encourage and celebrate the contributions of those who bring diverse experiences, views, and needs into the design process," per AIA National, it is AIA Cleveland policy that awards, juries, speaker panels, exhibitions, and Chapter programs as well as events and activities that represent the chapter to the public endeavor to be diverse and inclusive according to AIA definitions. AIA Cleveland will encourage diversity participation and inclusiveness on the Board of Directors and other positions within the organization. The diversity and inclusion efforts will not be limited to any opportunities explicitly described here and will include any and all programs that further support the efforts of diversity within the profession and AIA Cleveland.

Article 2: Statements and Definitions posted on the AIA National website

AIA Public Policy
"Leadership in design and construction requires collaboration. Architects must encourage and celebrate the contributions of those who bring diverse experiences, views, and needs into the design process."

AIA Position Statements
Civil Rights: "The AIA supports the protection of the human dignity and self-worth of all persons and calls for fair, impartial, unbiased, and non-prejudicial treatment of all persons in every employment, social, and business transaction."

Diversity: "Diversity is a cultural ethos embraced by AIA membership to foster inclusion, service, and a quality of life in celebration of all communities in our society . This regardless of race, ethnicity, gender, national origin, religion, physical ability, sexual orientation or identity, age, geography, intellectual or practice area."

AIA Definitions
Diversity is the mix of race, ethnicity, gender, national origin, religion, physical ability, sexual orientation, age, practice, geography, programs and organizations. This mixture brings a richness of perspectives, talents and ideas to the AIA and the profession.

Inclusiveness is the intentional act of being open, reaching out, removing barriers, and creating an environment so that all members of an organization can achieve their fullest potential.

Representation is the count and proportion of groups of individuals by demographic characteristics such as race, ethnicity, gender, national origin, religion, physical ability, sexual orientation, age, practice, geography, programs and orientation.

Diversity Management is a skill or competency building process to equip the AIA and its members to manage the strategic mixture that involves differences or complexities including people, programs and organizations.