



Utah

Equity by Design (EQxD) Survey Response Analysis



Our Mission:

To educate the design community on the importance of equitable practices and the value of diverse individuals in order to foster inclusive and equitable environments, processes, and policies; and eliminate explicit and implicit bias in the built environment and profession.

AIA UTAH CHAPTER

Strongly Agree

Somewhat Agree

Somewhat Disagree

Strongly Disagree

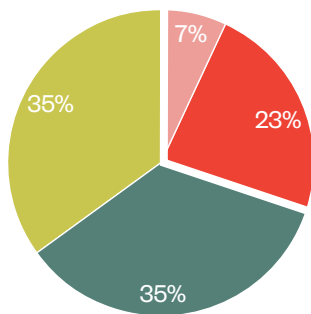
Women

Men

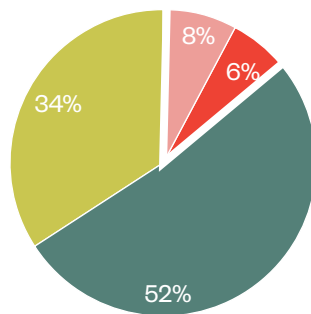
Questions

Women have witnesses more discrimination and microaggressions in the workplace

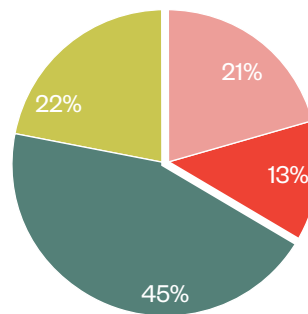
Question Responses



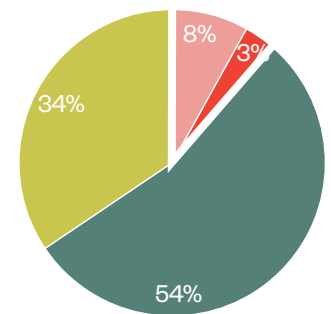
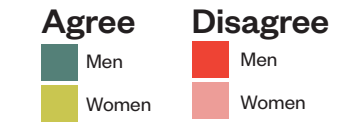
Believe their workplace can improve in making an inclusive environment



Feel comfortable speaking about issues regarding race / gender / inclusion



Feel they are represented in their workplace leadership



Have NOT experienced sexual harassment in the workplace

We've come a long way but still have far to go...

How does AIA Utah compare to the rest of AIA National?



Graduates from Accredited Programs



AIA Membership



AIA Associates



AIA Architects



Why are women less represented than men in AIA?

Utah is behind the national average of representation of women in AIA and far from equal representation. Actively providing opportunities to women in architecture, especially to recent graduates, will help shift this narrative and perpetuate a more equitable and balanced workplace.

- Only 8% of firm leaders are women⁶
- Women face disproportionate sexism, harassment, unequal pay, and less opportunity for career advancement⁷
- There is a historical preference for men in the field⁷
- Societal and cultural expectations of women⁷

"I think they **expect** a **male in all black, in a suit** walking the construction site. They're shocked and don't know what to say."²

"I already feel the **burden to speak up** for other people who don't speak up for themselves, and now I feel I'm also speaking for and **representing** a whole group of **people I don't even know**. I just want to practice architecture—**do good work and grow** and have opportunities like **everybody else**."²

VALUING DIVERSITY

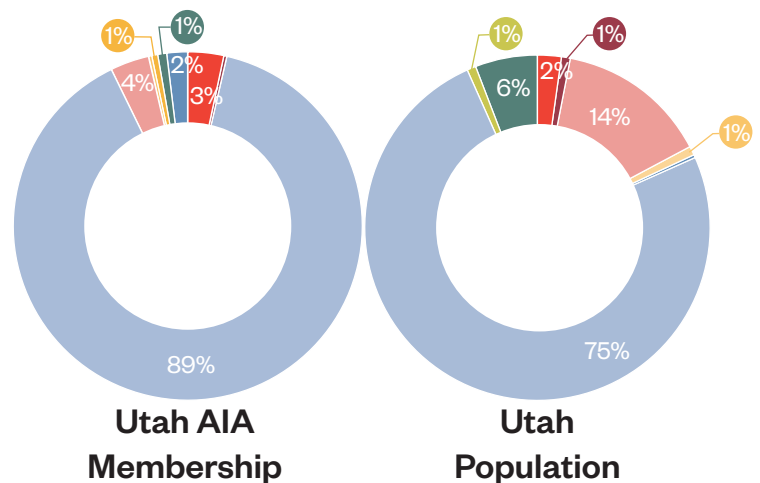
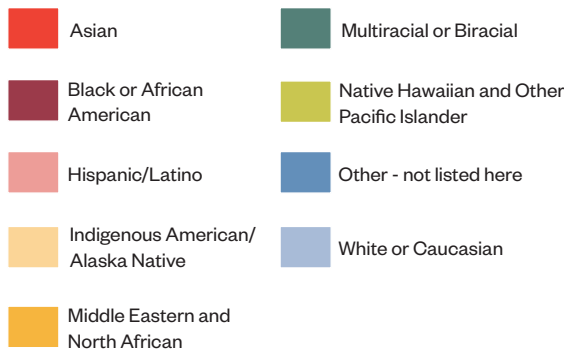
AIA UTAH CHAPTER

What does it mean to ‘value diversity’ in the workplace?

Valuing diversity means to acknowledge and support the advantages of having differences. Energy is put into creating sustainable relationships between diverse groups in order to create a more inclusive and fair workplace.

Simply having a diverse workforce is not enough to receive the benefits of different perspectives. People must feel comfortable and valued enough to want to share their unique ideas, especially if they go against the grain of how the firm typically practices. Making room for these perspectives can open the doors to many opportunities including new clients, projects, and processes.

Demographic Breakdown



Utah AIA membership does not accurately represent the population of Utah.

AIA Utah EQxD Survey

Analysis

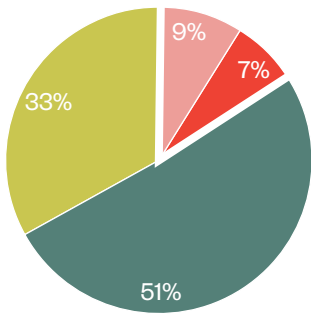
The results from the survey had such a **low number of minority responses** that we could **not accurately** analyze for statistical **significant differences**.

“Someone from your **culture** makes architecture a **reality** for you; you **connect** to it. It’s not a foreign thing that you’re never allowed to reach; it becomes **attainable**.”²

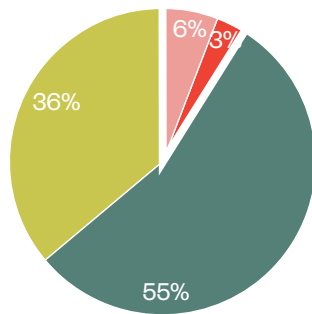
“Diversity on its own is only the **presence of difference**. Even when groups are diverse, the **dominant culture still holds power** (for example, a firm with half men and half women leaders does not guarantee that women’s input is equally considered or influential). We do a disservice to our profession to call for diversity alone: the **value of diversity** comes in **what is done with it**. For differences to have a positive impact, people must have the **skills** to work across and gain from **heterogeneity**.”²

“We want to make architecture an **equitable** place of study and practice because of the **diversity of the world and cities**, and we want the **same voices** of our clients to be **within our firms**.”²

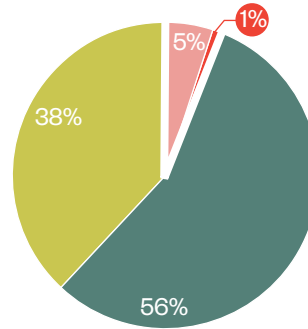
Question Responses



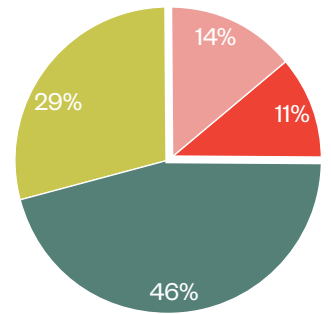
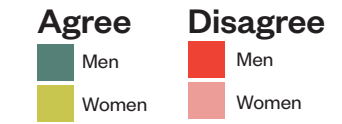
Believe their workplace is diverse



Believe their workplace values multiple perspectives

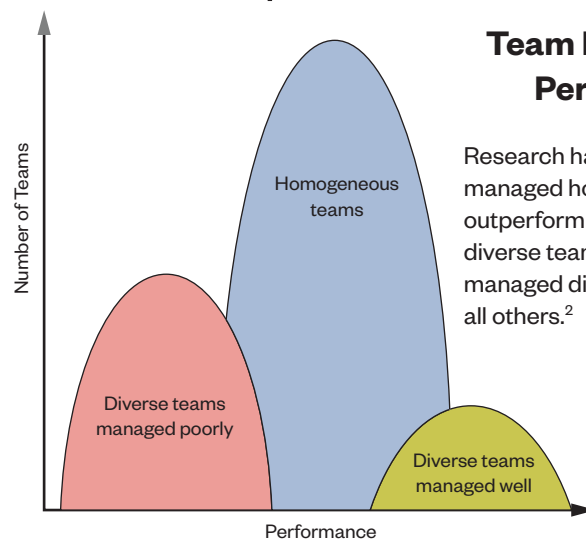
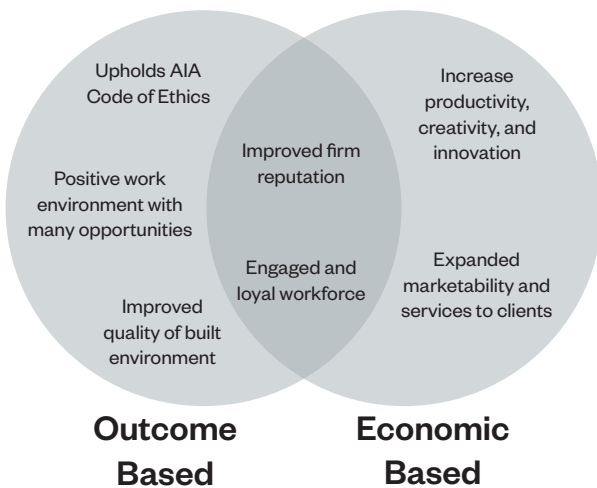


Are able to observe their cultural holidays

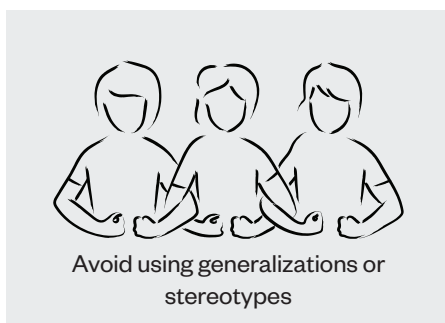
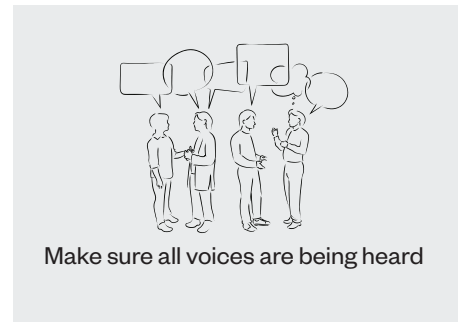
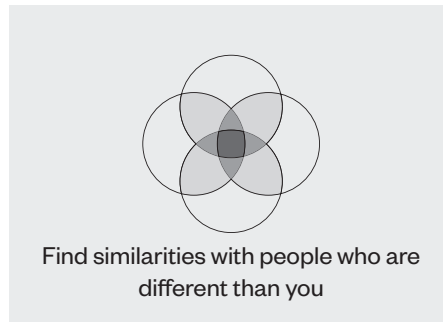


Believe their colleagues do not make assumptions based on stereotypes

Why should diversity be valued in the workplace?



How do I participate in valuing diversity?



SAFE SPACES

AIA UTAH CHAPTER

What is a safe space?

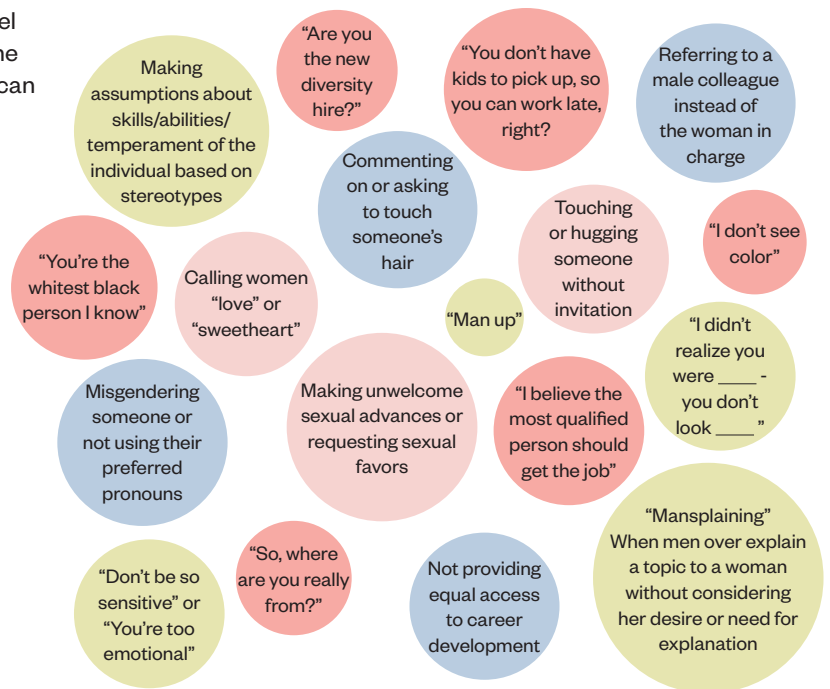
Safe spaces are free of bias, conflict, criticism, or potentially threatening actions, ideas, or conversations. These spaces are important for listening to marginalized groups and can host discussions of experiences with discrimination. A safe space may be a with a physical space or conditional environment where you are welcomed and can be free from any kind of harassment.

Harassment is not just a women's issue; it spans gender, race, ethnicity, and sexual orientation. Everyone deserves to feel safe at work. By establishing workplace policies that define harassment and outline what actions to take, employees can better identify and address instances of harassment.

"My experience wasn't aggressive, it was **everyday encounters**... It was supposed to be funny, but **over time** it's harmful. It affected what I wore, where I would stand; it creates a **background of noise** in your head in what's already a difficult job. It became **distracting** and otherwise **unprofessional**"²

Identify and avoid creating a hostile work environment

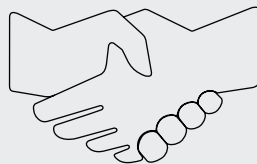
Discriminatory remarks or actions may not be obvious, but they can seriously impact an individual's work performance, well-being, and career. It may also interfere with the workplaces' overall work environment, undermine equity goals, put the firm at legal risk, and damage our profession's reputation.² Put a stop to instances of workplace hostility by familiarizing yourself with these common examples.



Why are safe spaces important in the workplace?



Employees can feel comfortable, relaxed, and more productive

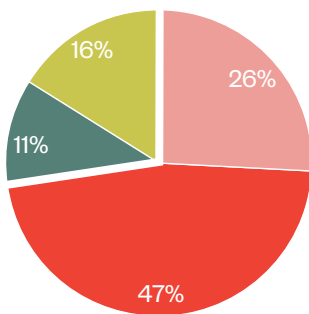


Decreases potential office tension

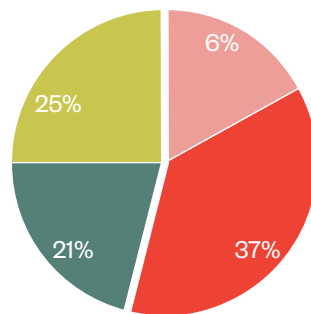


Encourages communication among all levels of staff

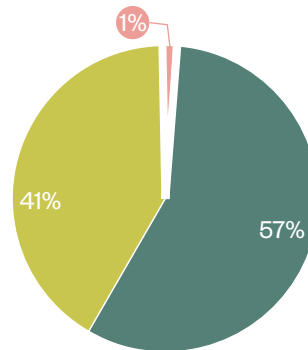
Question Responses



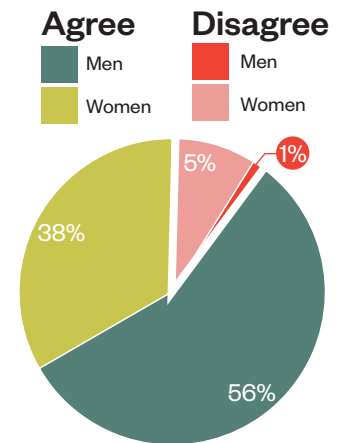
Have witnessed
discrimination in their
workplace



Have witnessed
microaggressions in their
workplace



Feel accepted in their
workplace



Feel their opinions are
respected in their workplace

"I think I got lucky: everyone there is a **cisgender woman**, and that **changes the environment** so much. It's hard to explain but **I feel extremely comfortable at work.**"²

"It comes up **over and over again** when we'll be discussing speakers—'**Let's get her back again.**' I look at those guys, and I say it to them sometimes, 'You've got daughters. How would you like if your **daughter** came and the main takeaway was **how attractive or unattractive she was?**' It's a way men are able to **compartmentalize** their thinking...if you bring it around to things that are important to them and can **identify with**, they can **reorganize their thinking.**"²

"Larger firms may have a **task force or an LGBTQ group** that meets regularly. For smaller firms, it comes down to the **heart** of the **people** in charge, and there's no easy way to change someone's heart other than **sharing your story** and **building empathy.**"²

What makes a safe space?



Diverse representation in leadership
and project teams



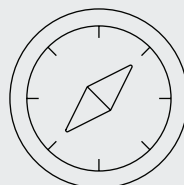
Attuned listening and questioning
without making assumptions



Establish physical inclusive spaces
(ex: lactation room, gender-neutral
bathrooms, prayer room)



Understandable and inclusive
language



Clear direction for incident reporting
through workplace policy



Supervision or facilitation from an
equity, diversity and inclusion focused
professional

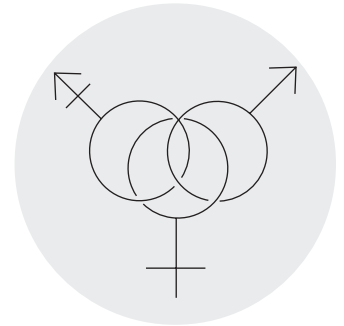
SUMMARY

AIA UTAH CHAPTER

Gender Equity

The EQxD survey reveals that there are **significant differences** in how AIA men and women **perceive** their work environments in terms of equity, diversity and inclusion. **Women** are more likely to **experience discrimination** or **inequitable treatment** which contributes to their perception of the workplace due to the **historic preference for men** in the field of architecture.

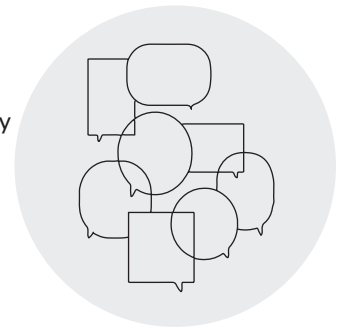
While **gradual progress** has been made, Utah firms will have to strategically **embrace equity** in order to catch up to the **rising national average** of **women in architecture**.



Valuing Diversity

Supporting a **diverse** workforce proves to be an **economic** and **social benefit** for architecture firms seeking **creativity, productivity and innovation**. Utah firms should seek how they can improve diversity within their firms to better **represent** the actual **population** of Utah and the **clients** they may serve.

Results showed that Utah firms appreciate diversity but still make assumptions or stereotypes about different cultures. You can practice valuing diversity by building new workplace **relationships, finding similarities** with new people, letting **everyone speak**, avoiding use of generalizations or **stereotypes**, reflecting on **your own bias**, and being **flexible** with different **cultures** or lifestyles.



Safe Spaces

Everyone deserves to feel **safe** in their workplace. **Harassment should not be tolerated** on any level, and **workplace policy** must provide a **clear outline** for how to address these issues.

Survey results indicated that respondents experience **high levels of respect and acceptance** in their workplace. Individuals and firms at large are able to perpetuate safe spaces for workers through **diversifying leadership**, practicing **listening**, creating physically **comfortable spaces**, using **inclusive language**, outlining corresponding workplace policy, and sourcing a **professional** for conversations for any issues related to equity, diversity, and inclusion.



Resources

1. **AIA Demographic Report 2021** https://content.aia.org/sites/default/files/2022-07/AIA_Demographics_Report_072722.pdf
2. **AIA Guides for Equitable Practice** <https://www.aia.org/resources/6246433-guides-for-equitable-practice>
3. **Current AIA Utah Membership**
4. **IPEDS** <https://nces.ed.gov/ipeds/datacenter/FacsimileView.aspx?surveyNumber=3&unitId=230764&year=2021>
5. **NCARB by the Numbers: 2022 Edition** <https://www.ncarb.org/sites/default/files/NBTN2022.pdf>
6. **Women in Architecture Salt Lake City** <https://www.wiaslc.com/>
7. **Women in Architecture UK** <https://www.wia-uk.org/#:~:text=Women%20in%20architecture%20face%20disproportionate,a%20lack%20of%20career%20progression.>