



# Membership Demographics Report 2018

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## Executive summary

In 2015, the AIA Board of Directors passed Resolution 15-1, a call to develop an ongoing program to assess data, set a plan of action, track progress, and report on results. Its approval led to the creation of the Equity in Architecture Commission, a blue-ribbon panel of leading architects, educators, and diversity experts, to investigate diversity and inclusion in the profession. The Commission recommendations call for the following:

“

**As well as embracing EDI as a core value, the Institute must measure and report how that value is influencing demographics, behavior, attitudes, awareness, retention, recruitment, culture, and engagement within AIA. The Commission urges that compilation of the data start with AIA staff, volunteers, and elected and appointed leaders...”**

The purpose of this report is to inform AIA leadership annually of the organization’s membership trends. These trends are being used by the Equity and the Future of Architecture Committee to influence their ongoing work to foster equity, diversity, and inclusion in the profession.

This report summarizes the reported trends of the age, gender, race, and ethnicity of AIA’s membership, national staff, Board, and Strategic Council. It spans the years from 2012 to 2018 and serves as a baseline for future studies and strategy development. To highlight the importance and impact of pipeline’s effects upon the demographics, NAAB data is included to show the diversity of students.

There have been several key additions to the 2018 report. Additional data on the Board and Strategic Council has been provided from the period of 2015 to 2018. 2015 was chosen as a key year as the Board restructured to include fewer members.

## Key findings

Many of the key findings and trends from prior reports remain consistent with 2018 membership data.

AIA's membership has become more gender diverse over time. This is due to two key factors:

- The steady growth of women as a share of licensed architect members. Between 2012 and 2018, the percent share of women grew by 4.8-points to 21.8%.
- Stronger share of women in the Associate membership category (at 38.9% in 2018). Likewise, a consistently strong share of women obtaining their licenses (40.1% in 2018) is also contributing to the growth of licensed women—and the growing share of women in AIA's overall membership.

AIA's College of Fellows has grown in the representation of women by 4.9-points since 2012. This growth is bringing the share of women Fellows in line with the share of women in the overall membership and the Architect member category.

Incomplete ethnicity data due to under-reporting make it difficult to determine the overall direction of ethnic diversity of the profession, and AIA membership specifically. In 2018, 17% of members did not report an ethnicity higher than those reported in minority categories. However, there are a few data points revealing trends:

- For those members reporting ethnicity status, there has been strong growth in the Asian and Hispanic or Latino categories. The percent share of Asian and Hispanic/Latino members has grown by 2.14 points and 1.18 point, respectively. While White is still the most commonly reported ethnicity (67.32% in 2018), the overall percentage share has declined by 3.59 points since 2012, indicative of growth in other categories.
- There is a greater number of reported minority members within the Associate membership category than membership as a whole, growing 7.9 points since 2012.

## Encouraging a diverse pipeline

The following scholarships aim to attract and cultivate a diverse next generation of architects and to provide new opportunities to support the evolution of our profession.

### Diversity Advancement Scholarship

- A multiyear scholarship that supports high school and undergraduate minority students who are entering, enrolled in or transferring into a NAAB-accredited undergraduate architecture program. Scholarships may be renewed every year until a degree is completed, for up to 5 years (\$20,000 total award).
- In 2018, over 400 diverse students applied.

### Payette Sho-Ping Chin Memorial Academic Scholarship

- Sho-Ping Chin, FAIA, this \$10,000 scholarship is open to third- and fourth-year women architecture students in a NAAB-accredited undergraduate degree program, as well as women in any level of graduate study in a NAAB-accredited program. In addition to the financial award, recipients also get paired with a senior mentor from Payette for their scholarship year.
- In 2018, over 190 women in schools of architecture applied.

# Gender diversity



The gender breakdown of enrolled students is **13,548 (54%) males** and **11,757 (46%) females**. In 2016–17, the percentage breakdown was 53% male students and 47% female students. The percentages are statistically the same for the three degrees, Bachelor of Architecture, Master of Architecture, and Doctor of Architecture.

— NAAB 2018 Annual Report

## Women represent nearly half of students in NAAB accredited programs.

> THE ARCHITECTURAL PROFESSION PIPELINE NAAB DEMOGRAPHICS 2018

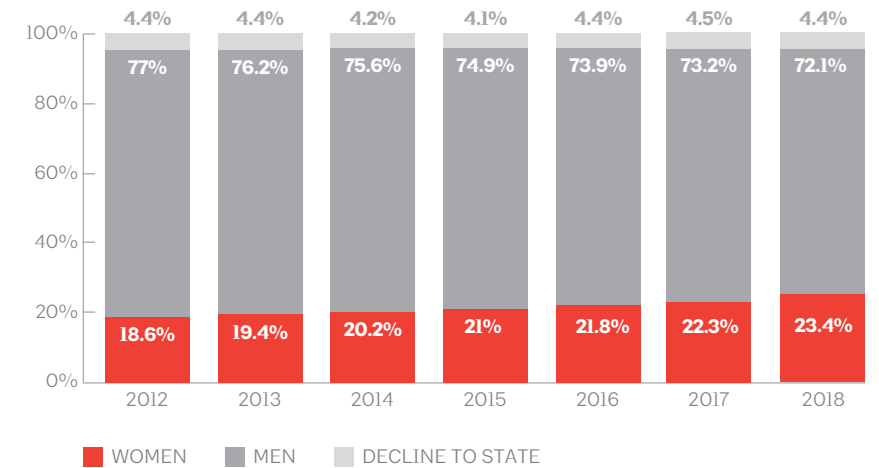


SOURCE: SOURCE: NAAB 2018 ANNUAL REPORT

## AIA gender diversity has continued to grow.

Gender diversity has continued to rise with the share of women of all AIA members increasing from 18.6% in 2012 to 23.4% in 2017. This percentage is higher than the percentage of women NCARB certificate holders (20%) . Please note the additional option of ‘other’ given to members in 2018.

> GENDER DISTRIBUTION OF AIA MEMBERSHIP



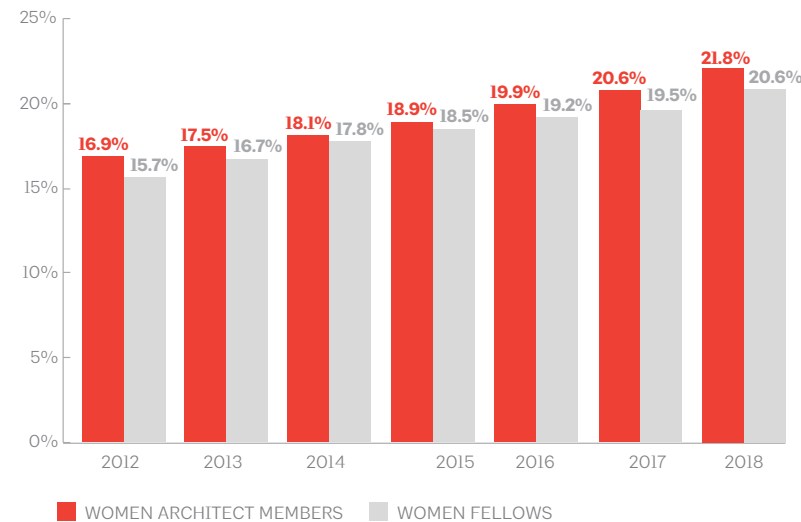
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# Gender diversity

## AIA's licensed Architect members and fellows continue to grow in gender diversity.

Though lower in overall share of women (currently at 23.4%), AIA's licensed Architect members along with the subset that is AIA Fellows have continued to increase in gender diversity to 21.8% women and 20.6% women respectively.

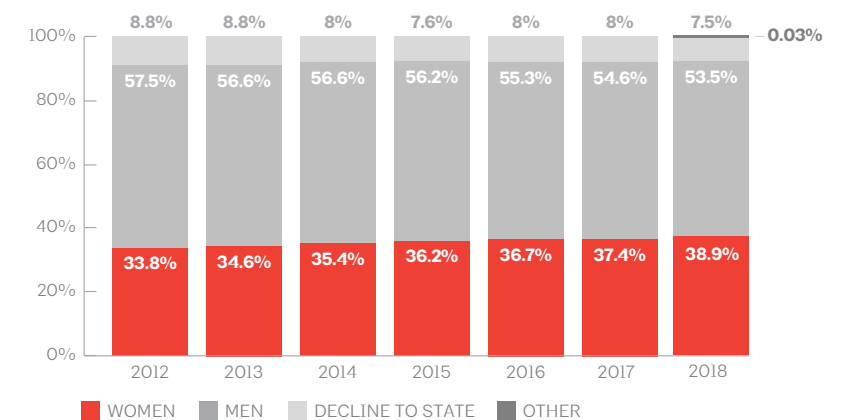
> WOMEN ARCHITECTS AND FELLOWS



## Associate membership continues to be more gender diverse than overall membership.

In 2018, 38.9% of Associates reported their gender as women—significantly higher than the overall share of 23.4%. Associate licensure conversions have a similarly high percent share of women—40.1% in 2018. NCARB reported 35% of those who obtained their initial license were women.<sup>ii</sup>

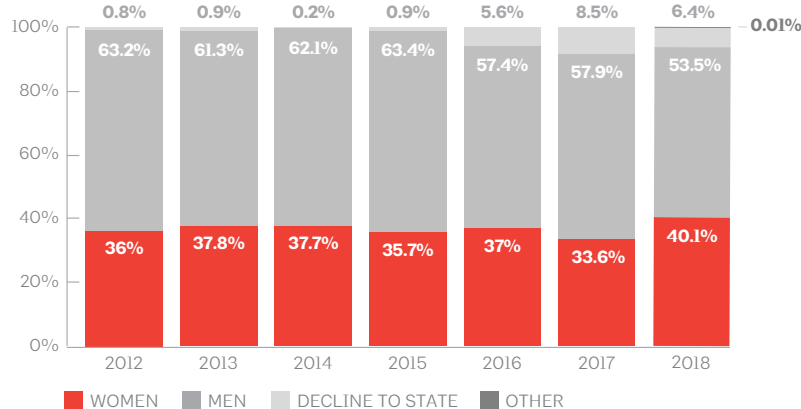
> ASSOC. AIA MEMBERSHIP BY GENDER



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# Gender diversity

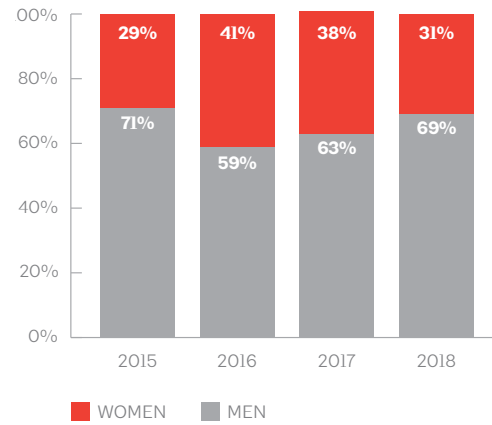
> ASSOC. AIA MEMBERS OBTAINING LICENSURE



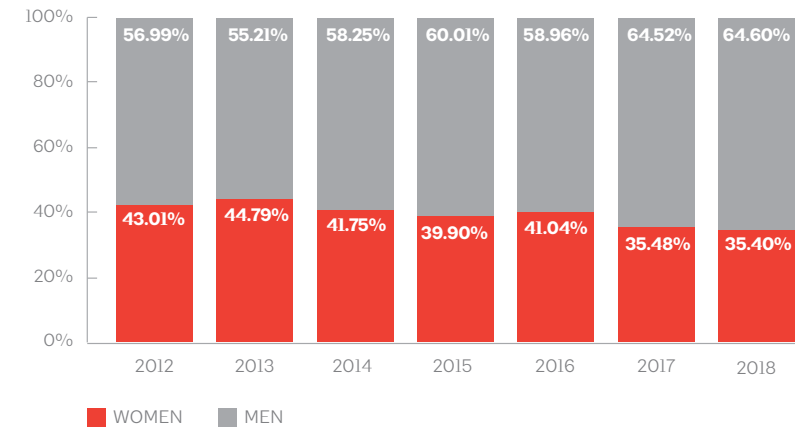
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# Gender diversity

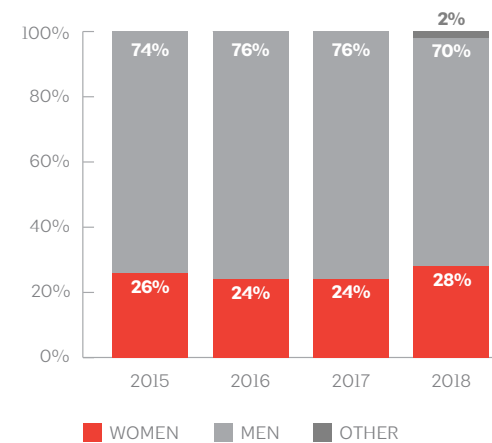
> GENDER OF AIA BOARD OF DIRECTORS 2015



> GENDER OF AIA NATIONAL STAFF



> GENDER OF AIA STRATEGIC COUNCIL SINCE 2015



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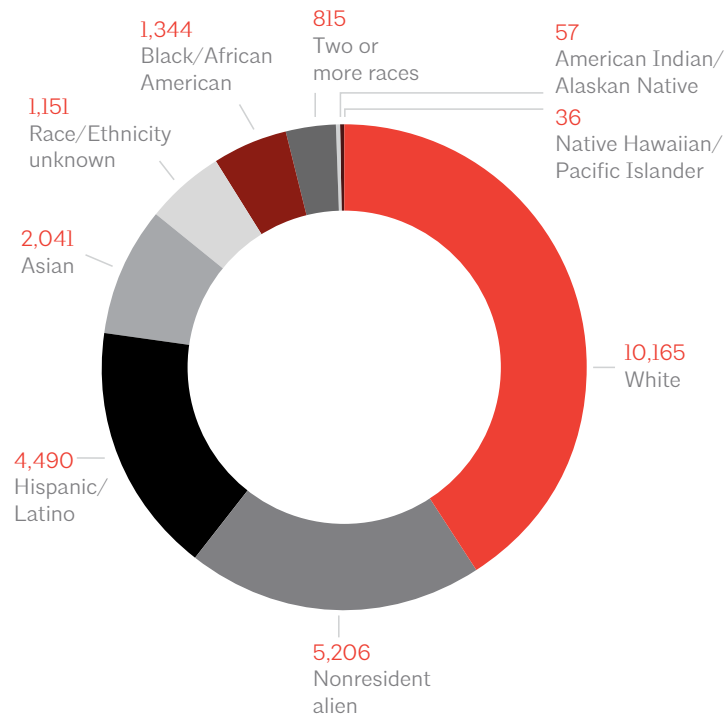
# Ethnic diversity

“

Enrollment by students who indicated white for ethnicity continues to decline. The fastest growing category of ethnicity is nonresident alien. In 2009, this category accounted for 6% of enrollment overall; in 2018, it was 21%. Enrollment of Black/African American students has remained flat over the past seven years, hovering at 5% of total enrollment each year.

— NAAB 2018 Annual report

> ARCHITECTURAL PROFESSION PIPELINE: NAAB DEMOGRAPHICS 2018



SOURCE: NAAB 2018 ANNUAL REPORT

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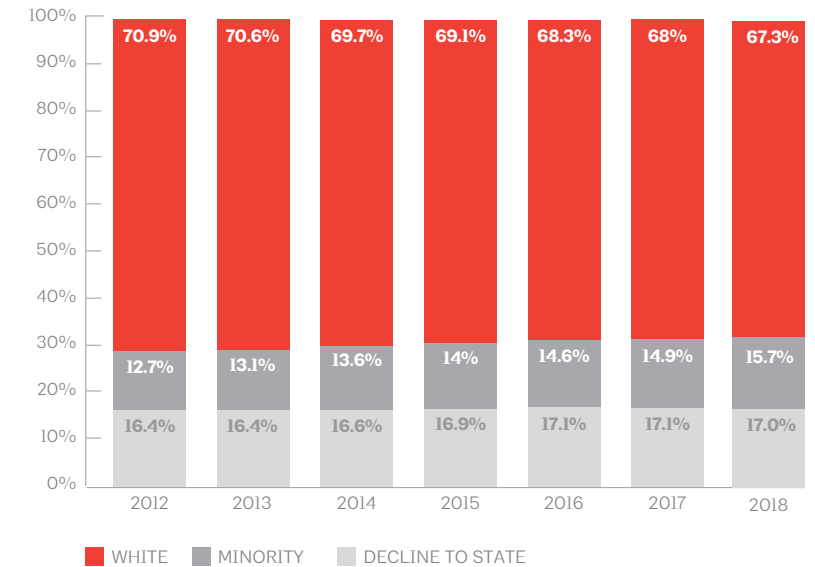
# Ethnic diversity

**Unreported ethnicity data continues to make it difficult to determine trends in the diversification of our membership over time. However, there are some shifts worth noting.**

The share of reported minority status has grown 3-points between 2012 and 2018 to 15.7%.

The reported minority ethnicities are American Indian or Alaska Native, Asian, Black or African American, Hispanic or Latino, Native Hawaiian or other Pacific Islander, Subcontinental Asian, and two or more races.

> ETHNICITY OF AIA'S OVERALL MEMBERSHIP



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# Ethnic diversity

## > ETHNOGRAPHIC BREAKDOWN OF TOTAL MEMBERSHIP

Ethnicity	2012	2013	2014	2015	2016	2017	2018
White	57,704	58,738	59,667	60,722	61,773	61,952	63,287
Unknown	13,248	13,555	14,009	14,187	14,474	14,443	14,476
Asian	3,439	3,900	4,327	4,613	5,083	5,479	5,986
Hispanic or Latino	3,184	3,403	3,686	3,974	4,222	4,367	4,927
Black or African American	1,367	1,420	1,541	1,657	1,728	1,742	1,574
Two or more races	1,542	1,389	1,378	1,383	1,438	1,461	1,464
Decline to state	66	68	222	657	940	1,142	292
Native Hawaiian or other Pacific Islander	639	588	557	537	540	288	214
American Indian or Alaska Native	174	179	177	181	187	204	4,783
Subcontinental Asian	4	3	2	1	1	-	-
<b>Total</b>	<b>81,367</b>	<b>83,243</b>	<b>85,566</b>	<b>87,912</b>	<b>90,386</b>	<b>91,078</b>	<b>94,003</b>

## > ETHNICITY BY GENDER 2018

Ethnicity	Men	Women	Unknown	Prefer not to disclose	Other	Grand total
White	49,113	13,518	635	18	3	63,287
Unknown	8,375	3,078	2,970	53	-	14,476
Asian	3,620	2,275	86	5	-	5,986
Black or African American	1,336	565	25	-	1	1,927
Two or more races	969	569	31	4	1	1,574
Decline to state	835	391	13	225	-	1,464
Native Hawaiian or other Pacific Islander	216	70	5	1	-	292
American Indian or Alaska Native	158	52	3	-	1	214
Hispanic or Latino	3,192	1,525	64	1	1	4,783
<b>Grand total</b>	<b>67,814</b>	<b>22,043</b>	<b>3,832</b>	<b>307</b>	<b>7</b>	<b>94,003</b>

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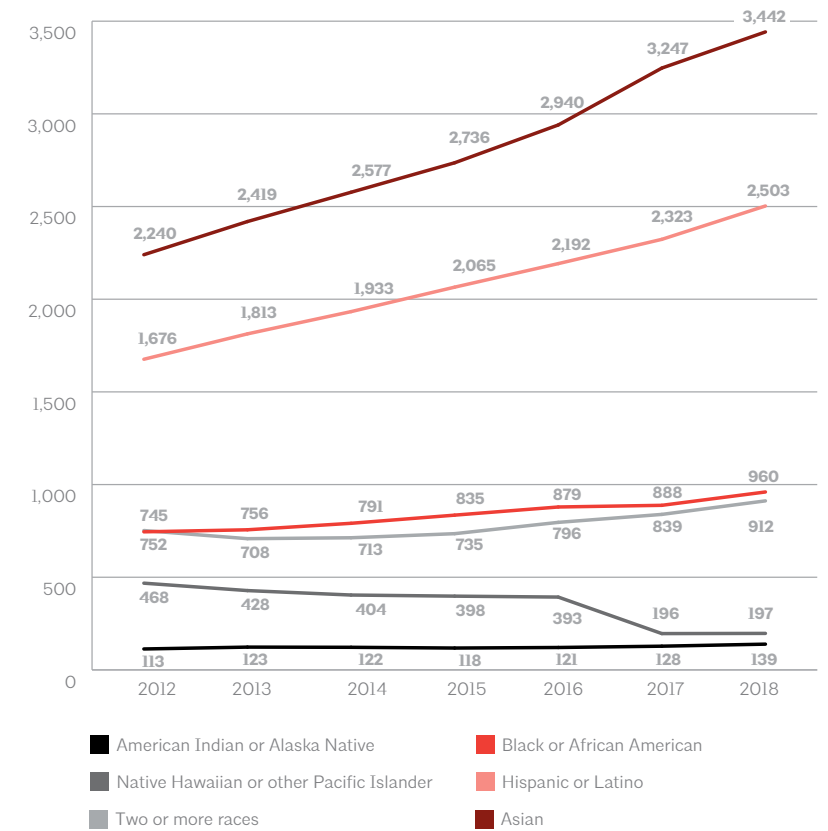
THESE GRAPH COUNTS ARE INCLUSIVE OF ALL MEMBERS, ARCHITECTS, ASSOCIATE ARCHITECTS, INTERNATIONAL ARCHITECTS, ALLIED ARCHITECTS AND EMERITUS.

# Ethnic diversity

## Architect members continued to have a similar increase in the reporting of Asian and Hispanic or Latino membership.

The trends seen in overall minority membership are reflected in architect performance since 2012, corresponding to the high share of overall membership that is architects.

### > ARCHITECT MINORITY MEMBERS



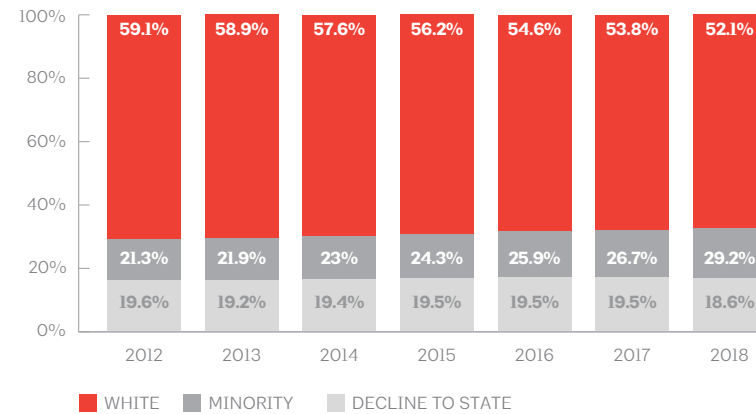
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# Ethnic diversity

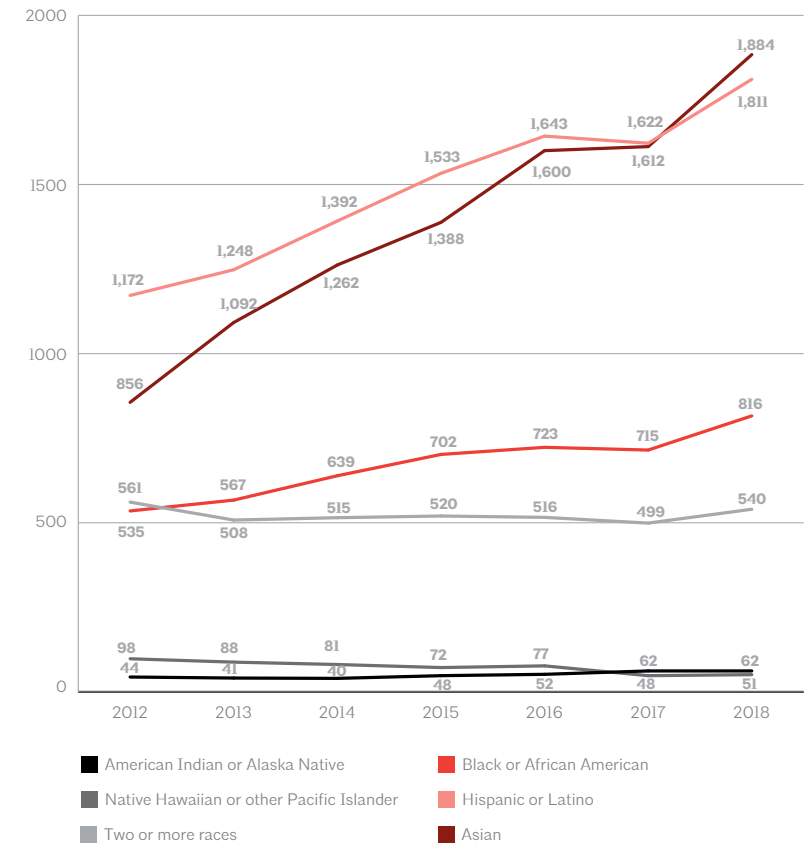
## Associate membership continues to be more ethnically diverse than AIA's overall membership.

The reported percent share of minority members in the Associate category has grown from 21.3% in 2012 to 29.2% in 2018, a nearly 8-point increase for this period.

> ETHNOGRAPHIC BREAKDOWN OF AIA'S ASSOC. MEMBERSHIP



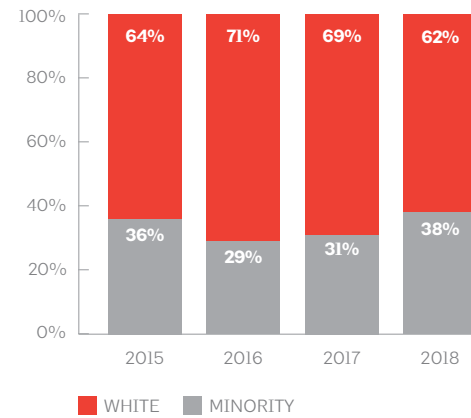
> ETHNICITY OF AIA'S ASSOC. MEMBERSHIP



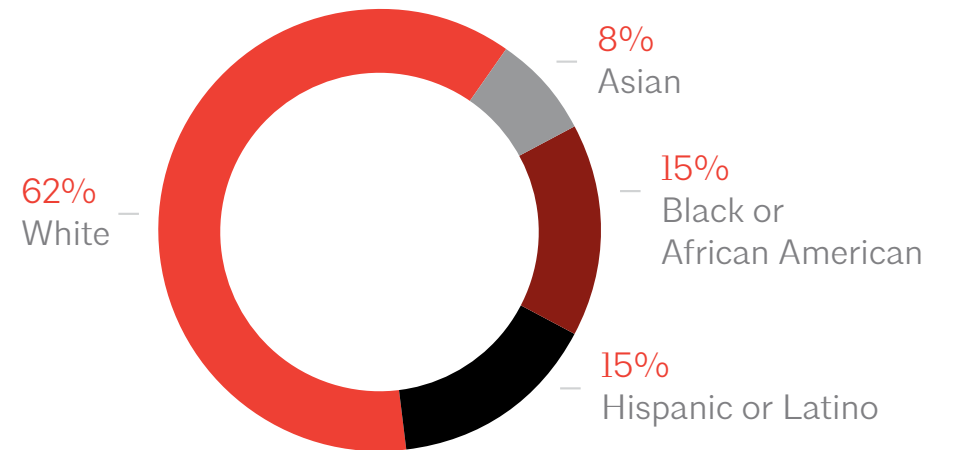
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# Ethnic diversity

> ETHNICITY OF AIA BOARD OF DIRECTORS SINCE 2015



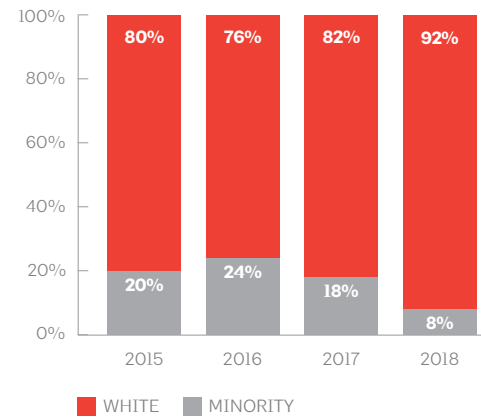
> ETHNICITY BREAKDOWN OF AIA BOARD OF DIRECTORS 2018



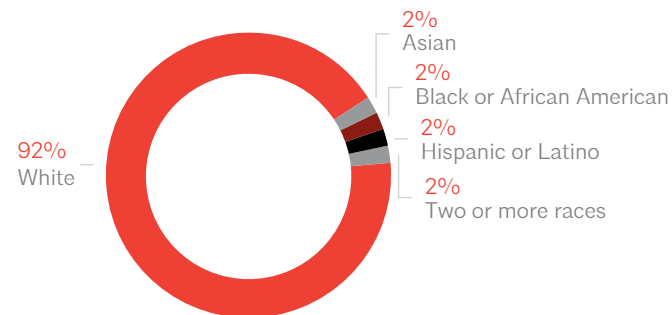
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# Ethnic diversity

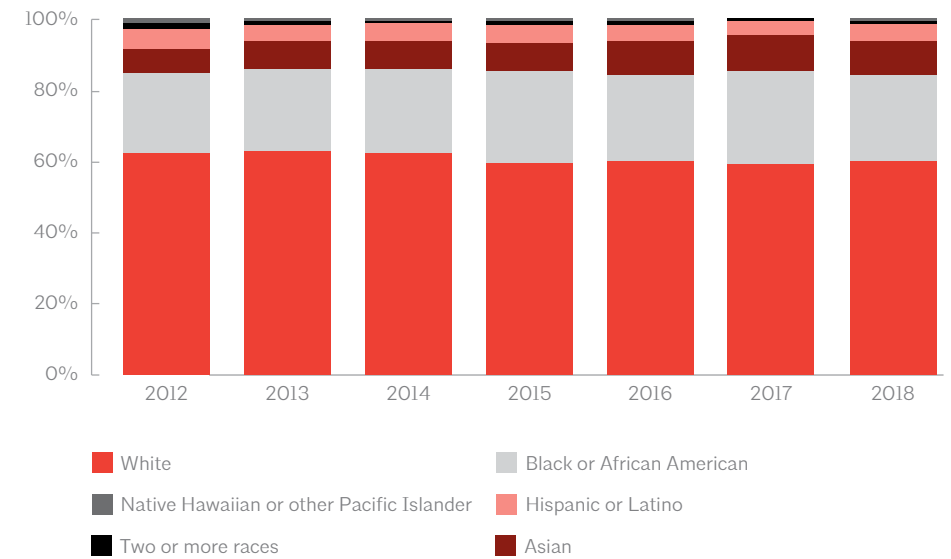
> ETHNICITY OF AIA STRATEGIC COUNCIL SINCE 2015



> ETHNICITY OF AIA STRATEGIC COUNCIL 2018



> ETHNICITY OF AIA NATIONAL STAFF



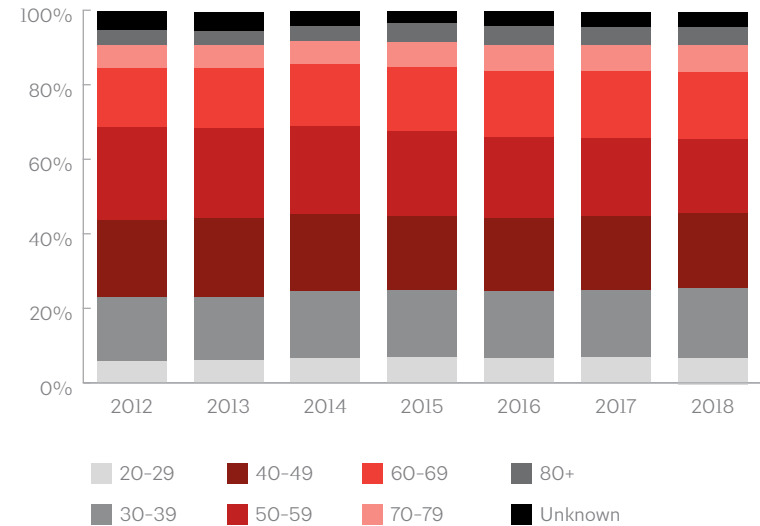
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# Age diversity

## The median age of members remains stable; however, segments are aging.

In 2018, the median age of members was 50, which does not differ from where it has been since 2012 (51). However, the percent share of members above the age of 60 has increased by nearly 4 points since 2012 while those aged 20-39 have increased by just over 3 points. The percent share of the 40-59 age range, which contains our current median, has shrunk by 6 points since 2012.

> AGE BREAKDOWN OF AIA'S TOTAL MEMBERSHIP



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# U.S. demographics report

**U.S. Census Data** The U.S. Census data chart is included here to provide context around AIA's ethnicity data.

> POPULATION BY RACE AND HISPANIC ORIGIN: 2014 AND 2060 (POPULATION IN THOUSANDS)

Race and Hispanic origin <sup>1</sup>	2014		2060		Change, 2014 to 2060	
	Number	Percent	Number	Percent	Number	Percent
<b>Total population</b>	<b>318,748</b>	<b>100</b>	<b>416,795</b>	<b>100</b>	<b>98,047</b>	<b>30.8</b>
One race	310,753	97.5	390,772	93.8	80,020	25.8
White	246,940	77.5	285,314	68.5	38,374	15.5
Non-Hispanic White	198,103	62.2	181,930	43.6	-16,174	-8.2
Black or African American	42,039	13.2	59,693	14.3	17,654	42
American Indian and Alaska Native	3,957	1.2	5,607	1.3	1,650	41.7
Asian	17,083	5.4	38,965	9.3	21,882	128.1
Native Hawaiian and other Pacific Islander	734	0.2	1,194	0.3	460	62.6
Two or more races	7,995	2.5	26,022	6.2	18,027	225.5
<b>Race alone or in combination<sup>2</sup></b>						
White	254,009	79.7	309,567	74.3	55,558	21.9
Black or African American	45,562	14.3	74,530	17.9	28,968	63.6
American Indian and Alaska Native	6,528	2	10,169	2.4	3,640	55.8
Asian	19,983	6.3	48,575	11.7	28,592	143.1
Native Hawaiian and other Pacific Islander	1,458	0.5	2,929	0.7	1,470	100.8
<b>Hispanic or Latino origin</b>						
Hispanic	55,410	17.4	119,044	28.6	63,635	114.8
Not Hispanic	263,338	82.6	297,750	71.4	34,412	13.1

> POPULATION BY NATIVITY AND AGE GROUP: 2014 TO 2060 (POPULATION IN THOUSANDS)

Nativity and age group	Population						Change, 2014 to 2060	
	2014	2020	2030	2040	2050	2060	Number	Percent
<b>Total</b>								
<b>All ages</b>	<b>318,748</b>	<b>334,503</b>	<b>359,402</b>	<b>380,219</b>	<b>398,328</b>	<b>416,795</b>	<b>98,047</b>	<b>30.8</b>
Under 18	73,591	74,128	76,273	78,185	79,888	82,309	8,718	11.8
18 to 44	115,426	120,073	126,588	128,669	132,371	136,310	20,884	18.1
45 to 64	83,477	83,861	82,434	91,021	98,074	100,013	16,536	19.8
65 and older	46,255	56,441	74,107	82,344	87,996	98,164	51,909	112.2
<b>Natives</b>								
<b>All ages</b>	<b>276,398</b>	<b>286,611</b>	<b>302,545</b>	<b>315,103</b>	<b>326,030</b>	<b>338,564</b>	<b>62,166</b>	<b>87.5</b>
Under 18	71,083	71,683	73,486	75,189	76,735	79,055	7,972	8.4
18 to 44	95,441	99,369	105,145	106,053	108,433	111,141	15,699	22.5
45 to 64	69,717	67,196	62,302	68,986	74,761	75,493	5,776	14.4
65 and older	40,157	48,362	61,612	64,876	66,101	72,876	32,719	77.3
<b>Foreign Born</b>								
<b>All ages</b>	<b>42,350</b>	<b>47,892</b>	<b>56,857</b>	<b>65,116</b>	<b>72,299</b>	<b>78,230</b>	<b>35,881</b>	<b>84.7</b>
Under 18	2,508	2,446	2,787	2,996	3,153	3,254	746	29.8
18 to 44	19,984	20,704	21,443	22,616	23,937	25,169	5,185	25.9
45 to 64	13,760	16,665	20,132	22,035	23,313	24,520	10,760	78.2
65 and older	6,098	8,079	12,495	17,469	21,895	25,288	19,190	314.7

Source: U.S. Census Bureau, 2014 National Projections.

# Appendix

## Definitions

For the purposes of this report, overall membership is defined as the member types: ‘Architect,’ ‘Associate,’ ‘International Associate,’ ‘Emeritus,’ and ‘Allied.’ Unless otherwise stated, the ‘Architect’ category is inclusive of licensed Architects and Fellows while Emeritus members are treated separately. Unless otherwise stated, ‘Associate’ and ‘International Associate’ are treated separately. No Honorary or Local Affiliate members were included in this analysis. Due to National Allied members’ low prevalence in the overall membership and their low reporting rate for demographics, they were not shown as a unique segment in this report. National Allied members’ demographics are part of the overall totals.

**Architect:** Individuals who are currently entitled under law to practice architecture and use the title Architect in any state of the United States are eligible to be Architect members.

**Associate (non-International):** Individuals without architectural licenses from a U.S. authority who meet any of the following requirements:

1. Those who are eligible by education or experience and are employed, enrolled, or participating in circumstances recognized by licensing authorities as constituting credit towards architectural licensure.
2. Those who are employed under the supervision of an architect in a professional or technical capacity directly related to the practice of architecture.

3. Those who have professional degrees in Architecture.
4. Those who are faculty members in university programs in architecture and who are actively involved in research, administration or the teaching of architecture.

**International Associates:** Individuals without architectural licenses from a U.S. licensing authority who have an architectural license or equivalent from a non-U.S. licensing authority are eligible to be International Associates. Such persons may be resident within or outside the U.S.

**Emeritus:** Architect and Associate members who have been in good standing in the Institute who have attained the age of 70, are retired or so incapacitated that they can no longer work, and have either:

1. 15 consecutive years of membership
2. 25 cumulative years of membership with the three most recent years consecutively in good standing.

The Secretary of the Institute may waive the age and period requirements on a case-by-case basis.

**Race and ethnicity:** According to the US Census Bureau the racial categories included in the census questionnaire generally reflect a social definition of race recognized in this country and not an attempt to define race biologically, anthropologically, or genetically. In addition, it is recognized that the categories of the race item include racial and national origin or sociocultural groups. People may choose to report more than one race to indicate their

racial mixture, such as “American Indian” and “White.” People who identify their origin as Hispanic, Latino, or Spanish may be of any race.

## Methodology and references

All data and visuals were created from historical year-end member rolls maintained by AIA unless otherwise noted. AIA data includes reported age, gender, and ethnicity information. Note that if demographic information was included in one year but left blank in the following, the data from the prior year was carried over for members.

The comparison to NCARB and NAAB reports differs by a year. At the time of creation of this report, NCARB and NAAB’s numbers are through 2017 year-end while AIA’s numbers are through 2018 year-end.

**Notes:** Associate status changes are determined by if a member was an associate one year and an architect the next.

Demographics National Council of Architectural Registration Boards, 2018 NCARB by the Numbers [ncarb.org/nbtn2018/demographics](https://ncarb.org/nbtn2018/demographics)

The National Architectural Accrediting Board, NAAB 2016 Annual Report Part I: Programs, Enrollment, and Degrees Awarded [naab.org](https://naab.org)

US Census Bureau, Projections of the Size and Composition of the U.S. Population: 2014 to 2060 census [gov/content/dam/Census/library/publications/2015/demo/p25-1143.pdf](https://www.census.gov/content/dam/Census/library/publications/2015/demo/p25-1143.pdf)

AIA Diversity in the Profession of Architecture: Executive Summary [aia.org/resources/12416-examining-the-state-of-diversity](https://www.aia.org/resources/12416-examining-the-state-of-diversity)

AIA Equity, Diversity, and Inclusion Commission Report [census.gov/topics/population/hispanic-origin/about.html](https://www.census.gov/topics/population/hispanic-origin/about.html)

1 Hispanic origin is considered an ethnicity, not a race. Hispanics may be of any race. Responses of “Some Other Race” from the 2010 Census are modified. For more information, see [census.gov/topics/population/hispanic-origin/about.html](https://www.census.gov/topics/population/hispanic-origin/about.html)

2 “In combination” means in combination with one or more other races. The sum of the five race groups adds to more than the total population, and 100 percent, because individuals may report more than one race.

i Demographics| National Council of Architectural Registration Boards, 2018 NCARB by the Numbers [ncarb.org/nbtn2018/demographics](https://ncarb.org/nbtn2018/demographics)

ii Demographics| National Council of Architectural Registration Boards, 2018 NCARB by the Numbers [ncarb.org/nbtn2018/demographics](https://ncarb.org/nbtn2018/demographics)

AIA Equity, Diversity, and Inclusion

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of Architects**

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