



Membership Demographics Report 2019

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aia.org

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Letter from Robert Ivy

In an effort to be more transparent, the American Institute of Architects (AIA) presents membership demographic data to the public for the first time.

The data reflect that in 2019, AIA's more than 95,000 members consisted of architectural professionals, including licensed professionals, individuals pursuing licensure, and others on a non-traditional path. Together, all members are part of thriving community dedicated to creating a more just and sustainable built environment.

Please note, reporting demographics is fully at the discretion of our members and many have made the decision not to disclose this information. We are currently working to update our options to allow members to better describe race and ethnicity along with gender identity and expression. We ask that current and future members consider providing this information to ensure that we have the most accurate accounting of who we represent and trends in the field.

Other reports confirm what we already know: women and members of racial and ethnic groups remain underrepresented in the profession. The statistical data in this report reflect that fact. However, it is also important to note that the data show that incoming cohorts are more gender, racially and or ethnically diverse.

Also, we have included the demographics of the staff of our National office along with those of our Board and Strategic Council.

We plan on continuing this report in future years for tracking and reporting on trends within our membership. If you have any comments on how we can improve the report, please reach out to memberservices@aia.org

Background & overview

The following report aggregates key demographic trends regarding The American Institute of Architects' (AIA's) membership, board of directors, strategic council, and national staff. Please note that while AIA's membership is an extensive community of more than 95,000 architectural professionals, participation in AIA is not mandatory to practice, and not all AIA members are licensed in the United States. Therefore, any current and future reporting of AIA members should not be construed as a census of the entire profession. Additionally, reporting demographic information to AIA is not a prerequisite for membership and is strictly voluntary, and some members choose not to disclose their race and/or ethnicity, gender identity and expression, or age. In some cases, nonreporting makes it challenging to fully determine AIA's member demographics.

Full definitions for our membership categories can be found in the appendix.

Beyond this report, members and others may be interested in numerous other data sources that report on the profession. Please refer to data resources provided by:

- National Architectural Accrediting Board, Inc. (NAAB)
- National Council of Architectural Registration Boards (NCARB)
- U.S. Bureau of Labor Statistics in the U.S. Department of Labor
- U.S. Census Bureau in the U.S. Department of Commerce

Key findings from these sources are provided in this report as a benchmark for AIA's numbers and show the pipeline into the profession. The data presented in this report is accurate to the best of our ability at the time of publication. Context and language evolve over time—some definitions that have been used in the past are no longer in use or have been expanded. The definitions related to gender, race and/or ethnicity will undoubtedly continue to evolve, be replaced, or become obsolete.

Key findings

The U.S. Census Bureau tracks and projects the demographics of the United States. In a recent report, the Bureau forecasts that 2030 will represent a turning point in U.S. demographics as Americans above the age of 65 will outnumber those below the age of 18, and immigration will be the main driver of population growth. According to Census Bureau projections, by 2045 white non-Hispanics will no longer make up the majority of the population, though they will remain the largest single racial or ethnic group. The fastest growth in racial and ethnic groups over the next few decades will come from individuals who are two or more races, followed by Asians and Hispanics.ⁱ

The profession of architecture will be influenced by changes in demographics of the United States in the coming decades. Reported statistics from NAAB on graduates and NCARB on newly licensed individuals show a more diverse pipeline into the profession.

AIA's membership reflects steady growth in women and underrepresented racial and/or ethnic groups. Data clearly show that incoming cohorts of architecture professionals are more gender and racially and/or ethnically diverse than the profession today.

AIA member gender identity & expression

AIA's membership has become more gender diverse over time. This is attributed in part to several key factors.

- NAAB reports that women make up nearly half of enrolled students and graduates from NAAB accredited programs of architecture, creating gender diversity in the pipeline to the profession.ⁱⁱ
- NCARB reports in 2019 women made up 39% of those completing the ARE and 42% of those completing AXP requirements, up from 35% and 39%, respectively, in 2012.ⁱⁱⁱ
- The trends in the profession are reflected in AIA's membership. The overall percentage of women members has grown by 7.3 points since 2012, to 24.4% in 2019. Across all member categories, 39.4% of first-time joining members were women in 2019.
- There is a higher percentage of women in the Associate membership category (40.2% in 2019) than in overall membership. Likewise, a consistently strong share of Associate members obtaining their licenses are women (39.5% in 2019).

Key findings

AIA member race and/or ethnicity

AIA is committed to equity, diversity, inclusion and belonging within the profession. In an effort to track demographic changes in the profession, members are encouraged to update their member profiles and voluntarily self-report their demographic data which impacts our ability to show trends. In 2019, 17.4% of AIA members did not report a race and/or ethnicity. There are data points that do reveal trends.

The underrepresented racial and/or ethnic groups are American Indian or Alaska Native, Asian, Black or African American, Hispanic or Latino, Native Hawaiian or other Pacific Islander, and two or more races. Like gender, we are updating our demographic categories for race/ethnicity to give members an accurate means of reporting.

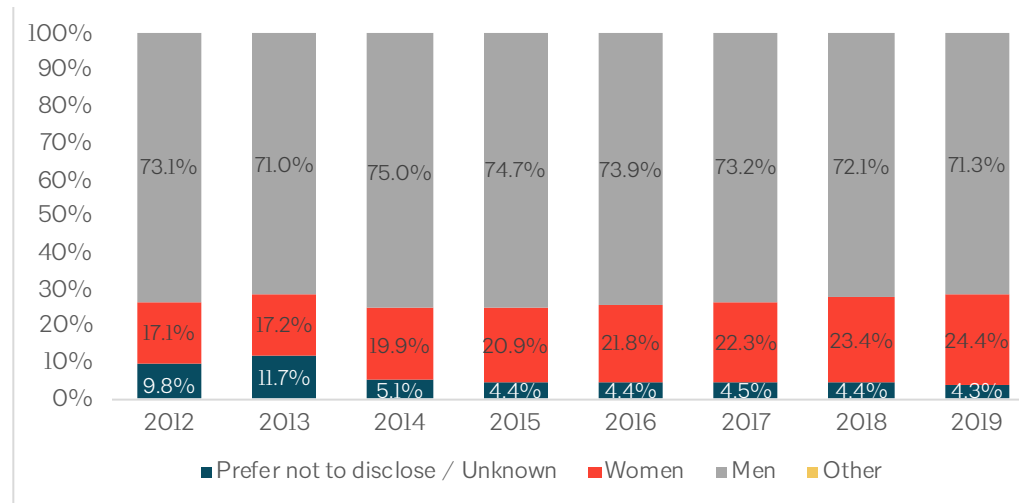
- NAAB reports that 30.3% of its graduates were from underrepresented racial and/or ethnic groups in 2019. The highest shares of underrepresented racial and/or ethnic groups were Hispanic/Latino and Asian at 14.3% and 8.5%, respectively.^{iv}
- NCARB reports that 79% of people completing the ARE were “white, not Hispanic or Latino” in 2019, down from 83% in 2012. Asians made up the second largest proportion of those completing exams at 12%.^v
- 16% of AIA members across all member categories identify as an underrepresented racial or ethnic group while just under 67% were White.
- Within the Associate membership category, a greater number of members identify as underrepresented races and ethnicities than in the membership as a whole, growing 10.9 points since 2012.

Gender identity & expression

Gender: All members

Gender diversity within overall AIA membership has continued to grow, with the share of women increasing from 17.1% in 2012 to 24.4% in 2019. Please note that starting in 2018, a third option was made available to members to expand the binary options of ‘men’ and ‘women’. Moving forward, we will have additional options for members to describe their gender identity and expression.

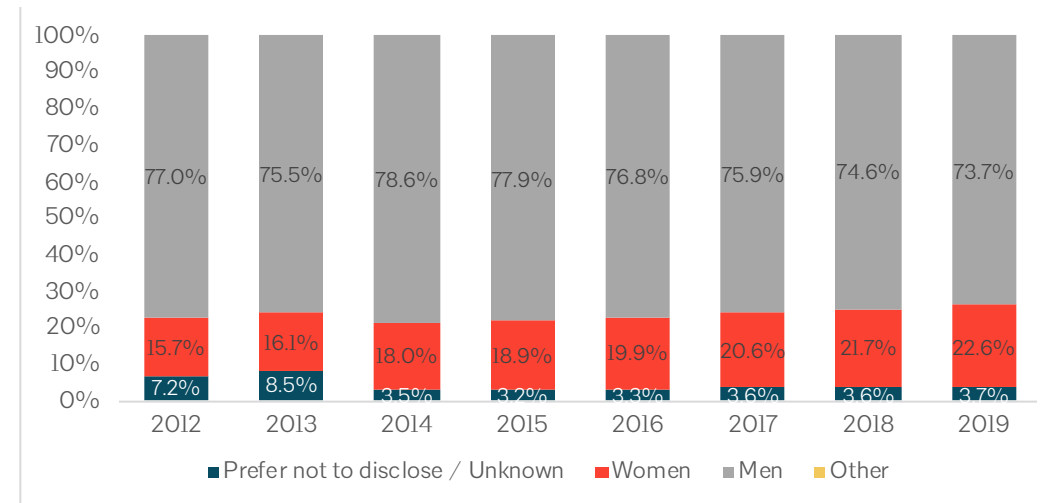
> GENDER: ALL MEMBERS



Gender: Architect members

Trends in gender diversity for Architect members are comparable with those in the overall membership, with the percentage of women increasing from 15.7% to 22.6% between 2012 and 2019.

> GENDER: ARCHITECT MEMBERS



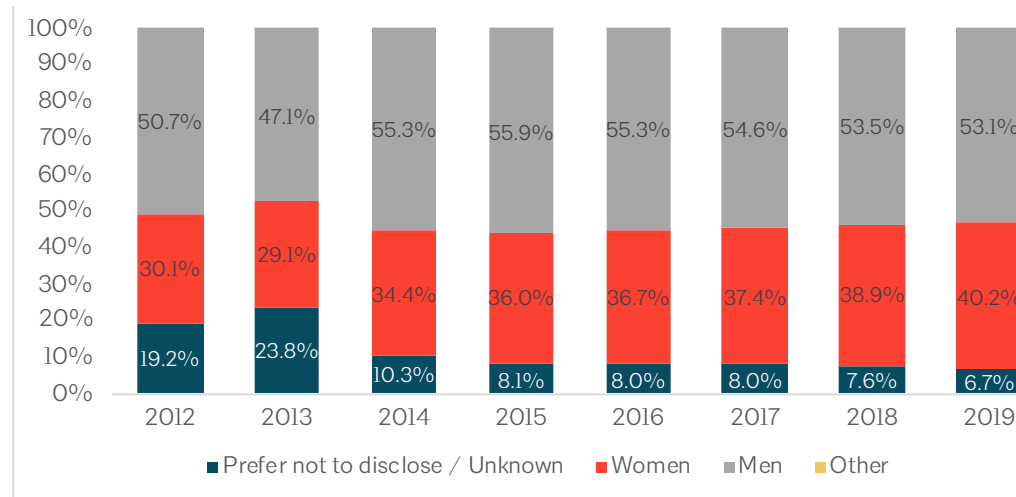
PLEASE NOTE THAT STARTING IN 2018 MEMBERS WERE GIVEN THE OPTION 'OTHER'. MOVING FORWARD, MEMBERS WILL HAVE ADDITIONAL OPTIONS TO DESCRIBE THEIR GENDER IDENTITY AND EXPRESSION

Gender identity & expression

Gender: Associate members

Associate membership continues to be more gender diverse than overall membership. In 2019, 40.2% of Associates reported their gender as women—higher than the overall membership share of 24.4%.

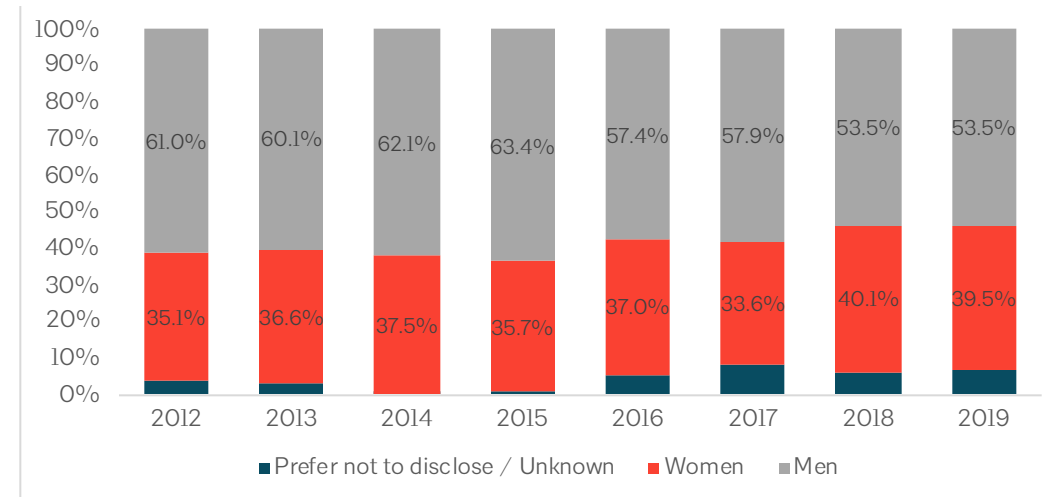
> GENDER: ASSOCIATE MEMBERS



Gender: Associates obtaining licensure

The percentage of women Associate members obtaining their license is similarly high—39.5% in 2019. As a comparison, in 2019 NCARB reported that 39% of those who completed the ARE were women.^{vi}

> GENDER: ASSOCIATES OBTAINING LICENSURE



PLEASE NOTE THAT STARTING IN 2018 MEMBERS WERE GIVEN THE OPTION 'OTHER'. MOVING FORWARD, MEMBERS WILL HAVE ADDITIONAL OPTIONS TO DESCRIBE THEIR GENDER IDENTITY AND EXPRESSION

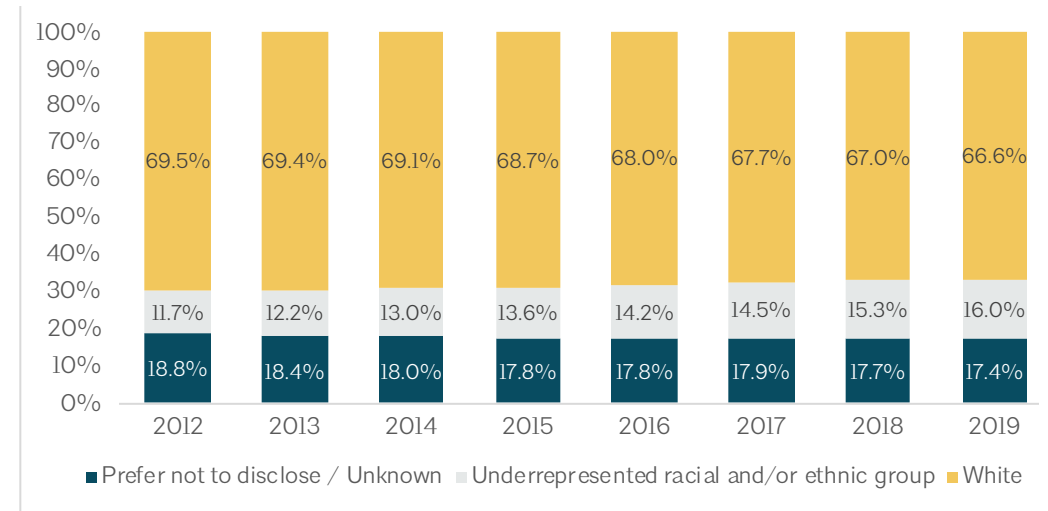
Race and/or ethnicity

Race and/or Ethnicity

Unreported race and/or ethnicity data continues to make it difficult to determine trends in the diversification of AIA membership over time. However, there are some trends worth noting.

- The percentage of reported underrepresented racial and/or ethnic groups grew 4.4 points between 2012 and 2019 to 16%.
- The underrepresented racial and/or ethnic groups are American Indian or Alaska Native, Asian, Black or African American, Hispanic or Latino, Native Hawaiian or other Pacific Islander, and two or more races. Like gender, we are updating our demographic categories for race/ethnicity to give members an accurate means of reporting.

> RACE AND/OR ETHNICITY: ALL MEMBERS



Race and/or ethnicity

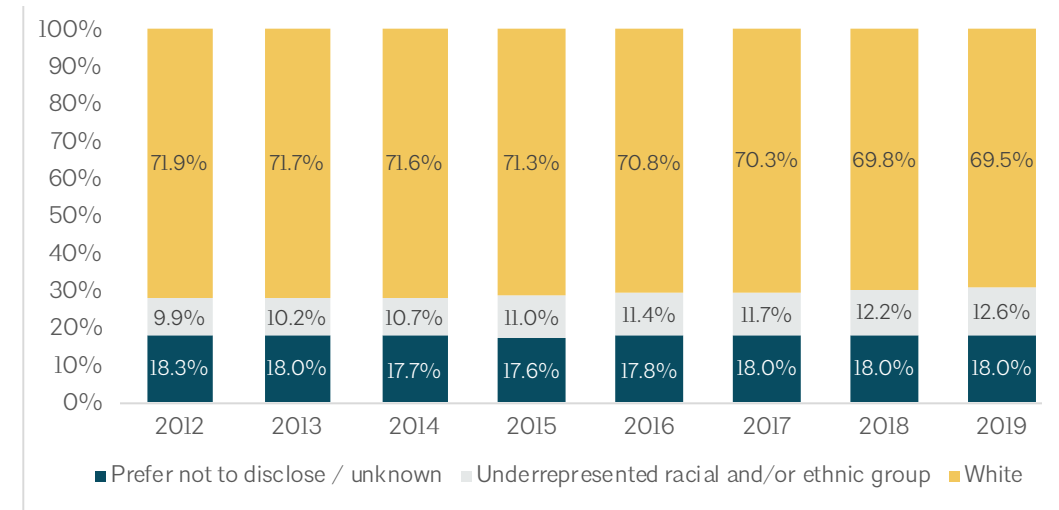
> 2019 RACE AND/OR ETHNICITY BY GENDER IDENTITY

Race and/or Ethnicity	Men	Women	Other	Prefer not to disclose	Unknown	Grand Total
American Indian or Alaska Native	140	54	1	-	2	197
Asian	3,622	2,420	1	7	67	6,117
Black or African American	1,367	634	1	1	23	2,026
Hispanic or Latina/o	3,319	1,697	1	5	54	5,076
Native Hawaiian or Other Pacific Islander	192	57	-	-	6	255
Prefer not to disclose	1,017	456	1	249	12	1,735
Two or more races	1,044	612	1	4	27	1,688
Unknown	8,611	3,270	-	105	2,941	14,927
White	49,013	14,214	6	22	563	63,818
Grand Total	68,325	23,414	12	393	3,695	95,839

Race and/or Ethnicity: Architect members

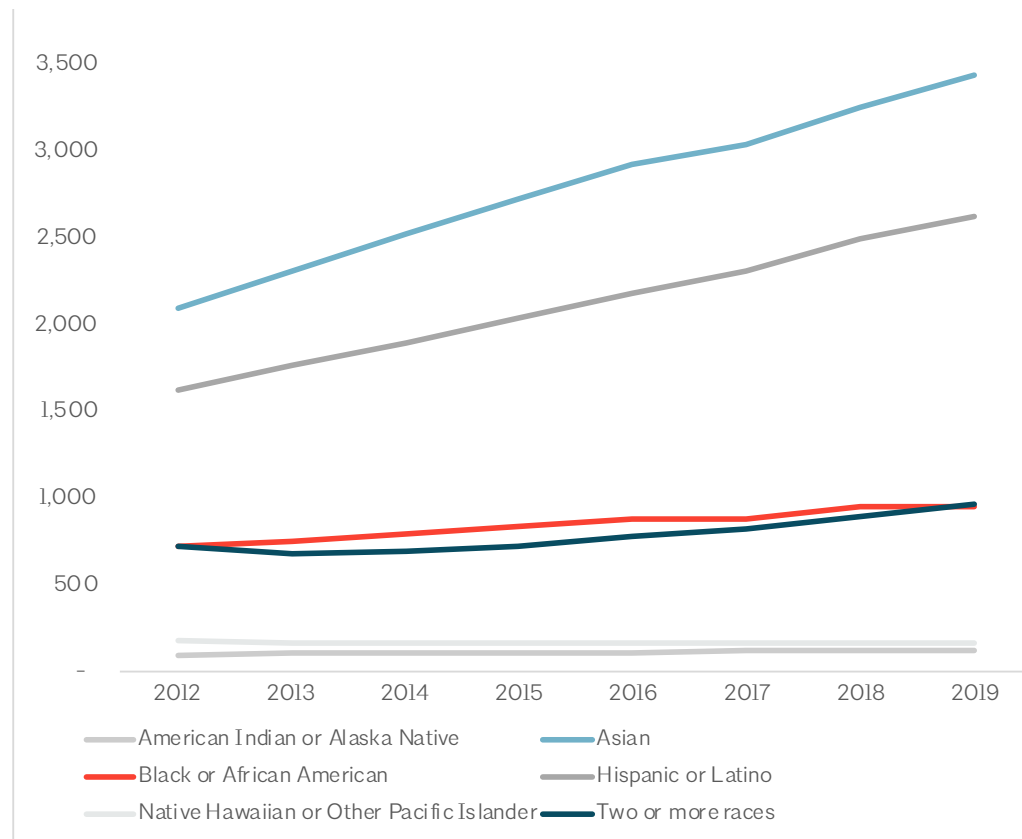
The trends seen in underrepresented racial and/or ethnic groups in overall membership are reflected in Architect demographics since 2012, with growth among Asian and Hispanic or Latina/o members.

> RACE AND/OR ETHNICITY: ARCHITECT MEMBERS



Race and/or ethnicity

> RACE AND/OR ETHNICITY: BREAKDOWN OF NON-EMERITUS ARCHITECT MEMBERS



> RACE AND/OR ETHNICITY: NON-EMERITUS ARCHITECT MEMBERS

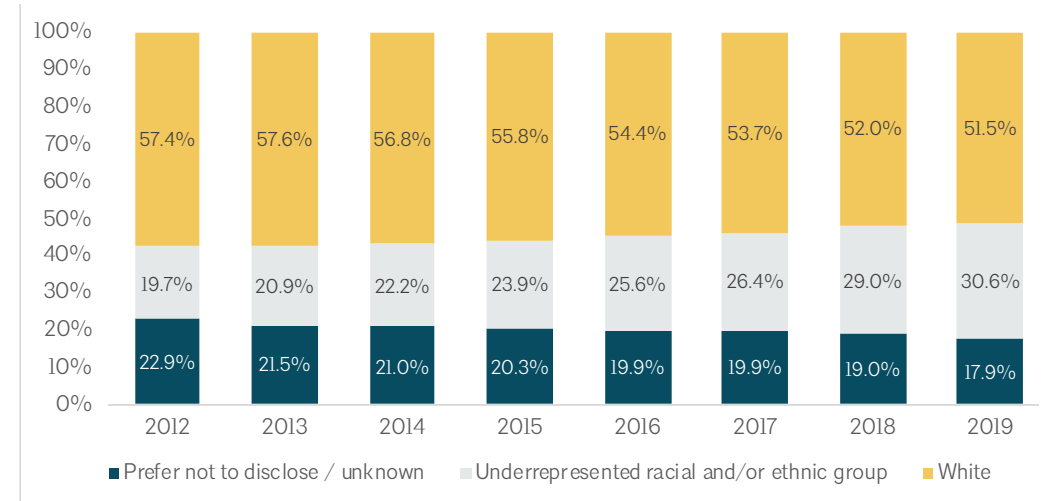
Race and/or Ethnicity	2012	2013	2014	2015	2016	2017	2018	2019
American Indian or Alaska Native	98	109	108	107	109	116	127	123
Asian	2,088	2,303	2,520	2,717	2,919	3,039	3,242	3,435
Black or African American	726	742	786	830	875	881	953	950
Hispanic or Latina/o	1,624	1,764	1,895	2,041	2,174	2,307	2,488	2,613
Native Hawaiian or Other Pacific Islander	177	159	158	158	159	162	162	167
Prefer not to disclose	-	-	117	389	540	673	829	977
Two or more races	727	683	690	717	781	824	894	969
Unknown	10,066	10,147	10,061	10,103	10,441	10,605	10,834	10,828
White	39,585	40,362	41,269	42,477	43,562	44,148	45,162	45,666
Total	55,091	56,269	57,604	59,539	61,560	62,755	64,691	65,728

Race and/or ethnicity

Race and/or Ethnicity: Associate members

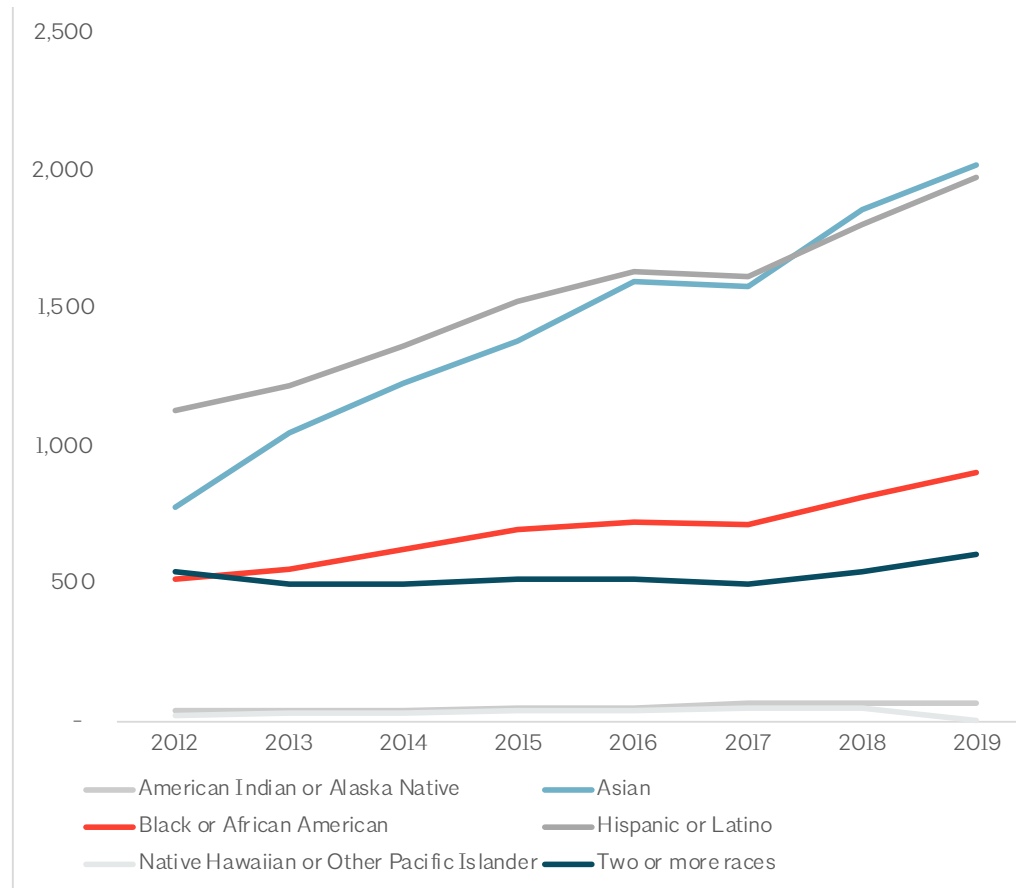
Associate membership continues to be more racially and/or ethnically diverse than AIA's overall membership. The reported percent of members from underrepresented racial and/or ethnic groups in the Associate category has grown from 19.7% in 2012 to 30.6% in 2019, a 10.9-point increase for this period. Associates are, on average, younger and newer to the profession, meaning they will drive future demographic change of licensed architects.

> RACE AND/OR ETHNICITY: ASSOCIATE MEMBERS



Race and/or ethnicity

> RACE AND/OR ETHNICITY: BREAKDOWN OF ASSOCIATE MEMBERS



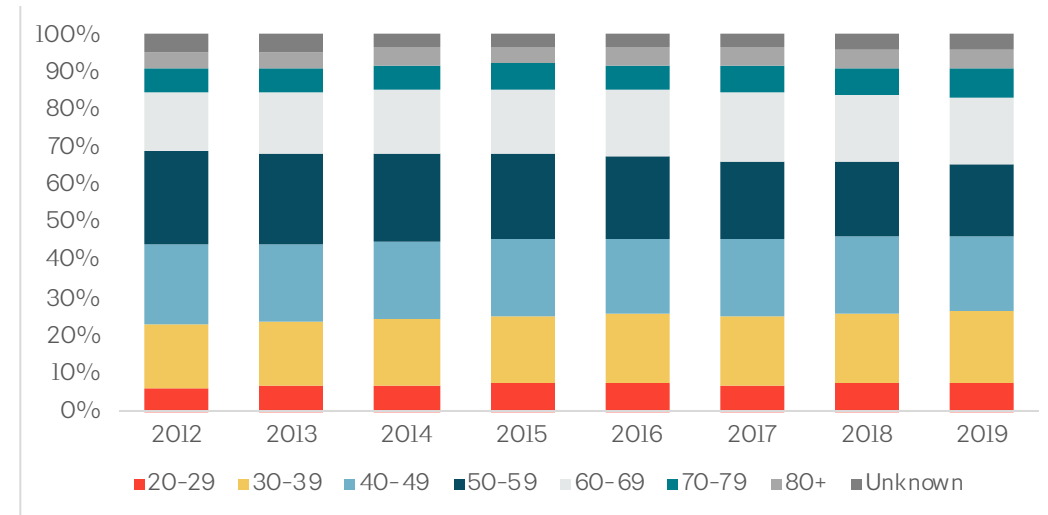
> RACE AND/OR ETHNICITY: ASSOCIATE MEMBERS

Race and/or Ethnicity	2012	2013	2014	2015	2016	2017	2018	2019
American Indian or Alaska Native	42	40	39	47	51	61	61	61
Asian	778	1,050	1,232	1,378	1,597	1,578	1,855	2,023
Black or African American	514	553	627	700	721	710	812	907
Hispanic or Latina/o	1,128	1,220	1,367	1,522	1,635	1,615	1,805	1,976
Native Hawaiian or Other Pacific Islander	23	29	31	34	40	43	47	-
Prefer not to disclose	-	-	59	215	318	370	493	594
Two or more races	547	496	500	512	512	497	539	604
Unknown	3,515	3,471	3,528	3,341	3,226	3,029	2,866	2,662
White	8,808	9,317	9,711	9,791	9,676	9,148	9,192	9,364
Total	15,355	16,176	17,094	17,540	17,776	17,051	17,670	18,191

Age

The median age of members remains stable; however, there is growth among older and younger cohorts. In 2019, the median age of members was 50, about where it has been since 2012 (51). However, the percentage of members above the age of 60 has increased by 4 points since 2012, while those aged 20–39 has increased by 3.6 points. The percentage of members in the 40–59 age range, which contains our current median, has shrunk by 6.8 points since 2012.

> AGE OF AIA'S OVERALL MEMBERSHIP



AIA leadership

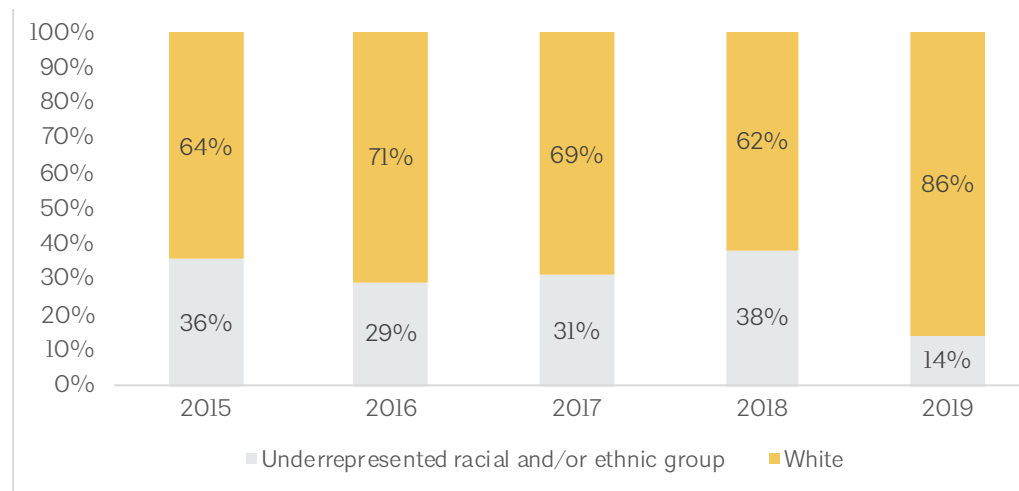
AIA Board of Directors

The board of directors' responsibilities include providing leadership to inspire the membership through the careful establishment of broad organizational values and perspectives. It approves AIA's the Strategic and Operating Plans as well as the annual Operating Budget.

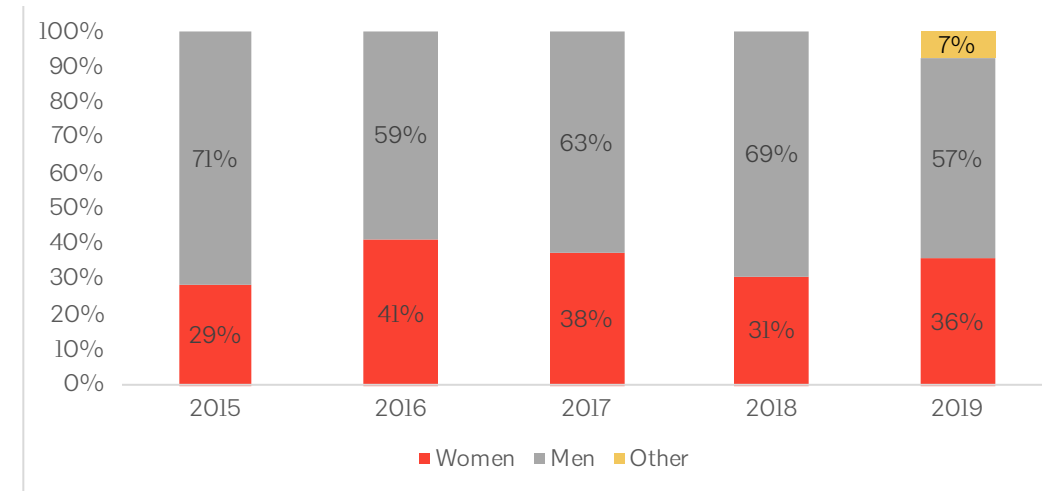
The board is composed of the officers (President, First Vice President, Secretary and Treasurer), six At-large Directors, and representatives from the Council of Architectural Component Executives (CACE), National Associates Committee, and the American Institute of Architecture Students (AIAS). The President may appoint up to two additional directors, for one-year terms. The EVP/Chief Executive Officer is also a member, ex officio.

Note: In 2015, when this data collection started, the AIA's governance was restructured (Board size reduced; Strategic Council created). Its composition has varied over the years; in 2019, there were 14 members.

> LEADERSHIP: BOARD OF DIRECTORS BY RACE AND/OR ETHNICITY



> LEADERSHIP: BOARD OF DIRECTORS BY GENDER



AIA leadership

AIA Strategic Council

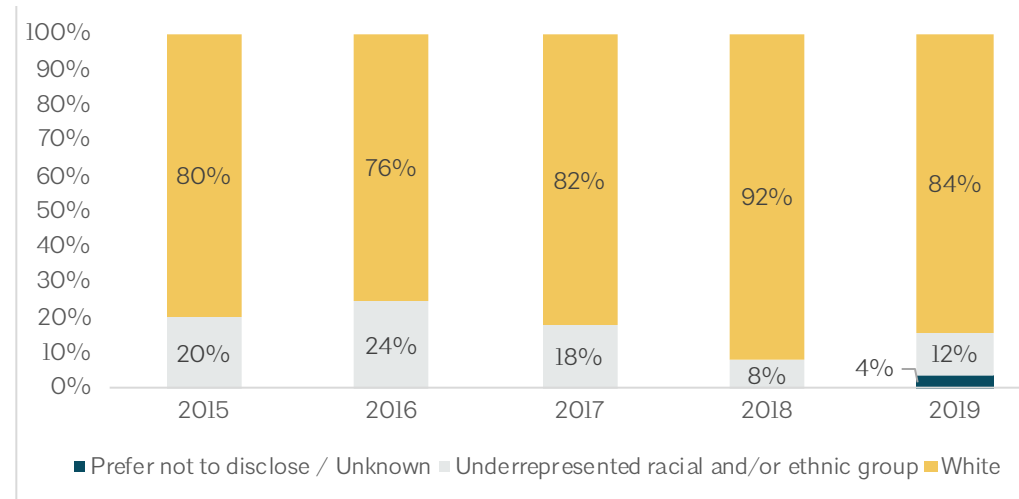
The strategic council is charged with advancing the profession of architecture by informing the board and other AIA bodies of important professional issues and opportunities.

It is composed of the officers (President, First Vice President, Secretary and Treasurer), the immediate Past President, and the EVP/Chief Executive Officer, ex officio. The Institute's 19 regions are represented, and there are up to 10 At-large representatives elected by the council. The council also includes representatives from the Council of Architectural Component Executives (CACE), National Associates Committee, and the American Institute of Architecture Students (AIAS).

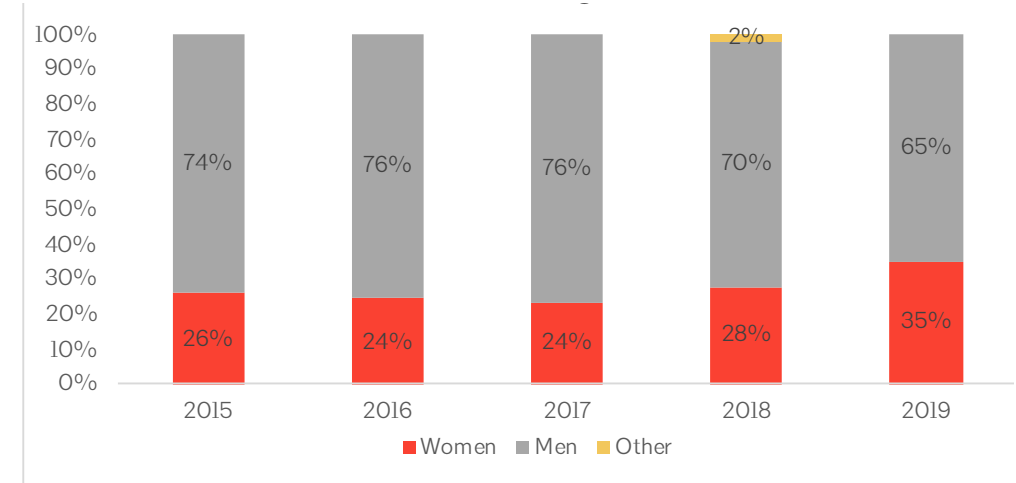
In 2019, there were 51 members of the strategic council.

A full overview of the AIA's governance structure can be found in its bylaws.

> LEADERSHIP: STRATEGIC COUNCIL BY RACE AND/OR ETHNICITY



> LEADERSHIP: STRATEGIC COUNCIL BY GENDER

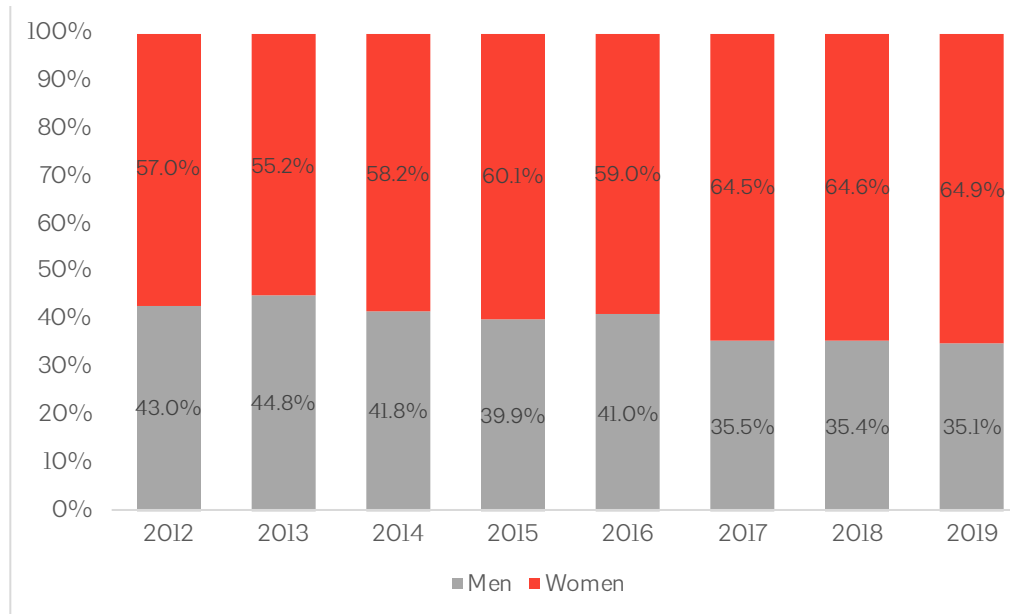


AIA national employees

AIA national employees

There are 231 employees working in or for the AIA national office, located in Washington, DC as of 2019. They work in a diverse set of areas to advocate on behalf of the profession of architecture, providing research on trends in the profession, and administering programming to more than 95,000 professional members. Note that these demographics are not inclusive of the employees of AIA's 200+ components across the U.S. and world; these data cover only those employed in the national office. [This is how the data was collected at the time]

> EMPLOYEES: GENDER OF AIA NATIONAL STAFF

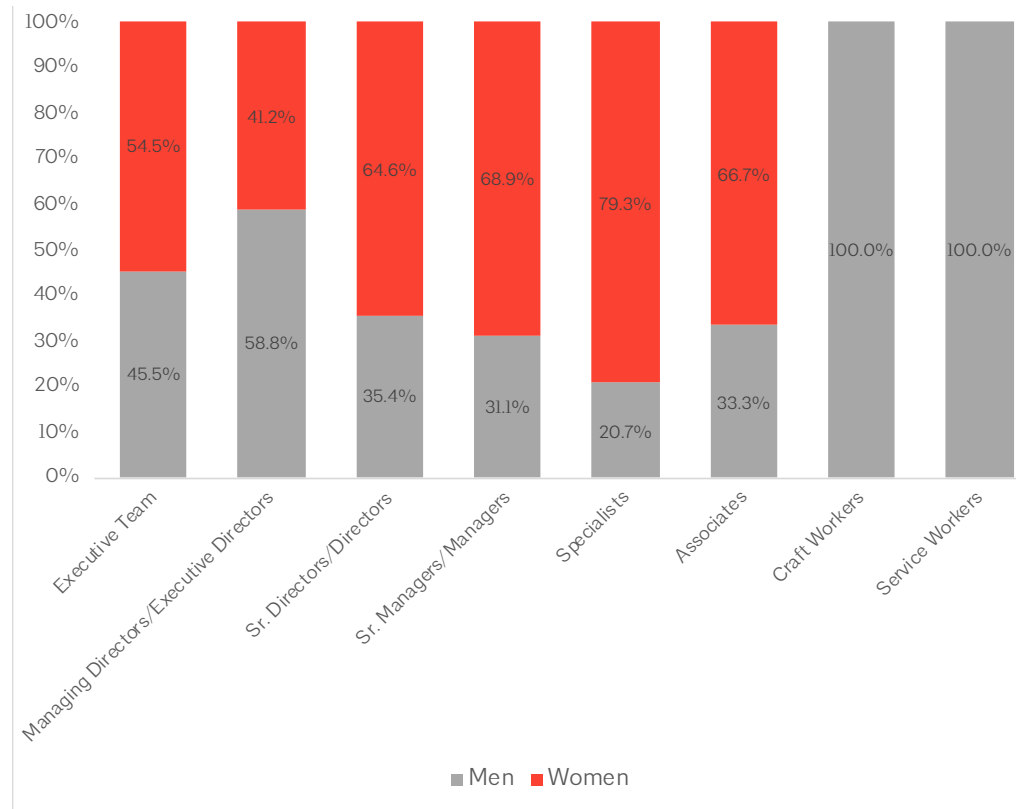


> RACE AND/OR ETHNICITY: AIA NATIONAL STAFF

Race and/or Ethnicity	2012	2013	2014	2015	2016	2017	2018	2019
American Indian or Alaskan Native	0	0	0	0	0	0	0	0
Asian	13	15	15	17	20	21	20	19
Black or African American	44	45	46	53	52	56	60	57
Hispanic or Latino	11	9	10	11	10	10	11	12
Native Hawaiian or Pacific Islander	2	1	1	1	1	1	1	1
Two or more races	3	2	1	2	2	0	1	1
White	120	120	121	124	127	129	133	141
Total	193	192	194	208	212	217	226	231

AIA national employees

> EMPLOYEES: GENDER OF AIA NATIONAL STAFF BY TITLE IN 2019



> AIA NATIONAL STAFF RACE AND/OR ETHNICITY BY TITLE IN 2019

Title	Hispanic or Latino	White	Black or African American	Native Hawaiian or other Pacific Islander	Asian	Two or more races	Total
Executive Team	0	10	1	0	0	0	11
Managing Directors/Executive Directors	0	14	1	0	2	0	17
Sr. Directors/Directors	2	56	14	0	9	1	82
Sr. Managers/Managers	6	42	18	0	8	0	74
Specialists	2	13	13	1	0	0	29
Associates	1	4	9	0	1	0	15
Craft Workers	0	1	1	0	0	0	2
Service Workers	1	0	0	0	0	0	1
Total	12	140	57	1	20	1	231

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. National Allied members are not shown as a unique segment in this report because of their low prevalence within membership. Their demographics are included in the overall membership 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. These are inclusive of AIA Fellows.

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 toward 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 residents within or outside the U.S.

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

5. 15 consecutive years of membership, or
6. 25 cumulative years of membership with the three most recent years consecutively in good standing.

The AIA secretary may waive the age and period requirements on a case-by-case basis.

Race and ethnicity: According to the U.S. Census Bureau, the racial categories included in the census questionnaire generally reflect a social definition of race recognized in this country and are not an attempt to define race biologically, anthropologically, or genetically. In addition, it is recognized that the categories for race 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 ethnicity as Hispanic, Latina/o, or Spanish may be of any race.

Underrepresented racial and/or ethnic groups

Includes American Indian or Alaska Native, Asian, Black or African American, Hispanic or Latino, Native Hawaiian or other Pacific Islander, and two or more races. Like gender, we are updating our demographic categories for race/ethnicity to give members an accurate means of reporting.

Methodology & references

All data and visuals were created from historical year-end member rosters maintained by AIA unless otherwise noted. AIA data includes reported age, gender expression and identity, and race and ethnicity information.

Associate status changes are determined based on whether a member was an Associate one year and an Architect the next.

NCARB’s 2020 report and NAAB’s 2019 report both describe data for 2019. This report uses 2019 AIA data for comparison.

Important sources

National Architectural Accrediting Board
naab.org

National Council of Architectural Registration Boards
ncarb.org

National Council of Architectural Registration Boards, 2020 NCARB by the Numbers
ncarb.org/nbtn2020

National Organization of Minority Architects (NOMA)
noma.net

The Bureau of Labor Statistics
bls.gov

i. Demographic Turning Points for the United States: Population Projections for 2020 to 2060 <https://www.census.gov/library/publications/2020/demo/p25-1144.html>

ii. 2019 Annual Report on Architecture Education
naab.org/wp-content/uploads/2019_NAAB-Annual-Report.pdf

iii. Demographics | National Council of Architectural Registration Boards, 2020 NCARB by the Numbers
ncarb.org/nbtn2020/demographics

iv. 2019 Annual Report on Architecture Education
naab.org/wp-content/uploads/2019_NAAB-Annual-Report.pdf

The race/ethnicity categories included in the NAAB report are white, Asian, two or more races, nonresident alien, American Indian/Alaska Native, Hispanic/Latino, Black/African American, and Native Hawaiian/Pacific Islander.

v. Demographics | National Council of Architectural Registration Boards, 2020 NCARB by the Numbers
ncarb.org/nbtn2020/demographics

vi. Demographics | National Council of Architectural Registration Boards, 2020 NCARB by the Numbers
ncarb.org/nbtn2020/demographics

AIA Equity, Diversity, and Inclusion

Questions? memberservices@aia.org



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