Equity in Architecture
2017 Survey Report
Credits


AIA Kansas City Equity in Architecture 2017 Survey Report data contribution & participation by AIA Kansas City membership.

AIA Kansas City Equity in Architecture 2017 Survey Report prepared by AIA Kansas City Equity in Architecture Committee.

AIA Kansas City Equity in Architecture Committee Co-Chairs:

Samantha McCloud, AIA
Shahad Sadeq, Associate AIA

Special thanks to the following individuals for exceptional contribution to the AIA Kansas City Equity in Architecture 2017 Survey Report:

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If you’re like me, equity in architecture is something we all want to support. But what does it really mean and what impact does it have on our business? This report gives us the insight into the workforce dynamics that impact talent retention and attraction, and how we can help advance the profession, influence our community and make us more reflective of society. After you review this study, I encourage you to reflect on your own practice, its culture and how you create a more equitable workplace.

This conversation was started with AIA National in 2015 at the AIA National Convention. After 14 months of research, they published their results in January of 2017. It is with great pride that the AIA Kansas City Equity in Architecture committee has taken on this massive endeavor to help educate us on the issues.

AIA Kansas City is on the forefront.

I want to thank Co-Chairs Shahad Sadeq, Associate AIA and Samantha McCloud, AIA and the members of the AIA Kansas City Equity in Architecture Committee for their commitment to this project. The professional approach taken to develop the survey and analyze information gathered, as well as the published findings themselves, is indeed impressive.

As requested in the report, “let this report inspire conversations in our chapter, in our community and in our profession.”; I look forward to future AIA Kansas City Equity in Architecture conversations.

Sincerely,

Marsha Hoffman
2017 AIA Kansas City Board of Directors President
SFS Architecture Principal
In 2015, AIA National created the Equity in Architecture Commission, a panel of leading architects, educators, and diversity experts, to investigate diversity and inclusion in the profession. AIA Kansas City is engaging in this call to action through its own AIA Kansas City Equity in Architecture committee.

The AIA Kansas City Equity in Architecture mission is to provide resources for members and the community to improve awareness and success on issues around diversity, inclusion, and equitable practice. Topics of interest include the recruitment/retention of talent, advancement in the profession, and furthering the value of design in society through diversity-inclusive actions. AIA Kansas City Equity in Architecture has outlined its “A.C.E.” goals to Advocate, Connect, and Educate.

The AIA Kansas City Equity in Architecture 2017 Survey Report is an effort to understand our membership’s perception and goals with regards to diversity, inclusion, and what enables workplace success for all. Through the participation of our members, we are taking this first step to analyze the numbers and gain insight on a baseline for future strategy and goal setting.

Along with the American Institute of Architects, there are numerous organizations that have published national reports on the subjects of diversity, inclusion, and equity. Many of these studies indicate growing diversity in the workforce pipeline as well as a need to foster workplace cultures and policies that are inclusive and measurably equitable. Hot topics of conversation include gaps in salary compensation, unconscious bias, lack of flexibility for family obligations, entreaty for improved empathy, lack of representation, and more.

Through these findings, there is a visible opportunity to improve how we connect with one another. It is important for our community to assist one another in destigmatizing unconscious bias to encourage progress and self-education. As designers, there is a strong business case that diverse representation assists with business development and fostering connection to the diverse communities we serve, in addition to improving our capabilities to design and develop thoughtful, inclusive-minded projects.

Our goal in this endeavor is to amplify the successful measures our community is taking toward a more diverse, inclusive and equitable profession as well as to highlight growth opportunities for continued progress toward that outcome. We hope this report inspires conversation in our chapter, in our community, and in our profession.

Sincerely,

Shahad Sadeq, Associate AIA
TreanorHL, Architectural Designer

Samantha McCloud, AIA
GastingerWalker&, Architect

Samantha McCloud, AIA
Shahad Sadeq, Associate AIA
AIA Kansas City Equity in Architecture
Committee Co-Chairs
Why
To advance our connections. How we connect to one another, our clients, our leaders, our colleagues, and our community contributes much to our personal development, professional career trajectory and how we approach design. Through self-awareness, our chapter can establish a baseline for measurable progress toward a more inclusive, more diverse, and more equitable profession.

Goals
To spark more questions. The AIA Kansas City Equity in Architecture 2017 Survey Report findings are the first step in the conversation. We hope this report inspires its audience to dig deeper into the discussion, advocate for continued progress, and share the information to help educate others.

Definitions
• **Diversity** is the presence of individuals representing more than one gender, ethnicity, national origin, age, socioeconomic stratum, sexual orientation, physical ability, as well as other inherited factors contributing to a distinct personal perspective or experience.
• **Inclusion** is the active engagement of diversity in discussion groups and decision-making roles.
• **Equity** is the unbiased, impartial, equal and fair treatment of individuals.

Methods
The 2017 Survey Report was an unbiased, inclusive effort driven by a diverse group of practitioners. The AIA Kansas City Equity in Architecture Committee generated the survey questionnaire within a format of four key sections (Workplace Culture, Recruitment/Retention, Perception, and Demographics). Online access to the survey was distributed to chapter membership, inviting participation over a period of three weeks from June 5, 2017 through June 26, 2017. AIA Kansas City staff provided the participants’ data in an anonymous format to the committee for analysis and summary.

Prior to the AIA Kansas City Equity in Architecture 2017 Survey, several steps were completed by the committee to prepare the final questionnaire, including five two-hour inclusive discussions with focus groups of AIA Kansas City members to collect key topics for the survey, six months of in-depth research on survey methodology, and fifteen thirty-minute interviews with individual AIA Kansas City members to better understand current challenges and successes regarding diversity, inclusion, and equity within our local community.

Through investigations over the course of three months, the AIA Kansas City Equity in Architecture committee identified key findings revealed through the survey responses. The process of investigation involved several phases, including cleansing the raw responses into usable data, performing spreadsheet comparisons, data modeling analysis, and finalizing the graphic representation of the findings.
Key Findings
The AIA Kansas City Equity in Architecture Survey revealed strong findings* in the following areas:

*What Workplace Provisions Lead to Success?
The majority of AIA Kansas City member responses reported a positive level of satisfaction at current companies as well as reported fair opportunity to be successful. This executive summary highlights correlations in the data to share which workplace provisions may contribute to professional achievement and job satisfaction. This section also explores common reasons why participants left previous positions of employment and what factors contributed most in their choice of a new position.

*What Workplace Provisions Support Work-Life Balance?
The majority of AIA Kansas City responses reported a positive level of managing work-life balance at current companies. This executive summary explores patterns in the data to share which workplace provisions may support individuals in our industry managing harmony among personal and professional demands.

*How Does AIA Kansas City Engage Diversity?
The majority of AIA Kansas City responses reported an active or supportive level of engagement in diversity. This executive summary highlights the various ways participants advocate for diversity and inclusion: on a personal level, through company support, and/or through AIA Kansas City efforts. This section also highlights areas which participants have identified as most in need of improvement to promote diversity, inclusion, and equity in the profession.

What Equity Issues Remain Unclear?
The AIA Kansas City Equity in Architecture 2017 Survey responses exposed mixed feelings on several subjects within the questionnaire. This executive summary shares what issues may be worth further investigation and discussion within our membership and community.

AIA Kansas City Diversity & Inclusion By the Numbers
By the numbers, this executive summary highlights top achievements of the Kansas City chapter and top growth areas for consideration based off of survey responses.

Conclusion
Thank you to all of the AIA Kansas City members that participated, advocated, and engaged in the efforts of the AIA Kansas City Equity in Architecture committee! The findings of this exercise would not be possible without membership involvement. It is the intent of this executive summary to provide insight into the current state of diversity, inclusion and equity in the AIA Kansas City chapter and to inspire invested conversation and dialogue within our community and with one another.

*This disclaimer informs readers that this report is a summary of statements that belong solely to the survey participants and is not verified fact-based data.
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Representation

Key Findings

What Workplace Provisions Lead to Success?
What Workplace Provisions Support Work/Life Balance?
How Does AIA Kansas City Membership Engage Diversity?
What Equity Issues Remain Unclear?

AIA Kansas City By the Numbers
A total of 200+ individual AIA Kansas City members participated in the survey, completing 170+ questionnaires in full. Participation in the survey by segment (among those who specified a response) was as follows:

<table>
<thead>
<tr>
<th>Segment</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men</td>
<td>108</td>
</tr>
<tr>
<td>Women</td>
<td>63</td>
</tr>
<tr>
<td>White</td>
<td>154</td>
</tr>
<tr>
<td>People of Color</td>
<td>17</td>
</tr>
<tr>
<td>Age Under 30</td>
<td>35</td>
</tr>
<tr>
<td>Age 31-40</td>
<td>44</td>
</tr>
<tr>
<td>Age 41-50</td>
<td>36</td>
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<tr>
<td>Age 51-60</td>
<td>30</td>
</tr>
<tr>
<td>Age Above 60</td>
<td>26</td>
</tr>
<tr>
<td>Firm Size Under 20</td>
<td>32</td>
</tr>
<tr>
<td>Firm Size 21 - 50</td>
<td>38</td>
</tr>
<tr>
<td>Firm Size 51 - 100</td>
<td>26</td>
</tr>
<tr>
<td>Firm Size Over 100</td>
<td>75</td>
</tr>
<tr>
<td>Professional Experience Less than 5 years</td>
<td>34</td>
</tr>
<tr>
<td>Professional Experience 6 - 10 years</td>
<td>19</td>
</tr>
<tr>
<td>Professional Experience 11- 20 years</td>
<td>43</td>
</tr>
<tr>
<td>Professional Experience More than 20 years</td>
<td>75</td>
</tr>
<tr>
<td>Compensation Less than $45K</td>
<td>8</td>
</tr>
<tr>
<td>Compensation $45 - 60K</td>
<td>30</td>
</tr>
<tr>
<td>Compensation $60 - 80K</td>
<td>35</td>
</tr>
<tr>
<td>Compensation $80K - 100K</td>
<td>34</td>
</tr>
<tr>
<td>Compensation $100K - 150K</td>
<td>34</td>
</tr>
<tr>
<td>Compensation Over $150K</td>
<td>21</td>
</tr>
</tbody>
</table>
What Workplace Provisions Lead to Success?

The majority of AIA Kansas City member responses reported a positive level of satisfaction at current companies as well as reported fair opportunity to be successful. This executive summary highlights correlations in the data to share which workplace provisions may contribute to professional achievement and job satisfaction. This section also explores common reasons why participants left previous positions of employment and what factors contributed most in their choice of a new position.

- Fair Opportunity for Success
- Relationships Lead to Success
- Firm Provided Mentorship By Demographic
- Company Provisions & Firm Size
- Performance Reviews & Firm Size
- Overtime & Compensation
- Recognition By Leadership
- Company Satisfaction & Work-Life Balance
- Company Satisfaction & Talent Retention
- Why They Left...
- Where They Went...
Access to Fair Opportunities for Success

Total Survey Response

91%

Access to Fair Opportunities for Success

Age

Under 40

Over 40

Compensation

Under $80,000

Over $80,000

Gender

Female

Male

Ethnicity

People of Color

White

What Workplace Provisions Lead to Success?

Fair Opportunity for Success

The majority of survey participants reported positively on access to fair opportunities for success.

Survey response ratios isolated into separate profile studies by age, compensation, gender, and ethnicity revealed:

- Sentiments of access to fair opportunities are similar among participants both younger and older than 40 years.
- Sentiments of less access to fair opportunities are similar among participants making over and under $80,000.
- Sentiments of less access to fair opportunities are greater among female participants.
- Sentiments of less access to fair opportunities are greater among people of color* participants.

*Less than 20 survey participants identified as people of color and therefore the survey report findings of this demographic may not accurately reflect the views of the membership-at-large.
What Workplace Provisions Lead to Success?

Relationships Lead to Success

The majority of survey responses reported that meaningful relationships at work contributed to their path to success while also reporting that their current company does not provide an assigned mentor/advocate.

Analysis of survey responses revealed correlations* between having the support of a mentor/advocate and higher compensation, job satisfaction, and job responsibility.

The majority of survey participants earning more than $150,000 reported having mentor/advocate support.

*Correlations do not certify causation.
What Workplace Provisions Lead to Success?

**Firm Provided Mentorship By Demographic**

The majority of survey responses reported that meaningful relationships at work contributed to their path to success while also reporting that their current company does not provide an assigned mentor/advocate.

Survey response ratios isolated into separate profile studies by gender, ethnicity, and firm size revealed varying reports on having firm provided mentor/advocate support:

- Greater percentage of male participants reported their current firm provided mentor/advocate support than percentage of female participants.
- Greater percentage of white participants reported their current firm provided mentor/advocate support than percentage of people of color* participants.
- Greater percentage of participants from larger firms reported their current firm provided mentor/advocate support than percentage of smaller firm participants.

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What Workplace Provisions Lead to Success?

Company Provisions & Firm Size

The majority of survey participants reported meaningful relationships at work, project experience/opportunity, professional development support, and culture fit as key workplace provisions leading to success across multiple firm size comparisons.
What Workplace Provisions Lead to Success?

Performance Reviews & Firm Size

Nearly a quarter (22%) of survey participants reported frequent performance reviews contributed to their professional success.

Per survey responses, annual reviews are most prevalent across all firm sizes.
What Workplace Provisions Lead to Success?

Survey responses revealed there may not be a strong correlation with compensation and overtime hours worked. Majority of survey participants across all earning profile studies did not report working more than 50 hours in a typical week.
What Workplace Provisions Lead to Success?

Recognition By Leadership

The majority of survey participants reported leaders openly recognize individual achievement at their current companies.

Survey response ratios isolated into separate profile studies by gender, ethnicity, and firm size revealed:

- Greater percentage of male participants reported positively to leadership recognition than female participants.
- Greater percentage of white participants reported positively to leadership recognition than people of color* participants.
- Across all firm sizes, participants reported positively to leaders openly recognizing individual achievement.

*Less than 20 survey participants identified as people of color and therefore the survey report findings of this demographic may not accurately reflect the views of the membership-at-large.
What Workplace Provisions Lead to Success?

Company Satisfaction & Work-Life Balance

The majority of survey participants reported managing work-life balance at their current companies. Responses revealed a correlation* with managing work-life balance and achieving company satisfaction.

*Correlation does not certify causation.

Correlations Between Work-Life Balance and Company Satisfaction

- 5 - I love it here.
- 4 - I am more than satisfied here.
- 3 - I am satisfied here.
- 2 - I am not satisfied here, but I plan to stay.
- 1 - I am not satisfied here, and I plan to leave.

Work-Life Balance vs Company Satisfaction

<table>
<thead>
<tr>
<th>Yes</th>
<th>Sometimes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>31%</td>
<td>61%</td>
<td>8%</td>
</tr>
</tbody>
</table>

Company Satisfaction Rating

<table>
<thead>
<tr>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 - I am not satisfied here, and I plan to leave.</td>
<td>2 - I am not satisfied here, but I plan to stay.</td>
<td>3 - I am satisfied here.</td>
<td>4 - I am more than satisfied here.</td>
<td>5 - I love it here.</td>
</tr>
</tbody>
</table>
What Workplace Provisions Lead to Success?

Company Satisfaction & Talent Retention

The majority of survey responses reported positive feelings of satisfaction at current companies. Responses revealed a correlation* with talent retention and workplace satisfaction. The majority of survey participants with high levels of satisfaction at their current workplace also reported having longer histories with that company.

*Correlation does not certify causation.
Total Survey Response Top Reasons for Leaving Previous Position

What Workplace Provisions Lead to Success?

Why They Left...

Survey responses revealed that lack of satisfaction with personal growth potential, project type experience, and compensation as the top reasons for leaving their previous positions of employment.
What Workplace Provisions Lead to Success?

Survey responses revealed that project type opportunity, potential for personal growth, and firm culture as the top reasons for joining their current company.

Where They Went...

Survey responses revealed that project type opportunity, potential for personal growth, and firm culture as the top reasons for joining their current company.

Top Reasons for Joining Company

- I started my own company.
- I was attracted to the company demographics.
- I had a personal connection with someone at the company.
- I was attracted to the design process/approach of the company.
- I was attracted to the salary/benefits.
- I was attracted to the size of the company.
- I was attracted to the company’s reputation.
- I was attracted to the location of the company.
- I was attracted to the company value system/culture.
- I was attracted to my personal growth potential with the company.
- I was attracted to the project type(s) of the company.

Total Survey Response Top Reasons for Choosing Current Position
What Workplace Provisions Support Work-Life Balance?

The majority of AIA Kansas City responses reported a positive level of managing work-life balance at current companies. This executive summary explores patterns in the data to share which workplace provisions may support individuals in our industry managing harmony among personal and professional demands.

Company Provisions & Work-Life Balance
Demographics & Work-Life Balance
Typical Hour Commitment & Work-Life Balance
Flexibility & Work-Life Balance
Paid Time Off & Work-Life Balance
Years at Company & Work-Life Balance
Responsibility Level & Work-Life Balance
Firm Size & Work-Life Balance
Company Provisions & Work-Life Balance

The majority of survey participants reported positively on managing a work-life balance.

Survey response ratios isolated into separate profile studies per company provisions revealed several correlations*:

- Greater positive response to managing a work-life balance when company provides a Human Resource Department.
- Greater positive response to managing a work-life balance when company provides an assigned mentor.
- Greater positive response to managing a work-life balance when company provides an assigned advocate.
- Greater negative response to managing a work-life balance when company provides none of the above.

*Correlation does not certify causation.
The majority of survey participants reported positively on managing a work-life balance.

Survey response ratios isolated into separate profile studies per company provisions revealed several correlations*:

• Greater positive response to managing a work-life balance when company provides business development training.
• Greater positive response to managing a work-life balance when company provides interpersonal skills training.

*Correlation does not certify causation.
Company Provisions & Work-Life Balance

The majority of survey participants reported positively on managing a work-life balance.

Survey response ratios isolated into separate profile studies per company provisions revealed several correlations*:

- Greater positive response to managing a work-life balance when company provides social events/activities.
- Greater positive response to managing a work-life balance when company provides community service opportunities.
- Greater positive response to managing a work-life balance when company provides “seat-at-the-table” opportunities (e.g., participating in project interviews, company culture committees, other office committees).
- Greater positive response to managing a work-life balance when company provides project pipeline/status visibility.
- Greater positive response to managing a work-life balance when company provides diversity advocacy.

*Correlation does not certify causation.
Demographics & Work-Life Balance

The majority of survey participants reported positively on managing a work-life balance.

Survey response ratios isolated into separate profile studies by age, gender and ethnicity revealed:

- Similar percentage of positive responses across all ages. Greatest positive response provided by 31 - 40 year-old survey participants.
- Greater percentage of positive responses among male participants than percentage of female participants.
- Greater percentage of positive response among white participants than percentage of people of color* participants.

*Less than 20 survey participants identified as people of color and therefore the survey report findings of this demographic may not accurately reflect the views of the membership-at-large.
Typical Hour Commitment & Work-Life Balance

The majority of survey participants reported positively on managing a work-life balance.

Survey response ratios isolated into separate profile studies per typical hours per week work commitment revealed varying positions on achieving work-life balance:

- Majority of participants working up to 40 hours or less report positively to managing a work-life balance.
- Participants working over 40 hours per week less likely to report work-life balance than participants working typical weeks of 40 hours or less.
- Majority of survey participants working typical weeks of more than 50 hours a week did not report positively to managing work-life balance.
- Majority of survey participants working typical weeks of more than 60 hours a week reported negatively to managing work-life balance.
The majority of survey participants reported their current companies support flexibility for family obligations. Survey responses indicated flex hours and work-remote options as more common flexibility options than maternity/paternity leave and childcare.
What Workplace Provisions Support Work-Life Balance?

Paid Time Off & Work-Life Balance

The majority of survey participants reported positively on managing a work-life balance. Survey response ratios isolated into separate profile studies per weeks of paid time off revealed a greater positive response among participants with 3 weeks or more of paid time off.
What Workplace Provisions Support Work-Life Balance?

Years at Company & Work-Life Balance

The majority of survey participants reported positively on managing a work-life balance.

Survey response ratios isolated into separate profile studies per years at the same company revealed:

- Greater percentage of positive response on managing a work-life balance within the profile study group of people having worked 4-10 years at their current company
- Greater percentage of negative response on managing a work-life balance within profile study group of people have worked 0-3 years at their company
- Similar percentage of positive and negative response on managing a work-life balance within profile study group of 11+ years at their company
What Workplace Provisions Support Work-Life Balance?

Responsibility Level & Work-Life Balance

The majority of survey participants reported positively on managing a work-life balance.

Survey response ratios isolated into separate profile studies per responsibility level revealed greater percentages of positive responses among participants with dynamic roles of varying job responsibility (rating levels 2 and 4).
Firm Size & Work-Life Balance

The majority of survey participants reported positively on managing a work-life balance.

Survey response ratios isolated into separate profile studies per firm size revealed varying sentiments on managing a work-life balance:

- Greater negative than positive response on managing a satisfactory work-life balance among participants from firms smaller than 20 people.
- Greater positive than negative response on managing a satisfactory work-life balance among participants from firms larger than 100+ people.
- High positive and negative response on managing a satisfactory work-life balance among mid-size firms.

What Workplace Provisions Support Work-Life Balance?

Firm Size & Work-Life Balance

The majority of survey participants reported positively on managing a work-life balance.

Survey response ratios isolated into separate profile studies per firm size revealed varying sentiments on managing a work-life balance:

- Greater negative than positive response on managing a satisfactory work-life balance among participants from firms smaller than 20 people.
- Greater positive than negative response on managing a satisfactory work-life balance among participants from firms larger than 100+ people.
- High positive and negative response on managing a satisfactory work-life balance among mid-size firms.
How Do AIA Kansas City Members Engage Diversity?

The majority of AIA Kansas City responses reported an active or supportive level of engagement in diversity. This executive summary highlights the various ways participants advocate for diversity and inclusion: on a personal level, through company support, and/or through AIA Kansas City efforts. This section also highlights areas which participants have identified as most in need of improvement to promote diversity, inclusion, and equity in the profession.

Personal Advocacy & AIA Kansas City
Firm Size & Diversity Advocacy
Leadership Representation
Job Responsibility By Demographic
Diversity Advocacy Top Issues
The majority of survey participants reported positively on supporting diversity advocacy in architecture and positively in support of AIA Kansas City actively promoting diversity in architecture.
Firm Size & Diversity Advocacy

The majority of survey participants reported their current companies are either supportive or actively advocating for diversity in architecture.

Analysis of survey data suggests larger firms may be more likely to actively advocate for diversity in architecture while smaller firms may be more likely to be supportive, but not actively advocating for diversity.
How Do AIA Kansas City Members Engage Diversity?

Leadership Representation

Demographic survey data suggests diversity in leadership may vary per firm size:

- Survey data suggests that the majority of firm leaders are white across all firm sizes.
- Survey data suggests that the majority of firm leaders are male across all firm sizes.
- Survey data suggests women are more likely to be leaders of firms of less than 20 people.
- Survey data suggests equal gender representation in leadership is more likely in mid-size firms.
Job Responsibility
Gender and Ethnicity Study

Total Survey Response
By Gender

<table>
<thead>
<tr>
<th>Gender</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>33%</td>
<td>63%</td>
</tr>
</tbody>
</table>

Total Survey Response
By Ethnicity

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>People of Color</th>
<th>White</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>9%</td>
<td>91%</td>
</tr>
</tbody>
</table>

Job Responsibility (Average Response)

- 5 - I primarily lead company development.
- 4 - I sometimes lead company development and sometimes lead project teams.
- 3 - I primarily lead project teams.
- 2 - I sometimes follow the direction of others, and sometimes lead project teams.
- 1 - I primarily follow the direction of others.

How Do AIA Kansas City Members Engage Diversity?

Job Responsibility By Demographic

Demographic survey data suggests job responsibility may vary depending on gender or ethnicity:

- Survey data suggests men may be more likely to possess greater job responsibility than women in the industry.
- Survey data suggests white people may be more likely to possess greater job responsibility than people of color* in the architecture industry.

*Less than 20 survey participants identified as people of color and therefore the survey report findings of this demographic may not accurately reflect the views of the membership-at-large.
Diversity Advocacy Top Issues

Survey responses revealed lack of women in leadership, minority recruitment, student financial resources, and the gender pay gap as the top pressing issues for diversity advocacy.
Survey responses isolated into separate profile studies by gender revealed the priority of top pressing issues facing diversity varied per gender perspective:

- Male participants identified minority recruitment, lack of women in leadership, and student financial resources as the top pressing issues facing diversity.
- Female participants identified lack of women in leadership, gender pay gap, minority recruitment, and lack of women staying in architecture as the top pressing issues facing diversity.
Survey responses isolated into separate profile studies by ethnicity revealed the priority of top pressing issues facing diversity varied per ethnicity perspective:

- People of color* participants identified lack of women in leadership, gender pay gap, and lack of minority inclusion/visibility as the top pressing issues facing diversity.
- White participants identified lack of women in leadership, minority recruitment, and lack of women staying in architecture as the top pressing issues facing diversity.

*Less than 20 survey participants identified as people of color and therefore the survey report findings of this demographic may not accurately reflect the views of the membership-at-large.
Survey responses isolated into separate profile studies by age revealed the priority of top pressing issues facing diversity varied per age perspective:

- **Under 40 Years Old**
  - Lack of Women in Leadership: 62%
  - Minority Recruitment: 36%
  - Student Financial Resources: 27%
  - Gender Pay Gap: 26%
  - Lack of Women Staying in Architecture: 28%
  - Generation Conflict / Misunderstanding: 28%
  - Lack of Minority Inclusion / Visibility: 24%
  - Lack of Minority Mentors: 22%
  - Lack of Women Mentors: 22%
  - Lack of Small Firm Resources: 19%
  - Lack of People with Disabilities Inclusion / Visibility: 18%
  - Lack of LGBTQ Inclusion / Visibility: 13%

- **Over 40 Years Old**
  - Lack of Women in Leadership: 62%
  - Minority Recruitment: 47%
  - Student Financial Resources: 22%
  - Gender Pay Gap: 50%
  - Lack of Women Staying in Architecture: 26%
  - Generation Conflict / Misunderstanding: 26%
  - Lack of Minority Inclusion / Visibility: 27%
  - Lack of Minority Mentors: 23%
  - Lack of Women Mentors: 23%
  - Lack of Small Firm Resources: 23%
  - Lack of People with Disabilities Inclusion / Visibility: 25%
  - Lack of LGBTQ Inclusion / Visibility: 14%
Survey responses isolated into separate profile studies by compensation revealed the priority of top pressing issues facing diversity varied per compensation perspective:

- Survey participants earning under $80,000 identified lack of women in leadership, gender pay gap, and minority recruitment as the top pressing issues facing diversity.
- Survey participants earning over $80,000 identified minority recruitment, lack of women in leadership, and lack of women staying in architecture as the top pressing issues facing diversity.
Survey responses isolated into separate profile studies by firm size revealed the priority of top pressing issues facing diversity varied per firm size perspective:

- Survey participants from firms less than 20 people identified the lack of women in leadership, the lack of small firm resources, and the lack of women staying in architecture as the top pressing issues facing diversity.
- Survey participants from firms between 20 - 50 people identified minority recruitment, the lack of women in leadership, and gender pay gap as the top pressing issues facing diversity.
- Survey participants from firms between 50 - 100 people identified minority recruitment, the lack of women in leadership, the lack of minority inclusion/visibility, and the lack of women staying in architecture as the top pressing issues facing diversity.
- Survey participants from firms greater than 100+ people identified the lack of women in leadership, minority recruitment, and the lack of women staying in architecture as the top pressing issues facing diversity.

Survey responses isolated into separate profile studies by firm size revealed the priority of top pressing issues facing diversity varied per firm size perspective:
What Equity Issues Remain Unclear?

The AIA Kansas City Equity in Architecture 2017 Survey responses exposed mixed feelings on several subjects within the questionnaire. This executive summary shares what issues may be worth further investigation and discussion within our membership and community.

- Perception of Personal Bias
- Compensation Gap Perception By Demographic
- Reported Compensation By Demographic
- Compensation Gap Perception By Firm Size
- Compensation Transparency
- Workplace Environment & Diversity
- Rising into Leadership vs. Starting Own Firm
Perception of Personal Bias

The majority of survey participants reported personal bias may sometimes influence hiring, compensation, and job promotion.

Analysis of survey data suggests participants from firms of over 100+ people or under 20 people are more likely to perceive personal bias than participants from firms between 20 - 100 people.
Compensation Gap Perception By Demographic

Survey participants reported varying perceptions on compensation discrepancy when asked to consider gender pay gap, ethnicity pay gap, and firm size pay gap.

Response ratios isolated into separate profile studies by gender, ethnicity, and firm size revealed varying perceptions:

- Greater percentage of female participants perceive a gender pay gap than percentage of male participants.
- Greater percentage of female participants perceive an ethnicity pay gap than percentage of male participants.
- Greater percentage of people of color* participants perceive an ethnicity pay gap than percentage of white participants.
- Majority of female participants perceive firm size pay gaps.
- Majority of male participants perceive firm size pay gaps.
- Majority of people of color* participants perceive firm size pay gaps.
- Majority of white participants perceive firm size pay gaps.

*Less than 20 survey participants identified as people of color and therefore the survey report findings of this demographic may not accurately reflect the views of the membership-at-large.
Survey responses suggest that demographic wage gaps may exist in our AIA Kansas City community:

- Greater percentage of male participants earn more than $100,000 than percentage of women participants.
- Greater percentage of white participants earn more than $100,000 than percentage of people of color** participants.

*Less than 20 survey participants identified as people of color and therefore the survey report findings of this demographic may not accurately reflect the views of the membership-at-large.
What Equity Issues Remain Unclear?

Survey responses suggest that demographic wage gaps may exist in our AIA Kansas City community:

• Greater percentage of female participants earn between $80,000 - $100,000 than male participants under 10 years experience.
• Greater percentage of male participants earn between $80,000 - $100,000 than female participants after having at least 10 years experience.
• Greater percentage of white participants earn between $80,000 - $100,000 than people of color* participants after having at least 10 years experience.
• Similar percentage of male and female participants earn between $80,000 - $100,000 after having at least 20 years experience.
• Greater percentage of white participants earn between $80,000 - $100,000 than people of color* participants after having at least 20 years experience.

*Less than 20 survey participants identified as people of color and therefore the survey report findings of this demographic may not accurately reflect the views of the membership-at-large.
What Equity Issues Remain Unclear?

Reported Compensation By Demographic & Experience

Survey responses suggest that demographic wage gaps may exist in our AIA Kansas City community:

- Similar percentages of participants across both gender and ethnicity studies under 10 years experience with earnings of less than $100,000.
- Greater percentage of male participants earn more than $100,000 than female participants after having at least 10 years experience.
- Greater percentage of male participants earn more than $100,000 than female participants after having at least 10 years experience.
- Greater percentage of people of color* participants earn more than $100,000 than white participants after having at least 20 years experience.
- Greater percentage of white participants earn more than $100,000 than people of color* participants after having at least 20 years experience.

*Less than 20 survey participants identified as people of color and therefore the survey report findings of this demographic may not accurately reflect the views of the membership-at-large.
What Equity Issues Remain Unclear?

Survey responses suggest that firm size wage gaps may exist in our AIA Kansas City community:

- Similar percentages of participants across all firm size studies under 10 years experience with earnings between $80,000 - $100,000.
- Greatest percentage of participants from firm size study of 20 - 50 people earn between $80,000 - $100,000 after having at least 10 years experience.
- Greatest percentage of participants from firm size study of 50 - 100 people earn between $80,000 - $100,000 after having at least 20 years experience.
What Equity Issues Remain Unclear?

Survey responses suggest that firm size wage gaps may exist in our AIA Kansas City community:

- Similar percentages of participants across firm size studies under 10 years experience with earnings of more than $100,000.
- Greatest percentage of participants from firm size study of 50 - 100 people earn more than $100,000 after having at least 10 years experience.
- Greatest percentage of participants from firm size study of over 100+ people earn more than $100,000 after having at least 20 years experience.
What Equity Issues Remain Unclear?

Compensation Gap Perception By Firm Size

Survey participants reported varying perceptions on compensation discrepancy when asked to consider gender pay gap, ethnicity pay gap, and firm size pay gap:

• Majority of survey participants do not perceive a gender pay gap.
• Majority of survey participants do not perceive an ethnicity pay gap.
• Majority of survey participants do perceive a firm size pay gap.

Survey response ratios isolated into separate profile studies per firm size revealed similar and non-similar perceptions to one another:

• Majority of participants from all firms sizes do perceive a firm size pay gap.
• Greater percentage of survey participants from small and large firms do perceive a gender pay gap than mid-size firms.
• Greater percentage of survey participants from smaller firms do perceive an ethnicity pay gap wage than larger-size firms.
What Equity Issues Remain Unclear?

Compensation Transparency

The majority of survey participants across all firm sizes reported their current companies do not currently practice compensation transparency.
What Equity Issues Remain Unclear?

Workplace Environment & Diversity

The majority of survey participants reported feeling most successful in a diverse workplace environment.

However, 40% of participants do not feel they are more successful in a diverse environment.

Survey response ratios isolated into separate profile studies by gender, ethnicity*, and age revealed responses were mostly similar across all demographics with a few exceptions:

• Greater percentage of female survey participants than male survey participants indicate feeling more successful at firms with a majority of female leaders.
• Greater percentage of survey participants under age 40 than percentage of survey participants over age 40 indicate feeling more successful at firms with a majority of leaders under age 40.
• Greater percentage of survey participants over age 40 than percentage of survey participants under age 40 indicate feeling more successful at firms with majority of leaders over age 40.

*Less than 20 survey participants identified as people of color and therefore the survey report findings of this demographic may not accurately reflect the views of the membership at large.
What Equity Issues Remain Unclear?

Career Goals: Rising into Leadership vs. Starting Firm

Majority of survey participants reported aspirations to rise into leadership of an existing company over starting their own firm.

Survey response ratios isolated into separate profile studies by gender and ethnicity revealed:

- Greater percentage of male participants aspire to lead at current firm than percentage of female participants.
- Greater percentage of white participants aspire to lead at current firm than percentage of people of color* participants.
- Greater percentage of female participants aspire to start their own firms than percentage of male participants.
- Greater percentage of people of color* participants aspire to start their own firms than percentage of white participants.

*Less than 20 survey participants identified as people of color and therefore the survey report findings of this demographic may not accurately reflect the views of the membership-at-large.
By the Numbers

By the numbers, this executive summary highlights top achievements of the Kansas City chapter and top growth areas for consideration based off of survey responses.

Achievements
Room for Growth
Majority of survey participants report AIA Kansas City events build professional relationships.

Majority of survey participants report AIA Kansas City should promote diversity in architecture.

Majority of survey participants report community engagement with over 71% involved in four or more organizations.

Majority of survey participants report their current firm supports job flexibility.
By the numbers, this executive summary shares top growth areas for consideration by the AIA Kansas City chapter in progressing diversity, inclusion and equity in architecture.

**Room for Growth**

- **27%** Less than a third of survey participants report current company has at least one person of color in leadership.
- **14%** Less than a sixth of survey participants report current company has equal gender representation in leadership.
- **18%** Less than a fifth of survey participants report their current company provides diversity education.
- **45%** Less than half of survey participants report their current company provides a mentorship program.
Conclusion

Thank you to all of the AIA Kansas City members that participated, advocated, and engaged in the efforts of the AIA Kansas City Equity in Architecture committee! The findings of this exercise would not be possible without membership involvement. It is the intent of this executive summary to provide insight into the current state of diversity, inclusion and equity in the AIA Kansas City chapter and to inspire invested conversation and dialogue within our community and with one another.