Advancing the Profession–The *NEW* Call for Entries for the 2015 AIA Diversity Recognition Program

PLEASE READ THIS DOCUMENT CAREFULLY BECAUSE THE REQUIREMENTS FOR SUBMISSIONS HAVE CHANGED. YOU MUST COMPLETE THE SUBMISSION FORM AND INCLUDE ALL PHOTOS AND EXHIBITS (SUPPORTING DOCUMENTS) AND AT LEAST TWO LETTERS OF SUPPORT.

This document contains information on the following topics:

- **About the Program**
- **Eligibility**
- **Submission Deadline, Judging, and Presentation of Awards**
- **Submission Materials & Requirements (CHANGE)**
- **A Look at Last Year's Honorees**
- **Submission Categories and Descriptions**
- **Letters of Support**

ABOUT THE PROGRAM

Diversity Recognition Program Mission Statement: The AIA Diversity Recognition Program seeks to recognize architects, components, and others for exemplary commitment and contributions to diversifying the profession of architecture. A diversified profession mirrors the society it serves; celebrates and encourages the contributions of all architects, regardless of race, ethnicity, national origin, gender, age, sexual orientation, physical ability, religious belief, geographic location, or practice; encourages alternatives to traditional practice models; and provides opportunities for a greater variety of individuals to become architects, take advantage of leadership opportunities, and influence our practices and our professional lives.

Continuing to work towards a renewed AIA, the 2015 AIA Diversity Recognition Program has been changed to align with the AIA's Advancement Statement to: (1) Elevate public awareness (2) Advocate for the profession and (3) Expand and share knowledge. For more on the AIA's Advancement Statement and Repositioning efforts, please visit http://progress.aia.org/repositioning/.

ELIGIBILITY

This call for submissions is open to all, including members of the AIA and non-AIA members. Applicants may enter in no more than two categories in any given year. Multiple entries in the same category are not permissible (i.e., only one entry per category for a total of two categories). Should an applicant submit multiple entries in a category, none of the entries will be considered. The jury reserves the right to reclassify an entry if this is deemed to be appropriate.

Anyone submitting for the 2015 AIA Diversity Recognition Program should have no active litigation for discrimination on the basis of race, ethnicity, gender, physical ability, sexual orientation, age or religious belief (see **AIA Public Policy and Position Statements on Diversity**).

*Prior recipients of the AIA Diversity Recognition Program are not eligible to resubmit their AIA-recognized initiatives.

Submissions by prior recipients must feature a new initiative.

SUBMISSION DEADLINE, JUDGING, AND PRESENTATION OF AWARDS

AIA national must receive all entries via Cadmium on or before **Monday, December 1, 2014.** The jury, composed of AIA members and representatives from collateral and partner organizations with experience in the relevant areas, will review the submissions and exhibits (supporting documents) and select the award recipient(s). Award recipients will be recognized at the 2015 AIA Grassroots Leadership and Legislative Conference during the Awards Luncheon on Friday, March 6. Selected honorees should be prepared to travel to this event.

SUBMISSION MATERIALS & REQUIREMENTS – PLEASE READ CAREFULLY!

Relevant materials such as budgets, historical data, newsletter articles, press releases, videotapes, brochures, issue briefs, and testimony may be included as exhibits (supporting documents); however, they must be uploaded on the web site. **HARD COPY WILL NOT BE ACCEPTED.** There is a maximum of 15 exhibits per submission.

All submissions MUST include at least 10 to15 digital images (color or black-and-white; 300K or higher) for use in a video that will air during the awards program. The photos should help tell the story of the program, activities, and people involved from beginning to end. Include, for example, photos that represent elements of the program (e.g., buildings, brochures, magazine covers) and images of members, local leaders, and others involved in the process (group photographs of participants are particularly desirable). Photos should represent the program or initiative spearheaded by the individual, **NOT** photos of the individual unless he/she is participating in a meeting or group activity that is part of the process.

Submission materials must also include a signed waiver/release form, which the online submission system will prompt you to complete.

*Please complete your submission by 5:00 p.m. EASTERN on **Monday, December 1 (You can make changes up until the deadline).** After that date, the **web site will be closed. NO EXCEPTIONS.***

A LOOK AT LAST YEAR'S HONOREES

Would you like to know what the judges are looking for? Do you want to see some examples of quality programs and get an idea of exemplary initiatives? Visit the AIA Diversity Recognition Program web page to view previous recipient submissions. If you have questions or concerns, contact AIA Diversity and Inclusion at diversityandinclusion@aia.org.

Congratulations to our 2014 AIA Diversity Recognition Program Honorees

- The Architects in the Making (AIM) Summer Camp was established to give inner city children a basic understanding of architecture and construction, giving them the opportunity to learn and appreciate their city's built environment.

- Summer CAMP (Cincinnati's Architectural Mentoring Program) offers a one-week architecture exposure program to 8th and 9th graders from the Cincinnati metro area and beyond. The $75 tuition for this valuable day-camp experience makes it affordable for low income families.

SUBMISSION CATEGORIES AND DESCRIPTIONS

ELEVATE PUBLIC AWARENESS

Sharing and demonstrating the compelling stories of what architects do and how they shape communities is an integral ingredient that enhances the architecture profession to the community and the public. It is also important that youth be inspired by a diverse representation of architects and those on the path toward licensure; expansion of the K-12 pipeline is integral to creating profession as rich and diverse as the society it serves. The following categories represent the importance of community outreach and K-12 engagement.

Category #1—K-12 Initiatives

This award recognizes K-12 initiatives that contribute to increased awareness of the design professions and the built environment for underrepresented and/or disadvantaged youth. Examples might include:

- Mentorship programs for youth interested in architecture, with an emphasis on those from underrepresented groups and/or disadvantaged communities
- Regular participation in educational outreach programs (i.e., career days, Architects in Schools) in disadvantaged schools and communities
- Creation of an architecture and design focused school or curriculum that seeks to expose students from underrepresented groups and/or disadvantaged communities to design principles/the profession of architecture.

Category #2—Community Engagement

This award recognizes initiatives that promote and enhance the architecture profession to our diverse communities and to the public and engages them in collaborative efforts. Examples might include:

- An outreach program that places a premium on developing community relationships through effective community engagement and social change
- An Architecture Week program that informs diverse communities of the profession of architecture and provides an awareness of the built environment and how design can help shape healthy communities
- Initiatives that invite the diversity of the community to collaborate on a project, program, or event

ADVOCATE FOR THE PROFESSION

The most important part of being an AIA advocate is building relationships and being advocates in your own communities. The following category represents the contributions of those who are making critical changes within their communities that can help lead to a profession of architecture that mirrors the society it serves.

Category #3—Citizen Architect

This award recognizes those who have applied their skills, training, talents and experience to serve their

communities and profession as advocacy leaders. This award recognizes active engagement and public demonstration of the best things an architect can offer in service to the public. Examples might include:

- Members, firms, and components that have actively worked to elevate the visibility of architects from underrepresented groups through public exhibitions, lectures, etc.
- Architects who have elevated the profession and championed the cause of diversity and inclusion within architecture as an elected or appointed official.

EXPAND AND SHARE KNOWLEDGE

The collective knowledge of the design professions is a realm that is constantly expanding. When voices diverse in thought and experiences come together, great ideas and best practices take shape throughout the AIA community and beyond, and can respond to a wide range of local environments, political conditions, specific needs, and opportunities. The following categories represent a scope of knowledge, learned from experience that can be widely shared as we foster a more diverse and inclusive profession.

Category #4—Knowledge-Sharing Initiatives

This category recognizes programs and initiatives that demonstrate information-sharing amongst and between diverse constituency groups. Examples might include:

- Hosting a leadership development program that creates a pipeline of greater variety of individuals, especially those from underrepresented groups, to take advantage of leadership opportunities within your firm or component
- Concerted effort to develop and implement continuing education programming that focuses on various aspects of diversity (i.e., LGBT, differently-abled)
- Collaborating with others through the establishment of diversity-related committees (i.e., a Diversity Committee, a Women in Architecture Committee) to provide a forum for the exchange of ideas, educational opportunities, and networking

Category #5—Inclusive Firm Policies

This category recognizes firm policies that acknowledge the shifting tide of workplace culture, the various ways in which people work, and demonstrate information sharing amongst and between employees. Examples might include:

- Recruiting and retaining diverse talent by establishing employee resource networks, a leadership development program, a mentorship program, or implementing proven strategies for increasing diversity in the selection of partners
- A proven record of pro bono work for disadvantaged communities or community groups in disadvantaged neighborhoods; a workplace culture that encourages employee participation in community service activities related to architecture

EXAMPLES OF LETTERS OF SUPPORT

Letters of Support

Two letters of support must accompany each entry. The letters must clearly demonstrate how the applicant's efforts in the specific category significantly illustrate exemplary commitment and contributions to diversifying the profession of architecture. Letters of support typically would be from the following:

Elevate the Profession
- Educators (e.g., teachers, counselors, principals, students)
- Local leaders (e.g., mayors, city/county managers, city council members)
- A member of your component, committee, or firm (*only one letter of support can be submitted from a member of your component, committee, or firm)*
- Members of components, committees, or firms other than your own
- News reporters and editors
- Outside clients
- Sponsors
- The public

Advocate
- State and local officials
- Coalition/Collateral partners (e.g., executive directors or senior staff members of other organizations)
- Local leaders (mayors, city/county managers, city council members)
- The public

Expand and Share Knowledge
- A member of your component, committee, or firm (*only one letter of support can be submitted from a member of your component, committee, or firm)*
- Members from another member group (*only one letter of support can be submitted from another AIA member group leader)*
- Strategic Partners (executive directors or senior staff members of other organizations)
- Educators (e.g., teachers, counselors, principals, students, college or university faculty)
- Sponsors
- The public