Advancing the Profession–The Call for Entries for the 2017 AIA Diversity Recognition Program

PLEASE READ THIS DOCUMENT CAREFULLY. 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**
- **A Look at Last Year's Honorees**
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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 diverse profession mirrors the society it serves; celebrates and encourages the contributions of all architects, regardless of race, ethnicity, national origin, gender identity, age, sexual orientation, physical ability, religious belief, geographic location, or practice. Diversity encourages alternatives to traditional practice models and provides opportunities for a greater variety of individuals to become architects.

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 2017 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 **5:00 p.m. Eastern on Wednesday, January 11, 2017.** Composed of AIA members and representatives from collateral and partner organizations with experience in the

relevant areas, the jury will review the submissions and exhibits (supporting documents) and select the award recipient(s). Award recipients will be recognized at the 2017 AIA Grassroots Leadership Conference, March 9-10, in Washington, D.C.   Selected honorees should be prepared to travel to this event at their own expense.

SUBMISSION MATERIALS & REQUIREMENTS – PLEASE READ CAREFULLY!

Relevant materials such as budgets, historical data, newsletter articles, press releases, videos, brochures, issue briefs, and testimonials may be included as exhibits (supporting documents); and all items must be submitted through Cadmium. **NO HARD COPIES WILL BE ACCEPTED.** There is a maximum of 15 exhibits per submission.

All submissions MUST include at least 10-15 digital images (color or black-and-white; 300K or higher) and a video no more than one and a half minutes in length. The photos and video 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 **Wednesday, January 11th, 2017** *(You can make changes up until the deadline).   The Cadmium portal will automatically shut down at that time, and no late submissions will be accepted.* **NO EXCEPTIONS.**

A LOOK AT LAST YEAR'S HONOREES

The Alberti Program: Architecture for Young People is an educational outreach initiative of Washington University in St. Louis' Sam Fox School of Design & Visual Arts that provides an avenue for St. Louis students ages 8-15 to explore architecture and design. This tuition-free program operates year-round: during the summer as a day camp and during the academic year as a Saturday afternoon program. The program is run by Washington University faculty and students, and includes lectures, field trips, and projects promoting hands-on exploration. Participants are provided with a free lunch or snack, attentive mentorship, and invaluable opportunities to meet design professionals and peers from other backgrounds.

View The Alberti Program's video here.

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 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