



Membership  
Demographics Report  
**2023**

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## Opening

The architecture profession is thriving and remains dedicated to advancing the ideal that the built world should always promote and enhance the safety, equity, and dignity of everyone, everywhere. AIA has embraced a strategic objective to grow and strengthen equity, diversity, and inclusion within the profession to create a better environment for all.

This report serves as a benchmark to measure changes to AIA's member demographics. Our more than 98,000 members—a historic high—include architectural professionals, licensed professionals, individuals pursuing licensure, and other design professionals. In addition to member data, this report includes demographics of the Board of Directors, Strategic Council, Fellows, and the national office staff.

Demographics within architecture and design, as well as the broader Architecture, Engineering and Construction (AEC) industries and the communities we serve, are rapidly evolving. AIA continues to look for future focused ways for our members to

self-identify to allow for the fullest expression of race, ethnicity, and gender identity. That's why we hope all current and future members choose to share this information, so that we accurately and fully capture the diversity of AIA members. That said, as in the past, the decision to self-report demographic information is at the sole discretion of the member. We respect those who choose not to disclose this information, but we hope our members see the value of sharing so that we can measure our pace of change while acknowledging that this is a long-term effort.

The 2023 AIA Membership Demographics Report, like other demographic reports in the industry, indicates that women and members of some racial and/or ethnic groups remain underrepresented in our total membership. However, the trend toward a more diverse profession continues. In fact, the data shows that incoming cohorts are more racially and/or ethnically diverse than ever before.

If you have any comments on how we can improve the report, please reach out to [membersupport@aia.org](mailto:membersupport@aia.org).

## Background & overview



The American Institute of Architects (AIA) is the largest design organization in the world. AIA advocates for the value of architecture in society and provides resources to design professionals working to achieve a zero-carbon, resilient, healthy, just, and equitable built environment for everyone. AIA's 98,000+ member community includes a range of industry professionals, including licensed architects, emerging professionals and associates pursuing licensure, and those on a nontraditional design path.

The 2023 AIA Membership Demographics Report aggregates key demographic trends regarding AIA membership, the Board of

Directors, the Strategic Council, and national staff. Please note that while AIA's membership is an extensive community, 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 on the demographics 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 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

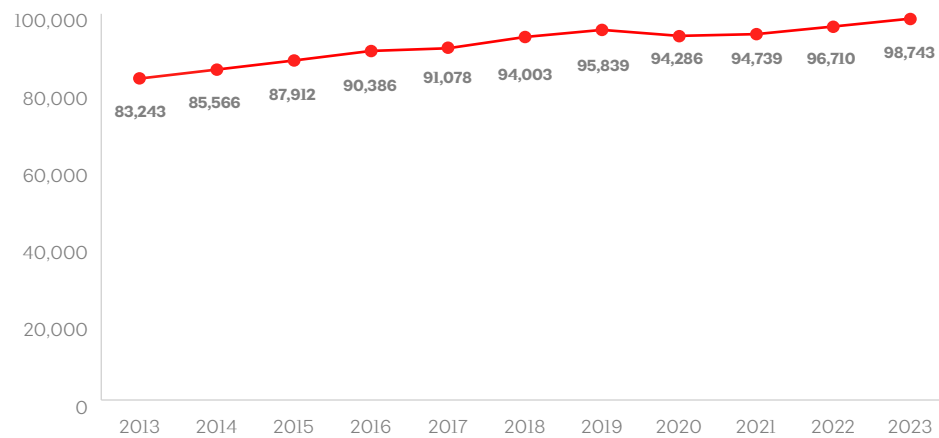
Key findings from these sources are provided in this report as a benchmark for AIA's numbers and show the potential growth in the profession.

# Overall performance

## Historical member performance

AIA’s membership increased each year between 2013 and 2023, from just over 83,000 in 2013 to over 98,000 in 2023. Membership decreased in 2020 due to the global pandemic and ensuing economic environment, its first decline since the 2008 recession and recovery. AIA reached a historic high of 98,743 members in 2023, a 2% from 2022.

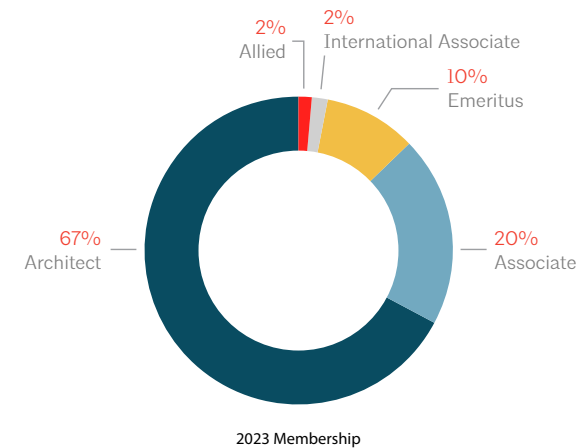
### > OVERALL MEMBERSHIP TREND



## 2023 membership breakdown

Please see the appendix for full definitions of our membership categories.

### > MEMBERSHIP



PLEASE NOTE DUE TO ROUNDING PERCENTAGES MAY NOT ALWAYS TOTAL 100%. EMERITUS MEMBERS MAY BE EITHER FORMER ARCHITECT OR ASSOCIATE MEMBERS.

## Key findings

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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, leading to a more diverse society.

The profession of architecture will be influenced by changes in U.S. demographics in the coming decades. Reported statistics from the National Architectural Accrediting Board (NAAB) on graduates and from the National Council of Architectural Registration Boards (NCARB) on newly licensed individuals show a more diverse pipeline into the profession.

AIA's membership reflects steady growth in the number of women and underrepresented racial and/or ethnic groups, though white men make up the majority of AIA's membership. Data clearly shows that incoming cohorts of future architecture and design professionals are more gender identity and racially and/or ethnically diverse than the profession today.

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**17.9%** Growth

**The percentage of reported underrepresented racial and ethnic groups grew 5.7-points between 2013 and 2023 to 17.9%.**

## Designing for equity



### 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 made up slightly more than half of enrolled students in NAAB accredited architecture programs in 2023, indicating gender diversity in the pipeline.
- NCARB reports that in 2023 women made up 44% of those completing the ARE and 45% of those completing AXP requirements, up from 34% and 36%, respectively, in 2012.

# 26.8%

**For the first time ever, women account for over a quarter of AIA's total membership.**

# 40.5%

**Associates represent future architects. The share of women in the Associate membership category (40.5% in 2023) is higher than in overall membership.**

## Designing for equity



### AIA member race and/or ethnicity

AIA is committed to advancing equity and diversity within the profession and encouraging members to provide race and/or ethnicity information in their member profiles. It is important to note that incomplete member data on race and/or ethnicity as a result of under-reporting impacts our ability to show trends. In 2023, 18.9% of AIA members did not report a race and or an ethnicity. However, there are data points that reveal trends.

- In 2022, NAAB reported 46% of enrolled students were from underrepresented racial and ethnic groups, while the remaining students were white (39%) and international students (15%).

- NCARB reports that of the people completing the ARE in 2023, 19% identified as Hispanic or Latino, 17% as Asian, and 6% as Black or African American. This represents an increase of 3 %, 1 %, and 1% respectively since 2019.
- 17.9% of AIA members across all member categories identify as belonging to an underrepresented racial or ethnic group, while 63.1% were White/Caucasian.
- Within the Associate membership category, a greater number of members identify as underrepresented races and ethnicities than in the membership, growing 12.4 -points since 2013.

# 17.9%

**Across all AIA member categories, 17.9% of members identified as belonging to an underrepresented racial or ethnic group.**

# 33.3%

**The percentage of associate members self-identifying from an underrepresented race and/or ethnicity is at a higher rate than overall membership and up 12.4-points from 2013. Additionally, 14.5% of Architect members report as belonging to an underrepresented race and/or ethnicity.**



# Designing for equity

## The foundation of diversity

Architects are increasingly called upon to lead efforts in finding solutions to society’s most pressing issues. To meet current and unknown challenges, we must have the talent, passion, and creativity of a diverse cohort of students, professionals, and leaders.

AIA is committed to advancing diversity through the intentional recruitment and retention of individuals with underrepresented backgrounds in the field of architecture. These efforts include communicating transparent insights of career pathways to early career professionals, learning and leadership empowerment towards advanced roles, and AIA resources, research, and strategic partnerships.

A rich suite of AIA programs support all these diversity efforts and are designed to catalyze equity and create a sense of belonging at AIA through leadership development, storytelling, and voice amplification. By inspiring equity driven values across the profession, we strive to remove traditional barriers to leadership and career ascension.

## Better business, more just design, and healthier communities

Architects are leading a climate- and people-first approach to design with their own firms and businesses as an integral component of the change. To design for societal

health, safety, and wellness, firms must first address challenges and find solutions at their own firms and with their own employees. Two key AIA resources—[Guides for Equitable Practice](#) and [An Investigation into Bias in the Architecture Profession](#)—emphasize the value of creating safe and supportive workplace cultures and giving staff the resilience to better serve through a greater focus on mental health, equitable pay, pay transparency, flexible work hours, and harassment prevention.

The case for improving our workplaces is inextricably linked to the communities we serve across the U.S. and abroad, especially those impacted by rapid climate change, socio-economic disparity, and historic systemic racism. Today’s data shows that one’s zip code is the greatest predictor of life expectancy and quality of life.

To create equitable communities, architects must have a seat at the table to address pressing social, economic, and environmental issues, especially those that they have the skills to solve. AIA offers numerous resources on equity in the built environment—the [AIA Framework for Design Excellence](#), the [Disaster Assistance Program](#), the [Architect’s Role in Creating Equitable Communities](#), the AIA 2030 Commitment, and the [Architecture & Design Materials Pledge](#)—to equip architects, clients, our partners, and the public with the tools to advance equity for generations to come.

# Designing for equity

## Architect’s Role in Creating Equitable Communities

This resource is a collection of targeted ways that, using their agency and power, architects can work to mitigate oppression and advocate for a future with just and equitable communities. Practitioners have integrated these tangible actions—tools, strategies, and time-tested practices—into their design practices to yield more equitable processes and outcomes.

## Equity and the Future of Architecture Committee

The Equity and the Future of Architecture Committee (EQFA) is a vital part of AIA’s long-term commitment to lead efforts that ensure the profession of architecture is as diverse as the society we serve. This board-level committee represents AIA’s commitment to equity, diversity, inclusion, and belonging.

## Framework for Design Excellence

The framework represents the defining principles of design excellence in the 21st century—challenging architects with a vision of what the profession strives to achieve. Comprised of 10 principles and accompanied by searching questions, the framework informs progress toward a zero-carbon, healthy, just, resilient, and equitable built environment.

## Future Focused

The Future Focused video campaign celebrates underrepresented architects and designers, their work, and their incredible impact on the profession and their communities. The series shares the stories of women, men, and firm leaders who are leading change for a more diverse, equitable, and inclusive future in architecture.

## Women’s Leadership Summit

Women’s Leadership Summit (WLS), founded by AIA, is a premier leadership experience that brings together the industry’s largest network of women who are breaking down barriers, making themselves visible, and manifesting the careers they want—while making a difference in the world.



# Designing for equity

## AIA HBCU Internship program

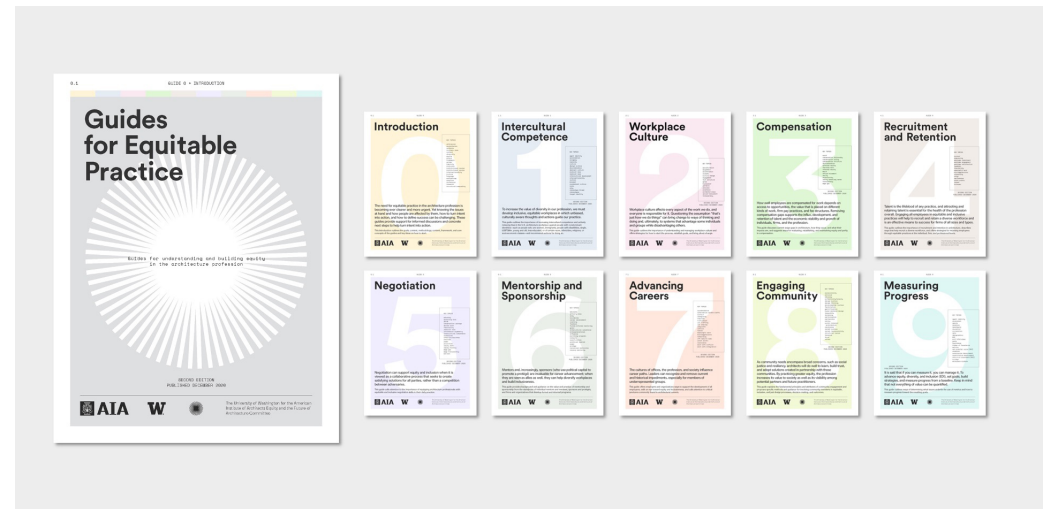
To help develop a sustainable, equitable, and inclusive design of the new AIA Global Campus for Architecture & Design, AIA welcomed students from the seven HBCUs offering NAAB-accredited architecture programs. In 2024, AIA will host its final cohort of interns aimed to inspire more diverse future leaders.



## Guides for Equitable Practice

The Guides for Equitable Practice help make the business and professional case for ensuring that your organization meets the career development, professional environment, and cultural awareness expectations of current and future employees and clients.

Each of the nine original chapters and two special supplements (Justice in the Built Environment and Equity in Architectural Education) include real-world-derived best practices, relevant research, and other tools to help you address a variety of employment and talent-related issues about equity, diversity, and inclusion.



## Designing for equity

### **New theory of change**

In 2023, the AIA Board of Directors approved the implementation of a new framework, or theory of change, to chart a course towards greater diversity at all levels of the AIA community. This new tool is designed around three spheres of influence: Organizational (full agency), member (partial agency), and systems (least agency). Within each sphere, specific metrics will be deployed to measure outcomes and impacts over time. Through greater specificity and clarity, this tool will benefit AIA chapters, firms, partners, universities, and students and help achieve greater communal progress toward diversity.



## Designing for equity

### Implementing intersectionality as a lens

Demographics data provides AIA and the profession with critical knowledge about who we are, giving insights into our progress, trends, and gaps. Over the decades, our data has become more robust – providing us with a more detailed picture of our progress towards greater diversity. To that end, we are implementing intersectionality as a lens to better support and represent our most marginalized and vulnerable members.

Intersectionality is the interconnected nature of more than one social identity such as race, class, gender identity, sexuality, ability, and more, as applied to an individual or a group. With intersecting identities, individuals can experience multiple forms of oppression and discrimination. To understand intersectionality is to recognize that multiple layers of inequality exist and that experiences differ among individuals based on their intersecting identities. This year you will see expanded insights into women of color and LGBTQIA+ members of our community.

### 2023: A milestone year for women

2023 was the first year AIA elected three women leaders to serve at helm—2023 President Emily Grandstaff-Rice, FAIA, 2024 President Kimberly N. Dowdell, AIA, and 2025 President-Elect Evelyn M. Lee, FAIA. Of the group, Dowdell is the first Black female president and millennial president. This milestone reflects AIA’s progress towards the greater advancement of women, especially women of color. While just the beginning, we hope this paves the way for others to join our community and the profession.

# Designing for equity

## Women of color

The U.S. Bureau of Labor Statistics indicates an overall growth of women in architecture, documented at 31% in 2023 in the category of architects, except landscape and naval. This is a record-breaking development, compared to 29.8% in 2022, and is the highest in all of history.

In 2023, AIA’s overall membership was made up of 26.8% women, a .6% increase from 2022.

While this is a positive trend, representation for women of color is still lacking. According to NCARB, Black or African American women have not seen growth since 2018 and remain stagnant at .4%.

Within AIA’s overall membership, each racial and ethnic group of women has a higher percentage than the general profession. This is partially because the pool of AIA membership is smaller than the general profession, but it is still a positive indication of AIA’s overall efforts to create an inclusive community of belonging.

> RACE AND/OR ETHNICITY OF WOMEN

Women Race and/or Ethnicity	Profession (Source: 2023 NCARB)	2023 AIA Overall Membership
Asian	3%	3.20%
Black or African American	1%	0.89%
Hispanic or Latina	2%	2.10%
Indigenous American	N/A	0.01%
MENA	N/A	0.20%
White	20%	15.60%
Unknown, Other, Prefer not to Say	1%	4.70%
<b>All Women</b>	<b>31% (2023 U.S, BLS)</b>	<b>26.80%</b>

# Designing for equity



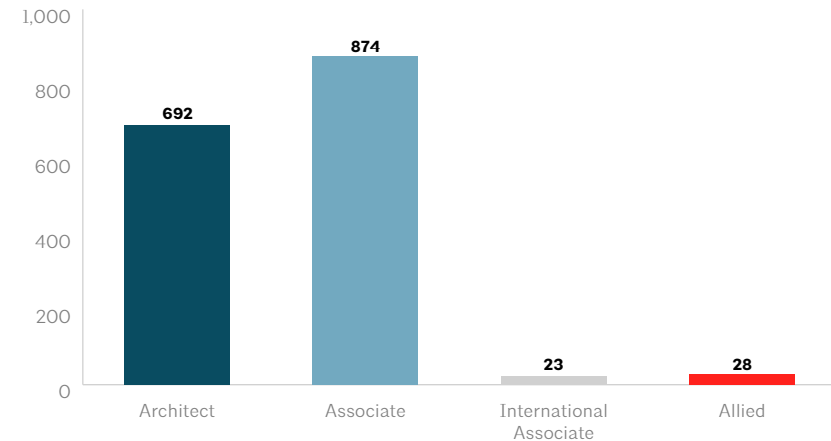
## AIA supporting LGBTQIA+ design professionals

In early 2023, AIA added LGBTQIA+ as a member demographic option, in the interest of gaining greater insight into our membership. In the interest of gaining greater insight into our membership, Since that time, more than 1,600 AIA members have self-identified as LGBTQIA+. AIA added further demographic selections in November 2023, allowing members to specifically self-identify as lesbian (22), gay (87), bisexual (14), transgender (6), queer (23), questioning (0), intersex (0), asexual (2), ally (3), or two-spirit (1).

In support AIA’s core values of equity and inclusion, AIA embarked on a series of stakeholder conversations which resulted in the creation of an LGBTQIA+ affinity group in

January of 2024. This group serves as a first step toward fostering a greater sense of belonging among AIA’s LGBTQIA+ members. Based on its initial success, this model can be expanded to include other identity-based affinity groups as part of a comprehensive organization-wide engagement strategy. Feedback from group members indicates a favorable view of this first step as well as interest in learning what more AIA can do to support LGBTQIA+ members.

> SELF-IDENTIFIED LGBTQIA+ AI MEMBERS BY MEMBERSHIP CHART



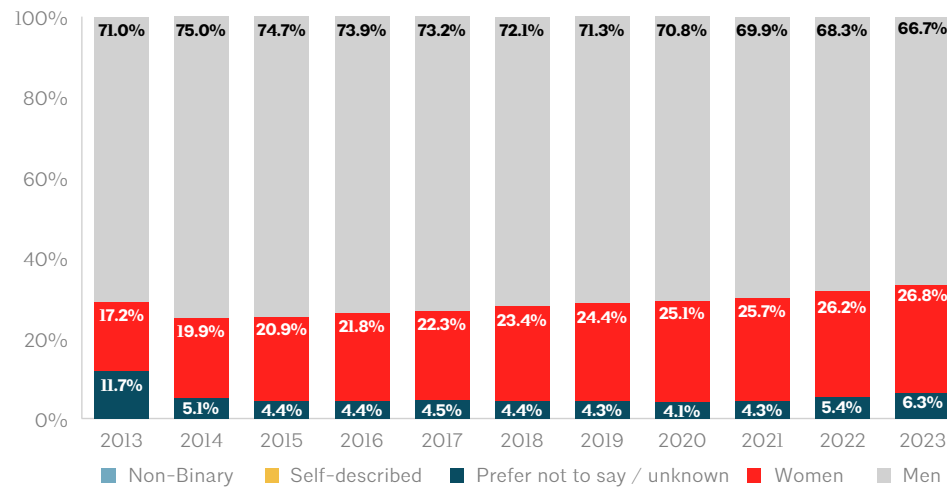
**Nearly 900 individuals self-reported as LGBTQIA+ in 2022. That number increased to over 1,600 in 2023.**

# Gender identity & expression

## Gender identity: All members

Gender diversity within overall AIA membership has continued to grow, with the share of women increasing from 17.2% in 2013 to 26.8% in 2023. Please note that starting in 2018, a third option was made available to members to expand the binary options of men and women. As of 2021, the options for members to describe their gender identity and expression are woman, man, non-binary, self-described, and prefer not to say.

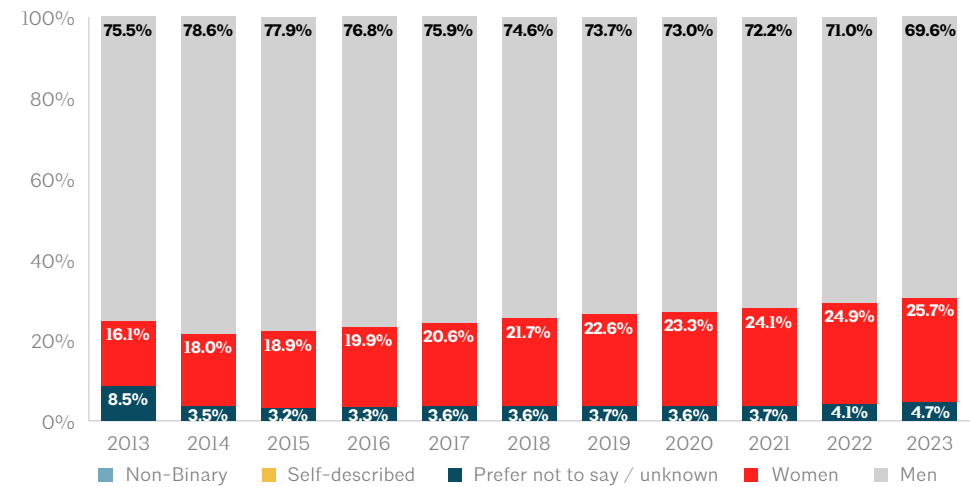
> GENDER IDENTITY: ALL MEMBERS



## Gender identity: Architect members

Trends in gender diversity for Architect members are comparable to those in the overall membership, with the percentage of women increasing from 16.1% to 25.7% between 2013 and 2023.

> GENDER IDENTITY: ARCHITECT MEMBERS



PLEASE NOTE THAT STARTING IN 2018 MEMBERS WERE GIVEN THE OPTION "OTHER." IN 2021 OPTIONS WERE FURTHER EXPANDED TO INCLUDE 'NON-BINARY' AND 'SELF-DESCRIBED' INSTEAD OF 'OTHER'.



# Gender identity & expression

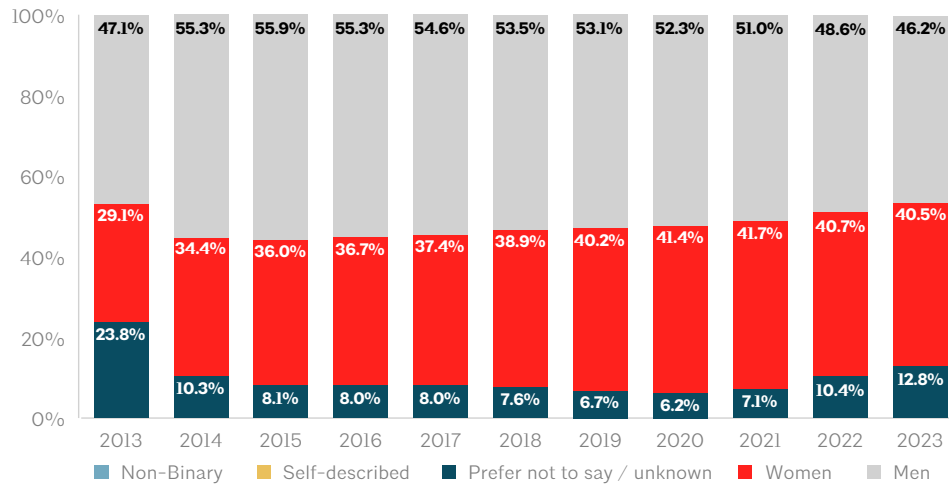
## Gender identity: Associate members

Associate membership continues to be more gender diverse than overall membership. In 2023, 40.5% of Associates reported their gender identity as women—higher than the overall membership share of 26.8%.

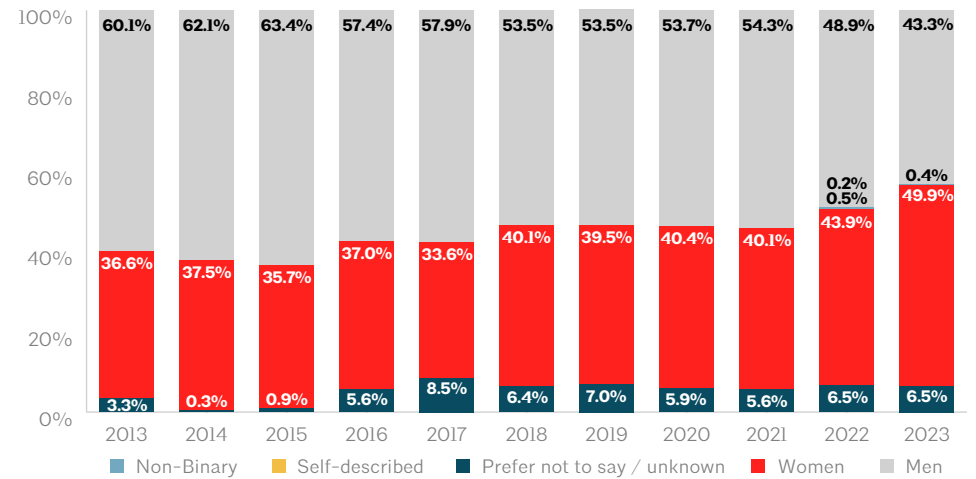
## Gender identity: Associates obtaining license

The percentage of women Associate members obtaining their license is similarly high—49.9% in 2023. As a comparison, NCARB reported that 44% of those who completed the ARE in 2022 were women.

> GENDER IDENTITY: ASSOCIATE MEMBERS



> GENDER IDENTITY: ASSOCIATES OBTAINING LICENSURE



PLEASE NOTE THAT STARTING IN 2018 MEMBERS WERE GIVEN THE OPTION "OTHER." IN 2021 OPTIONS WERE FURTHER EXPANDED TO INCLUDE 'NON-BINARY' AND 'SELF-DESCRIBED' INSTEAD OF 'OTHER'.

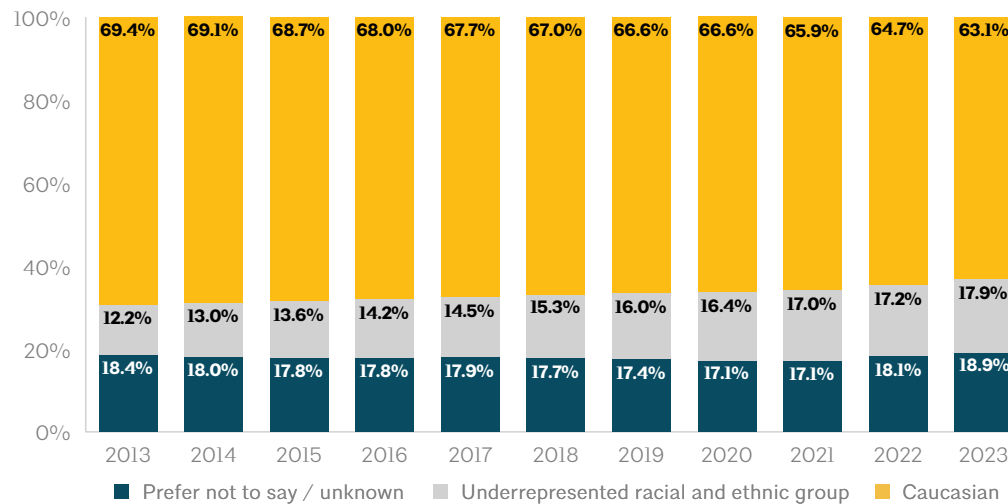
# Race and/or ethnicity

## Race and/or ethnicity

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

- The percentage of reported underrepresented racial and ethnic groups grew 5.7-points between 2013 and 2023 to 17.9%.
- The underrepresented racial and ethnic groups are Middle East and North Africa (MENA), Asian, Black or African American, Hispanic/Latino, Indigenous American, and Other Race/Ethnicity

> RACE AND/OR ETHNICITY: ALL MEMBERS



## Race and/or ethnicity

> RACE AND/OR ETHNICITY BY GENDER IDENTITY

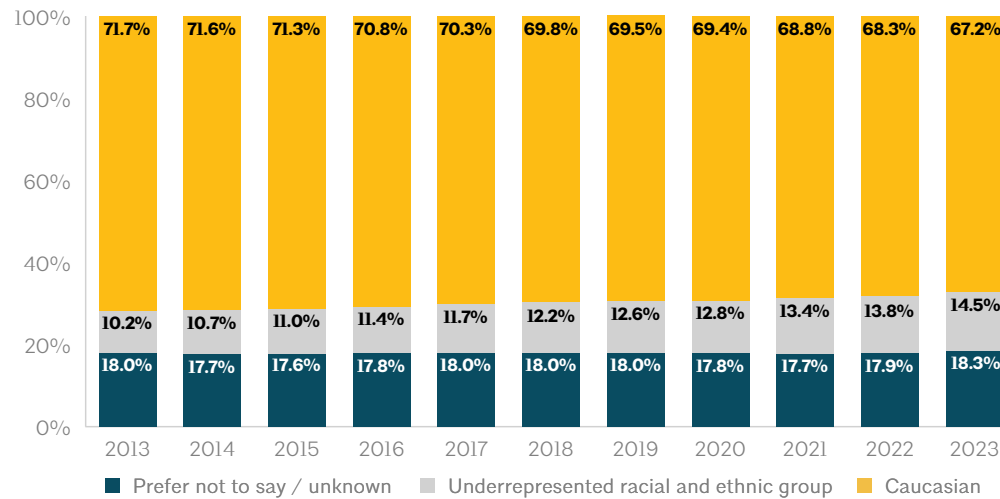
Race and/or Ethnicity	Women	Men	Prefer not to say	Self-Described	Non-Binary	Unknown	Total
Asian	3,161	3,875	9	4	10	70	7,129
Black or African American	880	1,557	3	1	5	8	2,454
Caucasian	15,393	46,401	35	18	56	464	62,367
Hispanic/Latino	2,113	3,586	9	3	6	51	5,768
Indigenous American	96	253	-	-	1	5	356
MENA	209	222	1	-	-	3	435
Other Race/Ethnicity	617	918	7	4	2	22	1,570
Prefer not to say	445	997	249	3	2	19	1,715
Unknown	3,575	8,113	90	2	7	5,162	16,949
<b>Total</b>	<b>26,489</b>	<b>65,922</b>	<b>403</b>	<b>35</b>	<b>89</b>	<b>5,805</b>	<b>98,743</b>

# Race and/or ethnicity

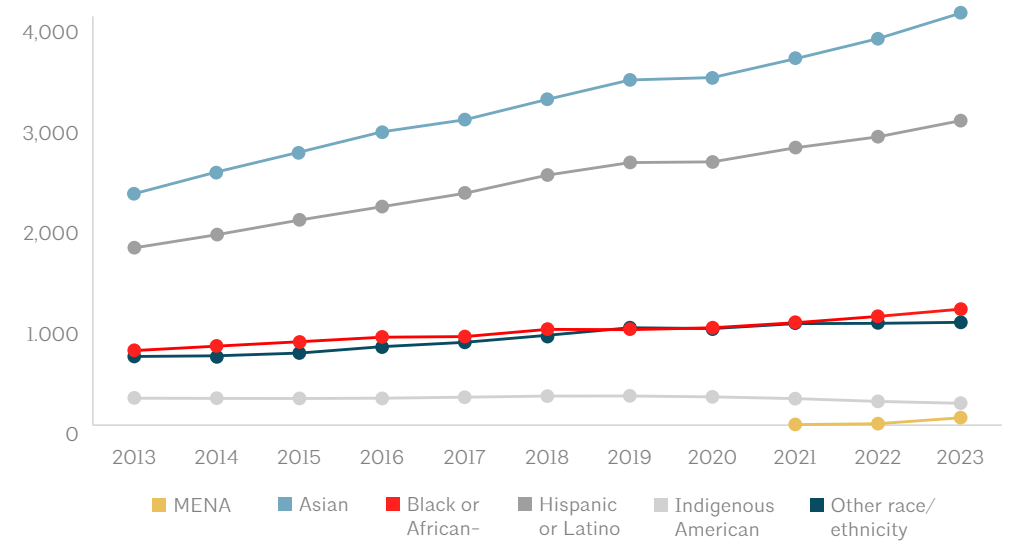
## Race and/or Ethnicity: Architect members

Since 2012, the overall membership trends in underrepresented racial and ethnic groups reflect the Architect member demographics, with growth among Asian, Black or African American, and Hispanic or Latina/o members.

> RACE AND/OR ETHNICITY: ARCHITECT MEMBERS



> RACE AND/OR ETHNICITY: ARCHITECT MEMBERS



## Race and/or ethnicity

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

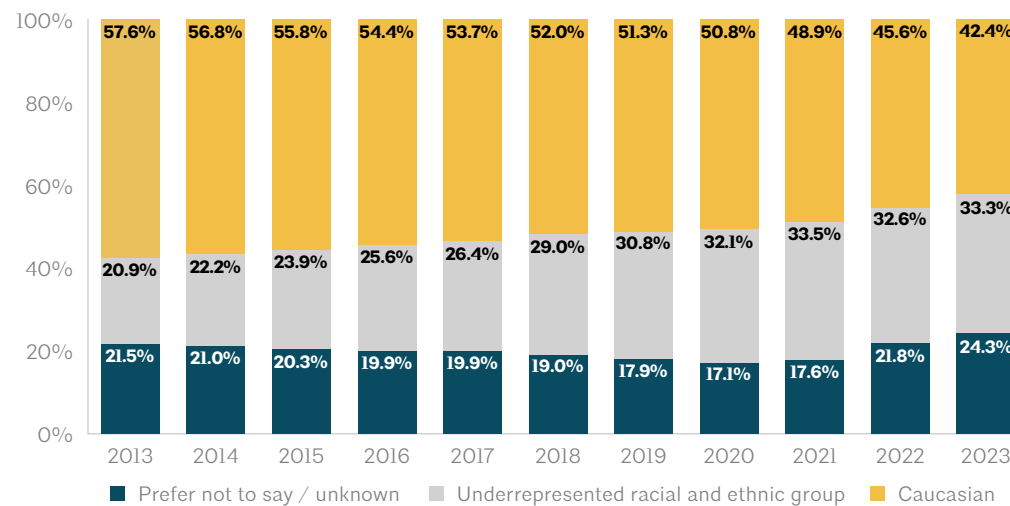
Race and/or Ethnicity	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Asian	2,303	2,520	2,717	2,919	3,039	3,242	3,435	3,459	3,646	3,846	4,100
Black or African American	742	786	830	875	881	953	950	969	1,019	1,082	1,154
Hispanic/Latino	1,764	1,895	2,041	2,174	2,307	2,488	2,613	2,620	2,760	2,869	3,030
Indigenous American	268	266	265	268	278	289	290	281	264	236	217
MENA	-	-	-	-	-	-	-	-	5	14	73
Prefer not to say	-	117	389	540	673	829	977	1,037	1,129	1,136	1,142
Other Race/Ethnicity	683	690	717	781	824	894	969	961	1,010	1,013	1,023
Unknown	10,147	10,061	10,103	10,441	10,605	10,834	10,828	10,507	10,382	10,616	10,976
Caucasian	40,362	41,269	42,477	43,562	44,148	45,162	45,666	44,896	44,645	44,779	44,546
<b>Total</b>	<b>56,269</b>	<b>57,604</b>	<b>59,539</b>	<b>61,560</b>	<b>62,755</b>	<b>64,691</b>	<b>65,728</b>	<b>64,730</b>	<b>64,855</b>	<b>65,951</b>	<b>66,261</b>

# Race and/or ethnicity

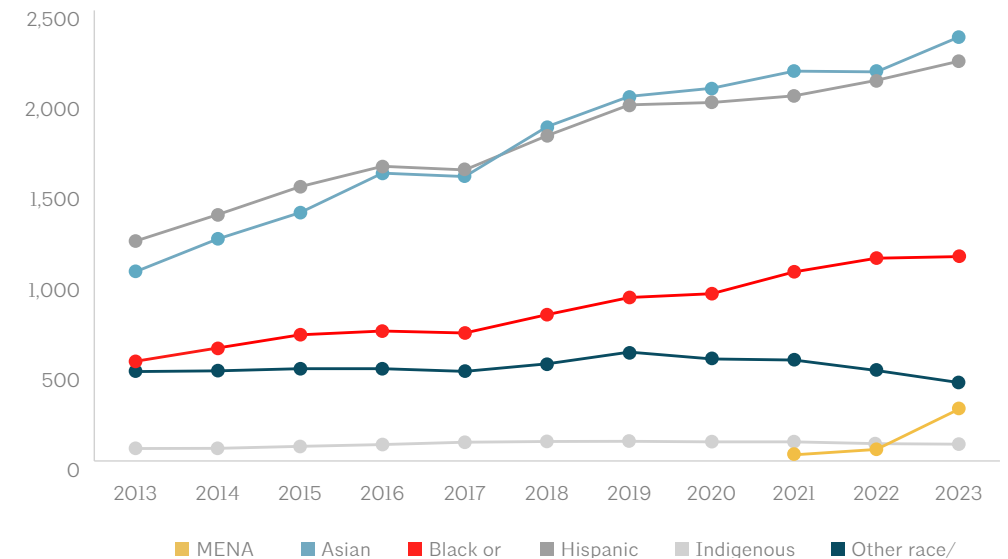
## Race and/or Ethnicity: Associate members

Associate membership continues to be more racially and/or ethnically diverse than AIA's overall membership. The reported percentage of members from underrepresented racial and ethnic groups in the Associate category has grown from 20.9% in 2013 to 33.3% in 2023, a 12.4-point increase for this period. Associates are, on average, younger and newer to the profession, so they should drive future demographic change of licensed architects.

> RACE AND/OR ETHNICITY: ASSOCIATE MEMBERS



> RACE AND/OR ETHNICITY: ASSOCIATE MEMBERS



## Race and/or ethnicity

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

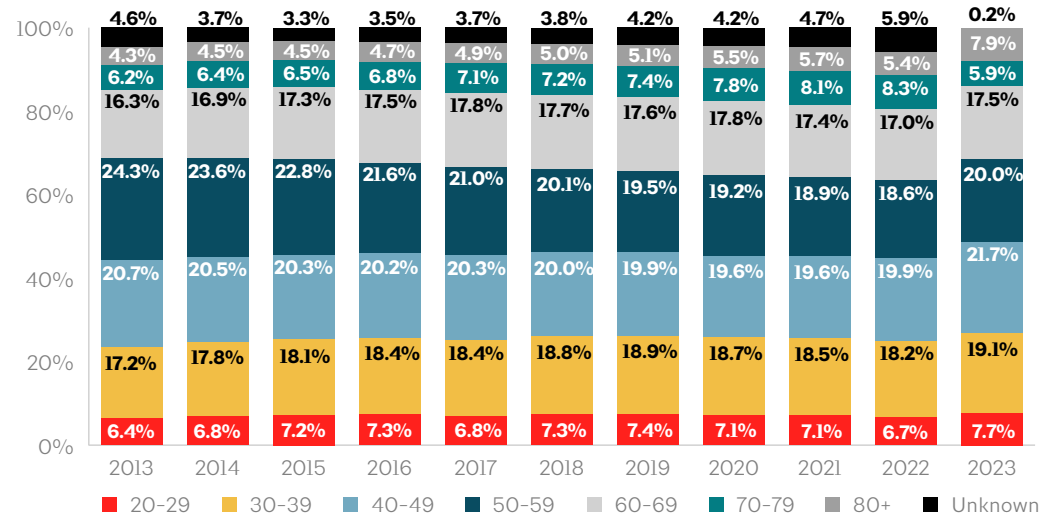
Race and/or Ethnicity	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Asian	1,050	1,232	1,378	1,597	1,578	1,855	2,023	2,068	2,163	2,159	2,352
Black or African American	553	627	700	721	710	812	907	928	1,049	1,125	1,134
Hispanic/Latino	1,220	1,367	1,522	1,635	1,615	1,805	1,976	1,989	2,026	2,112	2,218
Indigenous American	69	70	81	91	104	108	109	106	106	96	93
MENA	-	-	-	-	-	-	-	-	34	64	287
Prefer not to say	-	59	215	318	370	493	594	605	595	484	445
Other Race/Ethnicity	496	500	512	512	497	539	604	566	560	502	435
Unknown	3,471	3,528	3,341	3,226	3,029	2,866	2,662	2,414	2,521	3,562	4,320
Caucasian	9,317	9,711	9,791	9,676	9,148	9,192	9,364	8,958	8,661	8,460	8,322
<b>Total</b>	<b>16,176</b>	<b>17,094</b>	<b>17,540</b>	<b>17,776</b>	<b>17,051</b>	<b>17,670</b>	<b>18,239</b>	<b>17,634</b>	<b>17,715</b>	<b>18,564</b>	<b>19,606</b>

# Age

## Age Grouping

The median age of members remains stable; however, there is growth among older and younger cohorts. In 2023, the median member age was 51, about where it has been since 2013 (51). However, the percentage of members above the age of 60 has increased by 4.5 points since 2013, while those aged 20–39 has increased by 3.2 points. The percentage of members in the 40–59 age range, which contains our current median, has shrunk by 3.3 points since 2013.

> AGE: ALL MEMBERS





# AIA leadership

## AIA Board of Directors

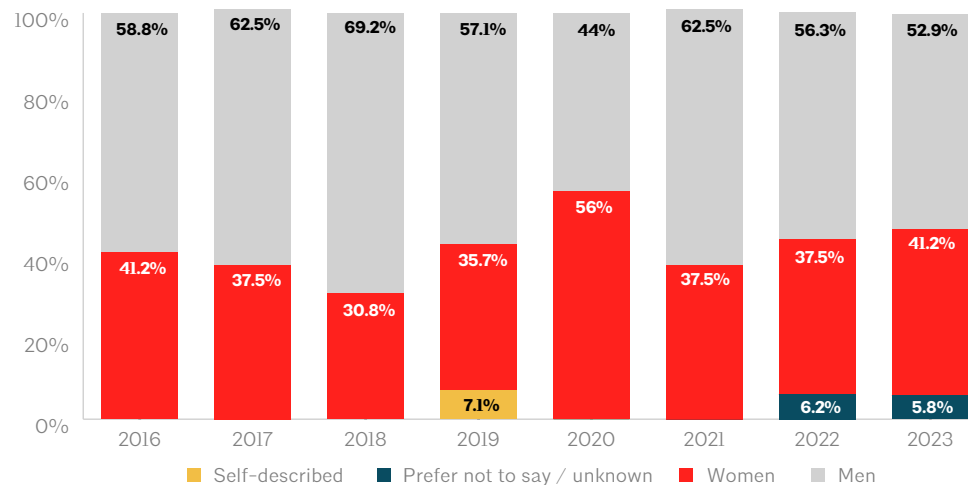
The AIA Board of Directors’ responsibilities include providing leadership to inspire the membership through the careful establishment of broad organizational values and perspectives. It approves AIA’s strategic and operating plans as well as the annual operating budget. The board has elevated equity as an organizational objective for AIA and has supported those efforts through intentional board-level committee reviews, self-nominations, and open calls for board-level committees and juries.

The board is comprised of the officers (president, first vice president, secretary, and treasurer); six at-large directors; and representatives from the Council of Architectural

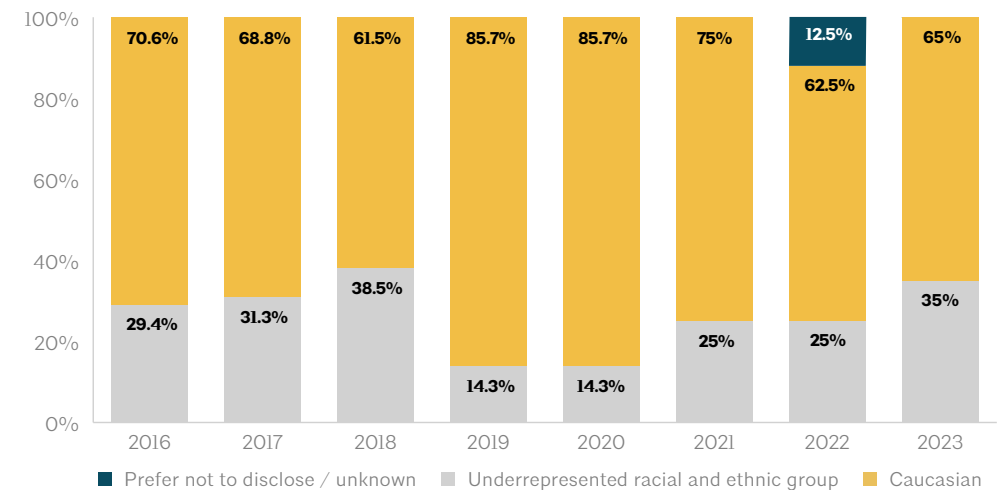
Component Executives (CACE), the National Associates Committee, and the American Institute of Architecture Students (AIAS). The president may appoint up to two additional directors for one-year terms. The EVP/Chief Executive Officer is also a member of the Board of Directors and is an ex officio member.

Note: In 2015, when the AIA Board of Directors data collection started, AIA’s governance was restructured (the board size was reduced, and the Strategic Council was created). The board’s composition has varied over the years; in 2023, there were 17 members.

> LEADERSHIP: BOARD OF DIRECTORS BY GENDER IDENTITY



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



# AIA leadership

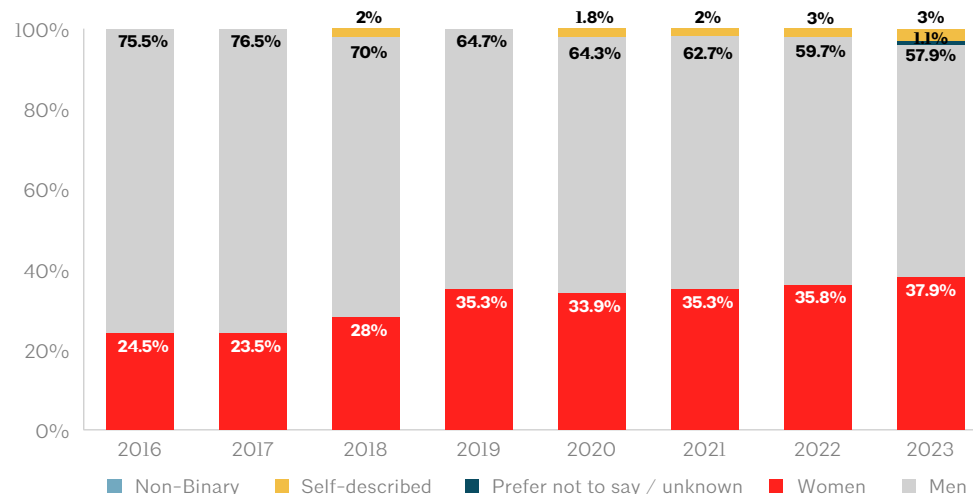
## AIA Strategic Council

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.

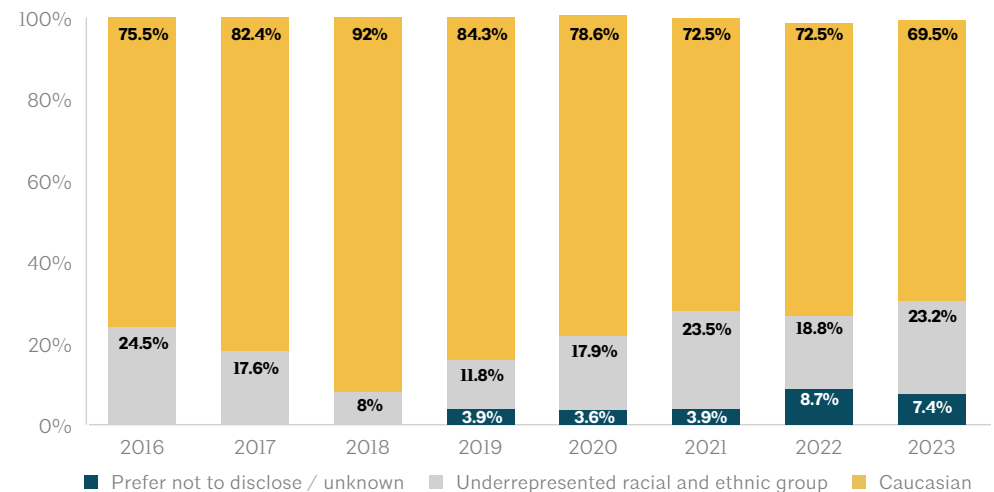
It is composed of the first vice president, the immediate past president, and the EVP/Chief Executive Officer is an ex officio member. Each state is represented with at-large representatives elected by the Strategic Council. The Strategic Council also includes representatives from CACE, the National Associates Committee, and AIAS.

In 2023, there were 71 members of the Strategic Council. A full overview of the AIA’s governance structure can be found in its bylaws.

> LEADERSHIP: STRATEGIC COUNCIL BY GENDER IDENTITY



> LEADERSHIP: STRATEGIC COUNCIL BY RACE AND/OR ETHNICITY



# AIA leadership

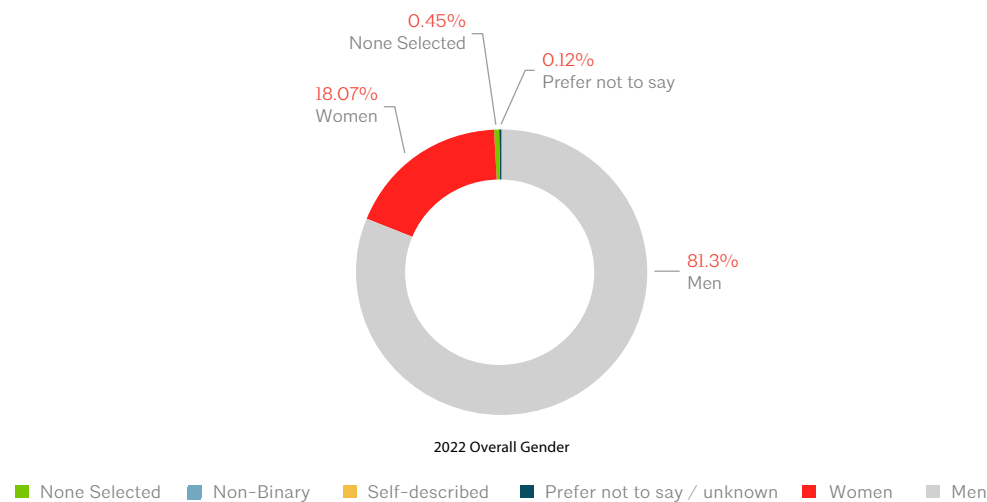
## AIA Fellows

Fellowship is AIA’s highest membership honor, conferred on Architect members for their exceptional work and contributions to architecture and society. Only 3% of AIA members have this distinction.

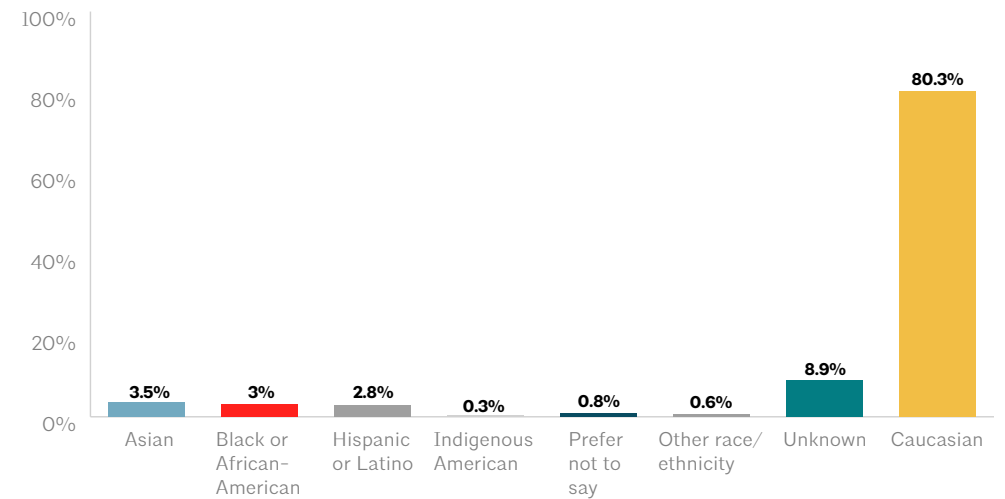
Fellows are elevated based on their independent professional merits, but we consider the program and associated processes to be healthy if the diversity of incoming classes tracks or exceeds the membership-at-large.

AIA Fellowship has been making significant advancements to ensure it is broadening the diversity of its members and that it represents the broad membership of AIA and its values. A committed dedication to equitable processes, diverse jury experiences and backgrounds, and extensive support of candidates are strengthening this change. Elevation to Fellowship in recent years has matched and often slightly surpassed the existing diversity of the membership in those cycles.

> LEADERSHIP: 2023 OVERALL GENDER IDENTITY



> LEADERSHIP: FELLOWS BY RACE AND/OR ETHNICITY



# AIA headquarters employees

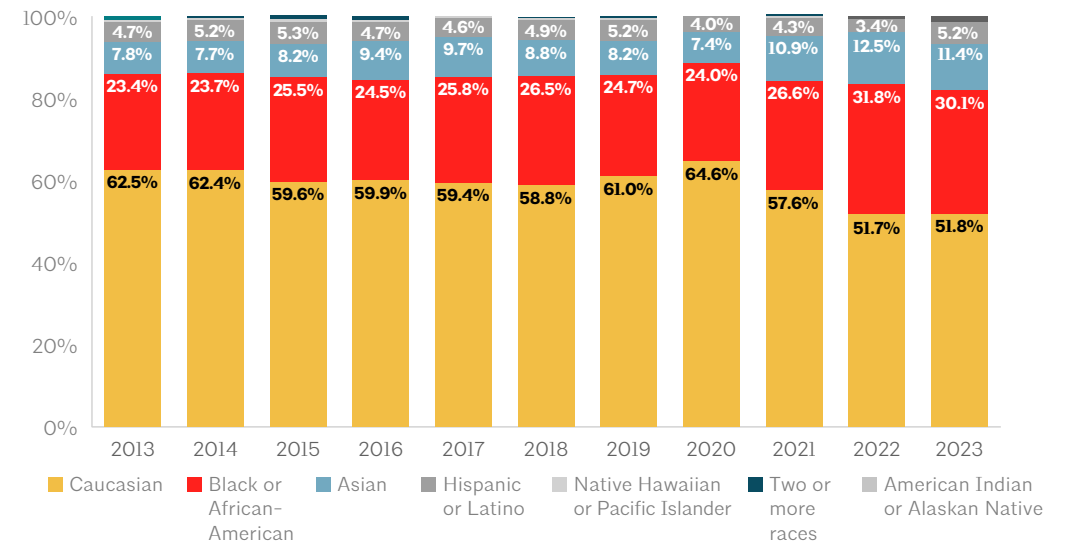
## AIA headquarters employees

AIA welcomes talented professionals who have diverse perspectives and are not afraid of change or embracing new ways of approaching their work. We look for talented individuals who strive to understand and support our members and the work they do; are responsive and honest, treating everyone with respect and empathy; identify root causes and respond appropriately; pursue clarity and accountability through open, consistent, and direct communication; and value diversity of thought.

To achieve high levels of diversity in staff, we have developed a talent management process that focuses on recruiting top talent, while working to reduce conscious and unconscious bias. To do so, we leverage our technology to recruit on various minority-focused job boards, use equitable hiring practices, and provide professional development training for staff, including training on the topic of unconscious bias. These initiatives enable us to reach a diverse candidate pool. To ensure retention of staff, we also intentionally focus on elements of inclusion and belonging, which are critical in a remote environment. Last, we continue to leverage reporting and analytics in order to measure, assess, and reassess our progress in recruitment and retention.

There are 193 employees (not including Trust and Foundation staff) working in or for the AIA headquarters office, located in Washington, D.C., as of 2023. 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 98,000 professional members. Note that these demographics do not include the employees of AIA’s 200+ chapters around the world; the data only covers those employed in the headquarters office. (This is how the data was collected at the time.)

> NATIONAL STAFF: RACE AND/OR ETHNICITY



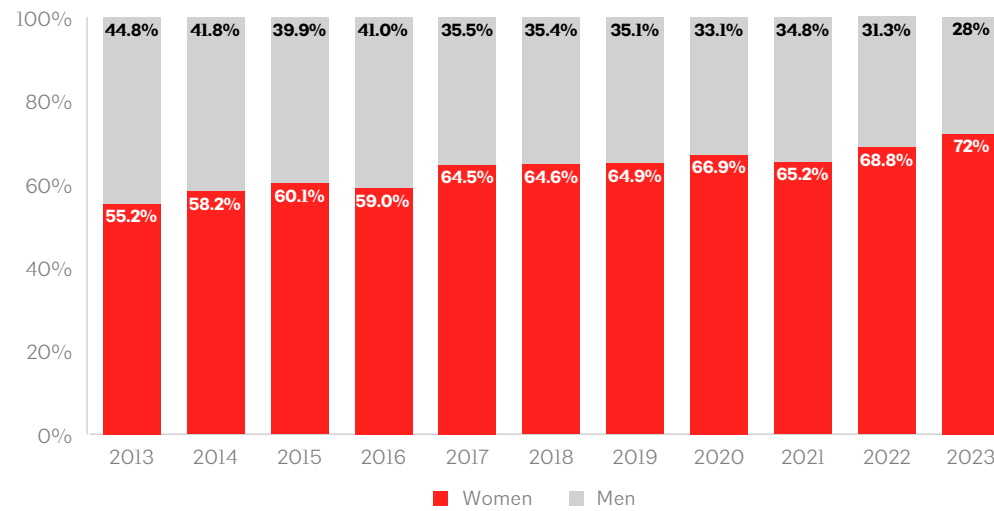
# AIA headquarters employees

> NATIONAL STAFF: RACE AND/OR ETHNICITY

Race and/or Ethnicity	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
American Indian/ Alaskan Native	1	0	0	0	0	0	0	0	0	0	0	0	0
Asian	13	13	15	15	17	20	21	20	19	13	20	22	25
Black or African American	46	44	45	46	53	52	56	60	57	42	49	56	58
Hispanic/Latino	9	11	9	10	11	10	10	11	12	7	8	6	10
Native Hawaiian/ Pacific Islander	1	2	1	1	1	1	1	1	1	0	0	0	0
Two or More Races	2	3	2	1	2	2	0	1	1	0	1	1	3
White	118	120	120	121	124	127	129	133	141	113	106	91	100
<b>Total</b>	<b>190</b>	<b>193</b>	<b>192</b>	<b>194</b>	<b>208</b>	<b>212</b>	<b>217</b>	<b>226</b>	<b>231</b>	<b>175</b>	<b>184</b>	<b>176</b>	<b>196</b>

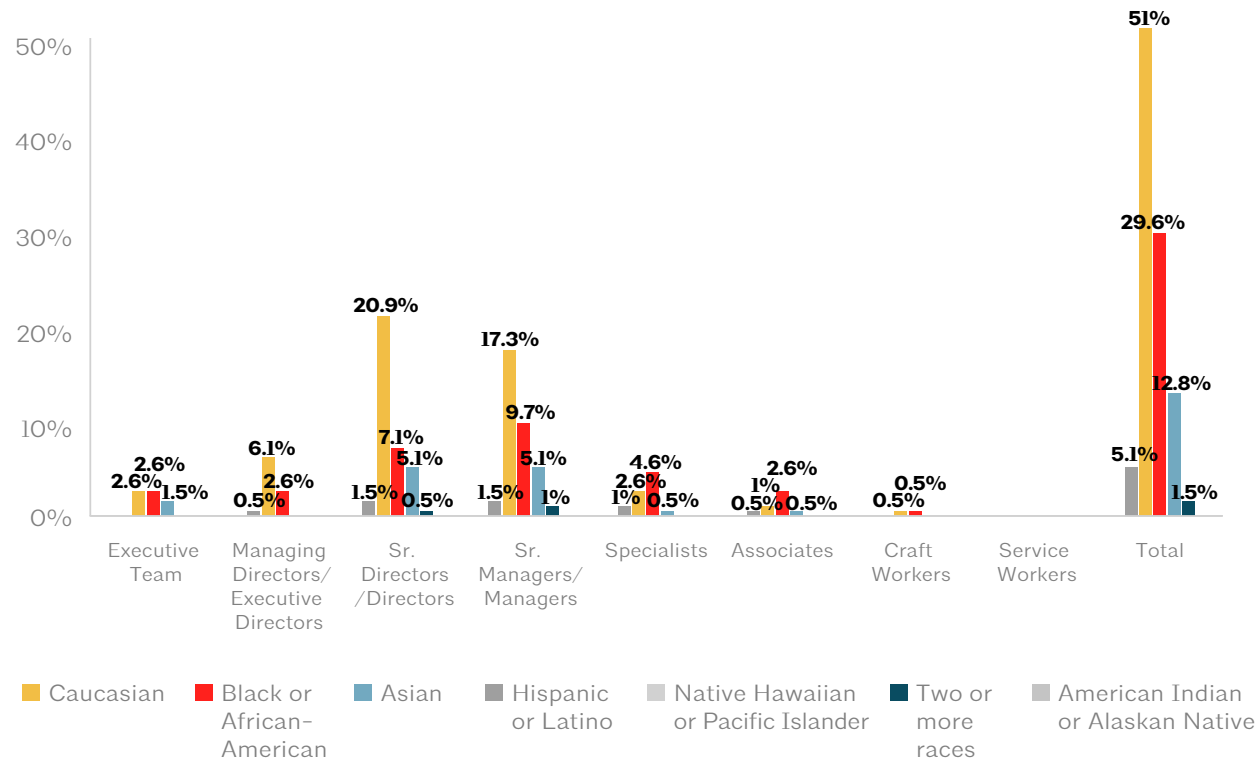
# AIA headquarters employees

> NATIONAL STAFF: GENDER IDENTITY

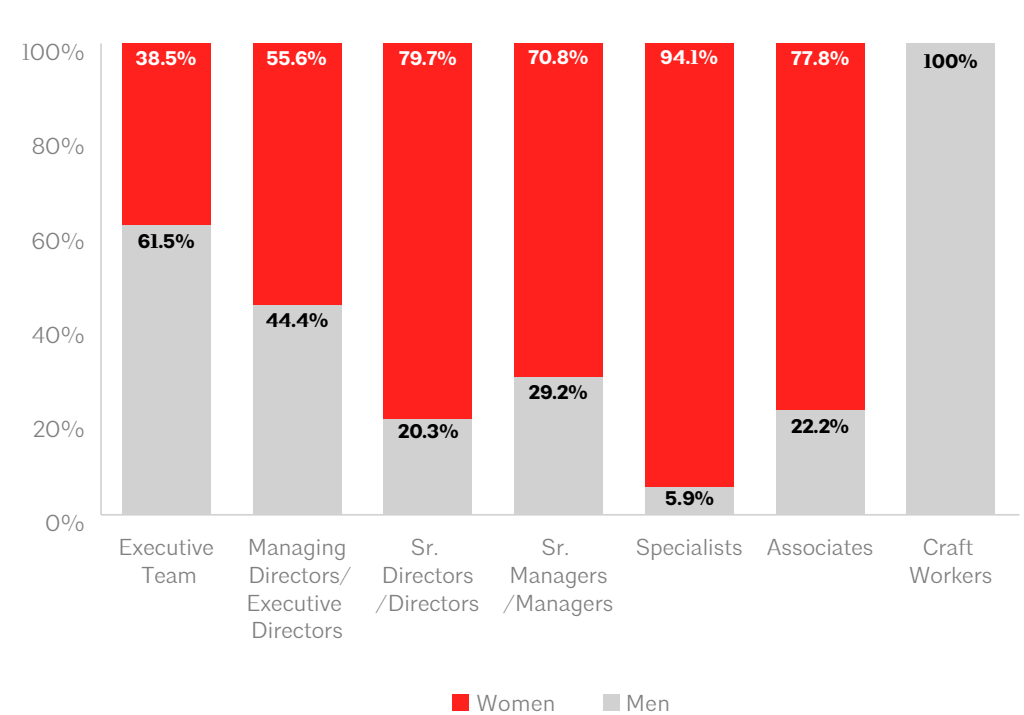


# AIA headquarters employees

> NATIONAL STAFF: RACE AND/OR ETHNICITY BY TITLE



> NATIONAL STAFF: GENDER IDENTITY BY TITLE



# 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 includes licensed architects and Fellows, while Emeritus members are treated separately. Unless otherwise stated, Associate and International Associate members 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. This includes 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:

1. 15 consecutive years of membership, or
2. 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

These groups include 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 identity, 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 identity 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 2024 report describes 2023 data NAAB’s 2023 report describes data for academic year 2022/2023.

## Important sources

National Council of Architectural Registration Boards. *2024 NCARB by the Numbers*. <https://www.ncarb.org/nbtn2024>

National Architectural Accrediting Board. *2023 NAAB Annual Report on Architecture Education*, [naab.org/accreditation/publications](http://naab.org/accreditation/publications)

The Bureau of Labor Statistics. [bls.gov](http://bls.gov)



AIA Equity, Diversity, and Inclusion

Questions? [memberservices@aia.org](mailto:memberservices@aia.org)



1735 New York Avenue, NW  
Washington, DC 20006

[aia.org](http://aia.org)