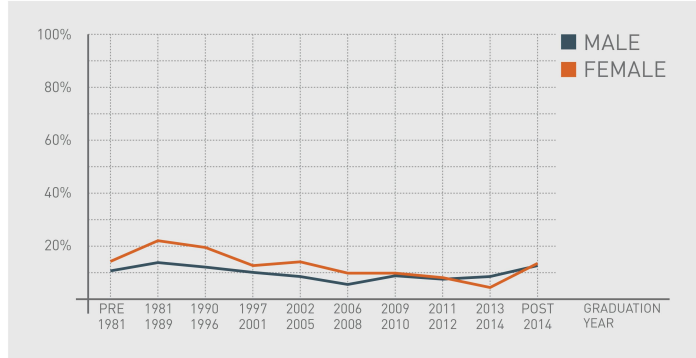
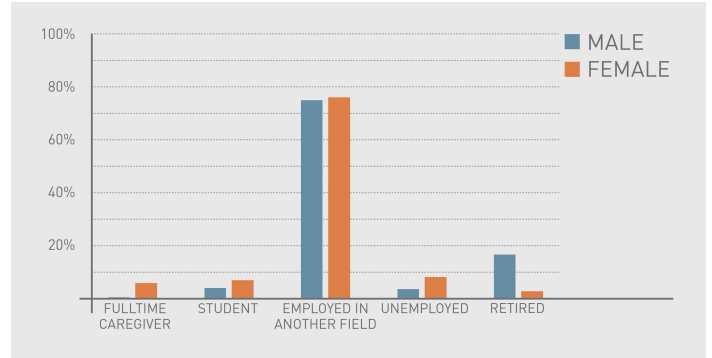


BEYOND ARCHITECTURE: EQUITY IN ARCHITECTURE SURVEY 2016

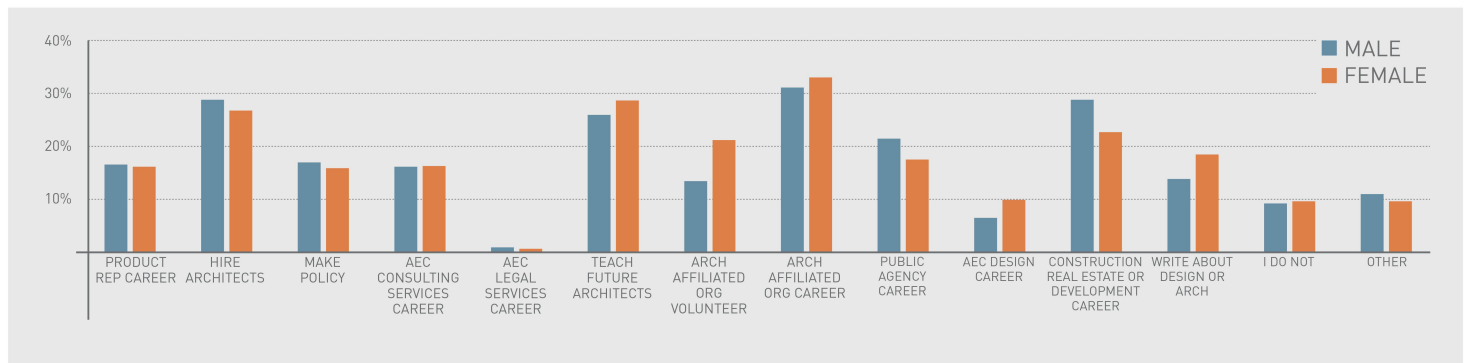
LIKELIHOOD: RESPONDENT DOES NOT WORK IN ARCHITECTURE FIRM



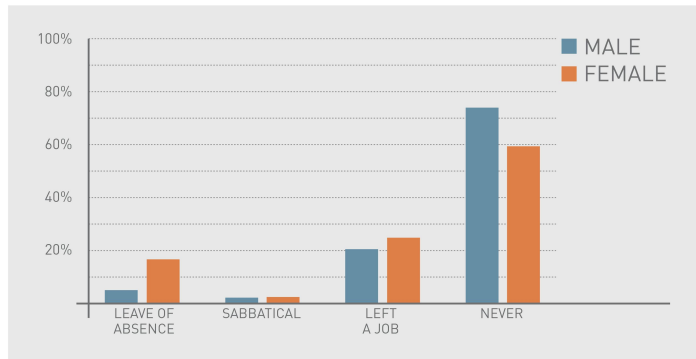
BEYOND ARCH: CURRENT OCCUPATION



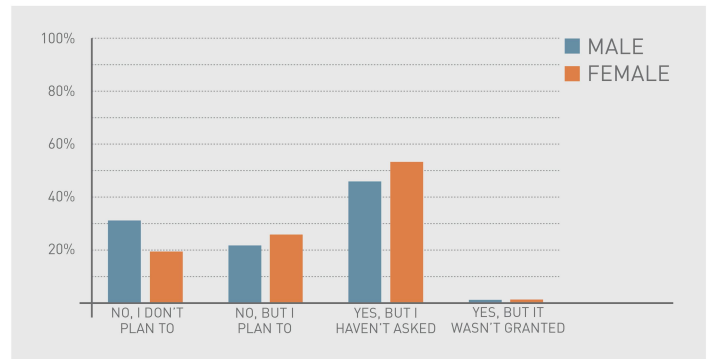
IN WHAT WAYS DO YOU CURRENTLY INFLUENCE THE BUILT ENVIRONMENT?



HAVE YOU EVER SPENT A MONTH OR MORE AWAY FROM A JOB IN ARCHITECTURE?



NEVER SPENT TIME AWAY: DESIRE FOR 1 MONTH OR MORE

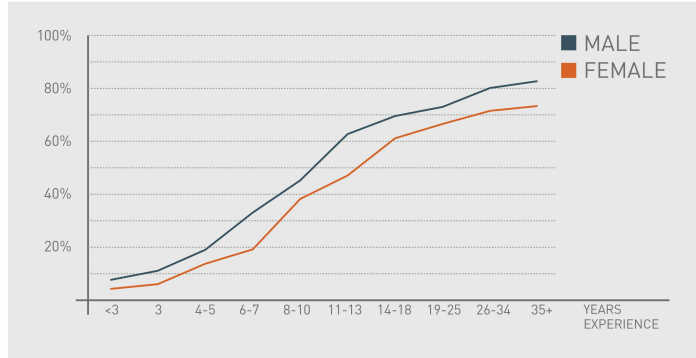


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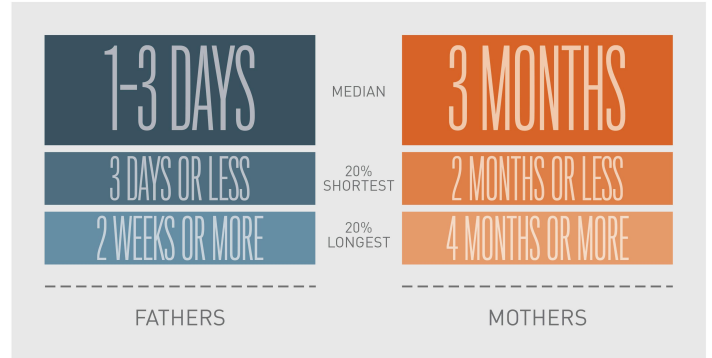
INFOGRAPHICS BY ATELIER CHO THOMPSON

CAREGIVING: EQUITY IN ARCHITECTURE SURVEY 2016

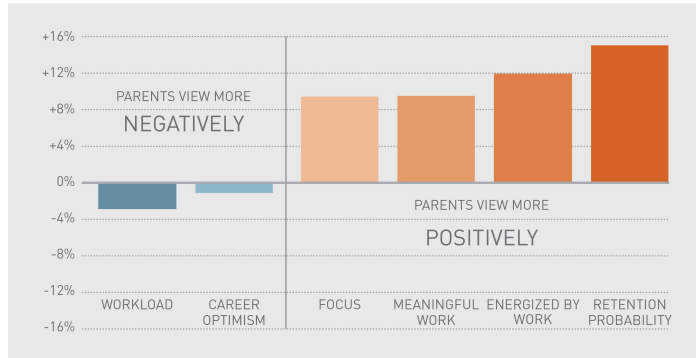
LIKELIHOOD OF BEING A PARENT



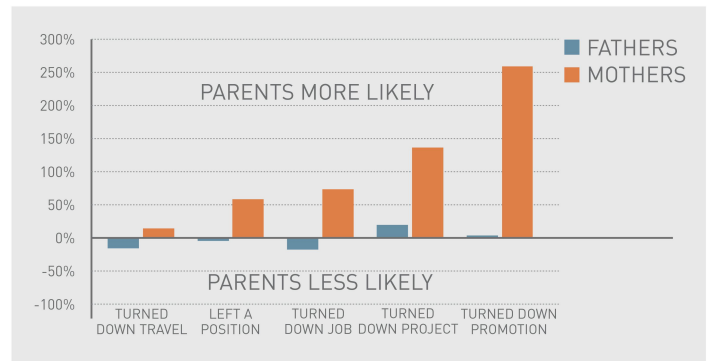
TIME TAKEN OFF FOLLOWING BIRTH OF CHILD



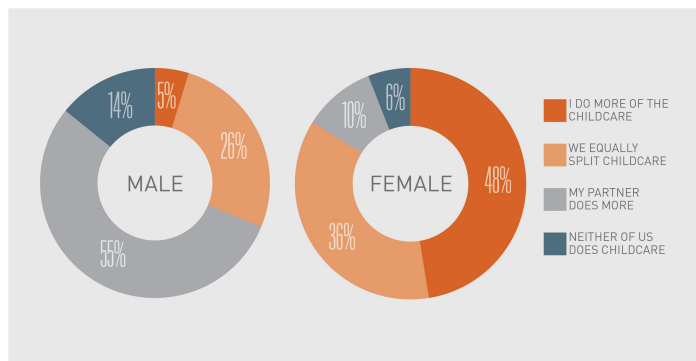
CAREER PERCEPTIONS: PARENTS COMPARED TO RESPONDENTS WITHOUT CHILDREN



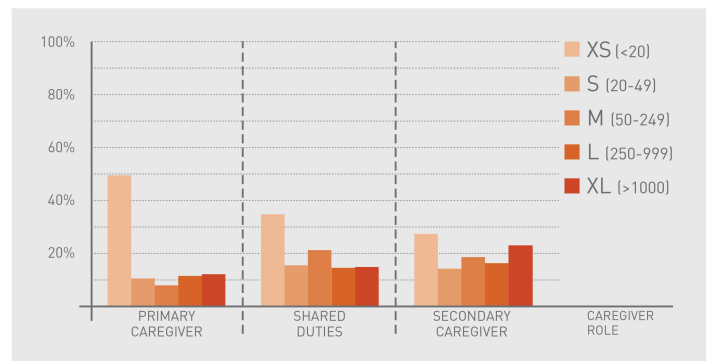
LIKELIHOOD OF WORK-LIFE CHALLENGES VS. NON-PARENTS



CHILDCARE RESPONSIBILITIES



FIRM SIZE BY CHILDCARE RESPONSIBILITIES

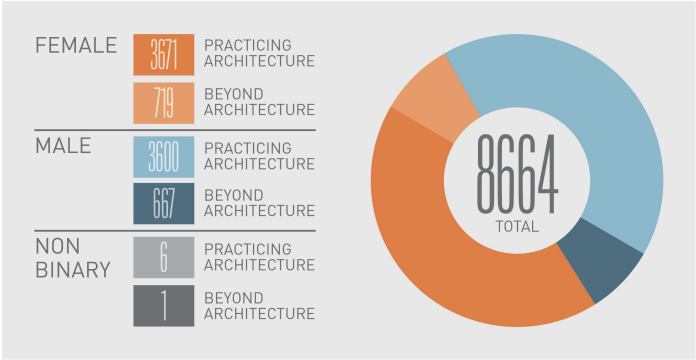


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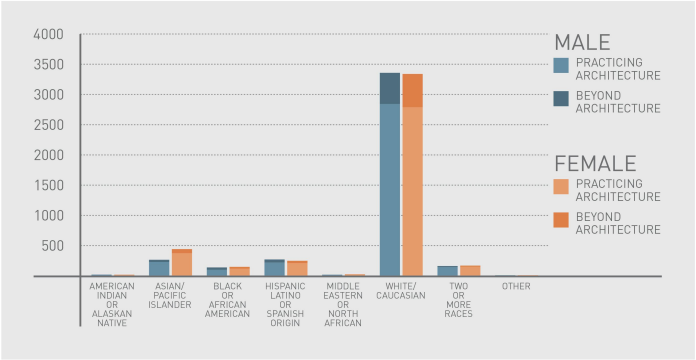
INFOGRAPHICS BY ATELIER CHO THOMPSON

DEMOGRAPHICS: EQUITY IN ARCHITECTURE SURVEY 2016

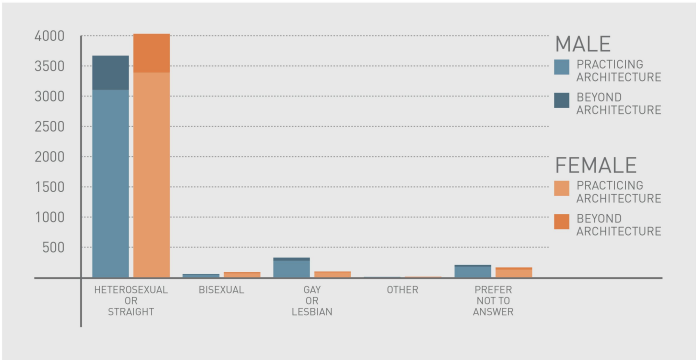
NUMBER OF SURVEY RESPONDENTS



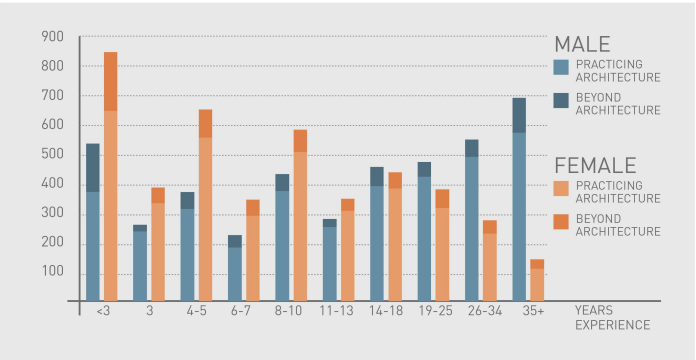
RACE/ETHNICITY OF SURVEY RESPONDENTS



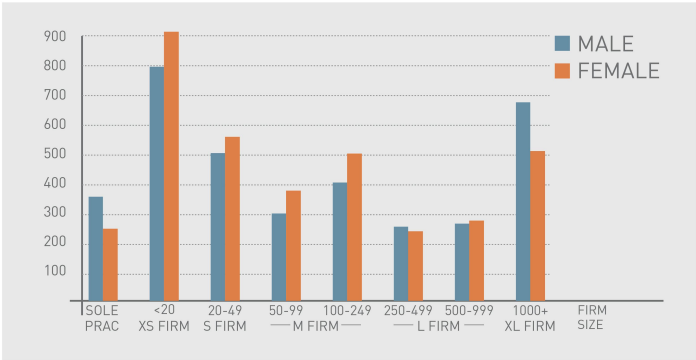
SEXUALITY OF SURVEY RESPONDENTS



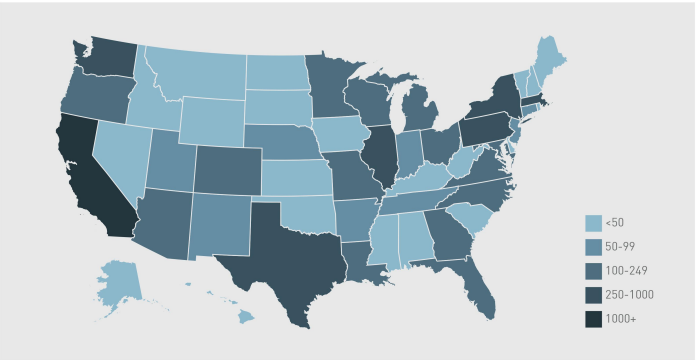
YEARS EXPERIENCE IN ARCHITECTURE



TOTAL FIRM SIZE BY GENDER



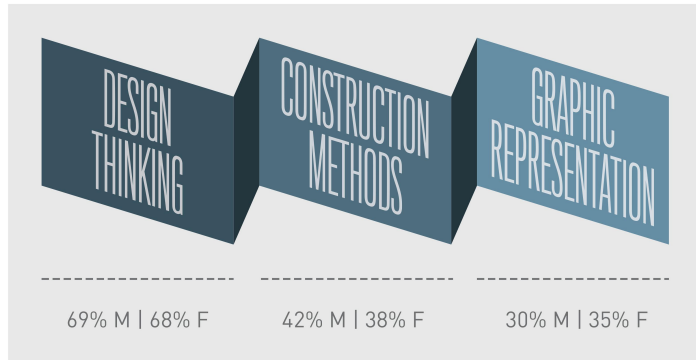
RESPONDENTS BY STATE



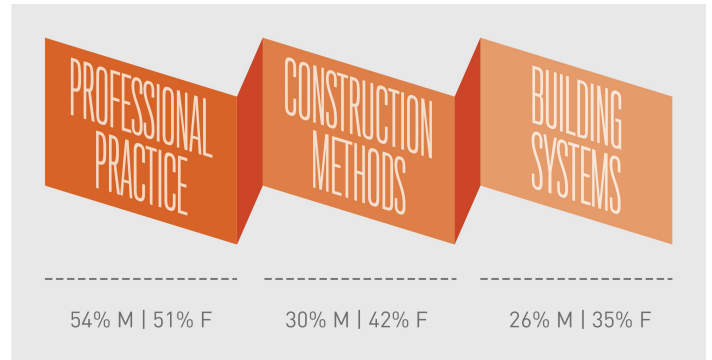
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EDUCATION: EQUITY IN ARCHITECTURE SURVEY 2016

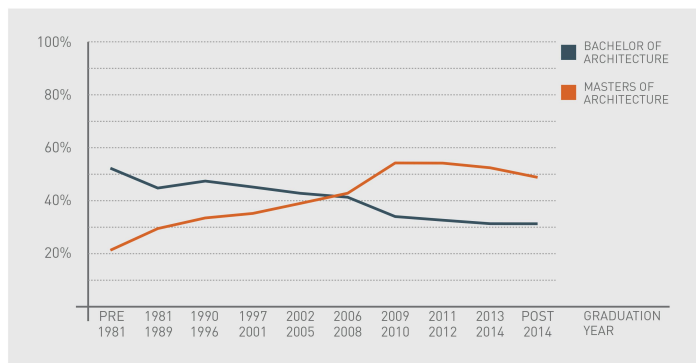
COURSES MOST HELPFUL FOR CAREER PREP



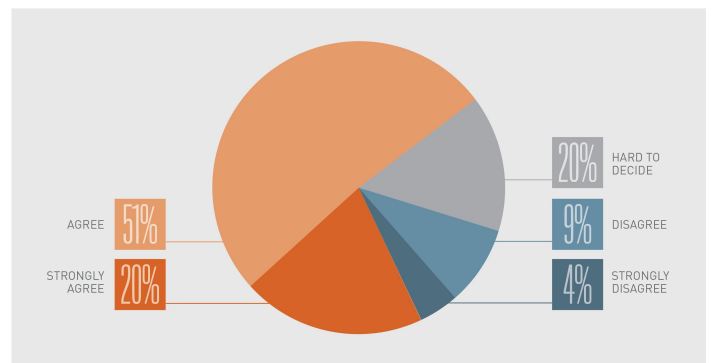
MORE FOCUS NEEDED IN SCHOOL



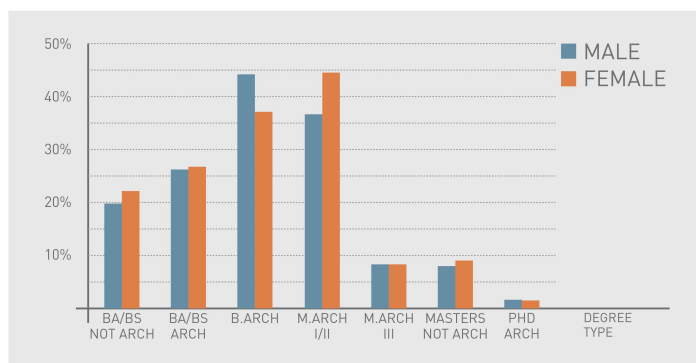
ACCREDITED DEGREE TYPE BY GRADUATION YEAR



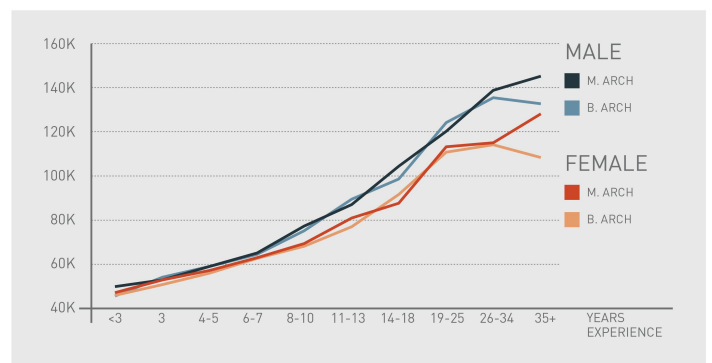
DID YOUR EDUCATION PREPARE YOU FOR CAREER



LEVEL OF EDUCATION



AVERAGE SALARY BY DEGREE TYPE

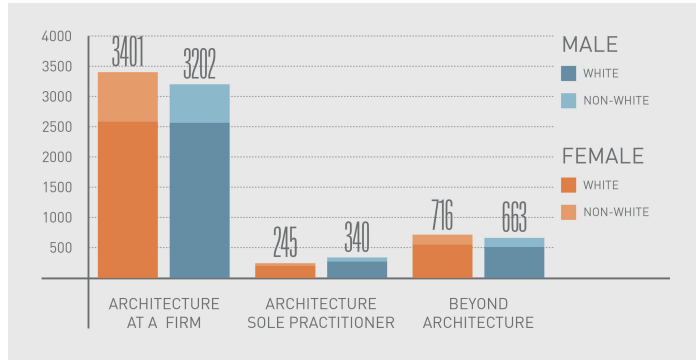


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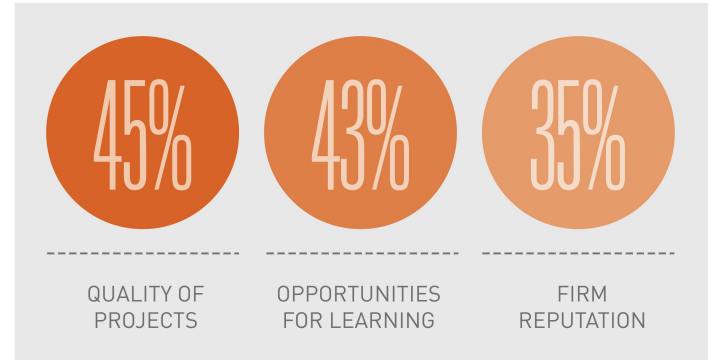
INFOGRAPHICS BY ATELIER CHO THOMPSON

FINDING THE RIGHT FIT: EQUITY IN ARCHITECTURE SURVEY 2016

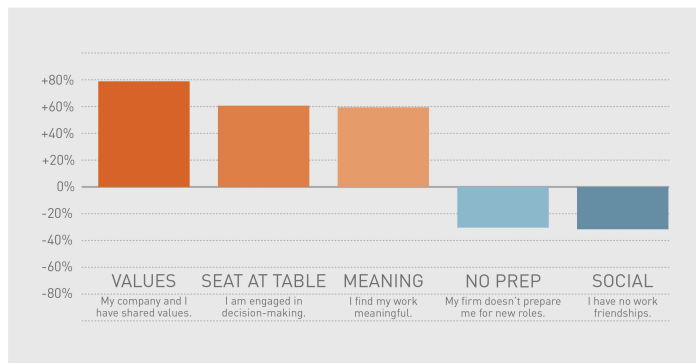
CURRENT CAREER TRACK BY GENDER



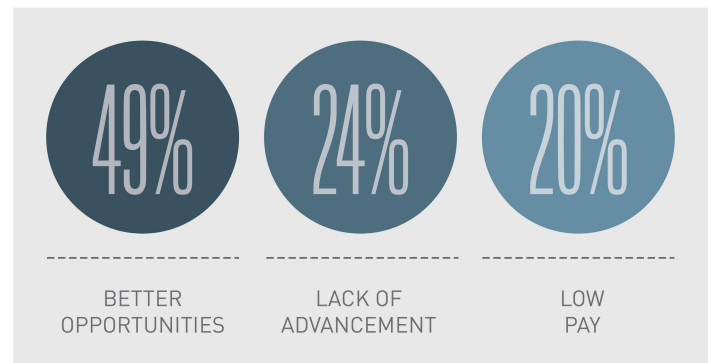
TOP REASONS FOR ACCEPTING CURRENT JOB



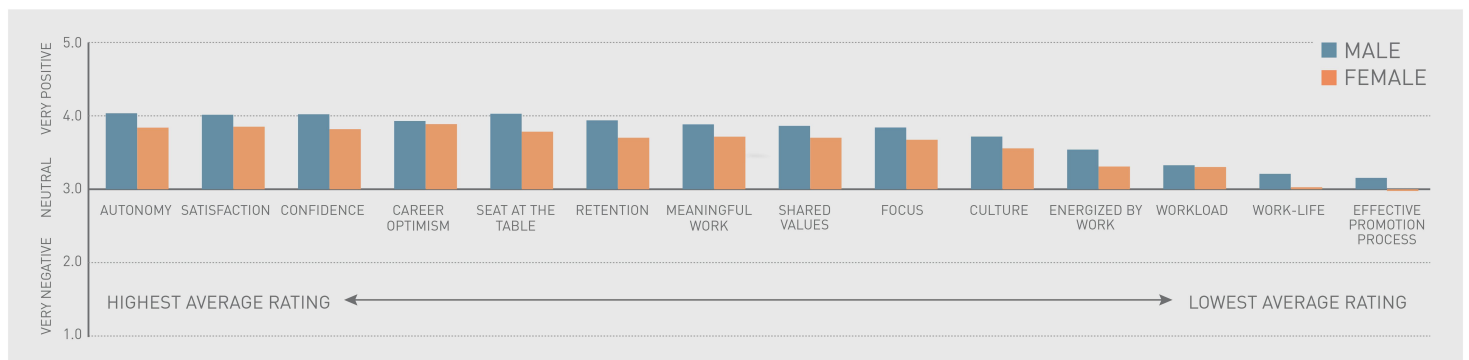
TOP CORRELATIONS: WORKPLACE CULTURE



TOP REASONS FOR LEAVING LAST JOB



METRICS OF SUCCESS: CAREER PERCEPTIONS IN KEY AREAS



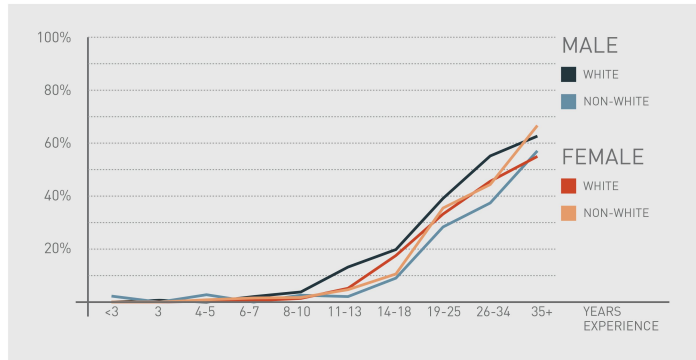
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INFOGRAPHICS BY ATELIER CHO THOMPSON

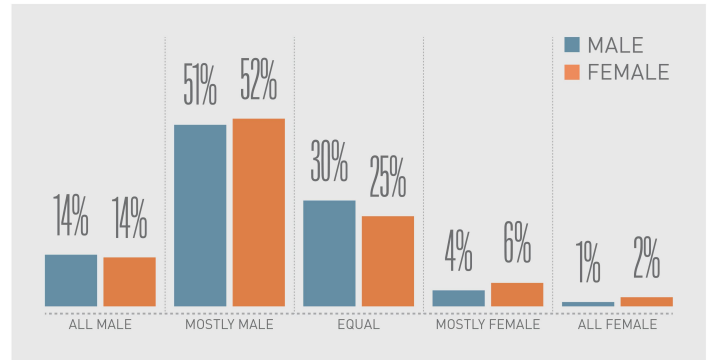
% EQUITY BY DESIGN **AIASF**

GLASS CEILING: EQUITY IN ARCHITECTURE SURVEY 2016

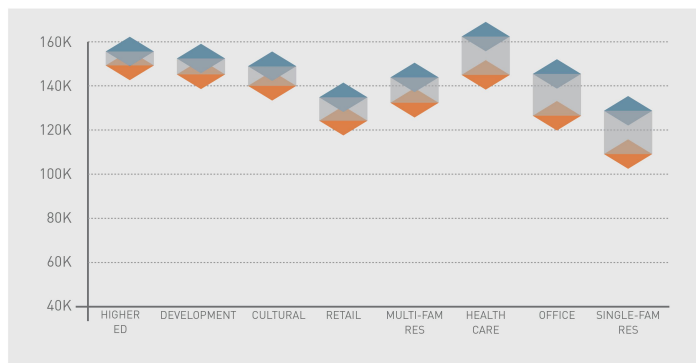
LIKELIHOOD OF BEING PRINCIPAL



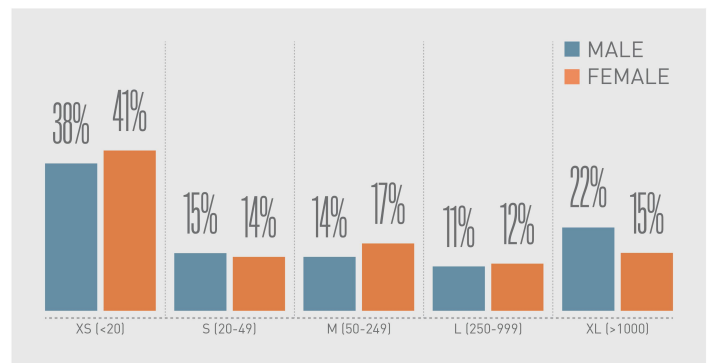
GENDER BALANCE AMONG FIRM LEADERSHIP



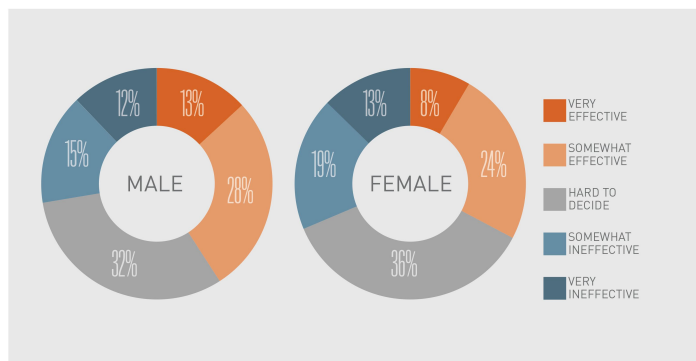
AVERAGE PRINCIPAL SALARY BY PROJECT TYPE



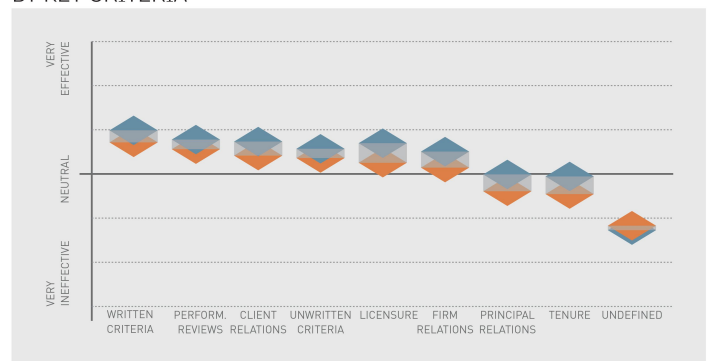
PRINCIPALS/PARTNERS: WHAT SIZE FIRM DO YOU LEAD?



HOW EFFECTIVE IS FIRM'S PROMOTION PROCESS



PERCEIVED EFFECTIVENESS OF PROMOTION PROCESS BY KEY CRITERIA

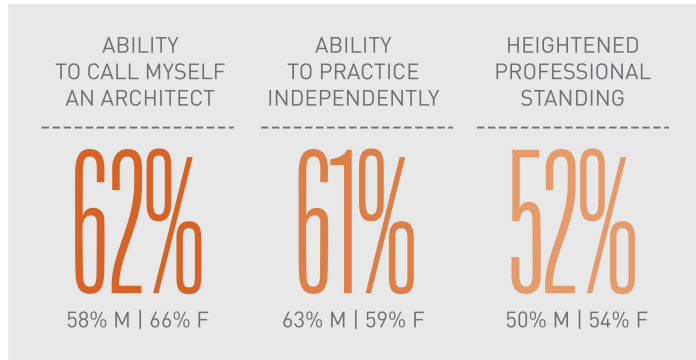


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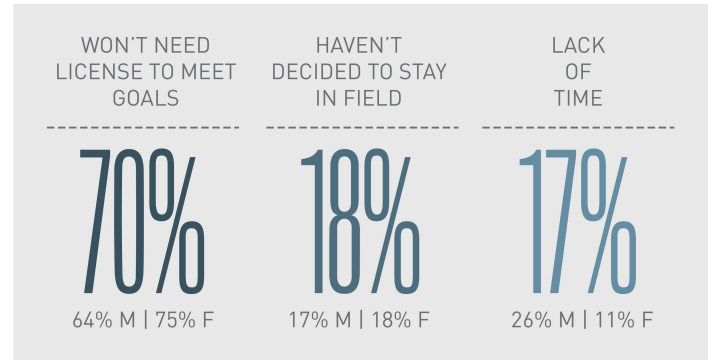
INFOGRAPHICS BY ATELIER CHO THOMPSON

LICENSURE: EQUITY IN ARCHITECTURE SURVEY 2016

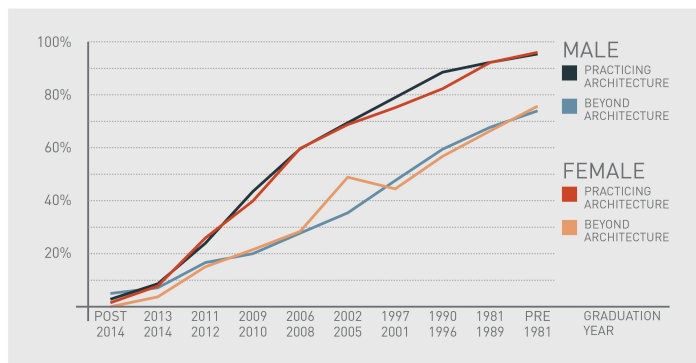
VALUE OF LICENSURE



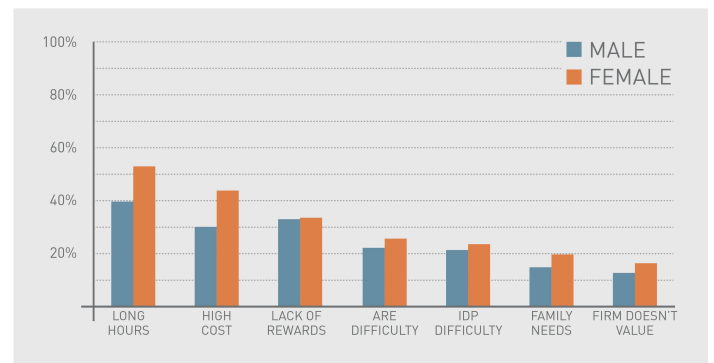
WHY AREN'T YOU PURSUING LICENSURE?



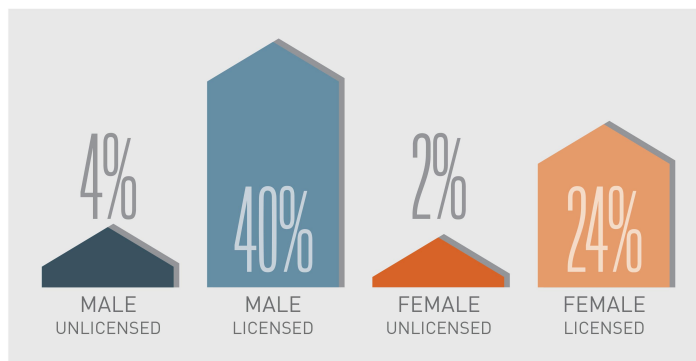
LICENSURE RATE BY GRADUATION YEAR



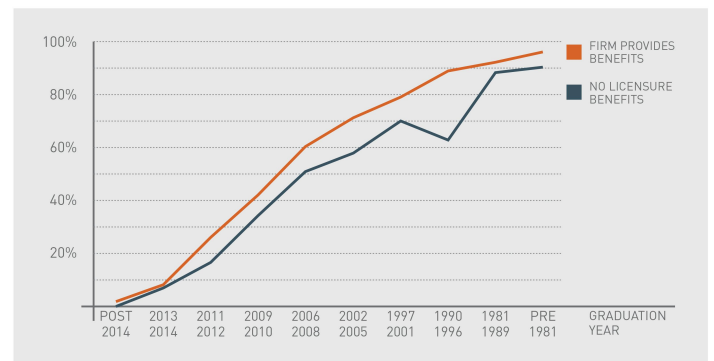
GREATEST OBSTACLES TO LICENSURE



DID NOT ENCOUNTER OBSTACLES TO LICENSURE



LICENSURE RATE BY ACCESS TO FIRM-PROVIDED BENEFITS

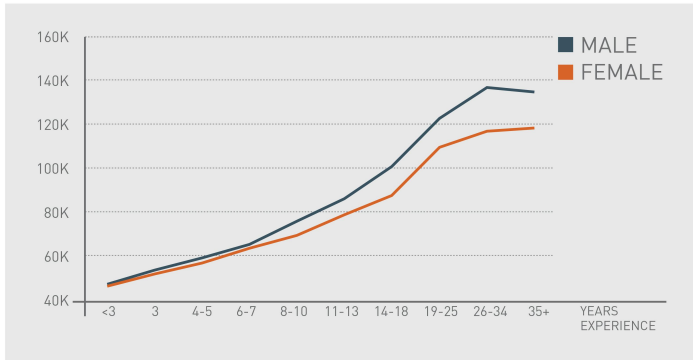


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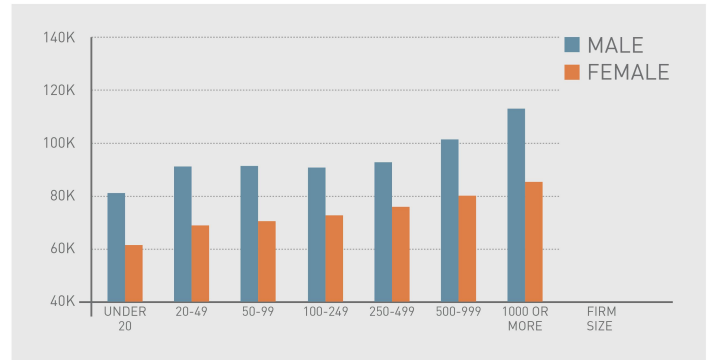
INFOGRAPHICS BY ATELIER CHO THOMPSON

PAY EQUITY: EQUITY IN ARCHITECTURE SURVEY 2016

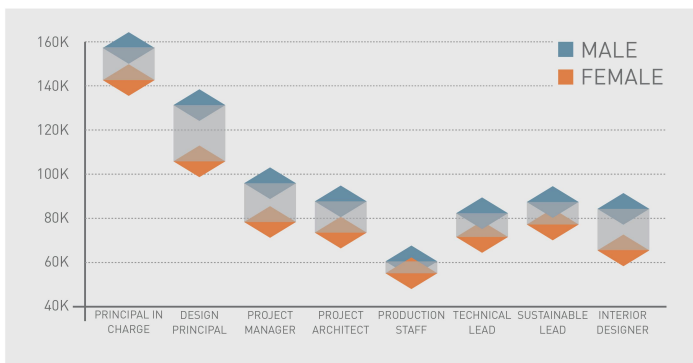
AVERAGE SALARY BY YEARS EXPERIENCE



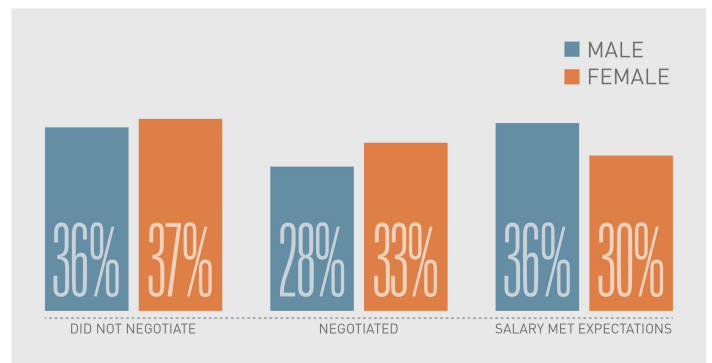
AVERAGE SALARY BY FIRM SIZE



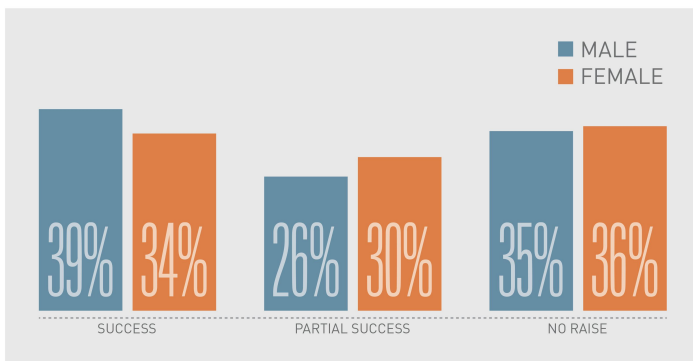
AVERAGE SALARY BY PROJECT ROLE



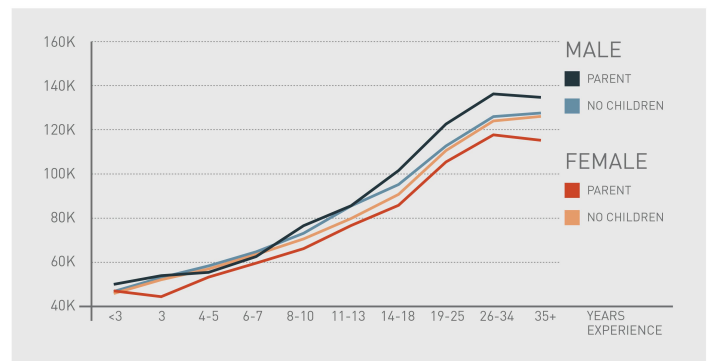
NEGOTIATION HISTORY



SUCCESS RATES AMONGST NEGOTIATORS



SALARY BY CAREGIVER STATUS

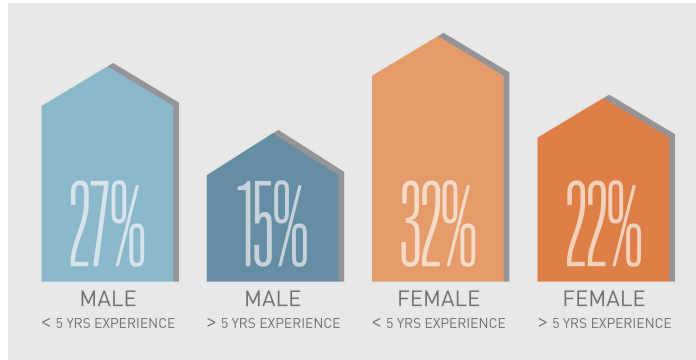


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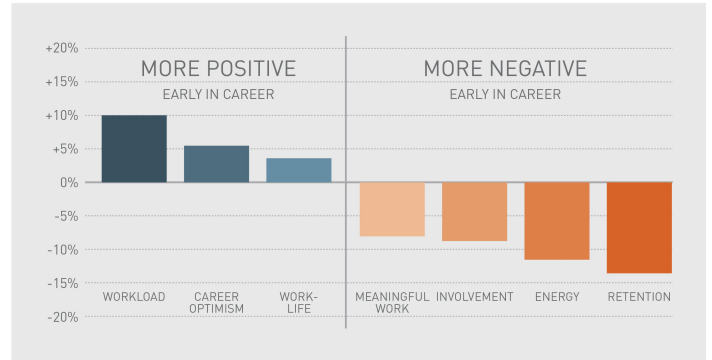
INFOGRAPHICS BY ATELIER CHO THOMPSON

PAYING DUES: EQUITY IN ARCHITECTURE SURVEY 2016

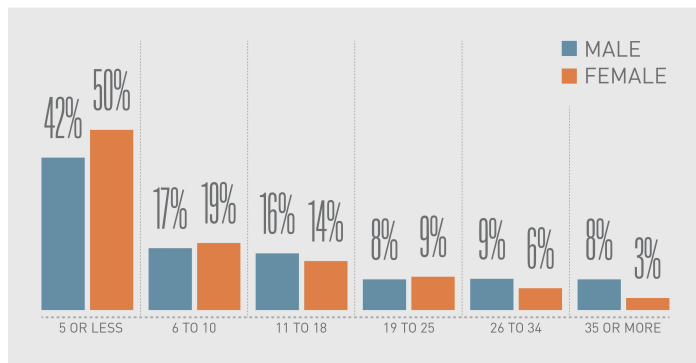
BURNOUT LIKELIHOOD



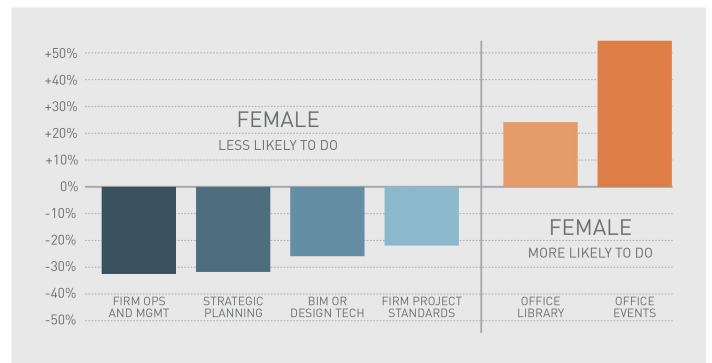
EARLY VS. LATER CAREER PERCEPTIONS



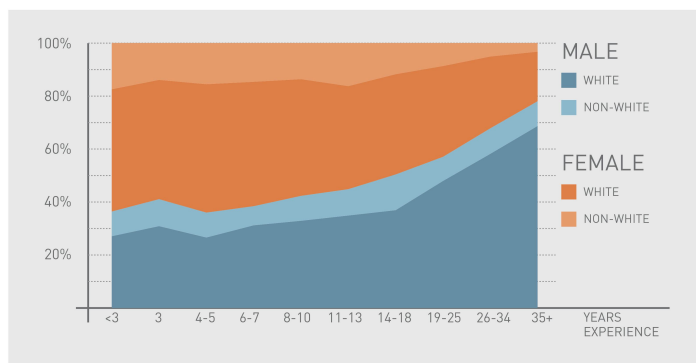
BEYOND ARCH: YEARS EXPERIENCE BEFORE LEAVING



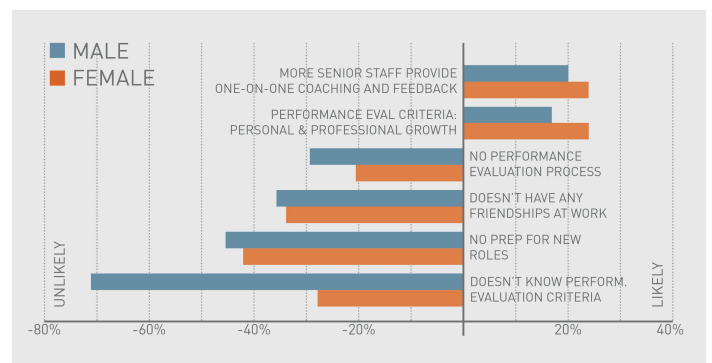
OFFICE TASKS FOR < 5 YEARS EXPERIENCE



DIVERSITY IN THE PIPELINE



TOP CORRELATIONS: EARLY CAREER RETENTION LIKELIHOOD

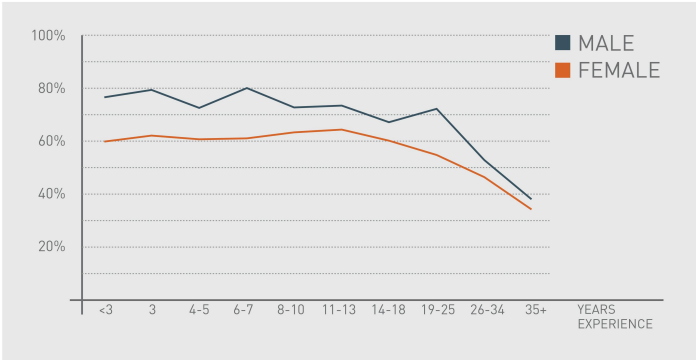


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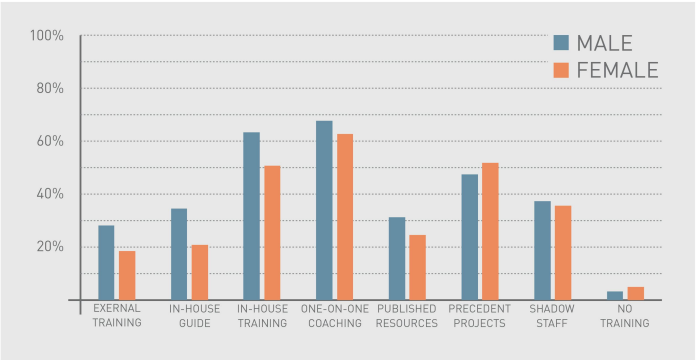
INFOGRAPHICS BY ATELIER CHO THOMPSON

PROFESSIONAL DEVELOPMENT: EQUITY IN ARCHITECTURE SURVEY 2016

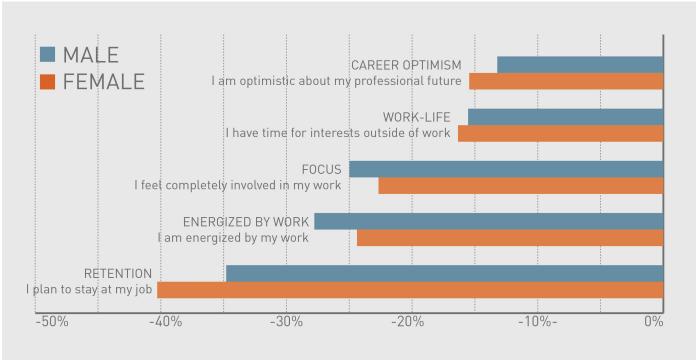
PROBABILITY OF ASPIRING TO PRINCIPAL



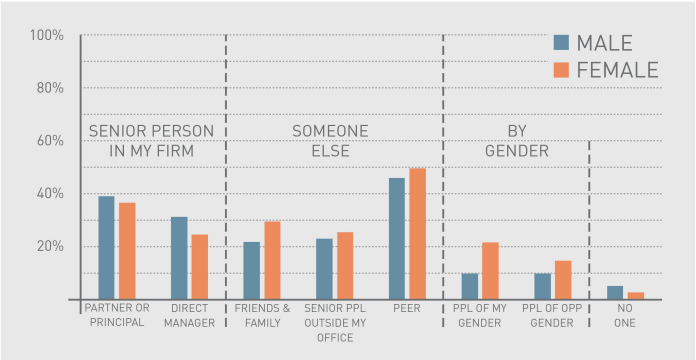
FIRM'S METHODS OF PREP FOR NEW ROLES



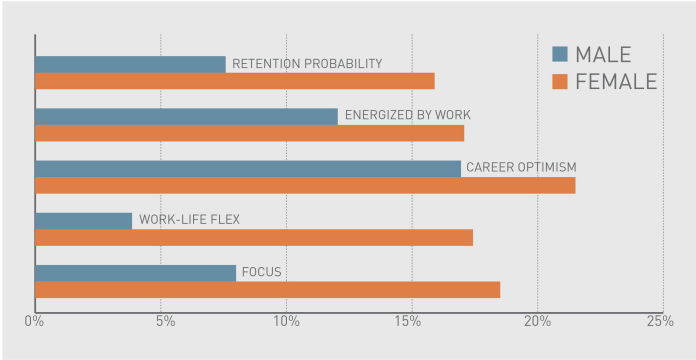
CAREER PERCEPTIONS: DOES NOT RECEIVE TRAINING VS. DOES RECEIVE TRAINING



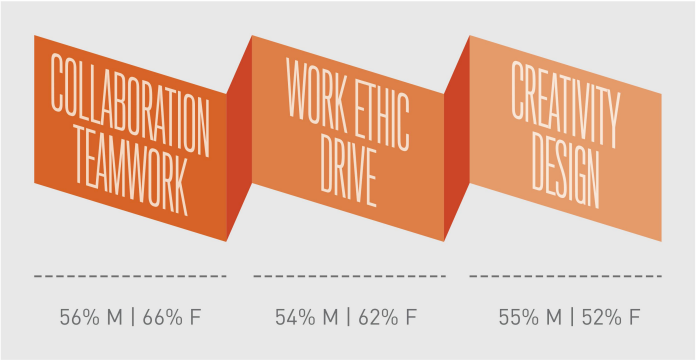
WHO GIVES YOU PROFESSIONAL GUIDANCE?



CAREER PERCEPTIONS: RECEIVES GUIDANCE FROM SENIOR FIRM LEADER VS. NO GUIDANCE



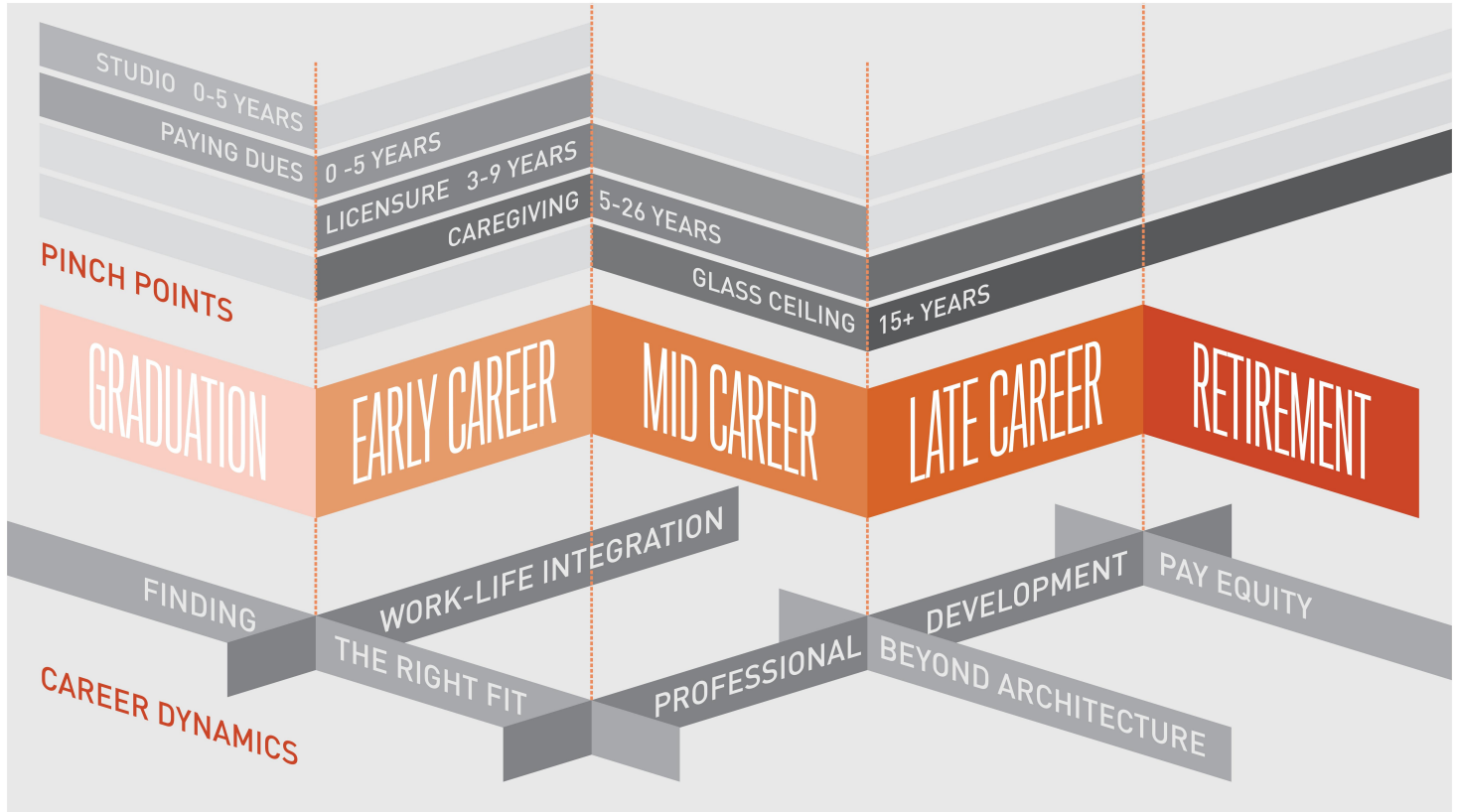
GREATEST PROFESSIONAL STRENGTHS



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PROJECT OVERVIEW: EQUITY IN ARCHITECTURE SURVEY 2016

LIFE OF AN ARCHITECT



RESEARCH STATEMENT

Equity is the ethos of our work. It is the ability to recognize difference and provide fair and just access to opportunities. Equity also speaks to collective ownership, vested interest and knowledge of our worth. Equitable practice promotes the recruitment and retention of the most diverse talent while building stronger, successful, sustainable practices. The equitable inclusion of professionals allows us to better represent the people we are meant to serve. Equity is for everyone—architects, design collaborators, clients, and our communities.

The 2016 Equity in Architecture Survey was designed to generate a comprehensive national data set detailing current positions and career experiences of architecture school graduates. With the assistance of architecture's national collateral organizations, AIA component chapters, firms, and academic institutions, survey invitations were sent out to a broad cross-section of the profession. The resulting data set—the largest ever collected on equity within the profession—documents the

experiences of 8,664 individuals representing all 50 states and nations on six continents.

The resulting research focuses on the differential experiences of professionals based on gender, as well as race and ethnicity. We present two closely related frameworks for understanding how issues of equity impact the lives of architecture school graduates. **Career Dynamics** explores underlying tensions that persist throughout our professional lives, and the factors that drive career perceptions. **Career Pinch Points** offers insight into personal and professional milestones that have the tendency to hinder career progression, and influence decisions to leave the field. Throughout our analysis, we've examined respondents' perceptions of key spheres of their professional lives. These perceptions, which we've called **Metrics of Success**, are strongly correlated with behaviors, policies, and environments that increase the likelihood of satisfying and sustainable careers in architecture for all professionals.

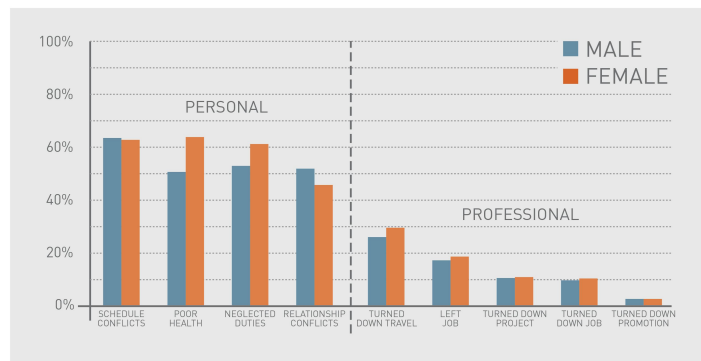
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INFOGRAPHICS BY ATELIER CHO THOMPSON

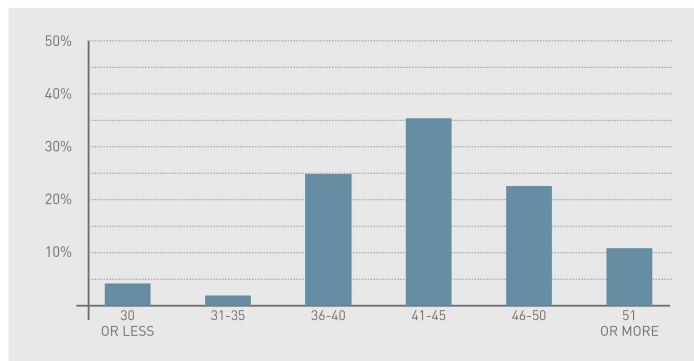


WORK-LIFE INTEGRATION: EQUITY IN ARCHITECTURE SURVEY 2016

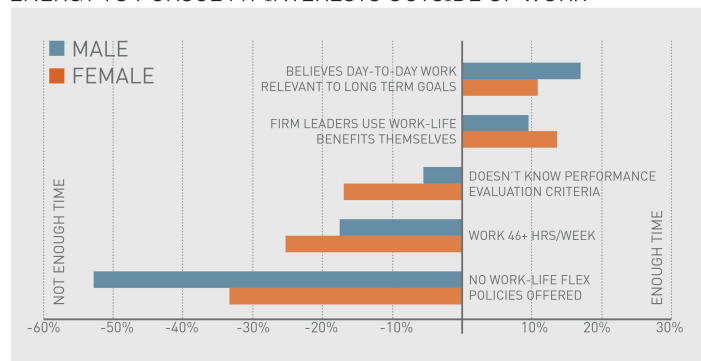
CHALLENGES DUE TO WORK-LIFE FLEX



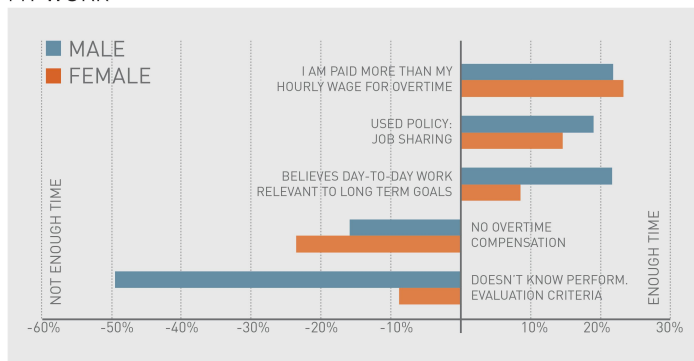
AVERAGE HOURS WORKED PER WEEK



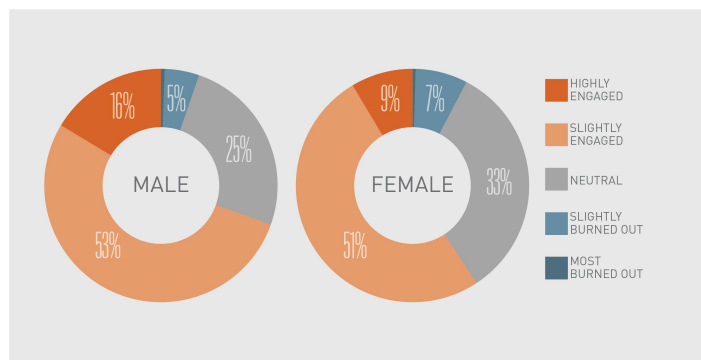
TOP CORRELATIONS: "I HAVE ENOUGH TIME AND ENERGY TO PURSUE MY INTERESTS OUTSIDE OF WORK"



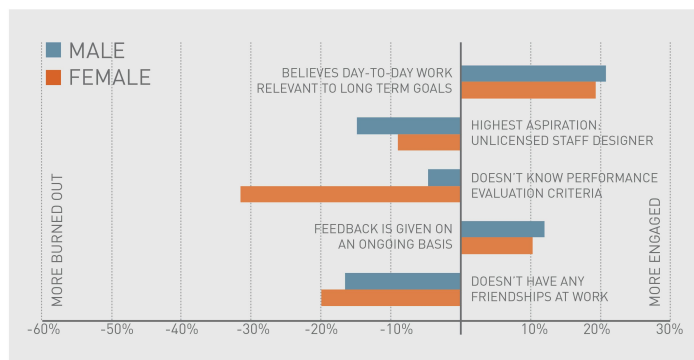
TOP CORRELATIONS: "I HAVE ENOUGH TIME TO COMPLETE MY WORK"



BURNOUT/ENGAGEMENT LIKELIHOOD BY GENDER



TOP CORRELATIONS: ENGAGEMENT



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