

A Resolution to recognize the efforts of the Pennsylvania architectural community to promote equity, diversity and inclusion within the profession of architecture.

Whereas, it is the statutory responsibility of the state legislature to ensure that all Pennsylvanians have access to employment and economic opportunity, under reasonable regulations necessary to protect public safety, regardless of race, ethnicity, national origin, gender identity, age, sexual orientation, physical ability, religious belief, or geographic location.

Whereas, the House recognizes that an equitable, diverse, and inclusive workforce is necessary to ensure both the continued growth and prosperity of Pennsylvania businesses and the economic health and well-being of its citizens.

Whereas, it is appropriate for the House to recognize the ongoing efforts of its citizens and professional organizations throughout the Commonwealth that advance and promote the legislature's objectives of expanding equity, diversity and inclusion in the workplace.

Whereas, the American Institute of Architects Pennsylvania (AIA PENNSYLVANIA) founded in 1909, is a state-wide chapter of the American Institute of Architects (AIA) and represents nearly 3,000 members in Pennsylvania and over 91,000 members nationally, including AIA Philadelphia's Women in Architecture group; William J. Bates, FAIA, 2019 AIA President; AIA Pennsylvania's Strategic Council which among other endeavors, examines systemic policies and practices within the profession; and two National Organization of Minority Architects (NOMA) chapters in Philadelphia and Pittsburgh.

Whereas, AIA and AIA Pennsylvania recognize that the profession of architecture has, historically, been challenged to attract and retain sufficient women and minorities to secure the benefits of an equitable, diverse, and inclusive workforce.

Whereas, AIA Pennsylvania and the greater Pennsylvania architecture community understand that an equitable, diverse, and inclusive workplace allows architects to meet the needs of public and private clients more effectively and results in buildings that are more responsive to their communities.

Whereas, AIA Pennsylvania has undertaken specific efforts to identify and encourage individuals who may have been previously shut out of reasonable access to the profession of architecture, including the formation of the AIA Pennsylvania Strategic Council, the Paula Maynes ARE Grant for recent graduates pursuing licensure, the Firms Fostering Emerging Professional Development Recognition, and proposed legislation (SB 459) establishing the Neighborhood Restoration Act.

Whereas, AIA has also undertaken recent efforts to identify opportunities to improve equity, diversity and inclusion within the profession and to recognize individual members and firms for exemplary commitment to diversifying the profession which include a Diversity Recognition Program, an Architect's Foundation Diversity Scholarship and an annual Women's Leadership Conference.

Whereas, AIA Pennsylvania, it's local components (AIA Bucks County, AIA Central PA, AIA Eastern PA, AIA Middle PA, AIA Northeastern PA, AIA Northwestern PA, AIA Philadelphia, AIA Pittsburgh,), and AIA are committed to continuing their work to promote equity, diversity and inclusion throughout the architectural community and in the workplace.

Therefore, be it resolved that the House recognizes the contributions that the architectural community and AIA PENNSYLVANIA have made to celebrate and promote equity, diversity and inclusion in the professional workplace throughout the Commonwealth of Pennsylvania.