

## AIA North Carolina Equitable and Inclusive Practice Award

Committed to transforming practices within our professional community, NCNOMA and AIANC have **partnered** to elevate diversity, equity and inclusion. Our goal is to build a place of **belonging** for all architects in North Carolina by investing in our members, especially those who have been, and continue to be, marginalized by the field and systems of inequity. We **advocate** for the intentional investment of time and resources in expanding the pipeline and developing architects throughout their career, so that the composition of our membership, the demographics of our firms and the voices contributing to our celebrated designs are further enriched, reflecting the communities in which we work, live, and learn.

We recognize **diversity** as a broad range of visible and invisible differences in personal and group characteristics, including background, experience, belief, and preference. For this survey, we designate diverse professionals as individuals who identify as other than majority in regards to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression.

### **Awards Submission**

Submission for this award is composed of two parts.

The **Firm Progress** section contains basic firm information, EDI initiatives, and supplemental information. This may be completed by a firm representative.

The **Employee Experience** section continues a 12-question anonymous survey measuring the personal experience of diverse professionals in the firm. This section must be completed by diverse professionals, as defined above. Participants should be selected from early and mid-level positions (not Partner, Principal, Associate Principal, or equivalent). For mid- and large-sized firms (more 20), 3-5 professionals should participate. For small firms (less than 20), 1-2 professionals should participate.

To access these surveys, please fill out the AIA NC Chapter Nomination form, and nominate your firm. You will receive an email with instructions and the links to the surveys.