



Membership  
Demographics Report  
**2022**

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## Letter from Lakisha Ann Woods, CAE



I am pleased to present the 2022 AIA Membership Demographics Report.

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 96,000 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 2022 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).

A handwritten signature in black ink, appearing to read 'Lakisha Woods'.

Lakisha Ann Woods, CAE  
CEO/EVP, The American Institute of Architects

**To update your demographic information, go to [aia.org](https://www.aia.org), click on Log In, and while in My Account, update your demographics.**

## Our equity objective

Increasingly, architects will be called to lead efforts in finding solutions to many of our 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.

### 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 illustrates AIA's commitment to equity, diversity, inclusion, and belonging.

### Next To Lead

Next to Lead is a pilot program with a mission to remove barriers to AIA chapter leadership positions for ethnically diverse women. It's part of AIA's commitment to advancing racial equity in our organization, in the architecture profession, and in our communities. The inaugural cohort consists of 17 women throughout AIA's component network who share a commitment to building their leadership potential.



Next to Lead members attending Women's Leadership Summit 2022.

## Our equity objective

### Women’s Leadership Summit

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



The 2022 WLS hosted 692 attendees in San Jose for 4 days of networking and learning.

### AIA Youth and K-12 Initiatives

Identify and promote K-12 engagement strategies to increase exposure to the profession, prioritizing underrepresented students from diverse racial and ethnic backgrounds, educators and communities.



# Our equity objective

## AIA Internship Program

AIA engages with the architecture programs at the country’s Historically Black Colleges and Universities (HBCUs) to offer a virtual internship for seven students. The hybrid internship, workshop, and seminar focus on the design phase of AIA’s national headquarters renewal.

Centering the program on students from HBCUs is aligned with AIA’s commitment to supporting equity, diversity, and inclusion; to ensure a more diverse and equitable profession, it is critical to ensure diversity in the pipeline of architecture students and to make sure all students have opportunities to thrive.

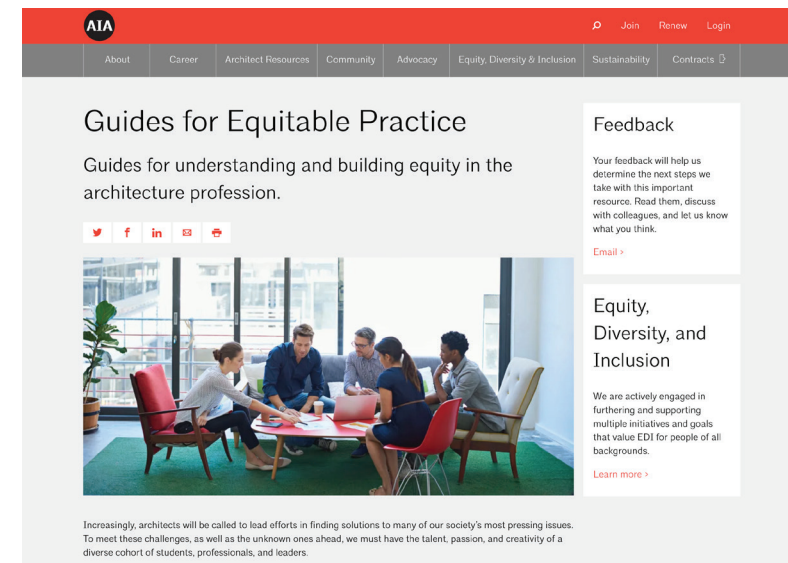


The interns are currently working on the AIA Headquarters renovation.

## Guides for Equitable Practice

The guides will help you 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 3 of chapters and special supplements (higher education and justice in the built environment) includes 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.



## Background & overview



The American Institute of Architects (AIA) is a professional association that advocates for the value of architecture to society and delivers resources to those working in design to do their best work. Our membership community represents more than 96,000 design professionals, from licensed architects to those pursuing architecture licensure to those on a nontraditional path in design.

The following report aggregates key demographic trends regarding AIA membership, Board of Directors, 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 Architectural Accrediting Board, Inc. (NAAB)
- 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.

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## Key findings

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 and racially and/or ethnically diverse than the profession today.

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**18.1%** growth

**The percentage of reported underrepresented racial and ethnic groups grew 5.6-points between 2012 and 2022 to 18.1%.**



## Key findings



### AIA member gender identity and 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 and graduates from NAAB-accredited architecture programs in 2022, indicating gender diversity in the pipeline.
- NCARB reports that in 2022 women made up 41% of those completing the ARE and 45% of those completing AXP requirements, up from 34% and up 40%, respectively, in 2012.

- The trends in the profession are reflected in AIA’s membership. The overall percentage of women members has grown by 8.6-points since 2012, to 26.2% in 2022.
- There is a higher share of women in the Associate membership category (40.7% in 2022) than in overall membership.

# 40.7%

Associates represent future architects. The share of women in the Associate membership category (40.7% in 2022) is higher than in overall membership.

# Key findings

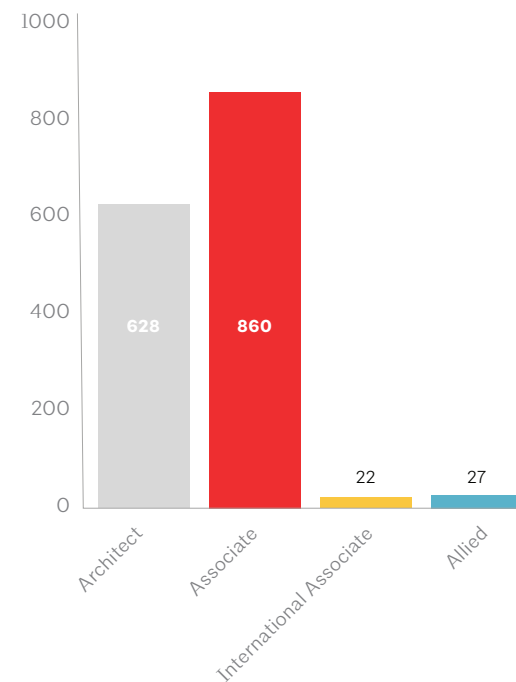


## AIA member LGBTQIA+

In early 2023, AIA added LGBTQIA+ as an option on the Demographics tab of the My Account page on [aia.org](https://www.aia.org). In the interest of gaining greater insight into our membership, AIA added further demographic selections in November 2023, allowing members to specifically self-identify as lesbian, gay, bisexual, transgender, queer, questioning, intersex, asexual, ally, or two-spirit. While the current data is based solely on the umbrella demographic point of LGBTQIA+, we hope that AIA will have more detailed data on its LGBTQIA+ members in 2024.

In support AIA’s Core Values of equity and inclusion, AIA leadership has approved the creation of AIA affinity groups through which members can connect around topics and issues relevant to demographic groups to which they belong, such as race and ethnicity, gender identity, and sexual orientation. In consultation with key stakeholders, AIA will launch a pilot focused on LGBTQIA+ members. The LGBTQIA+ affinity group will serve as a first step toward fostering a greater sense of belonging among AIA’s LGBTQIA+ members. Based on this pilot’s success, this model can be expanded to include other identity-based affinity groups as part of a comprehensive organization-wide engagement strategy.

> SELF-IDENTIFIED LGBTQIA+ AIA MEMBERS BY MEMBERSHIP CATEGORY



## Key findings



### 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 2022, 18.1% of AIA members did not report a race and or an ethnicity. However, there are data points that reveal trends.

- 37% of its graduates were from underrepresented racial and ethnic groups, while the remaining graduates were white (42%) and international students (21%).
- NCARB reports that 28.2% of people completing the ARE in 2021 “identified as a

person of color.” Asians made up the second largest proportion of those completing exams at 15.5%.

- 17.2% of AIA members across all member categories identify as belonging to an underrepresented racial or ethnic group, while just under 65% were White/Caucasian.
- Within the Associate membership category, a greater number of members identify as underrepresented races and ethnicities than in the membership, growing 12.9 points since 2012.

# 12.9%

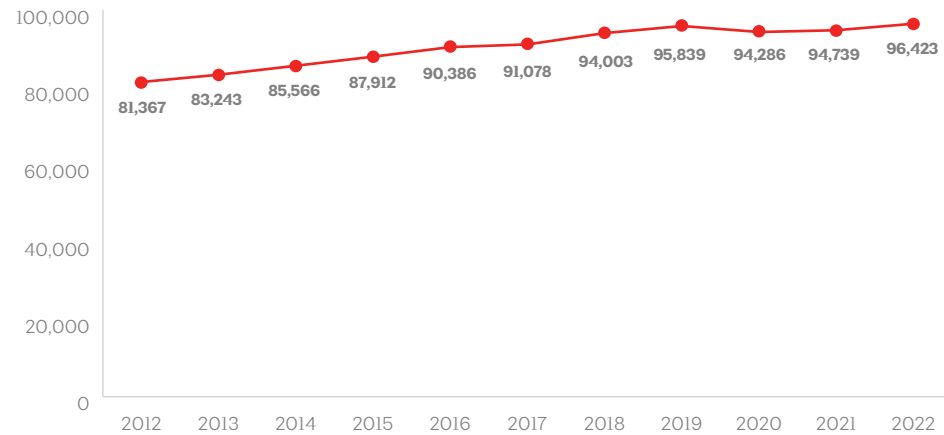
Associate members have self-identified as an individual from an underrepresented race and/or ethnicity at a higher rate than overall membership, growing 12.9 points since 2012.

# Overall performance

## Historical member performance

AIA’s overall membership increased each year between 2012 and 2022, from just over 81,000 in 2012 to over 96,000 in 2022. Membership decreased in 2020 due to the global pandemic and ensuing economic environment, its first decline since the 2008 recession and recovery. AIA reached an historic high of 96,423 members in 2022, increasing by 1.78% over 2021.

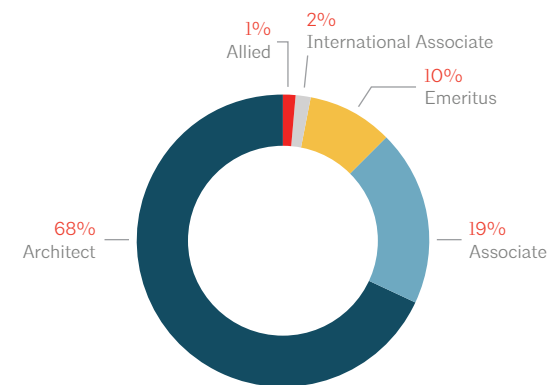
> OVERALL MEMBERSHIP TREND



## 2022 membership breakdown

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

> MEMBERSHIP

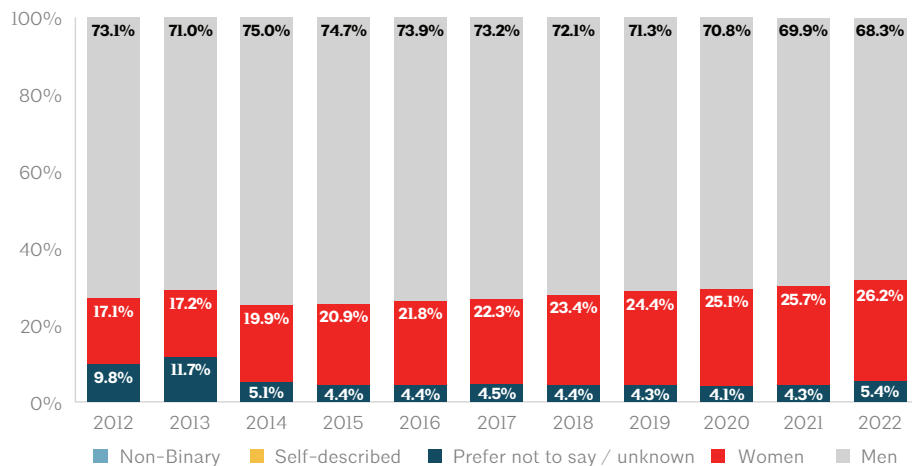


# Gender identity & expression

## Gender: All members

Gender diversity within overall AIA membership has continued to grow, with the share of women increasing from 17.1% in 2012 to 26.2% in 2022. Please note that starting in 2018, a third option was made available to members to expand the binary options of “men” and “women.” In 2021, the options for members to describe their gender identity and expression will be woman, man, non-binary, self-described, and prefer not to say.

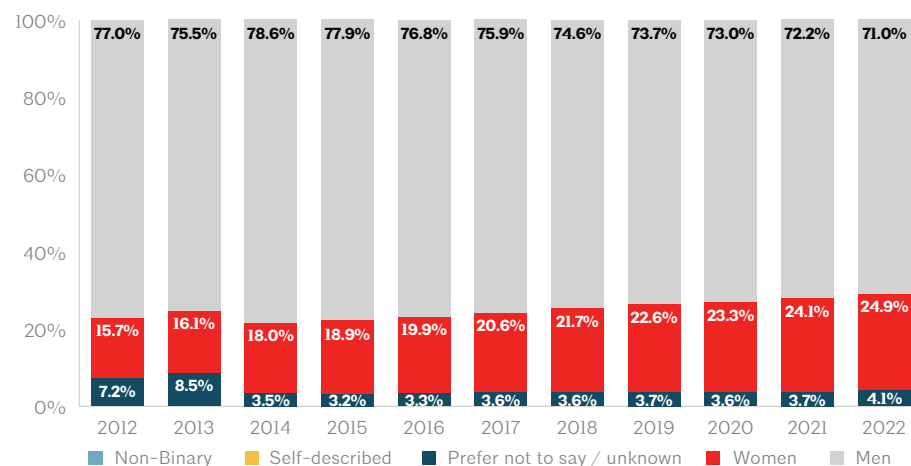
> GENDER: ALL MEMBERS



## Gender: Architect members

Trends in gender diversity for Architect members are comparable to those in the overall membership, with the percentage of women increasing from 15.7% to 24.9% between 2012 and 2022.

> GENDER: ARCHITECT MEMBERS



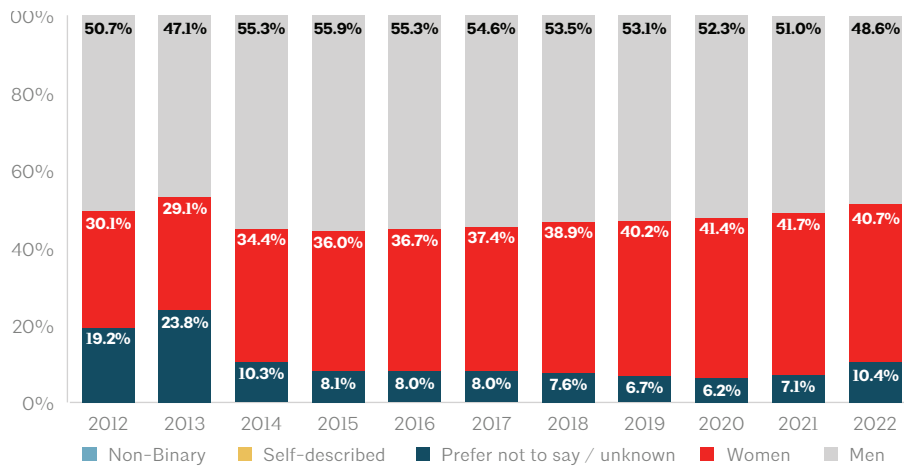
PLEASE NOTE THAT STARTING IN 2018 MEMBERS WERE GIVEN THE OPTION "OTHER." IN 2021 OPTIONS WERE FURTHER EXPANDED TO INCLUDE 'NON-BINARY' AND 'SELF-DESCRIBED' INSTEAD OF 'OTHER'.

# Gender identity & expression

## Gender: Associate members

Associate membership continues to be more gender diverse than overall membership. In 2022, 40.7% of Associates reported their gender as women—higher than the overall membership share of 26.2%.

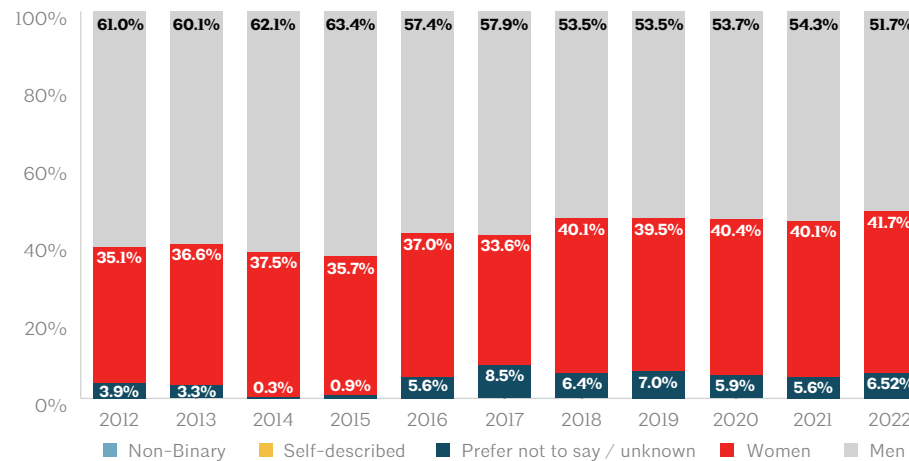
> GENDER: ASSOCIATE MEMBERS



## Gender: Associates obtaining licensure

The percentage of women Associate members obtaining their license is similarly high—40.1% in 2022. As a comparison, NCARB reported that 42% of those who completed the ARE in 2021 were women.

> GENDER: ASSOCIATES OBTAINING LICENSURE



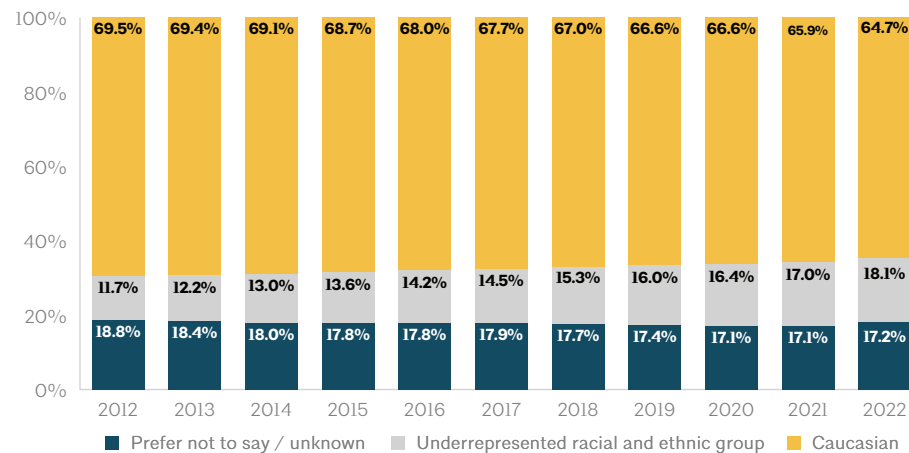
# Race and/or ethnicity

## 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 5.6-points between 2012 and 2022 to 18.1%.
- 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

2022 Race / Ethnicity by Gender Identity	Women	Men	Prefer not to say	Self-described	Non-binary	Unknown	Grand Total
MENA	120	166				2	288
Asian	2,881	3,695	11	4	5	59	6,655
Black or African American	803	1,541	2	1	4	11	2,362
Caucasian	15,015	46,824	29	9	24	463	62,364
Hispanic/Latino	1,974	3,456	7	1	8	45	5,491
Indigenous American	107	271	0	0	1	6	385
unknown	3,373	8,095	86	1	5	4,221	15,781
Other Race/Ethnicity	634	963	5	3	0	23	1,628
Prefer not to say	447	1,037	254	2	1	15	1,756
<b>Grand Total</b>	<b>25,354</b>	<b>66,048</b>	<b>394</b>	<b>21</b>	<b>48</b>	<b>4,845</b>	<b>96,710</b>

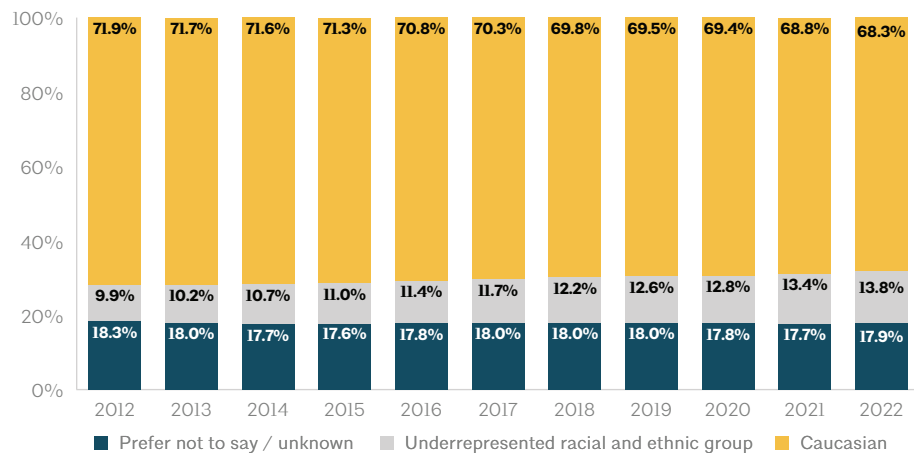


# Race and/or ethnicity

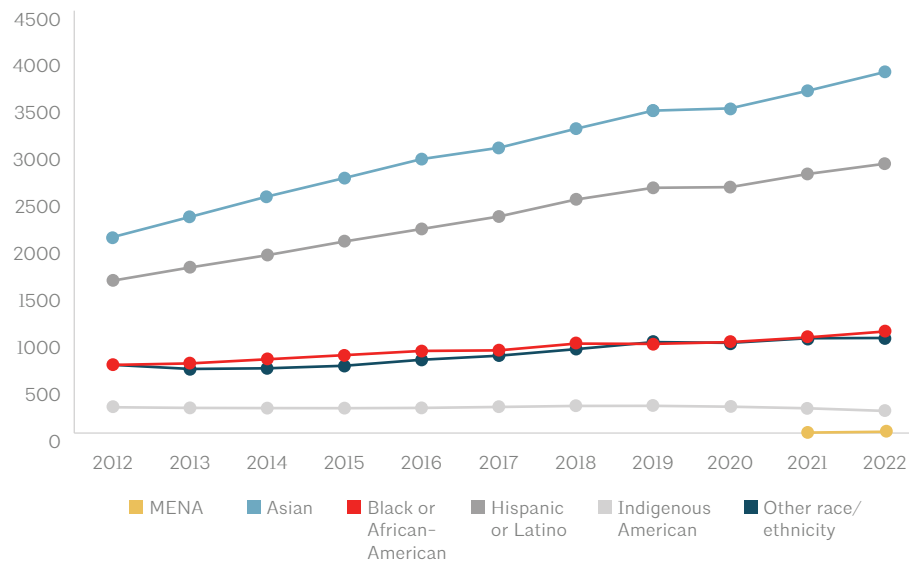
## Race and/or Ethnicity: Architect members

The trends seen in underrepresented racial and ethnic groups in overall membership have been reflected in Architect demographics since 2012, with growth among Asian 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

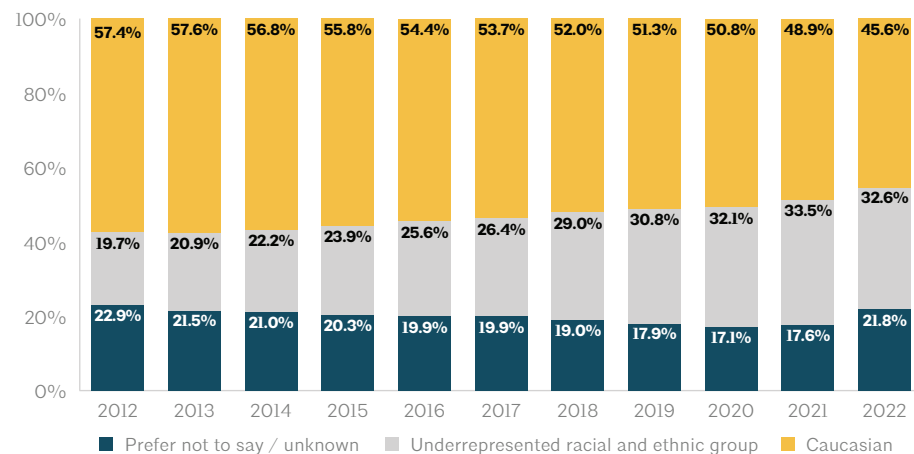
Architect (non Emeritus) Ethnicity	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
<b>MENA</b>	-	-	-	-	-	-	-	-	-	5	14
<b>Asian</b>	2,088	2,303	2,520	2,717	2,919	3,039	3,242	3,435	3,459	3,646	3,846
<b>Black or African American</b>	726	742	786	830	875	881	953	950	969	1,019	1,082
<b>Hispanic/Latino</b>	1,624	1,764	1,895	2,041	2,174	2,307	2,488	2,613	2,620	2,760	2,869
<b>Indigenous American</b>	275	268	266	265	268	278	289	290	281	264	236
<b>Prefer not to say</b>	-	-	117	389	540	673	829	977	1,037	1,129	1,136
<b>Other Race/Ethnicity</b>	727	683	690	717	781	824	894	969	961	1,010	1,013
<b>Unknown</b>	10,066	10,147	10,061	10,103	10,441	10,605	10,834	10,828	10,507	10,382	10,616
<b>Caucasian</b>	39,585	40,362	41,269	42,477	43,562	44,148	45,162	45,666	44,896	44,645	44,779

# Race and/or ethnicity

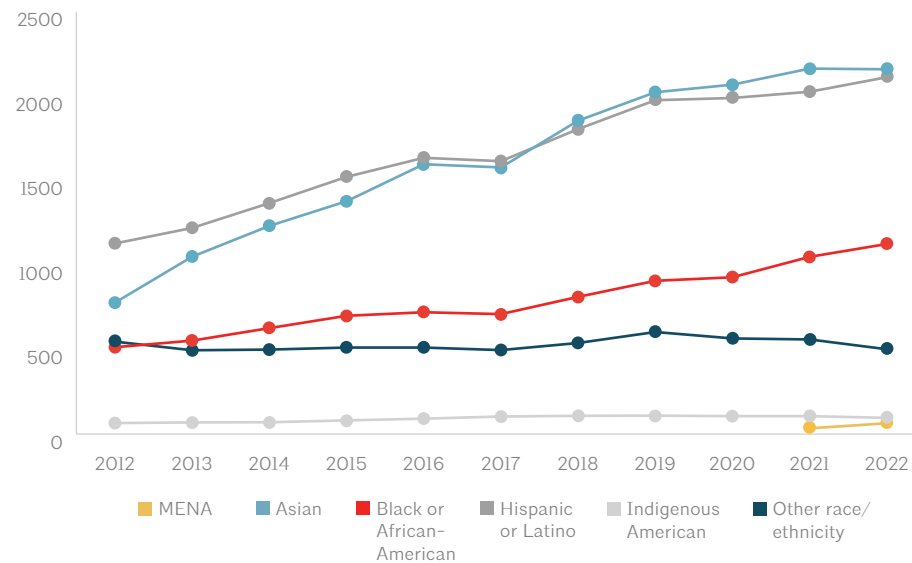
## Race and/or Ethnicity: Associate members

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 19.7% in 2012 to 32.6% in 2022, a 12.9 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

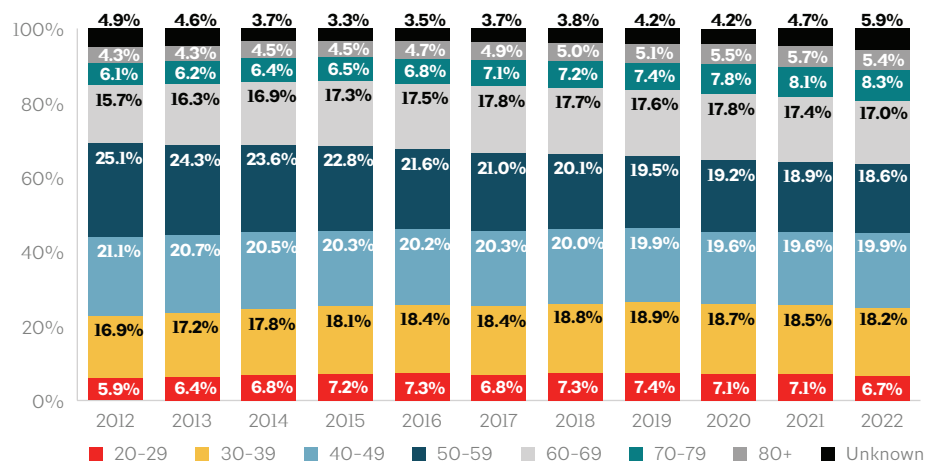
Architect (non Emeritus) Ethnicity	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
<b>MENA</b>	-	-	-	-	-	-	-	-	-	34	64
<b>Asian</b>	778	1,050	1,232	1,378	1,597	1,578	1,855	2,023	2,068	2,163	2,159
<b>Black or African American</b>	514	553	627	700	721	710	812	907	928	1,049	1,125
<b>Hispanic/Latino</b>	1,128	1,220	1,367	1,522	1,635	1,615	1,805	1,976	1,989	2,026	2,112
<b>Indigenous American</b>	65	69	70	81	91	104	108	109	106	106	96
<b>Prefer not to say</b>	-	-	59	215	318	370	493	594	605	595	484
<b>Other Race/Ethnicity</b>	547	496	500	512	512	497	539	604	566	560	502
<b>Unknown</b>	3,515	3,471	3,528	3,341	3,226	3,029	2,866	2,662	2,414	2,521	3,562
<b>Caucasian</b>	8,808	9,317	9,711	9,791	9,676	9,148	9,192	9,364	8,958	8,661	8,460

# Age

## Age Grouping

The median age of members remains stable; however, there is growth among older and younger cohorts. In 2022, the median age of members was 51, about where it has been since 2012 (51). However, the percentage of members above the age of 60 has increased by 4.6 points since 2012, while those aged 20–39 has increased by 2.1 points. The percentage of members in the 40–59 age range, which contains our current median, has shrunk by 7.7 points since 2012.

> AGE: ALL MEMBERS



# AIA leadership

## AIA Board of Directors

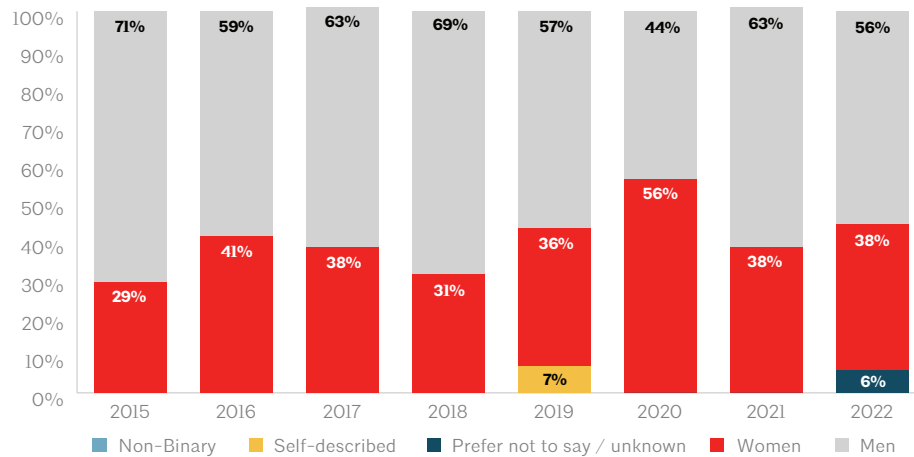
The AIA Board of Directors’ responsibilities include providing leadership to inspire the membership through the careful establishment of broad organizational values and perspectives. It approves AIA’s strategic and operating plans as well as the annual operating budget. The Board has elevated Equity 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

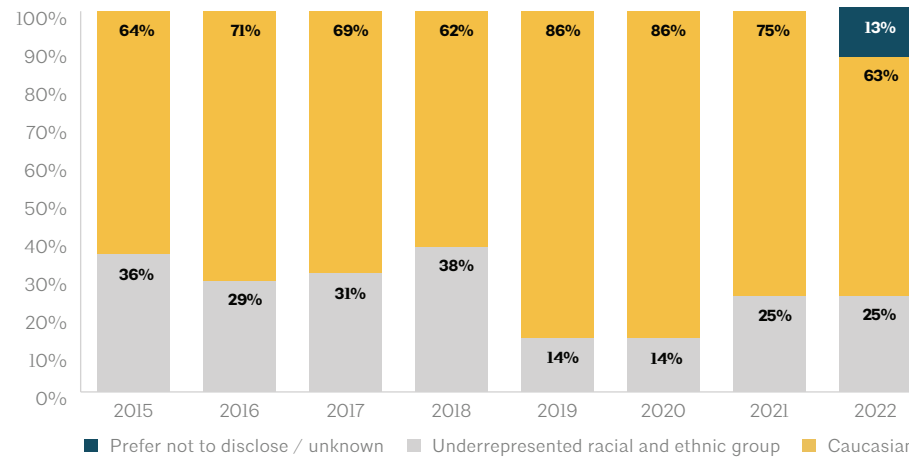
Institute of Architecture Students (AIAS). The president may appoint up to two additional directors for one-year terms. The EVP/Chief Executive Officer is also a member of the Board of Directors and is an ex officio member.

Note: In 2015, when this Board of Directors data collection started, the Institute’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 2022, there were 16 members.

> LEADERSHIP: BOARD OF DIRECTORS BY GENDER



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



# AIA leadership

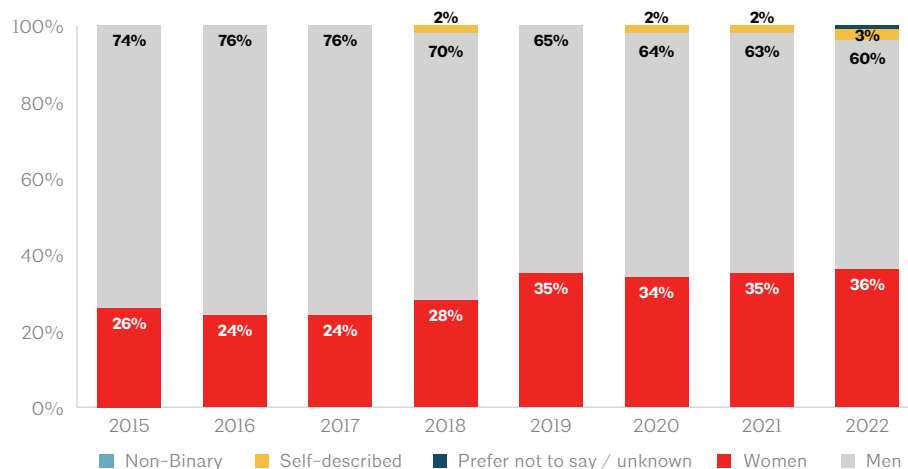
## AIA Strategic Council

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.

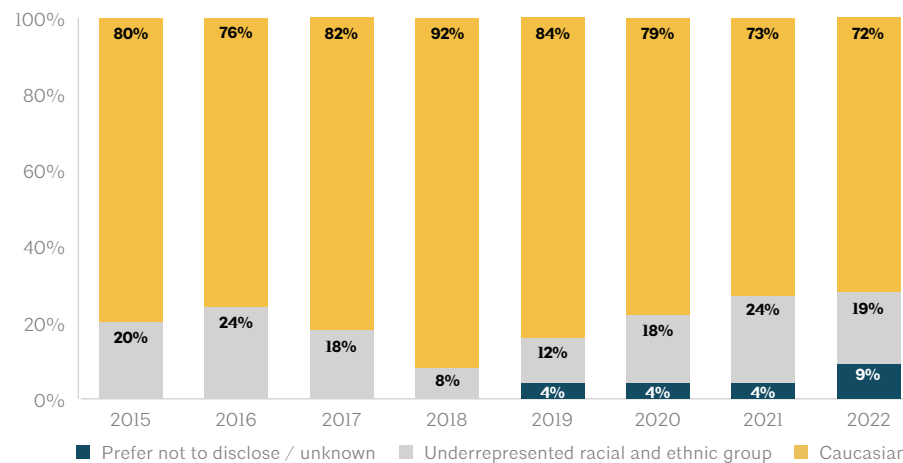
It is composed of the first vice president, the immediate past president, and the EVP/ Chief Executive Officer is an ex officio member. Each state is represented with At-large representatives elected by the Strategic Council. The Strategic Council also includes representatives from CACE, the National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

In 2022, there were 57 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



> LEADERSHIP: STRATEGIC COUNCIL BY RACE AND/OR ETHNICITY



# AIA leadership

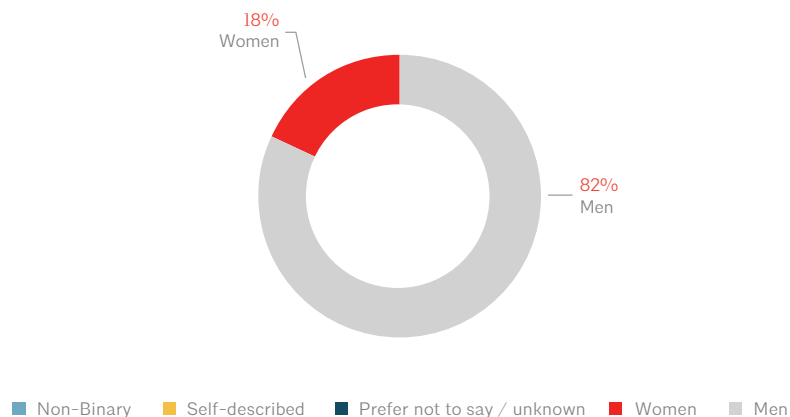
## AIA Fellows

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.

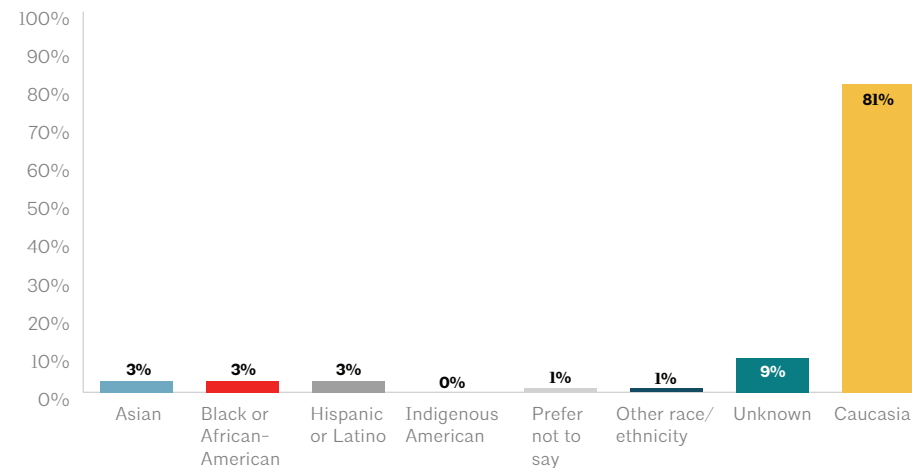
Fellows are elevated based on their independent professional merits, but we consider the program and associated processes to be healthy if the diversity of incoming classes tracks or exceeds the membership-at-large.

AIA Fellowship has been making significant advancements to ensure it is broadening the diversity of its members, that they represent the broad membership of the 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: FELLOWS BY GENDER



> LEADERSHIP: FELLOWS BY RACE AND/OR ETHNICITY





# AIA headquarters employees

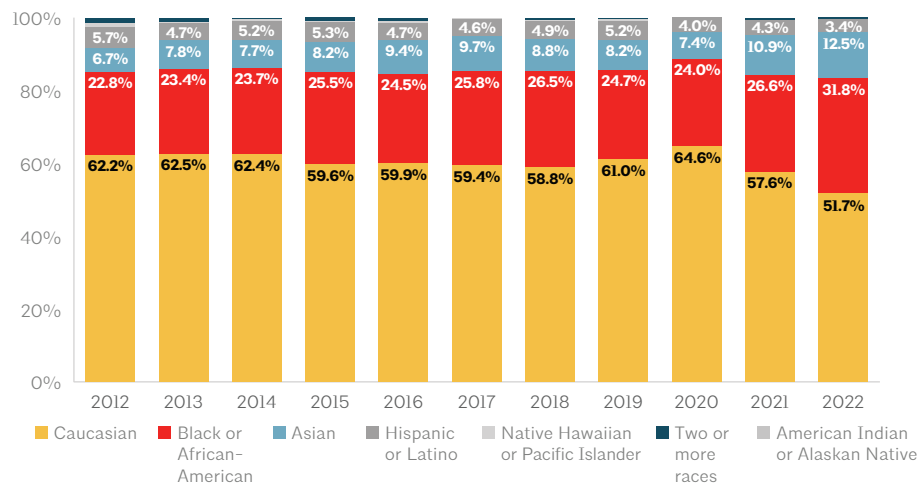
## AIA headquarters employees

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; with 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 training. 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 184 employees working in or for the AIA headquarters office, located in Washington, DC, as of 2022. 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 96,000 professional members. Note that these demographics do not include the employees of AIA's 200+ components around the world; these data cover only those employed in the headquarters office. (This is how the data was collected at the time.)

> HEADQUARTERS STAFF: RACE AND/OR ETHNICITY



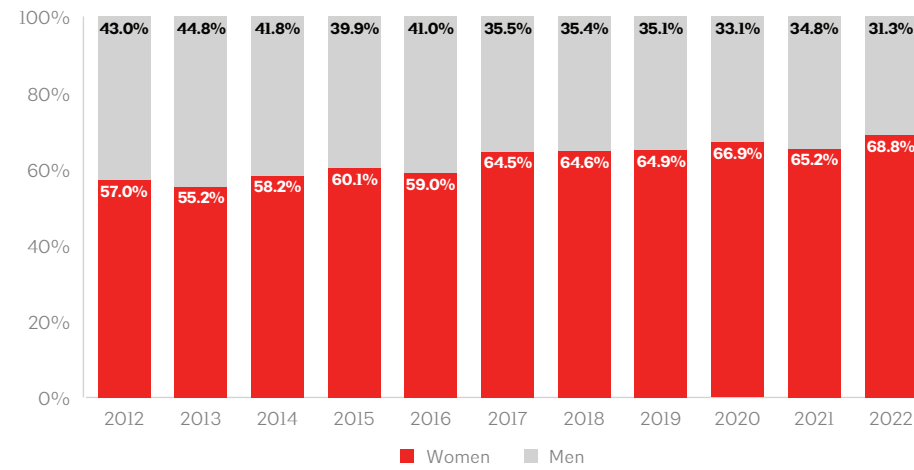
## AIA headquarters employees

### > HEADQUARTERS STAFF: RACE AND/OR ETHNICITY

Headquarters Staff Race and/or Ethnicity	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
<b>White</b>	62.2%	62.5%	62.4%	59.6%	59.9%	59.4%	58.8%	61.0%	64.6%	57.6%	52.5%
<b>Underrepresented racial and ethnic group</b>	37.8%	37.5%	37.6%	40.4%	40.1%	40.6%	41.2%	39.0%	35.4%	42.4%	47.5%

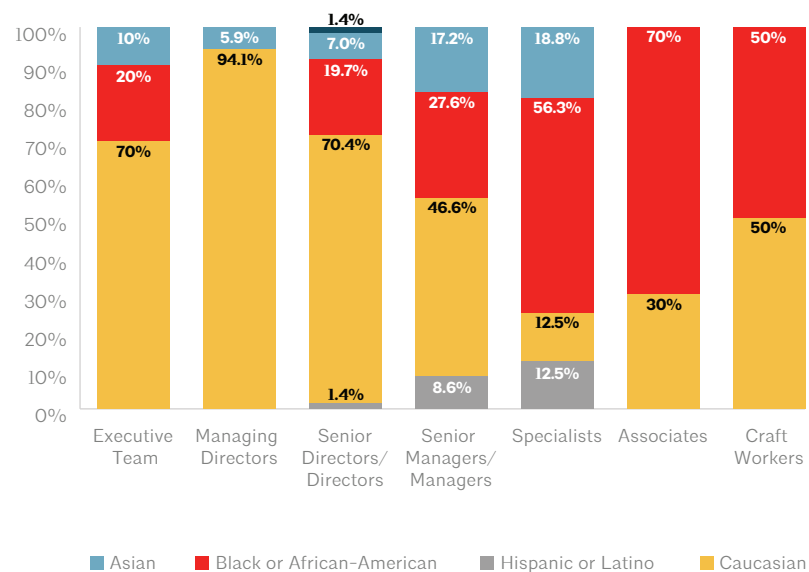
# AIA headquarters employees

## > HEADQUARTERS STAFF: GENDER

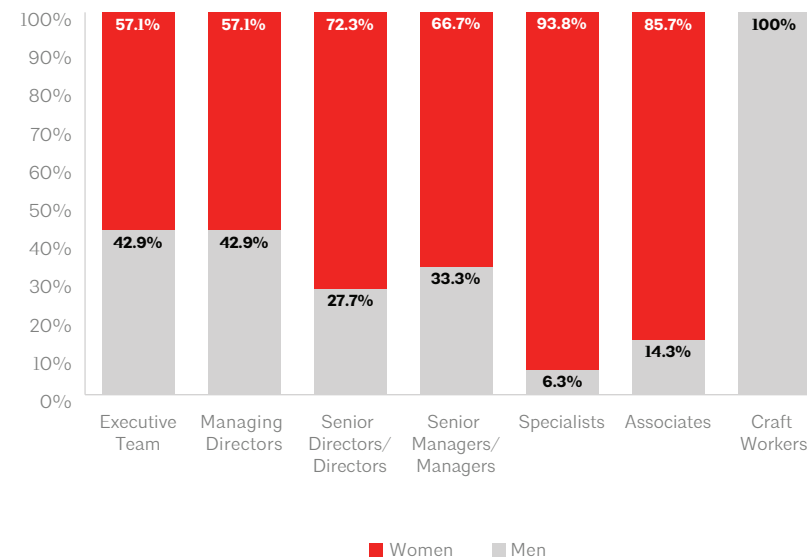


# AIA headquarters employees

> HEADQUARTERS STAFF: RACE AND/OR ETHNICITY BY TITLE



> HEADQUARTERS STAFF: GENDER 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:

5. 15 consecutive years of membership, or
6. 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, 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 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 2022 report describes 2021 data. NAAB’s 2021 report describes 2021 data. At the time of publication, NAAB’s 2022 report was not available, so 2021 numbers were used for comparison.

### Important sources

National Council of Architectural Registration Boards [ncarb.org](http://ncarb.org)

National Council of Architectural Registration Boards, *2022 NCARB by the Numbers*. [ncarb.org/nbtn2022](http://ncarb.org/nbtn2022)

National Architectural Accrediting Board. [naab.org](http://naab.org)

National Architectural Accrediting Board, *2021 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)

- i. Demographic Turning Points for the United States: Population Projections for 2020 to 2060 [census.gov/library/publications/2020/demo/p25-1144.html](http://census.gov/library/publications/2020/demo/p25-1144.html)

- ii. 2021 Annual Report on Architecture Education [naab.org/wp-content/uploads/2021\\_NAAB\\_Annual\\_Report.pdf](http://naab.org/wp-content/uploads/2021_NAAB_Annual_Report.pdf)

The race/ethnicity categories included in the NAAB report are white, Asian, two or more races, nonresident alien, American Indian/Alaska Native, Hispanic/Latino, Black/African American, Native Hawaiian/Pacific Islander, and Race/Ethnicity unknown.

AIA Equity, Diversity, and Inclusion

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