



Resolution 1: AIA Health and Wellbeing Policy

Sponsor: AIA Strategic Council

Status: Approved by the AIA Delegates during the AIA Annual Meeting on June 5, 2024

INTENT OF RESOLUTION

The intent of this resolution is to increase AIA members' value to their clients by embracing evolving knowledge and trends in health and wellbeing, by clarifying specific policies, and by promoting research-based relationships of architecture's impact on human health and wellbeing. This is an ethical issue and requires related adjustments to AIA's Code of Ethics and Professional Conduct plus the Framework for Design Excellence. The AIA should embrace and promote architects' roles supporting health professionals and advocate for the incorporation of health and wellbeing-related research in architecture degree programs.

TEXT OF RESOLUTION

WHEREAS. THE U.S. health industry represents \$4.5 trillion annually.

WHEREAS. U.S. health disparities diminish longevity up to 30 years in some communities.

WHEREAS. Numerous studies directly link both causal and correlated effects of architecture on human health.

WHEREAS. The World Health Organization defines health as "a state of complete physical, mental, and social wellbeing and not merely the absence of disease or infirmity."

WHEREAS. Many architects are unaware of substantial research establishing connections between architecture and wellbeing, and do not rely on this research in daily practice.

WHEREAS. The AIA has directly studied the effects of architecture and health, and for decades had a Knowledge Community focused on architecture and health.

WHEREAS. The 2023 Strategic Council studied the intersection of architecture and wellbeing, inviting several well-credentialed subject matter experts.

WHEREAS. These subject matter experts identified several value domains, and unanimously urged the AIA to make designing for health and wellbeing, as well as urging reliance upon research as an ethical issue that underpins the Institute.

WHEREAS. The 2024 Strategic Council continues to study this domain as an overlay to all study areas to optimize health and wellbeing effects related to climate, design, equity, and value of architecture.



WHEREAS. The current 2020 AIA Code of Ethics and Professional Conduct prescribes General obligations, and additional obligations to the Public, the Client, the Profession, Colleagues, and the Environment.

WHEREAS. The current 2020 Code of Ethics and Professional Conduct contains no reference to human health or wellbeing as a primary goal of practice, except as conjoined with safety and welfare, or subordinate to and as a component of environmental equity and justice.

WHEREAS. The AIA Framework for Design Excellence makes no reference to rigorous research as a basis for good design, except for applications of lessons from previous projects – a practice unheard of in medicine, law, or other learned professions.

WHEREAS. The AIA continuing education requirements emphasize health, safety, and welfare (HSW), but many programs only focus on passive and active safety alone rather than the generative or long-term effects of health and wellbeing related to design.

WHEREAS. The AIA's role is to identify broad opportunities of professional benefit, and advocating for architects as leaders in health and wellbeing increases public value of the architecture profession.

LET IT BE RESOLVED. The Board and National Ethics Council will add elements to AIA's Code of Ethics and Professional Conduct requiring a focus on wellbeing, promoting related discussions with owners, and utilizing health and wellbeing-related research pertinent to proposed design interventions.

LET IT BE RESOLVED. The Board will modify the Framework for Design Excellence to include Research for Health and Wellbeing as an action.

LET IT BE RESOLVED. The AIA will promote architects' roles supporting health professionals within professional limits.

LET IT BE RESOLVED. The AIA will promote the incorporation of design and research for health and wellbeing in all architecture degree programs with various educational organizations, such as the Association of Collegiate Schools of Architecture (ACSA), and the National Architectural Accrediting Board (NAAB), and the American Institute of Architecture Students (AIAS).



Resolution 2: Inclusion of Additional Underrepresented Groups within the AIA Strategic Plan 2021-2025's Equity Statement

Sponsor: 50 AIA Members

Status: Approved by the AIA Delegates during the AIA Annual Meeting on June 5, 2024

INTENT OF RESOLUTION

The AIA Strategic Plan (2021-2025) outlines equity and inclusion as core values, however, the goal for advancement indicates only “racial, ethnic, and gender” groups. There are a number of underrepresented groups that deserve consideration when it comes to advancing equity diversity and inclusion within the profession. The intent of this resolution is to include those missing underrepresented groups within the AIA Strategic Plan, which would include: religion, national origin, age, disability, caregiver status, gender identity, and sexual orientation.

TEXT OF RESOLUTION

WHEREAS, the AIA Strategic Plan 2021-2025, states the goal is to specifically “Advance racial, ethnic, and gender equity”; and

WHEREAS, the AIA Strategic Plan for 2021-2025 specifically addresses the imperative to “foster equity and a sense of belonging within the profession,” and highlights equity and inclusion as a Core Value; and

WHEREAS, Section 6.53 of the AIA Bylaws, states the AIA should “ensure that the profession’s composition reflects and represents the geographic and demographic diversity of the profession”; and

WHEREAS, Section E.S. 1.4 of the AIA Code of Ethics, states “Members should uphold human rights in all their professional endeavors”; and

WHEREAS, Section E.S. 1.401 of the AIA Code of Ethics, states “Members shall not engage in harassment or discrimination in their professional activities on the bases of race, religion, national origin, age, disability, caregiver status, gender, gender identify, or sexual orientation”; and

WHEREAS, Section E.S. 4.1 of the AIA Code of Ethics, states “Members should pursue their professional activities with honesty and fairness”; and

WHEREAS, Section E.S. 5.1 of the AIA Code of Ethics, states “Members should provide their colleagues and employees with a fair and equitable working environment, compensate them fairly, and facilitate their professional development”; and

WHEREAS, AIA members from underrepresented groups include firm leaders, and project team members committed to the value of AIA membership through chapter service, mentorship, and diversity; and

WHEREAS, AIA members from underrepresented groups bring a varied range of experience, enriching the AIA organization to create an working environment that showcases AIA diversity; and



WHEREAS, it is in the best interest of the AIA to expand member recognition, consideration, and engagement to ensure equal opportunities for all members.

NOW, THEREFORE, BE IT RESOLVED the AIA Board of Directors shall amend the current AIA Strategic Plan 2021- 2025 and/or direct the upcoming 2026-2030 Strategic Planning to include additional missing underrepresented groups (religion, national origin, age, disability, caregiver status, gender identity, and sexual orientation) within the AIA Strategic Plan's statement on equity and include or modify the stated goals to reflect this change.



RESOLUTION 3: GOVERNING BODY STUDY

Sponsor: AIA California, AIA Michigan, AIA North Carolina, AIA Colorado, AIA New Jersey, AIA Washington Council, AIA Florida, AIA New York State

Status: Approved by the AIA Delegates during the AIA Annual Meeting on June 5, 2024

INTENT OF RESOLUTION

To study the current composition of the Board of Directors and the Strategic Council to determine if their make-up accurately reflects the needs of the membership, the original intent of the 2013 governance study and subsequent restructuring; and represents the tripartite organizational structure of the AIA, and the intellectual diversity of the membership for studying future trends in the industry.

TEXT OF RESOLUTION

WHEREAS. The American Institute of Architects is a membership organization that was founded on principles of member representation.

WHEREAS. The AIA is a bottom-up organization, not a top-down organization; its strength emanates from the Components that exist through the AIA bylaws as an integral part of the tripartite structure for membership service.

WHEREAS. The composition of the Board of Directors is not representative of the membership at large, has not fostered transparency, and restricts Components' representation and influence on matters of governance.

WHEREAS. The composition of the Strategic Council is primarily based on state components. Its mission as a body developed to be a future forward looking group to, "inform the Board and other Institute bodies of important professional issues and opportunities, focusing its attention on the strategic vision regarding issues that will shape the future of the profession," seems misaligned with its composition.

WHEREAS. The Repositioning Initiative of 2013 recommended "To envision the AIA that members value most: Turn the org chart on its head. Give components and members agency."

WHEREAS. The governance restructuring of 2014 promised to "make the Board more nimble and better able to respond to the Institute's challenges and opportunities." The implementation of these changes has led to the perception that the Board has become a monolith of decision making excluding the two other structural pillars of the organization, state and local components, as well as other stakeholders within the Institute.

WHEREAS. The Members Voice Taskforce of 2023 recommended that the Board of Directors and Strategic Council clarify and refine the AIA governance model with three broad areas of discussion; cultivate a culture of trust, enhance collaboration and coordination within the AIA and among its groups, strengthen relationship between the Board and the Strategic Council.



WHEREAS. The above initiatives are perceived to have failed to come to fruition.

NOW, THEREFORE BE IT RESOLVED. That the 2024 Secretary-Elect/2025 Secretary of the Institute and the Moderator of the Strategic Council jointly chair, and empanel a task force, to study and bring forward recommendations that address the following issues:

- 1) Models of governance in which:
 - a. AIA component representation will be added back to the Board of Directors
 - b. AIA constituent member groups will have some representation on the Board
 - c. Ideas from the 2014 restructuring are taken into account.
- 2) Ways in which the Board of Directors decision making can be perceived as more transparent to the membership.
- 3) How the Strategic Council can fulfil its intended original mission by:
 - a. Looking at the composition of the Council to determine the appropriate representation for its mission.
 - b. Looking at creating a Members Voice Council as part of the Strategic Council to allow for input directly from the membership.
 - c. Looking at ways to better link the work of the Council with the Board of Directors.

BE IT FURTHER RESOLVED. That the Task Force be comprised of current members of the Board of Directors, former presidents and former members of the Board of Directors that served before the restructuring in 2015, current and former members of the Strategic Council, elected members of state and local components, associate members, young architect members, and component executives.

BE IT FURTHER RESOLVED. That the Board of Directors and the AIA Secretary present their Task Force findings, and any proposed amendments to the bylaws, for action by delegates at the 2025 AIA Annual Business Meeting.