Membership Demographics Report **2024**

Contents

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AIA.ORG

Introduction

The American Institute of Architects' (AIA's) vision for the future is bold—and we know that realizing it depends on building a professional community where every architect and design professional has the opportunity to grow, contribute, and lead. With more than 100,000 members—a historic high—our community includes licensed architects, individuals pursuing licensure, international and allied professionals, and others shaping the built environment in meaningful ways.

This Demographic Report is more than a snapshot. It's a tool for reflection, accountability, and action. It brings together data across AIA's national membership, Board of Directors, Strategic Council, committees, chapter leadership, and headquarters staff. In doing so, it helps us identify patterns, track progress, and make more informed decisions that move us closer to an inclusive, connected, and future-ready profession.

We're continually improving how we collect, analyze, and share this information—with a focus on self-identification, transparency, and member choice—so we can more fully reflect the diversity of people shaping architecture today. We also recognize that demographic participation is voluntary, and we're grateful to our members for trusting us when they choose to share this information.

In 2024, our growth was fueled by increases in Associate, International Associate, and Allied members, reflecting a more global and multifaceted view of the profession. Today, women make up 27.1% of AIA's membership; 18.3% of members identify as part of an underrepresented racial or ethnic group; and 26% of members are under age 40, bringing fresh energy and perspectives into the fold. These shifts are signs of progress, but they also remind us that demographic change alone doesn't equal equity.

The data shows encouraging momentum in some areas and ongoing challenges in others. For example, gains in gender and racial diversity at the membership level are not yet fully reflected across all leadership bodies, and gaps persist in key areas such as Fellowship. These realities underscore the importance of removing structural barriers, increasing transparency, and opening new pathways for professional advancement.

When members see themselves reflected in leadership, feel connected to AIA's resources, and believe their contributions are recognized, they stay. They lead. They innovate.

We are proud of the progress, clear-eyed about the work ahead, and dedicated to delivering member value that reflects the communities we serve. Thank you for joining us in shaping a more inclusive profession and a more equitable future.

Introduction

BACKGROUND AND METHODOLOGY

This section explains the source of the numbers, how we benchmark them, and where caution is warranted when interpreting year-over-year shifts.

DATA SOURCES

All data and visuals were created from historical year-end member rosters maintained by AIA unless otherwise noted. AIA data includes reported age, gender identity 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. Supplemental data on AIA volunteer leadership and staff comes from internal records.

BENCHMARKING FRAMEWORK

Additionally, AIA uses data from the NCARB By the Numbers report produced by the National Council of Architectural Registration Boards (NCARB) and the National Architectural Accrediting Board (NAAB) Annual Report on Architectural Education. This data allows AIA to analyze whether changes reflect industry-wide trends or AIA-specific movement.

METHODOLOGICAL NOTES AND LIMITATIONS

- Voluntary self-identification: Gender identity, race/ethnicity, and LGBTQIA+ fields are optional—nonresponse rates (up to ~8%) are reported and trended.
- Joined date lag: New-member records are time-stamped on dues payment; mid-year joins skew younger and more diverse, slightly inflating annual diversity growth.
- Licensure status: Transition from Associate to Architect is captured when NCARB verification is uploaded; late updates may back-date into prior years.
- Leadership data gaps: Chapter-level volunteer rosters rely on chapters' timely uploads. Reporting for 2024 is ~92%.

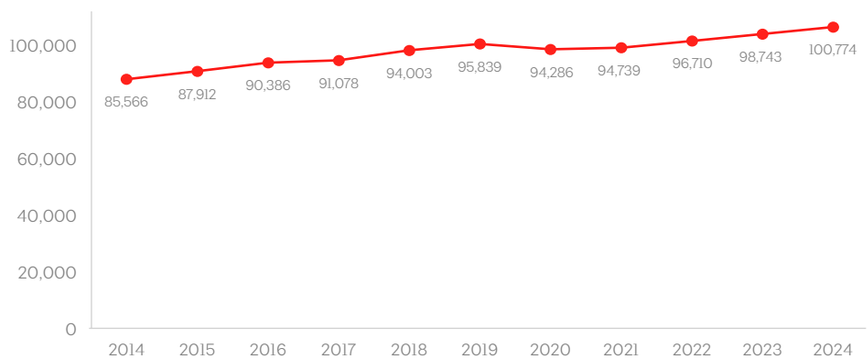
These limitations are flagged alongside the relevant charts, ensuring readers understand where apparent jumps may reflect data maturity rather than substantive demographic shifts. Overall, the methodology ensures a consistent 11-year time series (2014–2024) while aligning AIA metrics with the two most authoritative external benchmarks for the architecture profession.

Overall findings

THE EVOLVING LANDSCAPE OF MEMBERSHIP

In 2024, AIA achieved a historic milestone, surpassing 100,000 members for the first time. Membership grew 2.1% compared with 2023, and AIA ended the year with 100,774 members. This achievement represents not just growth in numbers but an evolution in the composition and diversity of our professional community.

> OVERALL MEMBERSHIP TREND



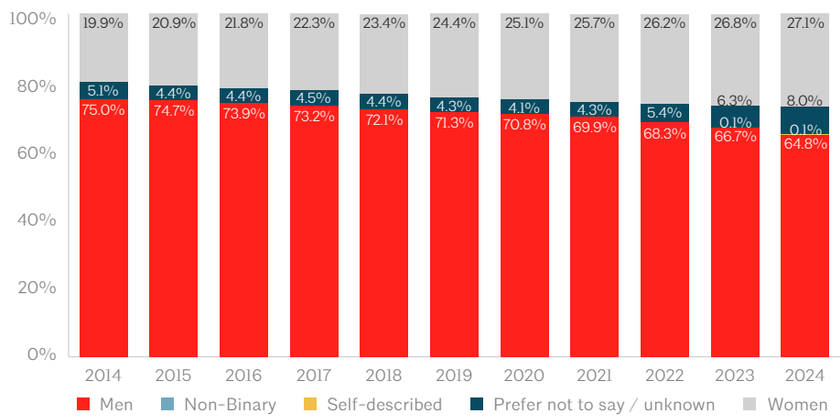
Expanding AIA's global reach

In 2024, AIA expanded its global presence with the establishment of five new International Sections, including South Korea, Southeast Asia, and Taipei. AIA President Kimberly Dowdell also advanced the Institute's diplomatic and cultural outreach through visits to South Korea, Nigeria, and Hong Kong, strengthening international connections and partnerships.

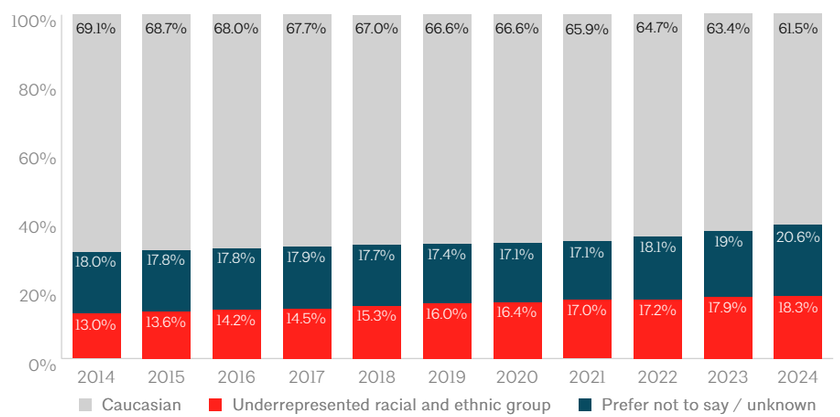
Overall findings

Increases in Associate, International Associate, and Allied categories propelled the organization's membership growth—and diversity—in 2024. Women now account for 27.1% of AIA's total membership; 18.3% of members are from underrepresented racial and ethnic groups; and 26% of members are under the age of 40.

> OVERALL GENDER IDENTITY & EXPRESSION

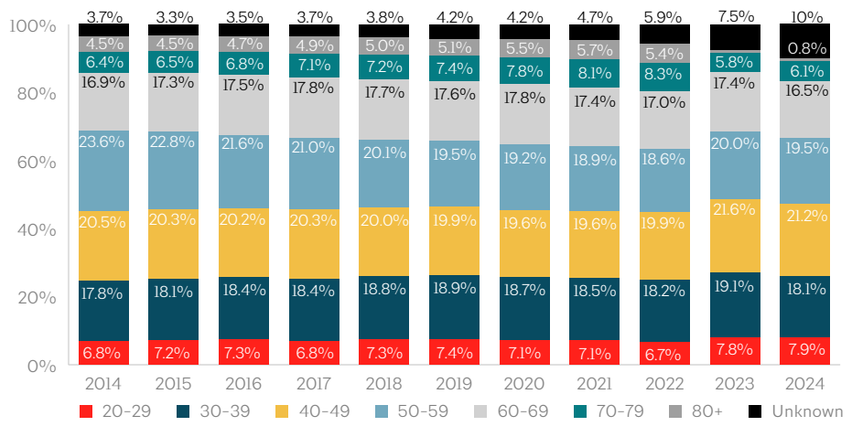


> OVERALL RACE AND/OR ETHNICITY

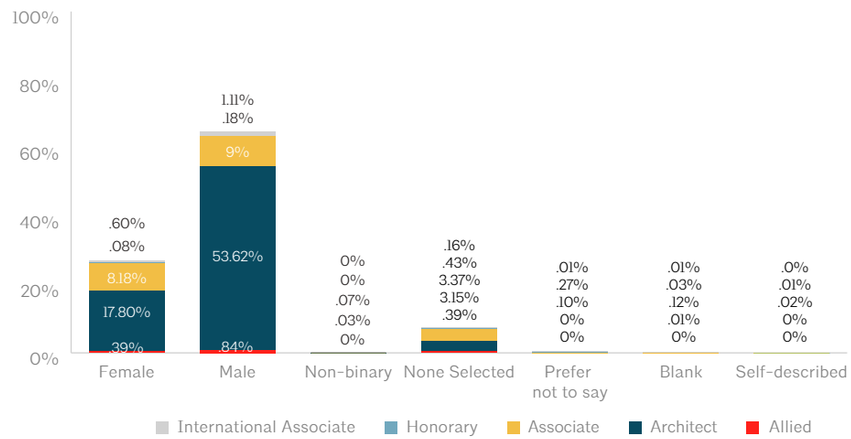


Overall findings

> OVERALL AGE GROUPING

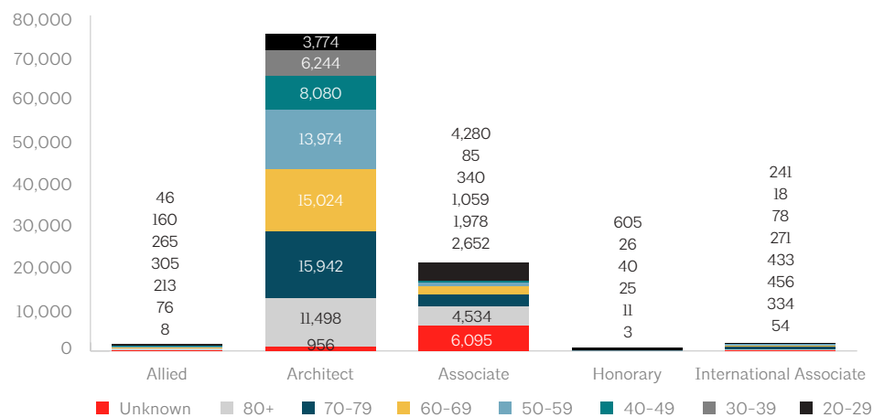


> GENDER IDENTITY & EXPRESSION BY MEMBER TYPE

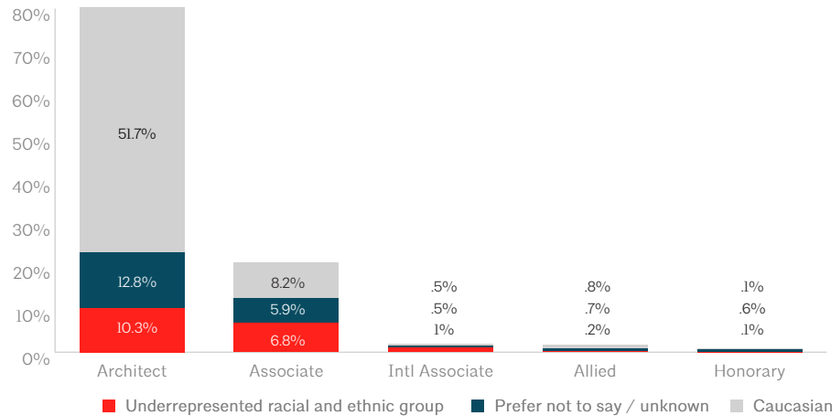


Overall findings

> OVERALL AGE BY MEMBER TYPE



> RACE AND/OR ETHNICITY BY MEMBER TYPE

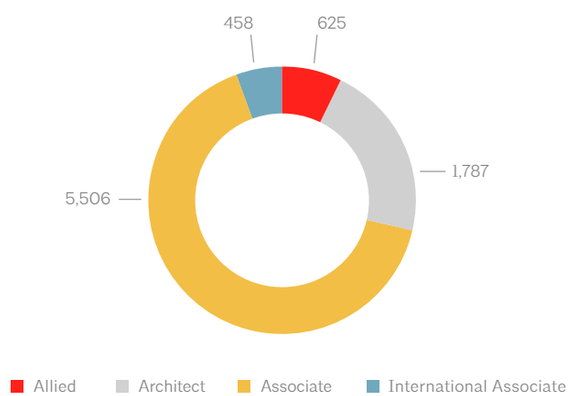


Overall findings

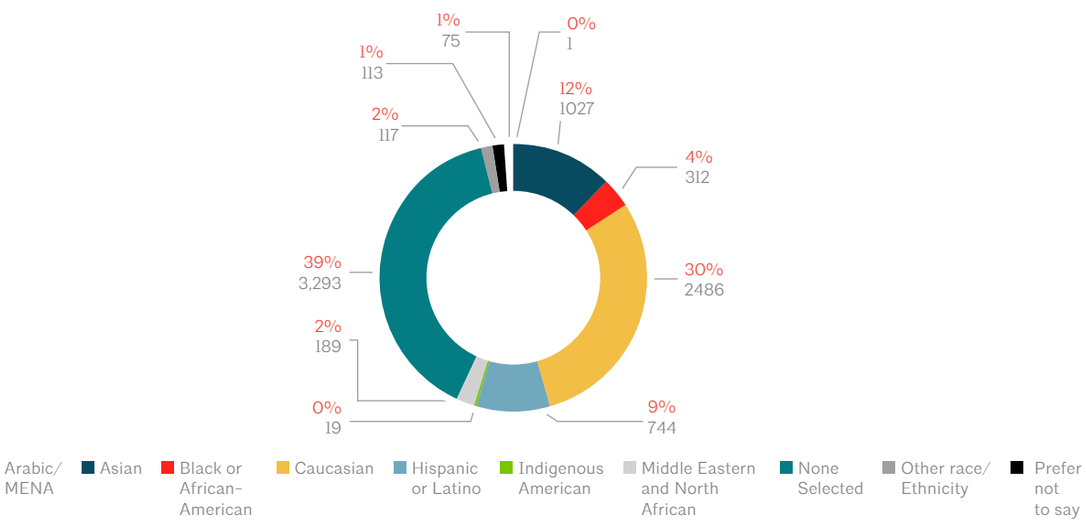
A LOOK AT NEW MEMBERS

Closer analysis of the 8,376 members who joined AIA for the first time in 2024 further demonstrates the evolving landscape of membership. Despite a significant increase in the number of members not reporting any demographic data, 32.7% of first-time members are women and 28.7% are from underrepresented racial and ethnic groups.

> NEW MEMBERS BY MEMBER TYPE

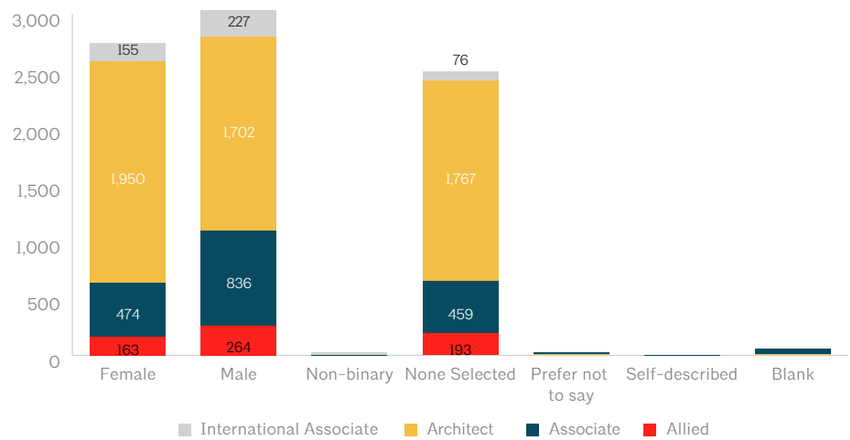


> NEW MEMBERS BY RACE AND/OR ETHNICITY



Overall findings

> NEW MEMBER TYPE BY GENDER EXPRESSION



Associate Members

A GROWING AND EVOLVING SEGMENT

Associate members represent one of the most dynamic and diverse segments within AIA's membership. Comprising 21% of AIA's overall members, the Associate category grew by 5.8% in 2024. It includes a broad range of unlicensed design professionals and educators, many of whom are early-career professionals who are pursuing licensure.

Associates are more likely to be under 40 (50.3%), women (39.3%), and people of color (32.7%), and those who identify as LGBTQIA+ than other member categories. This diversification among Associates signals potential long-term changes in architecture's demographic landscape.

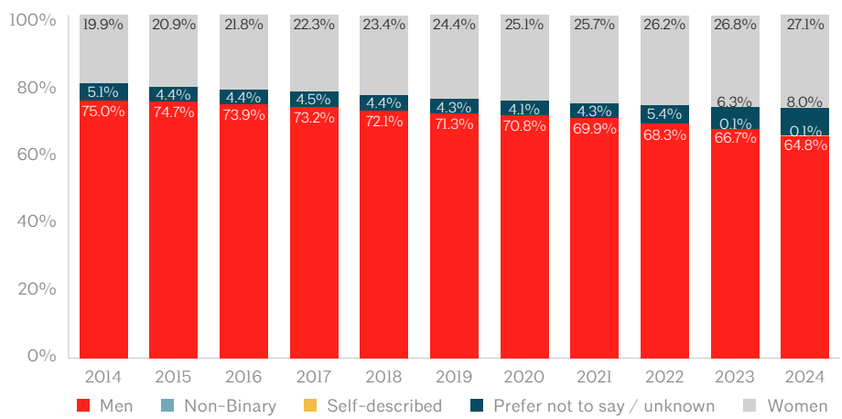
As these Associate members progress through career and life stages, they bring fresh perspectives, innovative approaches, and diverse lived experiences that enrich the profession.

Associate Members

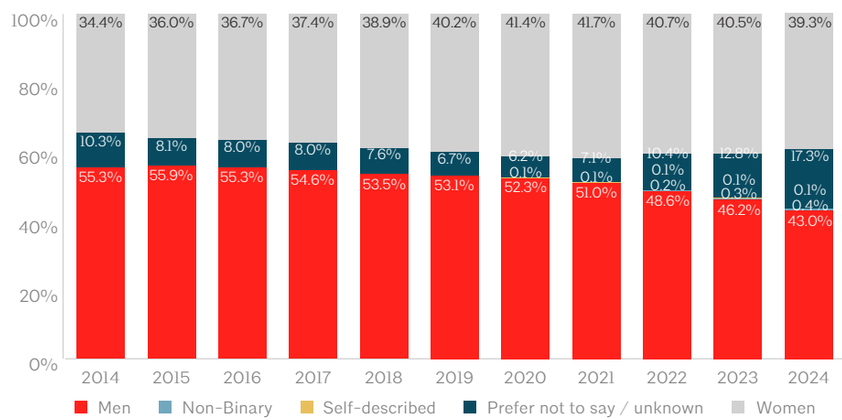
GENDER IDENTITY AND EXPRESSION

AIA continues to see growth in the percentage of women members, which reached 27.1% of total membership in 2024, up from 26.8% in 2023. Gender diversity among Associate members is even more closely balanced, with women representing 39.3% and men 43.0% of that group. The percentage of Associate members identifying as nonbinary remains consistently higher than in the overall membership, indicating greater gender diversity at this stage of the profession.

> OVERALL GENDER IDENTITY & EXPRESSION



> ASSOCIATE MEMBERS GENDER IDENTITY & EXPRESSION



Associate Members

RACE/ETHNICITY

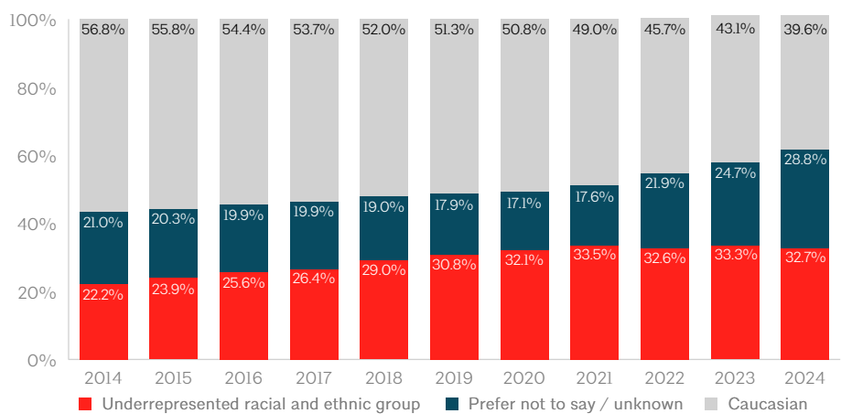
Membership increases among Asian, Black or African American, and Hispanic/Latino associates reflect a shifting demographic and a growing interest in architecture careers from communities that have been historically underrepresented in the field. These gains are especially encouraging when viewed as early indicators of a more inclusive future for architecture.

The increase in self-identified MENA (Middle Eastern/North African) members since this category was introduced in 2021 shows the value of evolving our data collection practices to better reflect the full range of member identities.

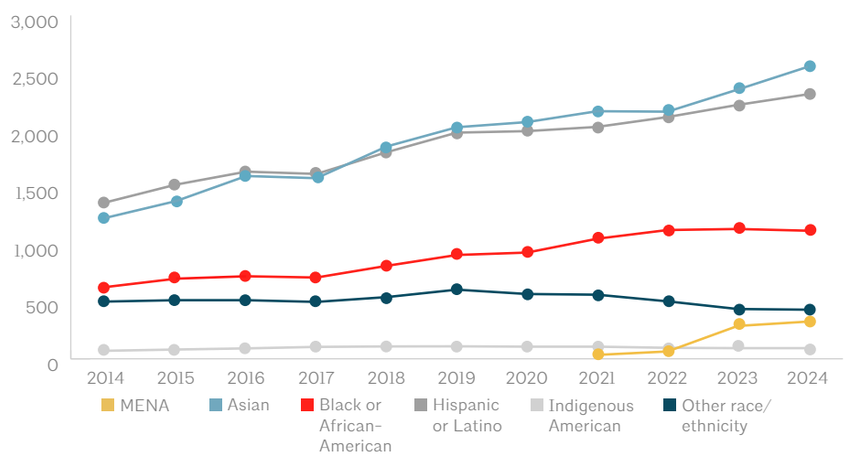
Over the last 10 years:

- Asian Associates more than doubled, growing from 1,232 in 2014 to 2,551 in 2024.
- Black or African American Associates increased from 627 to 1,119.
- Hispanic/Latino Associates rose from 1,367 to 2,311.
- MENA membership has grown significantly, from 34 in 2021, when we began tracking this demographic, to 325 in 2024.
- Indigenous American members increased from 70 to 93; however, this 2024 total is still lower than the 109 Indigenous American members in 2019.

> ASSOCIATE MEMBERS RACE AND/OR ETHNICITY BY PERCENTAGE



> ASSOCIATE MEMBERS RACE AND/OR ETHNICITY BY COUNT



Associate Members

> ASSOCIATE MEMBERS RACE AND/OR ETHNICITY

Associate race and/or ethnicity	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Asian	1,232	1,378	1,597	1,578	1,855	2,023	2,068	2,163	2,159	2,352	2,551
Black or African American	627	700	721	710	812	907	928	1,049	1,125	1,134	1,119
Hispanic/Latino	1,367	1,522	1,635	1,615	1,805	1,976	1,989	2,026	2,112	2,218	2,311
Indigenous American	70	81	91	104	108	109	106	106	96	93	93
MENA	-	-	-	-	-	-	-	34	64	287	325
Prefer not to say	59	215	318	370	493	594	605	595	484	445	429
Other Race/Ethnicity	500	512	512	497	539	604	566	560	502	435	429
Unknown	3,528	3,341	3,226	3,029	2,866	2,662	2,414	2,521	3,562	4,320	5,502
Caucasian	9,711	9,791	9,676	9,148	9,192	9,364	8,958	8,661	8,460	8,322	8,145

Associate Members

This data also reveals strategic openings to support retention and advancement. For example, while diversity at the Associate level is increasing, translating that momentum into equitable access to licensure, leadership, and recognition will require sustained investment. Programs that focus on mentorship, sponsorship, and early-career development—especially those that are culturally responsive—will be essential to ensuring these gains are not only maintained but amplified.

Shaping the future with NOMA

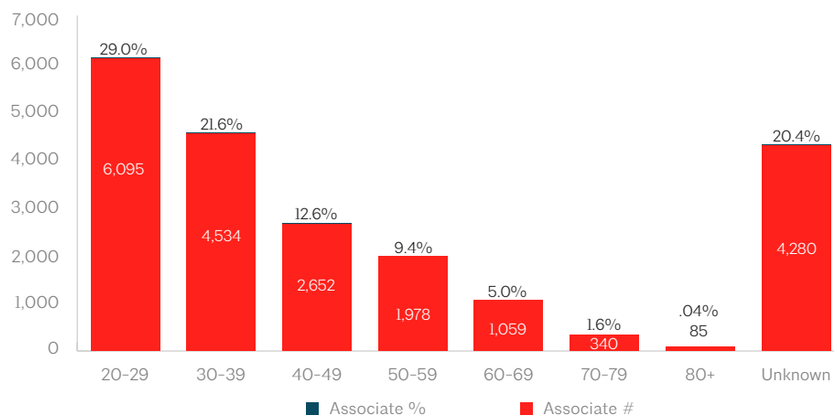
AIA and the National Organization of Minority Architects (NOMA) continued to strengthen their partnership through active conference collaboration and joint sessions. Shared commitments to equity, diversity, inclusion, and workforce development drive AIA's support of key NOMA initiatives, including the HBCU Professional Development Program, Project Pipeline, and the Architectural Registration Examination (ARE) Scholarship, reinforcing rather than replicating efforts. In 2024, the organizations piloted a dual-membership discount for first-time NOMA members joining AIA, offering 50% off dues, a benefit that will continue in 2025.

Associate Members

Associate members represent half of all under-40 members. They are typically younger, with 50.6% under age 40 and 29% under age 30. This is consistent with the average timeline to licensure, according to NCARB data.

On the other end of the spectrum, 6.6% are now age 60 or older, and associates comprise 1.3% of all Emeritus members. With industry consolidations, multidisciplinary work, and nontraditional careers offering more pathways to stay in the profession without pursuing licensure, this segment may increase.

> ASSOCIATE MEMBERS BY AGE GROUPING

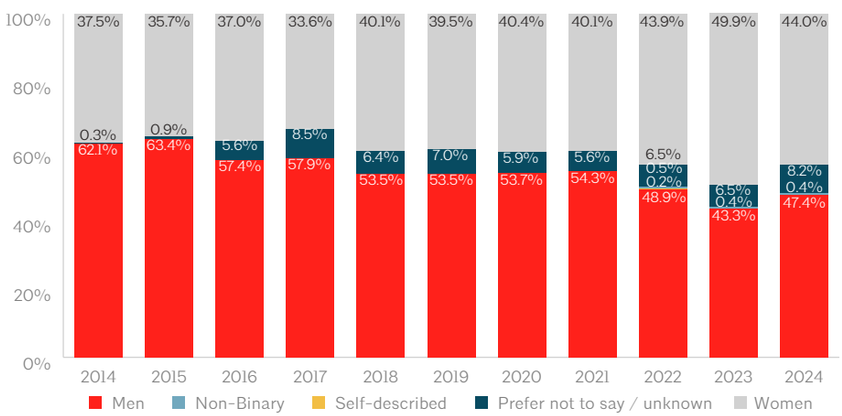


Associate Members

LICENSURE PROGRESSION

As Associates obtain licensure, they move into the Architect member group, making this cohort an important indicator of future membership demographics. In 2024, the gender gap among newly licensed Associates reached its narrowest point to date: 47.4% men and 44% women. NCARB reports a slightly larger gap of 4%, with 54% men and 46% women.

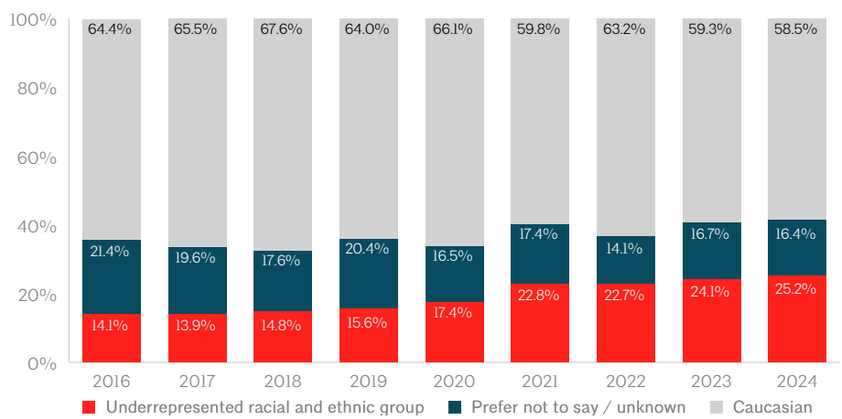
> ASSOCIATE MEMBERS OBTAINING LICENSURE BY GENDER IDENTITY & EXPRESSION



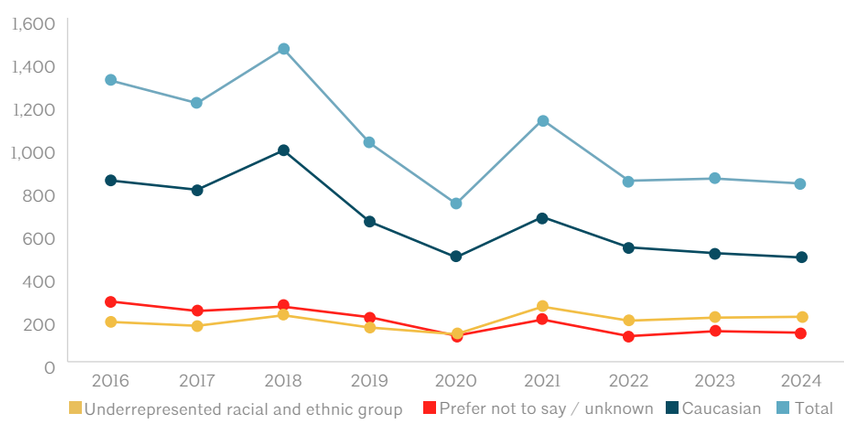
Associate Members

The racial and ethnic makeup of 2024 Associates obtaining licensure indicates meaningful progress toward a more balanced profession, with underrepresented racial and ethnic groups making up 25.2% of this group. Asian and Hispanic/Latino professionals obtaining licensure increased the most. Asian Associates have more than doubled since 2016, increasing from 5.0% to 10.7%. Hispanic/Latino representation has also grown, rising from 4.0% to 6.9%. Black Associates, while still underrepresented, have made notable gains—from a low of 1.3% in 2017 to around 4.0% since 2022. However, the data suggest some underrepresented groups continue to experience barriers in progressing toward licensure, especially Black and Indigenous Associates. Caucasian representation has gradually declined from nearly 68% in 2018 to under 59% in 2024, signaling a slow rebalancing of the field's demographics. For 2024, NCARB reported 49% of licensure candidate identify as non-white.

> ASSOCIATE MEMBERS OBTAINING LICENSURE BY RACE AND/OR ETHNICITY BY PERCENTAGE



> ASSOCIATE MEMBERS OBTAINING LICENSURE BY RACE AND/OR ETHNICITY BY COUNT



Associate Members

Empowering the next generation of architects

BUILDING PATHWAYS FOR FUTURE HBCU ARCHITECTS

AIA is committed to supporting students, faculty, and alumni from the seven historically Black college or university (HBCU) architecture programs that are accredited by the National Architectural Accrediting Board (NAAB) through a range of initiatives that foster visibility, connection, and career advancement. Between 2021 and 2024, the AIA Headquarters Renewal Project Internship gave HBCU students hands-on experience with design and construction while building mentorship networks. AIA also sponsors the annual HBCU Student Architecture Forum, hosts the HBCU Alumni & Friends Reception at the AIA Conference on Architecture & Design, and provides a small delegation complimentary conference registration to access one of the profession's most significant annual events. These efforts create pathways for engagement, professional growth, and community-building within the field of architecture.

ELEVATING EARLY CAREER ARCHITECTS AT AIA24

At AIA24, AIA expanded its investment in and the footprint of the NextGen Lounge and introduced an Emerging Professionals Grant to nurture the next generation of leaders who will shape both the profession and our built environment.

STRENGTHENING ACADEMIC PARTNERSHIPS

In 2024, AIA shared resources, built relationships, and highlighted the value of AIA's 100,000-member network across the next generation of architects at the American Institute of Architecture Students (AIAS) Forum, AIAS Grassroots, the Association of Collegiate Schools of Architecture (ACSA) Annual Meeting, and the Coalition of Community College Architecture Program Convening.

INSPIRING K–12 STUDENTS THROUGH ARCHWEEK

AIA's commitment to expanding awareness of architecture is exemplified by a reimagined Architecture Week (ArchWeek)—an initiative designed to promote the value and potential of architecture as a career path to K–12 students. The effort inspired member participation across the country, leading to direct engagement with over 10,000 students in 94 schools and generating more than 1.6 million media impressions.

Architect Members

A STEADY BUT SHIFTING CORE

Despite a slight decline from 2023, Architect members represent the core of AIA's membership, comprising 65% of total members. To qualify, members must be licensed in at least one U.S. jurisdiction, a task that requires substantial time, education, and financial investment. According to NCARB, the average time to licensure is 12.9 years.

In 2024 there were 116,005 licensed architects in the United States (a 4% reduction from 2023). In this group, 13% were over age 65, 3% were under age 30, 61% were white men, and 1 in 4 were women. (NCARB)

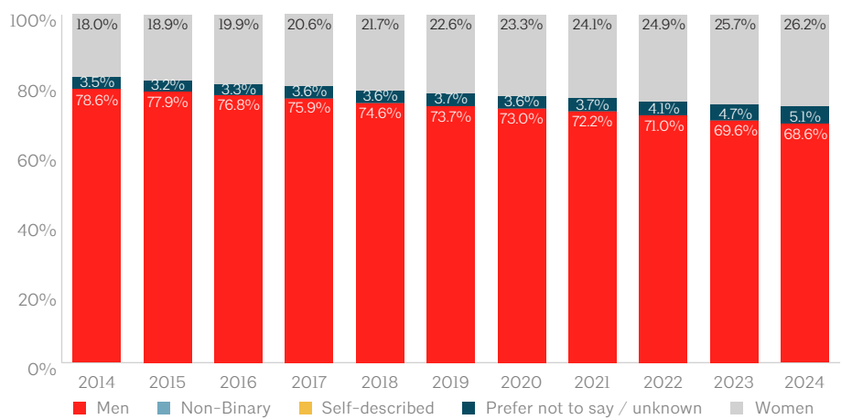
The requirements for licensure directly impact the demographic makeup of AIA's Architect members, the majority of whom are over the age of 50 (57.4%) and more likely to be male (68.6%) and Caucasian (66.7%) than other categories. Over the past decade, the data shows gradual but consistent progress toward greater diversity. In 2024, 26.2% of Architect members identified as women, compared to 18.0% in 2014—a 31% increase.

Architect Members

GENDER IDENTITY AND EXPRESSION

Gender diversity among Architect members closely parallels overall membership with 26.2% women and 68.6% men in this group. The representation of women Architect members has continued to increase year over year; however, it still lags slightly behind overall U.S. trends. NCARB reports that 27% of U.S. licensed architects identify as women.

> ARCHITECT MEMBERS GENDER IDENTITY & EXPRESSION



Empowering women leaders in architecture at the AIA Women's Leadership Summit

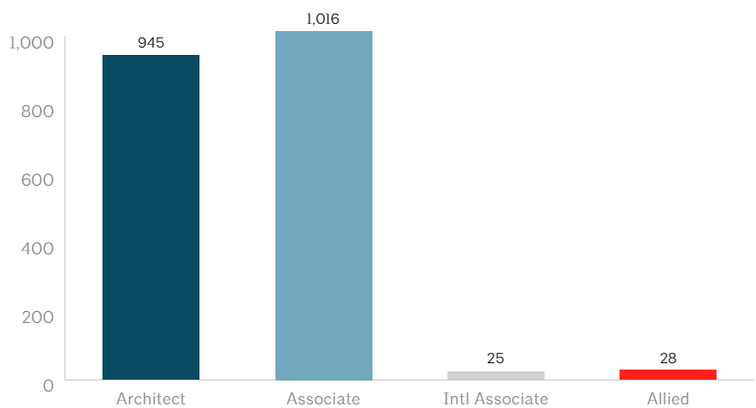
Women's Leadership Summit (WLS), founded by AIA, is a premier leadership experience that delivers essential leadership training designed to help women and allies unlock their full potential, make a lasting impact on their careers, and lead change in architecture and the allied professions. WLS is an empowering gathering where women architects connect, celebrate achievements, and gain the tools to lead boldly and shape the future of the industry.

Architect Members

SEXUAL IDENTITY

While fewer than 2% of Architect members self-identify as LGBTQIA+ (lesbian, gay, bisexual, transgender, queer or questioning, intersex, asexual, and other identities), the share of members who report this identity increased by 36.6% from 2023. This follows new AIA investment in LGBTQIA+ programs and support.

> SELF-IDENTIFIED LGBTQIA+ MEMBERS BY MEMBERSHIP TYPE



Building inclusive member communities

AIA has continued to invest in member communities through programs that celebrate identity and belonging. The LGBTQIA+ (lesbian, gay, bisexual, transgender, queer or questioning, intersex, asexual, and other identities) Member Group, now in its second year, along with dedicated programming at AIA24, has provided spaces for connection and support.

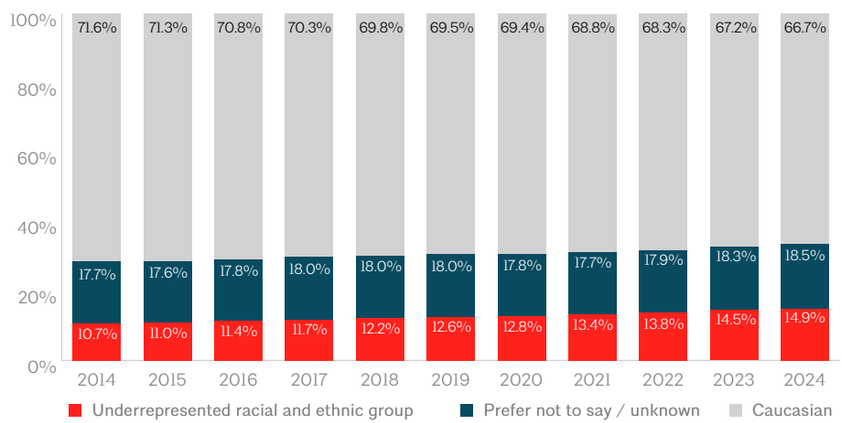
Architect Members

RACE/ETHNICITY

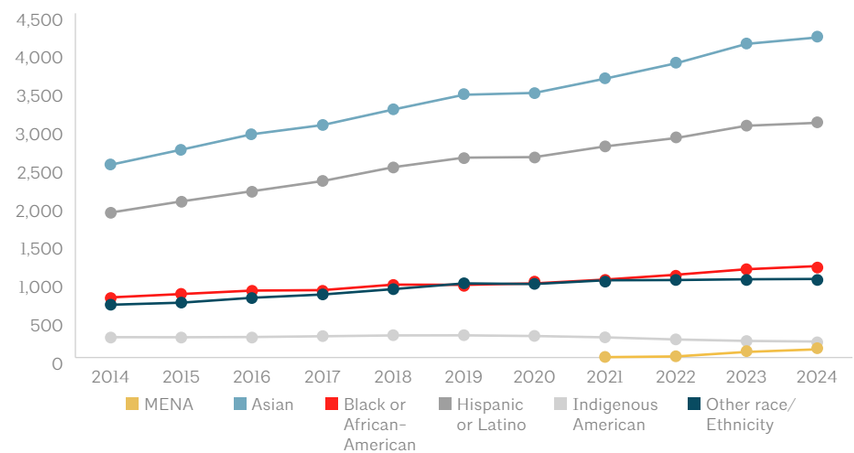
Racial and ethnic diversity among architects has steadily grown. The expansion in Asian, Hispanic/Latino, and Black representation suggests that pipeline and outreach efforts are having an impact. These gains are encouraging and reflect a profession that is inching toward greater representation. However, Caucasian architects still comprise the vast majority of the field, meaning systemic barriers to licensure and retention persist for other groups.

At the same time, the data highlights clear opportunities to evolve and refine our strategies. For example, the flat or declining representation of groups like Indigenous Americans and MENA suggests that these communities are not yet fully included in outreach and engagement strategies.

> ARCHITECT MEMBERS RACE AND/OR ETHNICITY BY PERCENTAGE



> ARCHITECT MEMBERS RACE AND/OR ETHNICITY BY COUNT



Architect Members

> ARCHITECT MEMBERS RACE AND/OR ETHNICITY

Architect race and/or ethnicity	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Asian	2,520	2,717	2,919	3,039	3,242	3,435	3,459	3,646	3,846	4,100	4,184
Black or African American	786	830	875	881	953	950	969	1,019	1,082	1,154	1,195
Hispanic/Latino	1,895	2,041	2,174	2,307	2,488	2,613	2,620	2,760	2,869	3,030	3,068
Indigenous American	266	265	268	278	289	290	281	264	236	217	209
MENA	-	-	-	-	-	-	-	5	14	73	107
Prefer not to say	117	389	540	673	829	977	1,037	1,129	1,136	1,142	1,125
Other Race/Ethnicity	690	717	781	824	894	969	961	1,010	1,013	1,023	1,027
Unknown	10,061	10,103	10,441	10,605	10,834	10,828	10,507	10,382	10,616	10,976	11,077
Caucasian	41,269	42,477	43,562	44,148	45,162	45,666	44,896	44,645	44,779	44,546	43,923

Highlighting diversity in design

The Future Focused Video Series celebrates underrepresented architects and designers by sharing their personal stories of leadership, mentorship, and impact. Across 104 films, the campaign highlights their work and the ways they shape communities, advance the profession, and inspire the next generation of architects.

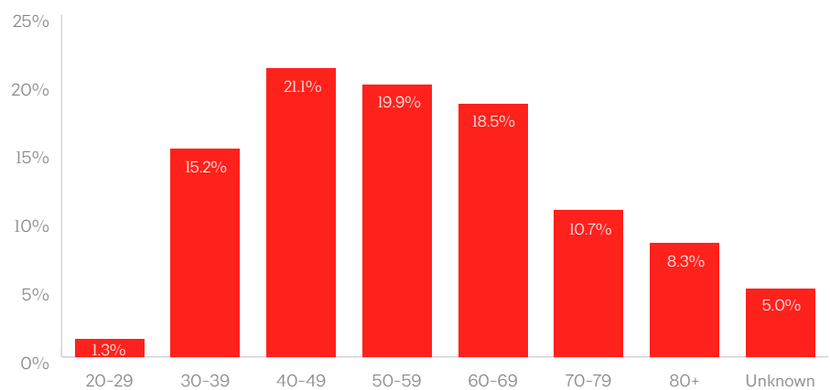
Architect Members

AGE

While Architect members, including Emeritus members, account for 89.7% of all over-50 members, there is a generally even distribution of Architect members currently in their 40s (21.1%), 50s (19.9%), and 60s (18.5%). Furthermore, about 1 in 6 Architect members (16.5%) are under the age of 40. This group represents more than half (52.6%) of all under-40 members.

Notably, age demographic data is most complete among Architect members, with only 5.0% not reporting.

> ARCHITECT MEMBERS BY AGE GROUPING



Architect Members

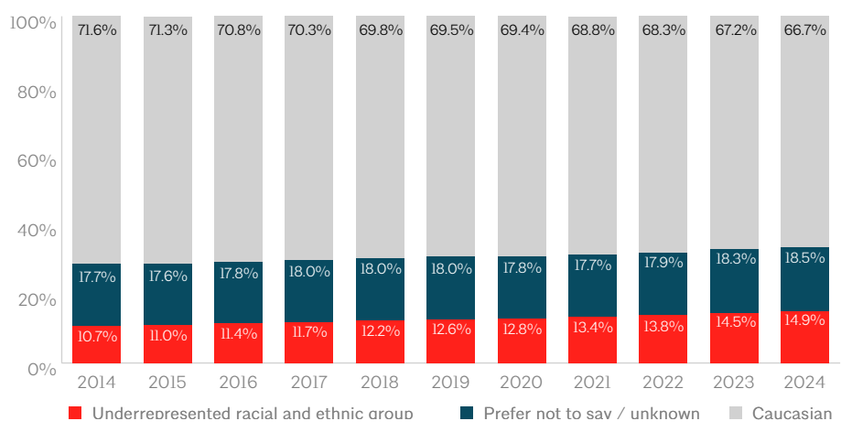
COMPARE PROGRESS AT LICENSURE VS. ASSOCIATE

AIA continues to make progress toward a more diverse profession, with the potential for further growth as the field reflects the increasingly diverse local, national, and global communities in which its members work. However, the data reveals certain challenges that must be addressed to fully realize these gains.

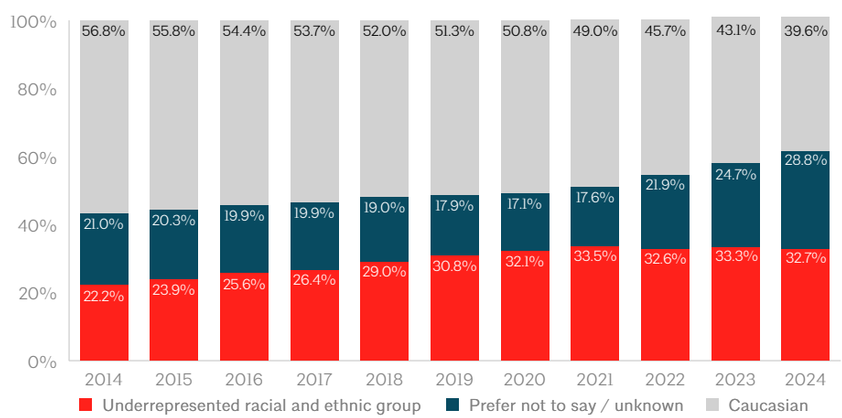
Racial and ethnic diversity among Architect members has steadily increased, with underrepresented architects rising from 14.5% in 2023 to 14.9% in 2024. However, this shift lags far behind the 32.7% of underrepresented Associate members. The growing number of underrepresented Associates obtaining licensure is a positive development, but the average time to licensure is 12.9 years, according to NCARB, and Associates obtaining licensure has hovered around 850 for the last three years. Therefore, it will take time for broader membership demographics to change as Associates work through the licensure pathway.

> In 2024 there was no change in racial and ethnic representation among licensed architects compared to the previous two years, with Asian and Latino individuals making up 7% and Black or African American individuals comprising 2%. (NCARB)

> ARCHITECT MEMBERS RACE AND/OR ETHNICITY



> ASSOCIATE MEMBERS RACE AND/OR ETHNICITY

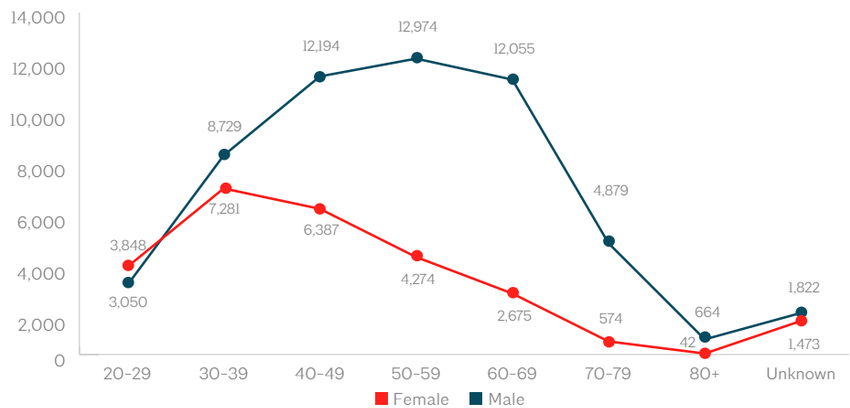


Architect Members

In 2024, women outnumber men among AIA members aged 20–29, reflecting enrollment trends at NAAB-accredited programs, where women represent 55% of students, men 45%, and less than 1% identify as non-binary. Representation differs across age groups: women comprise 45% of members aged 30–39, with smaller shares in each older cohort. The largest group of women architect members is in the 30–39 range (7,281), while the largest group of men is in the 50–59 range (12,974).

These patterns suggest progress among emerging professionals but also highlight ongoing challenges in retention and advancement to licensure. Strengthening workplace culture and support systems will be essential to maintaining this momentum and ensuring greater gender parity across all career stages.

› AGE BY GENDER IDENTITY & EXPRESSION



AIA leadership

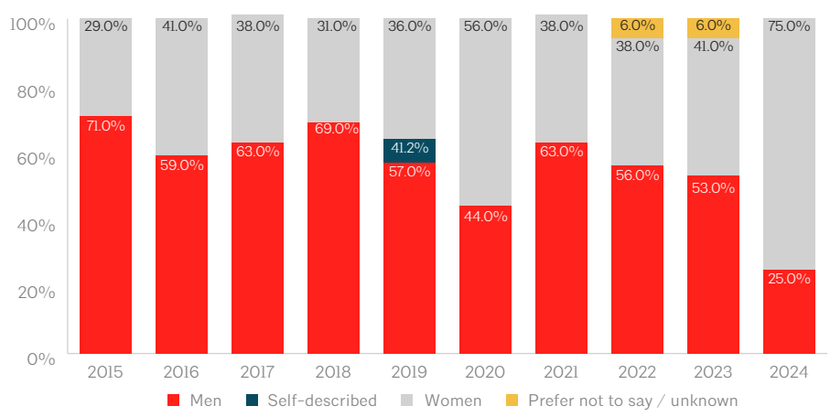
AIA BOARD OF DIRECTORS

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.

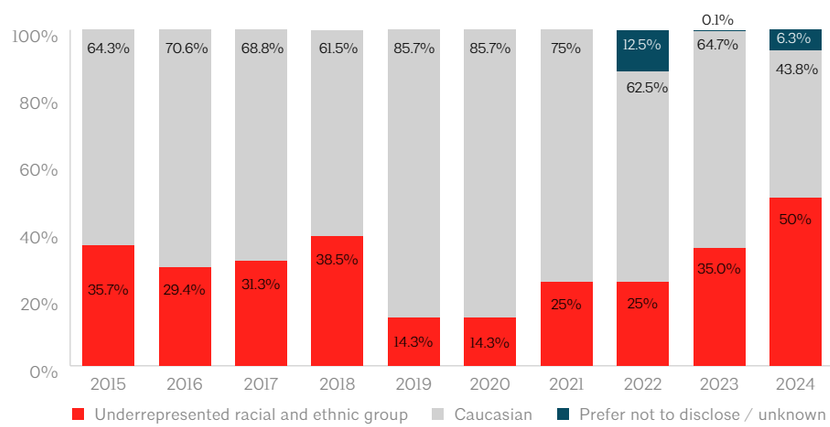
In 2024, women made up 75% of the AIA Board of Directors—the highest proportion in recorded AIA history. This is a dramatic increase from the 56% of women board members in 2020 and just 29% in 2015. This shift reflects intentional leadership cultivation and the success of strategies aimed at elevating gender equity in governance roles.

Racial and ethnic diversity on the board also hit a major milestone, with 50% of board members in 2024 identifying as from underrepresented racial and ethnic groups—a significant increase from only 14% in 2019. This is the first time the board has achieved racial and ethnic parity, signaling progress toward a leadership body that better reflects the diversity of the profession and the communities it serves.

> AIA BOARD OF DIRECTORS BY GENDER IDENTITY & EXPRESSION



> AIA BOARD OF DIRECTORS BY RACE AND/OR ETHNICITY



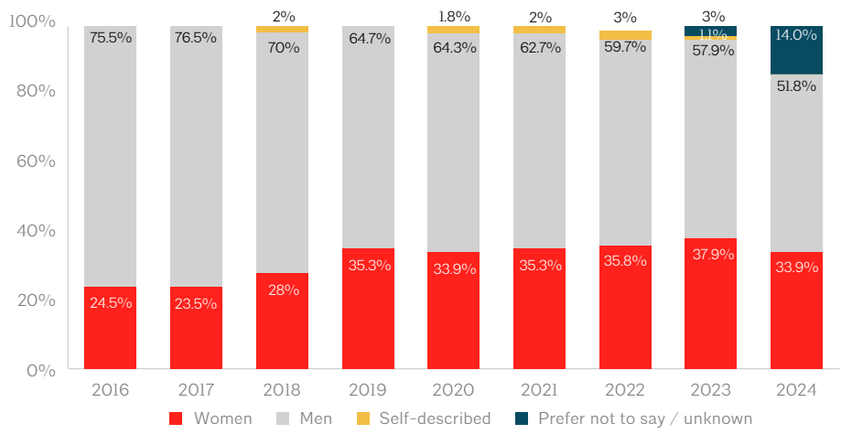
AIA leadership

AIA STRATEGIC COUNCIL

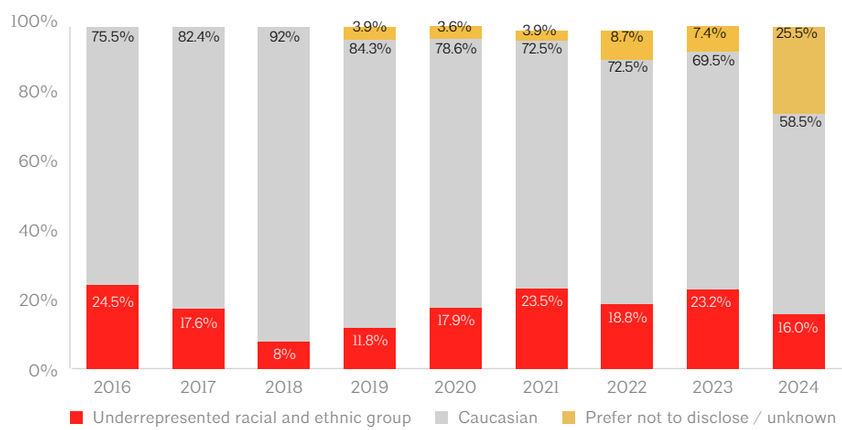
The AIA Strategic Council's mission is to better equip AIA membership with research-based insights to navigate the evolving landscape and long-term evolution of the architecture profession. It advances the profession by informing the AIA Board of Directors and other AIA bodies of important professional issues and opportunities.

In contrast to the board, the Strategic Council has seen slower, more inconsistent progress. Women's representation rose modestly from 24% in 2016 to a peak of 38% in 2023, then dipped slightly to 34% in 2024. Meanwhile, the representation of underrepresented racial and ethnic groups peaked at 24% in 2021 but declined to 16% in 2024, with a concerning 25% of council members in 2024 choosing not to disclose their race/ethnicity—the highest rate of non-disclosure to date.

> AIA STRATEGIC COUNCIL BY GENDER IDENTITY & EXPRESSION



> AIA STRATEGIC COUNCIL BY RACE AND/OR ETHNICITY



AIA leadership

2024 Strategic Council Equity Study Group

In 2024, the study group expanded on the 2023 Equity Group Final Report, “How to Achieve a Bias-Free Profession by 2050.” It conducted a broader examination of K–12 and higher education pipeline barriers and opportunities, licensure challenges, business architecture obstacles, workplace culture, the AIA Chief Architect Initiative, the roles and responsibilities of citizen architects, and the value of architects in fostering equitable communities.

AIA leadership

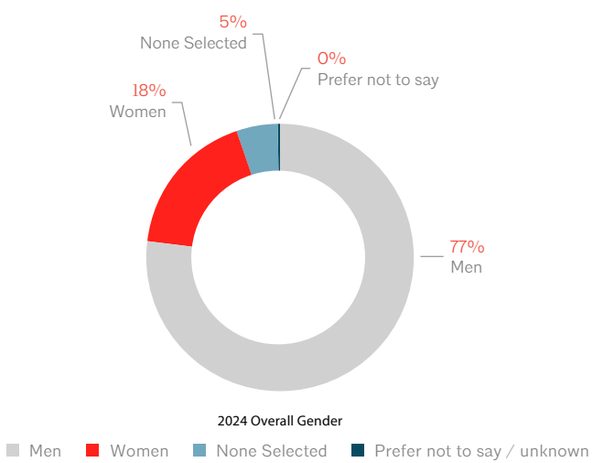
AIA FELLOWSHIP

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.

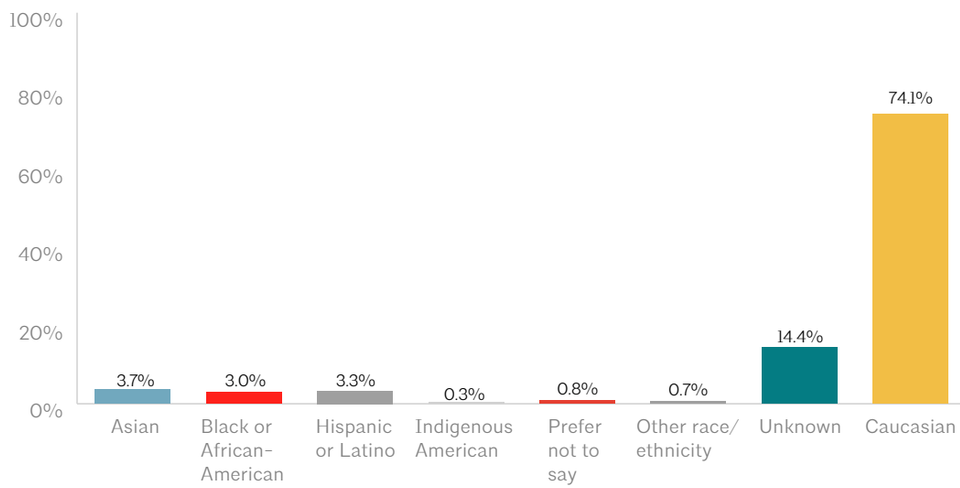
As of 2024, 74% of Fellows identified as Caucasian, and the combined total of Asian, Black, Hispanic/Latino, and Indigenous American Fellows remains under 11%. The representation of Indigenous Americans remains at 0%, and "Unknown" responses rose to 14%—the highest in three years.

Women comprise just 18% of the College of Fellows, though there was an incremental increase from 2023 to 2024. While some progress is being made, the pace is slow, and the pipeline remains an issue. Creating a more equitable future in Fellowship means looking upstream and supporting emerging and mid-career professionals, demystifying the application and nomination process, investing in sponsorship pipelines, and addressing biases.

> AIA COLLEGE OF FELLOWS BY GENDER IDENTITY & EXPRESSION



> AIA COLLEGE OF FELLOWS BY RACE AND/OR ETHNICITY



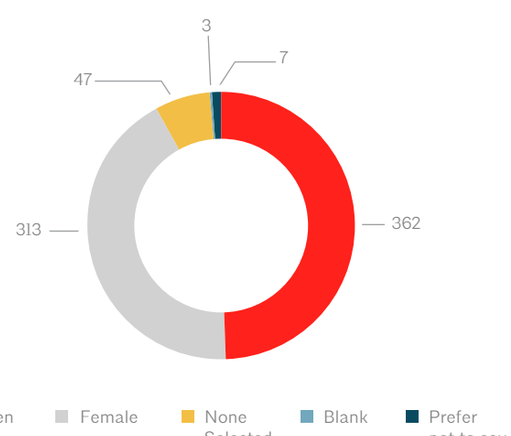
AIA leadership

AIA COMMITTEES

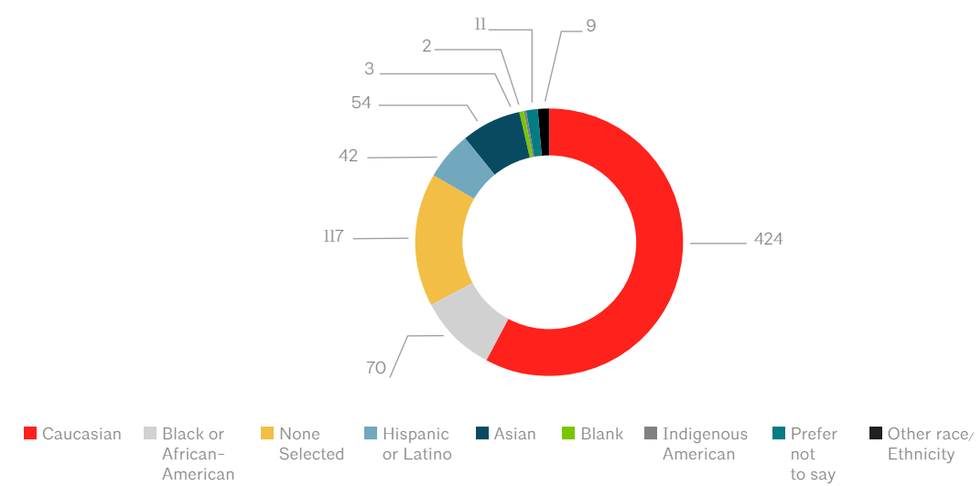
AIA committees are more than advisory bodies; they are incubators of leadership, innovation, and influence. Participation in these groups offers members early exposure to national leadership pathways, the opportunity to shape institutional priorities, and a platform to connect with peers across the profession. This is why representation across gender identity, race and ethnicity, membership type, and age matters.

- Gender participation is strong among women. Women make up 43% of committee members (313 of 732), reflecting meaningful engagement. This is notable in a profession where women are still underrepresented in licensure and leadership roles.
- Emerging professionals are present. Associates (92) and International Associates (7) together represent 14% of all committee members.
- Architects are in the majority. With 574 Architect members on committees, this group continues to dominate participation. This suggests that once individuals become licensed, they are more likely to engage with national governance—potentially as a pipeline into other leadership opportunities.
- Age distribution skews younger, but multigenerational representation exists. The highest representation is among those 40 and under (331), followed by strong participation by those age 50 - 69 (288). Those over age 70 represent 6% of those serving on committees in 2024.

> AIA COMMITTEE VOLUNTEERS BY GENDER IDENTITY & EXPRESSION

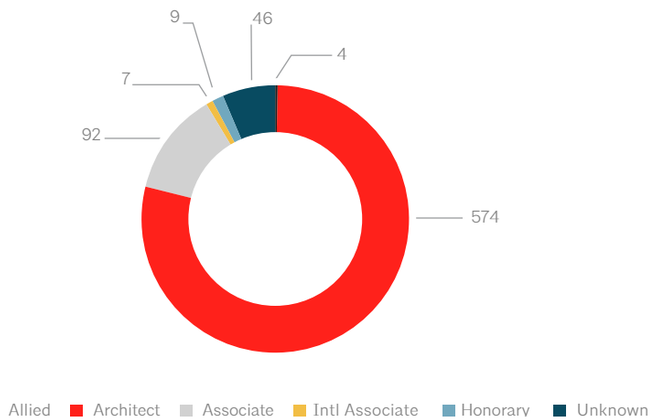


> AIA COMMITTEE LEADERSHIP BY RACE AND/OR ETHNICITY

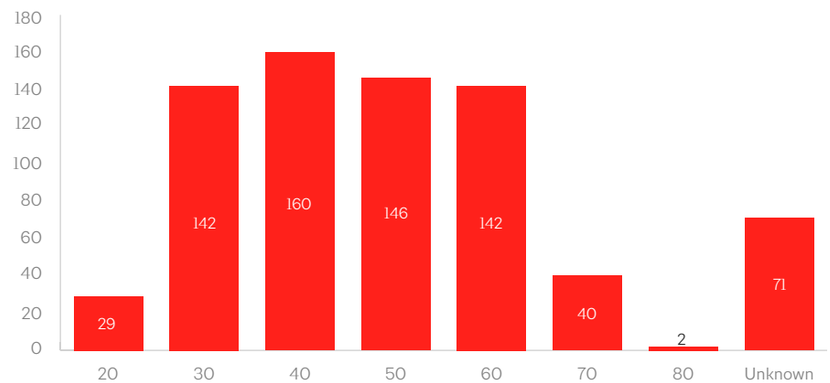


AIA leadership

> AIA COMMITTEE LEADERSHIP BY MEMBER TYPE



> AIA COMMITTEE LEADERSHIP BY AGE GROUPING



AIA leadership

AIA CHAPTER LEADERSHIP

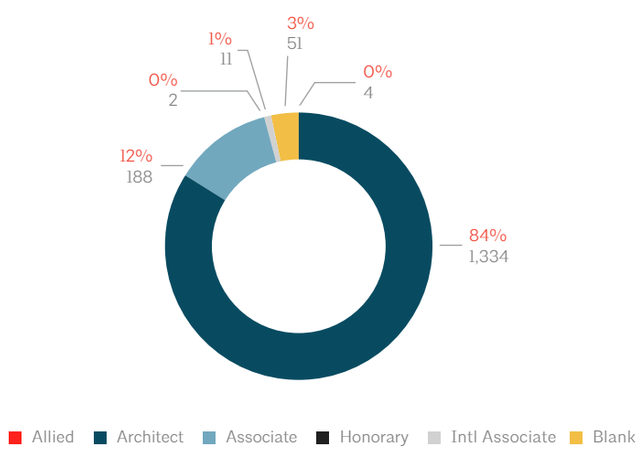
Chapter leaders—those guiding AIA's local, state, and international chapters—are often the first point of contact with AIA for members and the broader public. They help shape the culture, priorities, and professional development of the architectural community at the local and state levels.

Today, women make up nearly 40% of chapter leadership, a positive shift that reflects greater gender representation at this tier of the organization. Still, men continue to hold a majority of leadership positions, and representation of nonbinary or self-described gender identities remains rare.

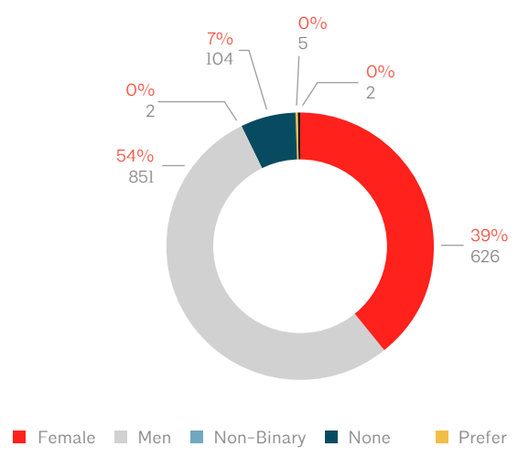
Age diversity among chapter leaders is encouraging, with strong mid-career participation: Those in their 40s make up the largest group, followed closely by those in their 30s. Notably, nearly 7% of chapter leaders are in their 20s, a small but promising pipeline of younger professionals stepping into leadership roles.

However, racial and ethnic representation continues to show gaps. Just over 60% of chapter leaders identify as white, while Hispanic/Latino (8%), Asian (4.7%), and Black or African American (4%) leaders remain significantly underrepresented relative to the broader AIA membership. Representation of Indigenous American and Middle Eastern and North African members is minimal.

> COMPONENT LEADERSHIP BY MEMBER TYPE

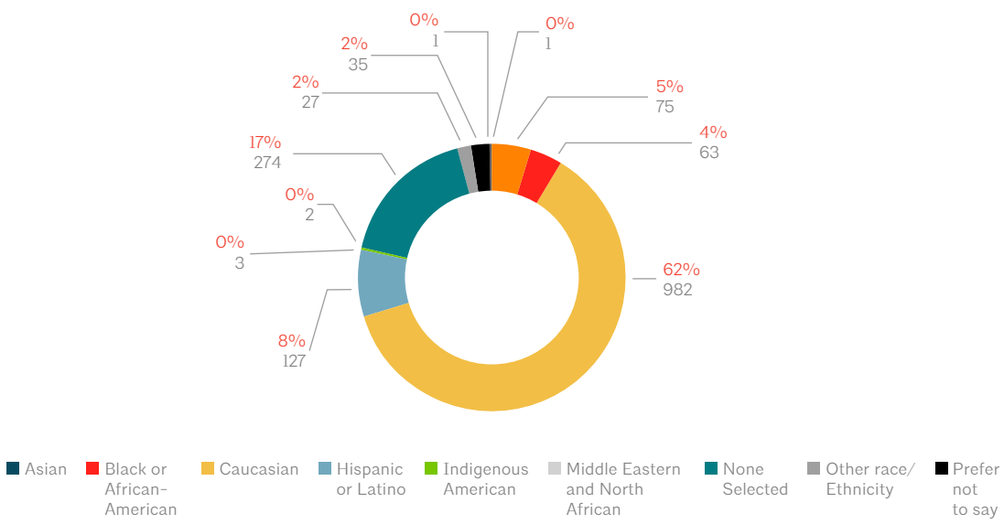


> COMPONENT LEADERSHIP BY GENDER IDENTITY & EXPRESSION

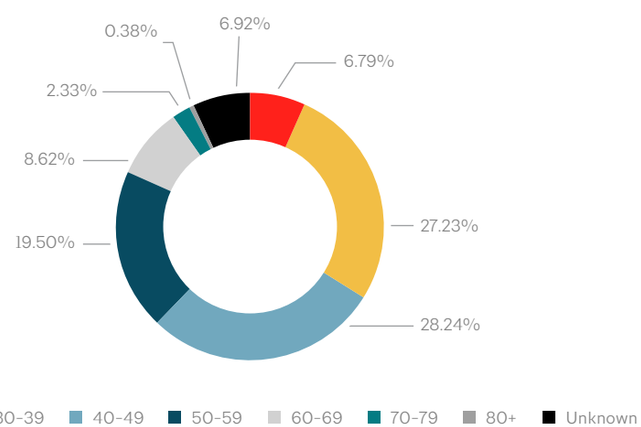


AIA leadership

> COMPONENT LEADERSHIP BY RACE AND/OR ETHNICITY



> COMPONENT LEADERSHIP BY AGE GROUPING



AIA leadership

LEADERSHIP AS A MIRROR OF PROFESSIONAL CULTURE AND PIPELINE EQUITY

These data points matter because leadership visibility shapes the profession's culture, aspirations, and sense of belonging. When more diverse voices are represented at the highest levels, AIA is better positioned to meet the needs of a changing membership and public. Progress at the board level shows what's achievable, while gaps in the Strategic Council and College of Fellows offer clear direction for where focused effort is needed.

Next to Lead: Building an inclusive future for AIA leadership

To create an architecture profession that truly serves everyone, we must expand who has access to lead it. Next to Lead is AIA's signature association and professional leadership program designed to open more doors to AIA volunteer leadership—especially for individuals historically underrepresented in these roles, including women from diverse racial and ethnic backgrounds.

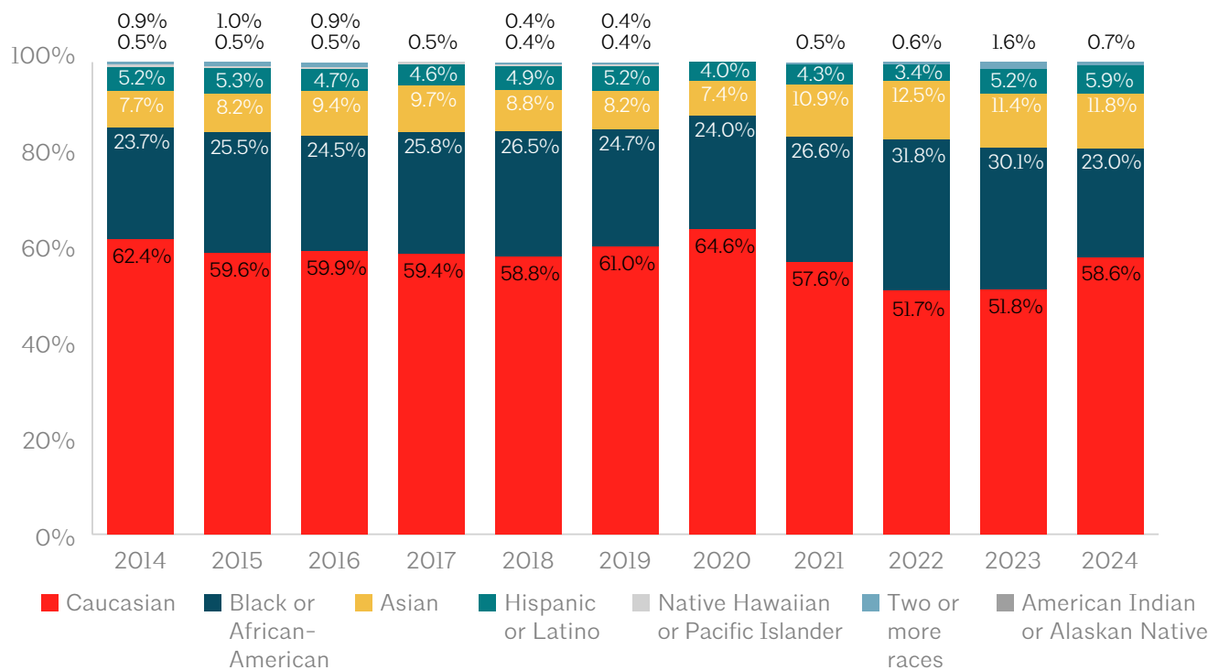
In 2024, Next to Lead welcomed its second cohort, expanding from 18 to 20 participants. Many are already making an impact through leadership roles in their local chapters, while alumni from the first cohort are stepping into new leadership positions across the organization. This momentum reflects AIA's ongoing commitment to investing in women in architecture and ensuring that our leadership reflects the breadth of talent and experience in the field.

AIA headquarters employees

AIA values professionals who bring diverse perspectives, support our members with empathy, and embrace new ways of working. To attract and retain top talent, we use equitable hiring practices, recruit through minority-focused job boards, and provide professional development, including training on unconscious bias. We also focus on fostering inclusion and belonging, which remain critical in today's hybrid and remote work environment.

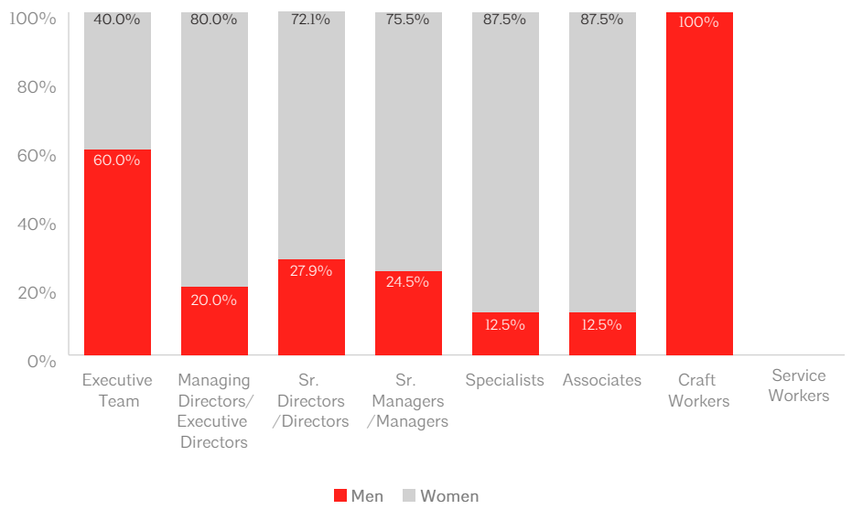
In 2024, organizational transitions led to staffing changes at headquarters, which are reflected in this year's demographic data. As of 2024, there are 152 employees (not including AIA Trust and Foundation staff) based in Washington, D.C., supporting more than 100,000 professional members. This data reflects headquarters staff only and does not include employees of AIA's 200+ chapters worldwide.

› AIA HEADQUARTERS STAFF BY RACE AND/OR ETHNICITY



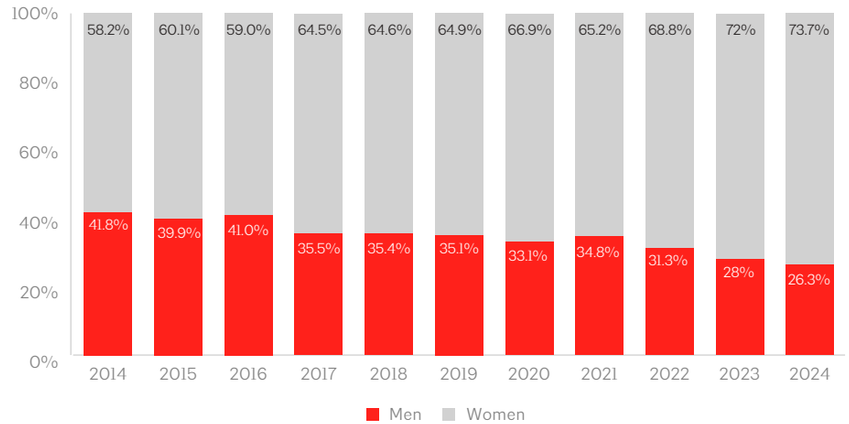
AIA headquarters employees

› AIA HEADQUARTERS STAFF BY GENDER IDENTITY & EXPRESSION BY TITLE

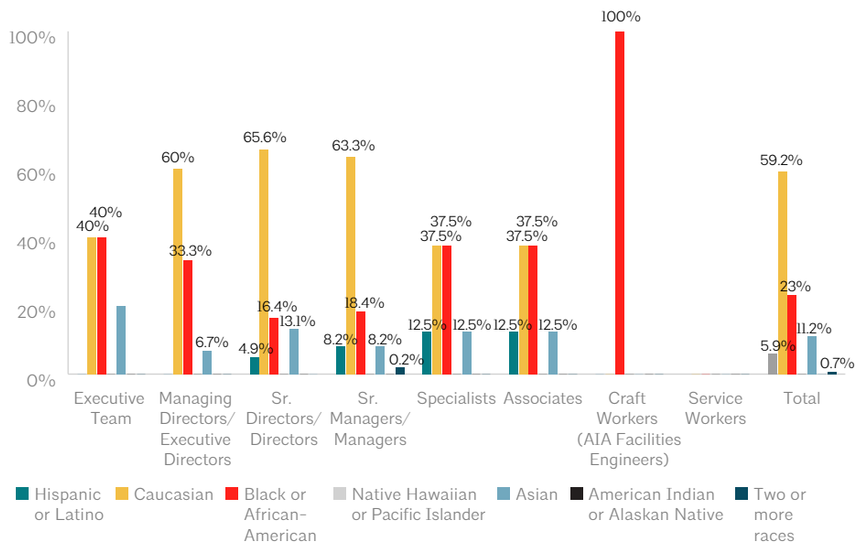


AIA headquarters employees

> AIA HEADQUARTERS STAFF BY GENDER IDENTITY & EXPRESSION



> AIA HEADQUARTERS STAFF BY RACE AND/OR ETHNICITY BY TITLE



Insights and strategic reflections

In 2024, AIA surpassed 100,000 members, reflecting growing diversity across gender, age, and race/ethnicity. Women now make up over 27% of the membership, and underrepresented racial and ethnic groups account for 18.3%—a 5-point increase over the past decade. New and Associate members are even more diverse, with higher representation of women, younger professionals, and LGBTQIA+ members. Notably, the 2024 Associate licensure data shows a gender balance and increasing representation from underrepresented groups. However, structural barriers remain: Women's participation drops sharply after age 40, and Black, Indigenous, and nonbinary members continue to be underrepresented across licensure and leadership. A rise in "prefer not to say" responses signal the need to build trust and examine how data is collected and used.

Leadership representation shows both historic progress and persistent gaps. In a milestone year, women comprised 75% of the AIA Board of Directors, and underrepresented racial and ethnic groups reached 50%—outcomes driven by intentional leadership development. In contrast, the Strategic Council and College of Fellows remain less diverse, with stalled or declining racial representation and limited gains for women. While women and emerging professionals are strongly engaged in committees and chapter leadership, racial and generational diversity in these spaces continue to lag.

To address these challenges, numerous task groups, committees, and strategic initiatives are focused on reviewing processes, updating procedures, and developing new resources. These efforts aim to foster a culture of equity and inclusion that not only reflects the evolving demographics of the profession but actively supports all members in their path to leadership.

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 and Honorary members are treated separately. Unless otherwise stated, Associate and International Associate members are treated separately. No local Affiliate members were included in this analysis. In 2024, AIA began recognizing Honorary members in the overall membership count. National Allied members are not 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:

- 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.
- Those who are employed under the supervision of an architect in a professional or technical capacity directly related to the practice of architecture.
- Those who have professional degrees in architecture.
- 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:

- 15 consecutive years of membership, or
- 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, 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 with gender identity, 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 identity 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 2025 report describes 2024 data and NAAB’s 2024 report describes data for academic year 2023–2024.

IMPORTANT SOURCES

National Council of Architectural Registration Boards. NCARB by the Numbers, 2025 edition.

National Architectural Accrediting Board. 2024 Annual Report on Architectural Education.

The Bureau of Labor Statistics. bls.gov.

AIA EQUITY, DIVERSITY, AND INCLUSION

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