



Membership Demographics Report 2025

The future of architecture is not something we inherit—it's something we build, together.

This report provides a clear view of our membership and reflects the broader demographic trends shaping the profession. It offers data we can use—across firms, chapters, and AIA—to identify gaps, strengthen the pipeline, expand opportunity, and advocate for a profession that more fully reflects the communities we serve.

While we are encouraged by significant progress, important challenges persist. As art and design programs decline in K-12 education, fewer students are exposed to architecture as a career path. One-third of Associate members identify as part of an underrepresented racial or ethnic group—making retention and support through licensure critical to the future of the profession. And after age 40, the gender gap widens significantly, underscoring the need to better support and retain women.

This is a time of transformation—within our profession and across the country. We have made meaningful gains in diversifying the profession, but there is more work ahead.

That work includes strengthening pathways into architecture so every student has the opportunity to explore design as a potential career. It includes better supporting emerging professionals as they pursue licensure—particularly as 65% of new members in 2025 joined as Associates. And it includes expanding opportunities for leadership, especially at mid-career, when too many women leave the field.

The insights in this report guide our actions and should guide yours. They inform how AIA advocates, shapes programs, and partners to expand access and opportunity, while offering firms and chapters a benchmark for progress.

This is both a moment of progress and a call to action.

We invite you to read this report with pride in how far we've come—and with purpose for the work ahead.

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PUT THIS DATA TO WORK

Download the AIA Strategic Plan

aia.org/about-aia/aia-strategic-plan

Read the AIA Guides for Equitable Practice

aia.org/resource-center/guides-equitable-practice

Learn more about the AIA Women's Leadership Summit

aia.org/community/events/womens-leadership-summit

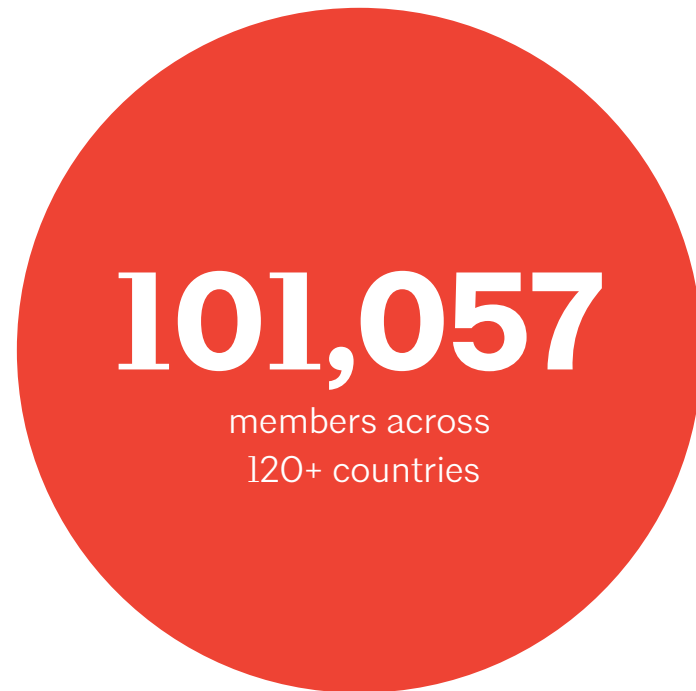
Learn more about Next to Lead

aia.org/resource-center/next-lead

Access resources for getting licensed

aia.org/getting-licensed

01 Introduction



AIA’s membership reflects a profession in transition—one where emerging cohorts are increasingly diverse. The current work of retention, advancement, and inclusive leadership is shaping what architecture will look like in the decades ahead. The data in this report capture where the profession stands today.

WHY DEMOGRAPHIC INFORMATION MATTERS

This snapshot is intended to help chapter leaders, volunteer leaders, staff, and members make informed decisions about supporting the AIA community, championing leadership development, and strengthening the future pipeline of architects. Higher response rates to demographic questions are essential to this effort. The more complete this picture is, the better AIA can direct resources, design programs, and advocate on behalf of all members.

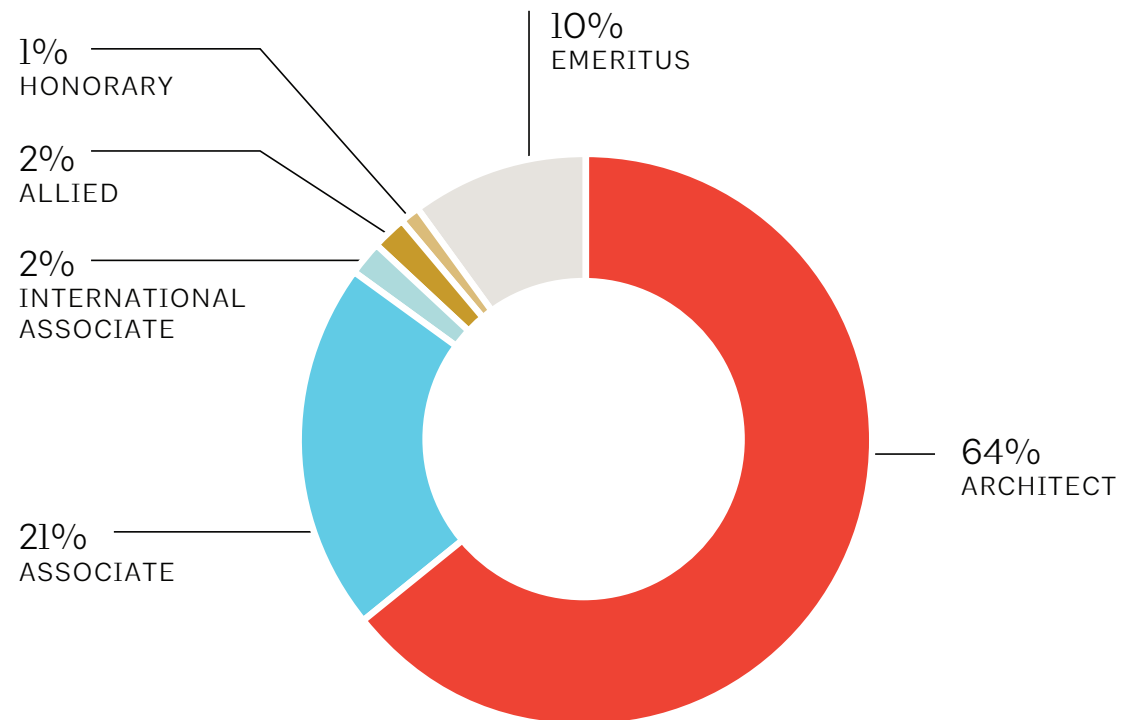
Understanding who our members are and what they need allows AIA to:

- Improve the quality and types of programs AIA offers
- Build a vibrant, influential pipeline for the future of the profession
- Ground conversations and decision-making in data
- Serve you better throughout your career by tailoring resources to your needs



02 Member count

OVERALL MEMBERSHIP BY MEMBER TYPE



101,057

members across 120+ countries, 90% member retention rate.

64%

of AIA members are U.S. licensed **architects**.

+8,241

new members joined in 2025, with 65% joining the Associate member category.

879

Architect members reported their **initial licensure** and transitioned from the Associate category in 2025, up 6% from the previous year.

<5%

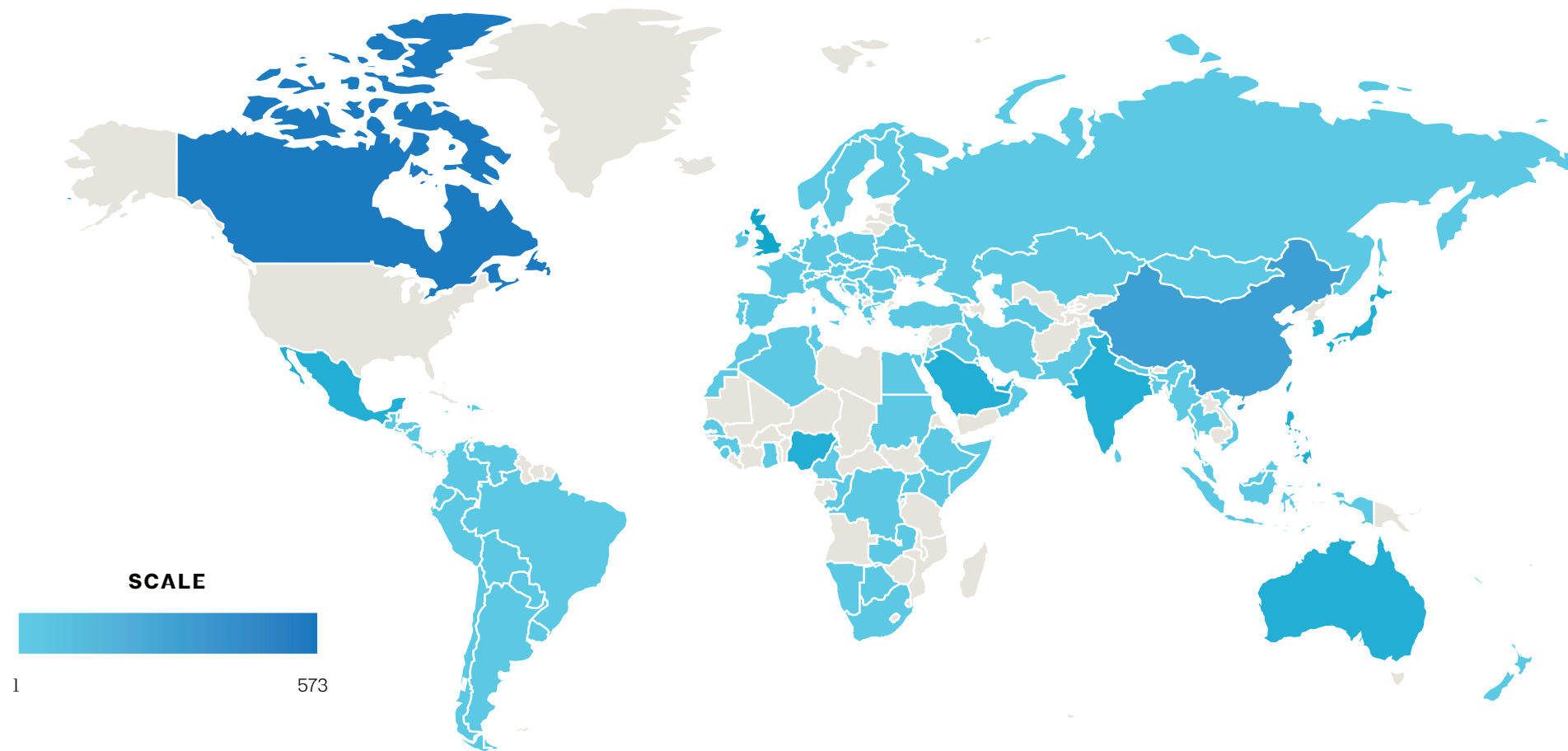
of all members (across all categories) live **outside the U.S.**

50%

of **International Associate members** live outside the U.S.

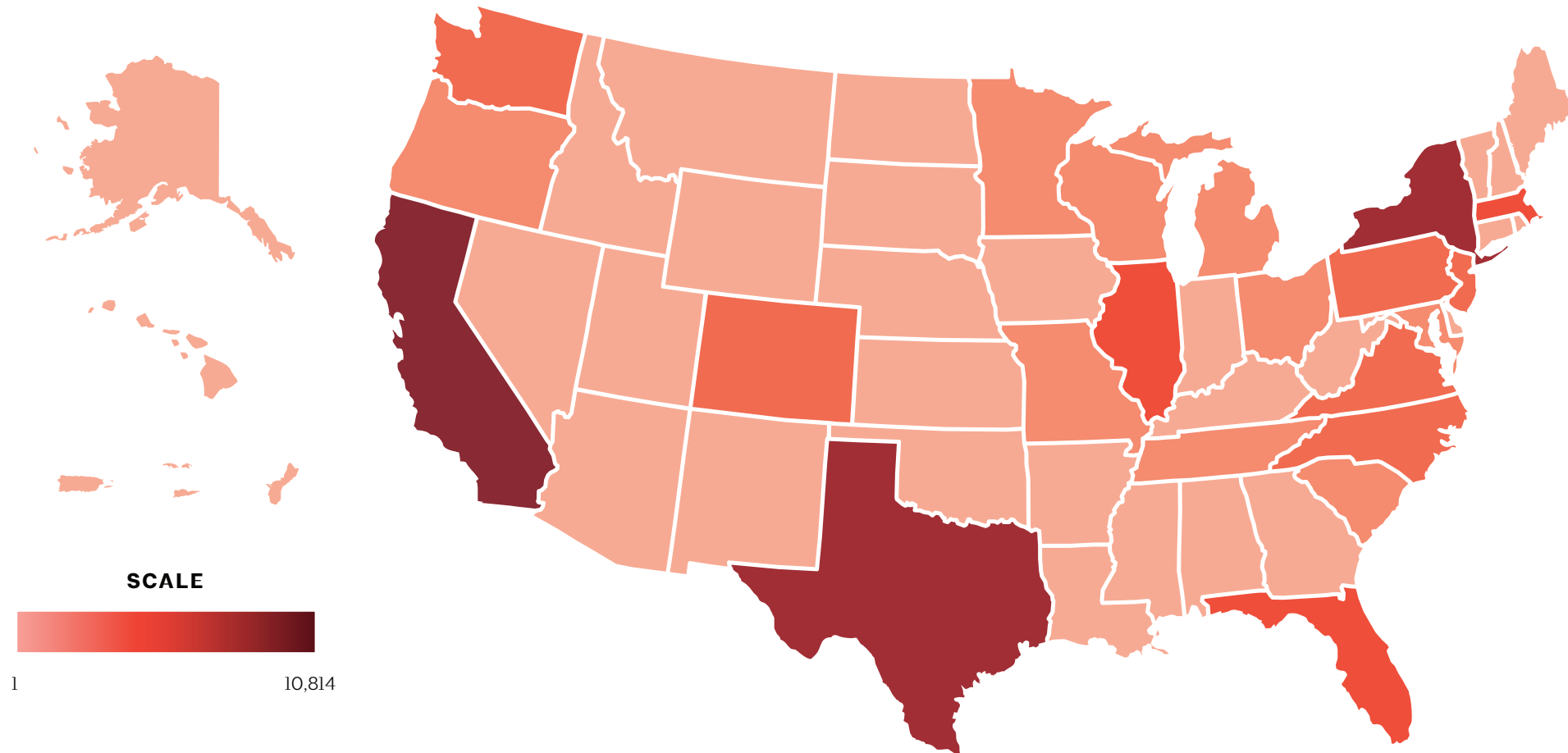
02 Member count

AIA MEMBERS LIVING OUTSIDE THE U.S.



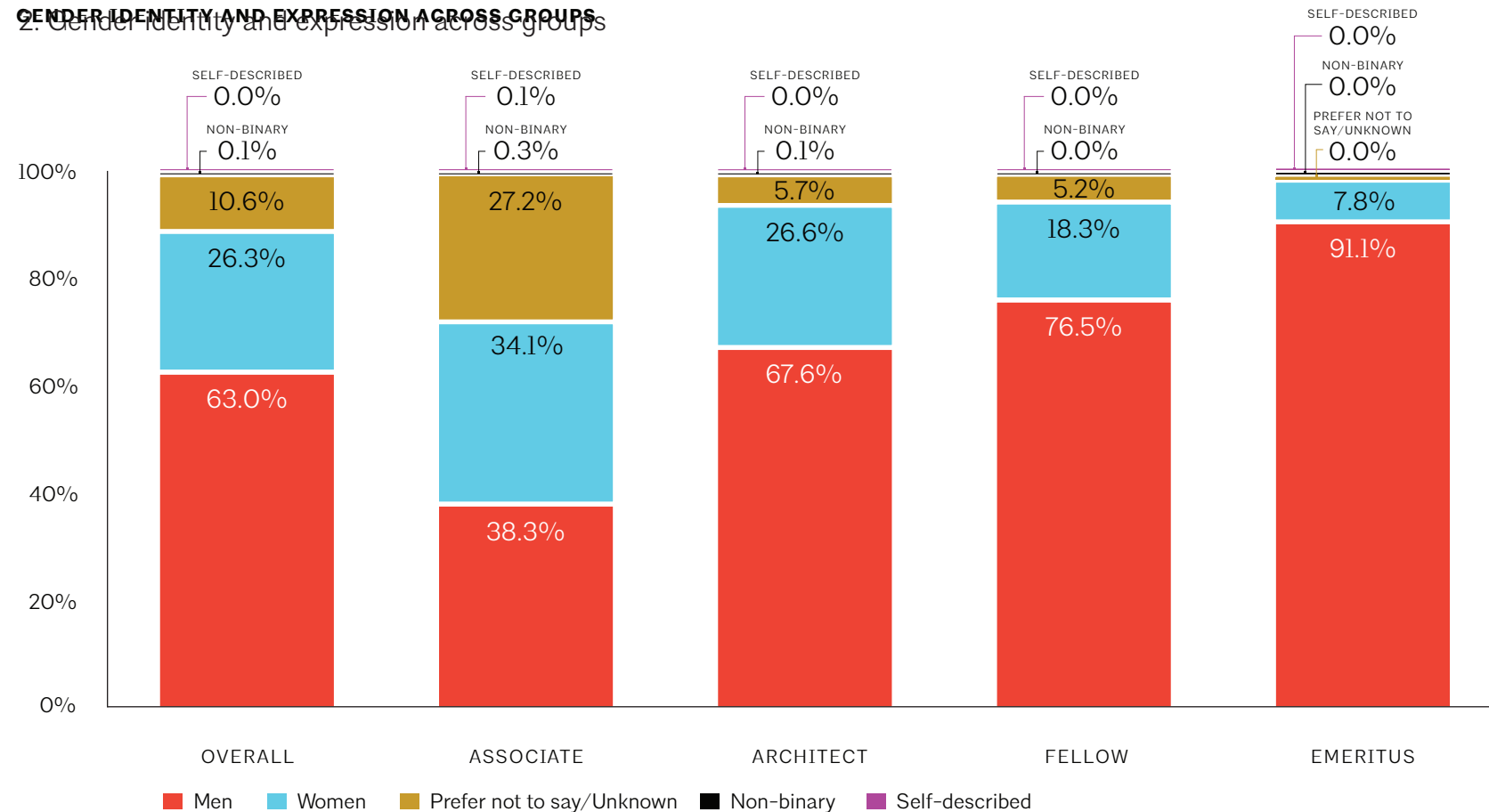
02 Member count

AIA DOMESTIC MEMBERSHIP BY STATE



03 Gender and sexuality

GENDER IDENTITY AND EXPRESSION ACROSS GROUPS



The chart compares the overall gender identity breakdown within the dominant segments of AIA membership, reflecting the changing demographics of the profession.

26.3%
of all members are **women**.

34.1%
of **Associates** are **women**,
compared to 26.6% of
Architects.

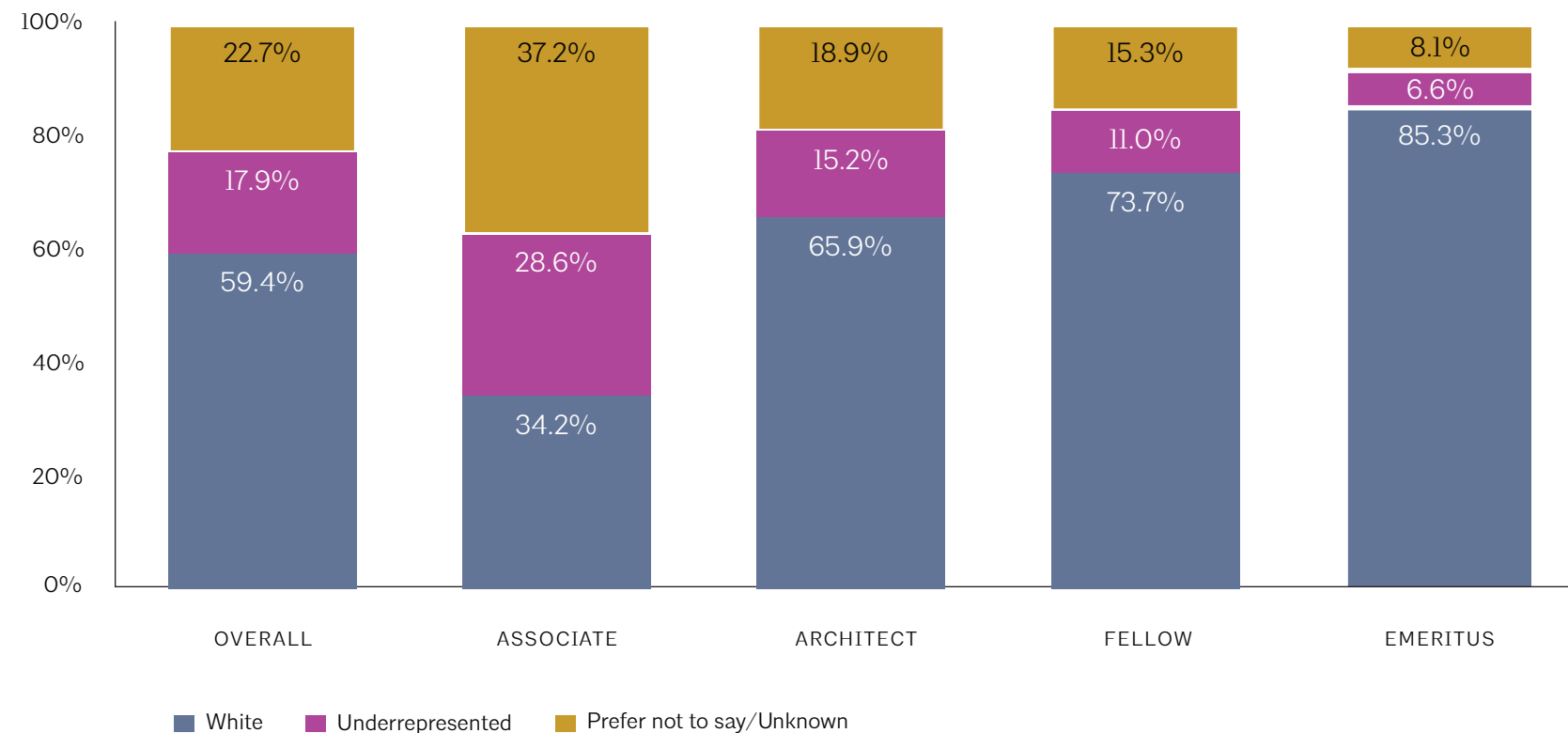
41.6%
of **Architect** members who
reported **initial licensure** in
2025 are **women**.

29%
of new 2025 **Fellows** are
women; 18.3% of all Fellows
are women.

2,073
members identify as
LGBTQIA+, a 2.9% **increase**
over the previous year.

04 Race and ethnicity

RACE AND/OR ETHNICITY ACROSS GROUPS



7.3%

of overall members are **Asian** and **5.3%** are **Hispanic/Latino**—the most represented groups in the underrepresented category.

15.1%

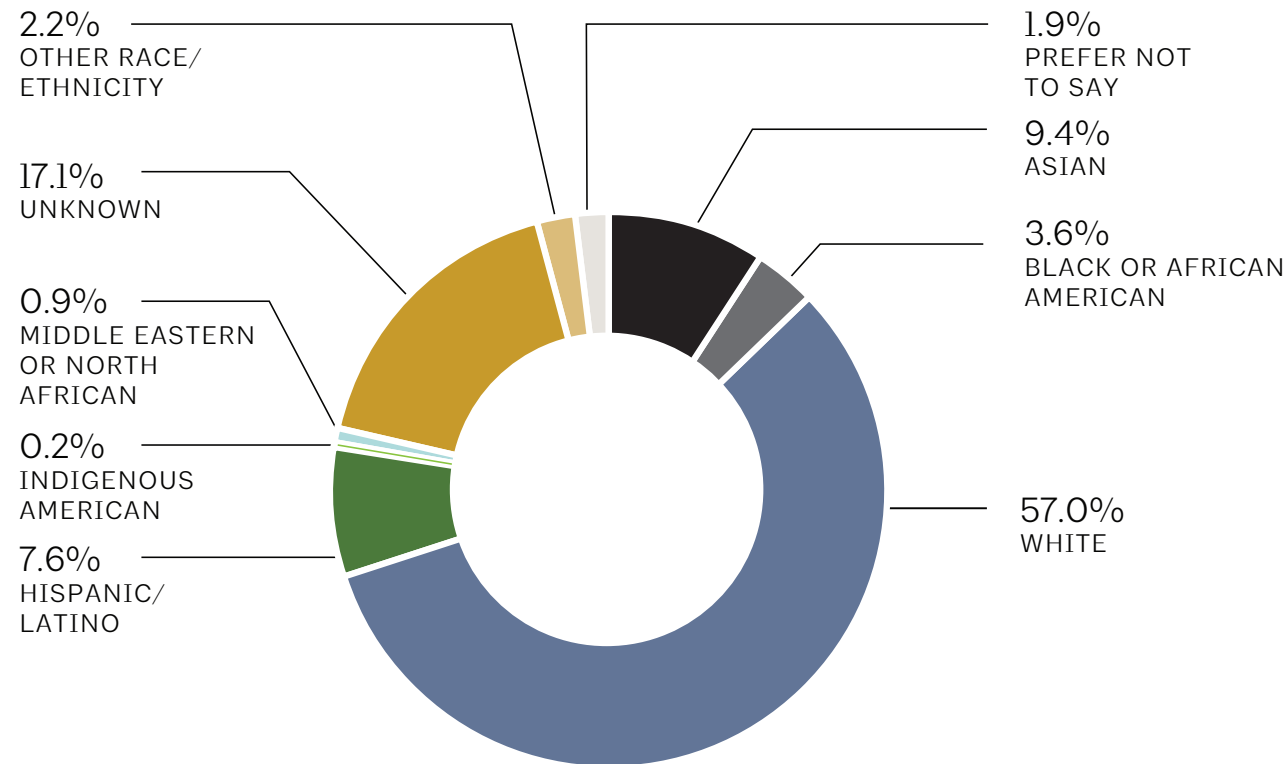
of overall members are **white women**, the largest racial group among women.

0.9%

of overall members are **Black or African American women**, while **1.5%** are Black or African American **men**.

04 Race and ethnicity

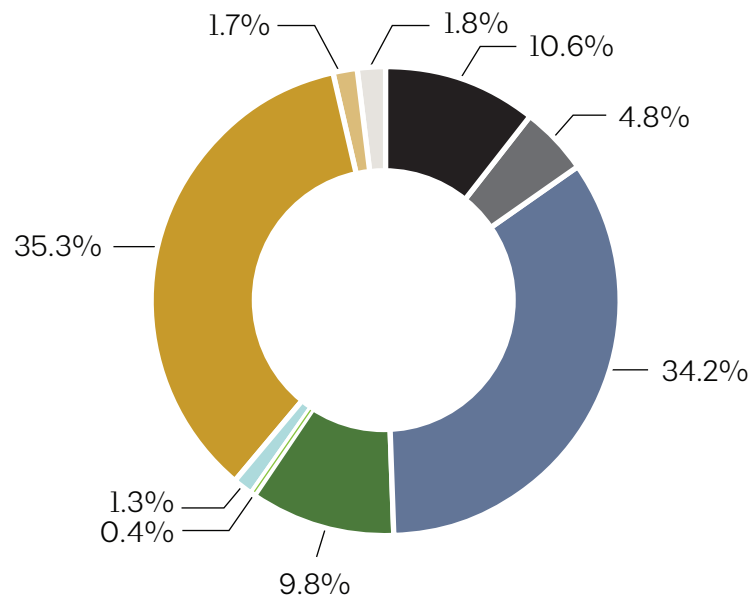
ARCHITECT MEMBERS WHO OBTAINED LICENSURE IN 2025 BY RACE AND/OR ETHNICITY



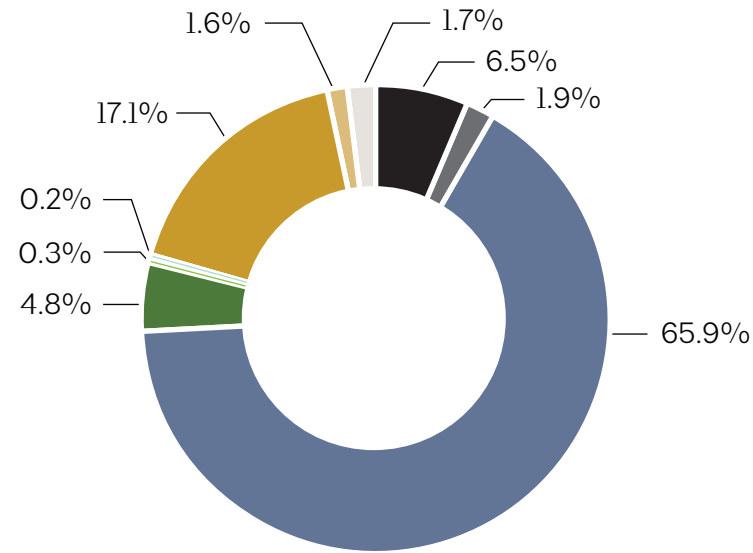
Across most racial and ethnic groups, **men** continue to **outnumber women**, indicating ongoing opportunity to advance gender equity across the profession. AIA's leadership development program, Next to Lead, and ongoing collaborations with the National Organization of Minority Architects (NOMA) and local equity, diversity, and inclusion (EDI) committees expand opportunities for these members.

04 Race and ethnicity

ASSOCIATE MEMBERS BY RACE AND/OR ETHNICITY



ARCHITECT MEMBERS BY RACE AND/OR ETHNICITY

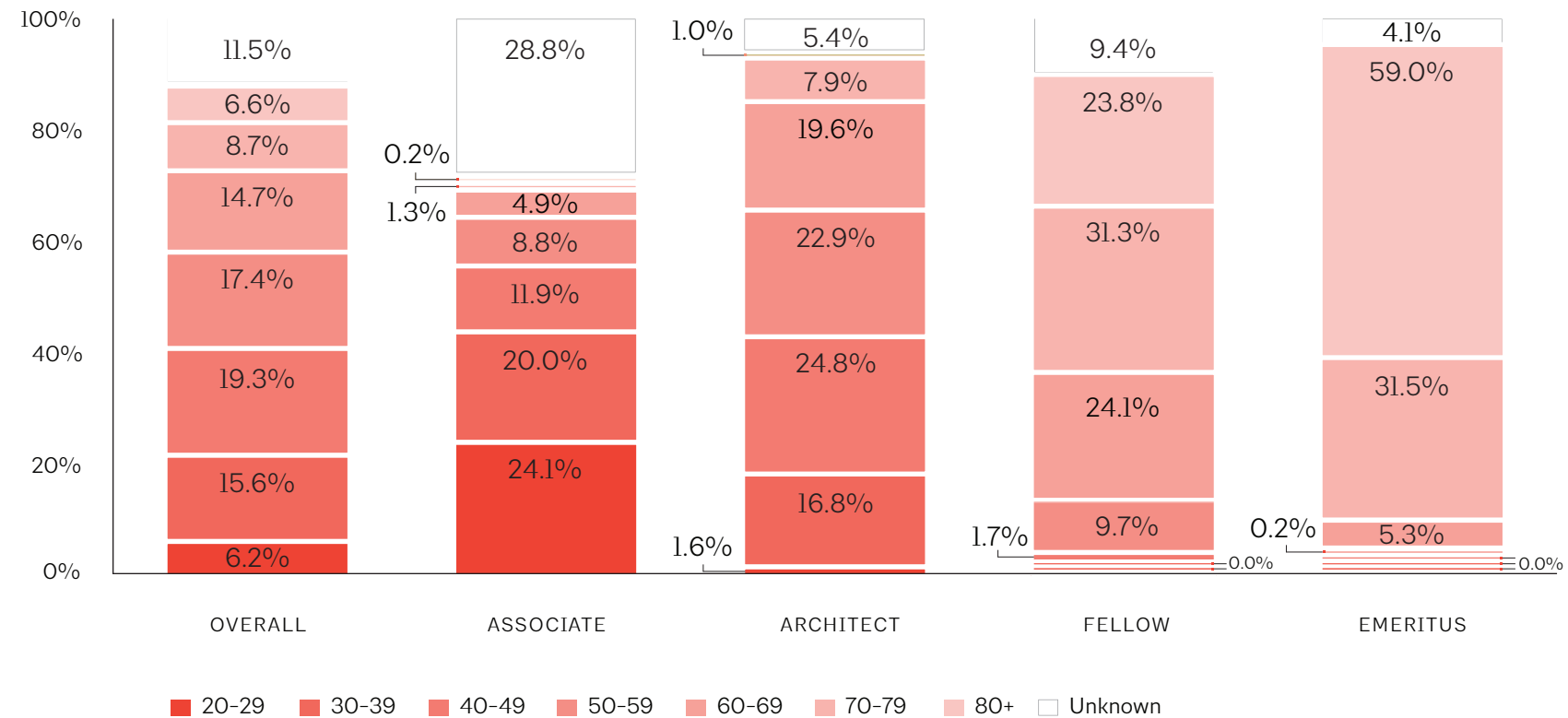


Asian
 Black or African American
 White
 Hispanic/Latino
 Indigenous American
 Middle Eastern or North African
 Unknown
 Other race/ethnicity
 Prefer not to say

With nearly **1 in 3 Associates** identifying as part of an **underrepresented** racial or ethnic group, retention and licensure support will directly shape the future diversity of the profession. Work with the National Associates Committee, mentorship and study group programs at the chapter level, and scholarship support for the Architect Registration Examination® (ARE®) are vital.

05 Age

AGE DISTRIBUTION ACROSS GROUPS

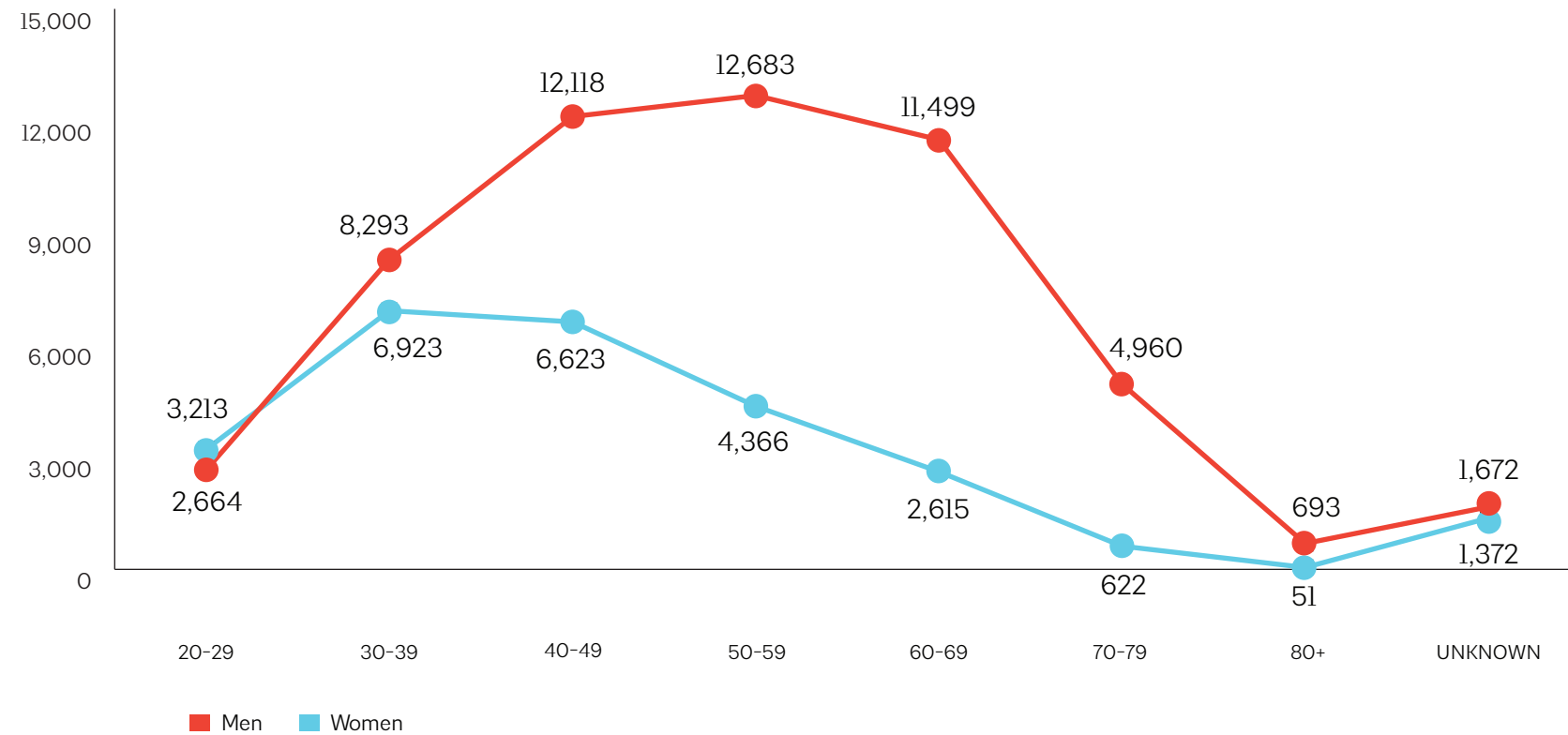


**20–29–
year-olds**
are the largest age group of **Associate members**, compared to 40–49 among Architect members.

59%
of **Emeritus** members are **over 80 years old**.

05 Age

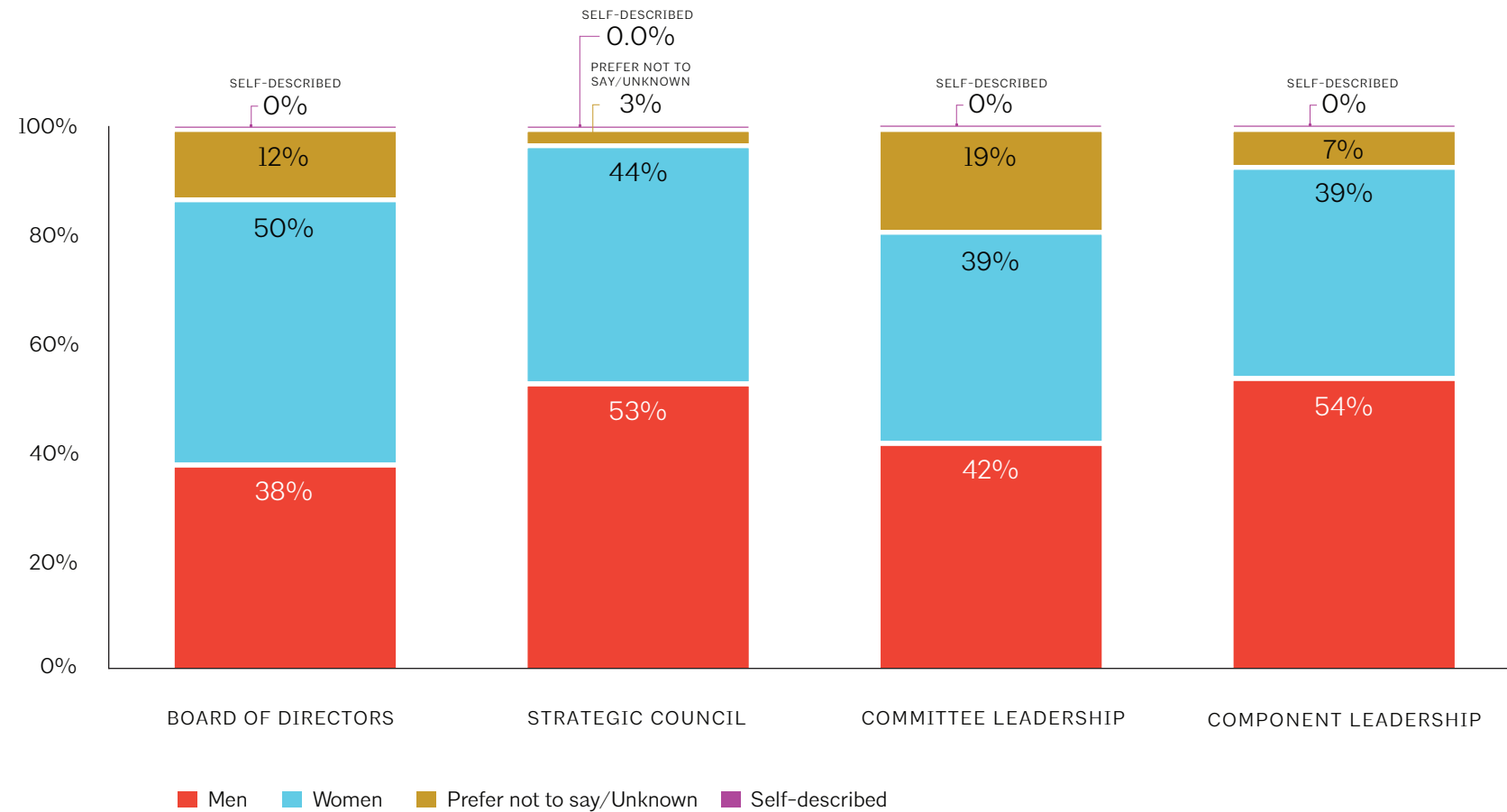
AGE BY GENDER IDENTITY AND EXPRESSION



Gender representation is **balanced** among members **under 40**, but gaps widen among older age groups. Strengthening mid-career retention among women is critical to achieving a more balanced membership and profession. Key AIA efforts include the AIA Women’s Leadership Summit and enhanced support of Women in Architecture and Women in Design Committees.

06 Leadership

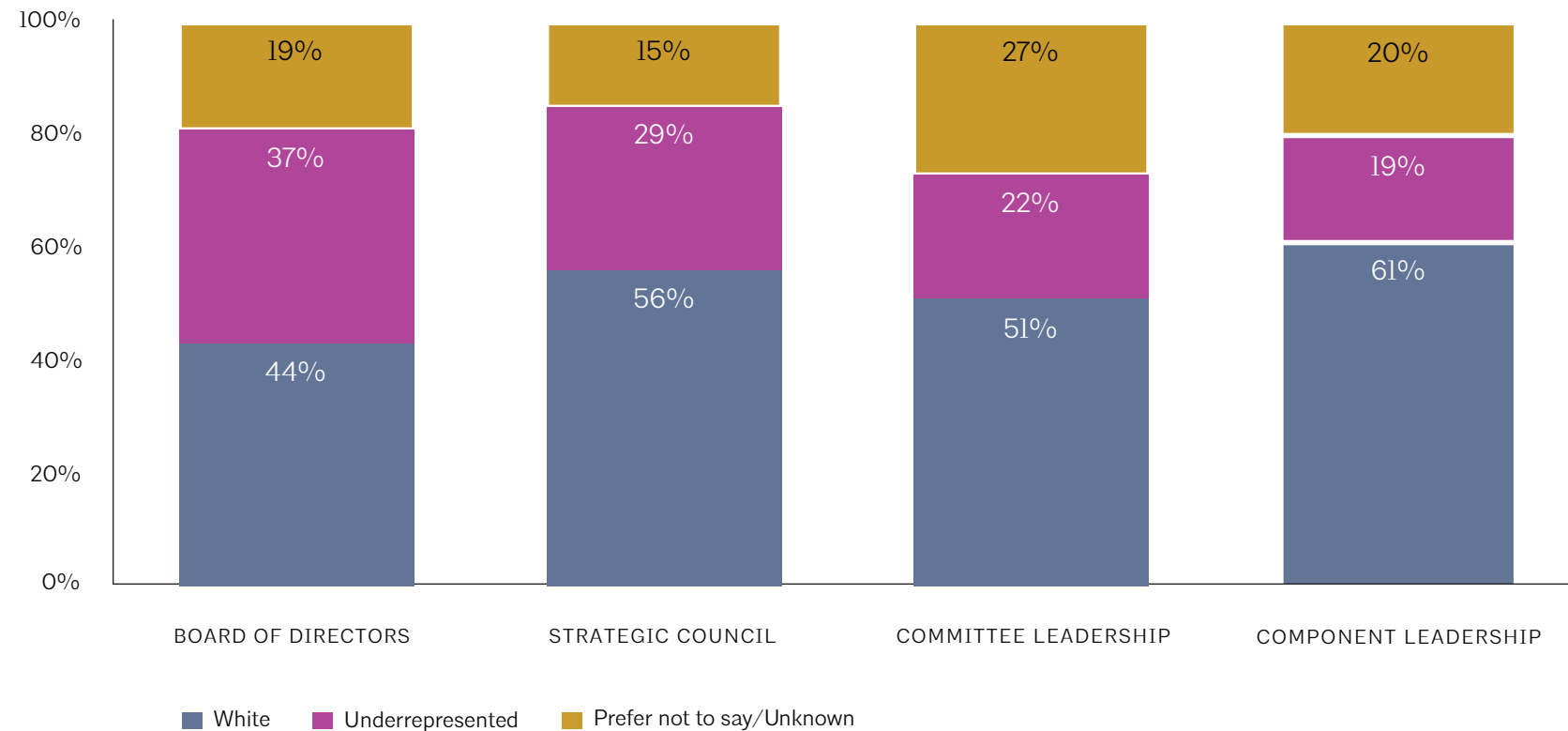
GENDER IDENTITY AND EXPRESSION ACROSS LEADERSHIP



Women hold a greater share of volunteer **leadership roles** than their overall share of membership, and leaders from underrepresented racial and ethnic groups meet or exceed their representation in the broader membership.

06 Leadership

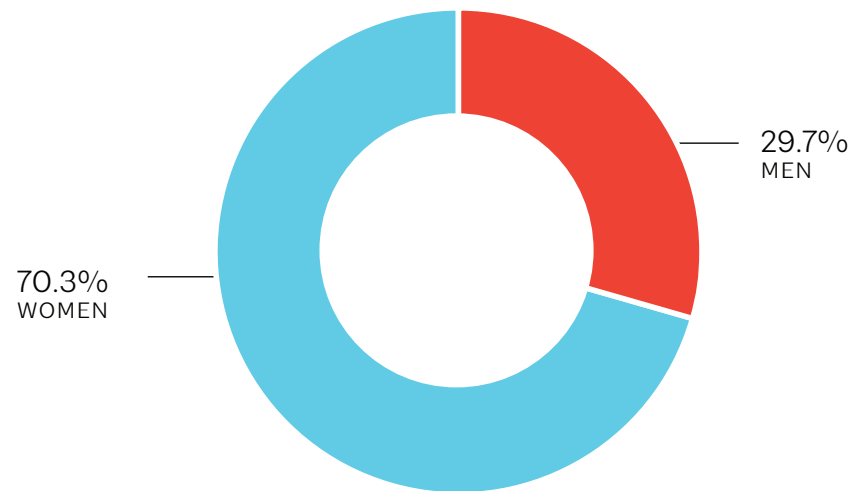
RACE AND/OR ETHNICITY ACROSS LEADERSHIP



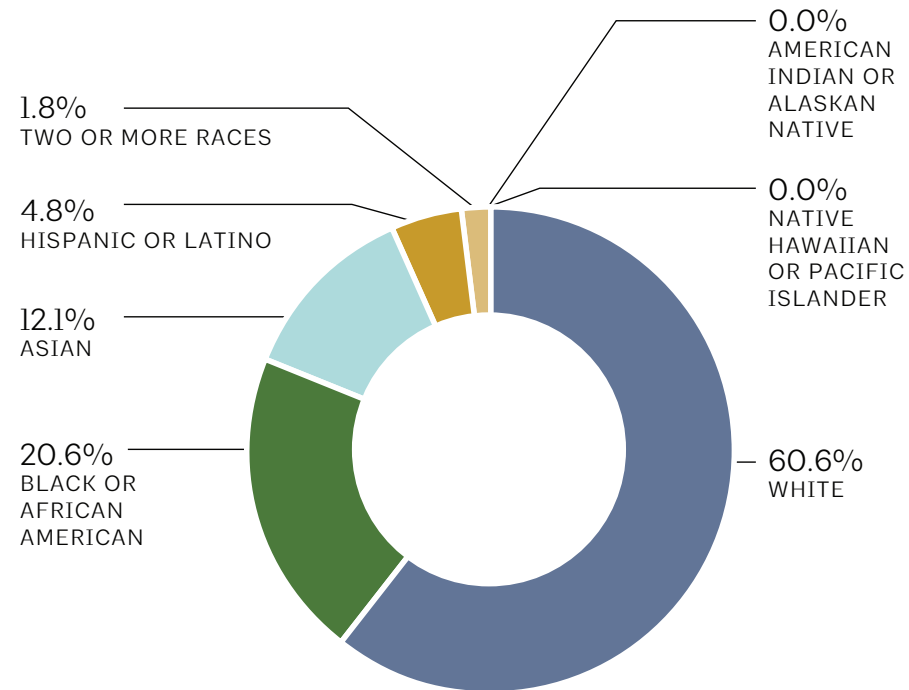
AIA is fostering an environment where diverse leaders are supported, developed, and positioned to lead. The Candidate Development Committee and 2025 AIA Volunteer Engagement Priority Project focused on improvements in our volunteer recruitment, onboarding, and training programs and continue to enhance a positive volunteer culture.

07 AIA team

GENDER IDENTITY AND EXPRESSION ACROSS AIA TEAM



RACE AND/OR ETHNICITY ACROSS AIA TEAM



165
total employees in 2025.

AIA's staff composition reflects significant gender and racial/ethnic diversity, which contributes to the values-based, inclusive, and respectful workplace culture.

08 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. In late 2025, AIA redesigned member profile pages and now requires at least a response of “Prefer not to say” for the member to complete their profile.

LICENSURE STATUS:

Transition from Associate to Architect is captured when license information from a U.S. state licensing board is uploaded and verified; late updates may backdate into prior years.

LEADERSHIP DATA GAPS:

Chapter-level volunteer rosters rely on data reported by chapters. Reporting for 2025 is ~95%.

DATA 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.



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