



## **Equity, Diversity, and Inclusion Statement and Observance**

**AIA California Central Coast** is a member based organization consisting of members of different race, color, religion, gender, gender identification or expression, sexual orientation, national origin, disability, age, or veteran status. Through inclusion, collaboration, and respect we strive to make our chapter a stronger organization. As AIA members our commitment remains strong to universal respect and human dignity – rights that everyone deserves. We believe in advancing civil rights protections and equality for all.

The American Institute of Architects (AIA) and The American Institute of Architects California Central Coast, champion a culture of equity, diversity, and inclusion within the profession of architecture to create a better environment for all. Achieving this vision has a direct impact on the relevance of our profession and the world's prosperity, health, and future.

Leadership in design and construction requires collaboration. Architects must encourage and celebrate the contributions of those who bring diverse experiences, views, and needs into the design process. AIA position statements that support our belief that everyone shall be treated equally and with dignity include:

### **1. Civil Rights**

The AIA Supports the promotion of human and civil rights, the universal respect for human dignity, and the unbiased treatment of all persons in employment, civic, and business transactions.

Embracing a culture of equity, all programs and initiatives of the AIA and its members shall reflect the society that we serve, regardless of race, ethnicity, gender, gender identity or expression, sexual orientation, physical abilities, or religious practices.

### **2. Diversity**

The American Institute of Architects, as part of the global community, champions a culture of equity, diversity, and inclusion within the profession of architecture to create a better environment for all. Achieving this vision has a direct impact on the relevance of our profession and the world's prosperity, health, and future.

AIA California Central Coast embraces and supports these AIA position statements, and will continue to foster diversity and inclusion in the Board of Directors nominations, Committees, Educational and Social Programs treating everyone equally and with dignity for an equitable future.