Despite increasing diversity in students and young professionals entering the field, architecture remains a remarkably homogeneous profession. The retention statistics are alarming. We are losing potential talent and important perspectives.

Women and men have been graduating with architectural degrees in roughly equal numbers for the last twenty years and yet, as of 2017, only

**19% OF LICENSED ARCHITECTS ARE WOMEN**

The pipeline of minority architects is also stronger than the profession demographics reflect. 45% of new Architectural Experience Program participants identify as nonwhite yet in 2017, less than

**10% OF LICENSED ARCHITECTS ARE NON-WHITE**

Data on architects’ physical disability, religious affiliation, caregiver status, nation of birth, gender identity, sexual orientation, and

**OTHER DIVERSITY STATISTICS ARE THIN TO NONEXISTENT**

Despite increasing diversity in students and young professionals entering the field, architecture remains a remarkably homogeneous profession. The retention statistics are alarming. We are losing potential talent and important perspectives.

Using topics and resources from the just-released AIA GUIDES FOR AN EQUITABLE PRACTICE, this event series is a recurring monthly, small group based discussion. Each month we will gather to discuss a different topic, and explore how we can promote equity, diversity and inclusion within our own firms.

We encourage participation from everyone of any demographic and career stage.

**CONVERSATIONS TOWARDS AN EQUITABLE PRACTICE**

CENTER FOR ARCHITECTURE AND DESIGN | 5PM-7PM
1010 Western Ave, Seattle | Last Monday of each month

- January 28 | Workplace Culture
- February 25 | Intercultural Competence
- March 25 | Compensation & Negotiation
- April 29 | Recruitment & Retention
- May 20 | Managing a Career
- June 24 | Engaging Communities

Pre-registration is encouraged. Come for one event or attend them all.

www.aiaseattle.org/conversations-towards-an-equitable-practice/