

A decorative horizontal bar composed of three segments: blue, red, and purple.

Baseline on Belonging: Equity, Diversity, and Inclusion in Architecture Licensing

Compiled Report

©2023 National Council of Architectural Registration Boards (NCARB) and
National Organization of Minority Architects (NOMA)

Baseline on Belonging: Introduction

Report Structure

NCARB and NOMA have released the report on the initial *Baseline on Belonging* survey in phases. Now that all survey sections have been explored, NCARB and NOMA are releasing this compiled report, which also features an overview of actions undertaken since the study's launch, an action plan focused on solutions that will address the study's findings, and more.





Baseline on Belonging: Introduction

Table of Contents

DEI Efforts Since Launch	7
Action Plan	14
Education Report	29
Experience Report	138
Examination Report	245
Firm Culture & Career Development Report	321
Native American and Pacific Islander Report	456
Appendix	469



Baseline on Belonging: Introduction

Welcome to the compiled Baseline on Belonging report.

When NCARB and NOMA began our joint Baseline on Belonging study in early February 2020, our goal was to explore the “why” behind attrition and impediments on the path to licensure—especially for underrepresented groups. The initial survey received over 5,000 complete responses, including thousands of open-text comments sharing personal stories and experiences.

Since the study’s launch, we have released four in-depth reports on education, experience, examination, and firm culture. These reports highlight disparities faced by people of color, women, and candidates over 40 at every stage of their early architecture careers. While many of these findings are not “new,” they do provide strong data to back up the anecdotes that many minority professionals have shared—offering unique insight into the reasons why candidates might stop pursuing a license or stop pursuing a career in architecture altogether.

Through these findings, as well as focus groups with NOMA membership and follow-up surveys, we have developed a plan of action that features efforts that NCARB and NOMA plan to undertake—or have already undertaken—to address the disparities found throughout the Baseline on Belonging study.

This includes actions like retiring the Architect Registration Examination’s® (ARE®) five-year rolling clock policy, a milestone policy change made by NCARB’s Board of Directors in April 2023 following the feedback and data seen in the Baseline on Belonging study and in-depth psychometric review. It also includes items like the launch of new free practice exams and English as a Second Language accommodations, which have led to dramatic improvements in exam performance for underrepresented groups.

Thanks to the engagement of thousands of licensure candidates, architects, and other practitioners, we are working together to create a more equitable profession. NCARB and NOMA look forward to building on the foundation established through these reports to advance diversity, equity, and inclusion in the field of architecture.

Tiffany D. Brown, MBA, NOMA, Assoc. AIA
Executive Director
National Organization of Minority Architects



Michael J. Armstrong
CEO
National Council of Architectural Registration Boards





Baseline on Belonging: Introduction

Executive Summary

In early 2020, the National Council of Architectural Registration Boards (NCARB) and the National Organization of Minority Architects (NOMA) began a joint study exploring the experiences of underrepresented groups in the early stages of their architecture careers. The study, which evolved out of NCARB's data on candidates' licensure progress, explored the underlying reasons why women and people of color left the path to licensure at higher rates than their white, male peers.

To better understand the full scope of issues emerging professionals face, the initial *Baseline on Belonging* survey explored experiences at all early career stages: earning an architecture degree, completing the experience program, and passing the national licensing exam, as well as experiences related to firm culture and career advancement.

The initial survey launched in February 2020, with outreach to licensure candidates, recently licensed architects, and individuals who'd recently stopped pursuing a license. NCARB and NOMA shared the survey with over 70,000 people and received over 5,000 complete responses, and the results have taken multiple years to review, analyze, and share, with follow-up studies and focus groups conducted to dive deeper into the findings.

NCARB and NOMA have released four in-depth reports on the survey's findings, highlighting a series of disparities related to education, experience, examination, and firm culture. Key findings for each in-depth report are available in this compiled report, as well as overarching themes for specific demographic groups; an overview of efforts NCARB has initiated to address some of the diversity, equity, and inclusion (DEI) issues raised by this study; a follow-up survey exploring changes in the profession since the initial survey launched; and a plan of action that NCARB, NOMA, and other key stakeholders are undertaking to continue encouraging greater DEI in the architecture community.

Throughout the *Baseline on Belonging* study, NCARB and NOMA have seen three overarching themes in the findings:

First, the study's findings highlight the impact of intersectionality: Individuals who identified as part of multiple underrepresented groups faced higher levels of disparity on the path to licensure. For example, women of color were more likely to report impediments at nearly every early career stage compared to their peers.

Second, disparities built upon each other throughout early career stages. Some of the gaps apparent in the data may seem small at first glance, but small disparities compounded throughout the study to create significant impediments, especially when individuals indicated they faced small disparities at nearly every stage of their careers.

And third, age has a significant impact—especially on experience and examination progress. While NCARB and NOMA did not initially plan to explore the impact of age on candidates' licensure progress, the study clearly showed that candidates who were 40 or older were far less likely to receive firm support toward their licensure goals.

Baseline on Belonging: Introduction

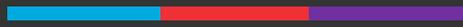
For specific findings related to individual subject areas, see the related section of this report:

- [Education Report](#)
- [Experience Report](#)
- [Examination Report](#)
- [Firm Culture & Career Development Report](#)

Or, learn more about additional research efforts and solutions:

- [Efforts Since Launch](#)
- [Follow-Up Survey](#)
- [Action Plan](#)

**Baseline on Belonging:
Equity, Diversity, and Inclusion
in Architecture Licensing**



DEI Efforts Since Launch

Baseline on Belonging: DEI Efforts Since Launch

In February 2020, NCARB and NOMA launched a joint survey exploring attrition along the path to becoming an architect, with the goal of better understanding why candidates of color were leaving the licensure process at higher rates than white candidates. NCARB and NOMA shared the survey with over 70,000 individuals and expected to receive approximately 1,000 responses. Instead, the survey received over 5,000 responses, and the results have taken multiple years to review, analyze, and share.

In that time, the environment around us has shifted—both for the architecture community and the world. Changes like the launch of online proctoring and the migration to a new exam vendor have affected the path to licensure. Meanwhile, the COVID-19 pandemic, ongoing incidents of violence and police brutality toward people of color, and many other economic, social, and political challenges have impacted the larger landscape that candidates must navigate as they pursue their personal and career goals.

If launched today, the *Baseline on Belonging* survey might look different than the survey that was launched in February 2020. NCARB and NOMA chose the name *Baseline on Belonging* carefully: the results of the 2020 survey provide a base level of information that informs our understanding of the architecture profession. The study highlights key issues and creates a comparison point, from which NCARB and NOMA can measure the impact of future action. The analysis of the initial results is complete, but our efforts are far from over.

While analyzing and reporting on the survey’s results and organizing follow-up studies and focus groups has taken several years, it is important to note that NCARB and NOMA have maintained a focus on meaningful diversity, equity, and inclusion (DEI) efforts. Below you will find a summary of the work that NCARB has undertaken since February 2020 to encourage greater DEI along the path to licensure.

Improving Exam Accessibility

To become licensed, all candidates must pass the Architect Registration Examination® (ARE®), a multi-part exam delivered through a secure testing service. Although NCARB works closely with psychometricians (experts in the field of testing) to ensure the exam is fair and valid, there are significant disparities in pass rates for white candidates versus candidates of color—especially Black or African American candidates. In addition to these pass rate disparities, the *Baseline on Belonging* study also underscored disparities in candidates’ access to free study materials and financial support for the exam.

Fairness in Licensure

To further investigate the root cause(s) of programmatic disparities—including disparities in exam performance—NCARB launched an internal “Fairness in Licensure” effort, studying the ARE and the Architectural Experience Program® (AXP®) through a DEI lens. Research efforts include:

Baseline on Belonging: DEI Efforts Since Launch

- **Bias study:** NCARB commissioned an independent bias study of the exam, which reviewed candidate performance on individual questions. The results showed that the individual questions do not drive disparities in candidate performance. Findings also emphasized that the ARE is developed and evaluated in a way that minimizes unconscious biases—including assembling [diverse volunteer groups](#) to write and review exam content.
- **Item type and content area review:** With individual items ruled out as the source of pass rate disparities, NCARB worked with its psychometric consultants to review performance across item types (multiple choice, check all that apply, etc.) and content areas. The findings showed that the exam’s open-ended math questions have the largest performance disparity among racial and ethnic groups. To address this issue, NCARB has begun reducing the number of questions using this item type on the exam and is evaluating the use of this item type moving forward.
- **Readability study:** To ensure that the exam is accessible for candidates of all backgrounds, NCARB commissioned a readability study of the exam, which reviewed the language and writing used on the exam. The results of this study will help NCARB’s volunteer item writers adjust the way exam questions are written and ensure straightforward language throughout—especially for those candidates who might speak or read English as a second language or have reading-related disabilities.

In addition to these studies, NCARB has also explored the connection between AXP progress and exam success, as well as other factors that may impact candidates’ exam performance. Through this research, NCARB can provide the volunteer architects who develop the exam with insights that help them continue adjusting the exam to make it more accessible and equitable.

Free Practice Exams

The *Baseline on Belonging: Examination Report* drew attention to the disparity in exam spending for white candidates versus candidates of color—namely that white candidates were more likely to receive free study materials and financial assistance toward the ARE than their non-white peers.

With many candidates spending over \$500 on ARE study materials, sometimes of varying quality, NCARB pivoted to focus on developing its own study materials. In June 2022, NCARB released six new practice exams—one for each division of the ARE—available for free through candidates’ NCARB Records. Developed following the same process as the actual exam, NCARB’s practice exams are high-quality and affordable for all candidates.

And early data shows that the practice exams are having a positive impact on candidates: average pass rates for first attempts on exam divisions rose 8 percentage points for candidates who used the practice exams in 2022. Candidates of color also saw a higher average increase in pass rates compared to their white peers.



Baseline on Belonging: DEI Efforts Since Launch

Reviewing the Rolling Clock

One key issue highlighted by respondents in the *Baseline on Belonging* study has been the rolling clock—a five-year expiration date placed on passed exam divisions, requiring candidates to retake a passed division if they have not passed the entire exam within five years of that division.

Intended to ensure that candidates passing the exam can competently practice architecture at the time of their licensure and to limit the complexity of exam transitions, the rolling clock can disproportionately impact candidates who don't follow a "typical" career path or who have had to put their career on hold due to personal circumstances.

In FY23, NCARB's Examination Committee is reviewing the effectiveness and impact of the rolling clock and will present a recommendation to NCARB's Board of Directors to adjust the policy to reduce unnecessary barriers on the path to licensure.

Encouraging Greater DEI Within NCARB

As professionals providing a public service, it's essential that architects reflect the population of the communities they serve—and that NCARB's leadership and membership do, too. In recent years, NCARB members, leaders, and other volunteers have [committed](#) to encouraging greater diversity in our volunteer community through several ongoing efforts:

- **Leadership Pool**—To serve on NCARB's Board of Directors, you must be currently serving on or have recently served on a U.S. architectural licensing board. NCARB is proactively connecting individuals interested in [serving on licensing boards](#) with their state governor's office and informing interested individuals when positions on state boards become available. Additionally, we are working with NOMA to provide a slate of recommendations to governors when positions become available.
- **Volunteer Pool**—Each year, hundreds of volunteers help shape our programs and services. Ensuring the diversity of our volunteer pool is essential to making sure our programs don't establish unnecessary barriers for underrepresented groups. NCARB is working to ensure our annual call for volunteers reaches a wider audience to achieve this essential diversity.
- **DEI Committee**—Initially starting as a grassroots initiative, NCARB's Diversity Collaborative was converted into a standing DEI Committee in June 2022. This volunteer group explores relevant research and recommends strategies to increase the diversity and inclusivity of NCARB's leadership. And in FY23, a Governance Work Group is recommending potential changes to NCARB's governance structure to promote greater diversity at the national level.

Baseline on Belonging: DEI Efforts Since Launch

Exploring Additional Pathways to Licensure

NCARB has also begun a large-scale re-envisioning of the path to licensure. In FY22, then-President Alfred Vidaurri Jr., NCARB, NOMA, FAIA, charged NCARB’s programmatic committees with exploring education-, experience-, and examination-only paths to licensure. This work, coupled with the results of NCARB’s latest Analysis of Practice study and other research efforts, is informing ongoing work to develop the next iteration of the licensure path—or *paths*.

In FY23, NCARB President Bayliss Ward, NCARB, AIA, has created two task forces to explore the future of licensure: a Competency Task Force, evaluating what skills and abilities should be required for licensure, and a Licensure Process Research & Development Task Force, examining how to measure those skills and competencies.

Together, the work of these task forces will lead into the next version of the AXP, ARE, and beyond—including opportunities to create gateways into the architecture profession that acknowledge the variety of career paths and backgrounds.

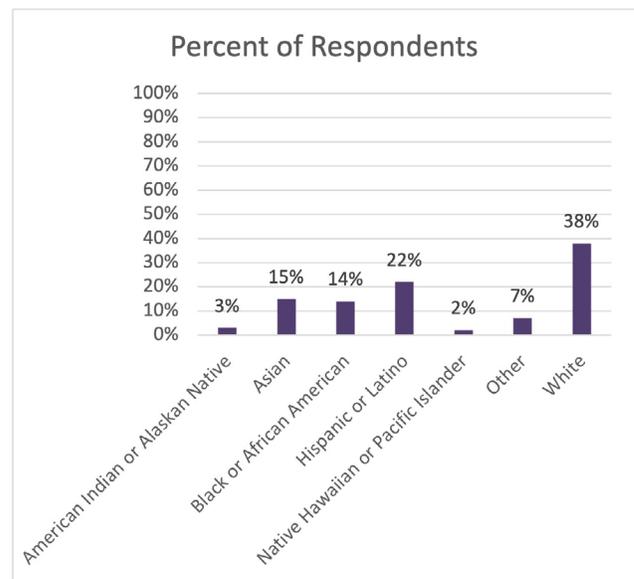
While the results of this work will build over time, NCARB looks forward to sharing the findings and recommendations in the years ahead.

Baseline on Belonging’s Impact

Since the *Baseline on Belonging* study began, the conversation around DEI in the architecture profession has grown and evolved. To get a better sense of how far we’ve come since that initial survey, NCARB and NOMA released a brief follow-up survey in February 2023.

The follow-up survey was sent to the same list of licensure candidates and recently licensed architects who received the original 2020 survey. Over 2,300 people responded to the 2023 survey, sharing their perceptions related to DEI progress as well as the *Baseline on Belonging* study and its findings.

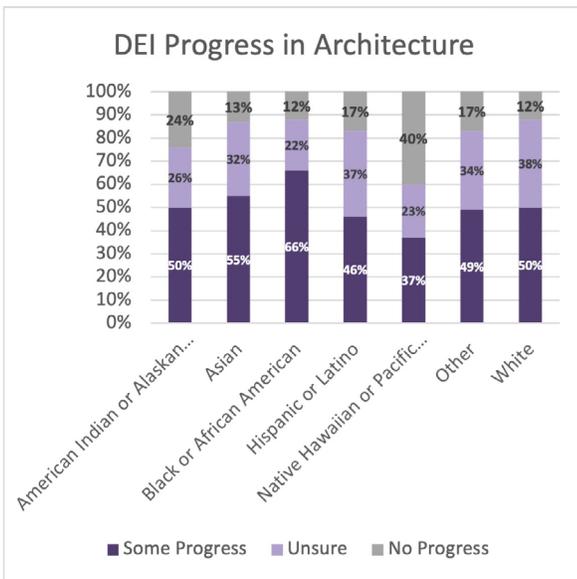
When asked if they took NCARB and NOMA’s initial *Baseline on Belonging* survey, nearly half (43%) of follow-up survey respondents were unsure. Eighteen percent indicated they had taken the original survey, and 39% indicated they did not take the original survey.



Baseline on Belonging: DEI Efforts Since Launch

Of those who did not take the original survey, many follow-up respondents (39%) did not think they had been asked to take the original survey, and another 5% did not believe the survey was relevant to them.

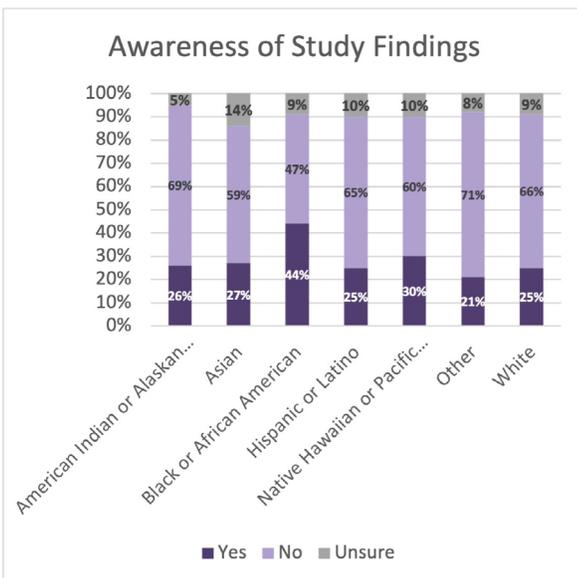
Just over a quarter (28%) of the follow-up survey’s respondents were familiar with the *Baseline on Belonging* study findings that NCARB and NOMA have released. Respondents who identified as Black or African American were more likely to be aware of the study’s findings at 44%, while white respondents were the least likely at 25%.



Those who were aware of the study’s findings were then asked if they felt the findings aligned with their experience in architecture.

Fifty-one percent indicated that the findings aligned or somewhat aligned with their experiences, and 35% indicated they weren’t familiar enough to have an opinion. However, respondents of color were more likely to agree that the findings reflected their experiences; Black or African American respondents were the most likely to indicate the findings aligned with their experiences at 65%.

When asked if the architecture profession had made progress in addressing DEI issues since the original *Baseline on Belonging* survey was released in 2020, half (50%) indicated the profession has made some level of progress. However, only 8% felt that progress was somewhat or very significant. At 66%, Black or African American respondents were more likely to indicate that the profession had made progress toward addressing DEI issues.



Follow-up survey respondents who believed the profession had made some level of progress toward addressing DEI issues were asked to indicate whether they felt the *Baseline on Belonging* study had contributed toward that progress. Sixty-two percent of respondents indicated that they believed the study had contributed toward greater DEI in the architecture profession, with 12% thinking it had somewhat or very significantly contributed.

Baseline on Belonging: DEI Efforts Since Launch

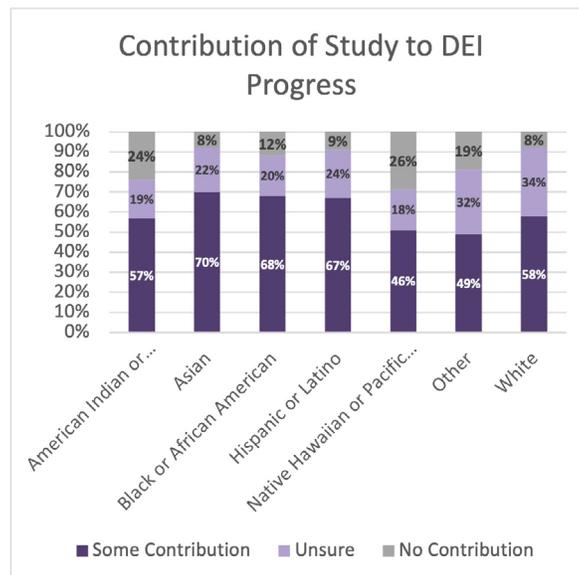
As with other areas of the follow-up survey, Black or African American respondents were more likely than most other groups to believe the *Baseline on Belonging* study had contributed toward greater DEI at 68%—10 percentage points higher than white respondents.

Additionally, 28% of follow-up study respondents believe that the *Baseline on Belonging* study has the potential to contribute to greater DEI in the profession in the future.

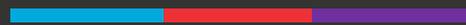
Next Steps

Following years of research, rounds of focus groups, and ongoing collaboration, NCARB and NOMA have developed an action plan based on the problems and solutions highlighted in the *Baseline on Belonging* study.

This action plan identifies next steps not just for NCARB and NOMA, but for the broader architecture community and our other organizational partners. Going forward, NCARB, NOMA, and other key stakeholders in the profession will work toward implementing these solutions and building a more diverse, equitable, and inclusive architecture profession.



**Baseline on Belonging:
Equity, Diversity, and Inclusion
in Architecture Licensing**



Action Plan



Baseline on Belonging:

Action plan

In early 2020, the National Council of Architectural Registration Boards (NCARB) and the National Organization of Minority Architects (NOMA) began a joint study exploring the experiences of underrepresented groups in the early stages of their architecture careers. The study's primary focus was on impediments slowing or stopping emerging professionals' progress along the path to licensure. These impediments include barriers encountered while earning an architecture degree, completing the experience program, and passing the national licensing exam, as well as issues related to firm culture, career advancement, and respondents' overall sense of belonging in the profession.

The study's initial survey was released in February 2020 to over 70,000 individuals and received over 5,000 complete responses (including over 2,800 from people of color and nearly 2,500 from women). NCARB and NOMA have released four in-depth reports on the survey's findings, highlighting a series of disparities related to education, experience, examination, and firm culture. Key findings include:

- Women of color, especially Black or African American women, were less likely than white men to report having supportive professors and supervisors/mentors who were engaged in their licensure progress.
- Graduates of NAAB-accredited programs were more likely to report issues related to program culture and career preparation than graduates of non-accredited programs.
- The cost of earning a degree in architecture and completing the Architect Registration Examination® (ARE®) was a burden for most respondents, regardless of race, ethnicity, or gender.
- Candidates 40 and older were the most likely to report barriers related to completing the Architectural Experience Program® (AXP®).
- People of color, especially women of color, were more likely to indicate they had difficulty gaining experience in the wide variety of opportunities needed to complete the AXP, compared to white candidates.
- Firm size can have a variety of impacts on candidates' ability to navigate the AXP and access to the resources needed to complete the ARE.
- Black or African American and Hispanic or Latino respondents were less likely than white respondents to receive firm support toward the cost of the exam and more likely to report additional financial burdens impacting exam affordability.
- Women of color were more likely to report facing barriers at their firm that limit career growth compared to white men.
- White men were more likely than women of color to receive material benefits (i.e., a raise, promotion, or additional work opportunities) after becoming licensed.



Baseline on Belonging:

Action plan

To better understand these disparities and highlight areas where NCARB, NOMA, and other key organizations in the architecture profession can take action, NCARB and NOMA conducted a series of focus groups throughout the spring, summer, and fall of 2022. During the focus groups, participants brainstormed opportunities for the organizations to provide additional support, conduct deeper research, and implement measurable solutions to address disparities. The following report offers detailed areas for action by NCARB and NOMA, as well as additional areas where support is needed from the profession at large.

Awareness of the Path to Licensure

When selecting an architecture school or beginning their first architecture job, many licensure candidates aren't aware of the steps needed to earn a license. This lack of awareness can have lasting effects on candidates' licensure progress, such as the need to complete additional education, loss of experience credit, and more. By raising early awareness of the path to licensure, NCARB and NOMA can empower candidates to make strategic decisions, setting themselves up for future success and reducing the burden of the licensure process. Action items related to raising awareness of the licensure process include:

Increase K-12 Outreach About Architecture as a Career

- **Goal:** To raise awareness of architecture as a career and begin sharing high-level information about the path to licensure
 - Increase diversity of students who consider pursuing a career in architecture
 - Raise awareness of key considerations when selecting an architecture program
- **Suggested Stakeholders:** NCARB and NOMA
- **Status:** In progress
 - This is a well-known challenge that NCARB and NOMA are already working to address

Increase NCARB Outreach to Architecture Programs, Firms, and Professional Chapters

- **Goal:** To increase understanding of the current path to licensure and any recent changes, and offer advice for addressing key challenges/opportunities
- **Suggested Stakeholder:** NCARB, in collaboration with industry partners
- **Status:** In progress
 - NCARB regularly partners with its partner organizations to host these outreach events and regularly refreshes its approach to improve reach and impact



Baseline on Belonging:

Action plan

Foster an Online Community for Emerging Professionals

- **Goal:** To provide a forum for emerging professionals to share challenges, advice, and resources, and connect with other individuals
 - Create a greater sense of connection and community within the profession
 - Provide tools and resources similar to NCARB's ARE 5.0 Online Community, but for the entire licensure path
- **Suggested Stakeholder:** NCARB
- **Status:** Take action within the next year

Create Tools to Help Licensure Candidates Understand the Path to Licensure

- **Goal:** To create a customizable tool that would allow licensure candidates to input their information and visualize the options available to them as they navigate the path to licensure
 - Provide key information regarding cost and average time to earn a license
 - Highlight helpful tips, advice, and additional resources
- **Suggested Stakeholder:** NCARB
- **Status:** Take action within the next 2-5 years

Difficulty of Licensure Path

- While the most frequently highlighted impediments on the path to licensure are related to cost, the impact of the five-year rolling clock for passed ARE divisions and the overall time to licensure were referenced in the *Baseline on Belonging* survey responses as well as in focus groups. Action items related to the difficulty of the licensure process include:

Evaluate the Rolling Clock and Other Time Constraints

- **Goal:** To evaluate the necessity and effectiveness of the current five-year rolling clock expiration policy for passed ARE divisions, as well as other time constraints on the path to licensure (the experience requirement)
- **Suggested Stakeholder:** NCARB
- **Status:** Completed

Baseline on Belonging:

Action plan

- NCARB’s Board of Directors retired the rolling clock policy effective April 30, 2023, and implemented a new score validity policy, which bases the validity of passed divisions on the version of the exam rather than a set period of time
- NCARB will continue to review other time constraints placed on the licensure path for effectiveness and equity

Explore Accessible Paths to Licensure

- **Goal:** To explore new or evolved pathways to licensure that could offer additional entry points into the profession outside of the current education, experience, and examination process, reflecting the variety of career paths that individuals can take and adapting to future changes in the practice of architecture
- **Suggested Stakeholder:** NCARB
- **Status:** In progress
 - NCARB’s FY22 President Alfred Vidaurri Jr., NCARB, NOMA, FAIA, launched a blue-sky exploration of additional pathways to licensure
 - FY23 President Bayliss Ward, NCARB, AIA, continued that work with two new task forces exploring what competencies should be required for licensure and how to measure those competencies
 - FY24 President Jon Alan Baker, FAIA, NCARB, LEED AP, is moving this work forward and launching a deeper exploration of education pathways into the profession, including ways to better incorporate community college programs
 - The end goal of these efforts is to offer licensure opportunities that are flexible and accessible for all candidates
 - Updates are expected to take several years to come to fruition

Encourage Greater Participation in and Evolution of IPAL

- **Goal:** To help students progress along the path to licensure while earning their degrees through NCARB’s Integrated Path to Architectural Licensure (IPAL)
 - Encourage participation in IPAL at any level, including incorporating either the AXP or ARE into curriculum
 - Encourage more jurisdictions to allow candidates to start documenting experience and testing at any time

Baseline on Belonging:

Action plan

- Evolve IPAL to better suit the needs of students, architecture programs, and other key stakeholders
- **Stakeholder:** NCARB
- **Status:** In progress
 - NCARB is working to recruit additional programs into the IPAL initiative and to encourage boards to adjust their regulations
 - In FY23, NCARB welcomed two HBCUs into the IPAL initiative
 - Organizations involved in architectural education are natural partners in this effort

Cost of Licensure Path

- The cost of pursuing a license was frequently cited by respondents throughout the study's initial survey and during focus groups. Many respondents raised a similar concern regarding return on investment: were the costs of pursuing a license recouped by future salaries? Action items related to the cost of the licensure process include:

Expand Access to Free ARE Study Materials

- **Goal:** To ensure candidates from all backgrounds can access free exam study materials regardless of firm size
- **Stakeholder:** NCARB
- **Status:** In progress
 - NCARB is working to expand its suite of free study resources, including six new free practice exams
 - NCARB has seen a strong increase in pass rates for candidates using the practice exams—especially for people of color

Create a Centralized List of Financial Aid Opportunities

- **Goal:** To provide a central location where students and licensure candidates can find financial aid, scholarship, and grant opportunities
 - Include scholarships and financial aid for students earning a degree

Baseline on Belonging:

Action plan

- Include scholarships and financial aid for candidates taking the ARE
- **Stakeholders:** NCARB and NOMA
 - Gathering a comprehensive list will likely require community input
- **Status:** Take action within the next year

Create New Financial Aid Opportunities

- **Goal:** To provide additional financial aid, scholarship, and grant opportunities for students and licensure candidates.
 - Include scholarships and financial aid for students earning a degree.
 - Include scholarships and financial aid for candidates taking the ARE.
- **Stakeholders:** NCARB and NOMA; architecture community at large
 - This is an opportunity that entire architecture community should explore within their own existing efforts, budgets, and other constraints
- **Status:** Additional research

Explore Opportunities to Reduce the Cost of Architectural Education

- **Goal:** To explore options for reducing the impact of tuition costs on architecture students, including opportunities for a four-year accredited degree, reduced tuition, increased scholarship opportunities, and/or paths to licensure that require fewer years of school.
- **Stakeholder:** NCARB
- **Status:** In Progress
 - As noted above, NCARB is pursuing research regarding pathways to licensure that would allow additional education options, including no higher education and community college education

Research Opportunities to Lessen the Financial Impact of Failed Exams

- **Goal:** To explore opportunities for offering financial aid or discounts for failed exams, such as letting candidates have one free retake or offering a free exam after a certain number of failed divisions.



Baseline on Belonging:

Action plan

- **Stakeholder:** NCARB
- **Status:** Additional research

Architecture School Culture

In the *Baseline on Belonging: Education Report* and related focus groups, respondents cited the need for change in the profession to begin at the collegiate level. By fostering a better sense of community and inclusivity in architecture schools, students and faculty may see better retention in the early licensure stages and positively shape candidates' expectations and attitudes for later career stages. Action items related to architecture school culture include:

Create Support Network for Minority Students

- **Goal:** To offer additional resources to support students from underrepresented groups and reduce feelings of isolation or exclusion faced by many minority students
 - Create a faculty advisor position who would be dedicated to assisting minority students.
 - Ensure that program leadership engage with NOMAS chapters to address any issues or concerns.
- **Stakeholder:** NOMA
- **Status:** In Progress
 - NOMA's student chapters (NOMAS) continue to expand at architecture schools across the country

Effective Mentorship

Due to the structure of the AXP, licensure candidates rely on their supervisors and mentors to effectively guide them through the program and ensure that they have access to the tools, resources, and experience opportunities they need. Additionally, the lack of diverse representation in the supervisor and mentor populations can make it difficult for candidates to find a supportive mentor who fully understands the challenges they face. Action items related to effective mentorship include:

Create More Training Material for Supervisors and Mentors

- **Goal:** To ensure that supervisors and mentors have the resources they need to fully understand NCARB's programs, their local requirements, and common challenges and opportunities faced by licensure candidates

Baseline on Belonging:

Action plan

- Create a “playbook” for mentors highlighting ways they can help candidates gain experience in hard-to-reach areas.
- **Stakeholder:** NCARB
- **Status:** In progress
- NCARB is in the middle of a multi-year effort to develop training courses for supervisors and mentors, including courses that count toward CE credit.

Develop a Mentor-Matching Resource

- **Goal:** To help pair licensure candidates with diverse mentors through a “mentor-matching” tool
- **Stakeholders:** NCARB and NOMA
- **Status:** Take action within the next 2-5 years

Study the Results of the NOMA Foundation Fellows Program and Implement Best Practices

- **Goal:** To explore the results of NOMA’s Foundation Fellows program to understand how it has impacted participants’ licensure progress and implement best practices from the program at a larger, national level
- **Stakeholder:** NOMA
- **Status:** Additional research

Finding and Documenting the Right Experience

The AXP requires candidates to earn and document a wide variety of work experience, the majority of which must be gained under the supervision of a U.S. or Canadian architect. The *Baseline on Belonging: Experience Report* and related focus groups highlighted the difficulty that many candidates have gaining the variety of experience needed, especially in certain experience areas like Practice Management and Construction & Evaluation. Action items related to the experience program include:

Highlight Non-Traditional Experience Opportunities

- **Goal:** To raise awareness of the Setting O experience opportunities that candidates can take advantage of outside of the typical work conducted for an architecture firm

Baseline on Belonging:

Action plan

- **Stakeholder:** NCARB
- **Status:** In progress
 - NCARB is working to raise awareness of the various Setting O opportunities through blog articles, videos, and other communications pieces.

Create Resources for Firms Regarding AXP Support

- **Goal:** To ensure that firms have resources that provide tips and instructions on guiding candidates through the AXP, including steps to take if a candidate has difficulty gaining experience in certain areas
- **Stakeholders:** NCARB and NOMA
- **Status:** Take action within the next year

Create Resources for Licensure Candidates to Use When Job Searching

- **Goal:** To create guides for students and emerging professionals to use when job searching.
 - Include questions to ask to identify an AXP-friendly firm
 - Include suggested guides for working with your supervisor and firm leadership to implement AXP support
- **Stakeholders:** NCARB and NOMA
- **Status:** Take action within the next year

Promote Firms That Follow AXP Best Practices

- **Goal:** To create an incentive for firms to better support licensure candidates through the AXP.
 - Implement an award for AXP-friendly firms
 - Encourage firms to create career development/mentorship positions as part of this program
- **Stakeholders:** NCARB and NOMA
- **Status:** Take action within the next 2-5 years

Baseline on Belonging:

Action plan

Research Additional Opportunities to Gain AXP Experience

- **Goal:** To explore additional opportunities outside of those currently offered through the AXP for candidates to gain experience
 - Offer more opportunities for candidates who may be unemployed or lack a supportive supervisor, or whose firms don't conduct work in a specific area
 - Enable candidates to gain experience in areas not practiced by their firm without quitting their job
- **Stakeholder:** NCARB
- **Status:** Additional research
 - NCARB's Analysis of Practice and ongoing efforts to explore the future path to licensure may lead to changes in this area

Survey Firm Support of AXP Candidates

- **Goal:** To better understand how various firms support licensure candidates and share findings so that firms can implement best practices
- **Stakeholders:** NCARB and NOMA
- **Status:** Additional research

Create a Shadowing or Exchange Program for Firms

- **Goal:** To create a way for firms to partner, offering a "shadow" or "exchange" program to candidates from other firms
 - Create a better sense of community engagement between firms and foster sharing of best practices
 - Enable candidates to gain experience in areas not practiced by their firm without quitting their job
- **Stakeholders:** NCARB and NOMA
- **Status:** Additional Research



Baseline on Belonging:

Action plan

Firm Culture

Firm culture varies widely depending on firm size, location, leadership, and other factors. By providing firms with resources around inclusivity, work culture, and more, the Architectural Alliance can help ensure that candidates have similar experiences, regardless of their employer. Action items related to firm culture include:

Create Inclusivity Resources for Firms

- **Goal:** To help firms foster diversity, equity, and inclusion in their firms by creating a suite of resources that can inform best practices.
 - Include resources on inclusive hiring practices.
 - Utilize AIA's Guidelines for Equitable Practice.
- **Stakeholders:** NCARB and NOMA, in partnership with the Society for Design Administration
- **Status:** Take action within the next 2-5 years

Encourage Better Work/Life Balance

- **Goal:** Encourage a greater sense of work/life balance at architecture firms to prevent employee burnout.
- **Stakeholder:** NOMA
- **Status:** Additional Research
 - Research Firm Diversity and Publish Results
- **Goal:** Research firm diversity across the United States and publish the results.
 - Enable underrepresented individuals to find employers with an inclusive culture.
- **Stakeholder:** NCARB and NOMA
- **Status:** Additional Research

Baseline on Belonging:

Action plan

Representation in the Profession

In addition to the above action items, which are proposed with the aim of increasing diversity, equity, and inclusion within the profession, focus group participants also proposed:

Amplify the Experiences of Diverse Professionals

- **Goal:** To highlight the variety of experiences, career paths, and practitioners in the architecture profession through a series of personal stories or blogs
- **Stakeholders:** NCARB and NOMA
- **Status:** In progress

Additional Suggestions

Survey respondents and focus group participants also put forward several suggestions outside of NCARB and NOMA's sphere of influence, especially related to architectural education. Many of these suggestions may already be in progress by organizations more closely involved in architectural education, such as the Association of Collegiate Schools of Architecture (ACSA), the American Institute of Architecture Students (AIAS), and the National Architectural Accrediting Board (NAAB).

- **Incorporate a Wider Variety of Teaching Styles**
 - **Goal:** To incorporate diverse teaching styles throughout required courses to better engage and retain students with different learning approaches
- **Encourage Better School/Life Balance**
 - **Goal:** To encourage a greater sense of school/life balance at architecture programs to prevent student burnout and lead to greater work/life balance at later career stages
- **Increase Diversity Within Architecture Program Faculty**
 - **Goal:** To ensure that architecture educators better reflect the diversity of their student body and the greater U.S. population
- **Incorporate More Opportunities to Take Courses Outside of Architecture**
 - **Goal:** To ensure students graduate with a well-rounded education that includes the skills needed to succeed in their careers, such as business, marketing, communications, or



Baseline on Belonging:

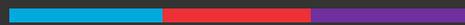
Action plan

psychology courses

- **Increase Presentation of Global Architecture and Diverse Architects**
 - **Goal:** To ensure that students receive a broad view of architectural styles, highlights, and practitioners from around the globe
- **Feature a Greater Variety of Architect Guest Lecturers**
 - **Goal:** To feature a diverse range of licensed practitioners as guest lecturers within architecture programs
- **Increase the Variety of Study Abroad Locations**
 - **Goal:** To ensure that students can experience global architecture in person through a diverse range of study abroad locations
- **Enhance Focus of Community Engagement in Studio Courses**
 - **Goal:** To foster a better approach to community engagement as part of studio courses, ensuring that students understand the importance of community outreach and develop the cultural awareness needed to engage with a variety of clients

Impediment	In Progress Action is already underway			Short-Term Take action within the next year		Near-Term Take action within the next 2-5 years		Additional Research Additional research will be conducted to identify next steps	
	Awareness of the Path to Licensure	Increase K-12 and community college outreach <i>NCARB</i>	Increase NCARB outreach and engagement at schools, firms, professional chapters <i>NCARB</i>		Foster an online community for emerging professionals <i>NCARB</i>		Create tools to help licensure candidates understand the path to licensure <i>NCARB</i>		
Difficulty of Licensure Path	Evaluate the rolling clock and other time constraints  <i>NCARB</i>	Encourage greater participation in IPAL <i>NCARB</i>	Explore accessible pathways to licensure <i>NCARB</i>						
Cost of Licensure Path		Expand access to free study materials <i>NCARB</i>		Create a centralized list of existing grants/scholarships/financial aid <i>NCARB, NOMA</i>		Create new financial aid opportunities to assist with licensure costs <i>Architecture Community</i>	Explore opportunities to reduce the cost of architectural education <i>NCARB</i>	Research opportunities to lessen the financial impact of failed exams <i>NCARB</i>	
Architecture School Culture				Create support network for minority students at architecture architecture schools <i>NOMA</i>					
Effective Mentorship		Create more training materials for supervisors and mentors <i>NCARB</i>				Develop a "mentor matching" resource <i>NCARB, NOMA</i>		Study the results of the NOMA Foundation Fellows program and implement best practice <i>NOMA</i>	
Finding and Documenting the Right Experience		Highlight non-traditional experience opportunities <i>NCARB</i>		Create resources for firms and supervisors regarding AXP support <i>NCARB, NOMA</i>	Create resources for licensure candidates to use when job searching <i>NCARB, NOMA</i>	Promote firms that follow AXP best practices <i>NCARB, NOMA</i>		Research additional opportunities to gain AXP experience, firm support <i>NCARB, NOMA</i>	Create a shadowing or exchange program for firms <i>NCARB, NOMA</i>
Firm Culture				Create inclusivity resources for firms <i>NCARB, NOMA</i>	Encourage better work/life balance <i>NOMA</i>			Research firm demographics and publish the results <i>NOMA</i>	
Representation in the Profession		Amplify the diversity of experiences, career paths, and licensure paths <i>NCARB, NOMA</i>							
Outside of NCARB and NOMA's Influence	Incorporate a wider variety of teaching styles into architecture programs	Enhance focus of community engagement in studio courses	Feature a greater variety of architect guest lecturers	Encourage better school/life balance in architecture programs	Increase diversity in architecture program faculty	Increase presentation of global architecture and diverse architects	Incorporate more opportunities to take courses outside of architecture	Increase variety of study abroad locations	

**Baseline on Belonging:
Equity, Diversity, and Inclusion
in Architecture Licensing**



Education Report

Baseline on Belonging: Introduction

Table of Contents

Executive Summary	31
Key Findings	33
Introduction	36
Setting the Scene: Degree Type Among Newly Licensed Architects	39
Started NCARB Record During College	42
Survey Respondent Progress Toward Architecture Degree	45
Respondents' Degree Type	49
International Architecture Degree	54
Education Prepared Me for a Career	58
Professors Made Me Excited About Learning	63
Advisor Helped Me Get the Most of My Academic Experience	69
I Belonged in My Architecture School	74
Classmates Encouraged Me to Pursue Licensure	79
Professor Encouraged Me to Pursue Licensure	84
My Architecture School Values Diversity and Inclusion	89
Positive Impacts: Access to Professors, Peers, and School Culture	94
Positive Impacts: Diversity, Family Financial Support, Education Quality	99
Positive Impacts: Scholarships, Support From Family and Friends	105
Negative Impacts: Access to Professors, Access to Study Groups, Architecture School Culture	110
Negative Impacts: College Tuition, Books and Study Materials, Studio Class Materials	114
Negative Impacts: Diversity, Personal Obligations, ESL	119
Considering Leaving Architecture	124
Factors Impacting Decision to Reconsider an Architecture Career	129
Employment After Graduation	130
Next Steps	136



Baseline on Belonging: Education Report

Executive Summary

Most of the 55 U.S. jurisdictions require that applicants for licensure earn a degree in architecture from a program accredited by the National Architectural Accrediting Board (NAAB). NAAB-accredited programs typically include an investment of time and tuition beyond that of a four-year undergraduate program. Most licensure candidates complete either a five-year Bachelor of Architecture (B.Arch.) program, or a four-year Bachelor of Science in architecture plus a two- to three-year Master of Architecture (M.Arch.) program. Some U.S. jurisdictions allow individuals who don't have a degree from an accredited program to earn a license by documenting additional professional experience. *The Baseline on Belonging* survey included a series of questions exploring how factors like cost, culture, and curriculum may create unintended impediments on the path to licensure.

Over 90 percent of survey respondents earned a degree in architecture, and 4 percent were in the process of earning a degree at the time of the survey. Of those who held a degree, 82 percent earned that degree from a NAAB-accredited program. This aligns with NCARB's customer data, which shows that most individuals who achieve licensure (approximately 86 percent of new architects in 2019) hold a degree from a NAAB-accredited program.

Over half of all respondents indicated that the cost of earning a degree had a negative impact on their educational experience with many also calling out additional costs like books, study materials, and studio class materials. Graduates of NAAB-accredited programs were 20 percent more likely to report that tuition costs impacted them negatively compared to graduates of non-accredited programs.

As with previous *Baseline on Belonging* reports, survey findings were filtered primarily by race, ethnicity, and gender, with additional factors such as firm size, citizenship, and degree type taken into consideration when possible. While age has been included in previous reports, it was not included in the *Baseline on Belonging: Education Report* as the survey did not determine respondents' age at the time of earning a degree. Where appropriate, NCARB provided supplemental data from customer Records to offer additional insight and background information.

While previous reports often revealed a spread of disparities across underrepresented groups, key findings from the *Baseline on Belonging: Education Report* were more focused.

First, Black or African American women were more likely to face impediments while earning a degree, especially in two key areas: overall program culture and support from educators. African American women were more likely to report that lack of access to professors had a negative impact on their educational experience; and they were less likely to report that their professors encouraged them to pursue licensure compared to white men. They were also much more likely than their peers to indicate that their program's culture had a negative impact and that their school did not value diversity or inclusion.



Baseline on Belonging: Education Report

While some disparities were apparent to a lesser degree when the responses were filtered solely by race and ethnicity, or solely by gender, responses by Black or African American women indicated experiences that were notably more negative for nearly every question related to architectural education. As a result, over half of African American women considered leaving architecture while in college—the only demographic to exceed 50 percent.

Second, graduates of NAAB-accredited programs were more likely to report a variety of impediments related to culture and cost than graduates of non-accredited programs, especially in relation to future salaries and career preparedness. Graduates of NAAB-accredited programs were more likely to say that they considered not pursuing an architecture career while in school, and less likely to say that they felt their education prepared them for their career. Many graduates of NAAB-accredited programs indicated that they were unsure whether the additional cost of studying at an accredited program was worth the investment when considering future earning potential.

Finally, the report also highlighted differences in architecture programs in the United States versus abroad, with U.S. citizens more likely to say that their school culture had a negative impact on them and more likely to consider not pursuing a career in architecture.

As with key findings related to experience and examination, additional study is needed to better understand how to address disparities related to program culture, educators, and cost. For more information about NCARB and NOMA's planned follow-up surveys, research, and next steps, see page 136.



Baseline on Belonging: Education Report

Key Findings

Women were less likely to report having professors who support their educational and career goals—especially African American women.

- **Compared to white men, African American women were:**
 - **3 percentage points** less likely to report that professors encouraged them to pursue licensure
 - **10 percentage points** less likely to say they had a professor who made them excited about learning
 - **3 percentage points** more likely to say a lack of access to professors or mentors had a negative impact on their college experience
 - **4 percentage points** less likely to say they had an advisor who helped make the most of their academic experience

African American women were significantly more likely to report facing barriers related to their architecture school's culture.

- **Compared to white men, African American women were:**
 - **12 percentage points** more likely to consider not pursuing a career in architecture while in school
 - **20 percentage points** less likely to feel like they belonged
 - **14 percentage points** more likely to say their architecture school's culture had a negative impact on them
 - **25 percentage points** less likely to say their school valued diversity and inclusion



Baseline on Belonging: Education Report

Graduates from NAAB-accredited programs were more likely to report a variety of problems related to their school's culture and career preparation compared to graduates of non-accredited programs.

- **Graduates from accredited programs were:**
 - **5 percentage points** more likely to cite lack of diversity as a negative impact
 - **9 percentage points** less likely to say their education prepared them for a career in architecture
 - **10 percentage points** more likely to consider not pursuing a career in architecture while in school
 - **10 percentage points** more likely to cite their program's culture as a negative impact
- However, graduates from NAAB-accredited programs were **7 percentage points more likely** to be employed within three months of graduation.

The cost of studying architecture was the most frequently cited barrier for students, especially when considering future salaries.

- Over **50 percent** of all respondents cited tuition as a negative impact
- Compared to graduates of non-accredited programs, graduates of NAAB-accredited programs were more likely to face cost barriers:
 - **7 percentage points** more likely to cite the cost of studio class materials as a negative impact
 - **9 percentage points** more likely to cite the cost of books and other study materials as a negative impact
 - **20 percentage points** more likely to cite tuition as a negative impact
- Many respondents who indicated they'd considered not pursuing architecture cited poor return on investment when comparing tuition to salary ranges.



Baseline on Belonging: Education Report

U.S. citizens were more likely to report a variety of negative experiences related to their college education compared to lawful permanent residents (e.g., green card holders).

- **U.S. citizens were:**
 - **9 percentage points** more likely to cite their program’s culture as a negative impact
 - **12 percentage points** less likely to say their education prepared them for a career in architecture
 - **14 percentage points** more likely to consider not pursuing a career in architecture while in school



Baseline on Belonging: Education Report

Introduction

In February 2020, the National Council of Architectural Registration Boards (NCARB) and the National Organization of Minority Architects (NOMA) launched a joint survey to identify and understand areas where minority professionals and other underrepresented groups experience obstacles on the path to licensure.

This report features findings related to earning a degree in architecture. To offer additional context for the survey findings, the *Baseline on Belonging: Education Report* also includes related data from NCARB's own customers, or "Record holders."

For more information regarding the survey structure, target audience, response rate, and respondent demographics, see the Appendix.

Education Survey Structure

The education section of the survey asked questions related to completing an architectural education, including program culture, affordability, and professors. Survey questions in the education section of the survey include:

Education Type and Progress:

- Did you earn a degree in architecture?
- Did you earn your architecture degree from a program accredited by the National Architectural Accrediting Board (NAAB)?
- Did you earn your architecture degree from a country or territory outside of the United States?



Baseline on Belonging: Education Report

College Experience:

- Thinking about your college experience, please rate your level of agreement with each statement below.
 - The education I received in college prepared me for a career in architecture
 - I had professors who made me excited about learning
 - I had an advisor who helped me get the most of my academic experience
 - I felt like I belonged in my architecture school
 - My classmates encouraged me to pursue licensure
 - My professor encouraged me to pursue licensure
 - My architecture school values diversity and inclusion
- Did you ever consider not pursuing a career in architecture while in college?
 - [If yes] In your own words, what are some factors that made you reconsider pursuing a career in architecture?
- How soon after graduating college were you employed at an architecture firm?

Positive and Negative Impacts:

- Which of the following positively impacted you while pursuing a degree in architecture? Select all that apply.
 - Architecture school culture
 - Access to study groups or peers
 - Access to professors or mentors
 - Financial support from family
 - Personal financial stability
 - Scholarships
 - Support from family and friends
 - Quality of education
 - Diversity and/or representation in classrooms



Baseline on Belonging: Education Report

- School course schedule
- Other
- Which of the following negatively impacted you while pursuing a degree in architecture? Select all that apply.
 - College tuition
 - Purchasing books and study materials
 - Studio class materials
 - Architecture school culture
 - Speaking English as a second language
 - Personal obligations
 - Lack of diversity and/or representation in classrooms
 - Access to study groups or peers
 - Access to professors or mentors
 - None of the above
 - Other

The report provides a breakdown on respondents' answers for each question, segmented by a variety of filters, including degree type and immigration status. Due to the survey's focus on understanding attrition rates for underrepresented professionals, most charts include a filter for race and ethnicity. Segments used in the education report include:

- Race/ethnicity
- Race/ethnicity and gender
- Race/ethnicity and degree type
- Race/ethnicity and firm size
- Race/ethnicity and immigration status

Unlike previous reports, age was not considered during the education report. The survey did not ask respondents to disclose age at the time of education, so no age-related results impacting architectural education could be determined.



Baseline on Belonging: Education Report



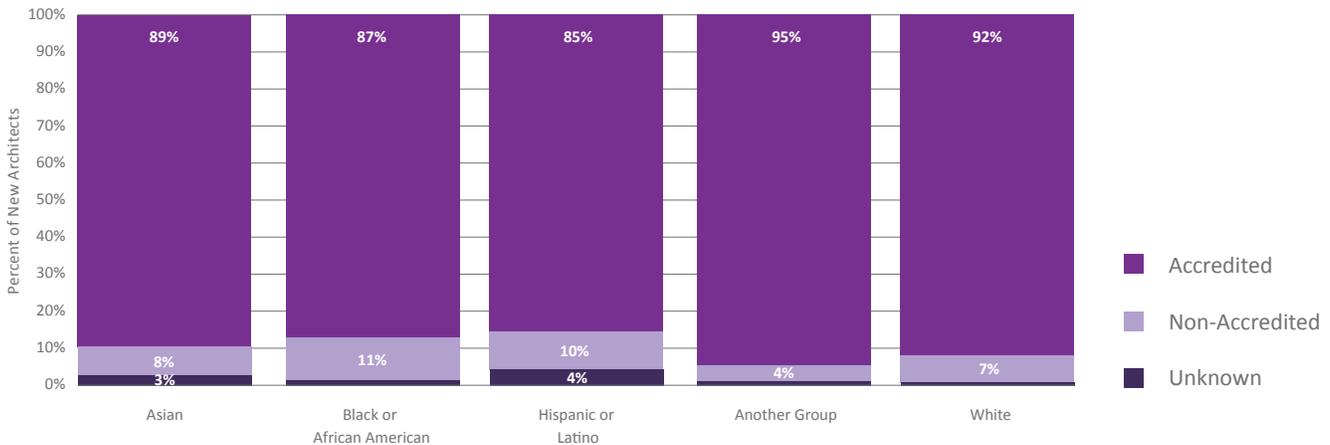
Setting the Scene: Degree Type Among Newly Licensed Architects

Data from NCARB customers provides important background information to help supplement the *Baseline on Belonging* survey. This data reveals that most individuals who completed the licensure path in 2019 held a degree from a NAAB-accredited program, which is required in many U.S. jurisdictions.

Newly licensed architects who were white, women, or under the age of 30 graduate from an accredited program at a higher rate than their peers of other demographic groups.

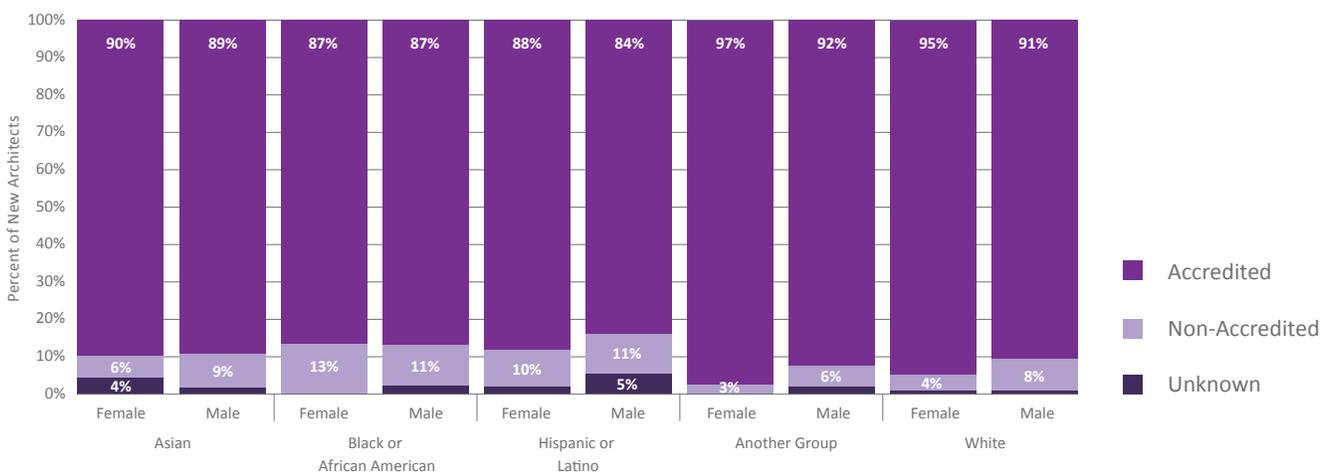
Baseline on Belonging: Education Report

Most New Architects Hold a Degree From a NAAB-Accredited Program



NCARB’s data shows that most individuals who completed the licensure process in 2019 held a degree from a NAAB-accredited program. This is especially true for individuals who identify as white (92 percent) or as part of another group (95 percent). New architects who are Hispanic or Latino were the least likely at 85 percent.

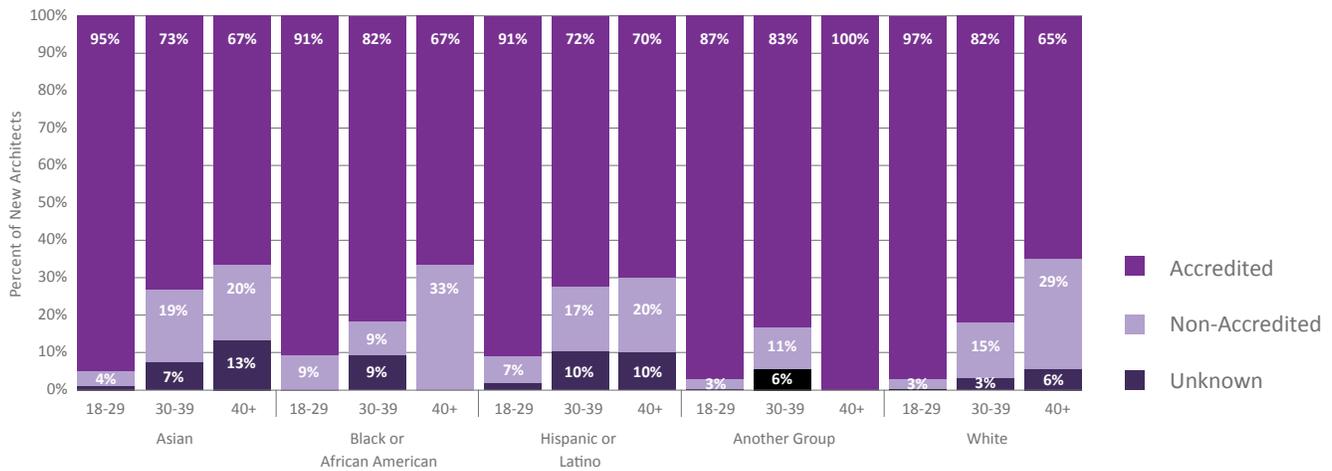
Female Architects More Likely to Hold a Degree From a NAAB-Accredited Program



Across all racial and ethnic groups, new female architects were equally or more likely to hold a degree from a NAAB-accredited program compared to their male peers. Ninety-five percent of new architects who identify as white women had a degree from an accredited program, compared to 84 percent of Hispanic or Latino men—an 11 percentage point difference.

Baseline on Belonging: Education Report

Younger Architects More Likely to Hold a Degree From an Accredited Program



Eighteen to twenty-nine-year-olds who completed the path to licensure in 2019 were more likely to hold a degree from a NAAB-accredited program compared to their 30-39 and 40+ counterparts. Ninety-seven percent of white 18-29-year-olds graduated from an accredited program, compared to 65 percent of those aged 40 or older—a 32 percentage point difference.



Baseline on Belonging: Education Report

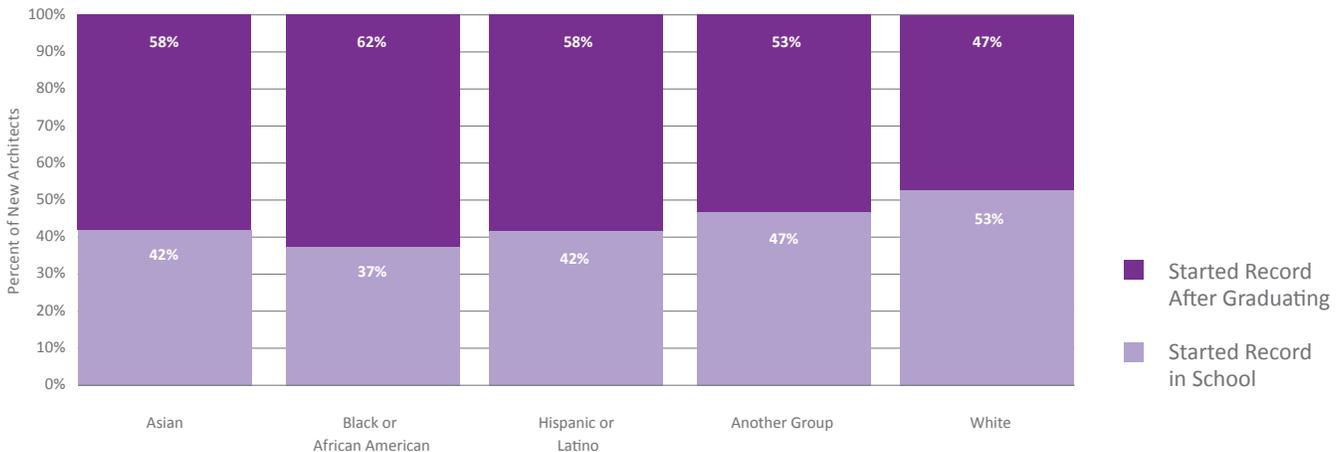
Started NCARB Record During College

Starting an NCARB Record is often viewed as the first step on the path toward licensure, as applicants for licensure will need a Record in order to verify their degree, complete the Architectural Experience Program® (AXP®), and take the Architect Registration Examination® (ARE®). NCARB's data suggests that opening an NCARB Record while in school can help streamline the licensure process, enabling candidates to make informed decisions and ensure that they earn full credit for qualifying AXP experience.

Approximately half of individuals who completed the path to licensure in 2019 began their NCARB Record while in college, with those who were white, female, or 18-29 years old more likely compared to their peers.

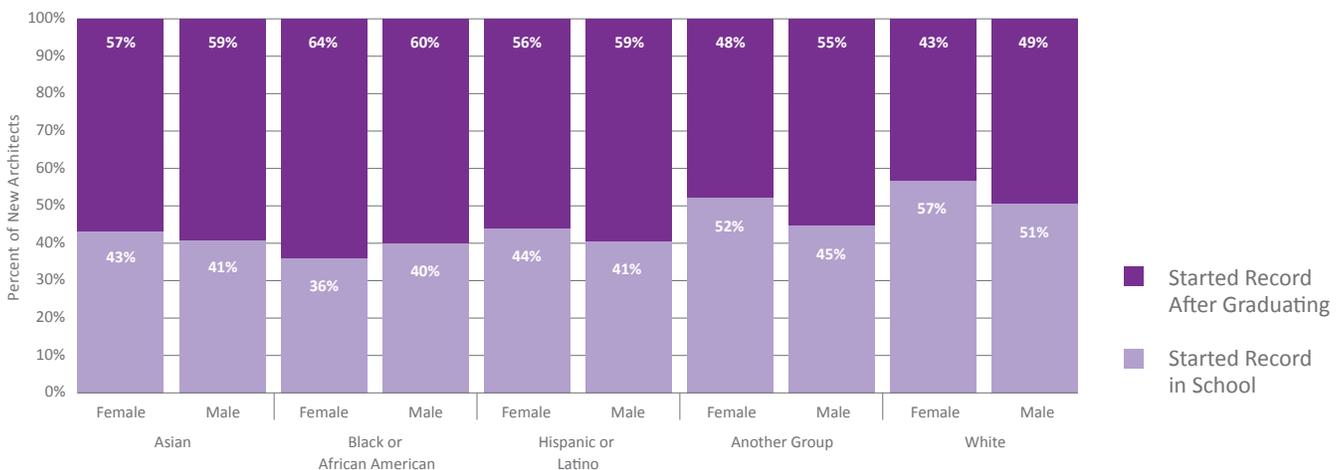
Baseline on Belonging: Education Report

Higher Proportion of White Architects Start NCARB Record in School



White individuals who completed the path to licensure in 2019 were more likely to have begun the process in school (by creating an NCARB Record) than their peers of other racial and ethnic groups. New Black or African American architects were the least likely to have started an NCARB Record in school at 38 percent—a 15 percentage point gap.

White Women Most Likely to Start NCARB Record While in School

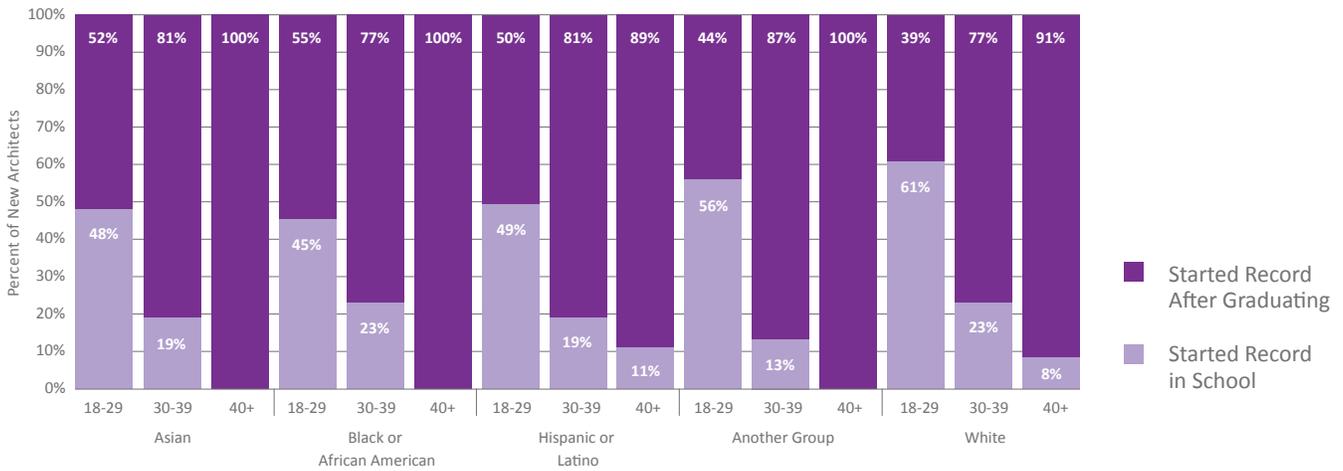


For most racial and ethnic groups, new female architects were more likely to have started an NCARB Record while in school compared to their male peers. White women were the most likely at 57 percent.

However, at 36 percent, African American women were the least likely to start the licensure process in school by opening an NCARB Record—a 21 percentage point difference.

Baseline on Belonging: Education Report

Younger Architects More Likely to Start NCARB Record in School



Of individuals who completed the path to licensure in 2019, those who were 18-29 years old at the time were more likely to have opened an NCARB Record in school than those who were 30-39 or 40+. White 18–29-year-olds were the most likely of all groups at 61 percent, compared to 0 percent of Asians and African Americans over 40.



Baseline on Belonging: Education Report

Survey Respondent Progress Toward Architecture Degree

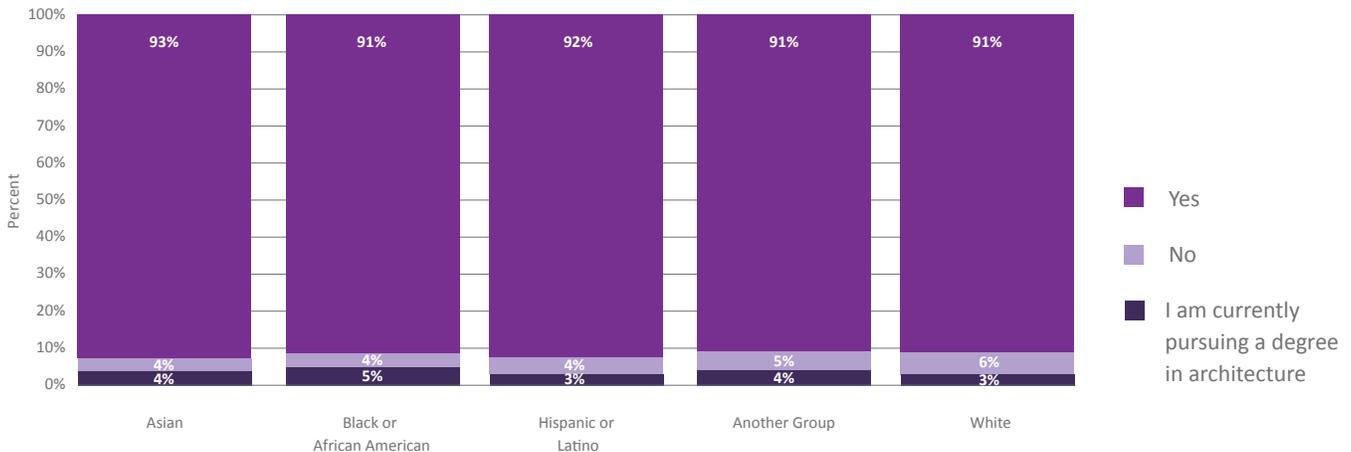
Most survey respondents hold a degree in architecture, with 91 percent of all respondents indicating they had graduated and 4 percent indicating their degree was in progress at the time of the survey.

When viewing responses through various demographic filters, the data showed that race and ethnicity have little impact on respondents' likelihood to hold an architecture degree; however, gender has a slight impact for some groups. White and Latino men were less likely to indicate they have a degree in architecture compared to their peers.

In general, respondents employed by large- or medium-sized firms were more likely to hold an architecture degree than those at small firms. Respondents who were not U.S. citizens were also more likely to hold an architecture degree compared to those who are U.S. citizens.

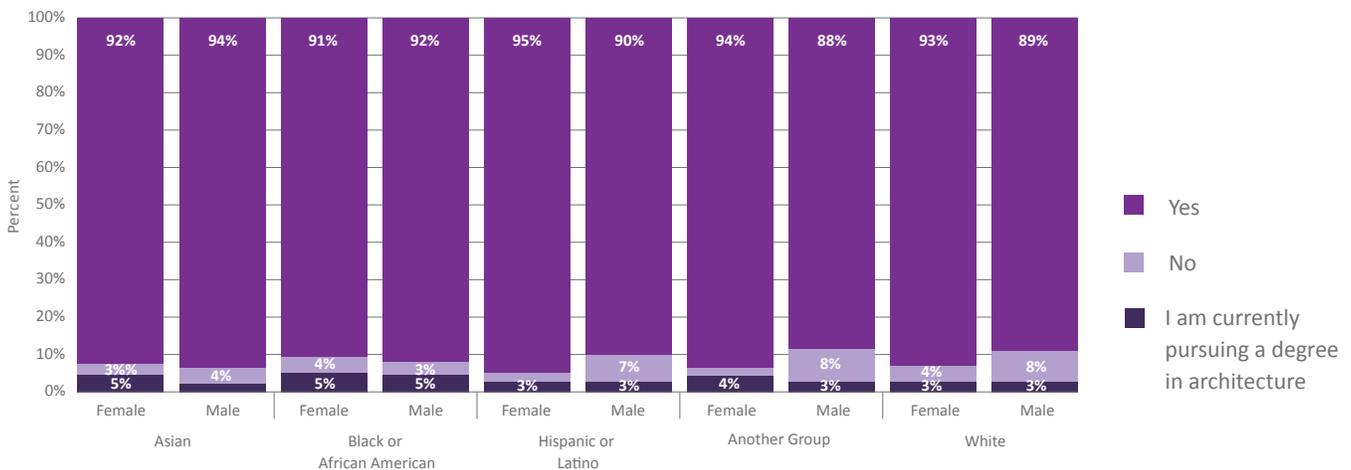
Baseline on Belonging: Education Report

Most Respondents Hold a Degree in Architecture



The majority of individuals who responded to the *Baseline on Belonging* survey hold a degree in architecture, regardless of race or ethnicity. Asian and Latino respondents were the most likely to indicate they hold a degree in architecture at 93 and 92 percent, respectively. Black or African American and white respondents were slightly less likely at 91 percent.

Latinas More Likely to Hold a Degree in Architecture

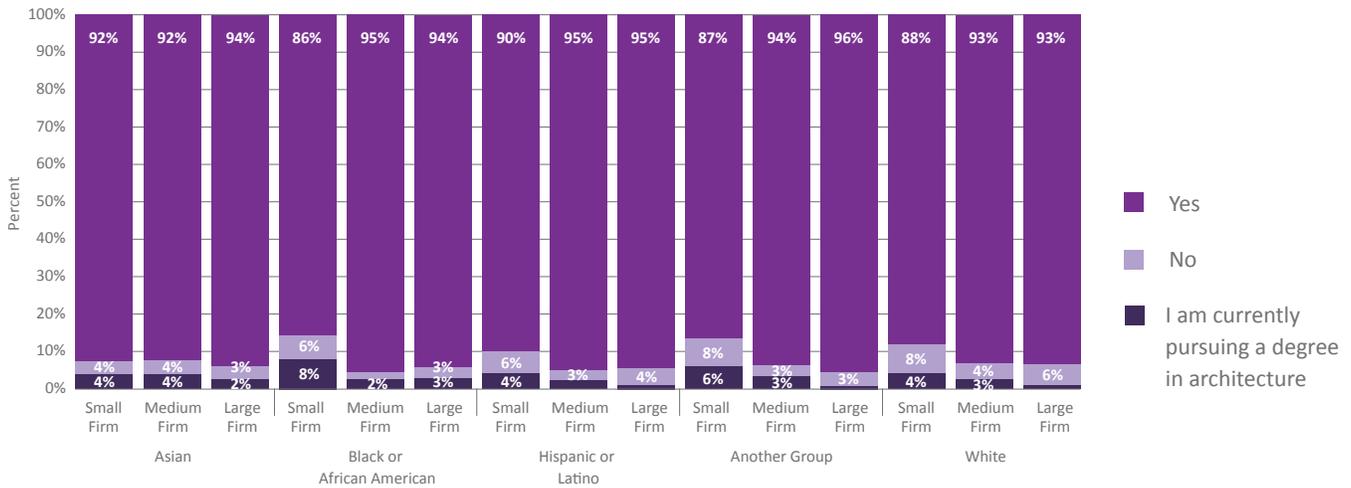


When viewed by race, ethnicity, and gender, men who identify as white or other were less likely than their peers to hold a degree in architecture at 89 and 88 percent, respectively. Latinas were the most likely to hold a degree in architecture at 95 percent.

Asian and African American men were slightly *more* likely than their female counterparts to hold an architecture degree. The reverse was true for white and Latino men, who were 4 percentage points *less* likely to hold an architecture degree than white and Latina women.

Baseline on Belonging: Education Report

Employees at Small Firms Less Likely to Hold a Degree in Architecture

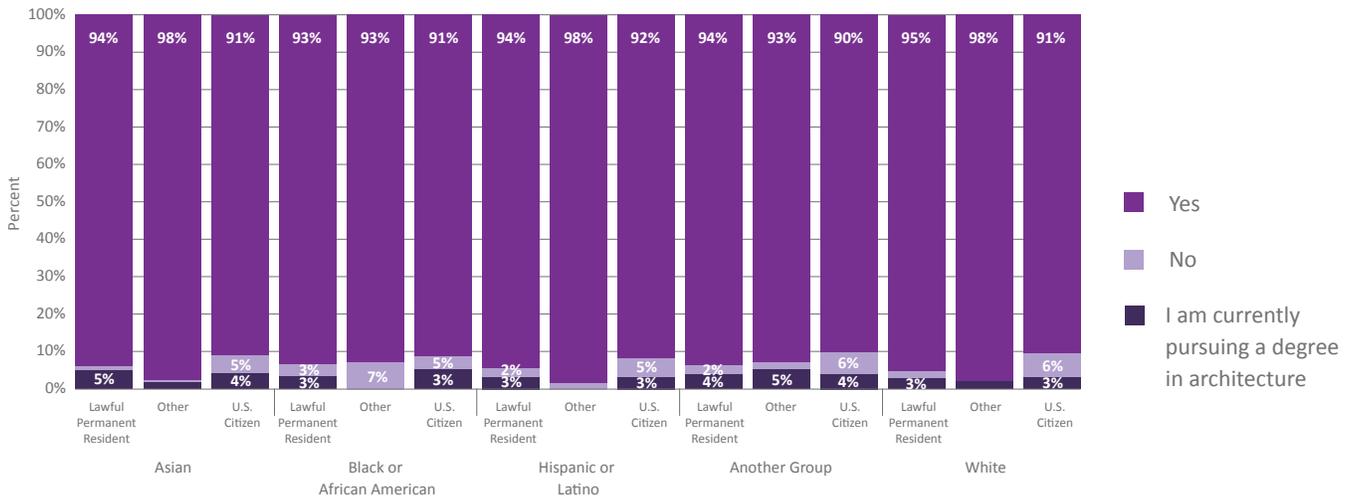


With the exception of Asians, respondents who were employed by small firms were less likely to hold a degree in architecture compared to their peers at medium and large firms.

Black or African American respondents at small firms were the *least* likely to hold a degree in architecture at 86 percent. However, Black or African American respondents at medium firms were the *most* likely at 96 percent.

Baseline on Belonging: Education Report

U.S. Citizens Least Likely to Hold a Degree in Architecture



At 90-92 percent, U.S. citizens across all races and ethnicities were less likely to report holding a degree in architecture than respondents who were lawful permanent residents or held some other immigration status (such as a visa).

By contrast, Latino respondents with some other immigration status were the most likely to report holding a degree in architecture, at 99 percent.



Baseline on Belonging: Education Report

Respondents' Degree Type

Holding a degree from a program accredited by the NAAB is required in most U.S. jurisdictions and is often the quickest way to meet the education requirement for licensure. (Jurisdictions that accept other degrees typically require additional years of experience as an alternative.)

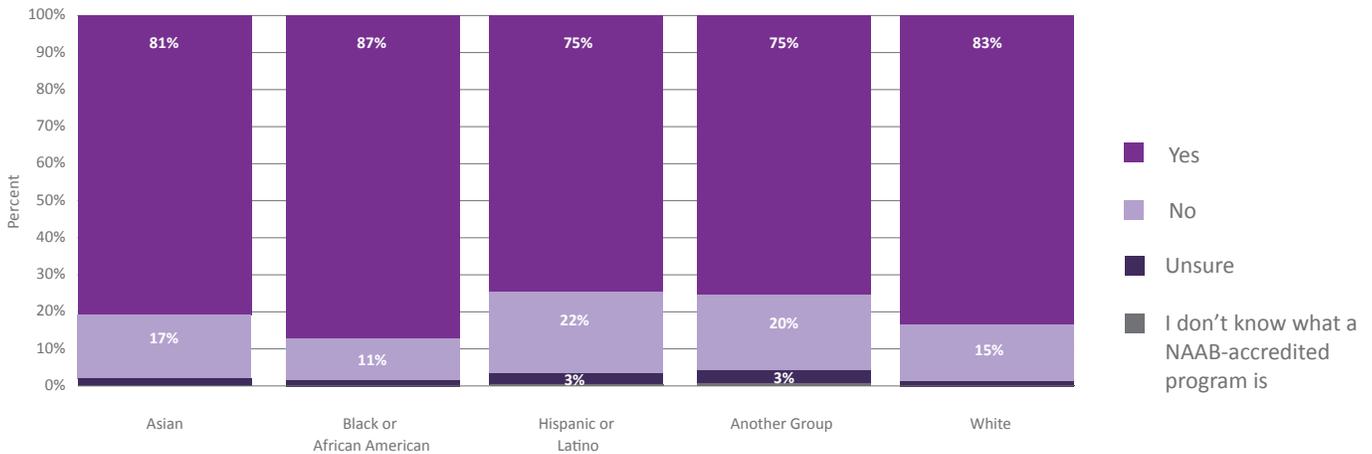
Nearly 82 percent of all survey respondents who hold an architecture degree earned it from a program accredited by the NAAB. Approximately 16 percent hold an architecture degree from a non-accredited program, and 2 percent were unsure if their degree was from an accredited program.

While little variation was seen in respondents' likelihood to hold an architecture degree, certain demographic groups were more likely to hold an *accredited* architecture degree. For example, Asian and Black or African American respondents were more likely to have a degree from a NAAB- accredited program compared to other demographic groups, as were women and U.S. citizens.

In addition, individuals with non-accredited degrees were more likely to be employed by small firms than by medium or large firms.

Baseline on Belonging: Education Report

African Americans Most Likely to Hold Degree From NAAB-Accredited Program

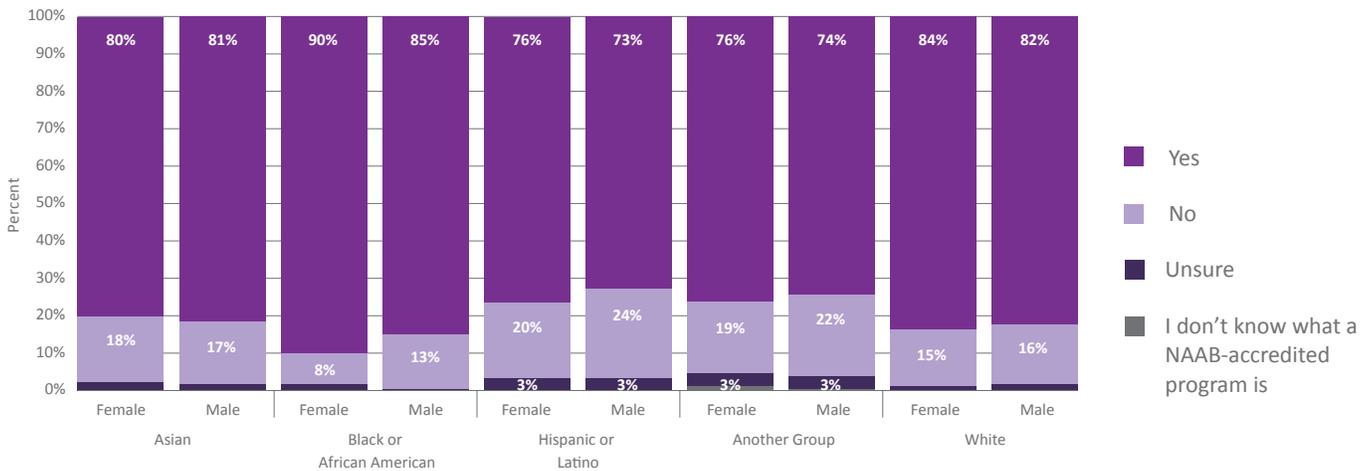


While race and ethnicity had little impact on respondents' likelihood to hold any degree in architecture, there were some disparities when it came to the *type* of architecture degree.

Black or African American respondents were the most likely to hold a degree from a program accredited by the NAAB at 87 percent. This is 12 percentage points more likely than Latino respondents, who were the least likely to hold a degree from a NAAB-accredited program.

Baseline on Belonging: Education Report

Latino Men Least Likely to Hold a Degree From a NAAB-Accredited Program

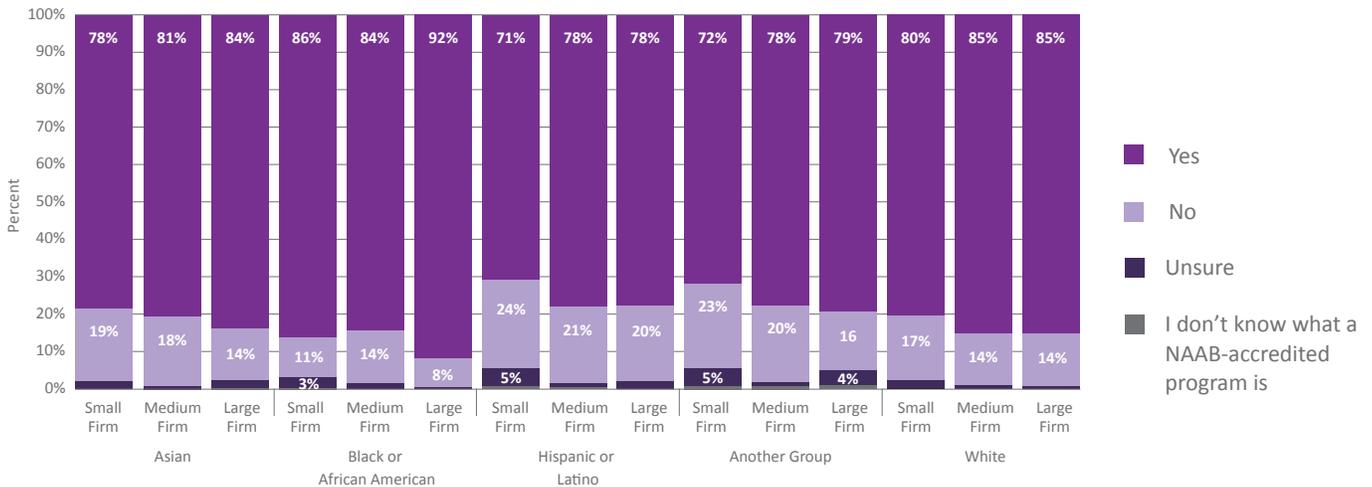


Ninety percent of Black or African American women hold a degree from a NAAB-accredited program, compared to 73 percent of Hispanic or Latino men—a 17 percentage point gap.

Women of most races and ethnicities were more likely (2-5 percentage points) than their male peers to hold a degree from a NAAB-accredited program. The exception was Asian men, who were 2 percentage points more likely to hold a degree from a NAAB-accredited program compared to Asian women.

Baseline on Belonging: Education Report

Employees at Small Firms Less Likely to Hold a Degree From a NAAB-Accredited Program



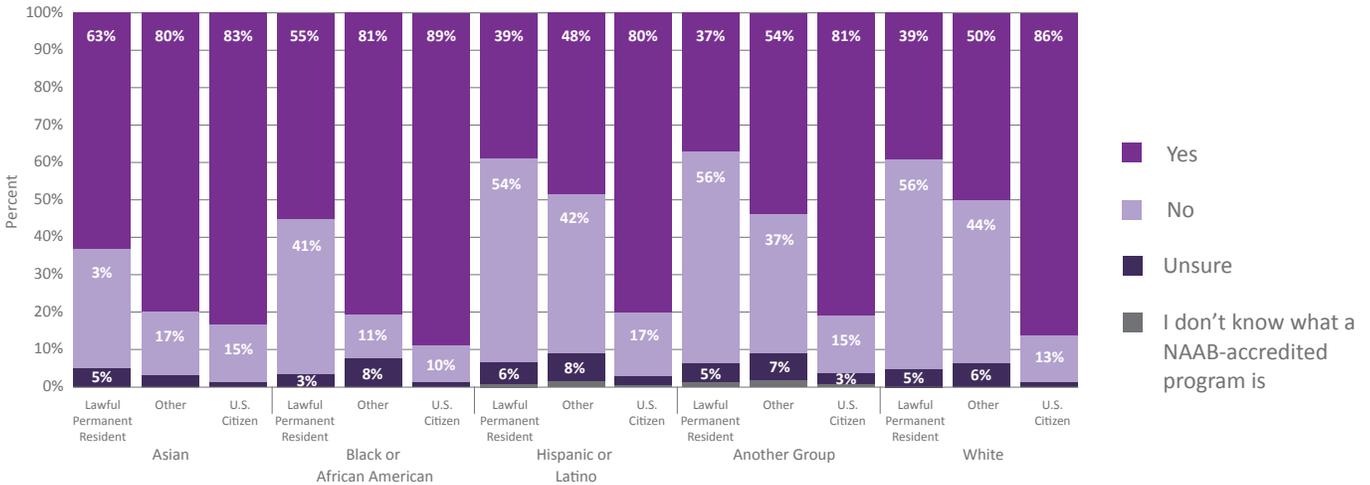
In general, individuals employed by small firms were less likely to report holding a degree from a program accredited by the NAAB compared to those at medium or large firms.

This held true across most races and ethnicities, with the exception of African American respondents, who were the least likely to hold a degree from a NAAB-accredited program when employed by a medium-sized firm.

At 71 percent, Latinos employed by small firms were the least likely of all groups to indicate they hold a degree from an accredited program. African Americans employed by large firms were the most likely at 92 percent—a 21 percentage point gap.

Baseline on Belonging: Education Report

U.S. Citizens Most Likely to Hold a Degree From a NAAB-Accredited Program



Across all races and ethnicities, U.S. citizens were the most likely to hold a degree from a program accredited by the NAAB. The NAAB primarily accredits architecture programs in the United States.

Respondents who were lawful permanent residents of the United States were the least likely to indicate they have a degree from a NAAB-accredited program.

However, Asian (63 percent) and African American (55 percent) lawful permanent residents were much more likely than their Latino (39 percent) and white peers (39 percent) to hold a degree from a NAAB-accredited program.



Baseline on Belonging: Education Report

International Architecture Degree

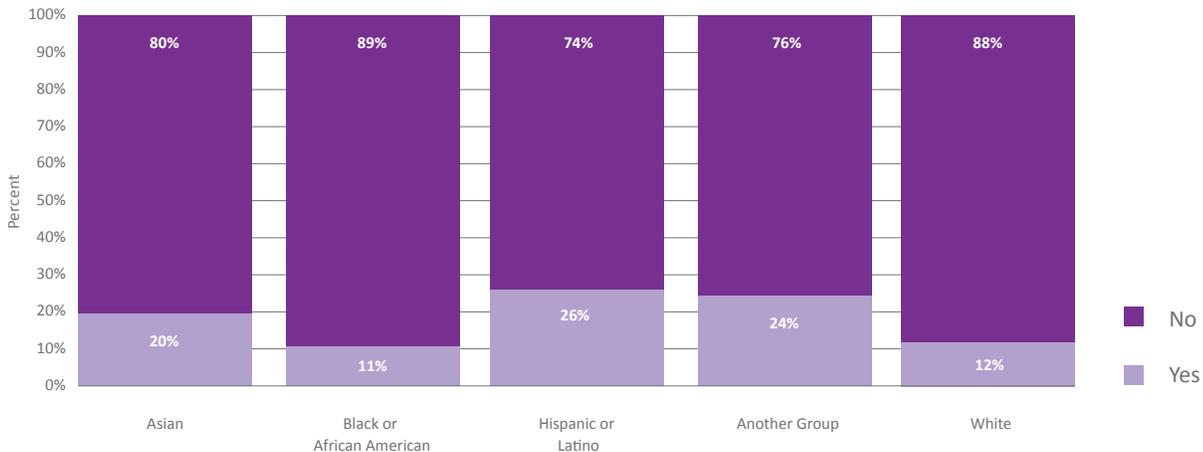
Most survey respondents (84 percent) earned their architecture degree from a program within the United States, with the remaining 16 percent earning their degree abroad.

When viewed by various demographic filters, survey responses show that Latinos were the most likely of any racial or ethnic group to hold an international degree. Gender had little impact on respondents' likelihood to hold an international degree.

Additionally, respondents who hold a degree from a program outside the United States were more likely to be employed by a small firm.

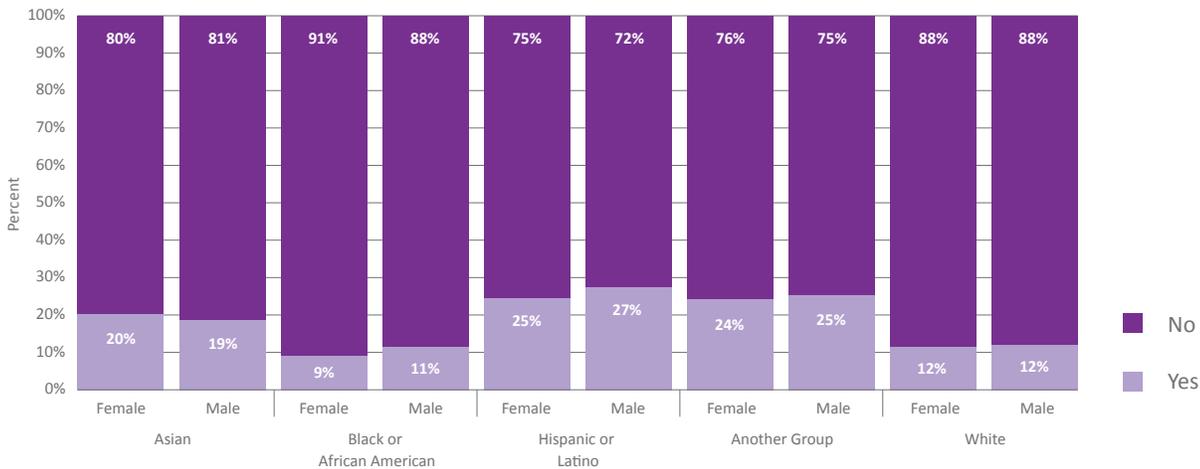
Baseline on Belonging: Education Report

Latino Respondents Most Likely to Hold an International Degree



Twenty-six percent of Latino respondents with an architecture degree indicated that their degree was from a program outside of the United States—more than double the percentage of Black or African American (11 percent) and white (12 percent) respondents with an international degree.

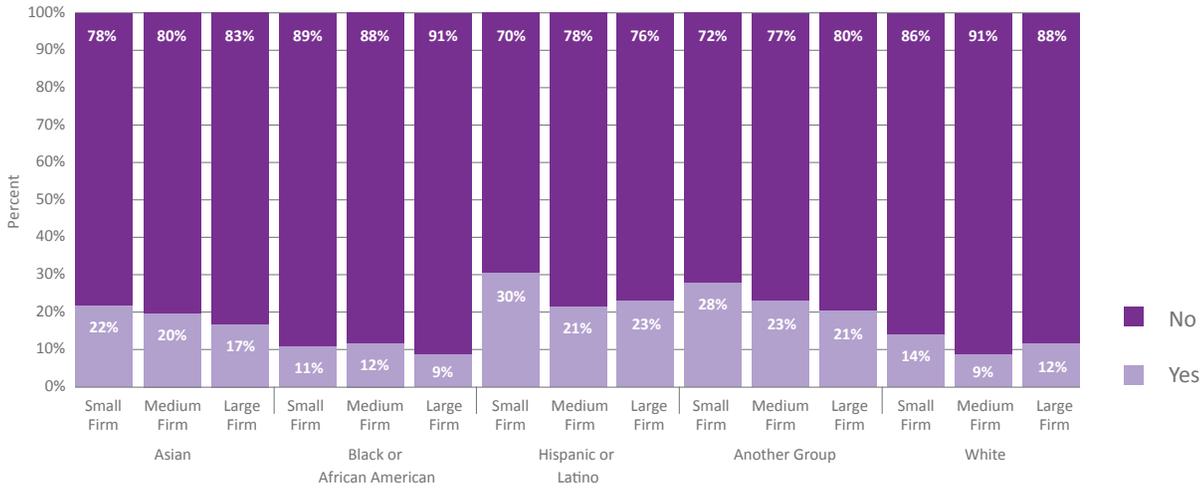
Gender Has Little Impact on Likelihood to Hold an International Degree



Respondents' likelihood to hold a degree from an international program showed little variation when viewed by gender. The largest gender difference was seen for African American and Latino respondents, with men of both groups 3 percentage points more likely to hold an international degree compared to their female peers.

Baseline on Belonging: Education Report

Respondents With International Degrees More Likely to Work at Small Firms

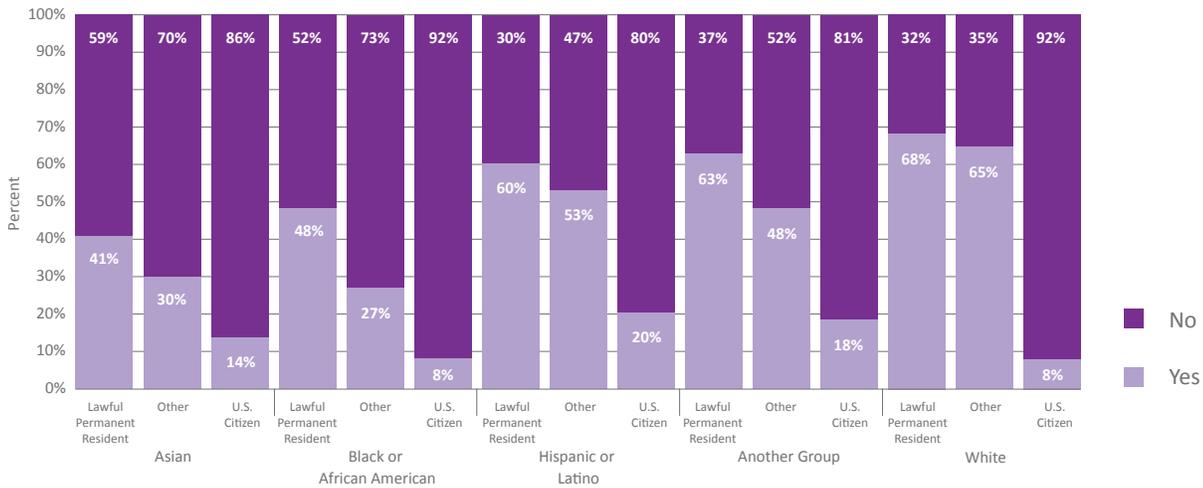


For most racial and ethnic groups, respondents with international degrees were more likely to be employed by small firms than by large- or medium-sized firms. The exception was Black or African American respondents with international degrees, who were slightly more likely to indicate they were employed by medium-sized firms.

Hispanic or Latino respondents employed by small firms were the most likely to report holding an international degree at 30 percent.

Baseline on Belonging: Education Report

Lawful Permanent Residents More Likely to Hold International Degrees



Respondents who indicated they were lawful permanent residents of the United States (e.g., a green card holder) were the most likely to report holding a degree from an international program, regardless of race or ethnicity.

U.S. citizens were the least likely to hold an international degree, though 20 percent of Latino respondents who are U.S. citizens hold a degree from a program outside the United States—the most of any racial or ethnic group.



Baseline on Belonging: Education Report

Education Prepared Me for a Career

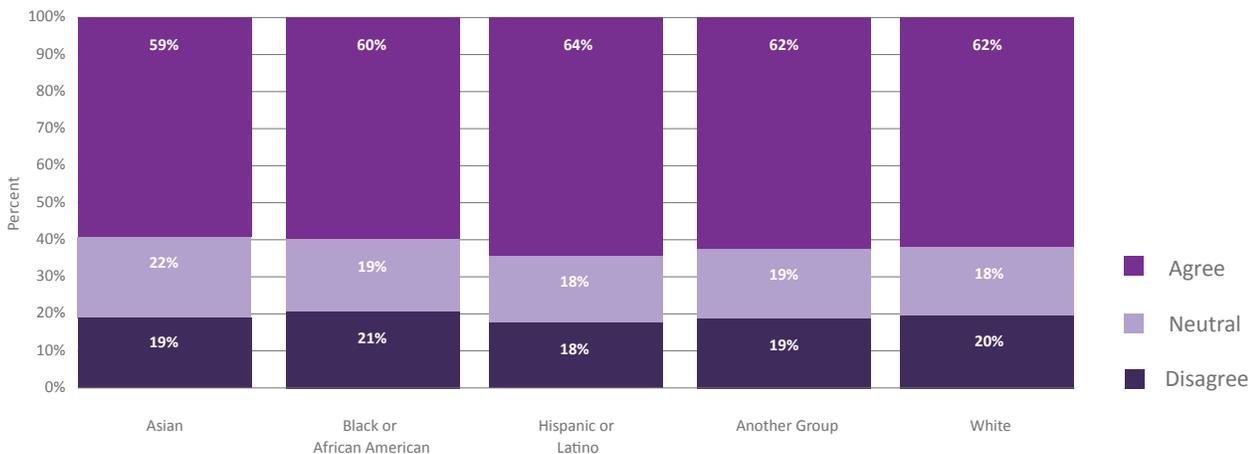
When asked to rate their level of agreement with the statement “The education I received in college prepared me for a career in architecture,” 60 percent of all survey respondents agreed.

When responses were viewed by race and ethnicity, Latino respondents were most likely to agree at 64 percent. Men were also more likely to agree compared to women, with African American women the least likely to agree that their education prepared them for a career in architecture at 52 percent.

When filtered by degree type, responses showed that graduates from NAAB-accredited programs were *less* likely to agree that their education prepared them for an architecture career compared to individuals with a degree from a non-accredited program. This is a concerning gap, since graduating from a NAAB-accredited program is required for licensure in most U.S. jurisdictions.

Baseline on Belonging: Education Report

Latinos Most Likely to Agree Education Prepared Them for Architecture Career



When responses were viewed by race and ethnicity, Latinos were the most likely to agree that their college education prepared them for an architecture career at 64 percent. Asian respondents were the least likely to agree at 59 percent.

African American Women Least Likely to Agree Education Prepared Them for Architecture Career

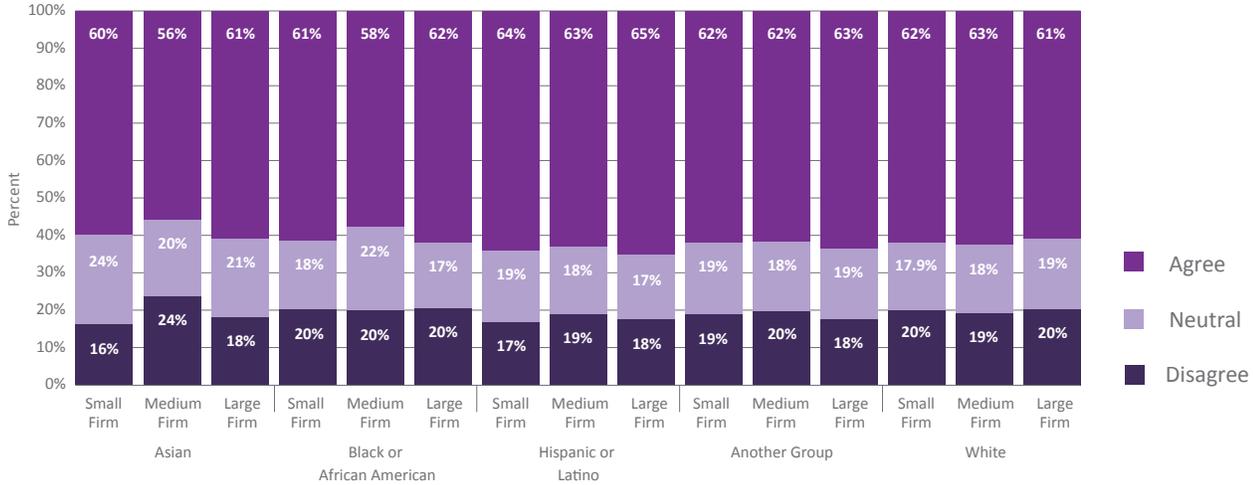


When viewed by race, ethnicity, and gender, African American women were the least likely to agree that their education prepared them for an architecture career at 52 percent. However, African American men were the *most* likely to agree at 67 percent—a 15 percentage point gap.

Additionally, women of all races and ethnicities were less likely to agree than their male peers of the same race or ethnicity.

Baseline on Belonging: Education Report

Large Firm Employees Most Likely to Agree Education Prepared Them for Architecture Career

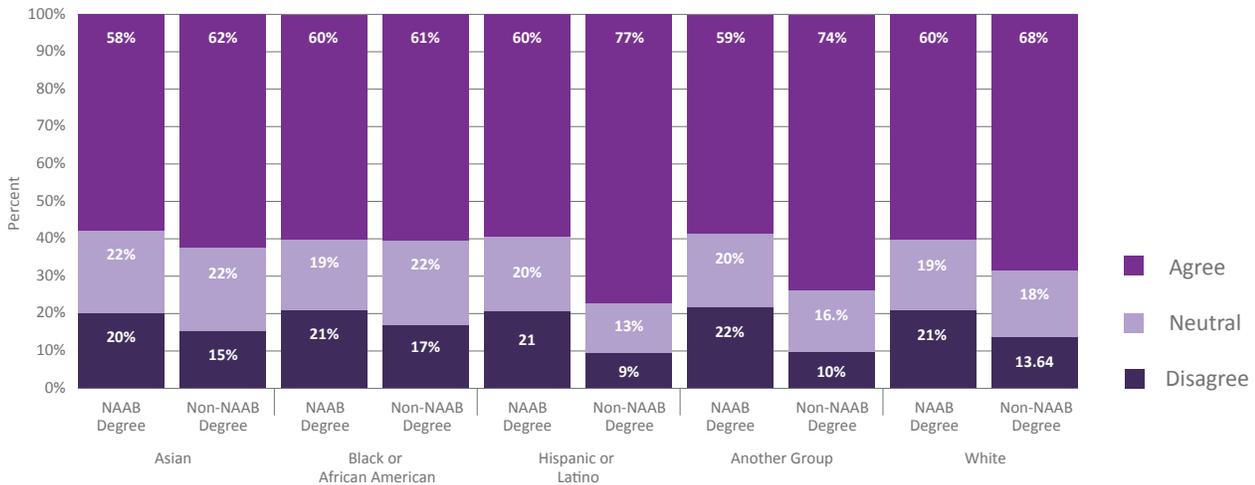


Overall, respondents employed by large firms were more likely to agree that their education prepared them for a career in architecture compared to their peers at small- and medium-sized firms. White respondents were the exception and were most likely to agree when employed by a medium firm.

Asian respondents employed by medium-sized firms were the least likely of all groups to agree at 56 percent, and Latinos employed by large firms were the most likely at 65 percent.

Baseline on Belonging: Education Report

Graduates From Non-Accredited Programs More Likely to Feel Prepared for Architecture Career

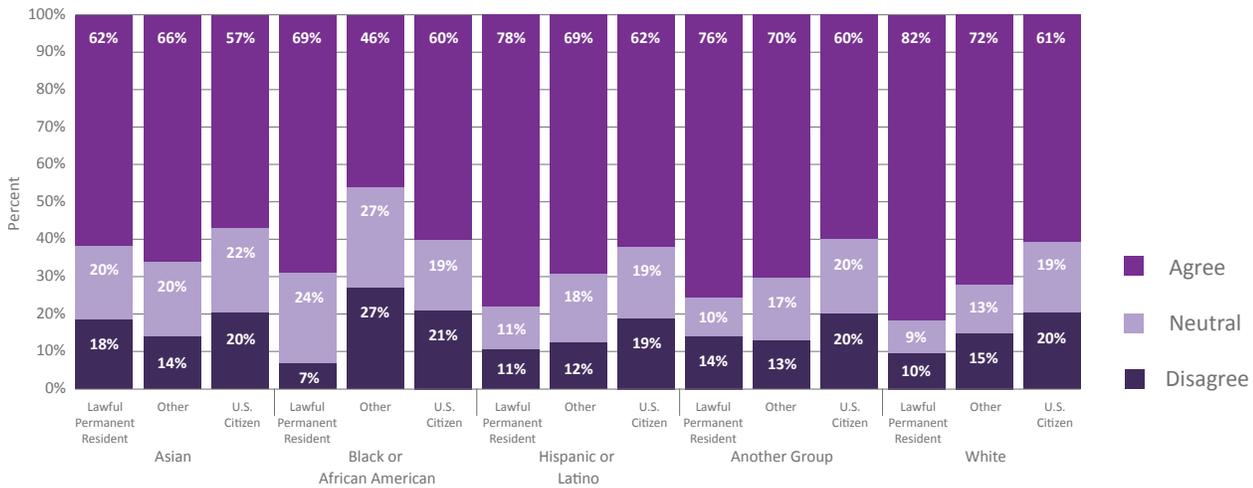


Across all races and ethnicities, individuals with a degree from a program not accredited by the NAAB were more likely to indicate their education prepared them for a career in architecture.

The largest gap was seen for Latino respondents: 60 percent of Latinos with a degree from a NAAB-accredited program agreed that their degree prepared them for a career in architecture, compared to 77 percent of Latinos with a degree from a non-accredited program.

Baseline on Belonging: Education Report

U.S. Citizens Less Likely to Agree Education Prepared Them for Architecture Career



U.S. citizens of most races and ethnicities were the least likely to agree that their education prepared them for a career in architecture compared to lawful permanent residents or other respondents of the same race or ethnicity. Black or African American respondents were the only exception, with individuals who had some other immigration status (such as a visa) the least likely of all groups to agree at 46 percent. White respondents who were lawful permanent residents of the United States were the most likely of all groups to agree at 82 percent.



Baseline on Belonging: Education Report

Professors Made Me Excited About Learning

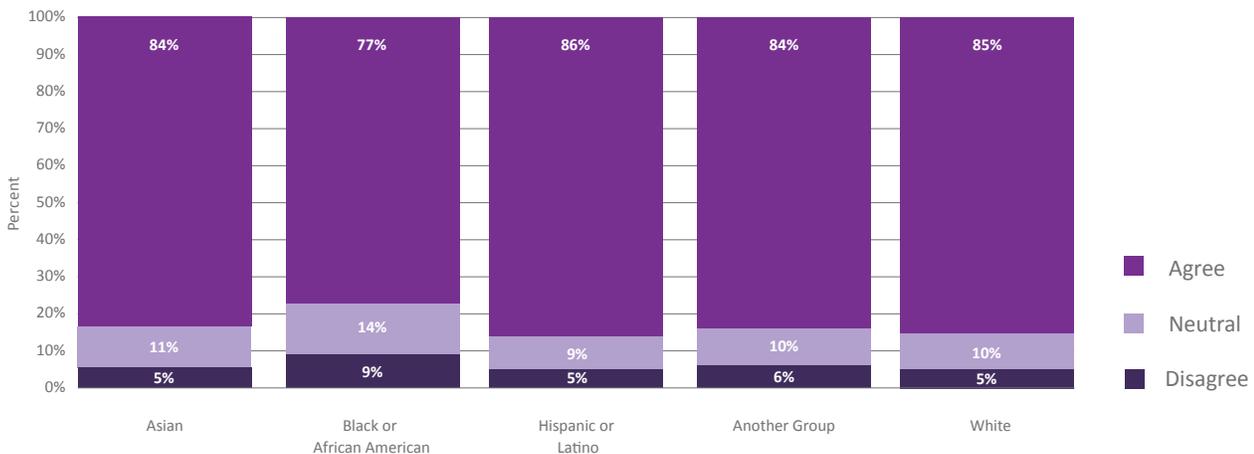
Most survey respondents agreed that their college professors made them excited about learning, with 83 percent either agreeing or strongly agreeing.

Some disparities were seen in the responses when viewed by race, ethnicity, and gender, with African American women significantly less likely to agree than their peers of other races and ethnicities. On the other hand, Latinos (especially men) were the most likely to agree that their professors made them excited about learning.

The disparity seen for African American respondents was smaller for those who attended NAAB-accredited programs, compared to those who graduated from non-accredited programs.

Baseline on Belonging: Education Report

Latinos Most Likely to Have a Professor Who Made Them Excited About Learning

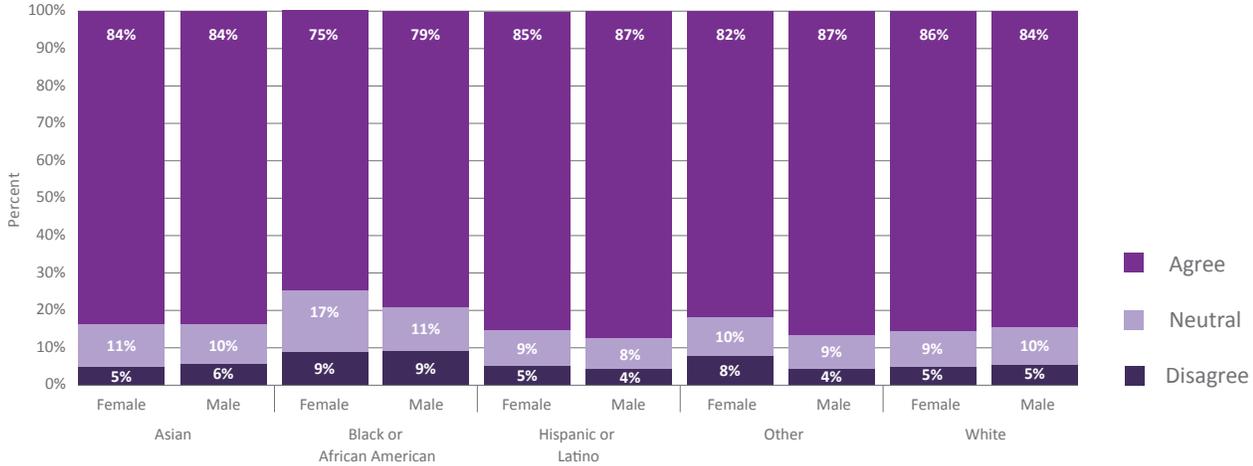


At 86 percent, Hispanic or Latino respondents were the most likely of all races and ethnicities to agree that their professors made them excited about learning, with white respondents almost equally likely at 85 percent.

By comparison, only 77 percent of Black or African American respondents agreed—a 8 percentage point difference compared to their white peers.

Baseline on Belonging: Education Report

African American Women Least Likely to Agree Professors Made Them Excited About Learning

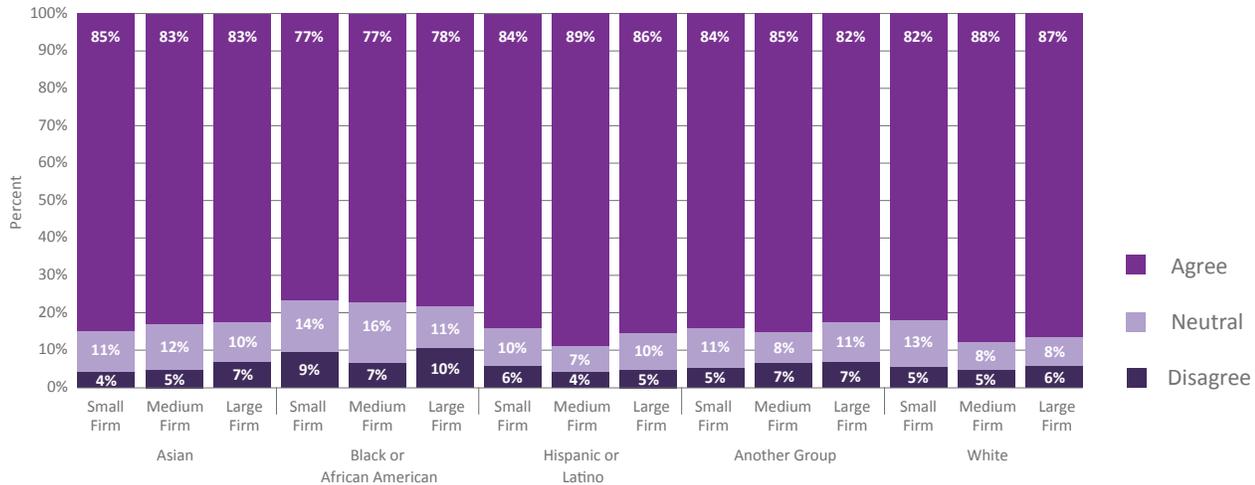


Seventy-five percent of African American women agreed that their professors made them excited about learning—12 percentage points fewer than the proportion of Latino men, who were the most likely to agree with this statement.

For most racial and ethnic groups, women were equally or less likely to agree than their male counterparts. White respondents were the exception, with white women 2 percentage points more likely to agree than white men.

Baseline on Belonging: Education Report

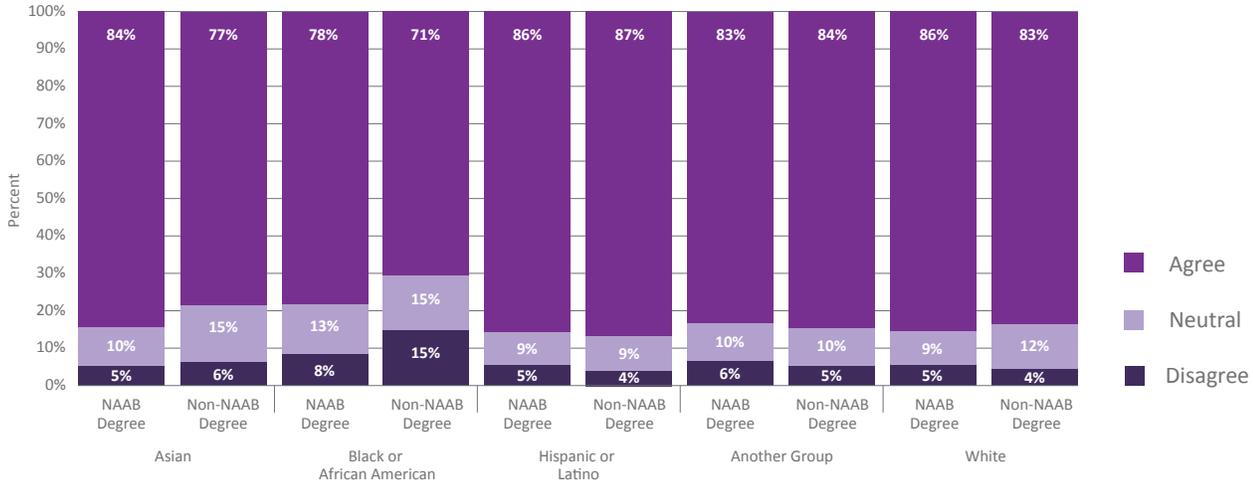
Latinos Employed by Medium-Sized Firms Slightly More Likely to Agree Professors Made Them Excited About Learning



Overall, respondents currently employed by medium-sized firms were slightly more likely to indicate that their professors made them excited about learning, with Latinos at medium-sized firms the most likely at 89 percent.

Baseline on Belonging: Education Report

Asian and African American Graduates From NAAB Programs More Likely to Indicate Professors Made Them Excited About Learning

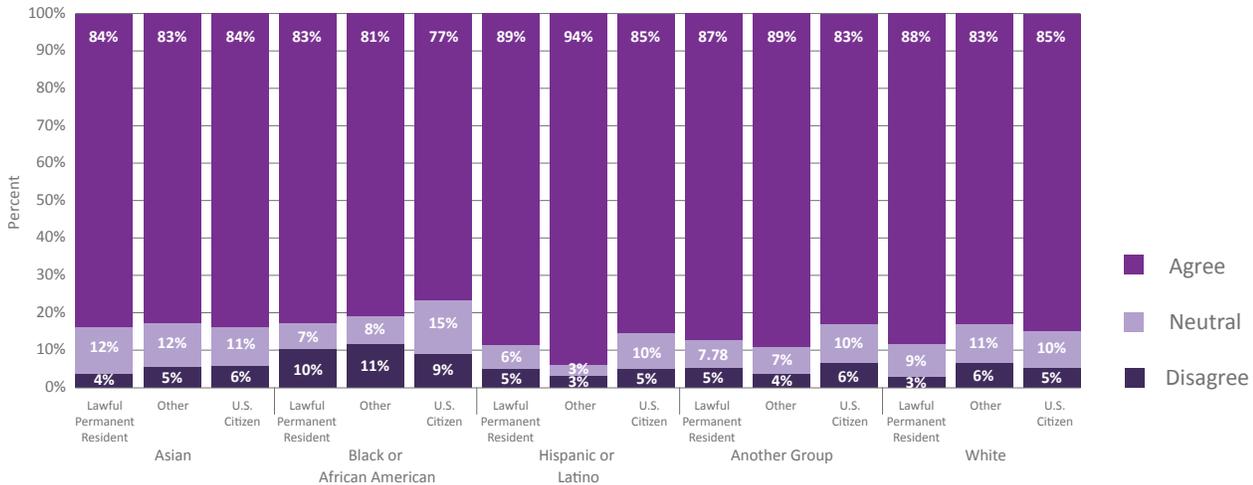


Overall, survey respondents who graduated from a NAAB-accredited program were slightly more likely to agree that their professors made them excited about learning than those who did not. This was especially true for Asian and African American respondents, who were 5 and 7 percentage points more likely, respectively.

However, Latino respondents who graduated from NAAB-accredited programs were 1 percentage point less likely to agree than those who graduated from non-accredited programs.

Baseline on Belonging: Education Report

African American Citizens Least Likely to Agree Professors Made Them Excited About Learning



Black or African American respondents who are U.S. citizens were the least likely to agree that their professors made them excited about learning at 77 percent. This is 16 percentage points less than Latino respondents with some other immigration status, who were the most likely at 94 percent.



Baseline on Belonging: Education Report

Advisor Helped Me Get the Most of My Academic Experience

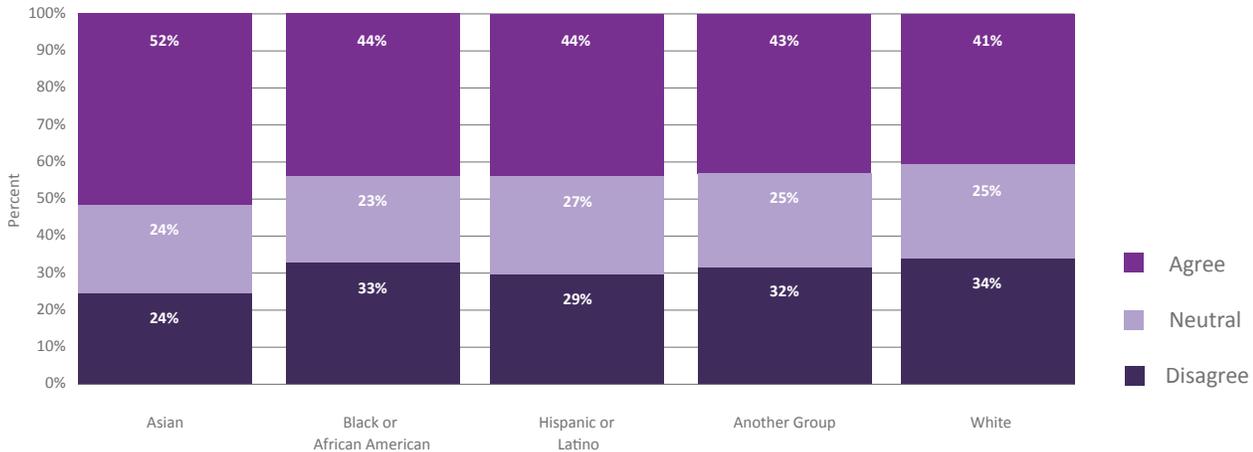
Less than half (43 percent) of all survey respondents agreed that they had an advisor who helped them get the most out of their academic experience.

Some disparities were seen when responses were filtered by race and ethnicity, with Asian respondents more likely to agree than their peers. Separating responses by gender revealed that women of all groups—especially African American women—were less likely to have had an advisor who helped them make the most of their academic experience.

Additionally, graduates of NAAB-accredited programs were less likely to agree they had supportive advisors, compared to respondents who graduated from a non-accredited architecture program.

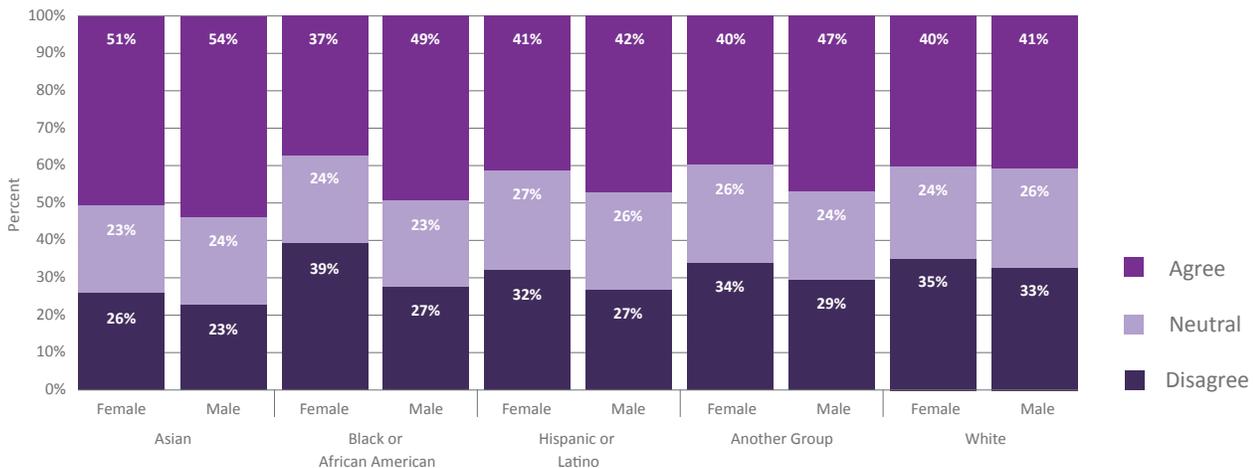
Baseline on Belonging: Education Report

Asians Most Likely to Have an Advisor Who Helped Them Make the Most of Their Academic Experience



Asian respondents were the most likely to agree that they had an advisor who helped them make the most of their academic experience at 52 percent. This is 11 percentage points more likely than white respondents, who were the least likely to agree.

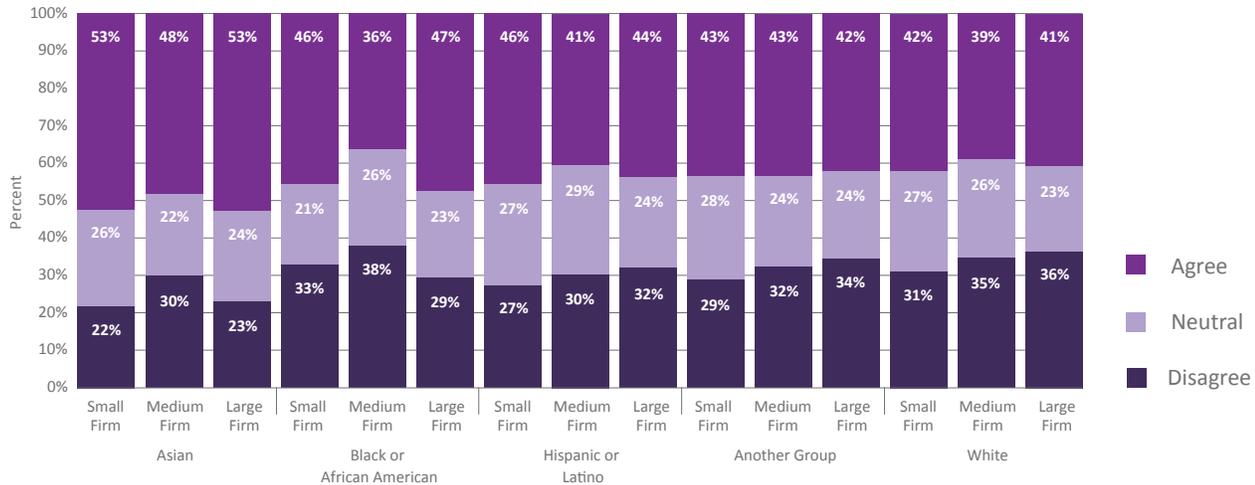
African American Women Least Likely to Have an Advisor Who Helped Them Make the Most of Their Academic Experience



Women of all racial and ethnic groups were less likely than men of the same group to agree that they had an advisor who helped make the most of their academic experience. This was especially true for Black or African American women, who were 12 percentage points less likely to agree than Black or African American men. Asian men were the most likely of all groups to agree at 54 percent.

Baseline on Belonging: Education Report

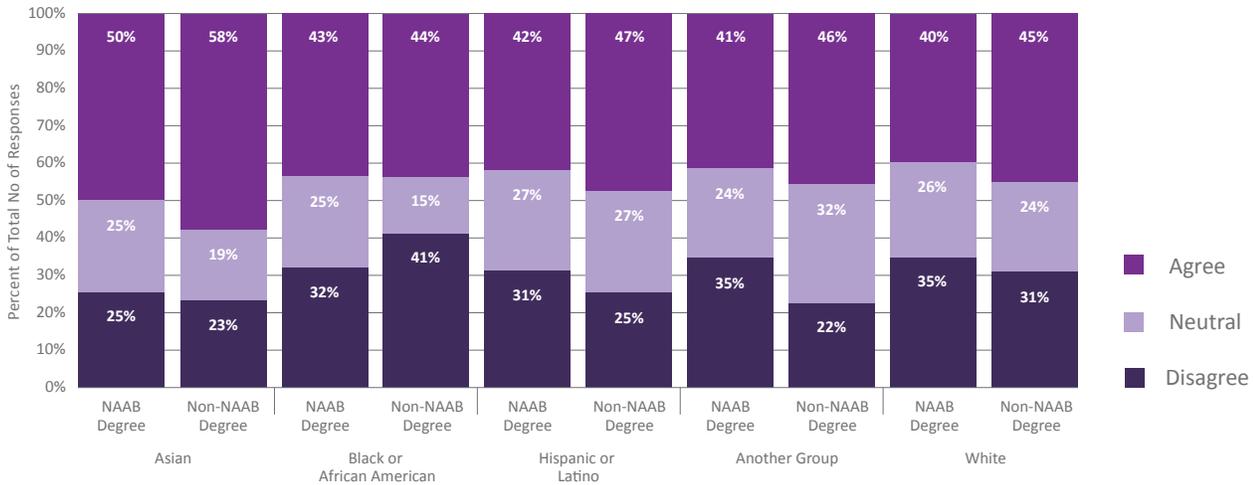
Respondents With Advisors Who Helped Them Make the Most of Academic Experience Less Likely to Work at Medium-Sized Firms



Overall, respondents who agreed that they had an advisor who helped make the most of their academic experience were less likely to be employed by a medium-sized firm. Thirty-six percent of Black or African American respondents employed by medium-sized firms agreed, compared to 47 percent of African Americans employed by large firms—an 11 percentage point gap.

Baseline on Belonging: Education Report

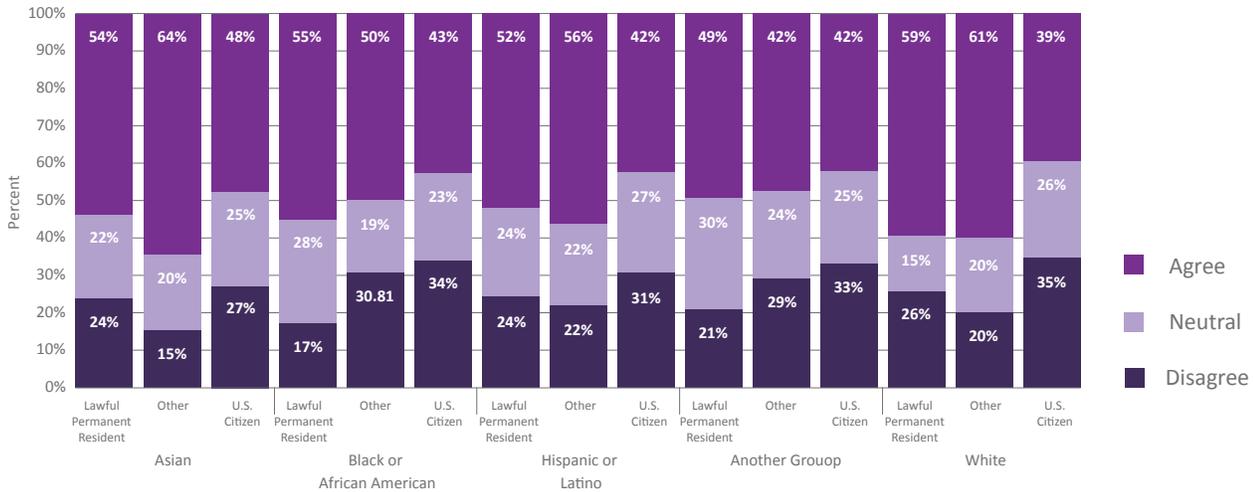
Graduates of Non-Accredited Programs More Likely to Agree Advisor Helped Them Make the Most of Their Academic Experience



Overall, respondents who graduated from a non-accredited architecture program were more likely to agree that they had an advisor who helped them make the most of their academic experience, compared to those who graduated from a NAAB-accredited program. This was especially true for Asian respondents, who were 8 percentage points more likely to agree if they graduated from a non-accredited program. Black or African American respondents were equally as likely to agree, regardless of program type.

Baseline on Belonging: Education Report

U.S. Citizens Least Likely to Agree Advisor Helped Them Make the Most of Their Academic Experience



For all racial and ethnic groups, U.S. citizens were less likely to agree that they had an advisor who helped make the most of their academic experience, compared to lawful permanent residents or other immigrants to the U.S.

White U.S. citizens were the least likely to agree at 39 percent, compared to 64 percent of Asians with some other immigration status (such as a visa).



Baseline on Belonging: Education Report

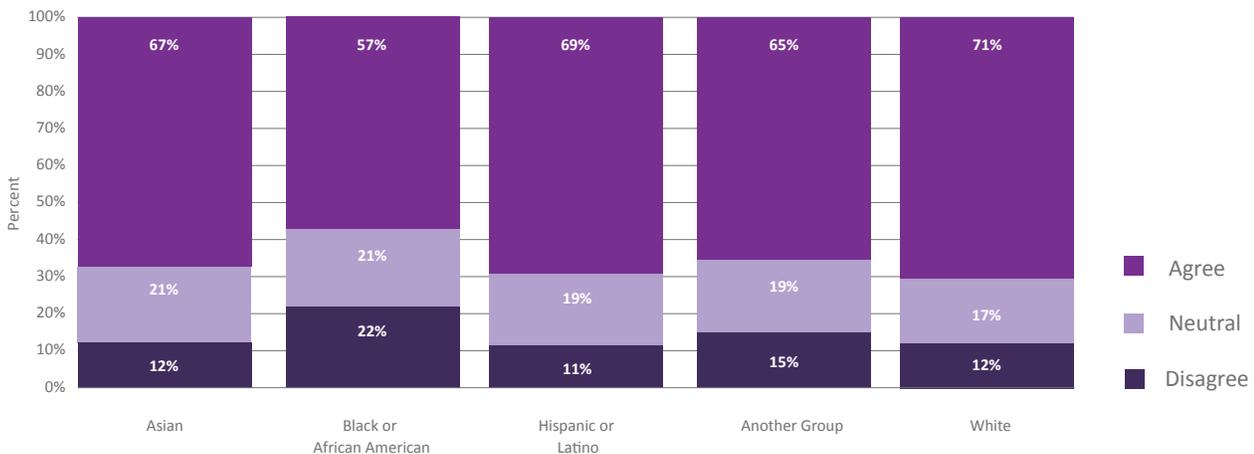
I Belonged in My Architecture School

Sixty-seven percent of all respondents agreed or strongly agreed that they felt like they belonged in their architecture school. However, viewing the responses by demographic filters like race, ethnicity, and gender revealed that men are far more likely to feel this sense of belonging—especially white, Latino, or Asian men. Black or African American respondents, and African American women in particular, were far less likely than their peers to feel they belonged in their architecture school.

A sense of belonging in architecture school had little impact on the size of the firm respondents were employed by at the time of the survey. The overall responses also revealed that non-U.S. citizens and graduates of non-accredited programs were more likely to feel like they belonged.

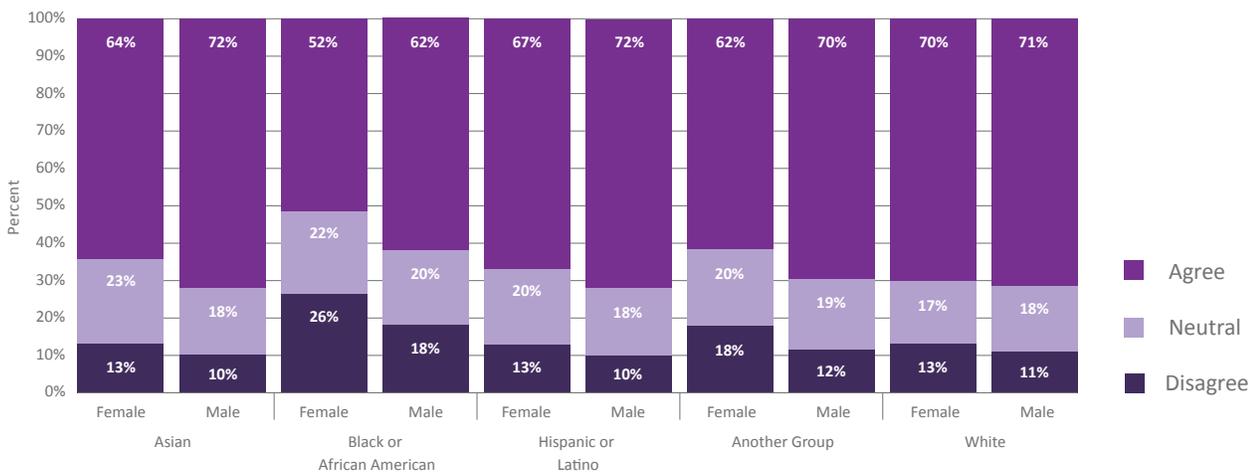
Baseline on Belonging: Education Report

African Americans Least Likely to Feel They Belong in Their Architecture School



Black or African American respondents were the least likely to feel like they belonged in their architecture school at 57 percent—14 percentage points less likely than their white peers. Asian and Hispanic or Latino respondents were slightly less likely to agree than white respondents at 67 and 69 percent, respectively.

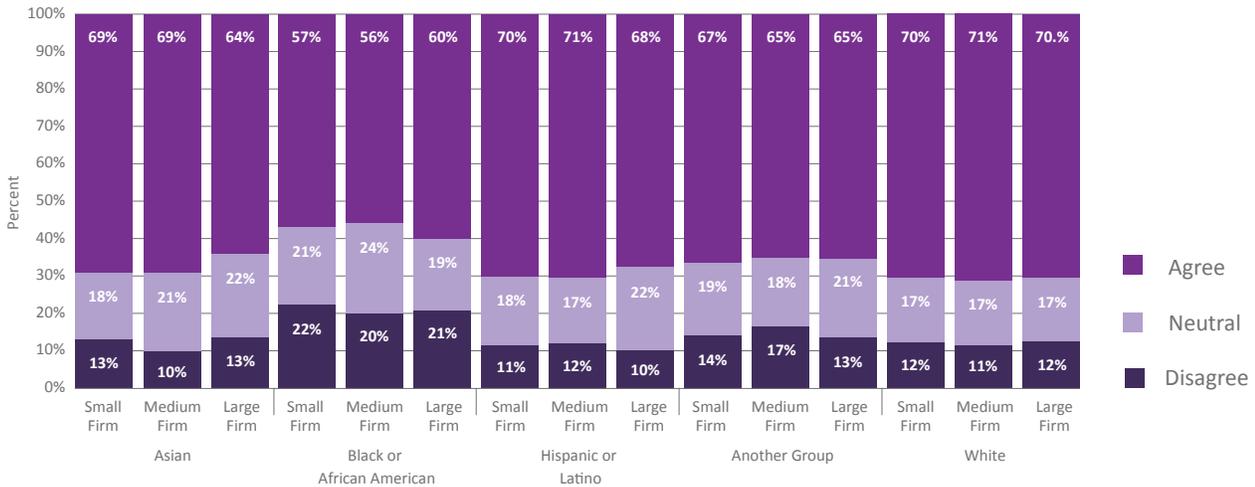
Asian, Latino, and White Men Most Likely to Feel They Belonged in Their Architecture School



Men of all races and ethnicities were more likely to agree they felt like they belonged in their architecture school compared to women of the same race or ethnicity—with Asian, Latino, and white men the most likely at 71-72 percent. African American women were significantly less likely to agree than their peers of all other races and ethnicities at 52 percent—20 percentage points less than Asian and Latino men.

Baseline on Belonging: Education Report

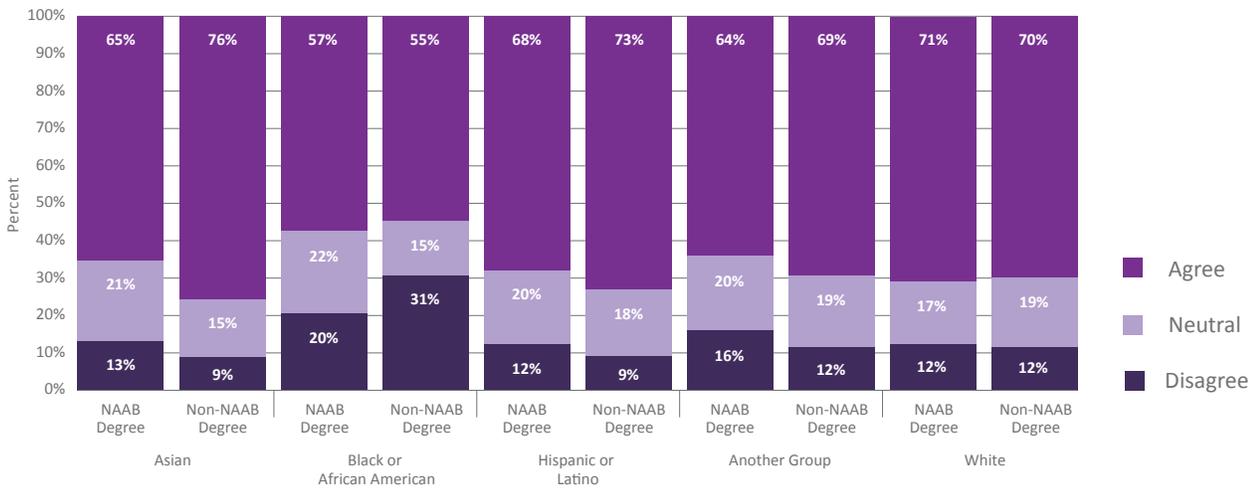
Sense of Belonging in Architecture School Has Little Impact on Firm Size



Survey respondents' sense of belonging in their architecture school had little impact on their firm's size, with no strong patterns seen across various racial and ethnic groups. Fifty-six percent of Black or African American respondents working in medium-sized firms indicated they felt like they belonged in architecture school—the smallest of any group.

Baseline on Belonging: Education Report

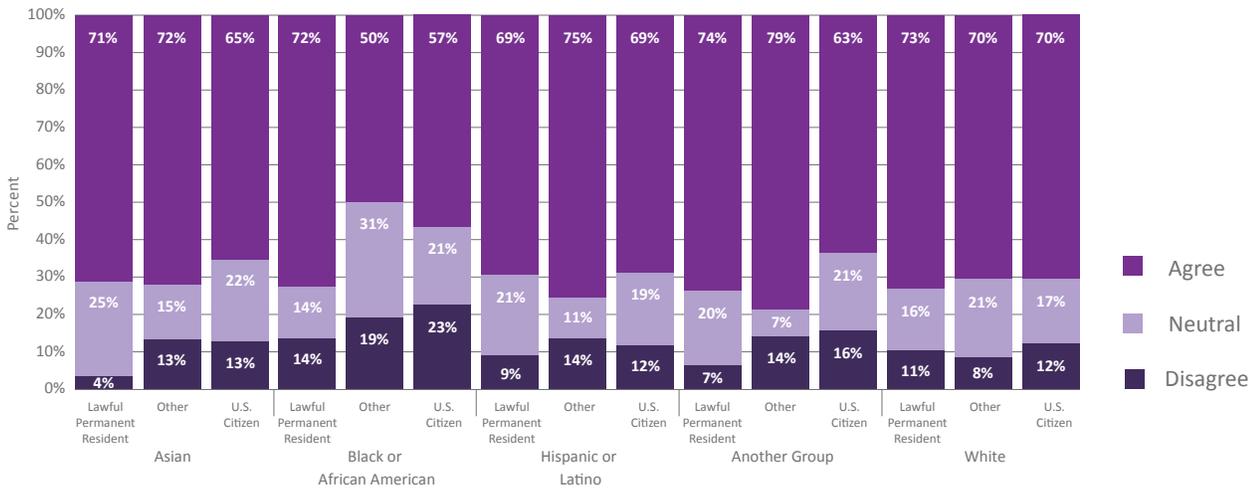
Asian Graduates of Non-Accredited Programs Most Likely to Feel They Belonged in Architecture School



Asian and Latino graduates from non-accredited programs were more likely than their peers to agree they belonged in architecture school. Asian graduates of non-accredited programs were the most likely to agree at 76 percent. In contrast, white and African American respondents were slightly more likely (1 and 2 percentage points) to agree they belonged if they graduated from a NAAB-accredited program.

Baseline on Belonging: Education Report

U.S. Citizens Least Likely to Feel They Belonged in Architecture School



Overall, U.S. citizens were less likely to feel like they belonged in architecture school compared to lawful permanent residents and respondents with other immigration statuses, although there was some variation by race and ethnicity.

Hispanic or Latino respondents with an immigration status other than U.S. citizen or lawful permanent resident were the most likely to agree they belonged at 79 percent, and Black or African American respondents of the same immigration status were the least likely to agree at 50 percent.



Baseline on Belonging: Education Report

Classmates Encouraged Me to Pursue Licensure

Approximately 37 percent of all respondents agreed that their classmates encouraged them to pursue licensure.

While little difference was seen among white, Asian, and Latino respondents, Black or African American respondents—especially African American women—were less likely to indicate that their classmates encouraged them to pursue licensure.

For most racial and ethnic groups, respondents whose classmates encouraged them to pursue licensure were more likely to work at large firms. However, African Americans whose classmates encouraged them to pursue licensure were more likely to work at small firms.

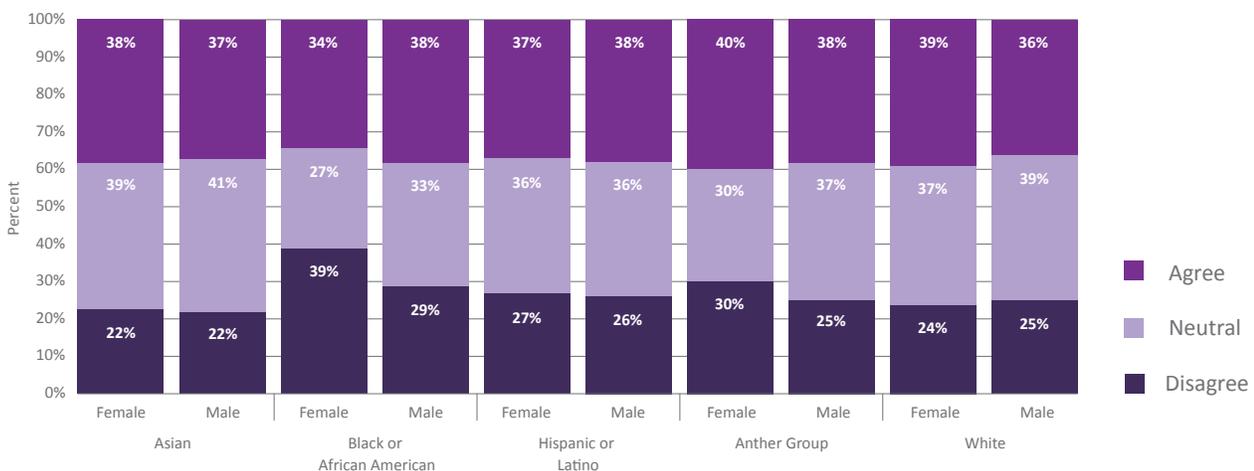
Baseline on Belonging: Education Report

Classmates Slightly Less Likely to Encourage African Americans to Pursue Licensure



Asian, Latino, and white respondents were equally likely to indicate that their classmates encouraged them to pursue licensure—38 percent of each group agreed or strongly agreed with this statement. Their Black or African American peers, on the other hand, were 2 percentage points less likely to agree.

Classmates Least Likely to Encourage African American Women to Pursue Licensure

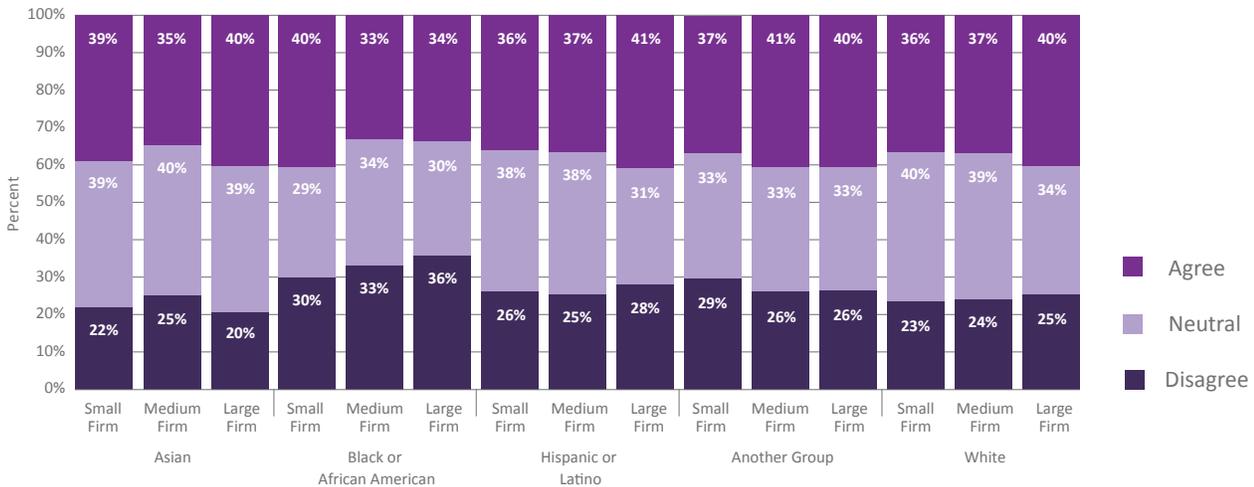


For most racial and ethnic groups, men were slightly less likely to indicate that their classmates encouraged them to pursue licensure compared to women of the same group. For example, white women were 3 percentage points more likely to agree than white men, and the most likely overall at 39 percent.

However, the opposite was true for African American and Latina women, with African American women 4 percentage points less likely to agree than African American men—and the *least* likely overall at 34 percent.

Baseline on Belonging: Education Report

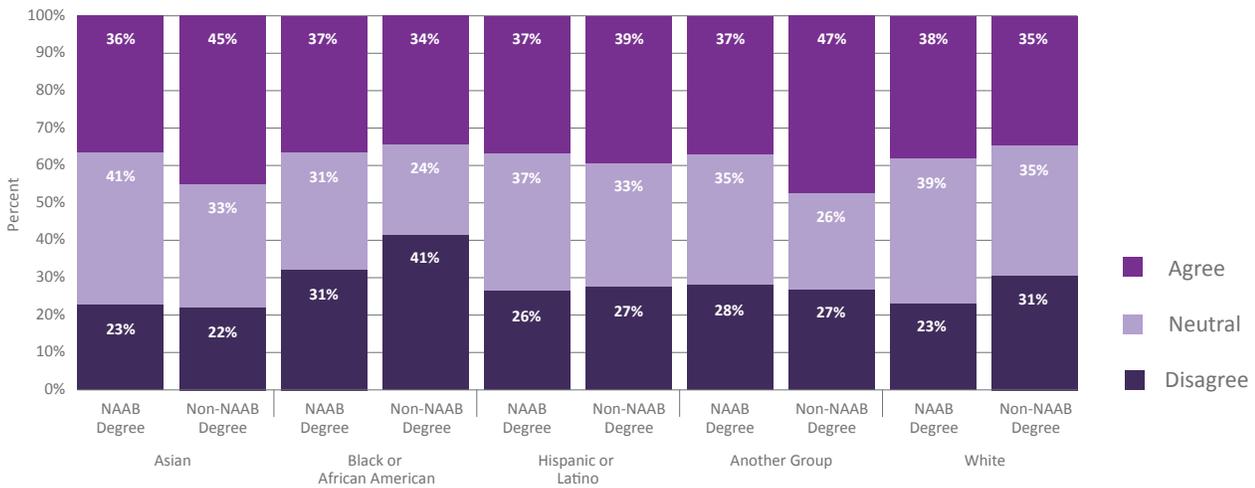
Respondents Who Were Encouraged by Classmates to Pursue Licensure More Likely to Work at Large Firms



Respondents currently employed by large firms were more likely to have reported that their classmates encouraged them to pursue licensure. This is true for Asian, Latino, and white respondents, with 40-41 percent of large firm employees agreeing that their classmates encouraged them to earn a license. However, Black or African American respondents who agreed with this statement were more likely to be employed by small firms.

Baseline on Belonging: Education Report

Program Type Has Little Impact on Classmates' Likelihood to Encourage Licensure

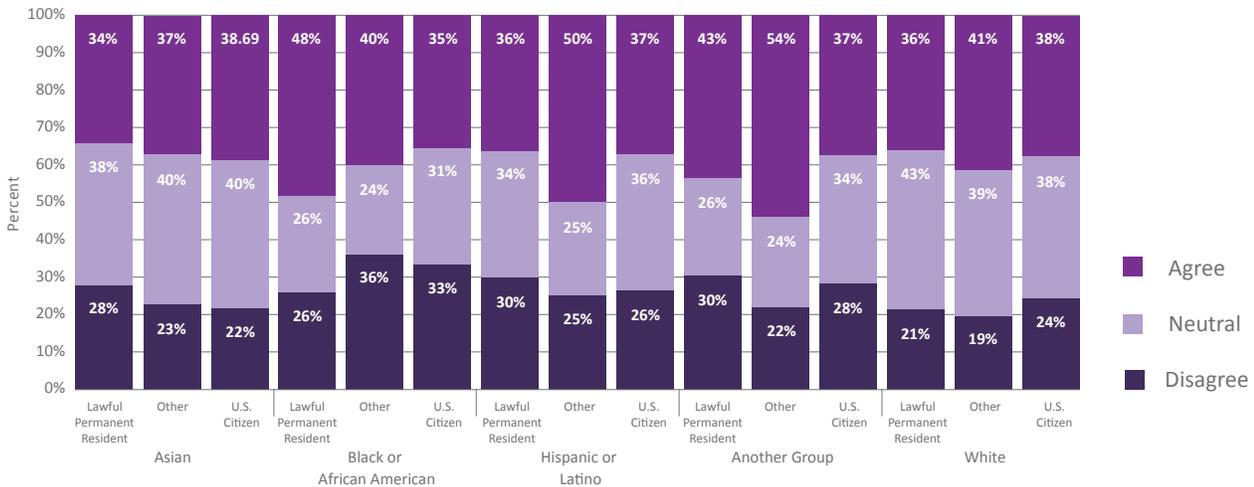


Overall, graduates from NAAB-accredited programs were 1 percentage point more likely to agree that their classmates encouraged them to pursue licensure compared to graduates of non-accredited programs, with some differences seen across racial and ethnic groups.

While African American and white respondents were more likely to agree if they attended a NAAB-accredited program, Asian and Latino respondents were more likely to agree if they attended a non-accredited program.

Baseline on Belonging: Education Report

U.S. Citizens and Lawful Permanent Residents Less Likely to Agree Classmates Encouraged Them to Pursue Licensure



In general, U.S. citizens and lawful permanent residents were less likely to agree that their classmates encouraged them to pursue licensure compared to their peers with some other immigration status. Asian lawful permanent residents and Black or African American U.S. citizens were the least likely to agree at 34 and 35 percent, respectively.



Baseline on Belonging: Education Report

Professor Encouraged Me to Pursue Licensure

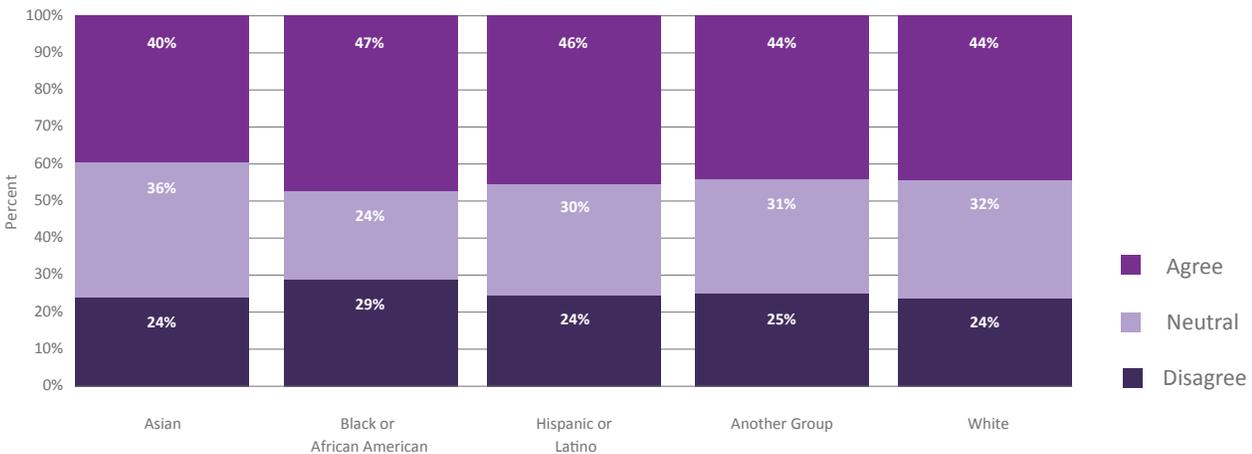
Respondents were more likely to indicate that their professors—rather than their peers—encouraged them to pursue a license, with 42 percent of all respondents agreeing or strongly agreeing.

However, some disparity was seen across demographics. Professors were more likely to encourage Black or African American respondents to pursue licensure, especially Black or African American men. Asians were the least likely to indicate that their professors encouraged them to pursue licensure.

Respondents who attended non-accredited programs, were lawful permanent residents, or were employed by large firms were slightly more likely to indicate that their professor encouraged them to pursue licensure.

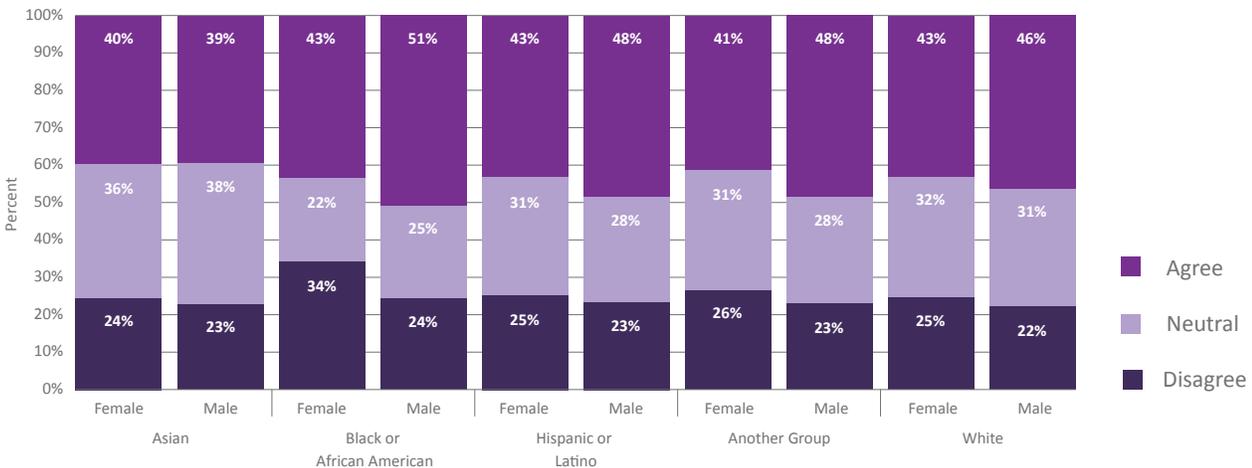
Baseline on Belonging: Education Report

Professors More Likely to Encourage African Americans to Pursue Licensure



Black or African American respondents were the most likely of all racial and ethnic groups to agree that their professors encouraged them to pursue licensure at 47 percent. This is 7 percentage points more likely than Asian respondents, who were the least likely.

Professors More Likely to Encourage Men to Pursue Licensure

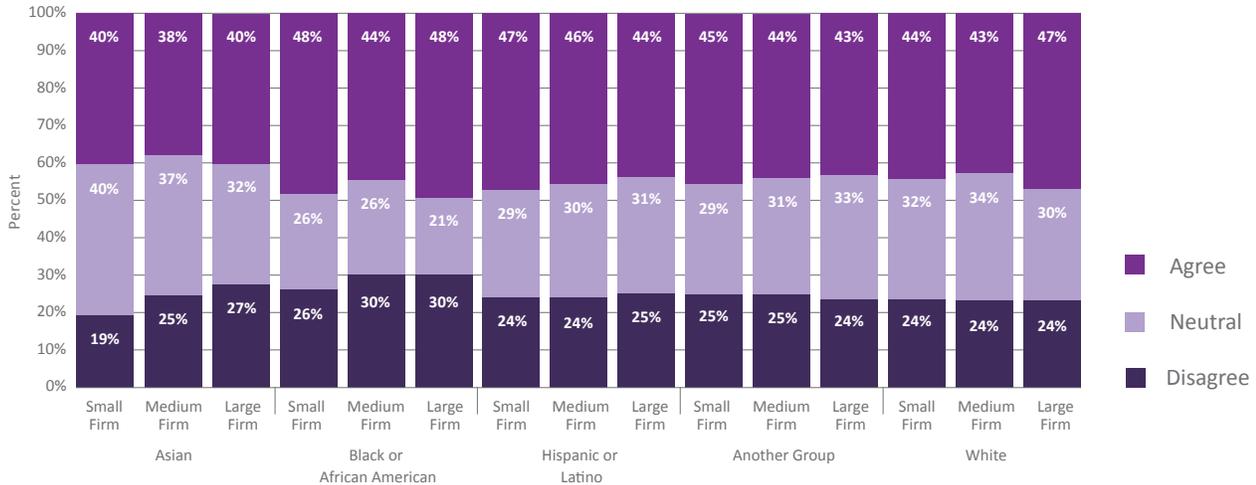


For most racial and ethnic groups, men were more likely than women to indicate that their professors encouraged them to pursue licensure. African American men were the most likely to agree at 51 percent, 8 percentage points more likely than African American women.

While Asian men and women were equally likely to agree at 40 percent, they were also the least likely of all demographic groups to indicate that their professors encouraged them to pursue licensure.

Baseline on Belonging: Education Report

Large Firm Employees Slightly More Likely to Report Being Encouraged by Professors to Pursue Licensure

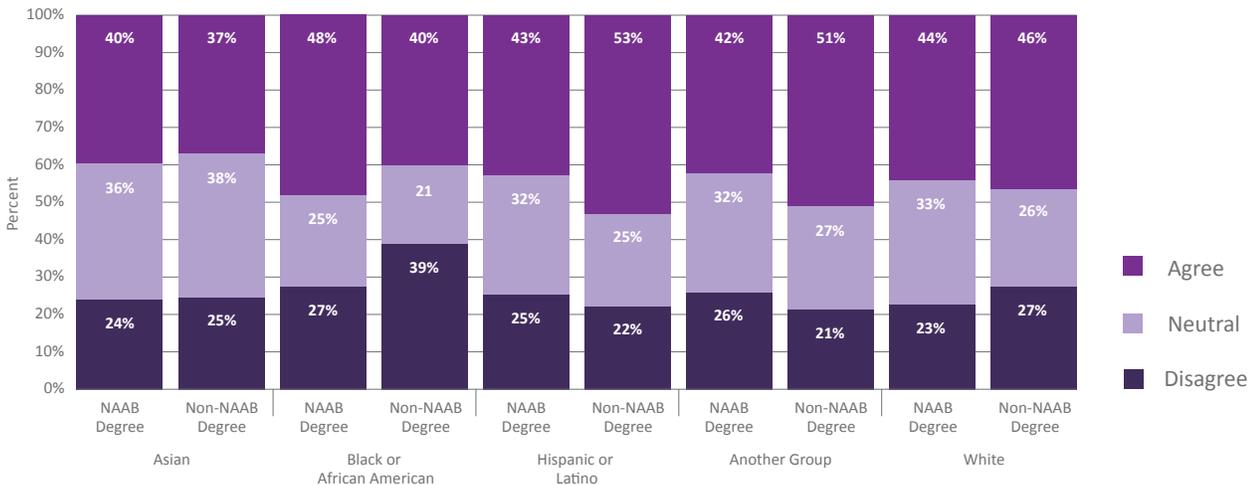


Without racial and ethnic filters, respondents at all firm sizes were nearly equally as likely to agree that their professors encouraged them to pursue licensure, with large firm employees just slightly more likely to agree than those at small or medium-sized firms. However, this pattern was not reflected in all demographic groups.

African American employees at large firms were the most likely of all groups to agree at 49 percent—11 percentage points more likely than Asian employees at medium-sized firms, who were the least likely.

Baseline on Belonging: Education Report

Professors at Non-Accredited Programs More Likely to Encourage Licensure

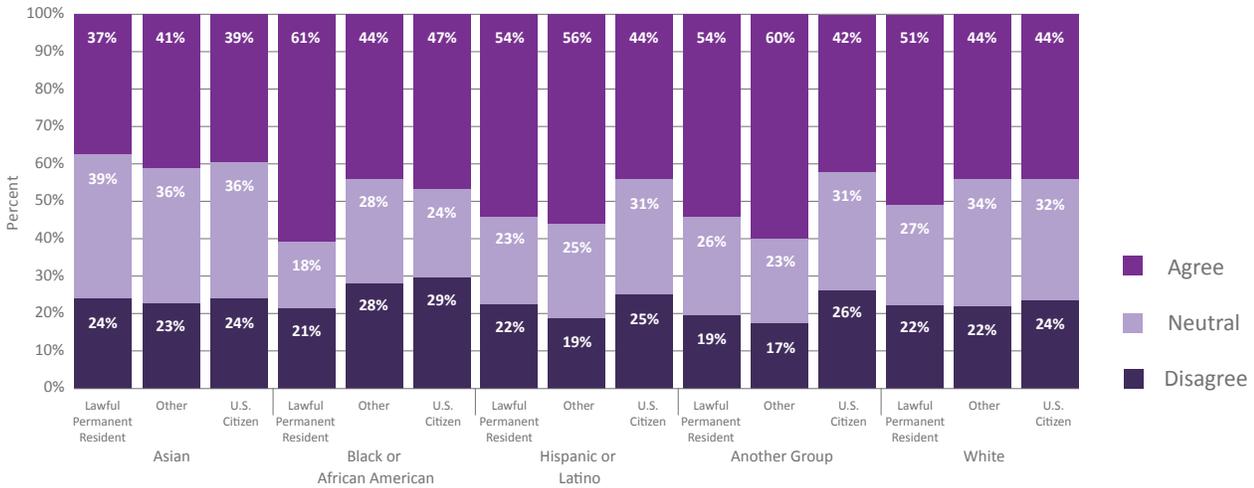


Filtered solely by program type, graduates of non-accredited programs were slightly more likely to indicate that their professors encouraged them to pursue licensure compared to graduates from NAAB-accredited programs. However, Asian and African American respondents from non-accredited programs were less likely to indicate their professors encouraged them to pursue licensure.

Hispanic or Latino graduates of non-accredited programs were the most likely of all groups to report being encouraged by a professor to pursue licensure at 53 percent—16 percentage points more than Asian graduates of non-accredited programs, who were the least likely.

Baseline on Belonging: Education Report

Lawful Permanent Residents Most Likely to Indicate Professors Encouraged Them to Pursue Licensure



Overall, lawful permanent residents were more likely than their peers of other immigration statuses to indicate that their professors encouraged them to pursue a license. However, this was not the case for all racial and ethnic groups.

African American lawful permanent residents were the most likely of all groups to indicate that their professor encouraged them to pursue licensure at 61 percent. Asian lawful permanent residents were the least likely at 37 percent.



Baseline on Belonging: Education Report

My Architecture School Values Diversity and Inclusion

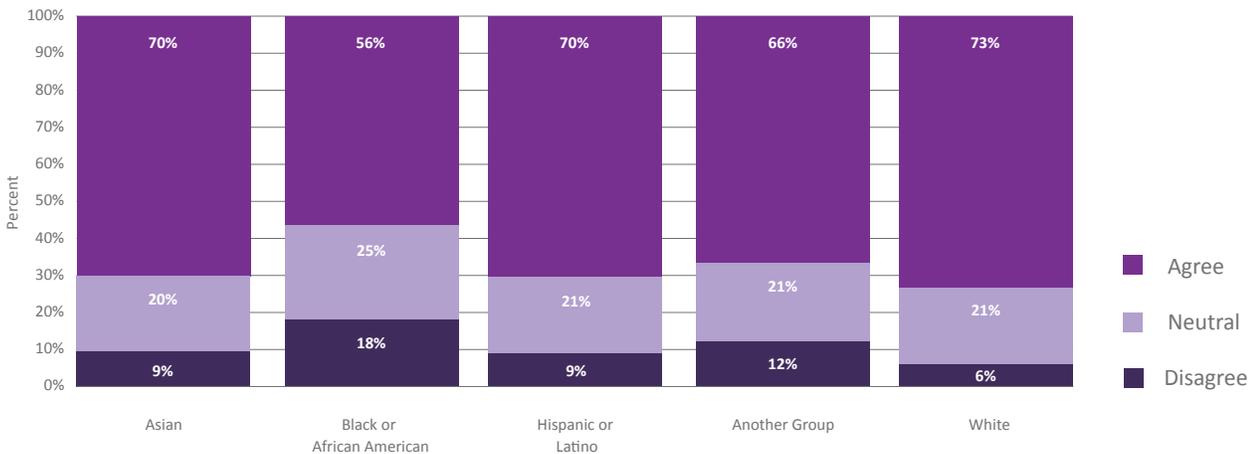
When asked to rate their level of agreement with the statement, “My architecture school values diversity and inclusion,” nearly 70 percent of all survey respondents agreed.

When factoring in race and ethnicity, white respondents were the most likely to agree at 73 percent—17 percentage points more than Black or African American respondents, who were least likely to agree. Women of all races and ethnicities were less likely to agree with the statement than their male counterparts, with African American women the least likely to indicate their architecture school valued diversity and inclusion at 50 percent.

When filtered by degree type, responses showed that graduates from both NAAB-accredited degree programs and non-accredited degree programs were equally likely to agree that their school valued diversity and inclusion, at roughly 69 percent.

Baseline on Belonging: Education Report

White Respondents Most Likely to Agree Their School Values Diversity and Inclusion



When viewed only by race and ethnicity, white respondents were the most likely to agree their school values diversity and inclusion at 73 percent. Black or African American respondents were the least likely to agree at 56 percent, and also the most likely to have a neutral response (25 percent).

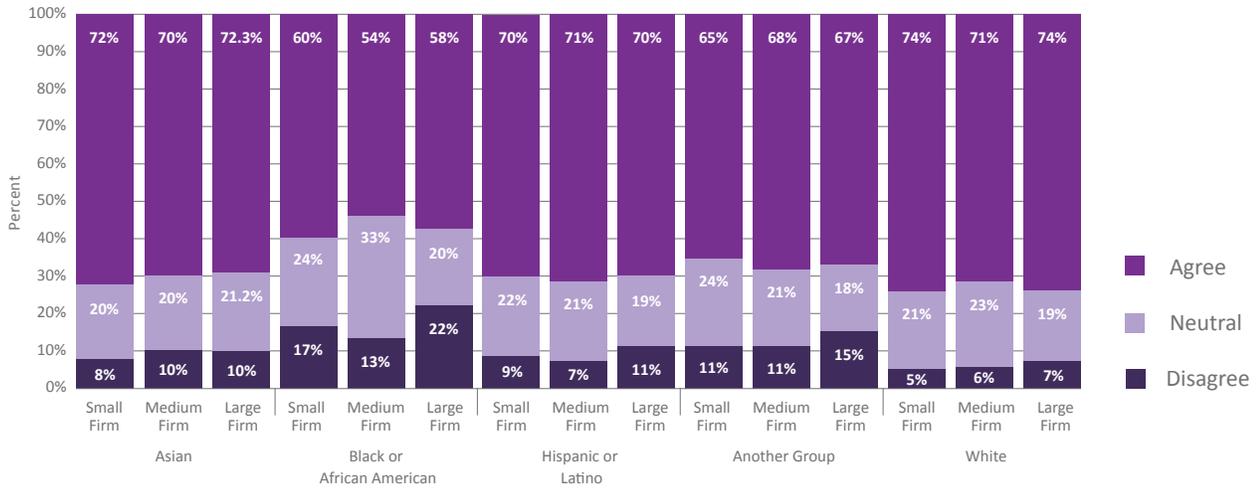
African American Women Least Likely to Agree Their School Values Diversity and Inclusion



Men of all races and ethnicities were more likely to agree their school values diversity and inclusion than their female counterparts, with white and Asian men the most likely to agree at 75 and 73 percent, respectively. Black or African American women were the least likely of all groups to agree at 50 percent.

Baseline on Belonging: Education Report

Employees of All Firm Sizes Nearly Equally Likely to Agree Their School Values Diversity and Inclusion

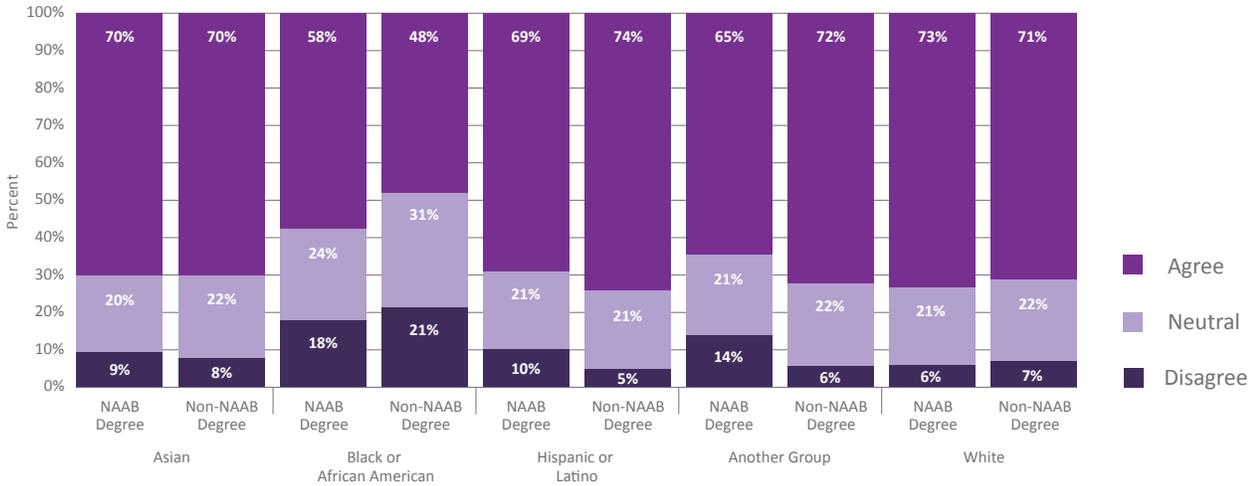


Overall, firm size had little impact on responses, with 69-70 percent of survey respondents at small, medium, and large firms agreeing that their school valued diversity and inclusion. When factoring in race and ethnicity, white respondents employed by small firms were the most likely to agree at 74 percent.

Responses from Black and African American employees varied the most by firm size—with Black or African American respondents at large firms the most likely of all groups to indicate disagreeing with the statement, “My architecture school values diversity and inclusion,” at 22 percent.

Baseline on Belonging: Education Report

Latino Graduates of Non-Accredited Programs Most Likely to Agree Their School Values Diversity and Inclusion

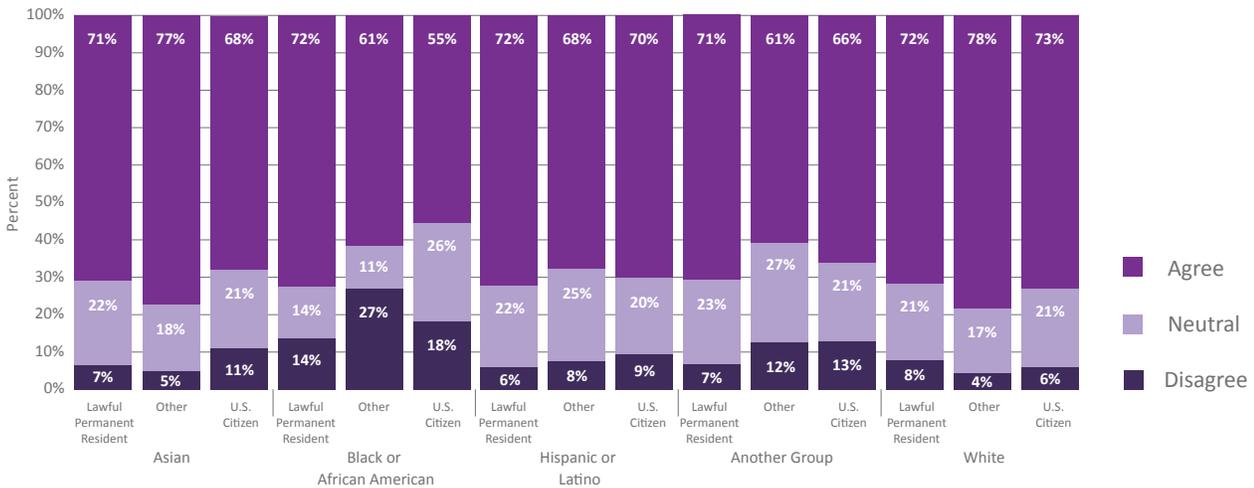


Overall, the accreditation status of respondents' architecture school had little effect on whether they felt their school valued diversity and inclusion.

When filtered by race and ethnicity, however, Latino graduates from non-accredited programs were more likely than their peers to agree their school values diversity and inclusion, at 74 percent. In contrast, only 48 percent of Black or African American graduates from non-accredited programs agreed—a 26 percentage point gap.

Baseline on Belonging: Education Report

U.S. Citizens Least Likely to Agree Their School Values Diversity and Inclusion



In general, U.S. citizens were less likely to agree that their school values diversity and inclusion compared to lawful permanent residents and those with some other immigration status.

Lawful permanent residents of all races and ethnicities agreed at similar rates (70-72 percent), with Black or African American and Hispanic or Latino residents slightly more likely than their peers to agree. In contrast, Black or African American U.S. citizens are the least likely of all groups to agree their school values diversity, at 55 percent.



Baseline on Belonging: Education Report

Positive Impacts: Access to Professors, Peers, and School Culture

When asked to indicate the factors that positively impacted them while pursuing an architecture degree, survey respondents were asked to select all that apply out of the following options:

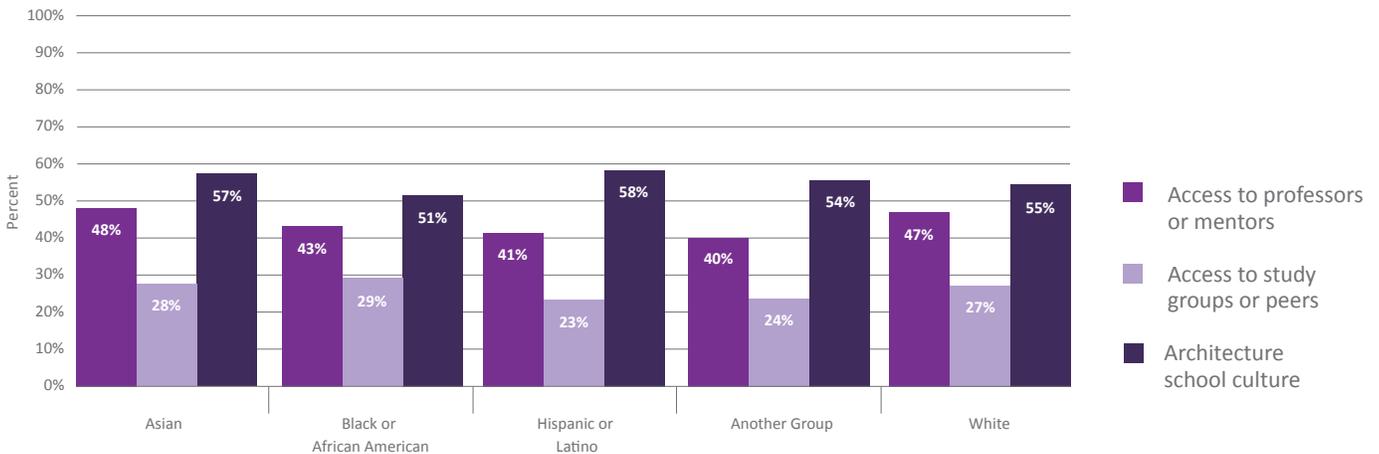
- Access to professors and mentors
- Access to study groups and peers
- Architecture school culture
- Diversity and/or representation in class
- Financial support from family
- Quality of education
- Scholarships
- Support from family and friends

These responses have been split into three separate sections to ensure all positive effects are assessed equally.

Women—especially African American women—were less likely than men to cite their school’s culture as a positive impact. In addition, graduates of non-NAAB-accredited programs were less likely to report that professors and mentors positively impacted their education, but more likely to cite study groups and peers as a positive impact.

Baseline on Belonging: Education Report

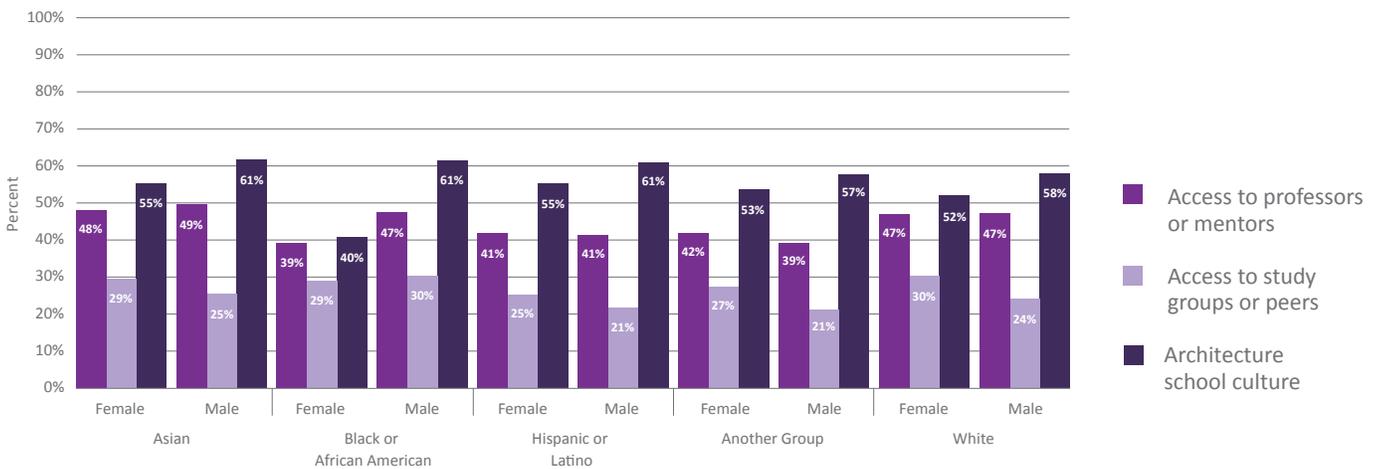
Latinos Less Likely to Cite Access to Professors, Peers as Positive Impact



At 48 percent, Asian respondents were the most likely to indicate that access to professors and mentors had a positive impact on them in architecture school, followed by white respondents at 47 percent. In contrast, Hispanic or Latino respondents were much less likely to cite professors as a positive impact (41 percent) and were also the least likely of all racial and ethnic groups to cite study groups or peers. They were, however, the most likely to indicate their architecture school’s culture as positively impacting their education experience, at 58 percent.

Baseline on Belonging: Education Report

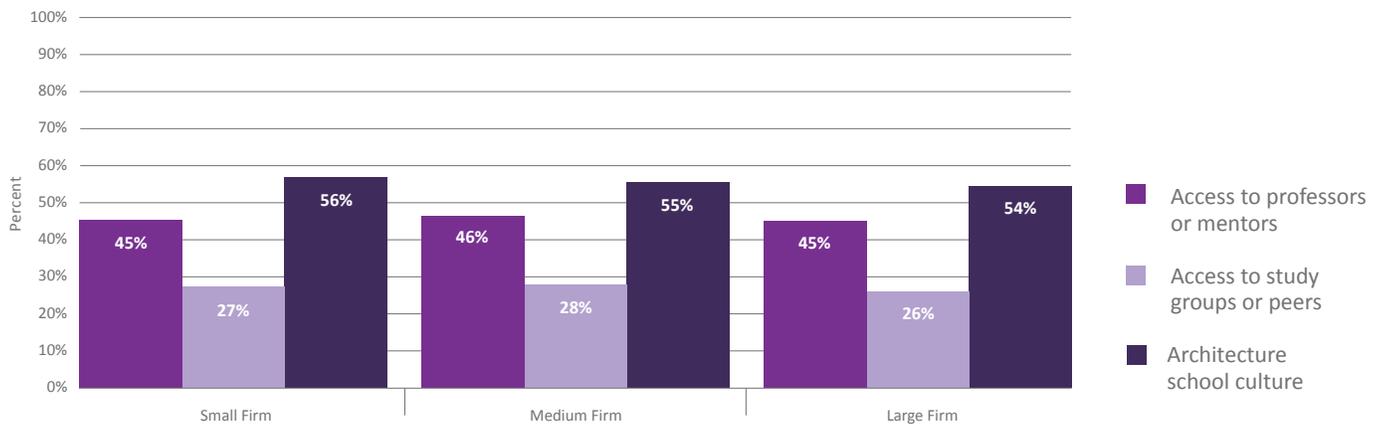
African American Women Least Likely to Cite Professors, School Culture as Positive Impact



Though women were generally more likely than men to cite study groups and peers as positively impacting their education, African American women were slightly less likely than their male counterparts to cite study groups as a positive impact. African American women were also 20 percentage points less likely than African American men to cite their school’s culture as a positive impact, and 8 percent less likely to cite professors and mentors as a positive impact.

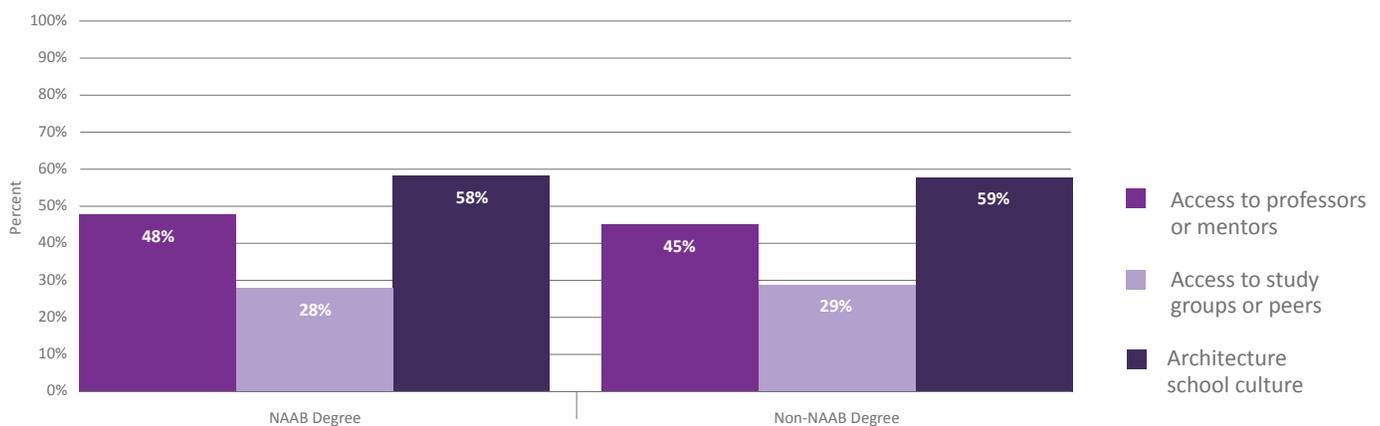
Baseline on Belonging: Education Report

Large Firm Employees Less Likely to Cite Professors, Study Groups, School Culture as Positive Impact



Respondents employed by large firms were slightly less likely to cite access to professors and mentors, access to study groups or peers, and their program’s culture as positive impacts on their education. At 57 percent, small firm employees were slightly more likely than individuals at medium and large firms to indicate their program’s culture as a positive impact—3 percentage points more likely than large firm employees.

Graduates of NAAB Programs More Likely to Cite Professors as Positive Impact



Graduates of NAAB-accredited programs were slightly more likely than students of non-accredited programs to cite access to professors and mentors as positive impacts and equally as likely to cite their program’s culture. They were slightly less likely, however, to cite access to study groups or mentors as positively impacting their education.

Baseline on Belonging: Education Report

U.S. Citizens Less Likely to Cite School Culture as Positive Impact



While lawful permanent residents and individuals with other immigration statuses were nearly equally likely to report their program’s culture as positive impacts, U.S. citizens were significantly less likely to indicate their program’s culture as a positive impact.

Individuals who were not lawful permanent residents or U.S. citizens were the most likely to report that professors and mentors had a positive impact on their education. Lawful permanent residents, on the other hand, were the least likely to indicate access to study groups or peers as a positive impact.



Baseline on Belonging: Education Report

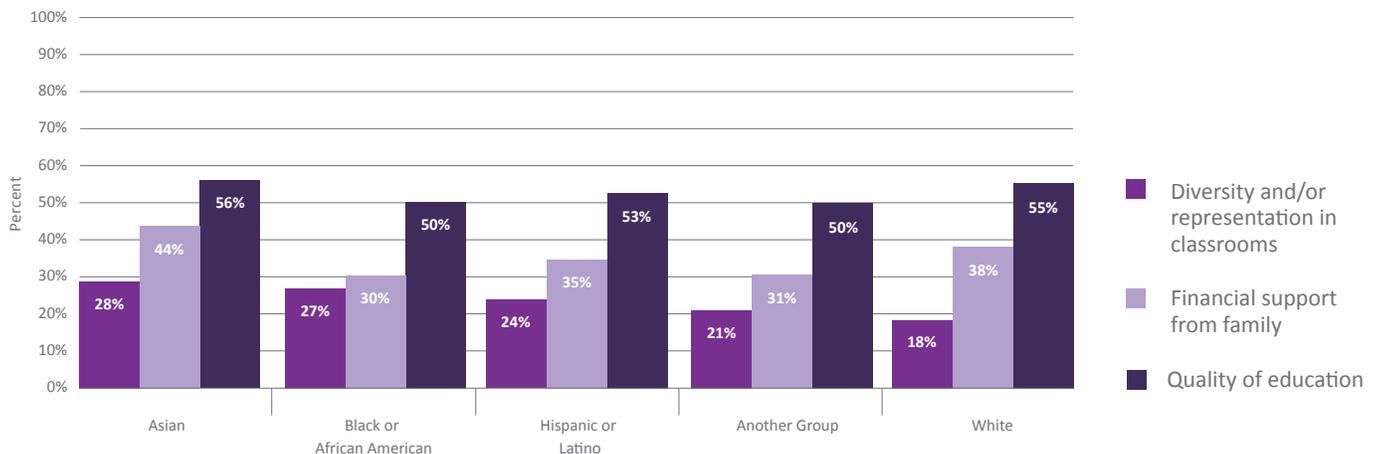
Positive Impacts: Diversity, Family Financial Support, Education Quality

African American respondents were less likely to cite family financial support and education quality as positive impacts on their education. African American women, in particular, were the least likely group to cite the quality of their education as a positive impact—10 percentage points less than white women.

U.S. citizens were less likely than lawful permanent residents and those with other immigration statuses to indicate being positively impacted by diversity, family financial support, and the quality of their education. The same pattern was seen for respondents employed by small firms.

Baseline on Belonging: Education Report

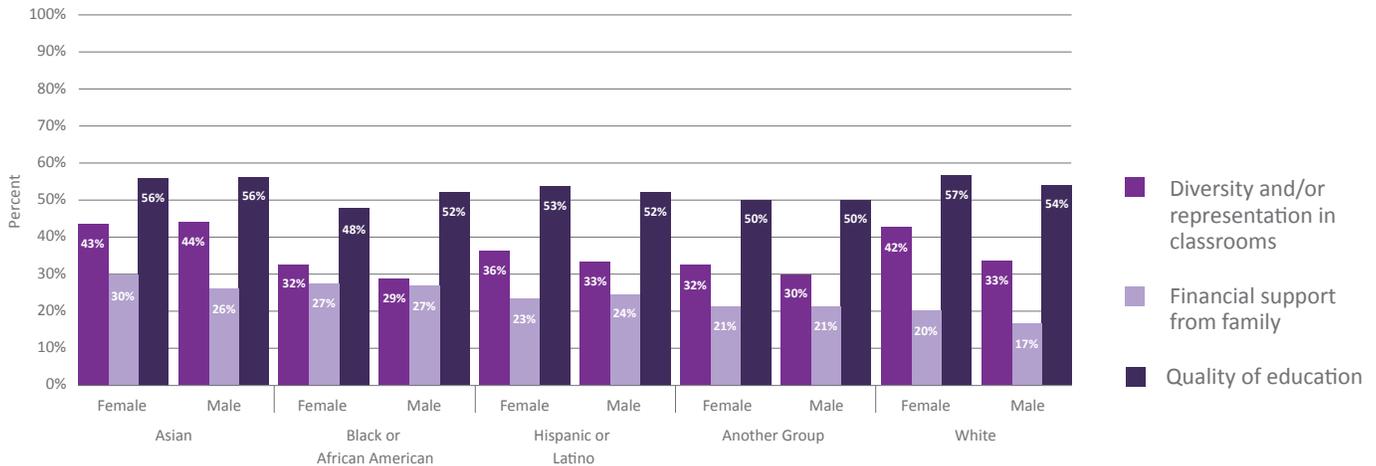
Black or African American Respondents Less Likely to Cite Family Financial Support, Education Quality as Positive Impact



Asian respondents were more likely than their peers to indicate they were positively impacted by diversity and/or representation in the classroom and the quality of their architecture school education. Asians were also far more likely to cite financial support from family as a positive impact at 44 percent, 13 percentage points more than the least likely group, Black or African American respondents. Additionally, only half of Black or African American respondents cited the quality of their education as a positive impact, the least likely of all racial and ethnic groups.

Baseline on Belonging: Education Report

Black or African American Women Least Likely to Cite Education Quality as Positive Impact

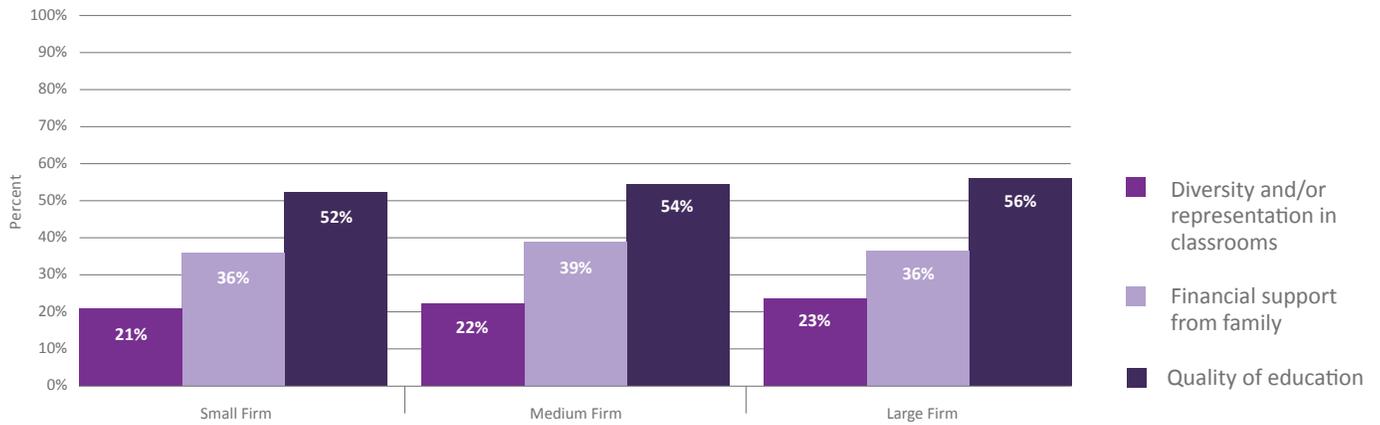


Except for Asians, women of all races and ethnicities were more likely than men to cite family financial support as a positive impact. Additionally, white women selected all three options at a higher rate than white men, with the most notable gap seen for family financial support (10 percentage points).

Overall, women and men cited education quality at similar rates. African American women, however, were 4 percentage points less likely than African American men (and almost 10 percentage points less likely than white women) to cite the quality of their education as a positive impact. In contrast, African American women were slightly more likely than African American men to indicate family financial support and their program’s diversity as a positive impact.

Baseline on Belonging: Education Report

Small Firm Respondents Least Likely to Cite Diversity, Family Financial Support, Education Quality as Positive Impact

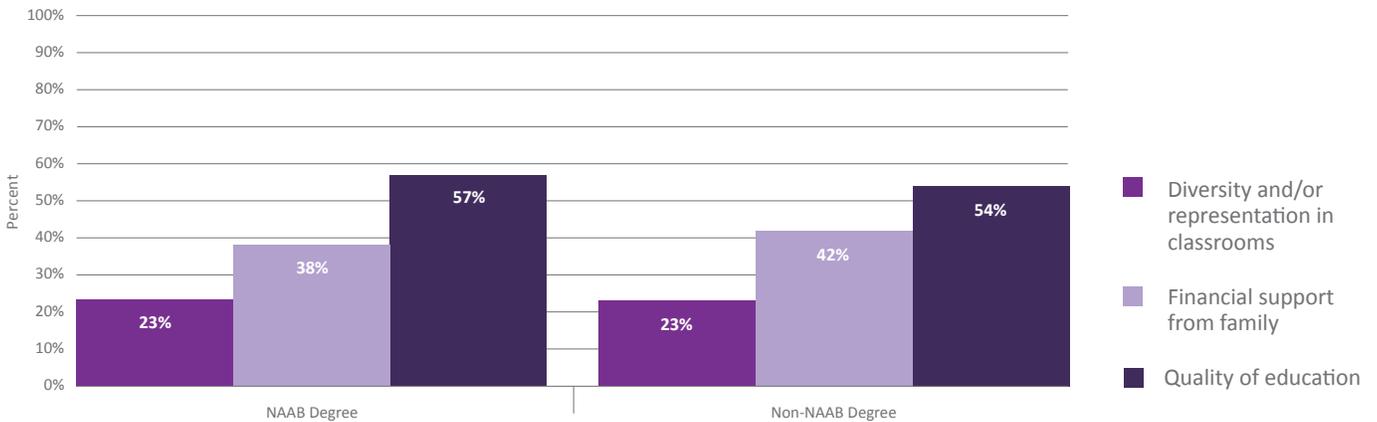


Respondents employed by small firms were 3-4 percentage points less likely than those employed by large firms to cite diversity and the quality of their education as a positive impact. They were also the least likely to cite family financial support as a positive impact at 36 percent.

On the other hand, large firm respondents were the most likely to indicate being positively impacted by the quality of their education at 56 percent.

Baseline on Belonging: Education Report

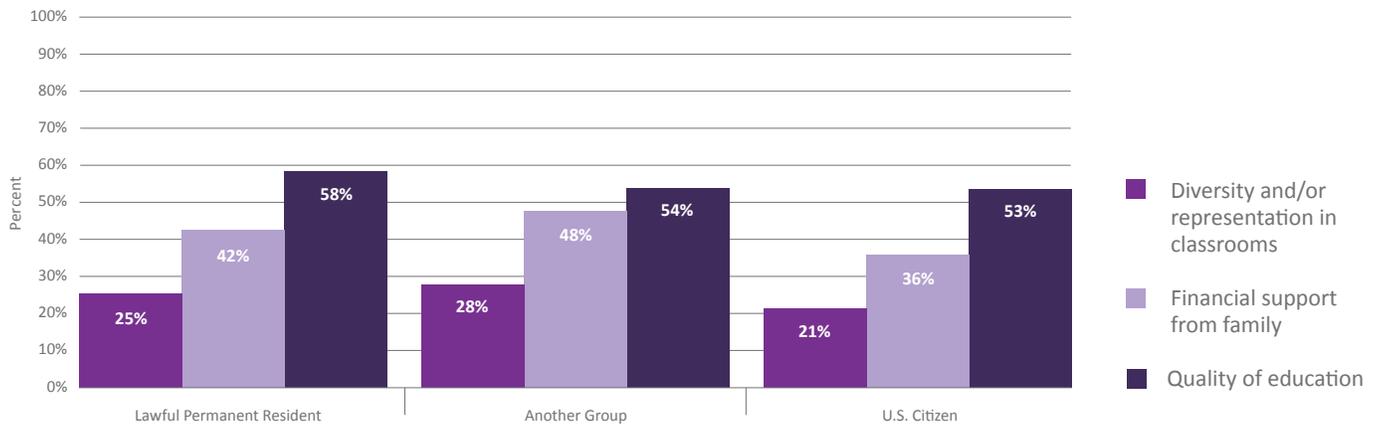
Graduates of Non-Accredited Programs Slightly Less Likely to Cite Education Quality as Positive Impact



Graduates of non-accredited programs were 3 percentage points less likely than graduates of NAAB-accredited programs to indicate being positively impacted by the quality of their education. They were equally as likely to cite diversity and/or representation in classrooms and 4 percentage points more likely than graduates of accredited programs to cite family financial support as a positive impact.

Baseline on Belonging: Education Report

U.S. Citizens Less Likely to Cite Diversity, Family Financial Support, Education Quality as Positive Impact



U.S. citizens were 7 percentage points less likely than individuals who selected “other” for immigration status to report that diversity positively impacted them in school. U.S. citizens were also 11 percentage points less likely to cite family financial support than those with other immigration statuses.

At 58 percent, lawful permanent residents were the most likely to cite education quality as a positive impact, 4 percentage points more than those with other immigration statuses and U.S. citizens.



Baseline on Belonging: Education Report

Positive Impacts: Scholarships, Support From Family and Friends

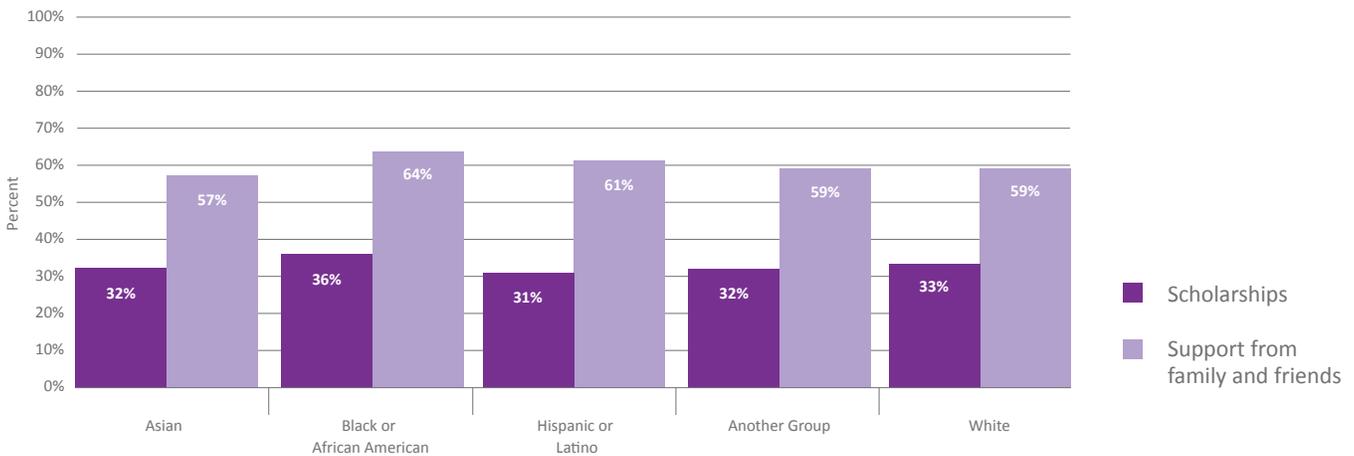
Men—especially Asian and Latino men—were less likely to cite scholarships as positively impacting them in school.

In addition, graduates of non-accredited programs were less likely to report being positively impacted by both scholarships and support from family and friends.

Respondents employed by small firms were also less likely than those at medium and large firms to cite scholarships as positively impacting their educational experience.

Baseline on Belonging: Education Report

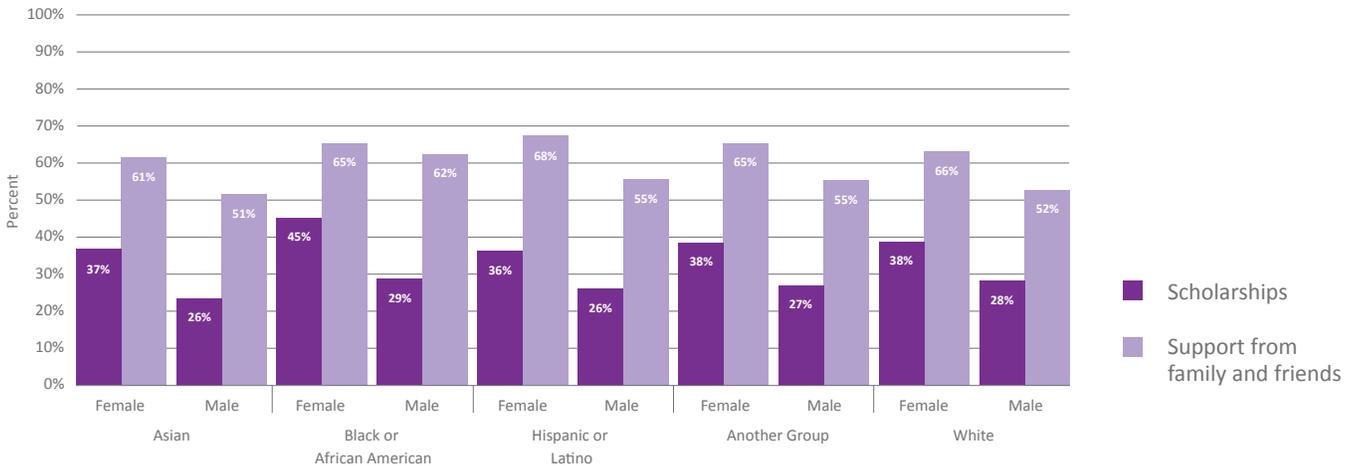
Latinos Less Likely to Cite Scholarships as Positive Impact



Thirty-six percent of Black or African American respondents cited scholarships as a positive impact on their education—5 percentage points more than the least likely group, Hispanic or Latino respondents. Black or African American respondents were also the most likely to indicate being positively impacted by the support of family and friends at 64 percent. Asians, on the other hand, were the least likely to cite support from family and friends at 57 percent.

Baseline on Belonging: Education Report

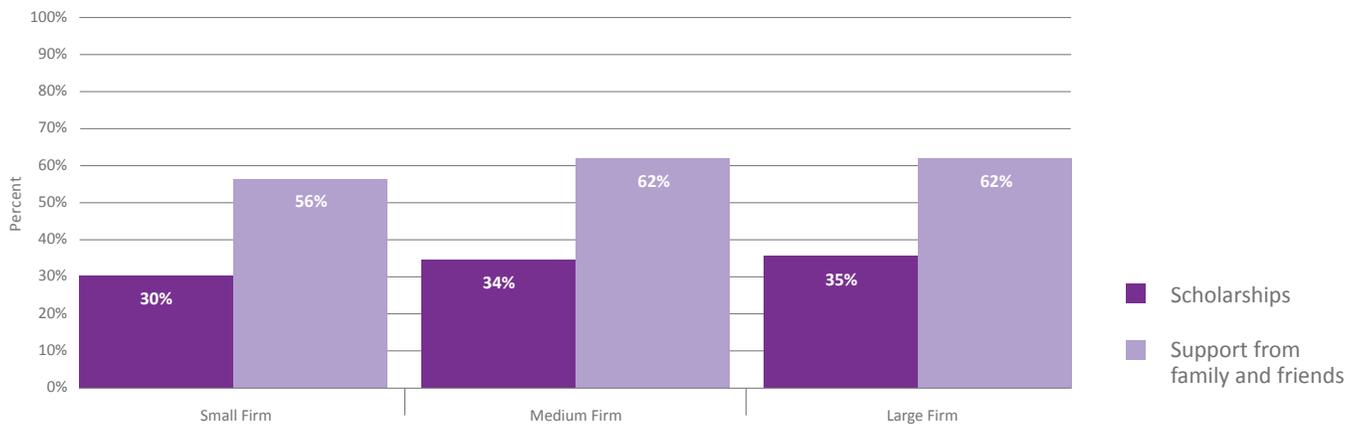
Asian Men Less Likely to Cite Scholarships, Support From Family and Friends as Positive Impact



Men of all races and ethnicities were less likely to cite scholarships and support from family and friends as positive impacts during school. Only 26 percent of Asian and Latino men cited scholarships as a positive impact—19 percentage points less than the most likely group to cite scholarships, African American women. At 51 percent, Asian men were also the least likely to cite support from friends and family as a positive impact.

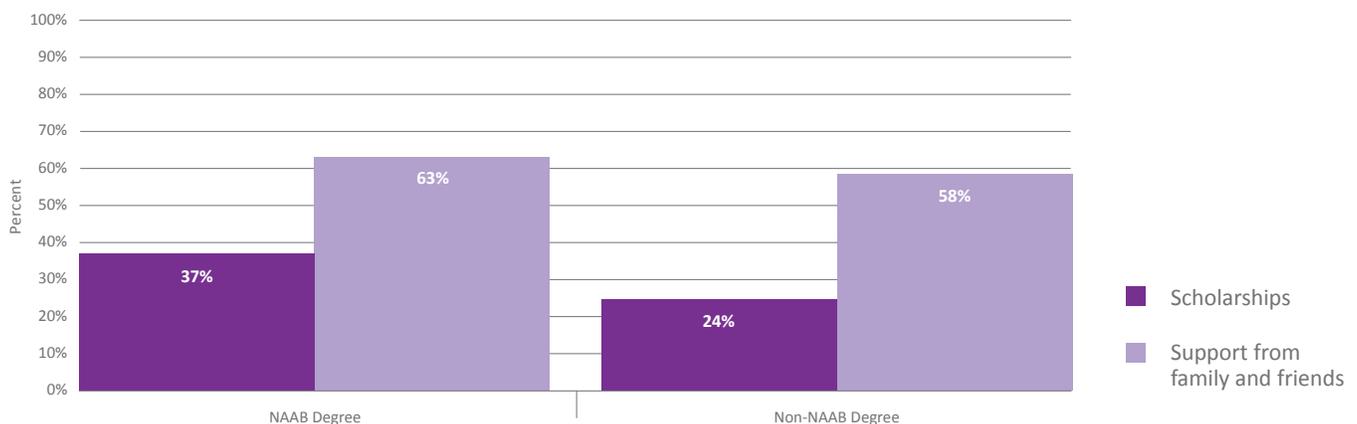
Baseline on Belonging: Education Report

Small Firm Employees Less Likely to Cite Scholarships, Support From Family and Friends as Positive Impact



At 30 percent, small firm employees were 6 percentage points less likely than large firm employees to report that scholarships positively impacted their education. Small firm employees were also less likely to cite support from family and friends as a positive impact.

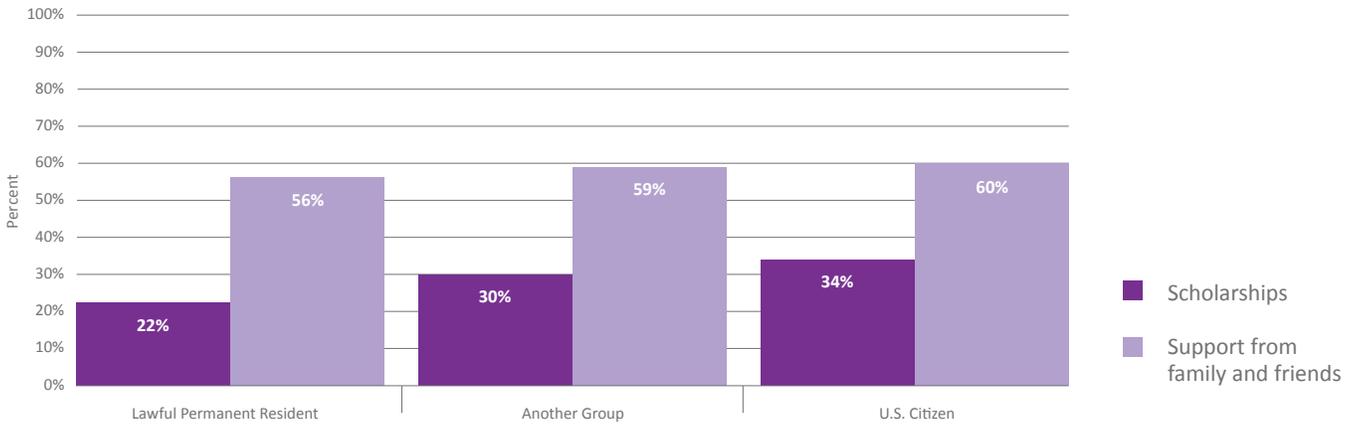
Graduates of Non-Accredited Programs Less Likely to Cite Scholarships, Support From Family and Friends



Graduates of non-accredited programs were 12 percentage points less likely to report that scholarships positively impacted their education, compared to graduates of NAAB-accredited programs. At 58 percent, they were also 5 percentage points less likely than graduates of accredited programs to cite support from friends and family as a positive impact.

Baseline on Belonging: Education Report

Lawful Permanent Residents Less Likely to Cite Scholarships, Support From Family and Friends



Lawful permanent residents were less likely to report that scholarships and support from family and friends positively impacted their education—including being 12 percentage points less likely than U.S. citizens to report scholarships as a positive impact.



Baseline on Belonging: Education Report

Negative Impacts: Access to Professors, Access to Study Groups, Architecture School Culture

Respondents were asked to indicate factors that had a negative impact on them while earning their degree, with options including:

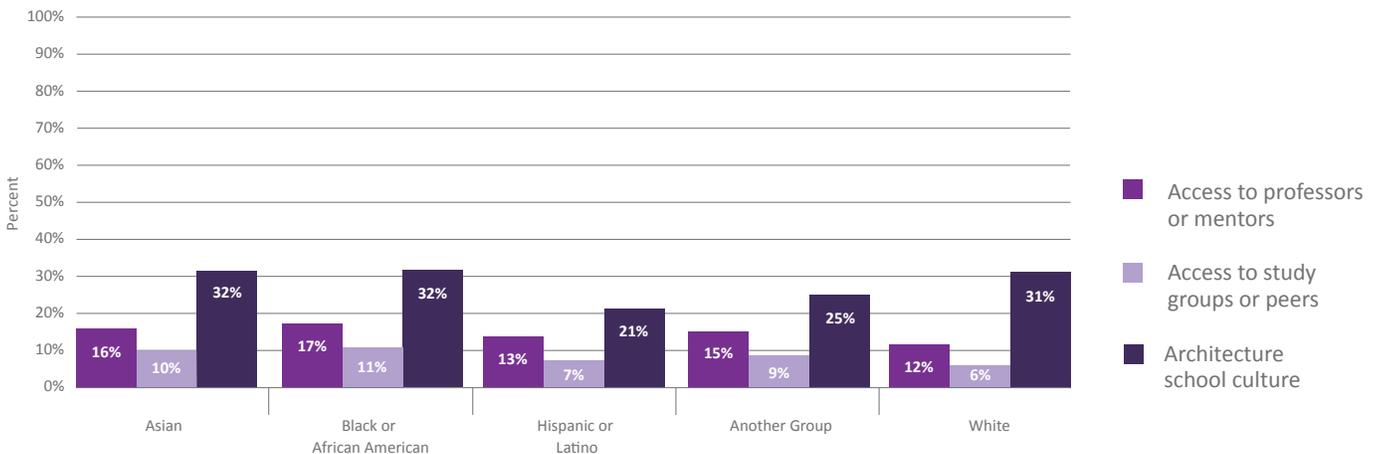
- Access to professors and mentors
- Access to study groups or peers
- Architecture school culture
- Cost of tuition
- Cost of books and study materials
- Cost of studio class materials
- Lack of diversity or representation in the classroom
- Personal obligations
- Speaking English as a second language

The responses have been split into three sections to ensure all negative impacts are assessed equally.

Black or African American students—especially African American women—were more likely to report problems related to access to professors and peers, as well as problems related to school culture. Additionally, graduates of NAAB-accredited programs were more likely to report school culture as a negative impact.

Baseline on Belonging: Education Report

African Americans More Likely to Cite Access to Professors, Peers as Negative Impact

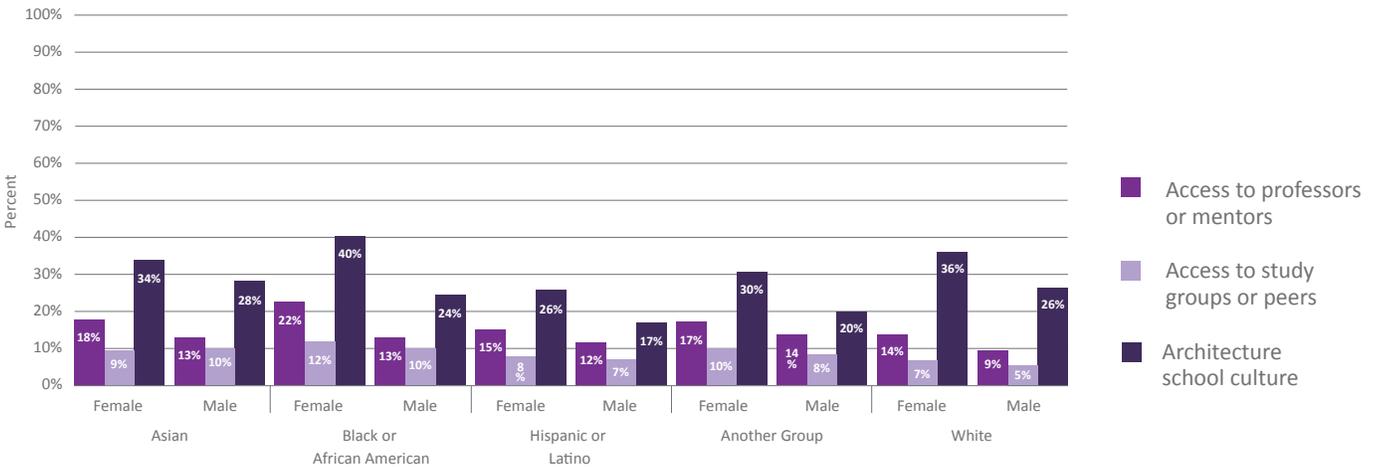


Black or African American respondents were 5 percentage points more likely to indicate that access to professors/mentors and access to study groups/peers had a negative impact on them while in architecture school compared to white respondents.

Asian (32 percent), African American (32 percent), and white respondents (31 percent) were nearly equally likely to indicate that architecture school culture had a negative impact—11 and 10 percentage points higher than Latino respondents.

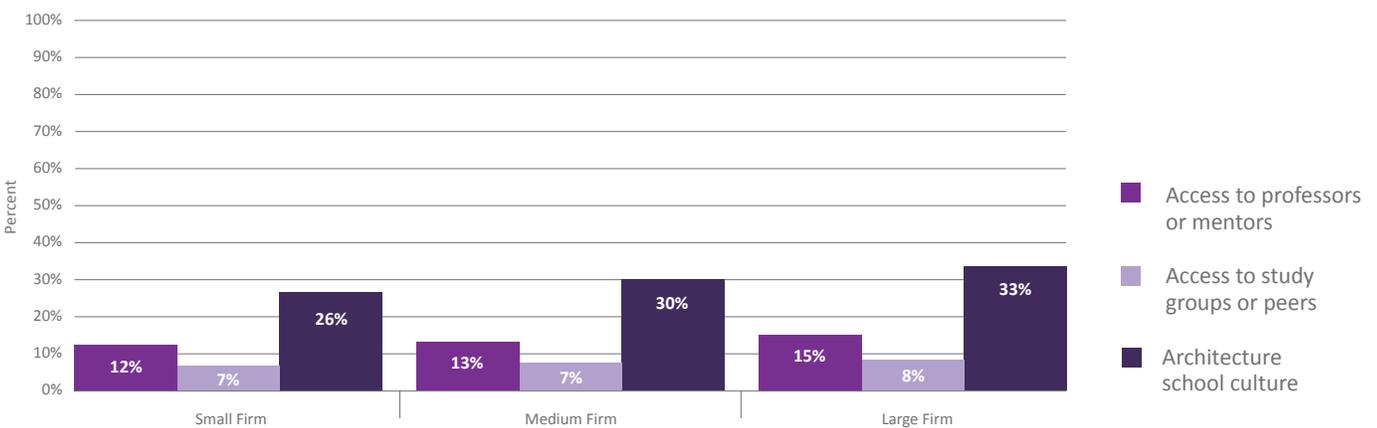
Baseline on Belonging: Education Report

African American Women Most Likely to Cite School Culture as Negative Impact



Black or African American women were the most likely to indicate that access to professors/mentors, access to study groups/peers, and architecture school culture had a negative impact on them compared to their peers. At 40 percent, they were especially likely to cite their program’s culture—a gap of 17 percentage points compared to Latino men, who were the least likely.

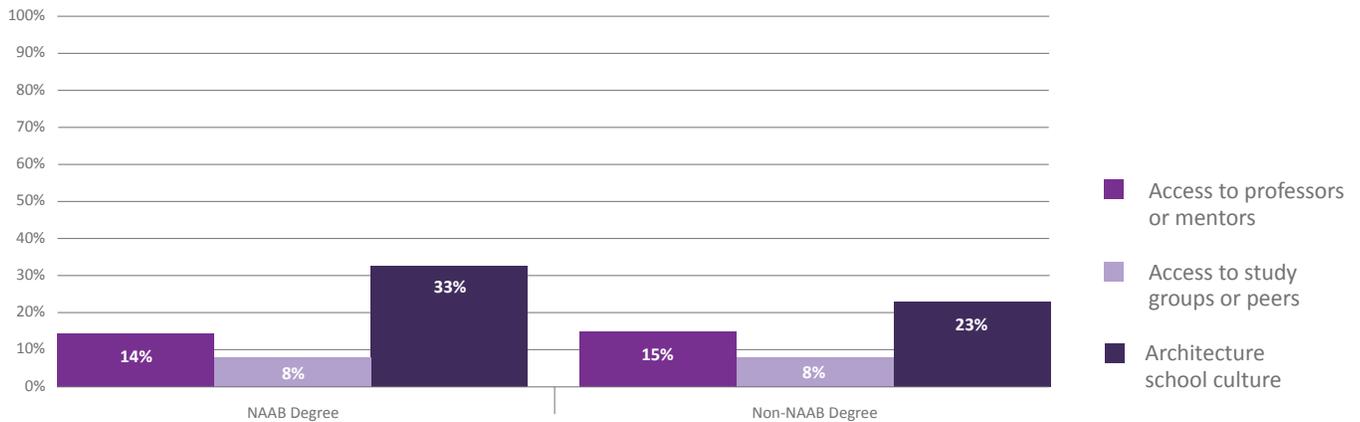
Large Firm Employees Most Likely to Cite Culture, Access as Negative Impacts



Respondents employed by large firms were slightly more likely to select access to professors/mentors and access to study groups/peers as negative impacts while in school compared to individuals employed by small and medium-sized firms. Additionally, large firm employees were 7 percentage points more likely to report that their program’s culture had a negative impact on them.

Baseline on Belonging: Education Report

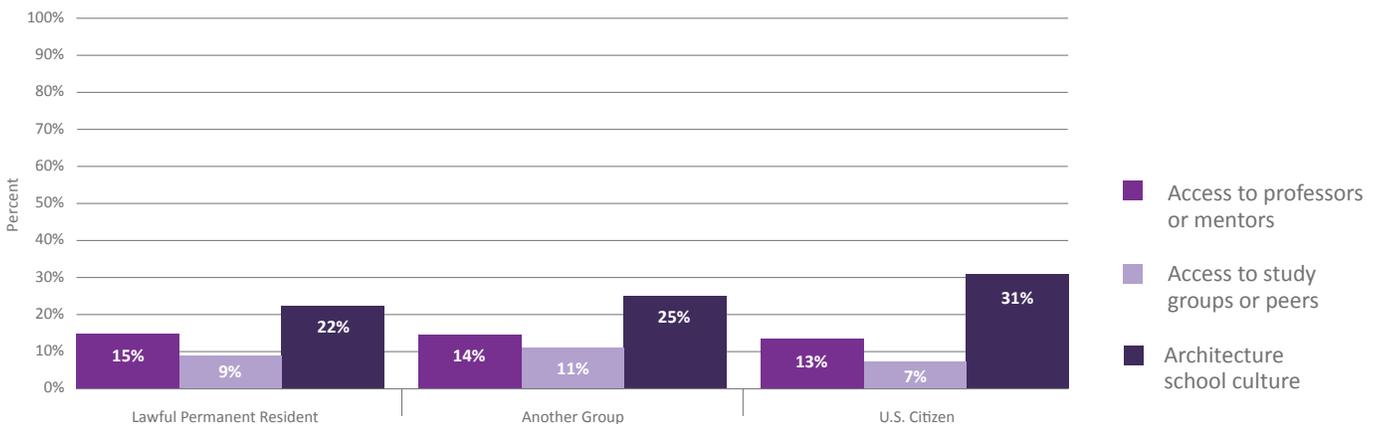
Graduates of NAAB Programs More Likely to Cite Program Culture as Negative Impact



Graduates of NAAB-accredited programs and graduates of non-accredited programs were equally likely to report access to professors/mentors and access to study groups/peers as negative impacts.

However, graduates of NAAB-accredited programs were 10 percentage points more likely than graduates of non-accredited programs to say that their program’s culture had a negative impact on them while in school.

U.S. Citizens Most Likely to Cite Program Culture as Negative Impact



While U.S. citizens, lawful permanent residents, and individuals with other immigration statuses were nearly equally likely to report access to professors and access to peers as negative impacts, U.S. citizens were significantly more likely to indicate that their program’s culture had a negative impact on them.



Baseline on Belonging: Education Report

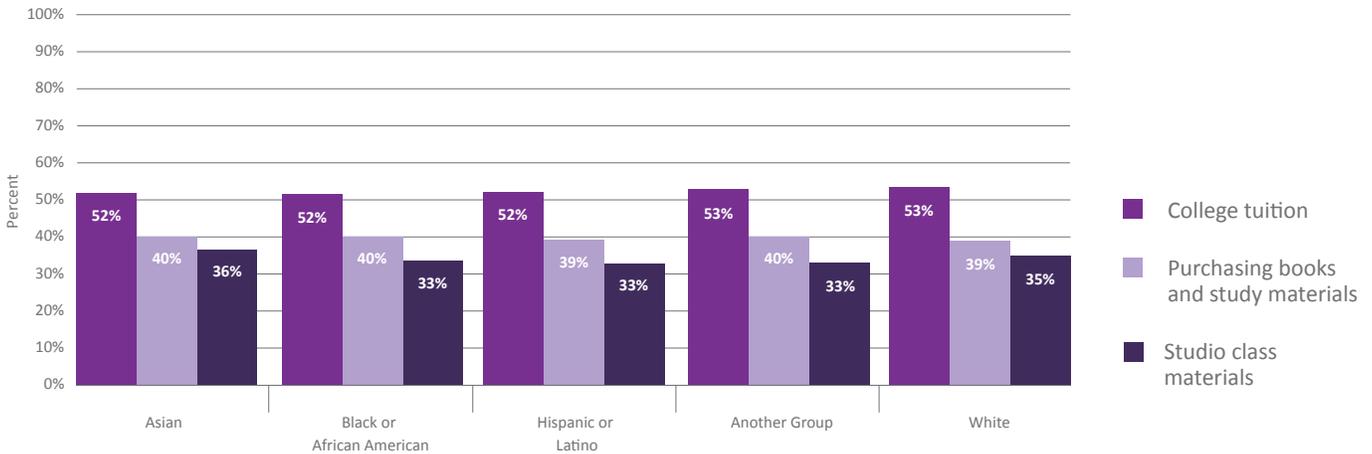
Negative Impacts: College Tuition, Books and Study Materials, Studio Class Materials

More than half of all respondents indicated that the cost of college tuition had a negative impact on them while in school—with only slight variations seen by race, ethnicity, and gender. Women of all races and ethnicities were more likely to report that the additional cost of studio class materials had a negative impact on them.

Graduates of NAAB-accredited programs were significantly more likely to report negative impacts related to cost, especially the cost of tuition. This is likely related to the additional years of schooling required for most NAAB-accredited programs.

Baseline on Belonging: Education Report

Respondents of All Races Nearly Equally Likely to Report Negative Impacts Related to Cost

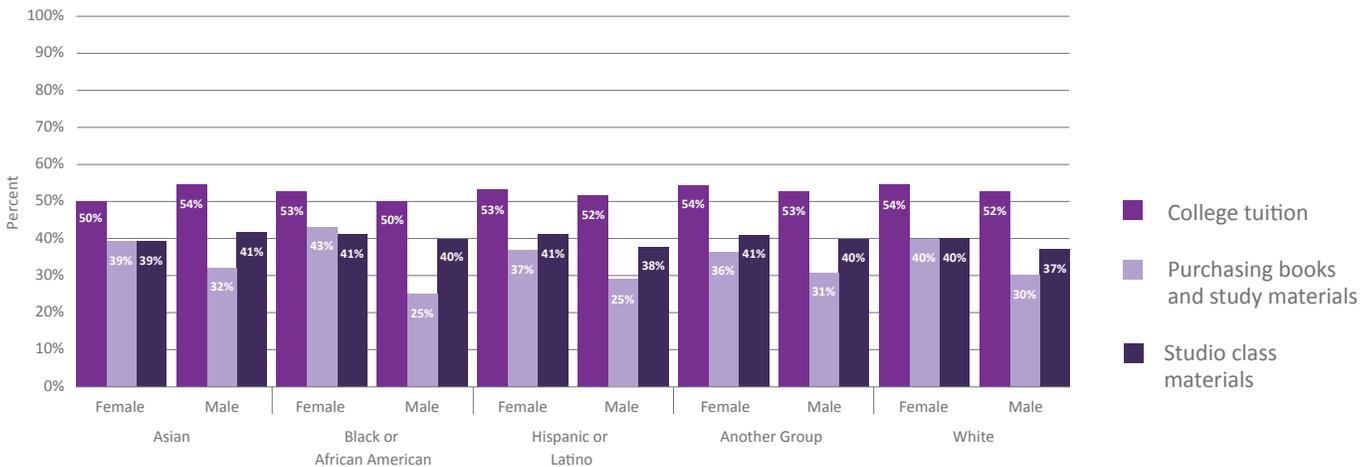


Viewed by race and ethnicity, respondents were nearly equally as likely to report negative impacts related to the cost of tuition, books, and studio class materials.

White respondents were 2 percentage points more likely to select tuition than their African American peers, who were the least likely at 52 percent. Over half of all demographic groups indicated that tuition had a negative impact on them while in school.

Baseline on Belonging: Education Report

Women More Likely to Cite Tuition, Studio Class Materials as Negative Impacts

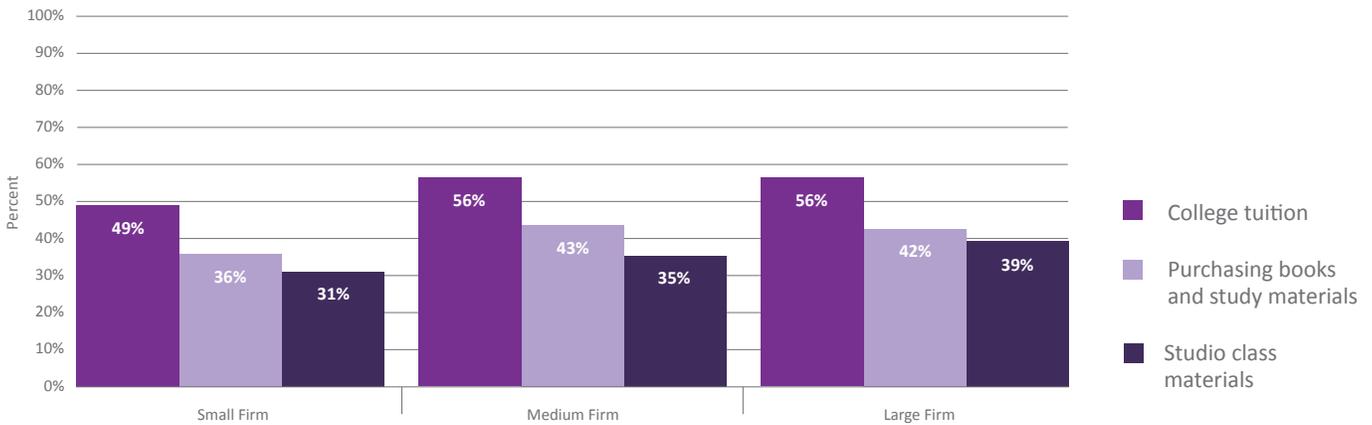


For most racial and ethnic groups, women were more likely than their male peers to cite tuition as a negative impact. Asians were the only exception, with Asian men 4 percentage points more likely to select this option than Asian women.

Additionally, women were also more likely to report that the cost of studio class materials had a negative impact on them. African American women were the most likely of all groups at 43 percent, and African American men were the least likely at 25 percent.

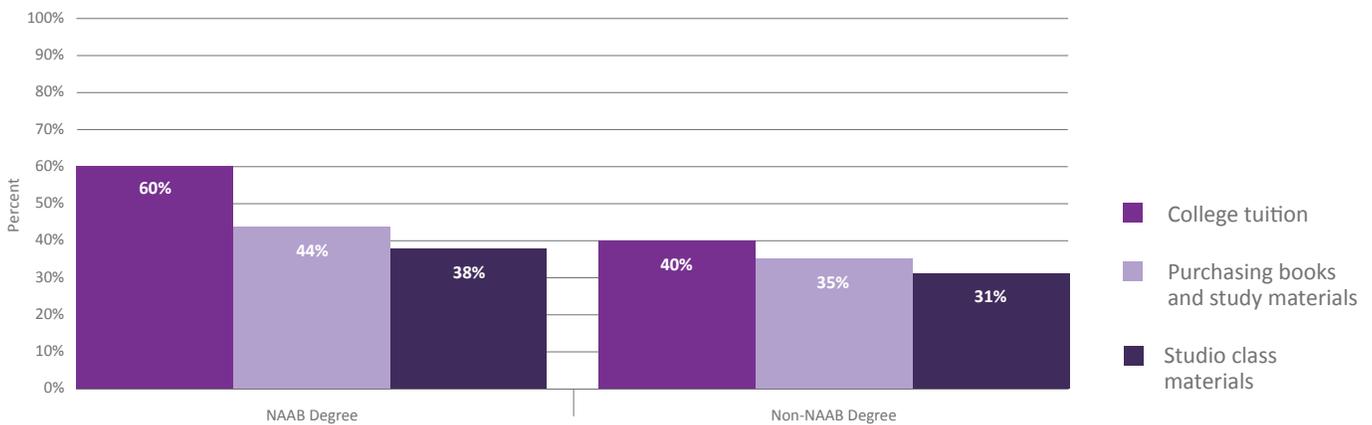
Baseline on Belonging: Education Report

Small Firm Employees Less Likely to Report Negative Impacts Related to Cost



Small firm employees were 7 percentage points less likely to report that the cost of tuition and books/study materials had a negative impact on them while in architecture school compared to large firm employees. They were also 8 percentage points less likely to cite the cost of studio class materials as a negative impact.

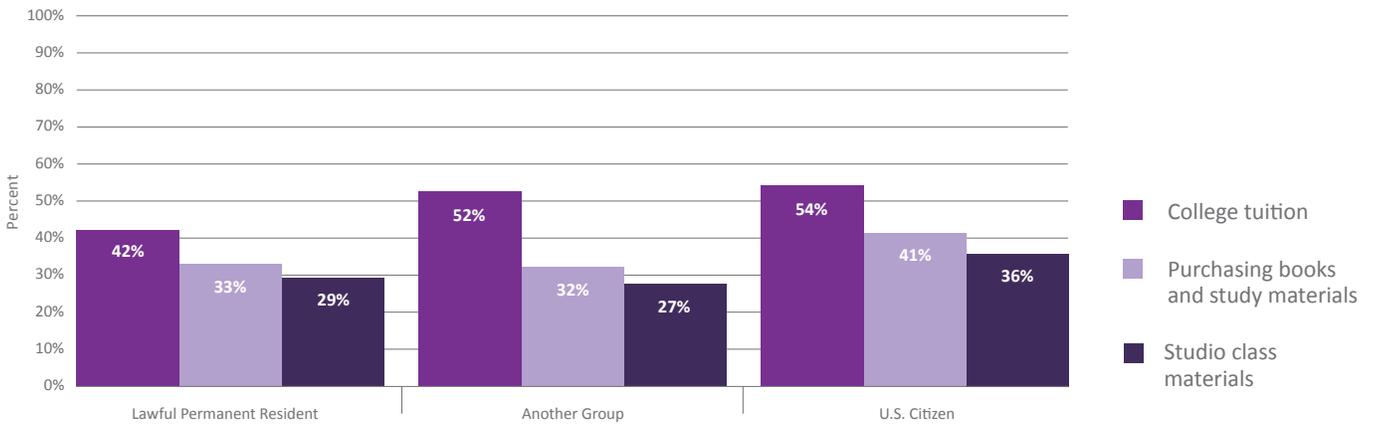
Graduates of NAAB-Accredited Programs Significantly More Likely to Cite Negative Impacts Related to Cost



Graduates of NAAB-accredited programs were 20 percentage points more likely to indicate that the cost of tuition had a negative impact on them, compared to graduates of non-accredited programs. Graduates of accredited programs were also 8 percentage points less likely to report the cost of books and the cost of studio class materials, respectively, as negative impacts.

Baseline on Belonging: Education Report

U.S. Citizens More Likely to Report Negative Impacts Related to Cost



U.S. citizens were more likely to indicate that they faced negative impacts related to cost while in school—including being 12 percentage points more likely to report tuition as a negative impact.



Baseline on Belonging: Education Report

Negative Impacts: Diversity, Personal Obligations, ESL

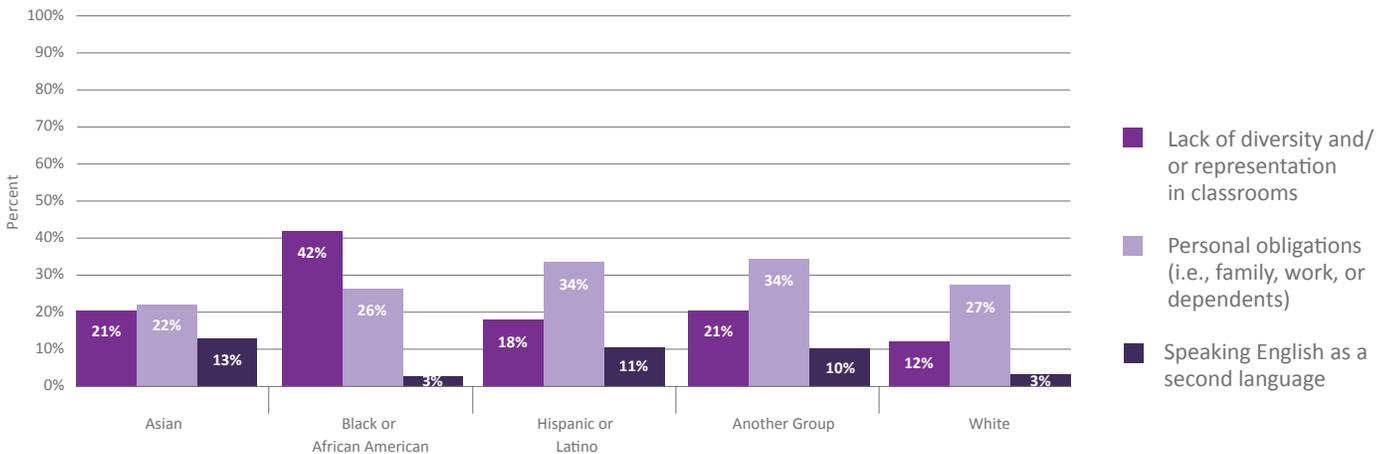
African American respondents, especially African American women, were more likely to report that a lack of diversity had a negative impact on them while in architecture school—a nearly 40 percentage point gap between African American women and white men.

Additionally, graduates of NAAB-accredited programs were more likely to report that a lack of diversity had a negative impact on them while in school.

Asian respondents were the most likely to report that speaking English as a second language had a negative impact on them.

Baseline on Belonging: Education Report

African Americans Most Likely to Cite Lack of Diversity as Negative Impact

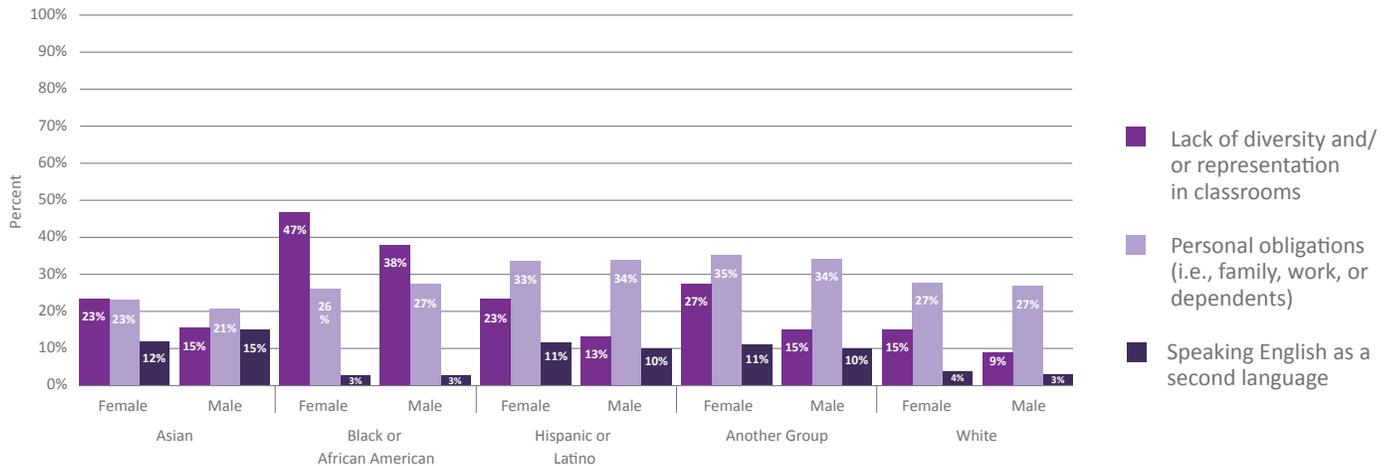


African American respondents were 30 percentage points more likely than white respondents to indicate that a lack of diversity or representation in the classroom had a negative impact on them while in school, with more than two out of every five African American respondents selecting this option.

Asians were the most likely to report that speaking English as a second language had a negative impact, and Latinos were the most likely to report personal obligations.

Baseline on Belonging: Education Report

Nearly Half of African American Women Indicate Lack of Diversity Had a Negative Impact

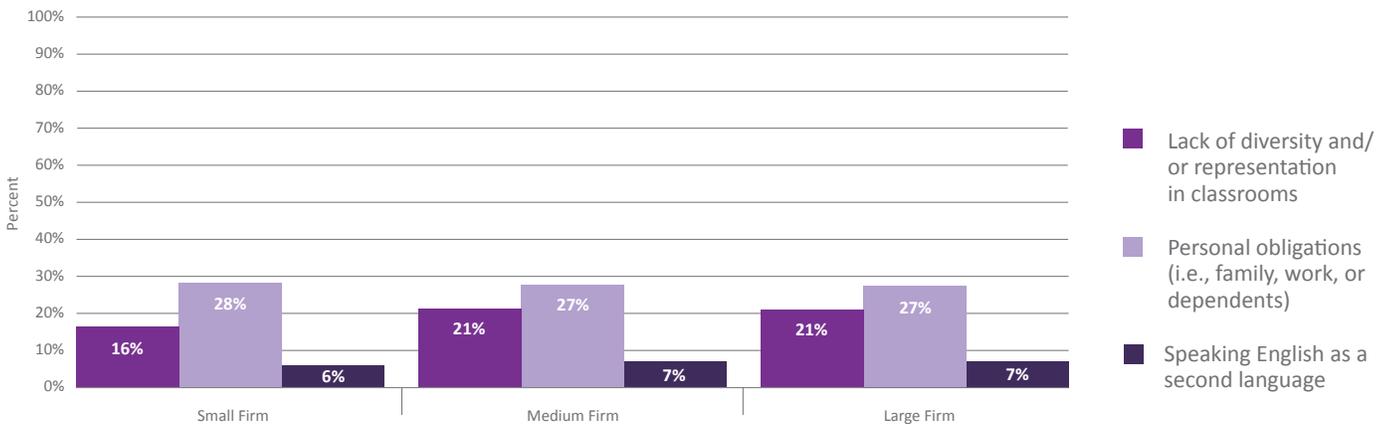


Nearly half of all African American women (47 percent) reported that a lack of diversity or representation at their school had a negative impact on them while earning their degree. This is nearly 40 percentage points higher than white men (9 percent). Additionally, women of all races and ethnicities were more likely to select this option.

Asian men were the most likely of all groups to indicate that speaking English as a second language had a negative impact at 15 percent.

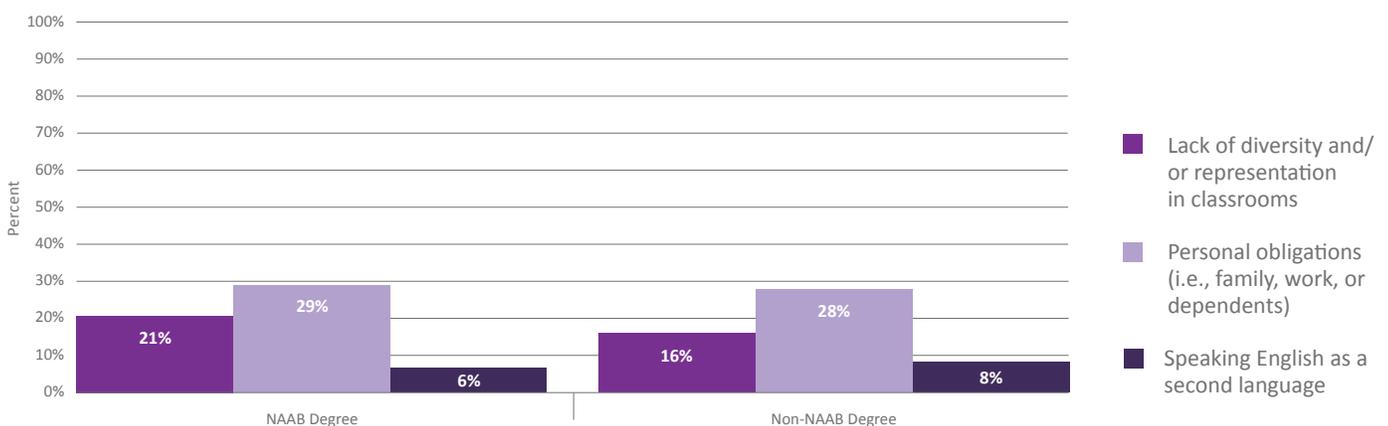
Baseline on Belonging: Education Report

Small Firm Employees Less Likely to Report Diversity, ESL as Negative Impacts



Individuals employed by small firms were less likely to report a lack of diversity and speaking English as a second language as negative impacts during their education, compared to employees at large and medium-sized firms. Firm size had little impact on respondents' likelihood to report personal obligations as a negative impact.

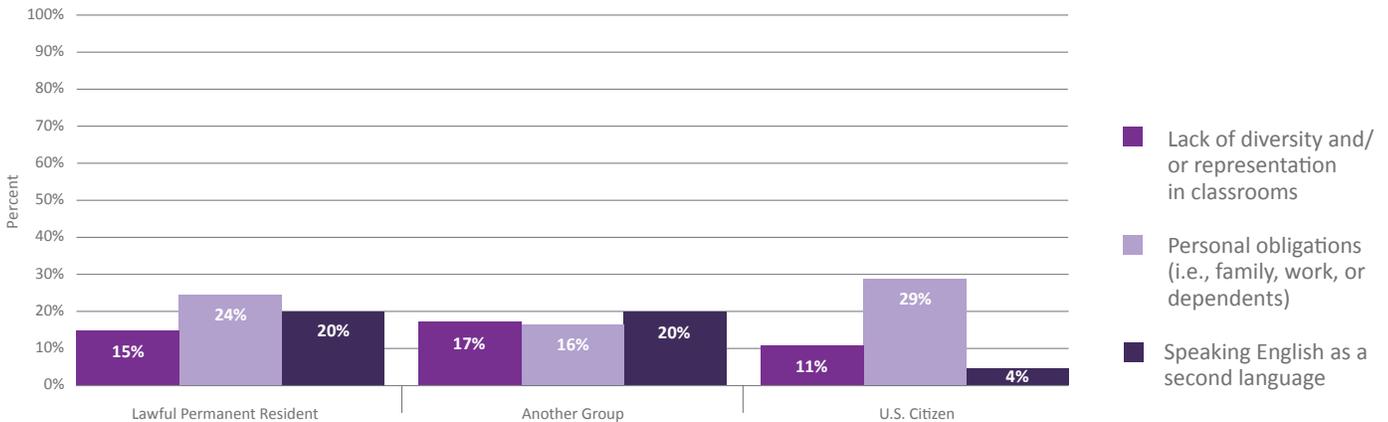
Graduates of NAAB-Accredited Programs More Likely to Cite Diversity as a Negative Impact



Graduates of NAAB-accredited programs were 6 percentage points more likely to report that a lack of diversity had a negative impact on them while in school compared to graduates of non-accredited programs. Graduates of both program types were nearly equally as likely to report that personal obligations and speaking English as a second language had a negative impact on them.

Baseline on Belonging: Education Report

U.S. Citizens More Likely to Cite Diversity, Personal Obligations as Negative Impacts



U.S. citizens were 6 percentage points more likely to report that a lack of diversity had a negative impact on them while in school compared to lawful permanent residents. They were also 12 percentage points more likely to indicate that personal obligations had a negative impact. At 20 percent, lawful permanent residents and individuals with other immigration statuses were equally as likely to report issues related to speaking English as second language.



Baseline on Belonging: Education Report

Considering Leaving Architecture

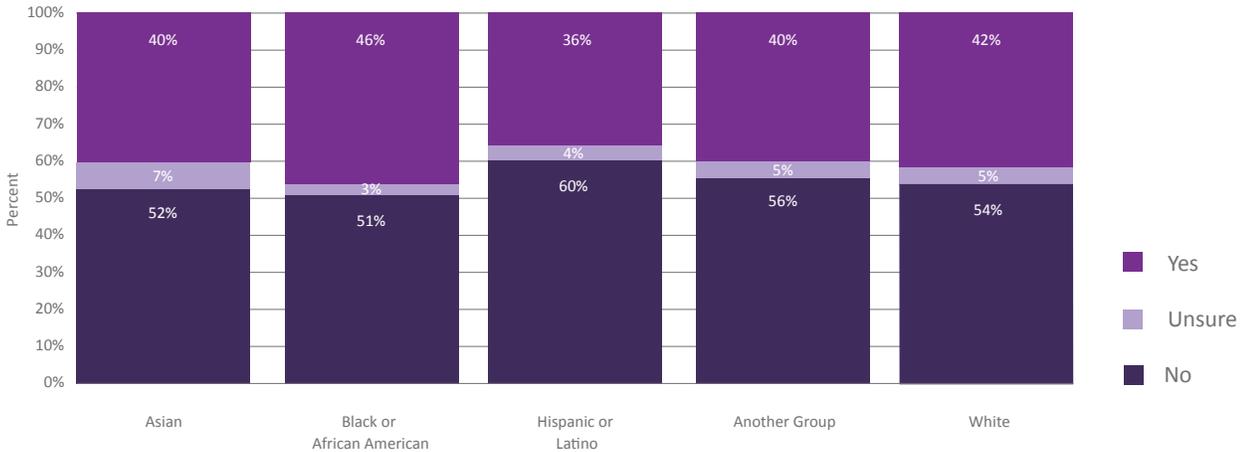
Forty-one percent of respondents who indicated they earned a degree in architecture reported that they had considered not pursuing a career in architecture while in college. This percentage increased for African Americans and women, with 51 percent of African American women indicating they'd considered leaving architecture—10 percentage points higher than the overall average.

While respondents' likelihood to have rethought an architecture career didn't significantly impact their employers' firm size, large firm employees were slightly more likely to have considered leaving architecture than their peers.

Additionally, graduates of NAAB-accredited programs were more likely to have considered leaving architecture, as were U.S. citizens.

Baseline on Belonging: Education Report

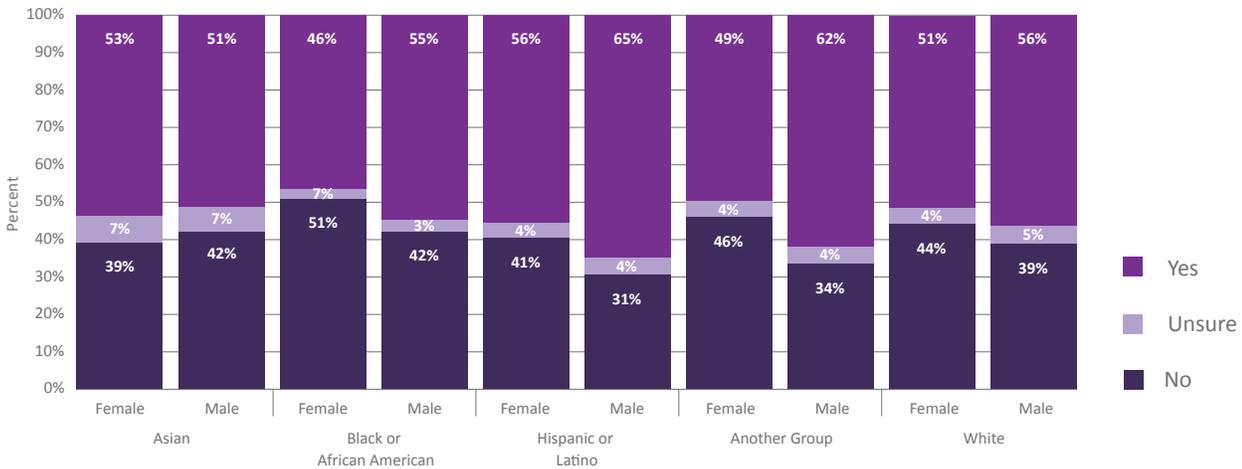
African Americans More Likely to Consider Leaving Architecture While in College



When asked if they'd considered not pursuing a career in architecture while in college, 46 percent of Black or African American respondents said they had. This is in comparison to 42 percent of white, 40 percent of Asian, and 36 percent of Hispanic or Latino respondents. Asian respondents were the most likely to report that they were "unsure" at 7 percent.

Baseline on Belonging: Education Report

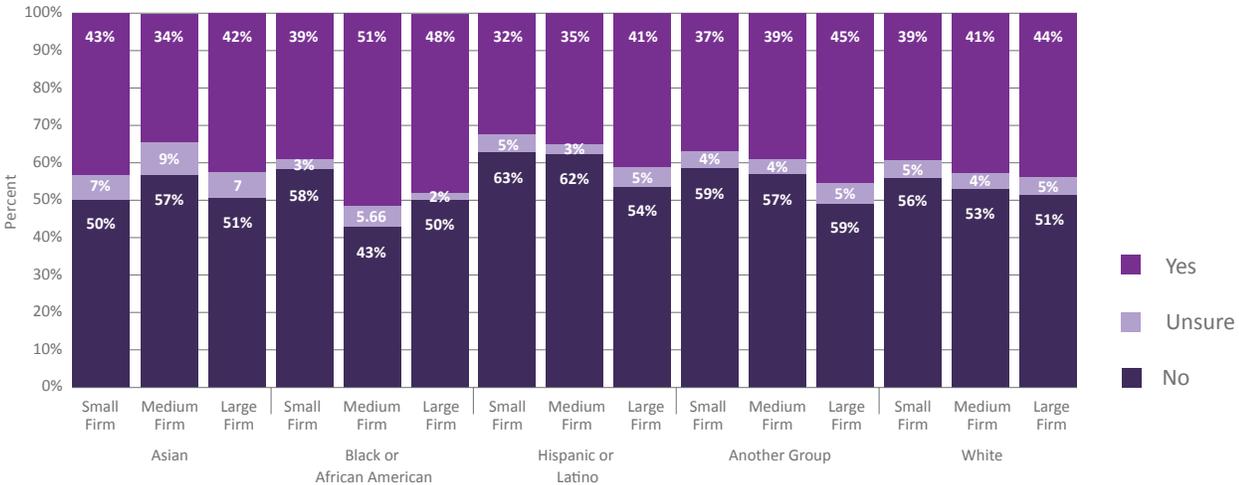
African American Women Most Likely to Consider Leaving Architecture While in College



With the exception of Asians, women of all racial and ethnic groups were more likely than their male peers to report that they'd considered leaving architecture while in college. African American women were the most likely, with over 50 percent of respondents indicating that they'd thought about not pursuing an architecture career. Hispanic or Latino men were the least likely, with 31 percent of respondents indicating that they'd considered leaving architecture.

Baseline on Belonging: Education Report

Respondents at Large Firms Slightly More Likely to Have Considered Leaving Architecture While in School

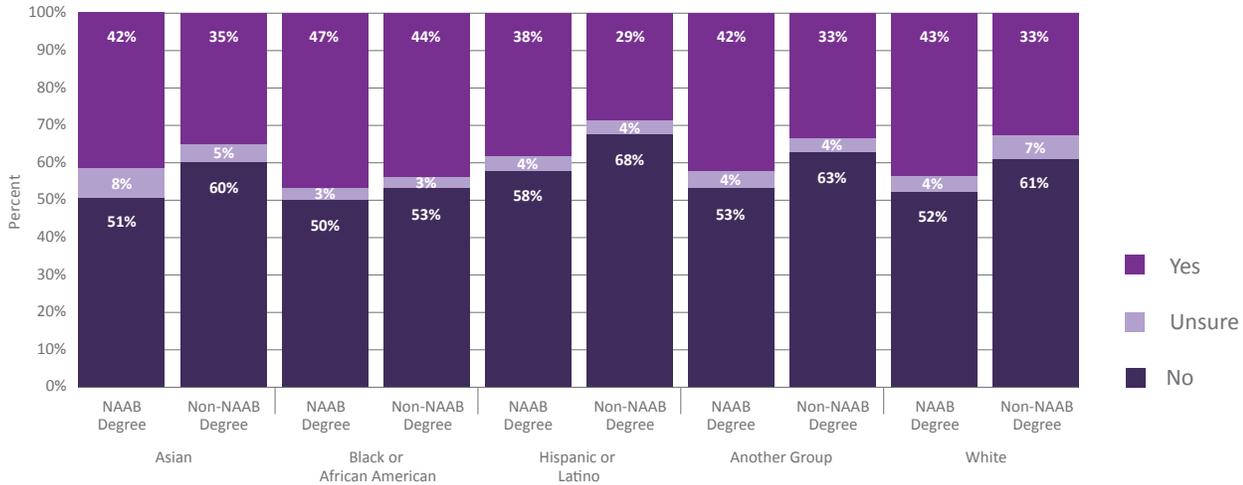


Overall, respondents employed by large firms were slightly more likely to report that they'd considered leaving the architecture profession while earning their degree. However, there was some variation when viewed by race and ethnicity.

White, Latino, and other respondents maintained the overall pattern, with large firm employees more likely to report having reconsidered architecture. However, Asians were more likely to indicate they'd considered leaving architecture when employed by small firms, and African Americans were more likely when employed by medium-sized firms.

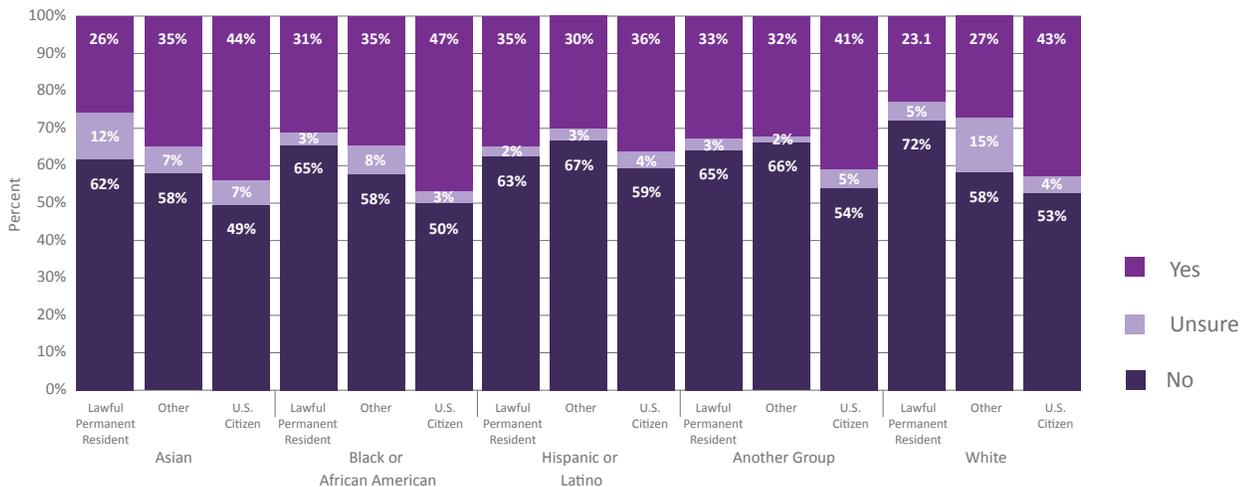
Baseline on Belonging: Education Report

Graduates of NAAB-Accredited Programs More Likely to Consider Leaving Architecture While in School



For all racial and ethnic groups, respondents were more likely to report having reconsidered an architecture career if they graduated from a NAAB-accredited program. African American graduates of NAAB-accredited programs were the most likely of all groups at 47 percent, and Latino graduates of non-accredited programs were the least likely at 29 percent.

U.S. Citizens More Likely to Consider Leaving Architecture While in School



Across all racial and ethnic groups, U.S. citizens were more likely to consider leaving architecture while earning a degree. African American U.S. citizens were the most likely at 47 percent, and white lawful permanent residents of the U.S. were the least likely at 23 percent.



Baseline on Belonging: Education Report

Factors Impacting Decision to Reconsider an Architecture Career

Respondents who indicated that they had considered not pursuing an architecture career while in college were given the option to write in what had made them reconsider.

Of the factors impacting this reconsideration, the most commonly cited were:

- Long hours required, both in school and in the profession
- Low return on investment—high cost for education compared to relatively low salaries for licensed architects
- Studio critiques and program culture
- Lack of passion or encouragement

Additionally, respondents of color and women were likely to cite the profession's lack of diversity, or that professors treated them differently due to their race, ethnicity, or gender.

Example responses include:

"As an African American female, I always felt like a double minority in architecture school. There were times when I felt like I was being mistreated or disrespected because of the color of my skin. ... Once the architecture community becomes more diversified, more minority students will likely feel valued and appreciated."

"When I was in school, the lack of respect shown to the female students was so blatant. I wanted to change the attitude toward women and minorities in the school program."

"As a minority student, I did not feel comfortable with my mostly white peers. I had a difficult time integrating into the studio culture or finding guidance from mostly white professors."

"The lack of academic support, the high cost of tuition, the low pay rates in architecture, the long hours required of school, long hours of professional work, and how long it takes to work my way up the corporate ladder."

"I wasn't sure my pay would ever compensate me for the student loans I had to take. Advancement seems reserved for the privileged who both look the part and are comfortable navigating cultures largely foreign to people of color. I was always unable to participate in image or social career-enhancing activities due to being the sole provider of my family during most of my time developing professionally."



Baseline on Belonging: Education Report

Employment After Graduation

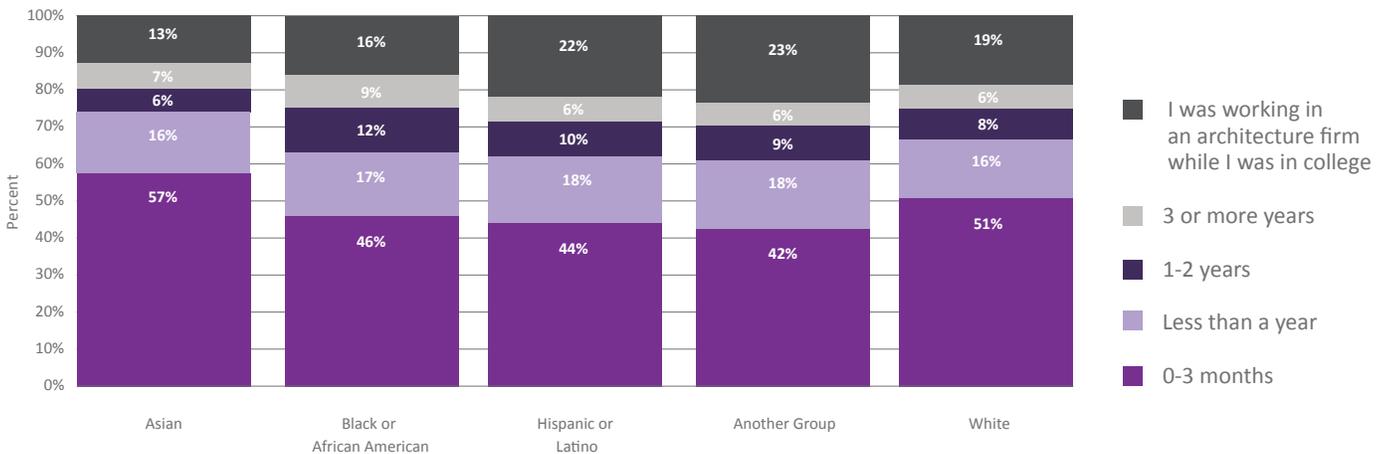
Half of all respondents working in architecture were employed within three months of graduating. When viewed by racial and ethnic filters, Asian respondents were the most likely to report being employed within three months of graduation at 57 percent—over 10 percentage points more likely than African Americans and Latinos.

Women were slightly more likely than men to find employment within three months of graduating; however, men were more likely to be employed while in school.

Additionally, graduates from NAAB-accredited programs and graduates who were neither U.S. citizens nor lawful permanent residents were more likely to be employed within three months of graduation.

Baseline on Belonging: Education Report

Asians Employed Sooner After Graduation

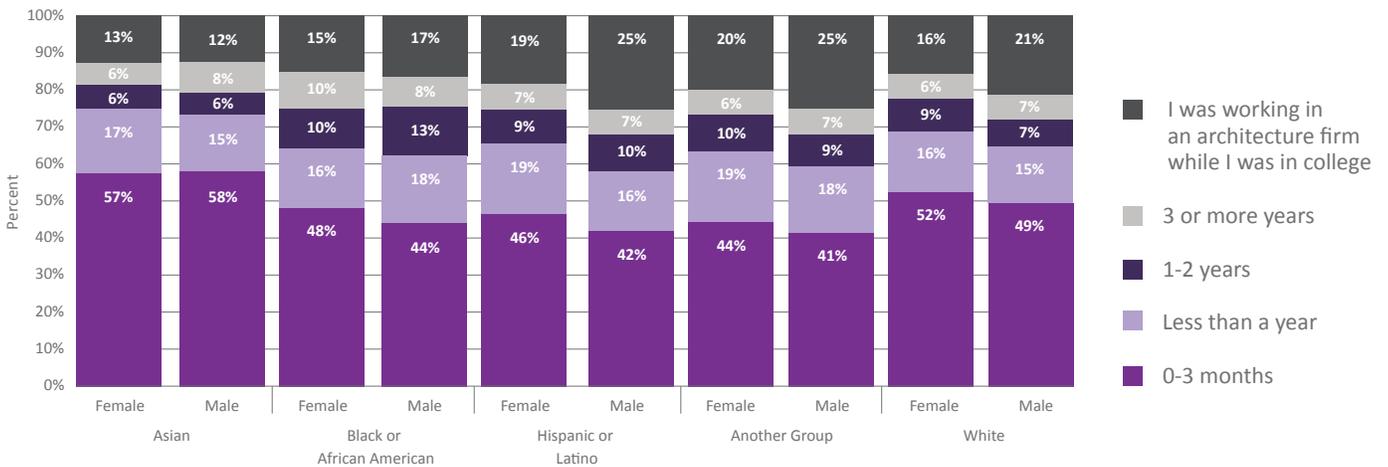


When asked how quickly after graduating they were employed by an architecture firm, Asian respondents were the most likely to indicate they had a job within 0-3 months at 57 percent. This is compared to 46 and 44 percent of their African American and Latino peers, respectively.

African Americans were the most likely to indicate that it took several years to gain employment, with 12 percent taking 1-2 years and 9 percent taking three or more.

Baseline on Belonging: Education Report

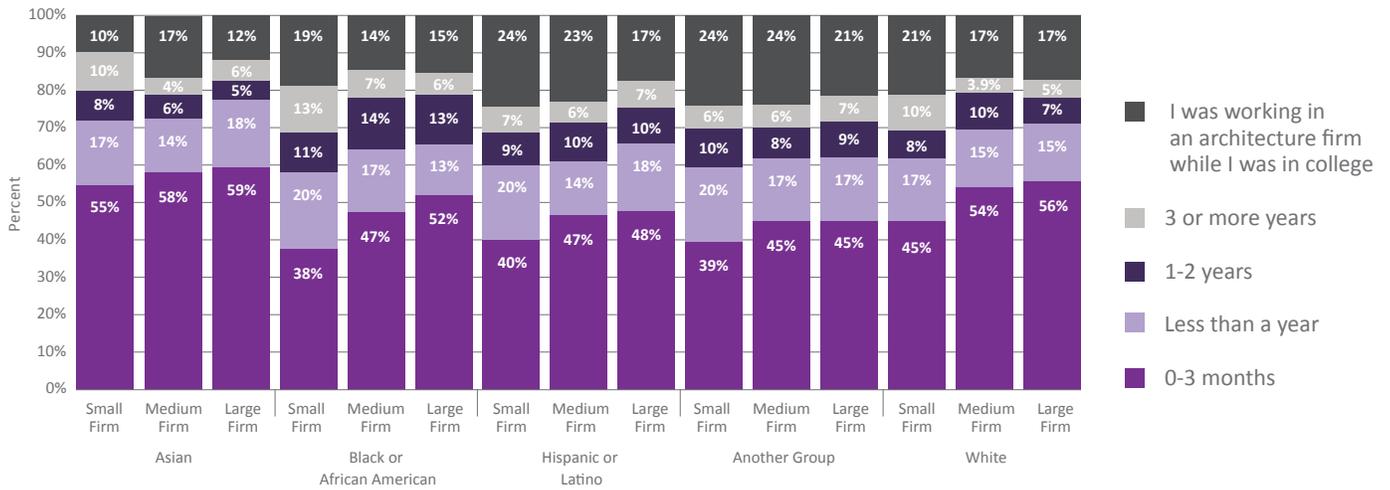
Women More Likely to Be Employed Within 3 Months of Graduation



With the exception of Asians, women of all racial and ethnic groups were more likely to be employed within three months of graduation compared to men of the same race or ethnicity. Meanwhile, men were more likely to report being employed while in school.

Baseline on Belonging: Education Report

Large Firm Employees More Likely to Find Job Within 3 Months of Graduation



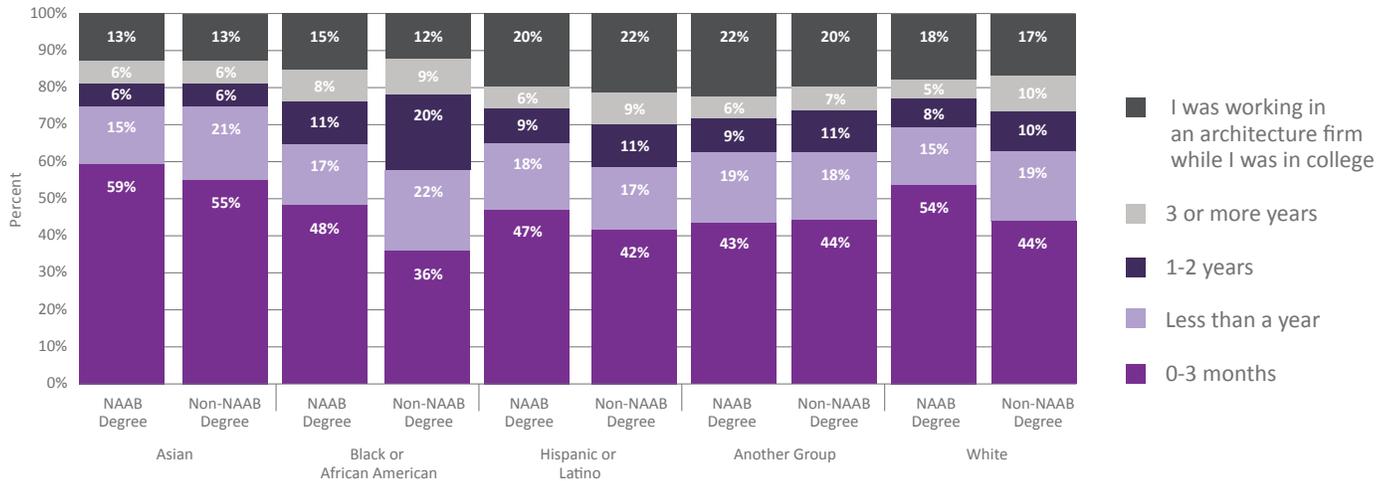
Overall, respondents employed by large firms were more likely to indicate that they found a job at an architecture firm within three months of graduation than their peers at small or medium-sized firms. At 60 percent, Asian respondents at small firms were the most likely to be employed within 0-3 months of graduation.

However, respondents employed by small firms were more likely to indicate that they were employed while in school.

At 13 percent, African Americans employed by small firms were the most likely to report that it took three or more years to find a job at an architecture firm.

Baseline on Belonging: Education Report

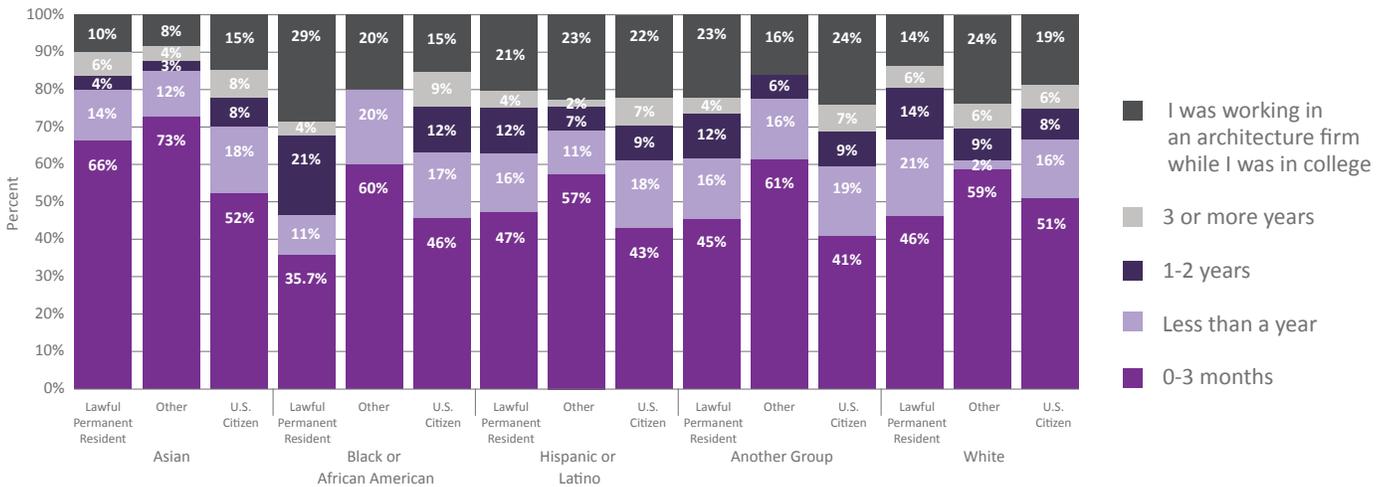
Graduates of NAAB-Accredited Programs More Likely to Find Job Within 3 Months of Graduation



For all races and ethnicities (with the exception of respondents who identify as “another group”), graduates of NAAB-accredited programs were more likely to report finding a job within 0-3 months of graduating. The gap was largest for African American and white respondents, who were 12 percentage points more likely to select 0-3 months if they graduated from a NAAB-accredited program.

Baseline on Belonging: Education Report

U.S. Citizens Least Likely to Find a Job Within 3 Months of Graduation



Overall, respondents of some other immigration status (such as a student visa) were the most likely to indicate that they were employed within 0-3 months of graduation, compared to U.S. citizens and lawful permanent residents. However, U.S. citizens were the most likely to report working while in architecture school. Asian respondents with an “other” immigration status were the most likely of all respondents to report being employed within three months at 73 percent.



Baseline on Belonging: Education Report

Next Steps

Findings from this initial *Baseline on Belonging* survey highlight the impact that program type, program culture, and professors can have on students pursuing an architecture license—especially for Black or African American women. The results underscore the need for additional study and align with existing discussions in the profession around the high cost and additional time burden of attending NAAB-accredited programs. Areas for ongoing research and discussion within the broader community of architectural education include:

- Do prospective students have the resources to choose a program that suits their long-term goals and minimizes barriers later in the licensure process?
 - What proportion of the licensure candidate population had to return for an additional degree/course load they weren't expecting in order to earn a license?
 - Are candidates of color more likely to face this barrier?
- How is the “return on investment” of an architecture degree impacting the diversity of the candidate pool?
 - Are candidates of color more likely to fall off the path due to affordability?
- How does the student experience at U.S. architecture programs compare to the student experience at programs outside the United States?
 - Are culture issues like lack of diversity, high pressure/workload, etc., unique to U.S. programs?
 - Do U.S. architecture programs face higher levels of attrition than international programs?
- How does the culture of non-accredited architecture programs compare to the culture of accredited programs?
 - Are the disparities seen in the education report a result of the additional cost/curriculum requirements of NAAB-accredited programs, or are there additional causes?
 - Do NAAB-accredited programs face higher levels of attrition than non-accredited programs?
 - Why do graduates of non-accredited programs feel more prepared for their careers?
 - NAAB's data suggests that NAAB-accredited programs are more diverse than non-accredited programs (at the same schools)—but graduates of NAAB programs selected “lack of diversity” as a negative impact more frequently. Why might this be the case?
- Do professors at architecture programs reflect the diversity of their student body?



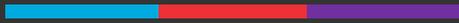
Baseline on Belonging: Education Report

- Are there formal structures in place at architecture schools to help students progress, or is this responsibility placed on professors? Do schools with formal programs see less disparity by race and gender than schools without a formal structure?
- How can the architecture community better support candidates of color, particularly Black or African American women, in school?
 - Do architecture programs require that their faculty complete DEI training?

Going forward, NCARB and NOMA will work with related organizations in architectural education to understand and address these disparities. Additionally, NCARB and NOMA will conduct focus groups to dig deeper into the underlying causes and propose solutions to help create a more equitable profession.



**Baseline on Belonging:
Equity, Diversity, and Inclusion
in Architecture Licensing**



Experience Report



Baseline on Belonging: Experience Report

Table of Contents

Executive Summary	140
Key Findings	142
Introduction	145
Setting the Scene: NCARB Data Regarding AXP Completions	147
Survey Respondent Progress Toward AXP Completion	159
Ease of Finding a Supportive Firm	163
Firm Provided Access to Variety of AXP Opportunities	170
Access to Variety of AXP Opportunities—Supervisor Support	177
Supervisor Support Regarding Licensure	184
Supervisor’s Engagement and Awareness	191
Supervisor Respect	198
Ability to Voice Contrary Opinions	205
Challenges Earning AXP Credit	212
Next Steps	221



Baseline on Belonging: Experience Report

Executive Summary

Earning professional experience by completing NCARB's Architectural Experience Program® (AXP®) is one of three key steps required to become a licensed architect in most U.S. jurisdictions. To gain the required experience on a variety of projects, candidates rely on the support of their firm and architect supervisor. The *Baseline on Belonging* survey included a number of questions exploring respondents' experiences while navigating the AXP, with a goal of better understanding if and where firms, supervisors, and the program itself may create unintended impediments along the path to licensure.

When viewed as a whole, survey participants had positive responses to questions about the experience component of licensure. Viewing responses without separating candidates by demographic filters shows that most candidates reported it was easy to find a firm that would support them through the AXP. In addition, the majority of all respondents had a supervisor who supported their licensure goals.

However, viewing the survey responses by factors such as race, ethnicity, gender, and age reveals several key disparities related to earning professional experience. Some of these disparities are slight, while others are more significant. The *Baseline on Belonging* study is intended to raise awareness of disparities faced by underrepresented professionals and highlight areas where they may be more likely to face barriers on the path to licensure. Understanding the underlying causes for these barriers and how to address them fully is the focus of ongoing research and development for NCARB and NOMA.

The impact of race or ethnicity alone often appears relatively small in the survey findings. By contrast, layering filters—i.e., sorting responses by race, ethnicity, and gender—highlights compounding disparities faced by individuals who are a part of multiple underrepresented groups. For instance, the combined impact of race and gender is strongest for Black or African American women, who consistently trended toward the least positive response to a given survey prompt.

This intersectionality is underscored by the survey's gender findings. On the surface level, the study revealed little impact when data is viewed by gender alone. However, digging deeper into the data by race and ethnicity reveals that there is often a significant gap between white women and women of color. For example, although white women often responded more positively than men of all races and ethnicities, women of color frequently reported the least positive responses when asked about the AXP. Because of this, viewing the data by gender alone can be misleading, and the following report includes no views of data from the *Baseline on Belonging* study filtered solely by gender.

While the *Baseline on Belonging* study is primarily focused on the impacts of race, ethnicity, and gender, the survey revealed another major factor on the path to licensure: age. In all areas related to experience, age had the biggest impact on a candidate's progress. This factor was consistent across all questions, showing that candidates who were 30 or older typically faced an increasing level of challenges completing the program and were less satisfied with their supervisor and firm support than their peers aged 18-29.



Baseline on Belonging: Experience Report

NCARB's own programmatic data shows that there is little difference in the time it takes to complete the AXP when it comes to race and ethnicity, with white candidates taking slightly longer to complete the program than candidates of color. However, white candidates typically start and complete the program at a younger age.

In addition, the survey revealed several other factors that can influence candidates' progress through the experience program, including firm size and career position.

On average, survey respondents employed at small firms reported lower rates of firm and supervisor support than those employed at mid-size or large firms, with firm size having a larger impact on candidates of color—especially those who are African American or Asian. Black or African American respondents employed by small firms were less likely to document experience, agree that their AXP supervisor treats them with respect, or feel comfortable voicing contrary opinions compared to their peers of other races and ethnicities or African Americans employed by large firms.

Career position also showed an interesting pattern, with white and Asian candidates in entry-level positions reporting the most satisfaction with support in the experience program, whereas African American and Latino candidates reported better satisfaction when in mid-level positions.

For many of this report's key findings, additional study is needed to better understand the core causes of disparities related to professional experience. For more information about NCARB and NOMA's planned follow-up surveys and additional research, see page 85. For more details on key findings related to experience, see page 6.



Baseline on Belonging: Experience Report

Key Findings

Overall Experience Response Is Positive

- In general, respondents rated experience-related statements favorably, with 50 percent or more agreeing for all segments.
- Respondents generally felt well-respected and supported by their supervisors.
- Twenty-five percent of all respondents indicated that they faced challenges that made it difficult to earn AXP credit.

Only Slight Disparities Are Seen in the Experience Program for Race and Ethnicity

- When filtered by race and ethnicity, respondents reported only slight differences when navigating the experience component of licensure, especially in regard to their ability to gain experience across the AXP areas and their supervisor's overall support of their licensure progress.
- However, some areas showed more significant disparities based on race and ethnicity, including:
 - When searching for employment in a firm, African American and Latino respondents indicated it was more difficult to find a supportive firm.
 - African Americans were slightly less likely to respond positively about specific questions related to their supervisor relationship, including whether their supervisor was aware of their licensure progress or treated them with respect.

Women of Color Face Greater Disparities Completing the AXP

- Filtering the data by race, ethnicity, and gender reveals that women of color are more impacted by the intersectionality of these factors, compared to the impact of gender alone.
 - White women often reported a more positive experience than white men, a pattern that was typically reversed for people of color, where women tended to report more challenges than men.
 - African American, Asian, and Latina women were slightly less likely than their male peers to agree that they received access to the variety of experience opportunities needed to complete the AXP.



Baseline on Belonging: Experience Report

Age Is Most Significant Factor in Relation to Experience

- Age was the most significant factor captured in this report when it comes to a candidate's progression through the AXP, with younger candidates reporting less challenges than their older peers.
- Filtering the survey results by age, race, and ethnicity reveals that young, white candidates are most likely to report having a firm or supervisor that provides opportunities to gain a variety of experience than any other demographic group.
- Access to supervisor support and experience opportunities decreased more dramatically among older white and Asian candidates, whereas African American and Latino candidates typically saw less change between age range and career positions.

White Candidates Start and Complete the Experience Program Younger

- Supporting data from customers' NCARB Records revealed that time to complete the program varies only slightly by race and ethnicity, with Asian candidates completing the program fastest and white candidates taking the longest.
- While white candidates took the longest amount of time to complete the program, they typically started the AXP at a younger age and were therefore slightly younger than candidates of other races and ethnicities when they finished.

Firm Size Is Significant Factor in Gaining Experience

- Firm size can impact the support respondents received for the AXP, with some benefits and drawbacks seen for each firm size.¹
 - There was little distinction between "firm support" and "supervisor support" in small and mid-size firms, whereas candidates employed at large firms were more likely to receive support from their firm that extended beyond the supervisor relationship.
 - African American candidates typically reported less obstacles when working in a large firm compared to African Americans working in small and mid-sized firms.
 - African Americans were 15 percentage points less likely to report experience if they were working in a small firm, compared to African Americans employed by large firms.

1 Firm size is determined by response to the question "How many people are currently employed at your firm?" with "small firm" indicating respondents who selected 1-19 employees, "mid-size" indicating respondents who selected 20-99 employees, and "large firm" indicating respondents who selected 100 or more employees.



Baseline on Belonging: Experience Report

African American Women Less Likely to Report Having Engaged or Respectful Supervisors

- Regardless of race, ethnicity, or gender, respondents were nearly as likely to agree that their AXP supervisor was supportive of their path to licensure. However, responses to deeper questions about the supervisor relationship—such as supervisor engagement, respect, and the ability to contradict their supervisor—revealed that race, ethnicity, and gender may have a larger impact below the surface.
 - African Americans (both men and women) and Asian women were least likely to feel they can voice contradictory opinions in the workplace.
 - African American women were least likely to report having a supervisor who treats them with respect and was fully engaged and aware of their licensure progress.



Baseline on Belonging: Experience Report

Introduction

In early 2020, the National Council of Architectural Registration Boards (NCARB) and the National Organization of Minority Architects (NOMA) launched a joint survey to identify and understand areas where people of color and other underrepresented groups experience obstacles on the path to licensure.

This report features findings related to the AXP and firm support for candidates earning professional experience. To offer additional context for the survey findings, the *Baseline on Belonging: Experience Report* also includes related data from NCARB's own Record holders, including demographic and experience program completion information.

For more information regarding the survey structure, target audience, response rate, and respondent demographics, see the Appendix.

Experience Survey Structure

The experience section of the survey asked questions related to firm support for candidates completing the AXP, the supervisor/candidate relationship, and overall difficulty of completing the experience program. Survey questions included in the experience section of the survey include:

AXP Progress:

- Have you documented any experience hours toward the AXP?²

Firm Support:³

- It was easy to find a local firm that could support me in gaining AXP experience.
- My firm provided a variety of opportunities to help me gain experience credit in all experience areas.

2 This question was used to qualify respondents to receive additional questions related to experience. Those who responded "yes" were given additional questions related to the experience program, and those who responded "no" were advanced to the next question.

3 For questions related to firm and AXP supervisor support, candidates were asked to respond to statements on a scale ranging from strongly disagree to strongly agree. For this report, responses marked "strongly disagree" and "disagree" have been grouped, as have responses marked "strongly agree" and "agree."



Baseline on Belonging: Experience Report

AXP Supervisor Support:

- My AXP supervisor provided a variety of opportunities to help me gain AXP hours in all experience areas.
- My supervisor was supportive of my path toward licensure.
- My supervisor was fully engaged and aware of my progression.
- My supervisor treats me with respect.
- I can voice contrary opinions to my supervisor without fear of negative consequences.

Overall AXP Difficulty:

- Have you faced challenges that made it difficult for you to earn AXP credit?

The report provides responses for each question, segmented by a variety of filters. Due to the survey's focus on understanding attrition rates for people of color, most charts include a filter for race and ethnicity. Segments used in the experience report include:

- Race/ethnicity
- Race/ethnicity and gender
- Race/ethnicity and career position*
- Age*
- Race/ethnicity and age
- Race/ethnicity and firm size*

* For these segments, the data was filtered so that only respondents who indicated being an active candidate working toward licensure were included. Segments without this filter could also include recently licensed architects or those who've left the path. For this reason, respondents filtered by the segments marked with an * are sometimes referred to as "candidates."



Baseline on Belonging: Experience Report

Setting the Scene: NCARB Data Regarding AXP Completions

NCARB gathers data regarding program completions from its customers through their NCARB Records, along with self-reported demographics information regarding race, ethnicity, gender, and age.

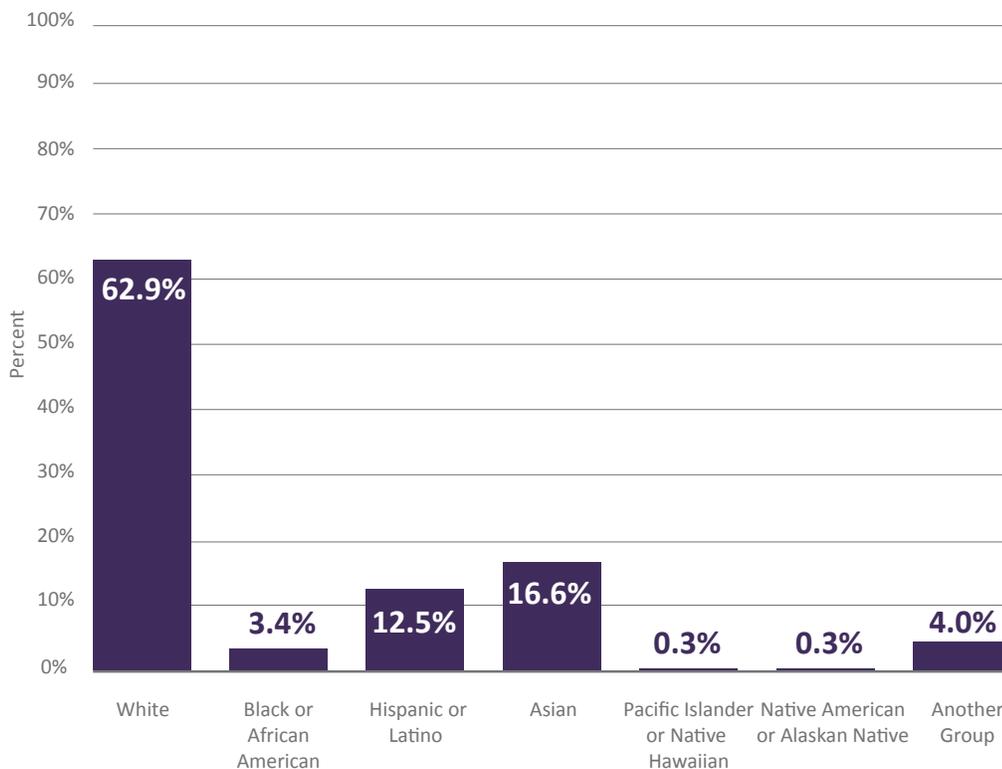
This data provides additional context regarding AXP completions, average time to complete the program, and average age when starting and finishing the AXP.

NCARB's data reveals that while most candidates completing the experience program are white, racial and ethnic diversity at the point of AXP completion has been steadily increasing for the past several years. In addition, slightly more men complete the program than women, and nearly half of candidates completing the program are in the 18-29 age group.

NCARB's data also shows that white candidates take slightly longer, on average, to complete the AXP. However, white candidates typically start the program at a younger age than their African American, Asian, and Latino counterparts. Because the gap in starting age is larger than the gap in time to complete the program, this results in white candidates being younger at the point of AXP completion than candidates of color.

Baseline on Belonging: Experience Report

Most Candidates Completing the AXP in 2019 Were White



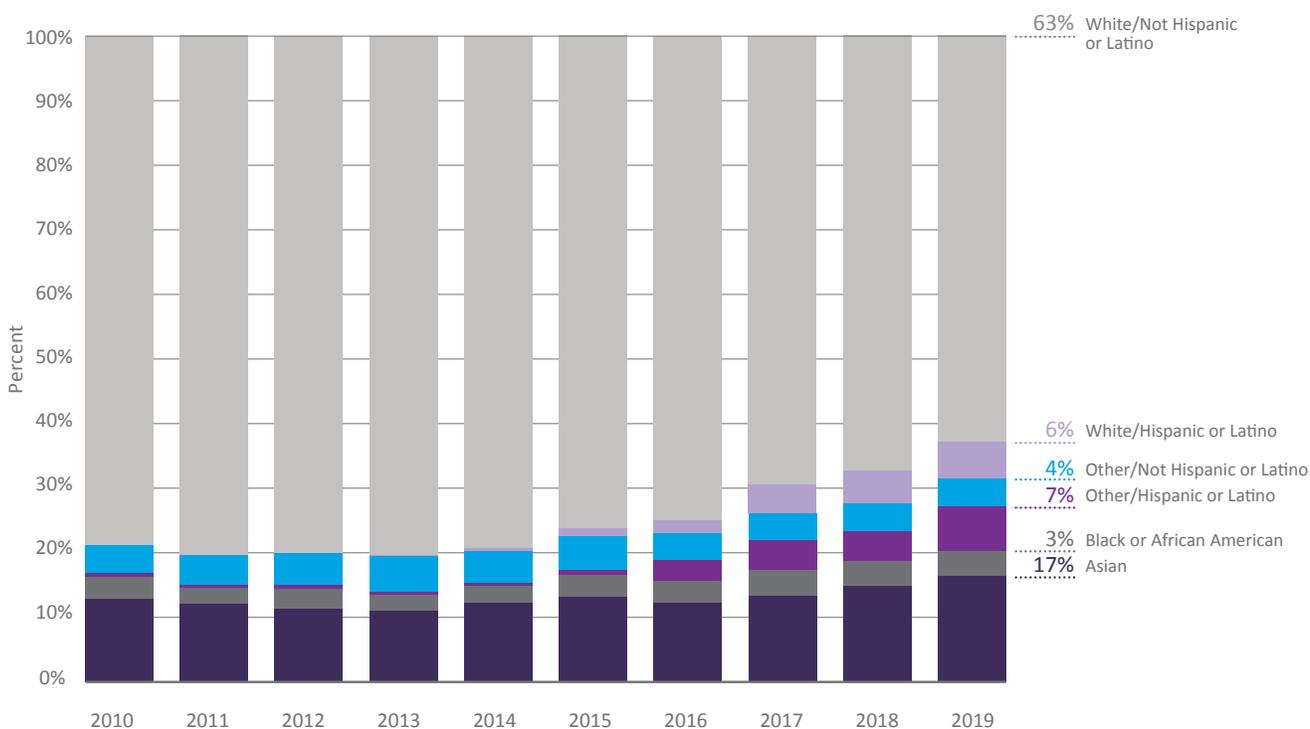
Of the candidates who completed the AXP in 2019, 37 percent identified as a race or ethnicity other than white/not Hispanic or Latino. This is a 4 percentage point increase compared to 2018, and a 16 percentage point increase compared to 2010—a record high in diversity at the point of AXP completion.

Nearly 17 percent of candidates completing the program were Asian, and nearly 13 percent identified as Hispanic or Latino. Just over 3 percent identified as Black or African American, while less than half a percent each identified as Pacific Islander/Native Hawaiian or Native American/Alaskan Native.⁴

⁴ Because so few individuals completing the AXP identify as Pacific Islander/Native Hawaiian or Native American/Alaskan Native, data for these groups is not shown on all charts.

Baseline on Belonging: Experience Report

Diversity at AXP Completion Improving Over Time

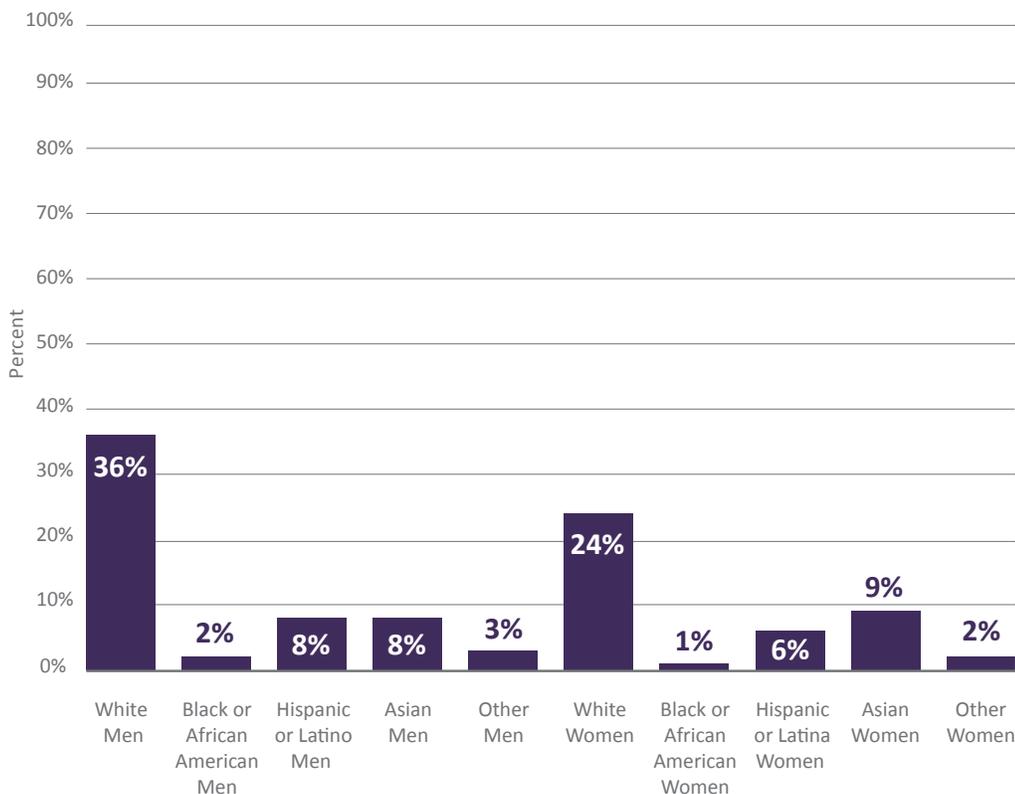


When viewed over time, NCARB’s data shows that diversity at the point of AXP completion has been slowly improving since 2014.

However, it is important to note that the majority of growth since 2010 was seen in the Asian and Latino candidate populations. The proportion of candidates completing the experience program who identify as Black or African American remained unchanged from the 3 percent seen in 2010.

Baseline on Belonging: Experience Report

More Men Completed the AXP in 2019 Than Women



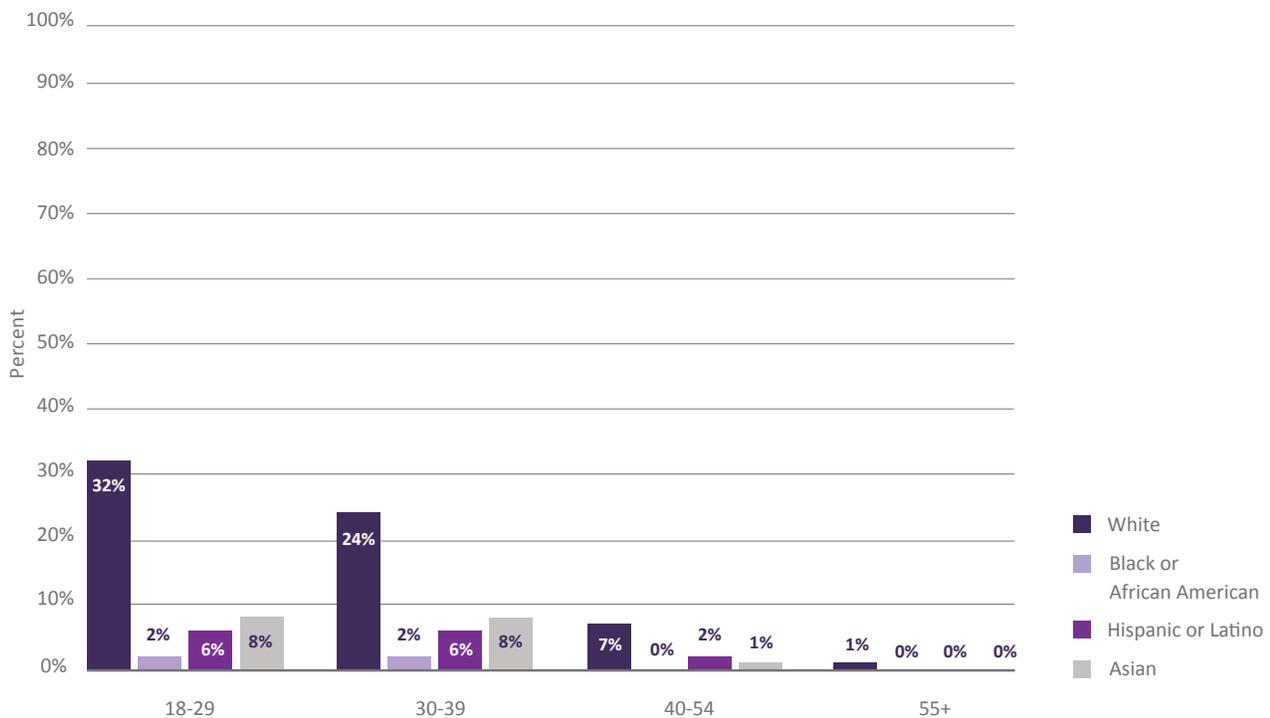
Of candidates completing the AXP in 2019, approximately 57 percent were men and 43 percent were women. White men alone made up 36 percent of AXP completions, with Black or African American men making up 2 percent, and Asian and Hispanic or Latino men making up 8 percent each.

White women comprised 24 percent of AXP completions, with Black or African American women making up 1 percent, Hispanic or Latina women making up 6 percent, and Asian women making up 9 percent.

Asian women were the only group of AXP complete candidates where the proportion of women in a demographic group was higher than the proportion of men in the same group.

Baseline on Belonging: Experience Report

Most Candidates Completing the AXP Are Under 40



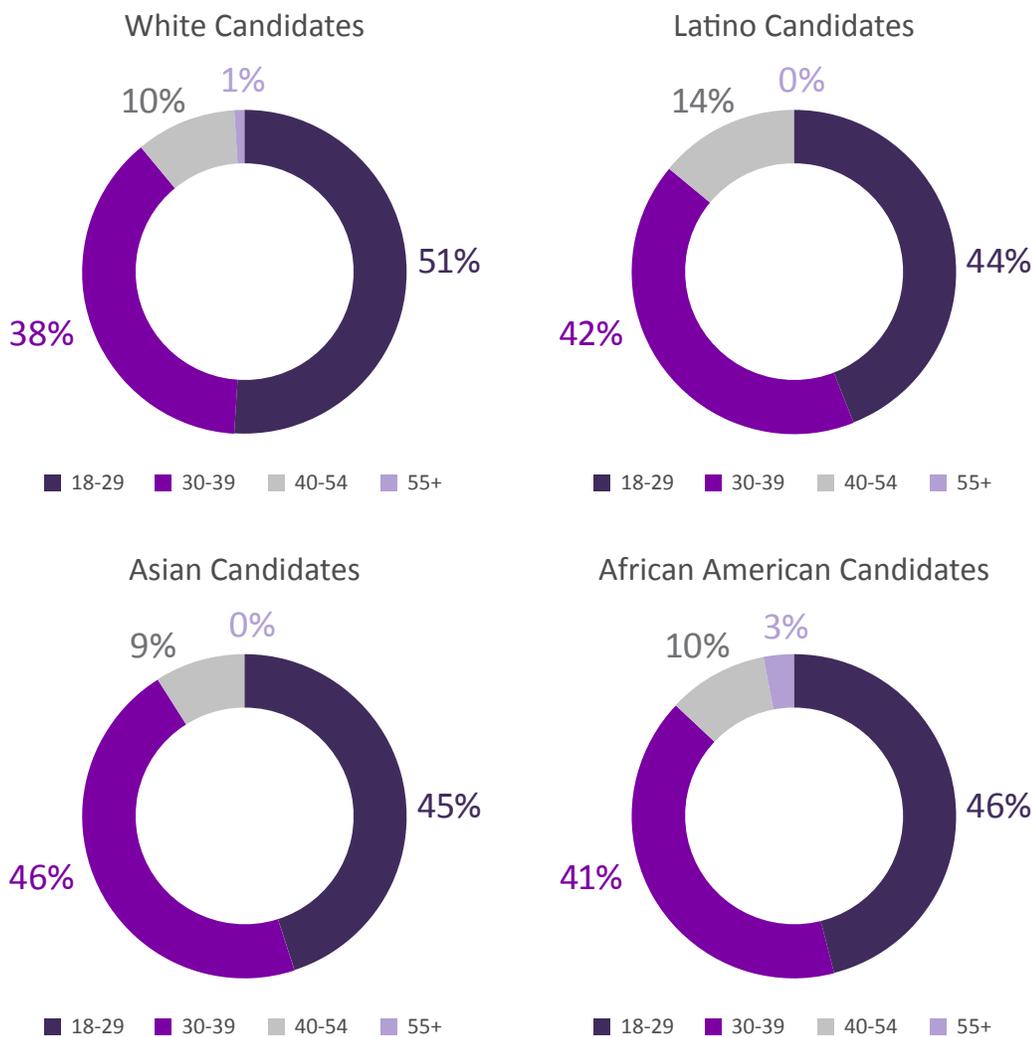
Nearly half (48 percent) of candidates who completed the AXP in 2019 were between the ages of 18-29. Another 40 percent were between 30-39 years old, with only 10 percent between 40-54 and 1 percent 55 or older.

Of the 48 percent of candidates who finished the AXP in 2019 in the 18-29 age group, 32 percent were white, 8 percent were Asian, 6 percent were Hispanic or Latino, and 2 percent were Black or African American.

Comparatively, of the 40 percent of candidates who finished the AXP in 2019 in the 30-39 age group, 24 percent were white—an 8 percentage point difference compared to the 18-29 age group. However, the percentages of Asian, Latino, and African American candidates in the 30-39 age group were the same as those in the 18-29 age group.

Baseline on Belonging: Experience Report

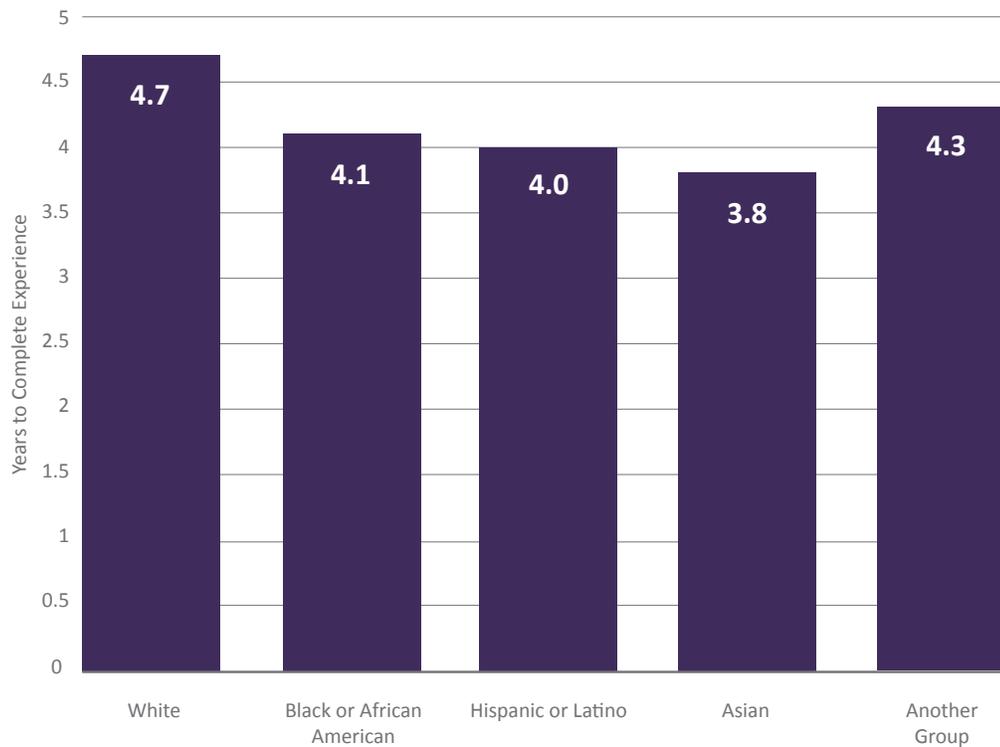
More White Candidates Complete the AXP Before 30



A higher proportion of white candidates who completed the AXP in 2019 were in the 18-29 age group: 51 percent, compared to 44 percent of their Latino peers. Along with other findings from NCARB’s own data, this signals that white candidates tend to start and complete the program younger.

Baseline on Belonging: Experience Report

White Candidates Take Slightly Longer to Complete the AXP

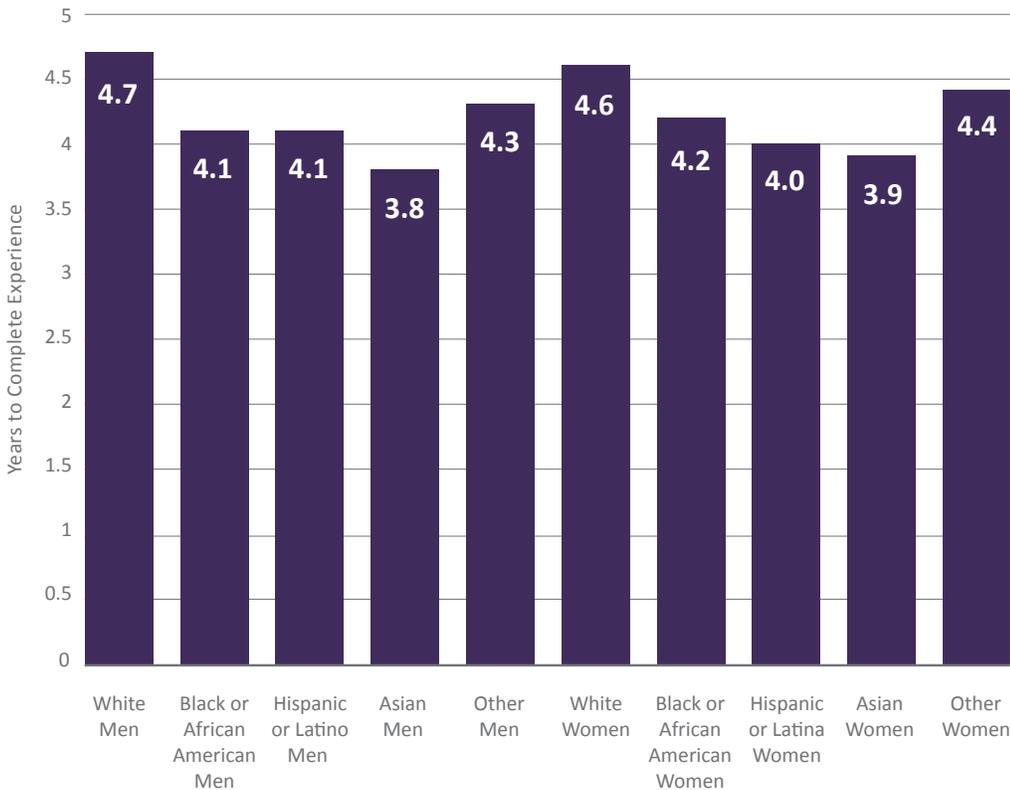


In 2019, the median time to complete the AXP for white candidates was 4.7 years; this is approximately 7 months longer than their Black or African Americans peers, and nearly a year longer than their Asian peers.

This is consistent with NCARB’s licensure data, which reveals that Asian and Latino candidates typically complete the entire path to licensure faster than their white peers.

Baseline on Belonging: Experience Report

Gender Has No Impact on Time to Complete the AXP



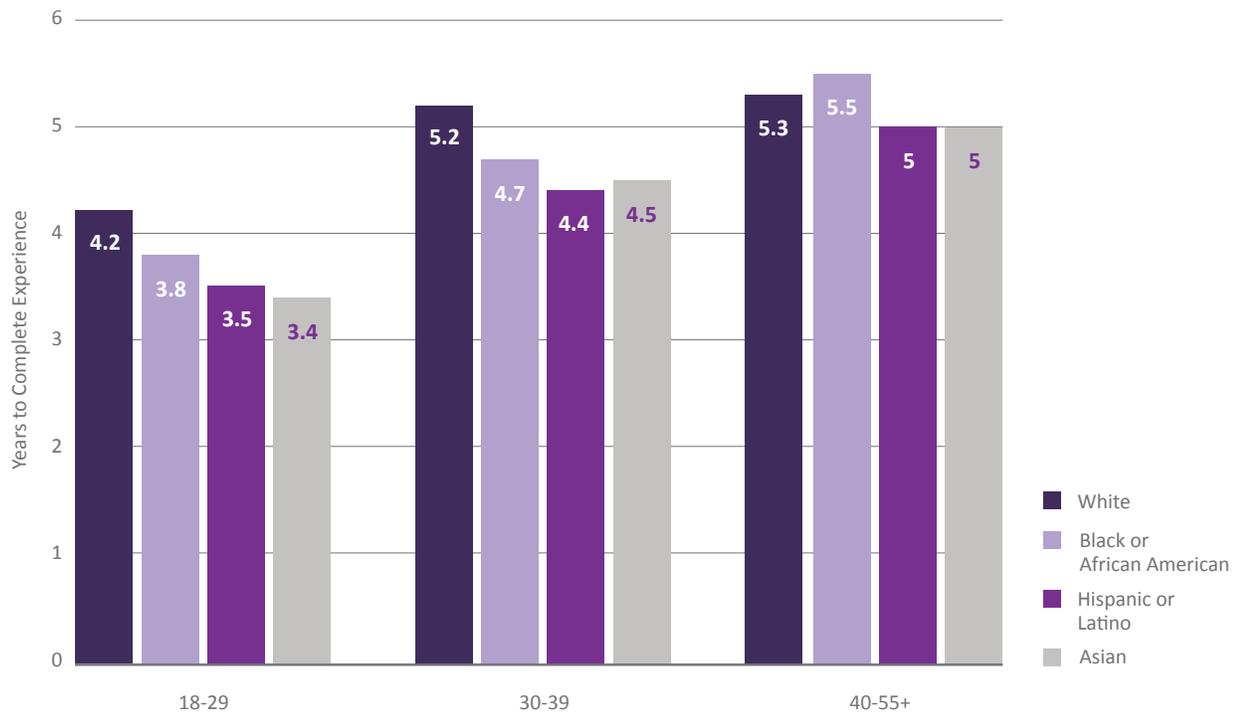
Women of each racial and ethnic group completed the experience program in nearly the same time as their male counterparts.

On average, white and Latina women completed the AXP one month sooner than white and Latino men. African American and Asian women, however, took one month longer to complete the AXP than African American and Asian men.

Taken together, such slight differences suggest that gender has little impact on time to complete the program.

Baseline on Belonging: Experience Report

Time to Complete the AXP Increases With Age



On average, candidates between 18-29 years old of all races and ethnicities took less time to complete the AXP than candidates in older age groups. The median time it takes to complete the experience program increased at least 11 months for each racial and ethnic group between the ages of 18-29 and 30-39.

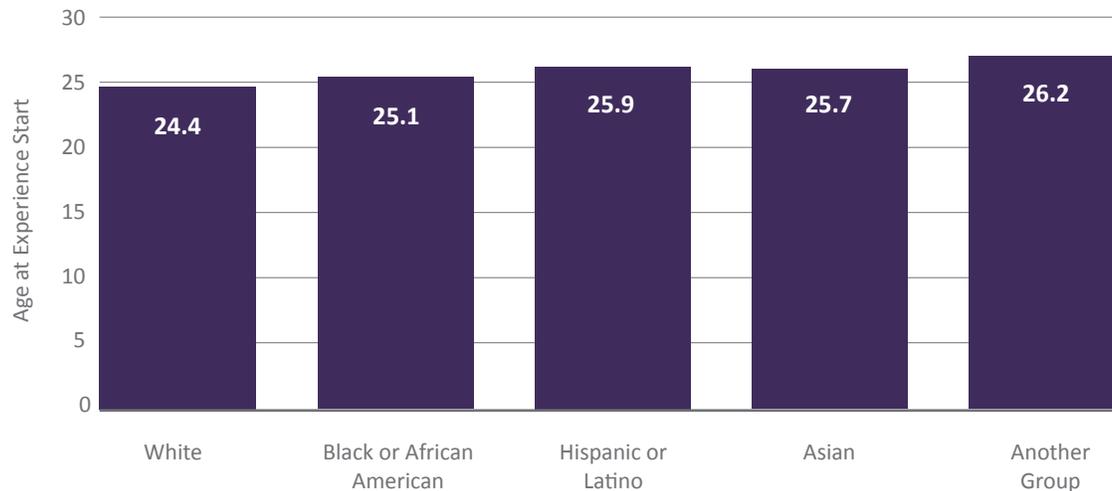
Asian candidates between 18-29 completed the AXP the fastest, taking just 3.4 years on average.

Candidates in the 40-55+ age group saw another, slightly smaller increase in time to complete the AXP compared to those in the 30-39 age group, with Black or African American candidates taking the most time at 5.5 years, and Asian and Latino candidates taking the least at 5 years.

The 40-55 age group is the only demographic where white candidates do not take the longest, on average, to complete the program.

Baseline on Belonging: Experience Report

White Candidates Start the AXP Sooner



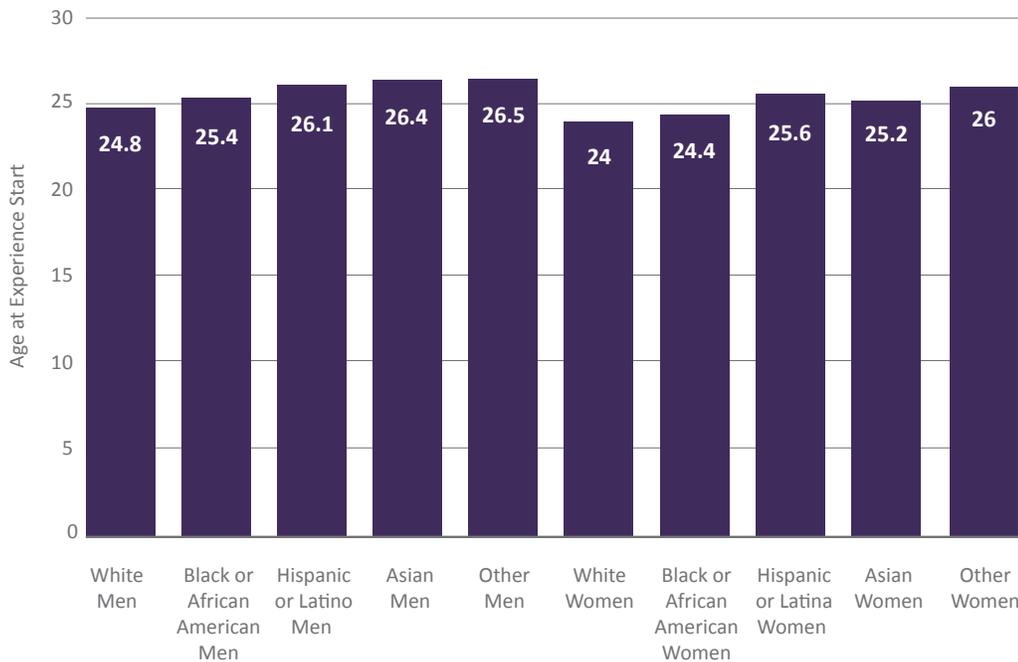
On average, white candidates were 24 when they began the experience program, approximately eight months younger than Black or African American candidates, who were the next youngest on average at the point of AXP start.

At nearly 26 years old, Hispanic or Latino candidates were the oldest (on average) when they began the experience program.

This earlier starting age for white candidates could contribute to the longer time that the average white candidate took to complete the experience program.

Baseline on Belonging: Experience Report

Women Start the AXP Younger Than Men

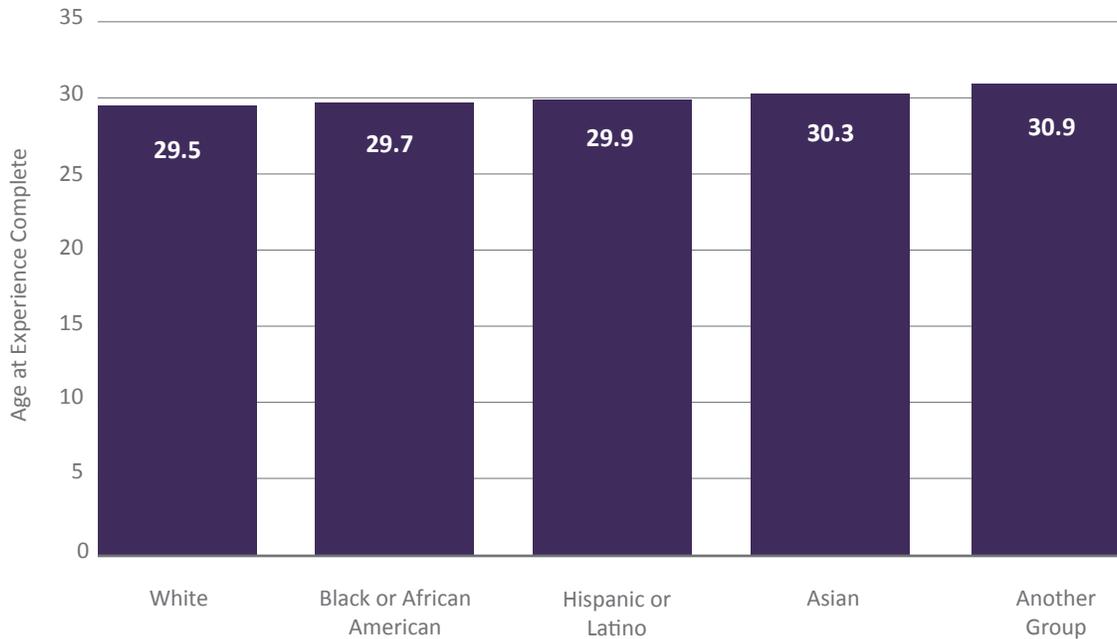


Women of every racial and ethnic group started the AXP younger than their male peers. This gap was largest for Asian candidates, with Asian women starting the AXP a year and two months younger than Asian men.

At 24 years old, white women were the youngest on average to start the AXP, and Asian men were the oldest at 26.4 years old.

Baseline on Belonging: Experience Report

White Candidates Finish the AXP Younger



On average, white candidates who completed the AXP in 2019 were 29.5 years old at the point of program completion—approximately 2, 5, and 10 months younger than their African American, Latino, and Asian peers (respectively).

While the average white candidate took slightly longer to complete the AXP than peers of other races and ethnicities, starting the program earlier allowed them to complete the program at a slightly earlier age than their peers.



Baseline on Belonging: Experience Report

The remainder of the report features findings from the joint NCARB and NOMA survey, rather than from NCARB's own data.

Survey Respondent Progress Toward AXP Completion

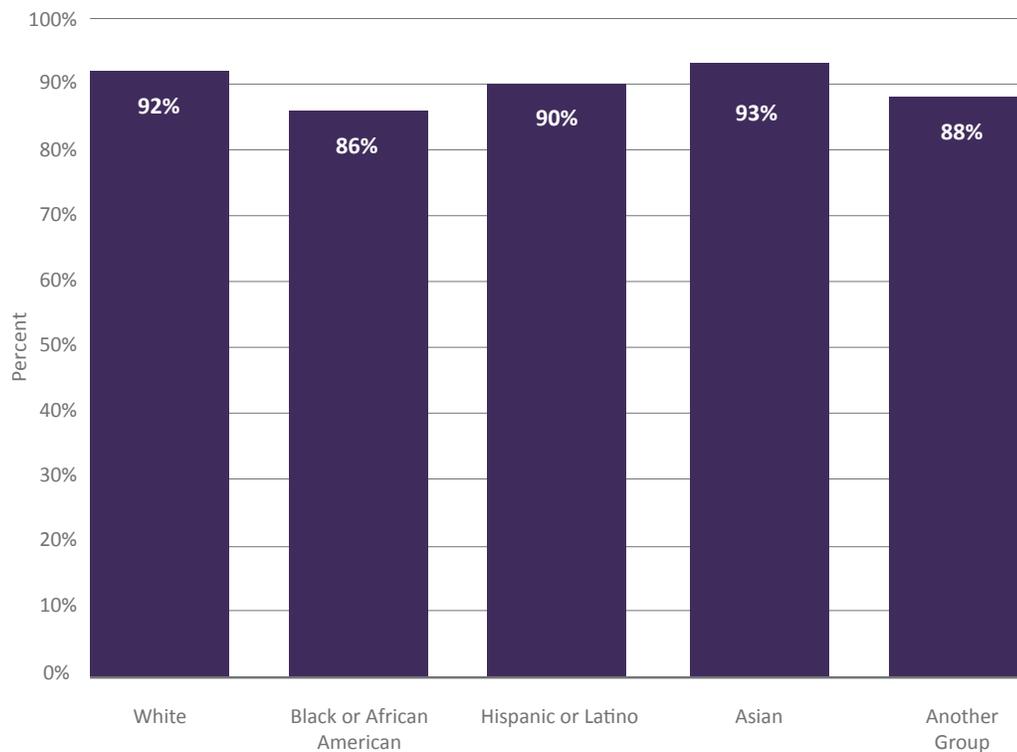
The majority of survey respondents had made some progress toward completing the AXP.

To better understand factors that could impact AXP progress, the data was segmented by a variety of respondent characteristics, including race, firm size, age, position, and gender.

Race and ethnicity, when combined with other factors such as firm size, gender, or position, impacted AXP progress, with Black or African American respondents least likely to have reported experience in each filtered view of the data (for instance, race and ethnicity plus gender or race and ethnicity plus position).

Baseline on Belonging: Experience Report

African Americans Slightly Less Likely to Have Reported AXP Experience



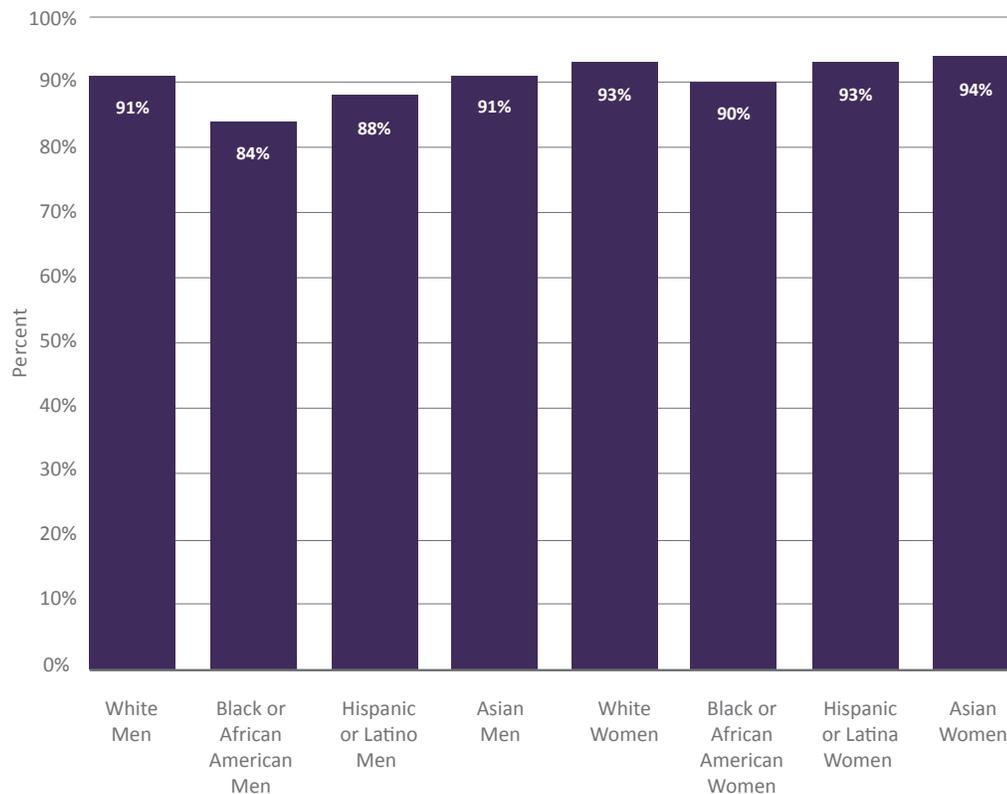
Nearly all survey respondents indicated they had made progress toward completing the AXP.

However, Black or African American respondents were 6 percentage points less likely than their white peers to indicate they had reported AXP experience, and 7 percentage points less likely than Asian respondents.

Ninety percent of Hispanic or Latino respondents indicated they had made AXP progress, 2 percentage points less than white respondents and 3 percentage points less than Asian respondents.

Baseline on Belonging: Experience Report

Women More Likely to Have Reported AXP Experience Than Men



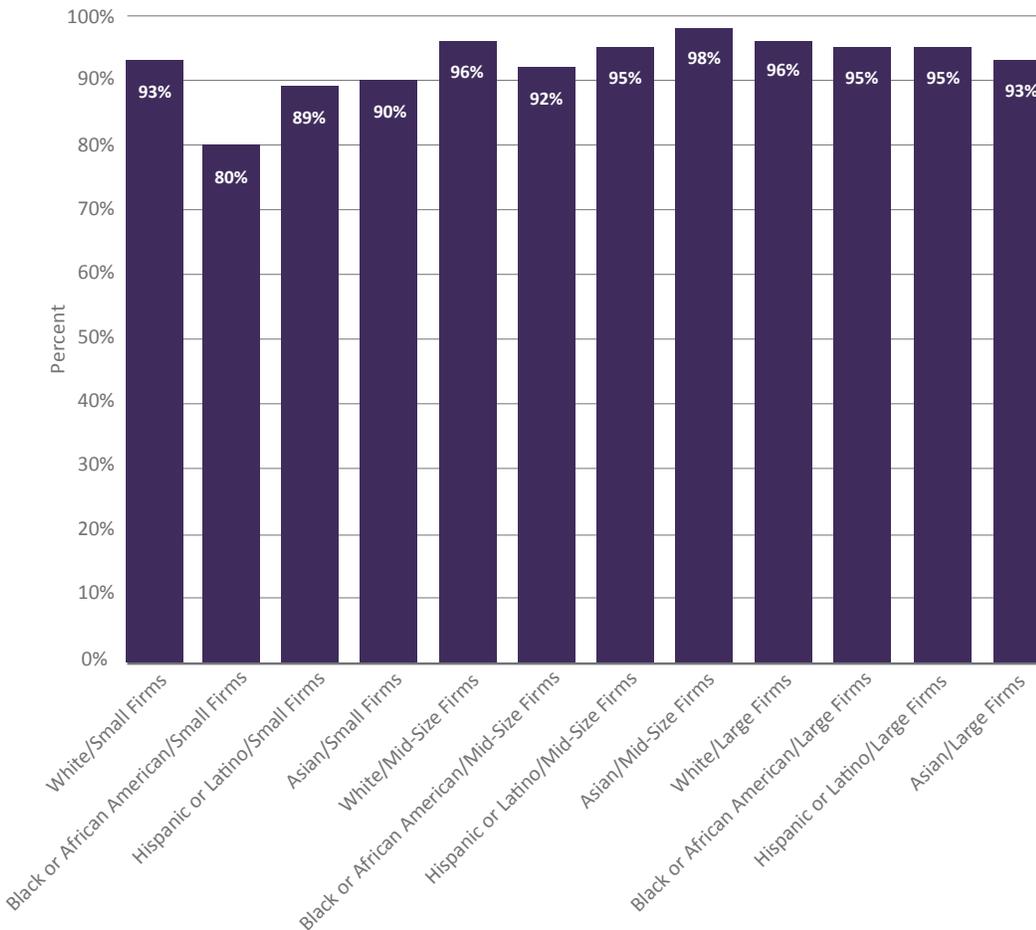
Women of all races/ethnicities were more likely than their male counterparts of the same race to indicate they had reported AXP experience.

The smallest difference was seen among white respondents, with white women just 2 percentage points more likely than white men to have made AXP progress. The largest difference was seen among Black or African American respondents, with African American women 6 percentage points more likely than African American men to have made AXP progress.

At 84 percent, African American men were the least likely of any group to have reported AXP experience.

Baseline on Belonging: Experience Report

African Americans Working at Small Firms Least Likely to Report AXP Experience



When segmented by race, ethnicity, and firm size, candidates employed at small firms were less likely to have reported experience than candidates of the same race at mid-size or large firms. African American candidates working at small firms were the least likely of any group to have reported AXP experience—13 percentage points less than their white peers working at small firms.

The disparity seen between racial and ethnic groups shrunk as firm size increased. Candidates of all groups were nearly equally as likely to have reported experience at large firms, with Asian candidates the least likely at 93 percent and white candidates the most likely at 96 percent.

However, Asian candidates employed at mid-sized firms were the most likely of any group to have documented AXP experience at 98 percent.



Baseline on Belonging: Experience Report

Ease of Finding a Supportive Firm

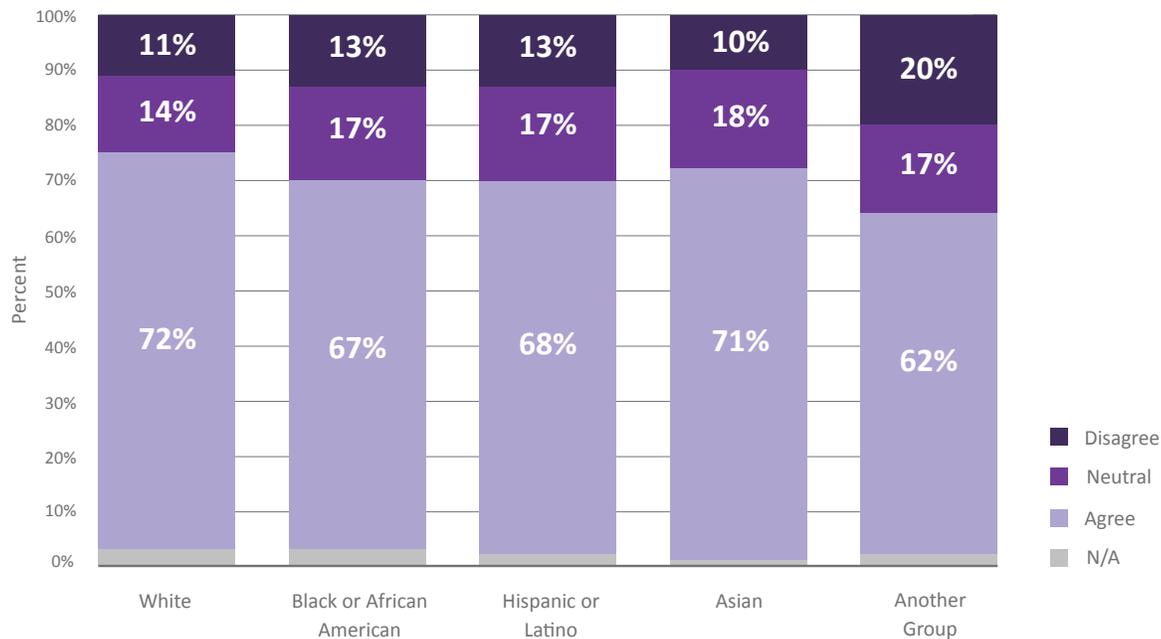
Because the AXP requires experience to be gained across six different areas, finding a firm willing to provide work opportunities in each practice area is critical to completing the program.

The survey asked respondents to measure the relative ease with which they were able to gain employment at a firm willing to support their AXP progress.

In most segmented views of the data, the majority of respondents agreed that it was easy to find a firm willing to support their AXP progress. However, this ease was impacted by a number of factors, including age, position, and firm size, especially when combined with race. African American candidates were consistently less likely to agree that finding an AXP-supportive firm was easy.

Baseline on Belonging: Experience Report

African Americans Slightly Less Likely to Say Finding an AXP-Supportive Firm Is Easy



Most survey respondents—nearly three quarters—agreed that finding a firm to support their progress through the AXP was easy. However, licensure candidates and architects who identified as Black or African American were 5 percentage points less likely to agree than their white peers, and 4 percentage points less likely to agree than their Asian peers.

While this is a minor difference, difficulty in African American and Latino candidates’ ability to find a supportive firm could draw out the time and effort needed to complete the experience program, potentially extending the licensure process and contributing to attrition on the licensure path.

Baseline on Belonging: Experience Report

Black and Latino Men Slightly Less Likely to Say Finding a Supportive Firm Is Easy

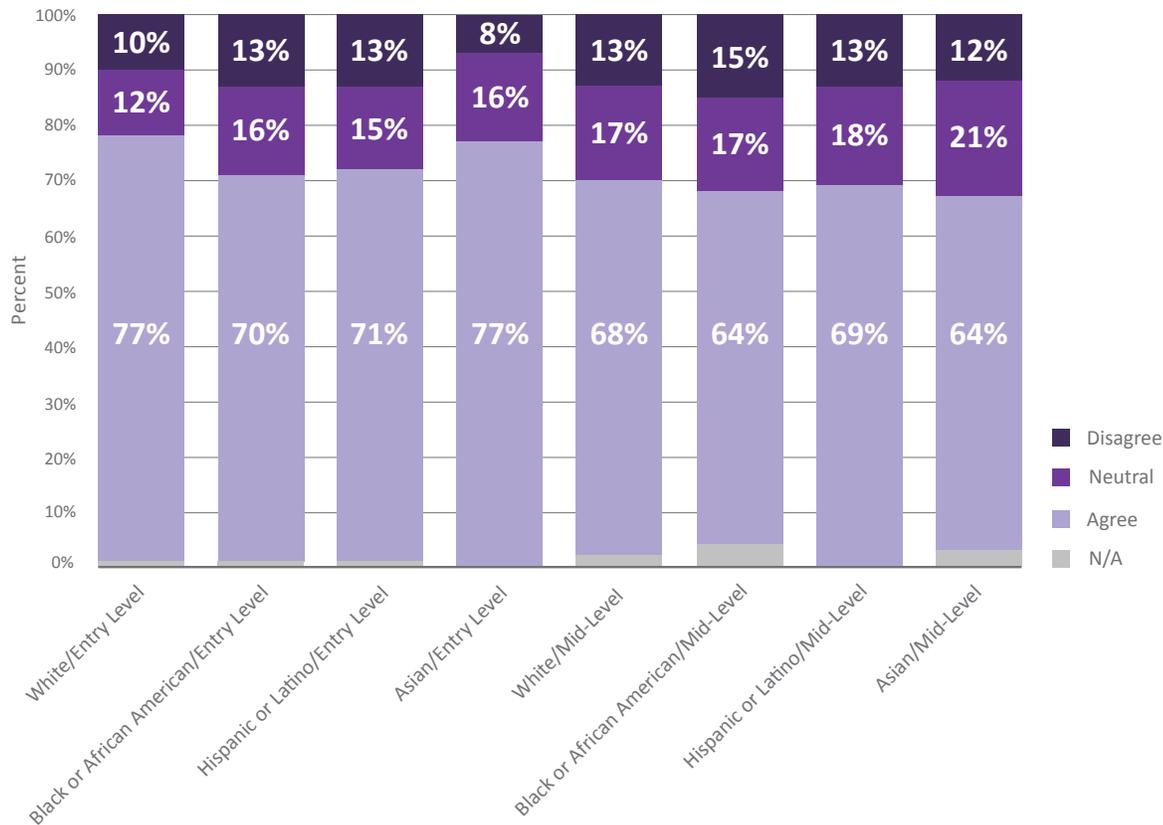


When segmented by race, ethnicity, and gender, women of all races were more likely than their male counterparts of the same demographic to report that it is easy to find a local AXP-supportive firm—this disparity was largest for Latina women, who were 6 percentage points more likely than Latino men to agree.

White women were the most likely to report finding a firm to support their AXP progress was easy at 75 percent; this is 10 percentage points higher than the proportion of Black and Latino men who agreed.

Baseline on Belonging: Experience Report

Racial Disparity in Finding a Supportive Firm Higher for Entry-Level Candidates



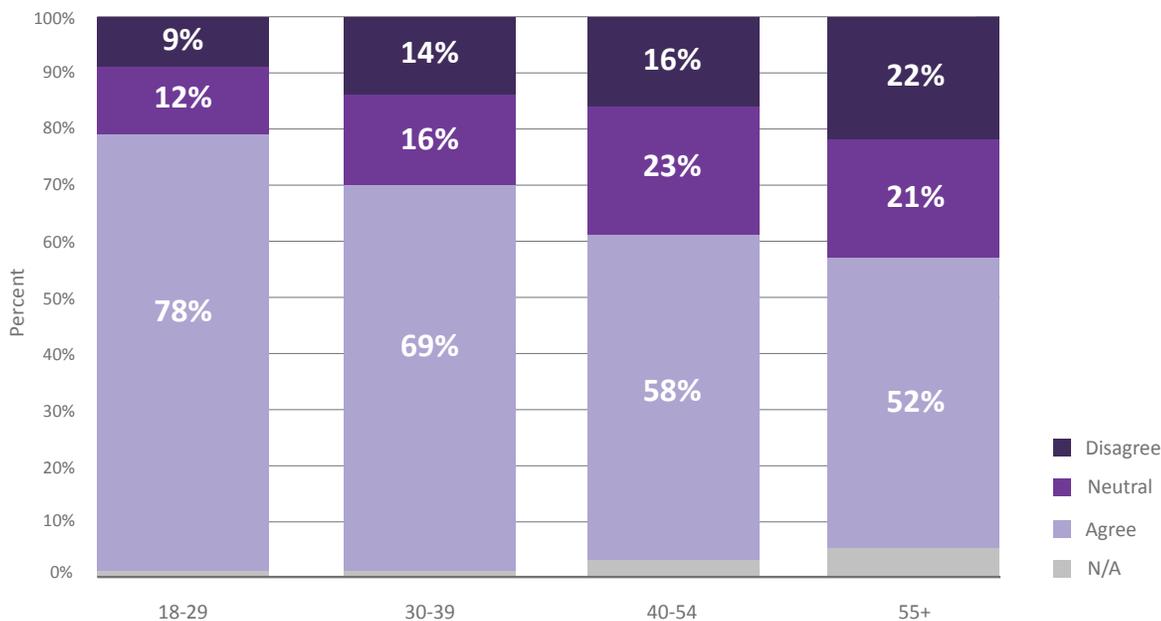
When segmented by race, ethnicity, and position within their firm, respondents of all races in entry-level positions were more likely to agree finding a supportive firm was easy. However, the disparity between respondents of different races and ethnicities was also larger for entry-level candidates than for mid-level candidates.

White and Asian candidates in entry-level positions were the most likely to agree at 77 percent; this is 7 percentage points more likely than African American candidates and 6 percentage points more likely than Latino candidates in entry-level positions.

However, at 69 percent, Latino candidates in mid-level positions were more likely than candidates of any other race and ethnicity in mid-level positions to report finding a supportive firm was easy—1 percentage point higher than white candidates, and 5 percentage points higher than African American or Asian candidates in mid-level positions.

Baseline on Belonging: Experience Report

Ease of Finding Supportive Firm Decreases With Age



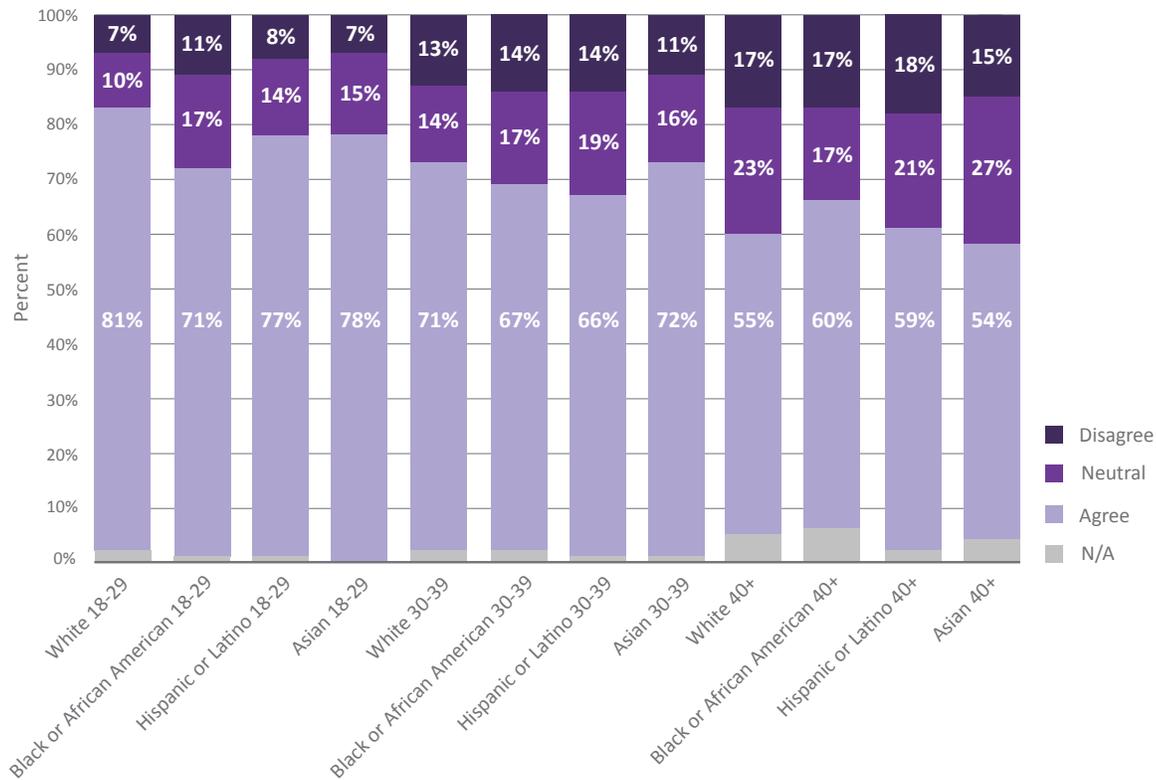
Just 52 percent of individuals aged 55 or older agreed that finding a firm to support their AXP progress was easy—26 percentage points less than individuals aged 18-29.

The percent of individuals who agreed that finding a supportive firm was easy decreased with each age group, with those in the 30-39 age group 9 percentage points less likely to agree than those aged 18-29, and individuals in the 40-54 age group 20 percentage points less likely to agree.

These results indicate that despite efforts to create additional pathways to licensure, gaining the experience needed to earn a license is disproportionately difficult for older candidates.

Baseline on Belonging: Experience Report

Young, White Candidates Most Likely to Say Finding a Supportive Firm is Easy



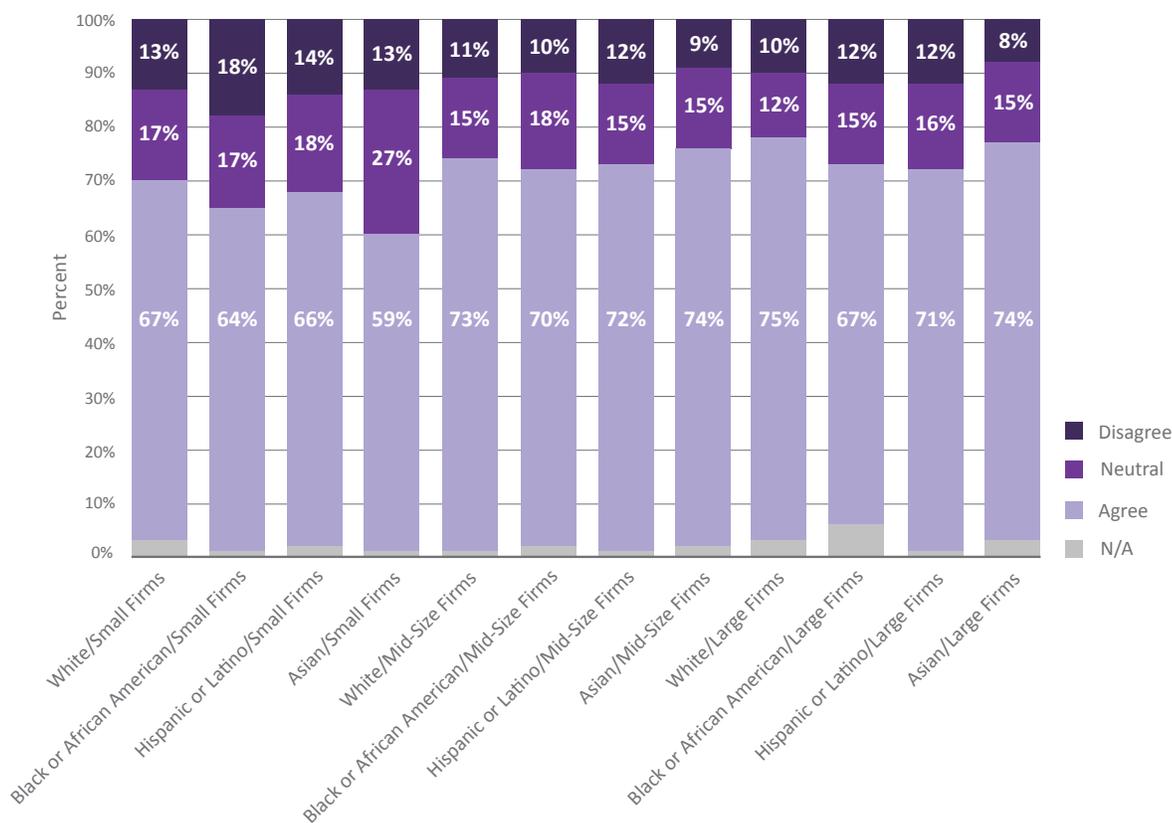
When sorted by age and race, the disparity between different racial and ethnic groups was largest in the 18-29 age group. African Americans aged 18-29 were 10 percentage points less likely to agree that finding an AXP-supportive firm was easy than their white counterparts. With age an important factor in progression through the AXP, this early disparity is significant.

Asians aged 40+ were least likely to agree it was easy to find a firm to support their AXP progress at 54 percent—27 percentage points less likely than white respondents aged 18-29.

African Americans were 4 percentage points less likely to agree finding a supportive firm was easy compared to their white counterparts in the 30-39 age group, but 5 percentage points more likely to agree in the 40+ age group.

Baseline on Belonging: Experience Report

Asians at Small Firms Least Likely to Agree Finding a Supportive Firm is Easy



Respondents of all races employed at small firms were less likely than their counterparts of the same demographic group at mid-size and large firms to indicate finding a supportive firm was easy.

Asians employed at small firms were 8 percentage points less likely to agree than white individuals employed at small firms. However, Asians at mid-size firms were slightly more likely to agree than their peers of different racial and ethnic groups employed at mid-size firms.

African Americans employed in large firms were 8 percentage points less likely than their white counterparts at large firms to agree finding a supportive firm was easy. At 75 percent, white employees at large firms were the most likely of any group to agree.



Baseline on Belonging: Experience Report

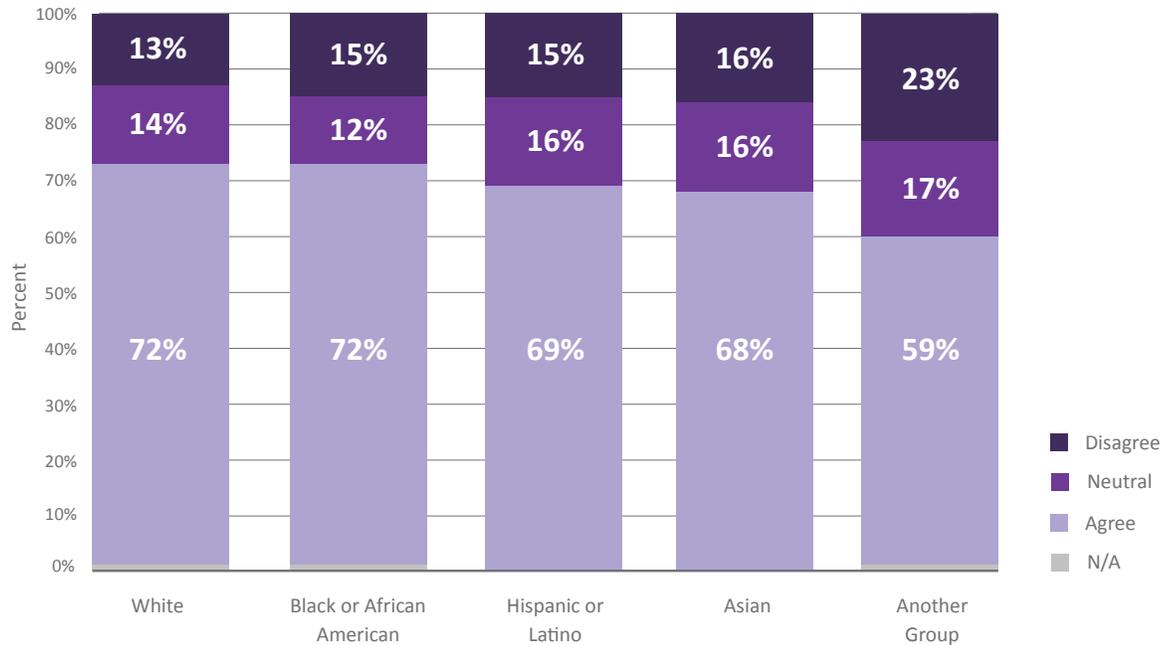
Firm Provided Access to Variety of AXP Opportunities

To complete the AXP, candidates must learn how to competently perform 96 key tasks spread across six experience areas. It is essential that firms offer individuals pursuing licensure a variety of work opportunities, so they are able to gain the required experience.

Various segments of responses to this question revealed that Asian candidates, especially Asian women, tended to be slightly more impacted by this requirement of the experience process.

Baseline on Belonging: Experience Report

Asian and Latino Candidates Slightly Less Likely to Receive Variety of AXP Opportunities

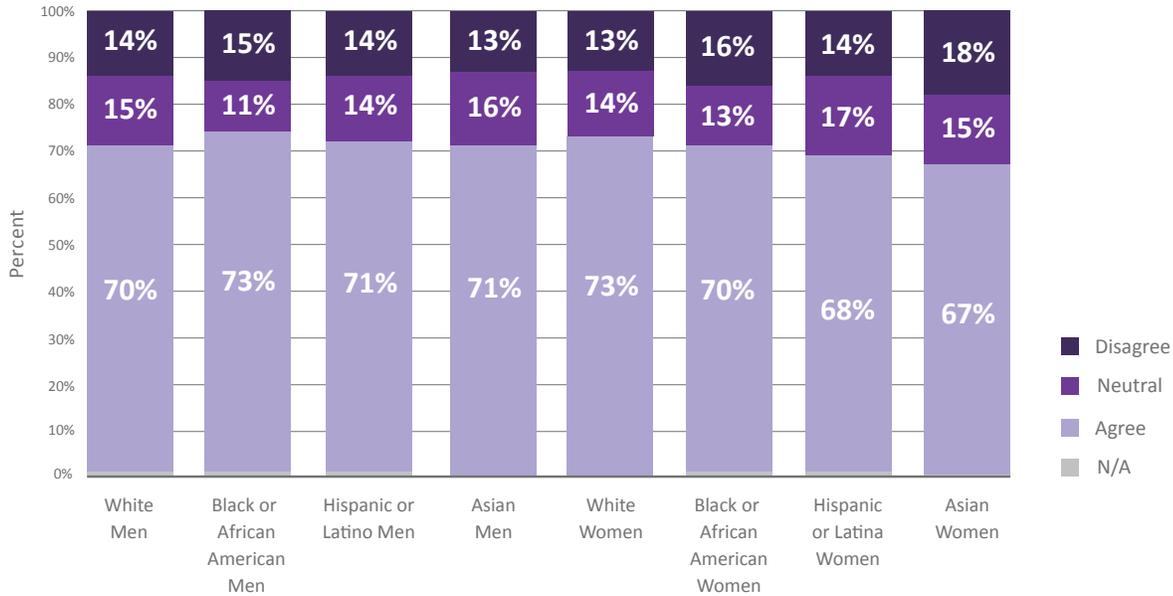


When asked if their firm provided a variety of opportunities to gain experience in all AXP areas, only slight disparity was seen for some races/ethnicities. At 72 percent, African American and white candidates were equally as likely to agree that their firm provided a variety of opportunities.

At 69 and 68 percent, respectively, Latino and Asian candidates were just slightly less likely to agree that their firm provided access to a variety of experience opportunities.

Baseline on Belonging: Experience Report

Asian and Latina Women Less Likely to Receive Variety of Experience Opportunities



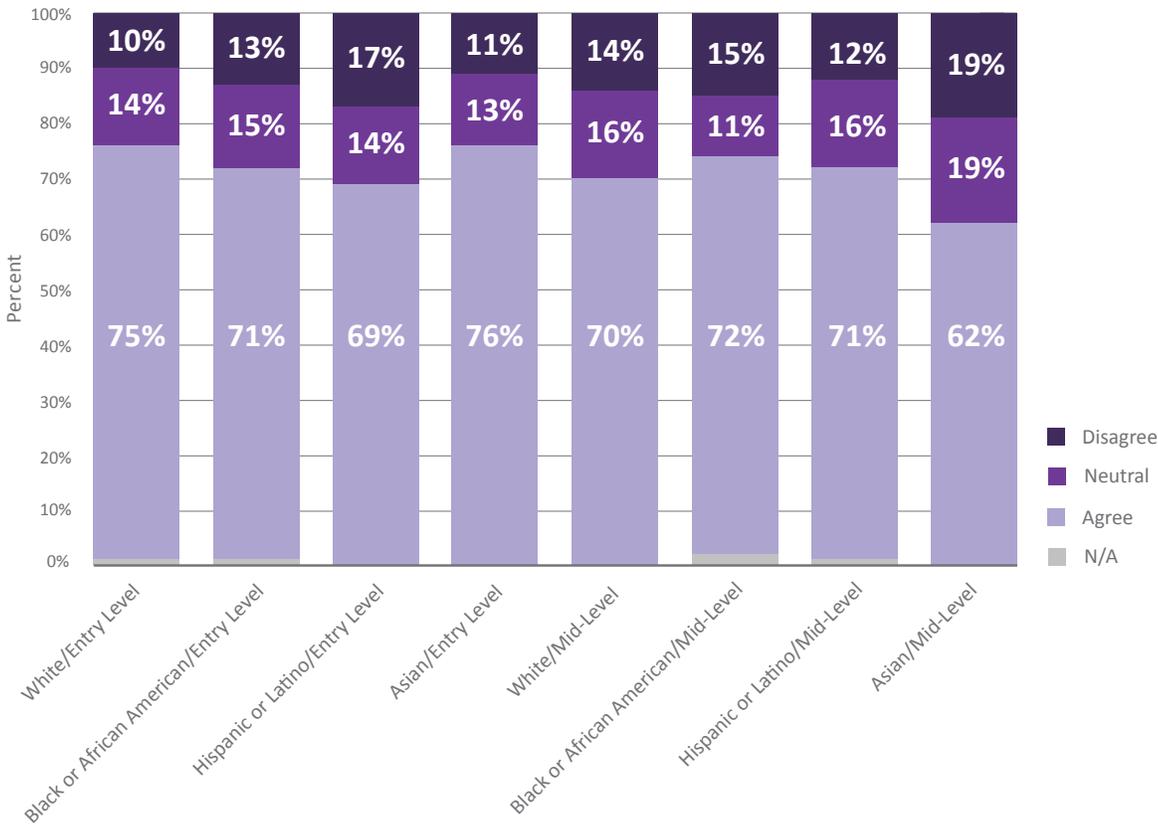
Breaking the responses down by race, ethnicity, and gender revealed that the slight disparity seen when viewed solely by race and ethnicity had a larger impact on Asian and Latina women than men. At 67 and 68 percent (respectively), Asian and Hispanic or Latina women were the least likely to agree that their firm provided a variety of experience opportunities. This is 5 and 6 percentage points lower than white women and African American men, who were the most likely to agree they received a variety of opportunities.

White respondents were the only racial group where women were more likely to agree than men. For the remaining groups, women were 3 percentage points less likely to agree that they received a variety of opportunities compared to the corresponding male respondents.

This suggests that earning the broad experience needed to earn an architecture license may be slightly more difficult for women of color, specifically Asian and Latina women.

Baseline on Belonging: Experience Report

Asians in Mid-Level Positions Least Likely to Receive Variety of Opportunities



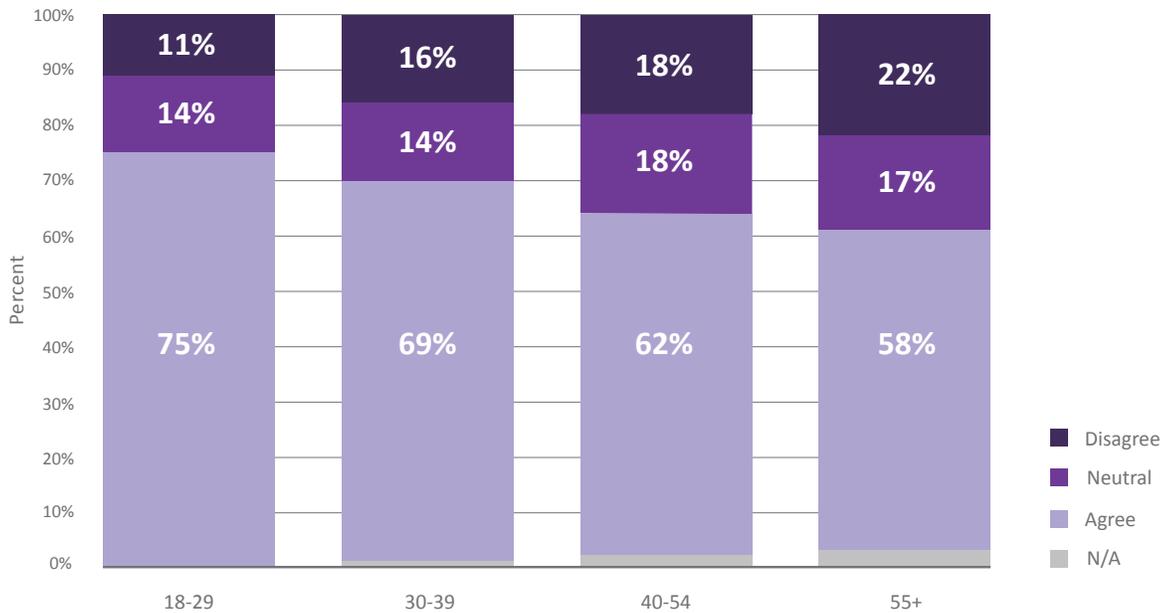
When segmented by race, ethnicity, and position in their firm, Asian candidates in entry-level positions were the most likely to agree that their firm provided a variety of experience opportunities. However, Asians in mid-level positions were the least likely to agree—14 percentage points less likely than Asians in entry-level positions, and 8 percentage points less likely than their white peers.

At 69 percent, Latino candidates in entry-level positions were 7 percentage points less likely to agree than their Asian peers, and African American candidates in entry-level positions were 5 percentage points less likely to agree.

Comparatively, Latino and African American candidates in mid-level positions were 1 and 2 percentage points more likely to agree than white candidates in mid-level positions, and 9 and 10 percentage points more likely than Asian candidates in mid-level positions.

Baseline on Belonging: Experience Report

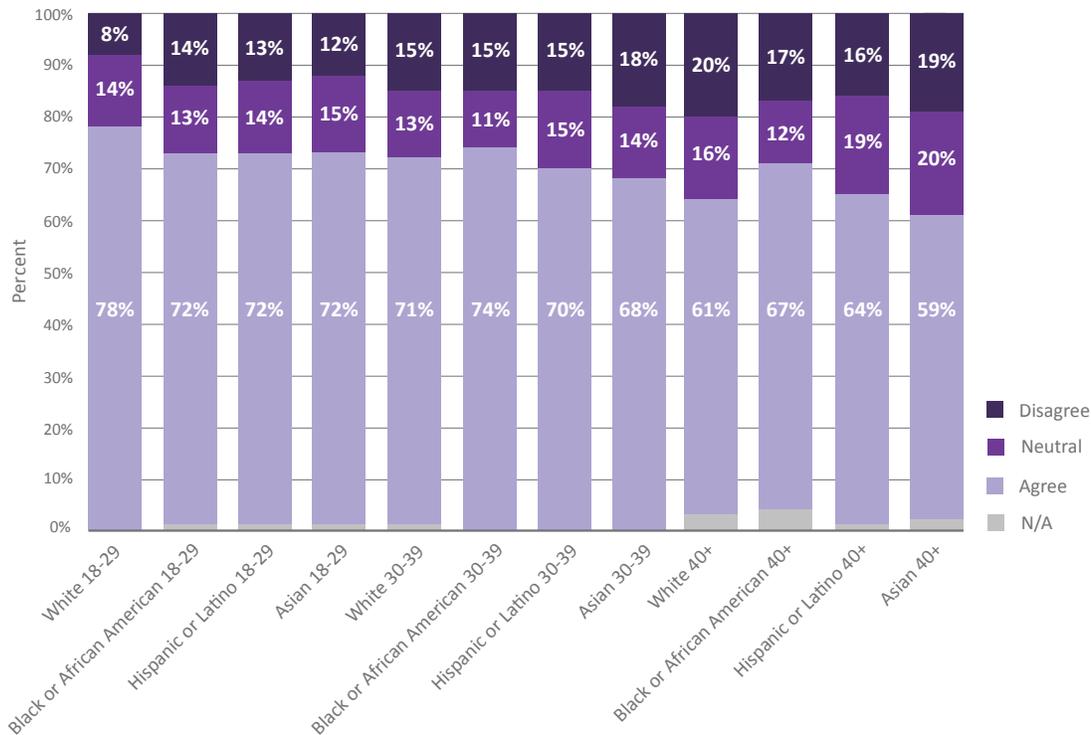
Age Has Significant Impact on Access to Variety of Experience Opportunities



Candidates aged 18-29 were most likely to agree that their firm provided a variety of experience opportunities at 75 percent. This dropped steadily with age, with candidates aged 30-39 6 percentage points less, those 40-54 13 percentage points less, and those 55+ 17 percentage points less likely to agree.

Baseline on Belonging: Experience Report

Young White Candidates Most Likely to Receive Variety of Experience Opportunities



Generally, as candidates’ age increased, access to a variety of experience opportunities decreased for each age group.

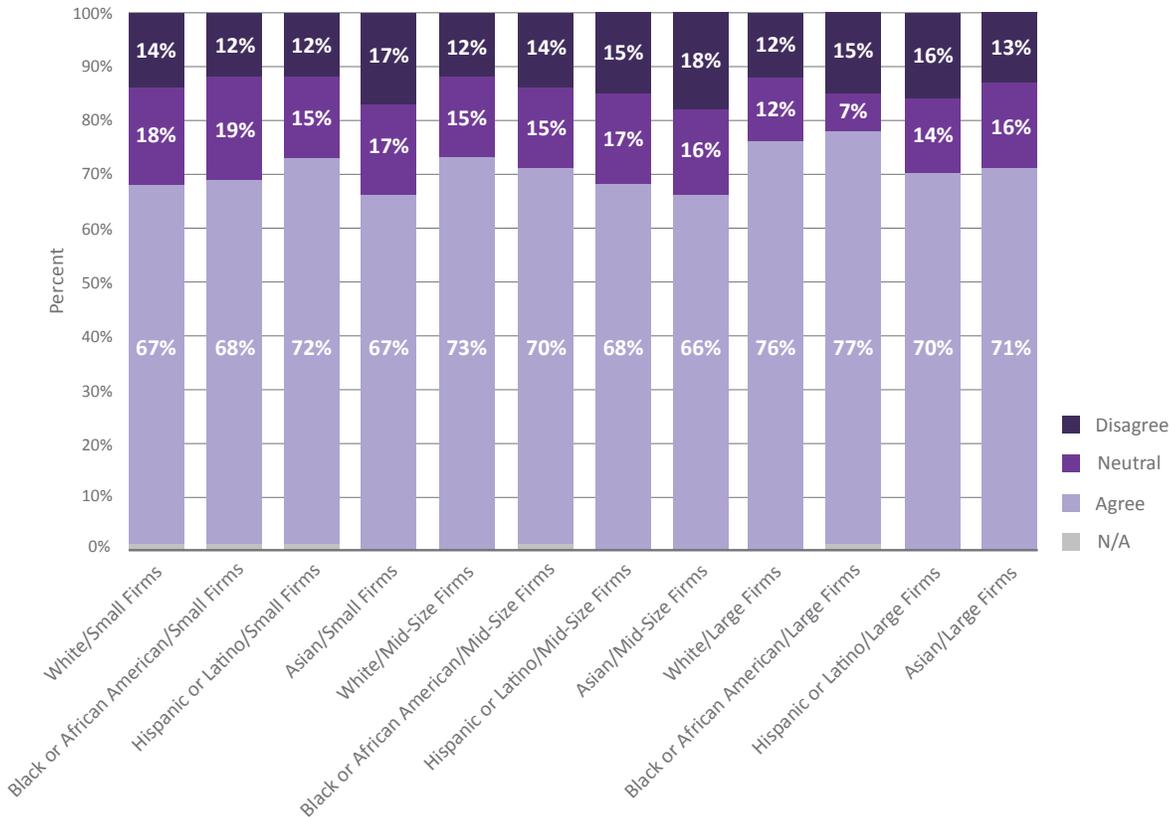
When segmented by race, ethnicity, and age, white candidates aged 18-29 were 6 percentage points more likely to agree that their firm provided a variety of experience opportunities than candidates aged 18-29 of any other race or ethnicity. This disparity was not repeated at the older age groupings, but is notable because of the apparent advantages experienced by younger candidates in completing the AXP quickly.

African Americans were the only group to see an increase in access to experience opportunities for the 30-39 age group, increasing 2 percentage points compared to their 18-29-year-old counterparts. White, Asian, and Latino candidates aged 30-39 were 7, 4, and 2 percentage points less likely to agree than those aged 18-29 of the same race and ethnicity.

African American candidates saw the smallest decrease from 18-29 to 40+, with African American candidates aged 40+ only 5 percentage points less likely to agree than their 18-29-year-old peers. Comparatively, white, Latino, and Asian candidates aged 40+ were 17, 8, and 13 percentage points less likely to agree than their 18-29-year-old peers.

Baseline on Belonging: Experience Report

For Most Candidates, Experience Opportunities Increase at Large Firms



Candidates at large firms were more likely to agree their firm provides a variety of experience opportunities.

At 72 percent, Latino candidates were the only racial and ethnic group more likely to agree they were provided a variety of opportunities while working in a small firm—compared to 68 and 70 percent of Latino candidates employed at mid-size and large firms.

White and Asian candidates employed at small firms were 5 percentage points and African American candidates were 4 percentage points less likely to agree than their Latino peers employed at small firms. Both white and African American candidates saw a 9 percentage point improvement from small to large firms.



Baseline on Belonging: Experience Report

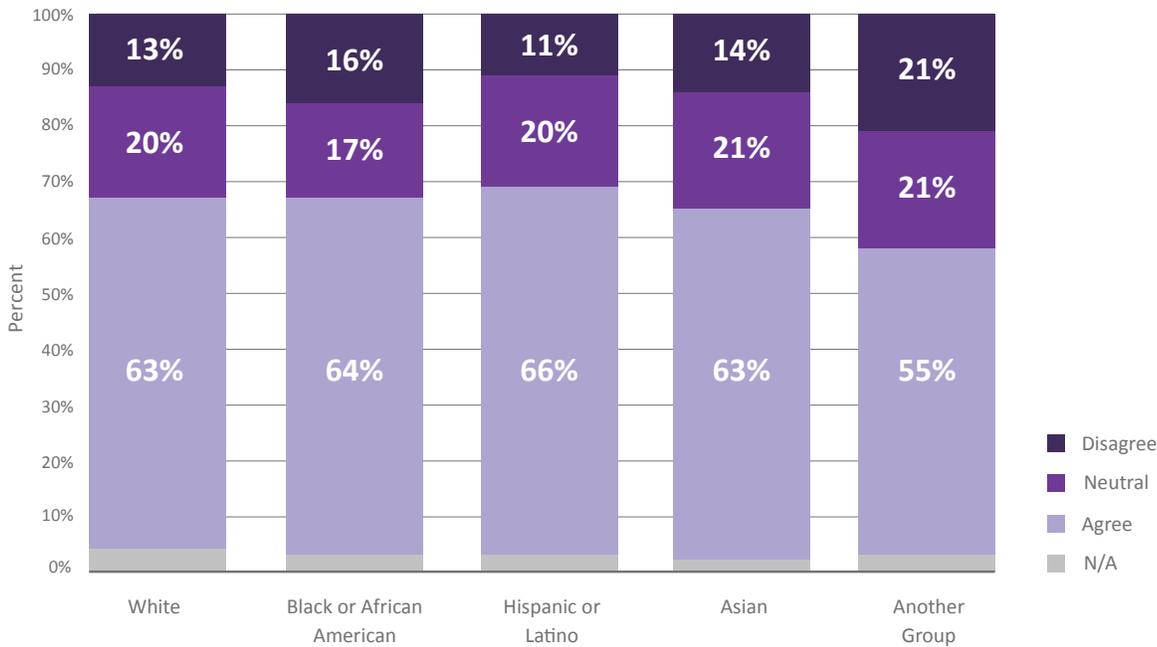
Access to Variety of AXP Opportunities—Supervisor Support

When asked if their *supervisor* provided them with access to a variety of experience opportunities to make AXP progress in all experience areas, the disparities between races/ethnicities were slightly lower than when respondents were asked if their *firm* provided that same access.

However, when compared to a previous question regarding firms providing access to a variety of experience opportunities, survey responses revealed that all candidates were more likely to agree that their *firm* provided AXP support than their AXP supervisor. This is an especially significant distinction when compared to responses to the following question, which asked respondents to indicate their supervisor's overall level of support on the licensure path.

Baseline on Belonging: Experience Report

Most Respondents Agree Their Supervisor Provides a Variety of Experience Opportunities



When asked if their supervisor provided them with access to a variety of experience opportunities to make AXP progress in all experience areas, respondents of all races and ethnicities were nearly equally as likely to agree. African American and Latino respondents were 1 and 3 percentage points more likely to agree than their white and Asian peers.

However, when compared to the previous question regarding firms providing access to a variety of experience opportunities, survey responses revealed that all respondents were more likely to agree that their firm provided this AXP support than their AXP supervisor.

This difference was greatest for white and African American respondents, who were 9 and 8 percentage points more likely to agree that their firm provided supported in gaining experience than their supervisor. Asian and Latino respondents were 5 and 3 percentage points more likely to agree when considering their firm rather than their supervisor.

Baseline on Belonging: Experience Report

Asian Women and White Men Least Likely to Agree Their Supervisor Provides Variety of Experience Opportunities



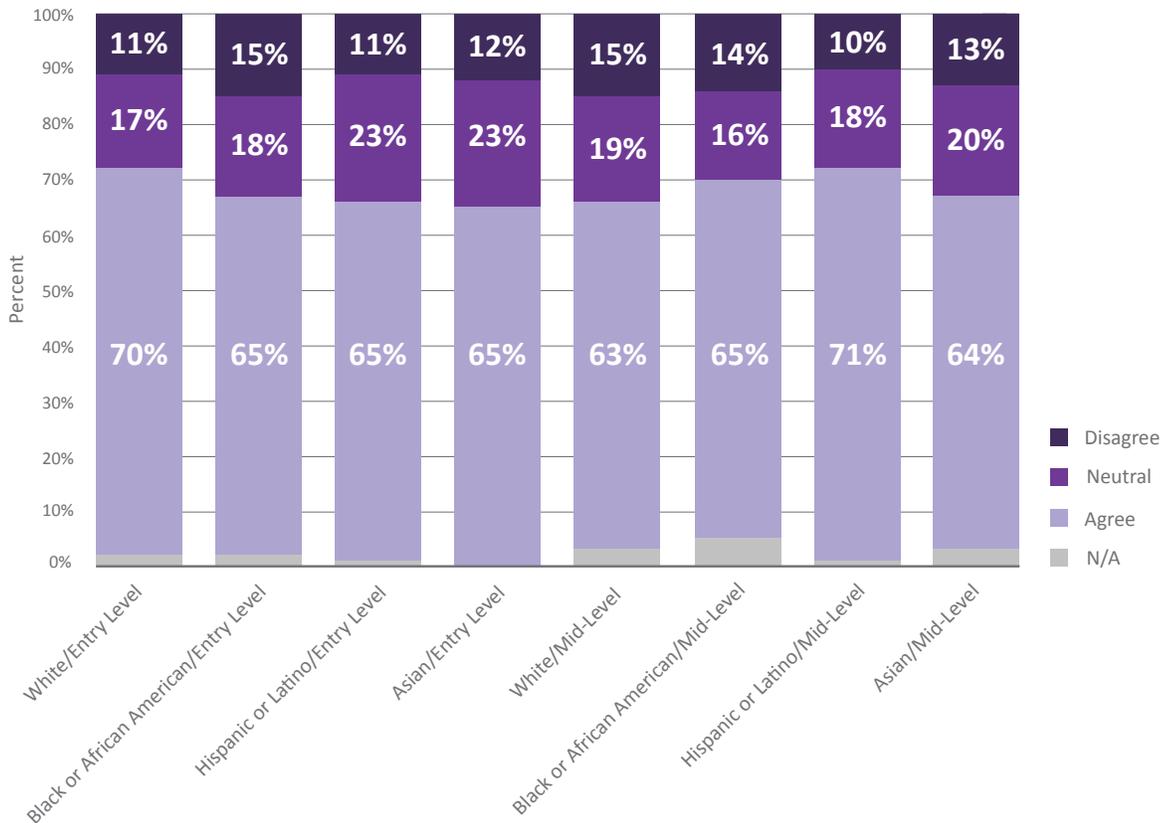
Similarly, when split by race, ethnicity, and gender, Latino men were the most likely to agree their supervisor provided a variety of experience opportunities. African American and Asian men were 3 percentage points less likely to agree than Latino men, and white men were 6 percentage points less likely.

At 65 percent, Latina and white women were equally as likely to agree, with African American and Asian women 2 and 3 percentage points less likely, respectively.

Similar to the corresponding segmentation in regard to firm support, white candidates were the only demographic group where women were more likely to agree they receive support than their male peers.

Baseline on Belonging: Experience Report

Latino Candidates in Mid-level Positions Most Likely to Agree Their Supervisor Provides AXP Opportunities

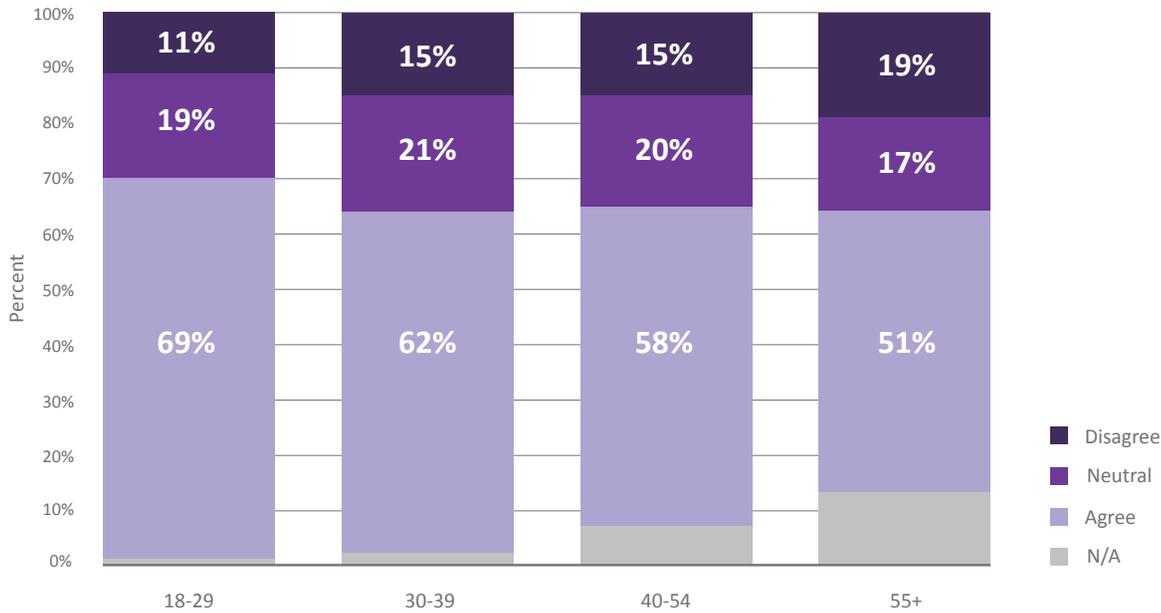


When segmented by race, ethnicity, and position in the firm, white candidates in entry-level positions were 5 percentage points more likely to agree their supervisor provided a range of AXP opportunities. This was reversed for those in mid-level roles, where white candidates were least likely to agree.

In contrast, Latino candidates in mid-level positions were the most likely to agree at 71 percent—8 percentage points more than white candidates in mid-level positions, and 6 percentage points more than their respective entry-level peers. African American and Asian candidates saw little to no change between mid-level and entry-level positions.

Baseline on Belonging: Experience Report

Younger Candidates More Likely to Agree Supervisor Provided Variety of Experience Opportunities

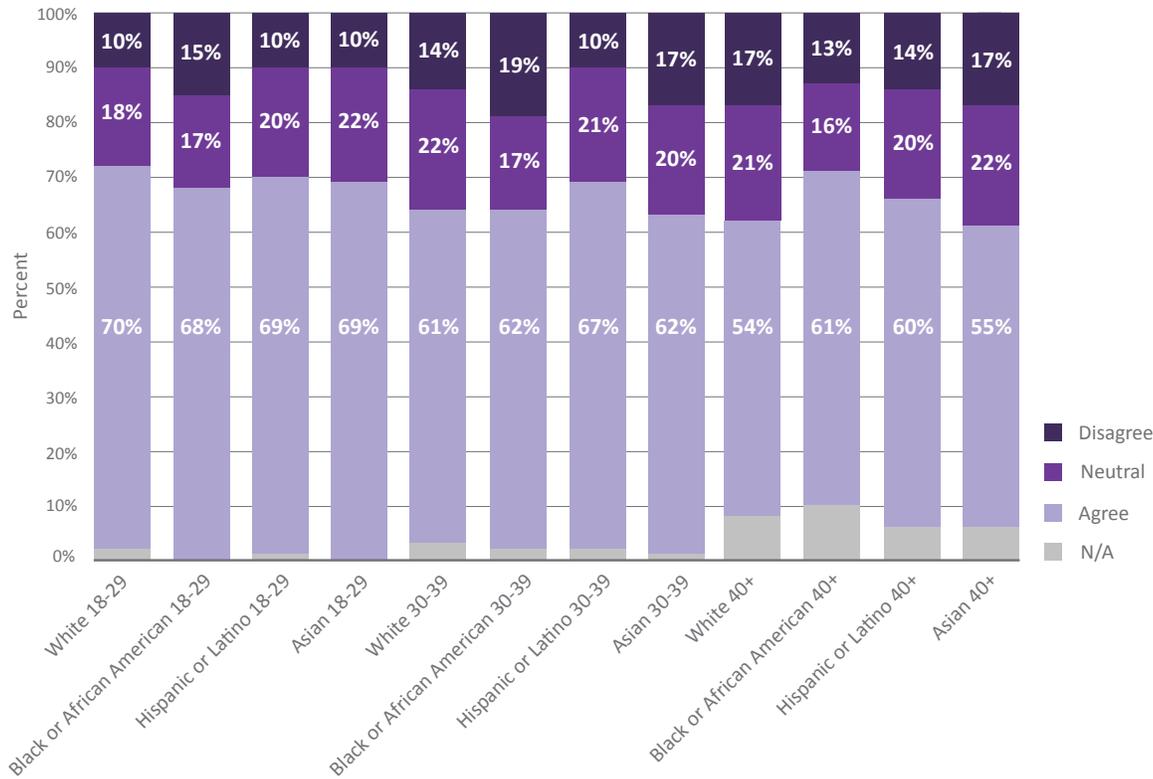


Age also had a strong impact on the proportion of candidates who agreed their supervisor provided a variety of experience opportunities, with candidates aged 18-29 most likely to agree at 69 percent.

Candidates aged 55+ were 18 percentage points less likely to agree than those aged 18-29.

Baseline on Belonging: Experience Report

Younger Candidates Equally Likely to Agree Supervisor Provided Variety of Experience Opportunities Regardless of Race and Ethnicity

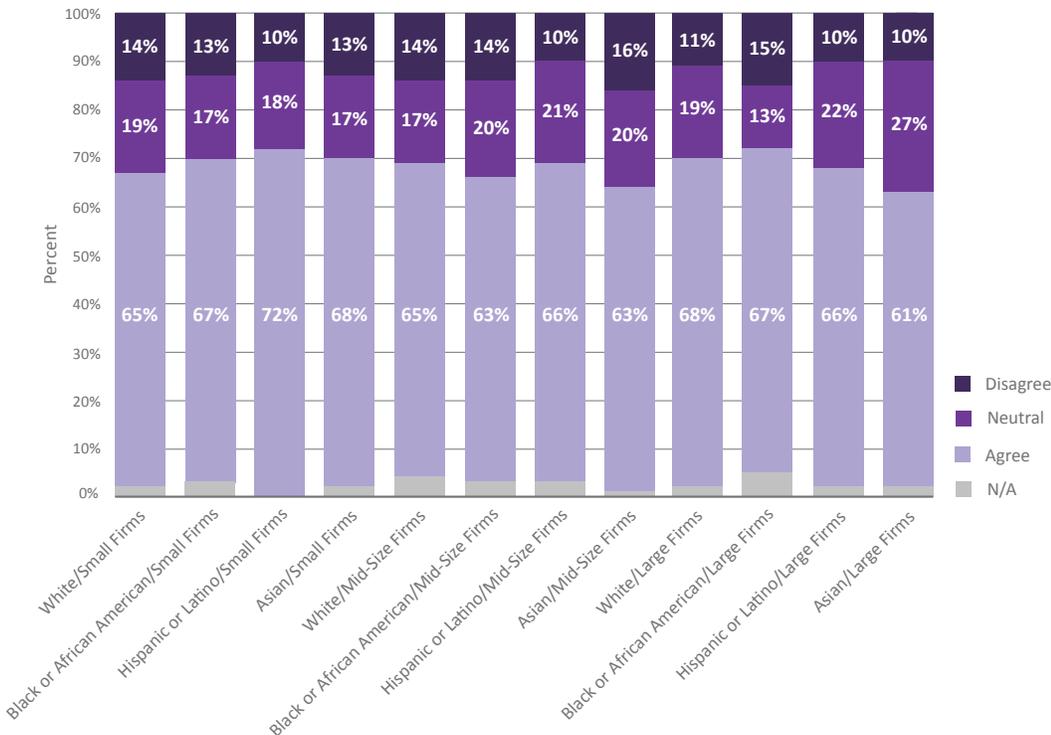


While candidates in the 18-29 age group were nearly equally likely to report that their supervisor provided a variety of opportunities, a slightly wider gap was apparent in the 30-39 age group. Latino candidates aged 30-39 were 5 percentage points more likely to agree than their Asian and African American peers, and 6 percentage points more likely than white candidates aged 30-39.

At 61 and 60 percent, respectively, African Americans and Latino candidates aged 40+ were also more likely to agree than their white and Asian peers.

Baseline on Belonging: Experience Report

Candidates at Small Firms Most Likely to Agree Supervisor Provided Variety of Experience Opportunities



On average, candidates at small firms were more likely to agree their supervisor provided access to a variety of AXP opportunities, with Latino candidates at small firms most likely to agree at 72 percent. This is 4, 5, and 7 percentage points higher than Asian, African American, and white candidates respectively.

On average, candidates at mid-size firms were least likely to agree of all firm sizes, with white candidates seeing no change compared to small firms, African American candidates decreasing 4 percentage points, Latino decreasing 6 percentage points, and Asians decreasing 5 percentage points.

At large firms, white candidates were most likely to agree at 68 percent, which is 1, 2, and 7 percentage points higher than their African American, Latino, and Asian peers.

Candidates at large firms saw a bigger disparity in this dataset when comparing the difference between responses to the related question regarding experience opportunities provided by *firms* compared to opportunities provided by *supervisors*. This suggests that candidates at small firms do not make much distinction between the firm and supervisor, whereas candidates at large firms benefit from additional supporting elements in addition to their supervisor.



Baseline on Belonging: Experience Report

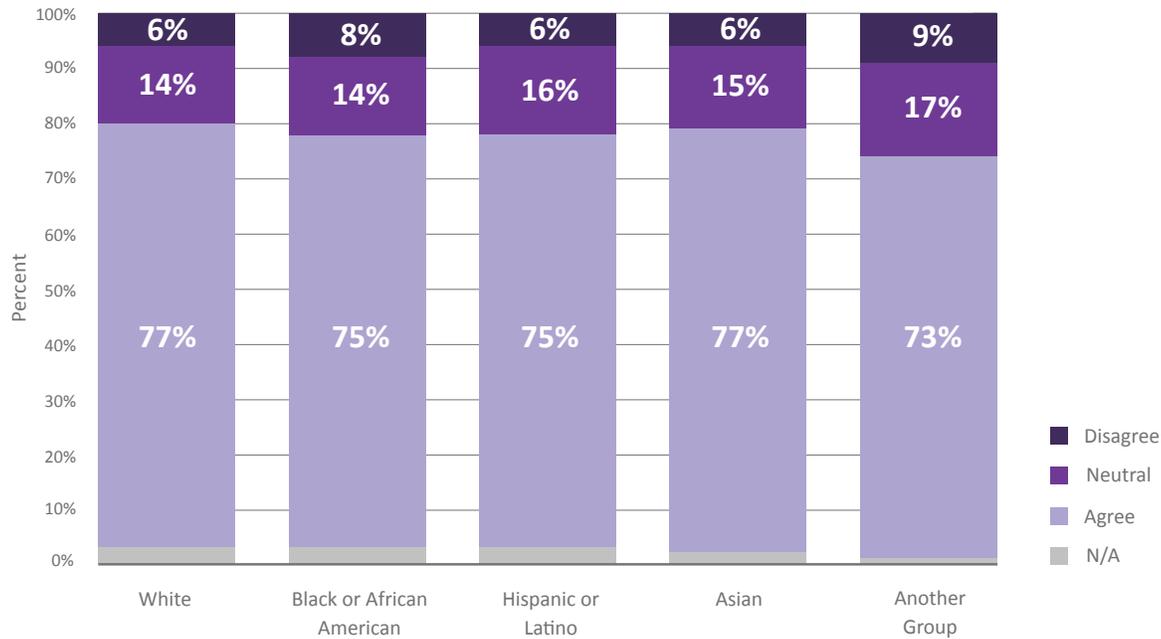
Supervisor Support Regarding Licensure

Nearly 75 percent of all survey respondents indicated that their supervisor was supportive of their path to licensure. This is 13 percentage points higher than the proportion of respondents who indicated that their supervisor provided a variety of experience opportunities, which may indicate that while supervisors are supportive of their candidates earning a license, they are sometimes limited in the experiences they can provide.

Race, ethnicity, and gender seem to have little-to-no impact on respondents' impression of their supervisor's supportiveness. Factors such as age, career position, and firm size appeared to have a more significant impact on overall supervisor support, with young candidates who were early in their career progression more likely to indicate having a supportive supervisor than those who were later in their careers.

Baseline on Belonging: Experience Report

White and Asians Most Likely to Agree AXP Supervisor Is Supportive



AXP supervisors play an important role in candidates' path to licensure by providing guidance, assigning experience opportunities, and reviewing experience reports.

Most survey respondents agreed that their AXP supervisor was supportive of their path toward licensure, with only a slight difference seen when broken down by race. At 77 percent, individuals who identified as White or Asian were the most likely to agree. Licensure candidates and architects who identified as Black or African American and Latino were slightly less likely to agree at 75 percent.

Baseline on Belonging: Experience Report

White Women Most Likely to Report Having a Supportive Supervisor

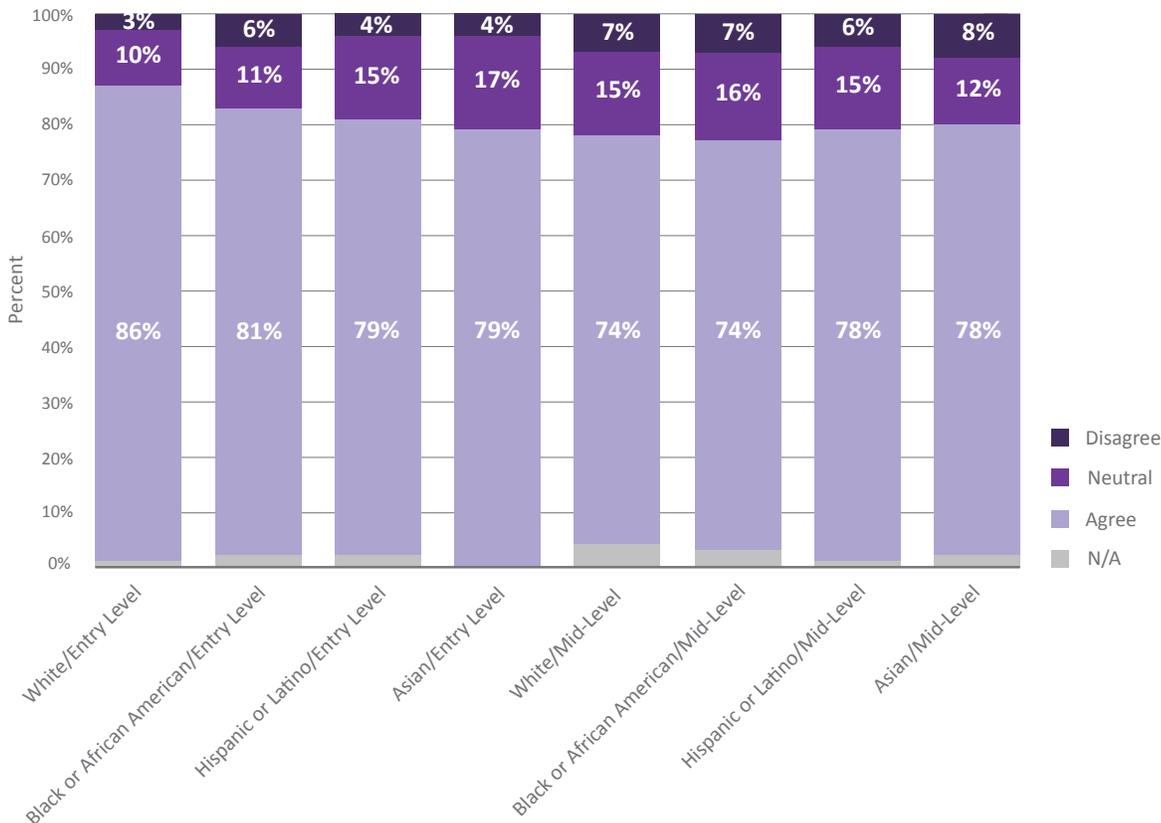


When sorted by race, ethnicity, and gender, a slightly wider difference was seen in respondents' likeliness to have a licensure-supportive supervisor. White and Latino men were least likely to report having a supervisor who was supportive of their licensure path. At 79 percent, white women were the most likely to agree—5 percentage points more than white and Latino men.

Asian men, Asian women, and Latina women were equally likely to agree at 77 percent, with African American men and women just 1 and 2 percentage points lower at 76 and 75 percent, respectively.

Baseline on Belonging: Experience Report

Entry Level White Candidates Most Likely to Report Having a Supportive Supervisor

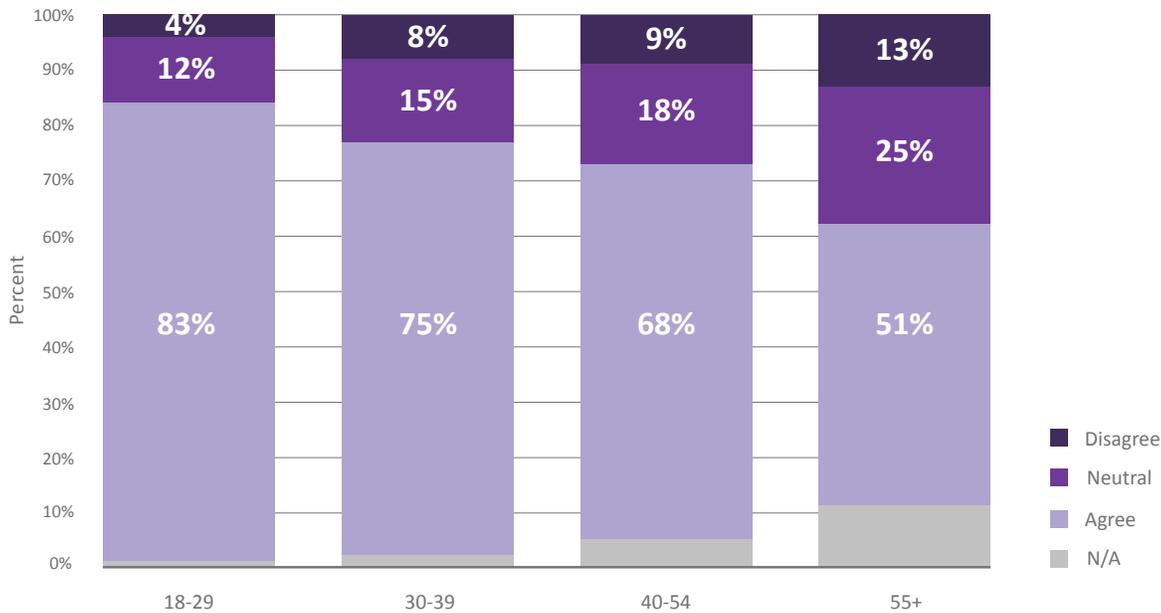


When sorted by race, ethnicity, and position, a larger disparity was apparent between certain demographics. At 86 percent, white candidates in entry-level positions were most likely to report having a supportive supervisor, 5 percentage points higher than African American candidates in entry-level positions and 7 percentage points higher than Asian and Latino entry-level candidates.

Candidates of all races were less likely to agree in mid-level positions than in entry-level positions. At 74 percent, white and African American candidates in mid-level positions were respectively 12 and 7 percentage points less likely to agree than their peers in entry-level positions. However, Asian and Latino respondents only saw a 1 percentage point decrease between mid-level and entry-level candidates.

Baseline on Belonging: Experience Report

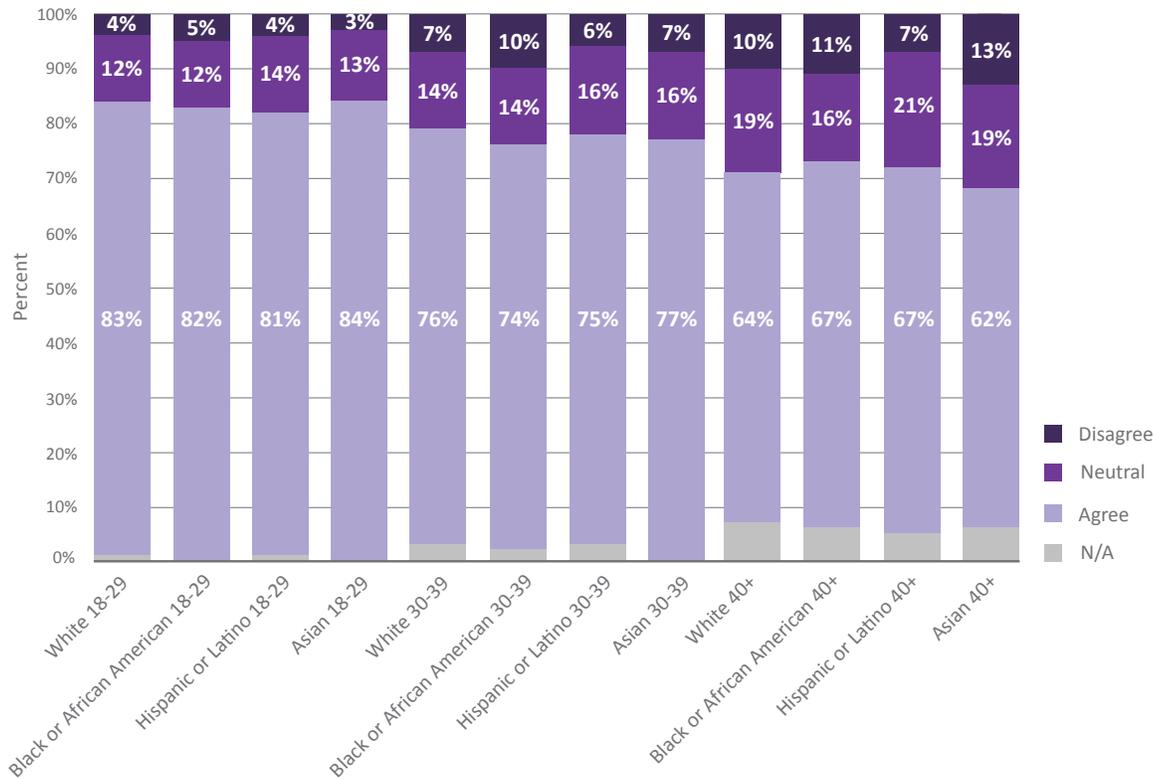
Likelihood of Having a Supportive Supervisor Decreases With Age



Respondents' likelihood of agreeing that their supervisor was supportive of their path to licensure decreased significantly with age. Eighty-three percent of individuals aged 18-29 reported having a supportive supervisor, 32 percentage points more than individuals aged 55 or over.

Baseline on Belonging: Experience Report

Age Has Stronger Impact on Supervisor Support Than Race



When viewed by race, ethnicity, and age, candidates in the 18-29 age group were far more likely to report having a supportive supervisor than those in the 30-39 and 40+ age groups. Asian candidates aged 18-29 were the most likely to agree their supervisor was supportive of their path toward licensure at 84 percent, with white, African American, and Latino candidates just 1, 2, and 3 percentage points lower (respectively).

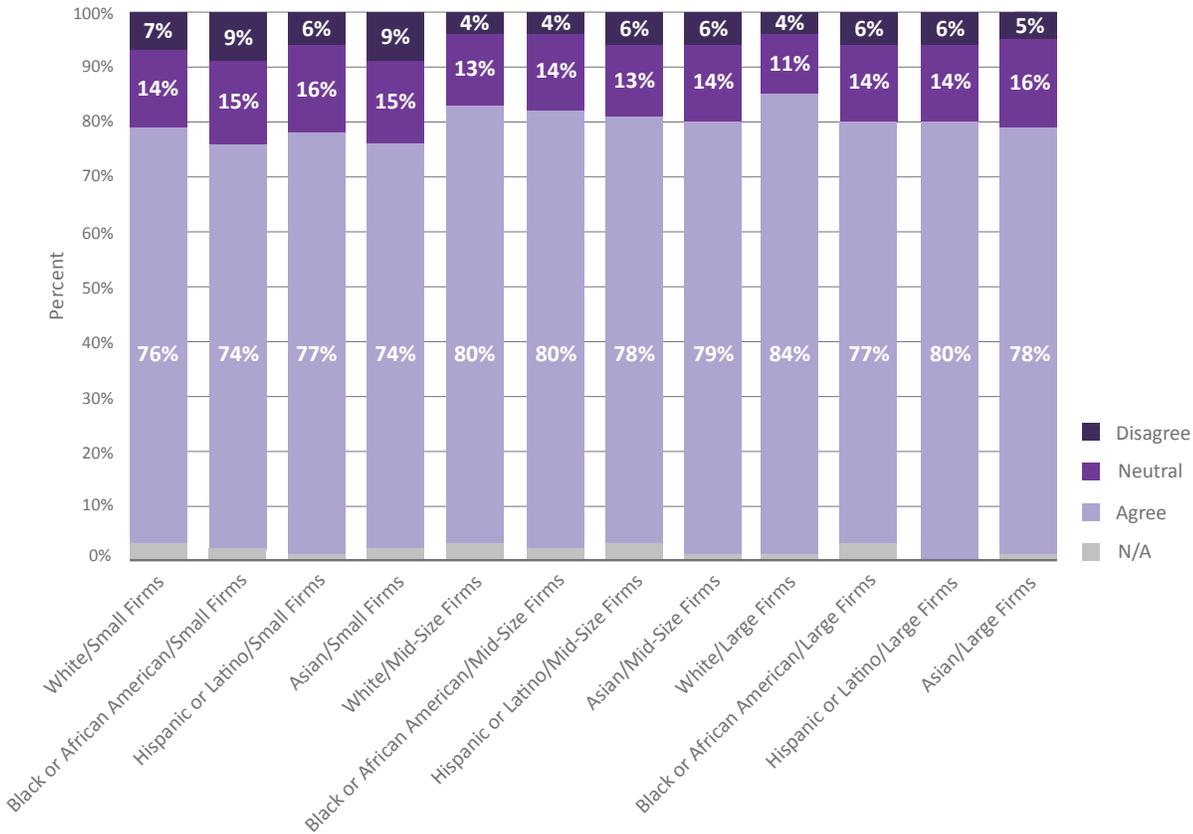
Comparatively, respondents in the 30-39 age group were 6-8 percentage points less likely to agree than their counterparts of the same demographic in the 18-29 age group. Asian respondents were most likely to agree at 77 percent, with white, African American, and Latino candidates falling just behind at 76, 74, and 75 percent (respectively).

Respondents of all races saw an even larger drop between the 30-39 and 40+ age groups, with just 62 percent of Asians in the 40+ group agreeing that their supervisor was supportive—15 percentage points less than Asians aged 30-39, and 22 percentage points less than those aged 18-29.

Black or African American and Latino respondents aged 40+ were most likely to agree of that age group at 67 percent—3 and 5 percentage points more likely than their white and Asian counterparts.

Baseline on Belonging: Experience Report

Candidates at Small Firms Least Likely to Indicate Supervisor Was Supportive



Candidates of all races were least likely to agree that their supervisor was supportive of their path toward licensure when working at a small firm.

Responses for employees of mid-size firms were consistent, with all segments similarly likely to agree that their supervisor was supportive.

Although the proportion of candidates reporting having supportive supervisors was higher at large firms, the disparity between races was also larger: African American and Asian candidates were 7 and 6 percentage points less likely to agree than their white counterparts, compared to a 2-3 percentage point difference at small firms.



Baseline on Belonging: Experience Report

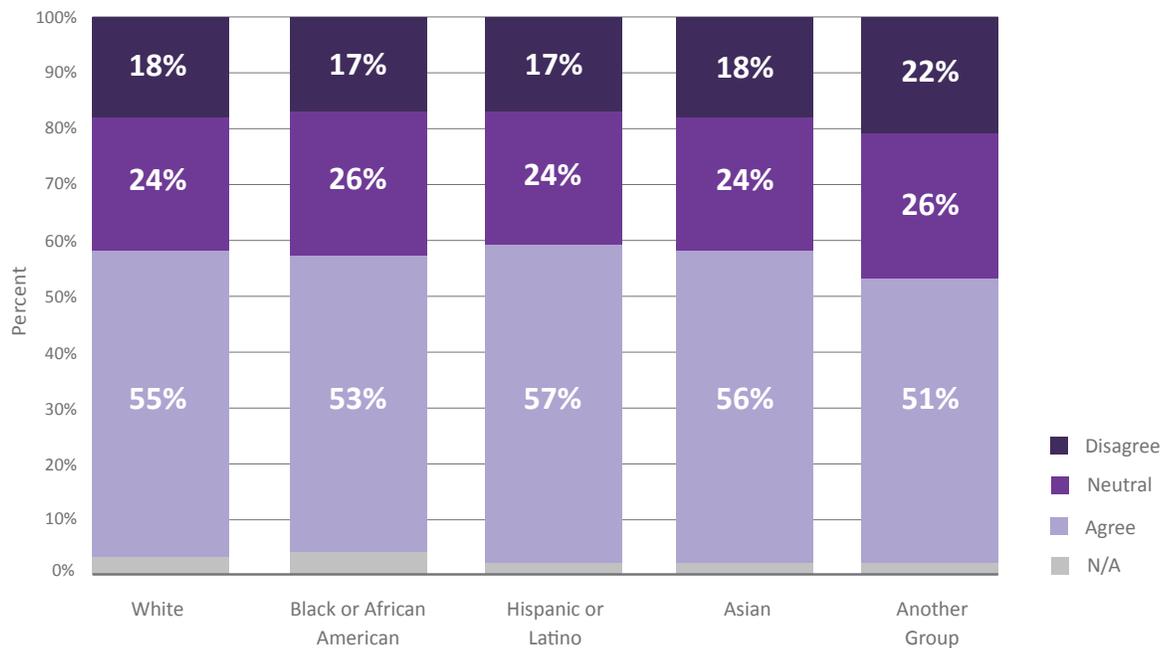
Supervisor's Engagement and Awareness

Overall, approximately 56 percent of respondents indicated that their supervisor was “fully engaged and aware” of their progression through the experience program. This is significantly lower than the proportion of respondents who indicated that their supervisor was supportive of the path to licensure—suggesting that although respondents feel like their supervisor is supportive, their supervisor may not be providing the specific, engaged support needed to complete the AXP.

While there were only slight differences between races, segmenting the data further highlights that African American women and African Americans in early career stages faced a larger gap.

Baseline on Belonging: Experience Report

Latino Respondents Most Likely to Agree Their Supervisor Was Fully Engaged



While just over 75 percent of all survey respondents reported that their supervisor was supportive of their path to licensure (see previous section), only 56 percent agreed that their supervisor was fully engaged and aware of their progression—a significant drop.

Segmenting the responses to this question by race and ethnicity revealed very slight differences, with Latino respondents most likely to agree that their supervisor was fully engaged at 57 percent and African Americans least likely at 53 percent.

Baseline on Belonging: Experience Report

African American Women Least Likely to Agree Their Supervisor Was Fully Engaged

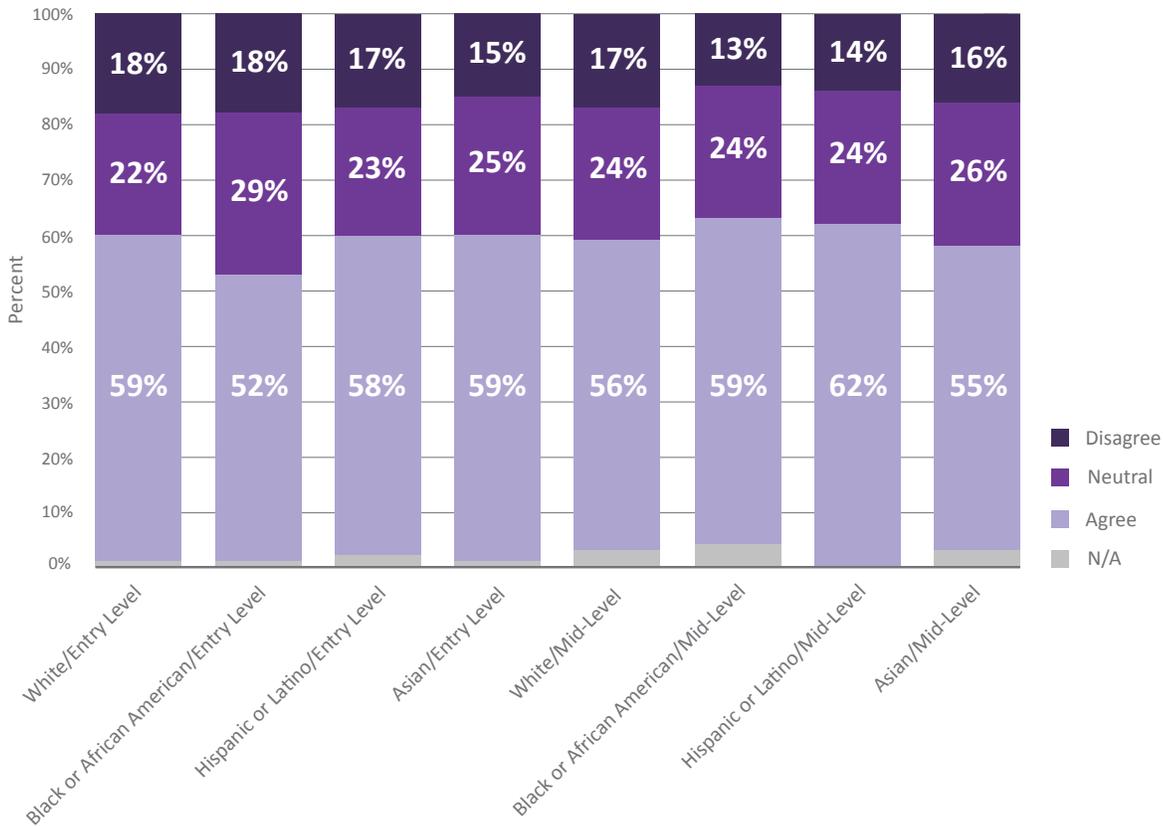


Breaking down the responses by gender as well as race and ethnicity revealed slightly larger disparities, with African American women least likely to report their supervisor was fully engaged and aware of their progression at 51 percent. This is 7 percentage points less than Latino men, who were the most likely to agree.

Notably, while white women were 3 percentage points more likely to agree than white men, female respondents of every other demographic were less likely to agree than their male counterparts—a pattern repeated in several datasets.

Baseline on Belonging: Experience Report

Entry-Level African Americans Least Likely to Agree Their Supervisor Was Fully Engaged



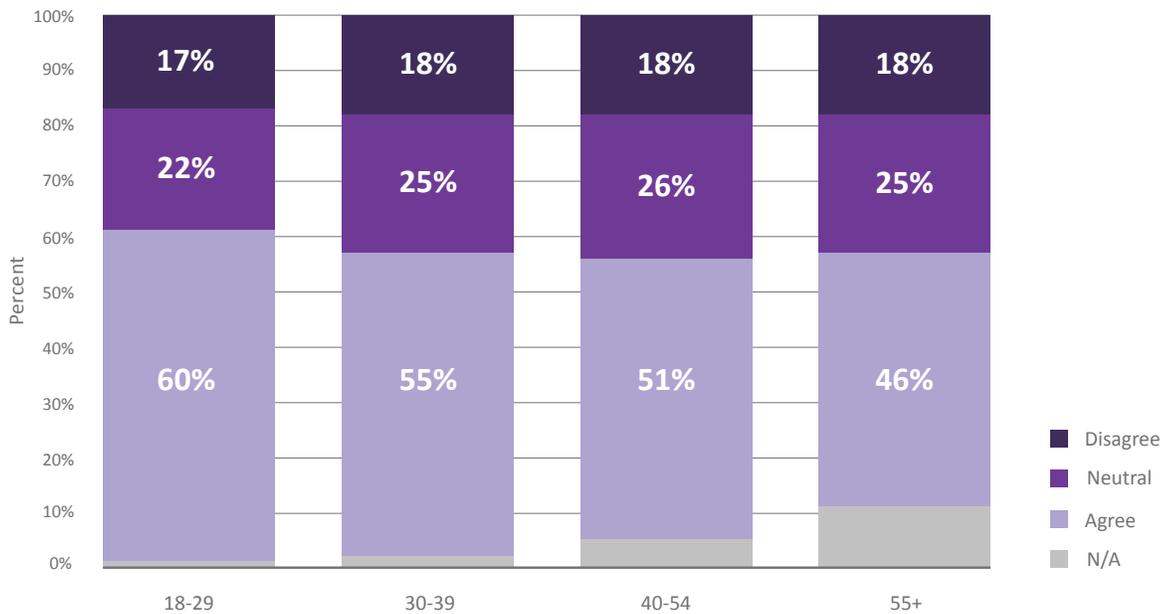
The gap between respondents widened when segmented by race, ethnicity, and position, with African Americans in entry-level positions 7 percentage points less likely to agree that their supervisor was fully engaged than white and Asian respondents.

Interestingly, these patterns were reversed when compared to responses of individuals in mid-level positions. White and Asian respondents were more likely to agree in entry-level positions than in mid-level positions; however, African American and Latino candidates were more likely to agree in mid-level positions.

At 62 percent, Latino candidates in mid-level positions were the most likely to agree that their supervisor was fully engaged and aware of their progression.

Baseline on Belonging: Experience Report

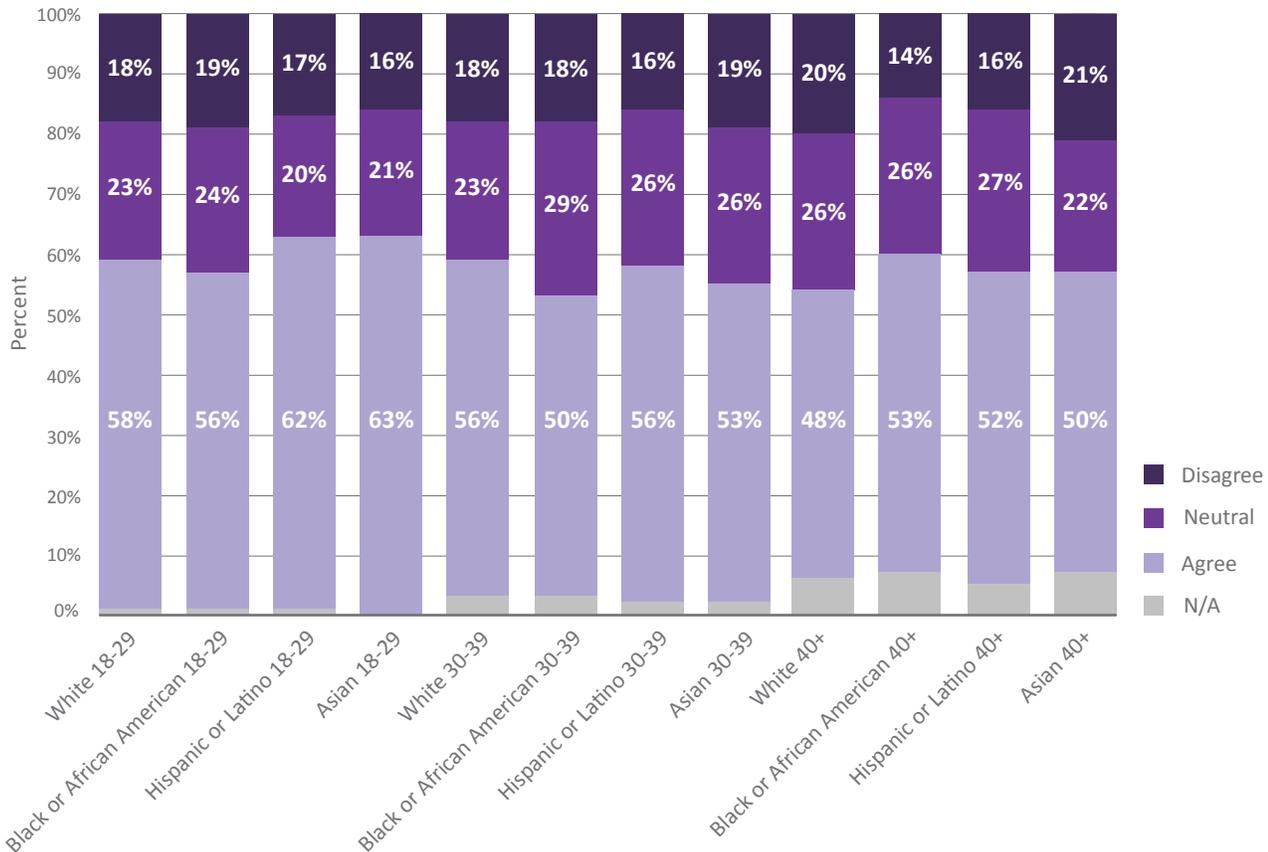
Supervisor Engagement Decreases With Candidate Age



At 60 percent, candidates aged 18-29 were most likely to agree their supervisor was fully engaged and aware of their licensure process. Candidates were less likely to agree with each increasing age group, with those aged 55 and over 14 percentage points less likely to agree than those aged 18-29.

Baseline on Belonging: Experience Report

Asians and Latinos Aged 18-29 Most Likely to Agree Their Supervisor Was Fully Engaged



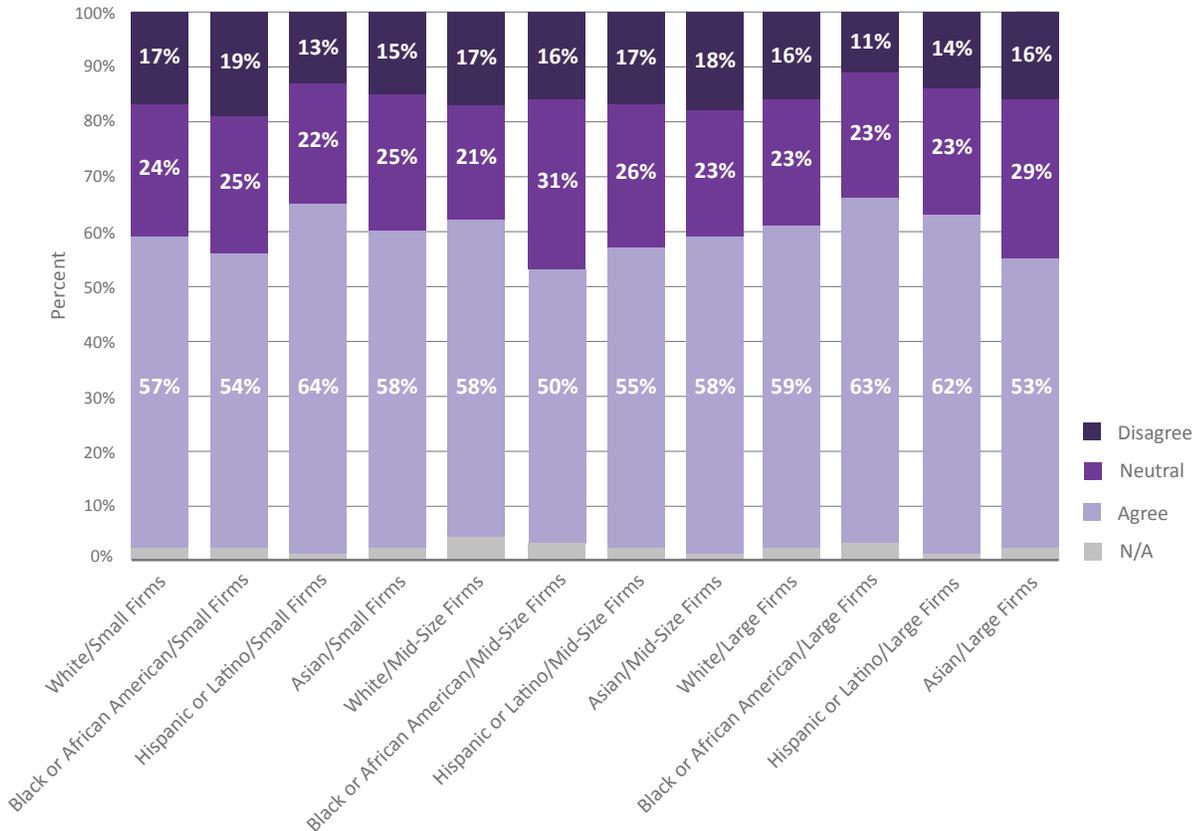
When filtered by race, ethnicity, and age, candidates of all demographics were more likely to agree that their supervisor was fully engaged in the 18-29 age group. Asians were most likely at 63 percent—7 percentage points more than their African American counterparts.

In the 30-39 age group, white and Latino candidates were most likely to agree at 56 percent; African American candidates were 6 percentage points less likely at 50 percent.

However, while all other races saw a drop between ages 30-39 and 40+, African American candidates aged 40+ were 3 percentage points more likely to agree that their supervisor was supportive than those aged 30-39. This is 5 percentage points more likely than their white counterparts aged 40+.

Baseline on Belonging: Experience Report

Latino Candidates at Small Firms Most Likely to Agree Their Supervisor Was Fully Engaged



When viewed by race, ethnicity, and firm size, Latino candidates employed at small firms were the most likely of all groups to agree that their supervisor was fully engaged at 64 percent. This is 10 percentage points higher than their African American peers at small firms.

While white and Asian candidates saw little-to-no change between small and mid-size firms, Latino and African American candidates at mid-size firms were 9 and 4 percentage points less likely to agree than their small-firm counterparts.

African Americans employed at large firms were most likely to agree that their supervisor was engaged at 63 percent; this is 10 percentage points higher than their Asian peers at large firms, and 9 percentage points higher than African Americans employed at small firms.



Baseline on Belonging: Experience Report

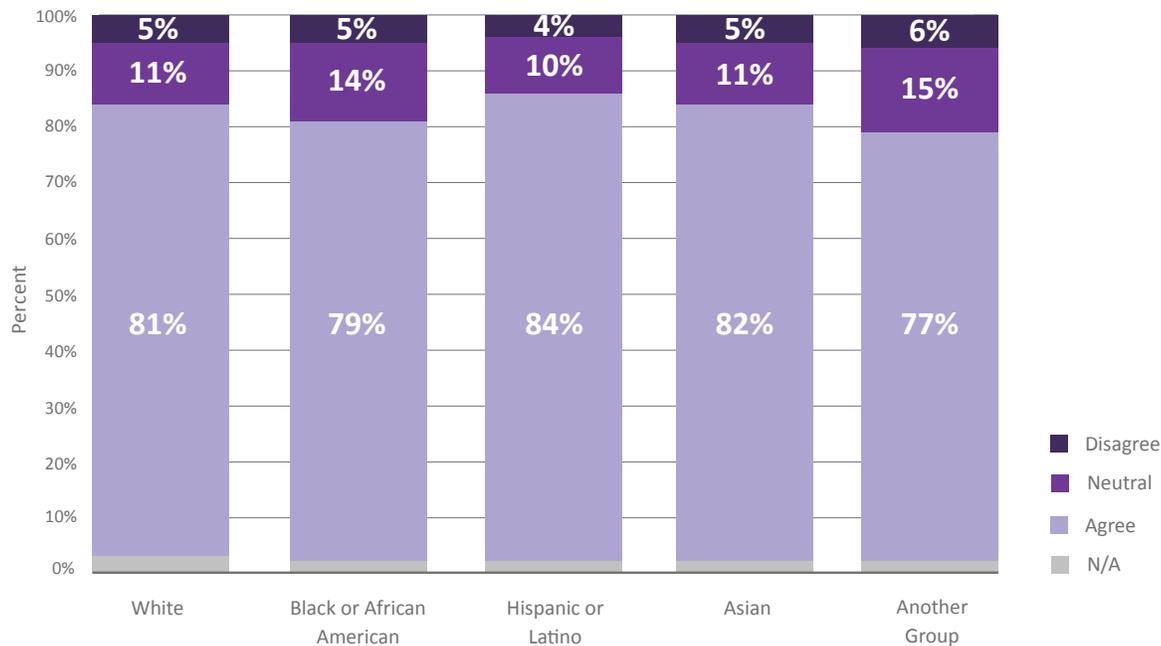
Supervisor Respect

Because a candidate's relationship with their AXP supervisor can impact the candidate's progress through the experience program, having a healthy and respectful supervisor relationship is essential. When asked if their AXP supervisor treated them with respect, approximately 80 percent of all survey respondents agreed.

When filtered into various segments, Black or African American respondents were slightly less likely to agree than their peers. African Americans in the 40+ age group, in a mid-level position, or employed at a small firm faced an even larger disparity compared to their peers of other races.

Baseline on Belonging: Experience Report

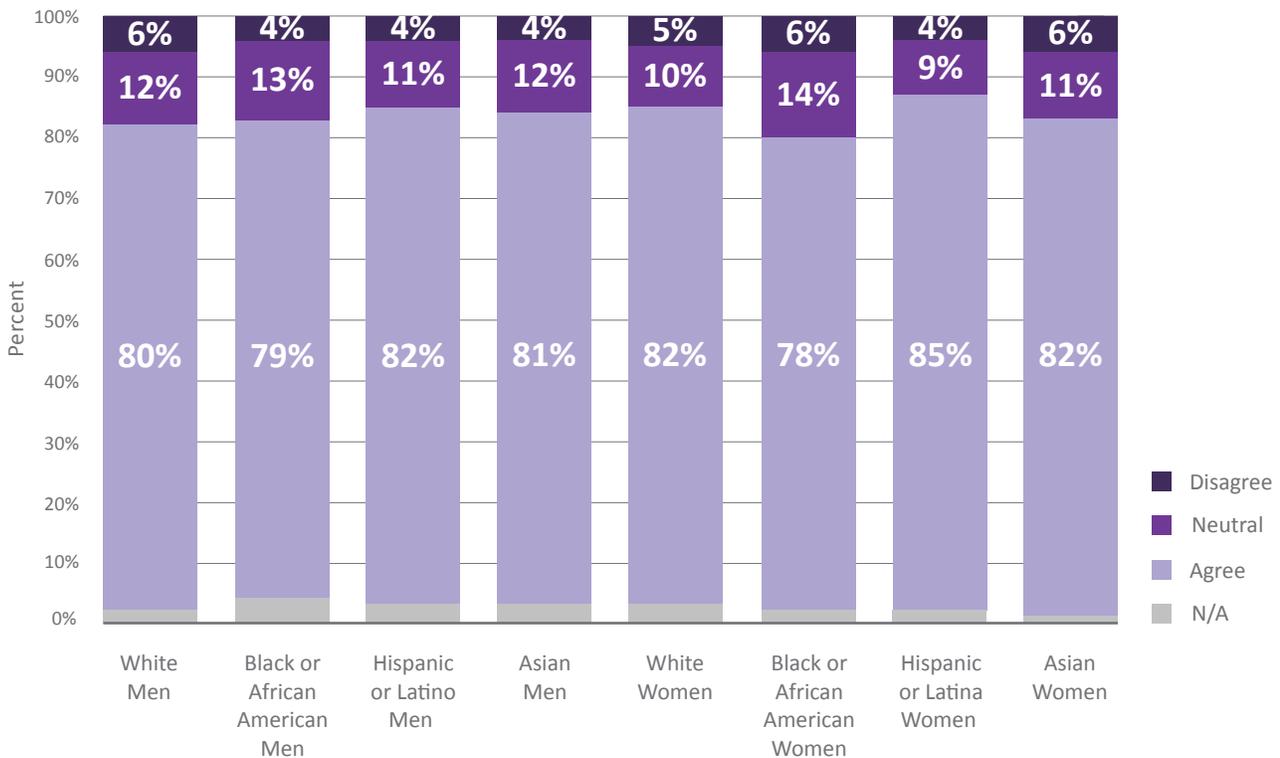
Most Respondents Indicate Their AXP Supervisor Treats Them With Respect



When asked if their AXP supervisor treated them with respect, the majority of respondents indicated that they did. Filtered by race and ethnicity, African Americans were the least likely to report their supervisor treats them with respect—5 percentage points less than Latino respondents, and 3 percentage points less likely than Asians.

Baseline on Belonging: Experience Report

Latina Women Most Likely to Agree Their Supervisor Treats Them With Respect



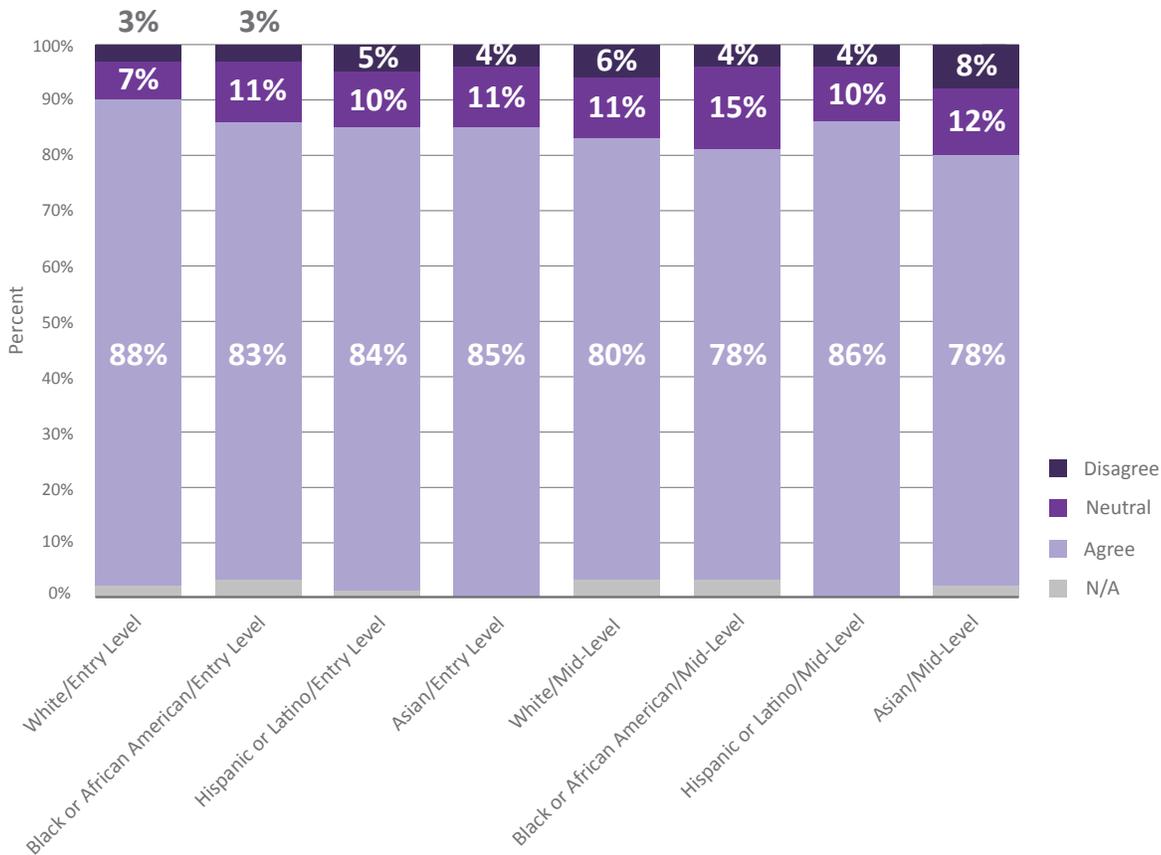
When filtered by race, ethnicity, and gender, men and women of each demographic were nearly equally as likely to agree that their supervisor treated them with respect.

Latina women were the most likely to agree at 85 percent—7 percentage points higher than African American women, and 3 percentage points higher than Latino men.

Notably, while white women were again more likely to agree than white men, Asian and Latina women were also more likely to agree that they were treated with respect than their male peers.

Baseline on Belonging: Experience Report

Entry Level White Candidates Most Likely to Agree Their Supervisor Treats Them With Respect

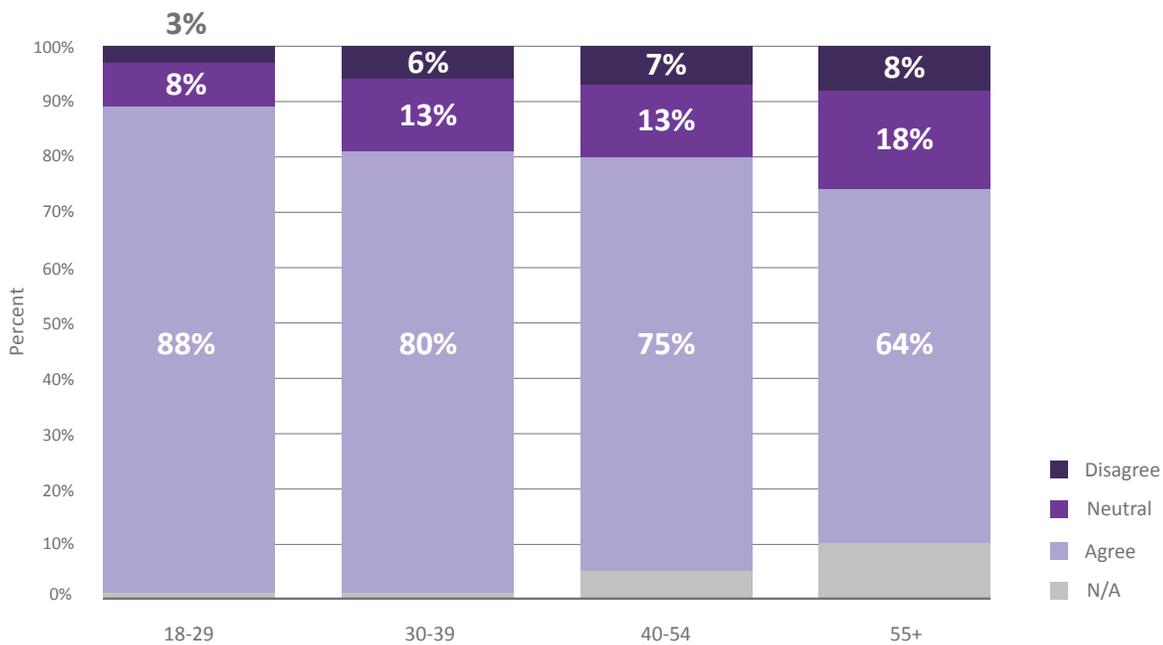


At 88 percent, white entry-level respondents were the most likely to indicate that their AXP supervisor treated them with respect—3, 4, and 5 percentage points higher than their Asian, Latino, and African American entry-level peers.

Comparatively, 78 percent of Asians and African Americans in mid-size positions agreed that their supervisor treated them with respect. This is 10 percentage points less than white entry-level candidates, and 8 percentage points less than Latino candidates in mid-level positions.

Baseline on Belonging: Experience Report

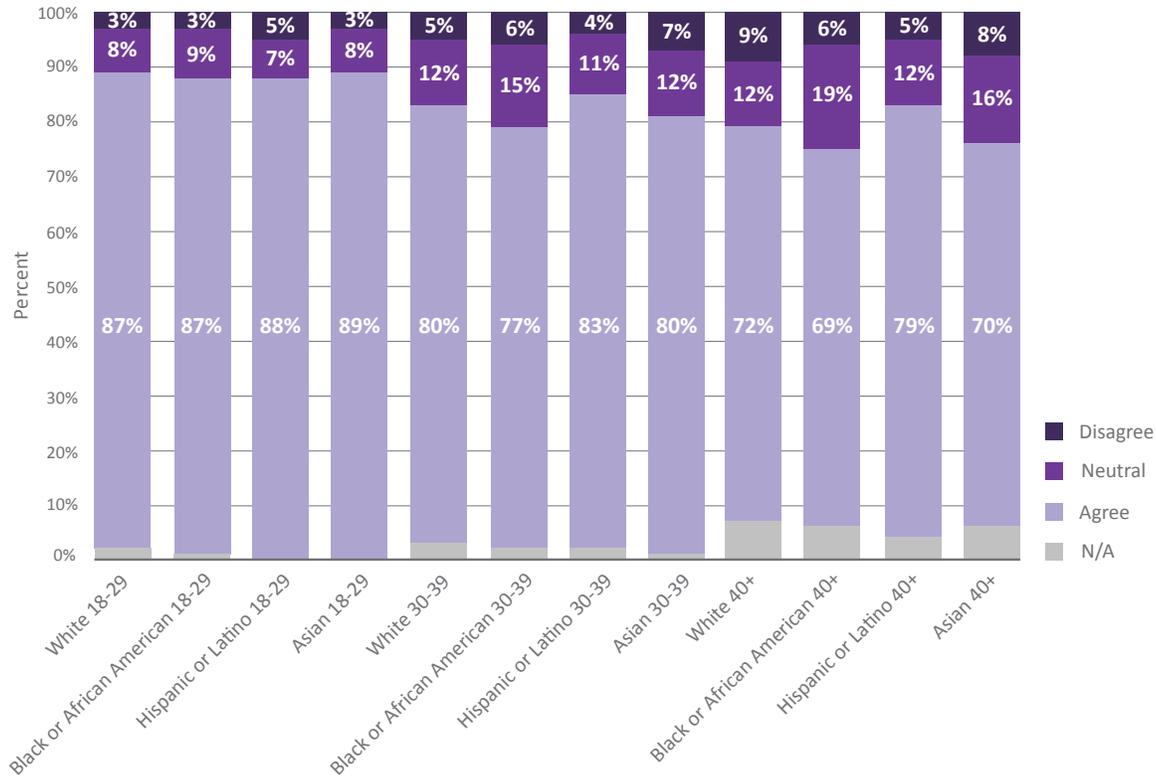
Older Candidates Less Likely to Agree Their Supervisor Treats Them With Respect



The proportion of respondents who agreed they are treated with respect steadily declined with each successive age group. At 88 percent, respondents in the 18-29 age group were most likely to agree that their AXP supervisor treats them with respect; this is 24 percentage points higher than those aged 55+.

Baseline on Belonging: Experience Report

18-29-Year-Olds of All Races/Ethnicities More Likely to Agree Their Supervisor Treats Them With Respect



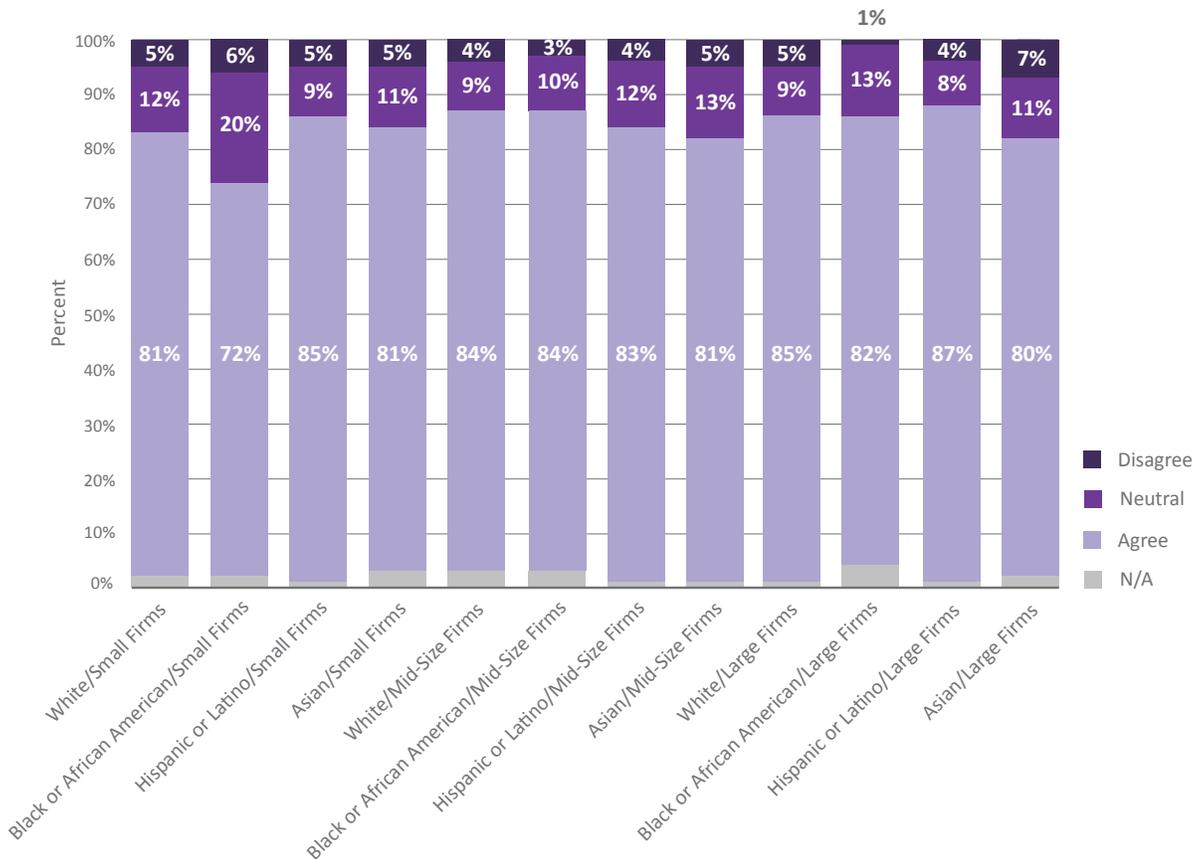
Candidates of all racial and ethnic groups in the 18-29 age group were nearly equally likely to agree that their AXP supervisor treated them with respect, with Asian candidates the most likely at 89 percent.

The proportion of candidates agreeing that their supervisor treated them with respect fell with each age group. African American candidates in the 30-39 age group were 6 percentage points less likely to agree than their Latino peers of the same age, and 12 percentage points less likely to agree than Asian candidates aged 18-29.

At 69 percent, African Americans aged 40+ were the least likely of all groups to agree that their supervisor treated them with respect—10 percentage points less than their Latino peers of the same age.

Baseline on Belonging: Experience Report

African Americans at Small Firms Least Likely to Agree Their Supervisor Treats Them With Respect



African Americans employed at small firms were least likely to report their supervisor treated them with respect—13 percentage points less than their Latino counterparts and 9 percentage points less than their white and Asian counterparts at small firms.

While Asian candidates were nearly equally as likely to report being treated with respect in relation to firm size, African American candidates saw a strong increase in the proportion who agreed when employed at mid-size and large firms compared to small firms, rising to 84 and 82 percent, respectively.

White and Latino candidates were slightly more likely to agree that their supervisor treats them with respect when employed at large firms than they were at small and mid-size firms, with increases of 4 and 2 percentage points (respectively) at large firms compared to small firms.



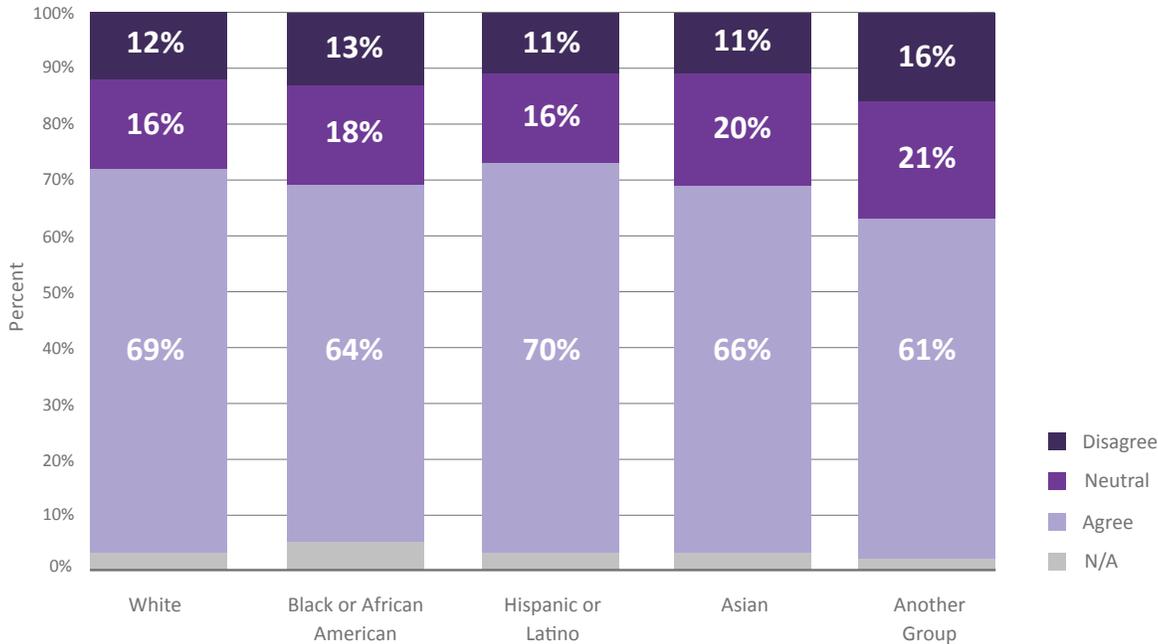
Baseline on Belonging: Experience Report

Ability to Voice Contrary Opinions

The majority of survey respondents agreed they could voice contrary opinions to their supervisor without fear of negative consequences. However, African Americans and Asians were consistently less likely to agree to this statement than their peers.

Baseline on Belonging: Experience Report

African Americans Least Likely to Agree They Can Voice Contrary Opinions Without Negative Consequences



When asked if they could voice contrary opinions to their supervisor without fearing negative consequences, Latino respondents were the most likely to indicate that they could at 70 percent. African American and Asian respondents were 6 and 4 percentage points less likely to agree, with white respondents just 1 percentage point less likely than Latino respondents.

Baseline on Belonging: Experience Report

Latinas Most Likely to Agree They Can Voice Contrary Opinions

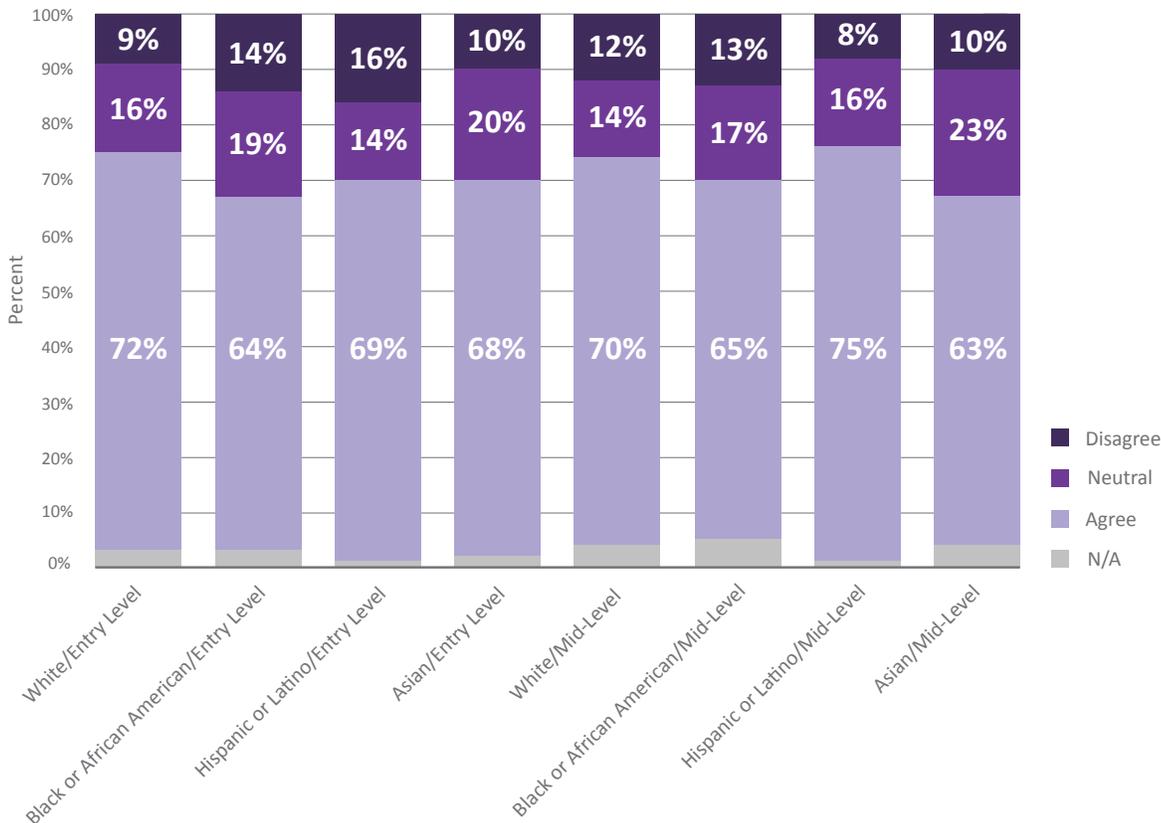


At 71 percent, Latinas were most likely to report they can voice contrary opinions to their supervisor without fear of negative consequences—6 percentage points higher than African American and Asian women and 7 percentage points more than African American men.

Asians were the only demographic group where gender makes more than a 1 percentage point difference, with Asian men 4 percentage points more likely to agree than Asian women.

Baseline on Belonging: Experience Report

Latino Candidates in Mid-Level Positions Most Likely to Agree They Can Voice Contrary Opinions



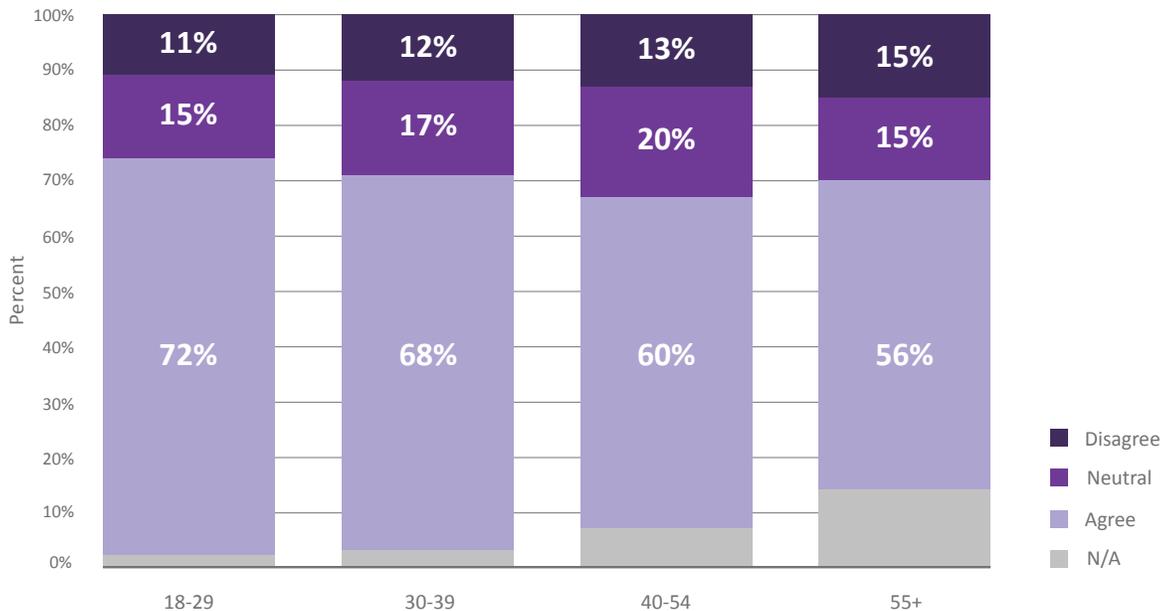
Filtering the responses by race, ethnicity, and position in the firm revealed a slightly wider disparity between some demographics. At 75 percent, Latino candidates in mid-level positions were the most likely to agree they can voice contrary opinions. This is 12 and 10 percentage points more likely than their Asian and African American peers in mid-level positions.

For respondents in entry-level positions, African Americans were least likely to agree they can voice contrary opinions to their supervisor without fear of negative consequences at 64 percent, with white respondents the highest at 72 percent.

This chart reveals a similar pattern to the responses regarding supervisor engagement and awareness, with white and Asian respondents indicating more comfort in voicing contrary opinions in entry-level roles, whereas African American and Latino respondents had more comfort voicing their opinions when in mid-level positions.

Baseline on Belonging: Experience Report

Older Candidates Less Likely to Agree They Can Voice Contrary Opinions

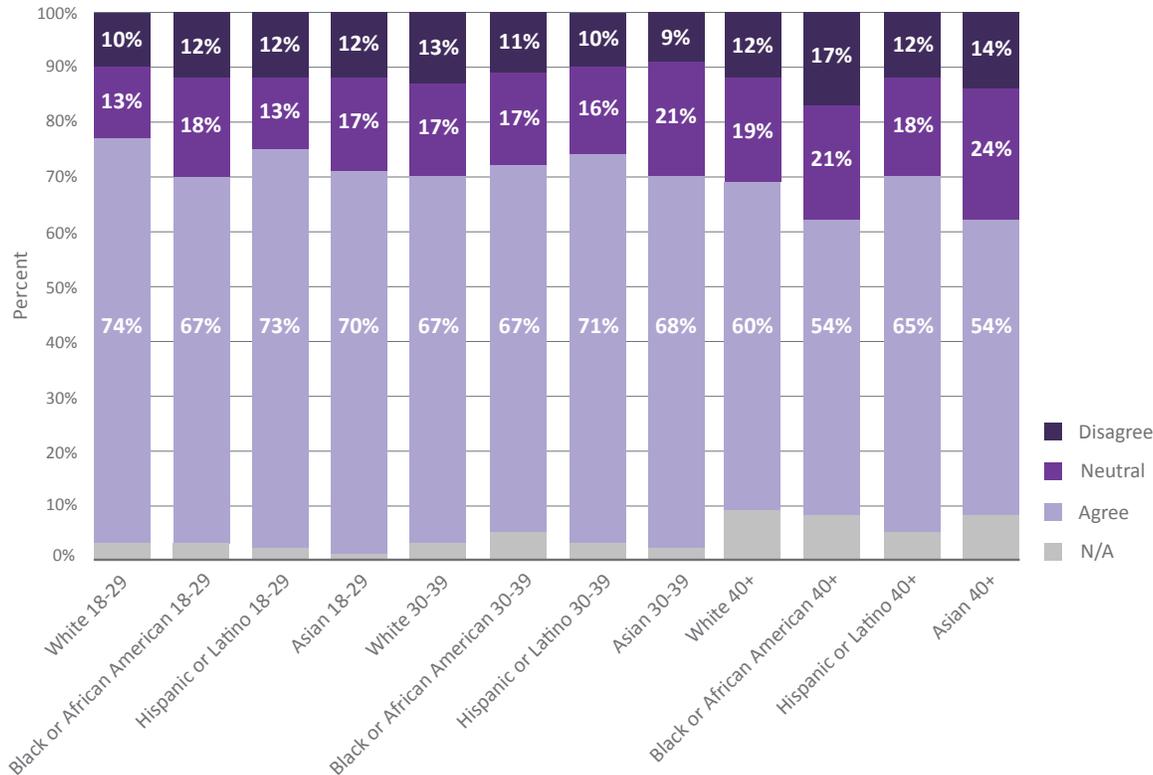


As with other areas related to the supervisor relationship, age had a significant impact on candidates’ ability to voice contrary opinions to their supervisor without fear of negative consequences. Individuals aged 55+ were 16 percentage points less likely to agree than those aged 18-29, with a slight drop apparent between each subsequent age group.

However, while only a small proportion of most age groups responded with “Not Applicable,” 14 percent of individuals in the 55+ age group selected this option, which could contribute to the apparent disparity.

Baseline on Belonging: Experience Report

Young White Candidates Most Likely to Agree They Can Voice Contrary Opinions to Their Supervisor



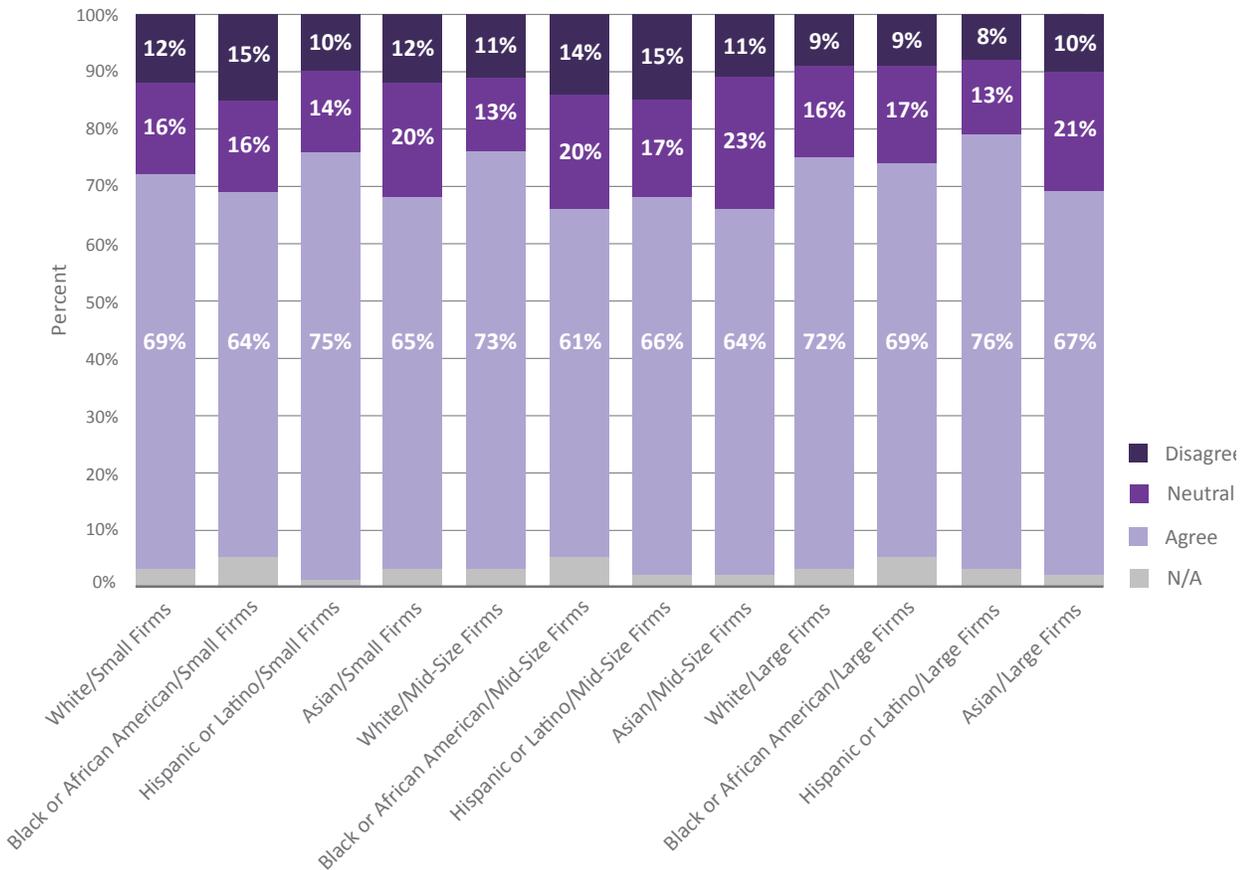
When viewed by race, ethnicity, and age, African Americans aged 18-29 were the least likely of their age range to report they can voice contrary opinions to their supervisor without fear of negative consequences—7 percentage points less than their white counterparts.

However, white and African American candidates in the 30-39 age range were equally as likely to agree, with African Americans seeing no change from the 18-29 age range. Asian and Latino candidates aged 30-39 were just 1 and 4 percentage points more likely to agree than their white and African American peers.

Individuals in the 40+ age range were least likely to agree for all races compared to their younger peers, with just 54 percent of African Americans and Asians over 40 years old indicating they can voice contrary opinions to their supervisor. Latino candidates aged 40+ were 11 percentage points more likely to agree.

Baseline on Belonging: Experience Report

People of Color Less Likely to Agree They Can Voice Contrary Opinions at Mid-Size Firms



All people of color were less likely to agree they can voice contrary opinions to their supervisor when employed at mid-size firms compared to small and large firms; however, white candidates were more likely to agree at mid-size firms. African Americans at mid-size firms were the least likely to agree at 61 percent—12 percentage points less than their white peers

African Americans were also the least likely to agree at small firms, with 64 percent of respondents indicating they can voice contrary opinions without fear of negative consequences. This is 11 percentage points less than Latino respondents employed at small firms, and 5 percentage points less than white respondents at small firms.

Overall, respondents were slightly more likely to agree when employed at large firms, with Asian respondents the least likely at 67 percent. This is 9 percentage points less than Latino candidates employed at large firms and 5 percentage points less than white individuals.



Baseline on Belonging: Experience Report

Challenges Earning AXP Credit

The final AXP-related question on the survey asked respondents whether or not they had faced challenges that made it difficult to earn AXP credit.

Just over 60 percent of all respondents indicated they had not faced challenges, with 15 percent indicating they had “somewhat” faced challenges, and 25 percent indicating they had faced challenges.

Older candidates were more likely to report facing challenges compared to their younger peers, with young, white candidates the least likely to report facing any challenges.

The following quotes represent common challenges and themes reported by respondents:

Gaining Experience in Specific AXP Areas

- “Project Management and business-related activities are very hard to access as a candidate.”
—Black or African American/Woman
- “Practice Management and Project Management hours are almost impossible to get. No one trust[s] you enough to develop this knowledge unless licensed, even more so if one is a minority ... So there is a contradiction and an evident roadblock on the path.”
—Hispanic or Latino/Man

Supervisors

- “Past supervisor[s] have been unresponsive and unwilling to approve AXP hours. [This] elongated the whole process, causing me to re-log other hours as they never approved them.”
—Black or African American/Woman

Firms

- “A lot of firms are hesitant to give opportunities for recent college graduates to earn experience hours in Project and Practice Management. You have to fight for those hours.”
—Black or African American/Woman
- “Firms are rarely open to providing a range of opportunities. Once a firm realizes you are good at something, they tend to pigeon-hole a person. It was hard to get exposure to contracts, to designs, anything outside of drafting.”
—Hispanic or Latino/Man
- “Earning Project Management and Practice Management experience was most difficult when I was a young intern.”
—40-54-Year-Old



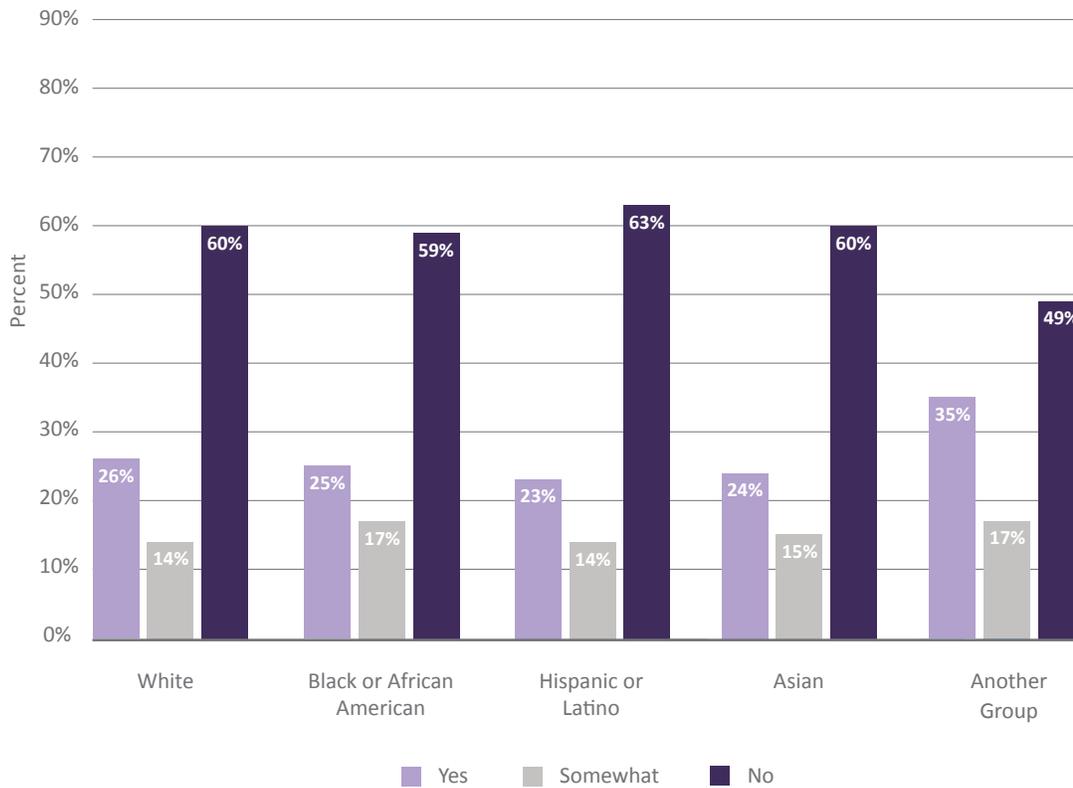
Baseline on Belonging: Experience Report

Employment

- “I already used all experience that I have with the engineer of the company, but for the rest of the experience I need an architect. Meaning that most likely I will need to move to [another] firm, but first I want to pass the ARE.”
Hispanic or Latino/Man
- “Losing an architecture job during the 2008 recession prevented me from gaining relevant experience in a timely manner.”
—40-54-Year-Old

Baseline on Belonging: Experience Report

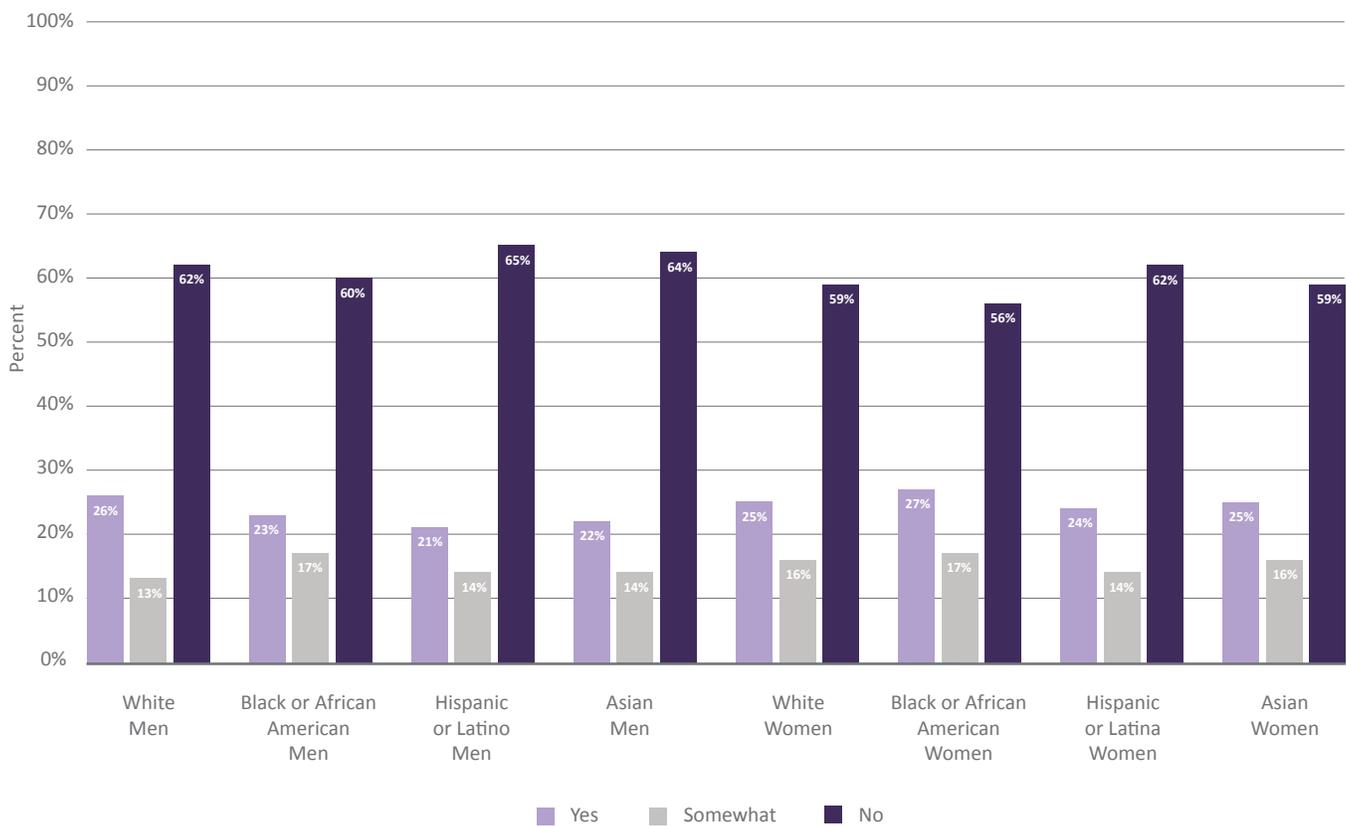
Majority of Respondents Report Not Facing Challenges Earning AXP Credit



When asked if they had faced challenges that made it difficult to earn AXP credit, the majority of all respondents said they had not, with only a slight variation seen when filtered by race. Latino respondents were the most likely to indicate they had not faced challenges that made earning AXP credit difficult—3 percentage points more likely than their white and Asian peers, and 4 percentage points more likely than African Americans.

Baseline on Belonging: Experience Report

African American Women Most Likely to Report Facing Challenges Earning AXP Credit

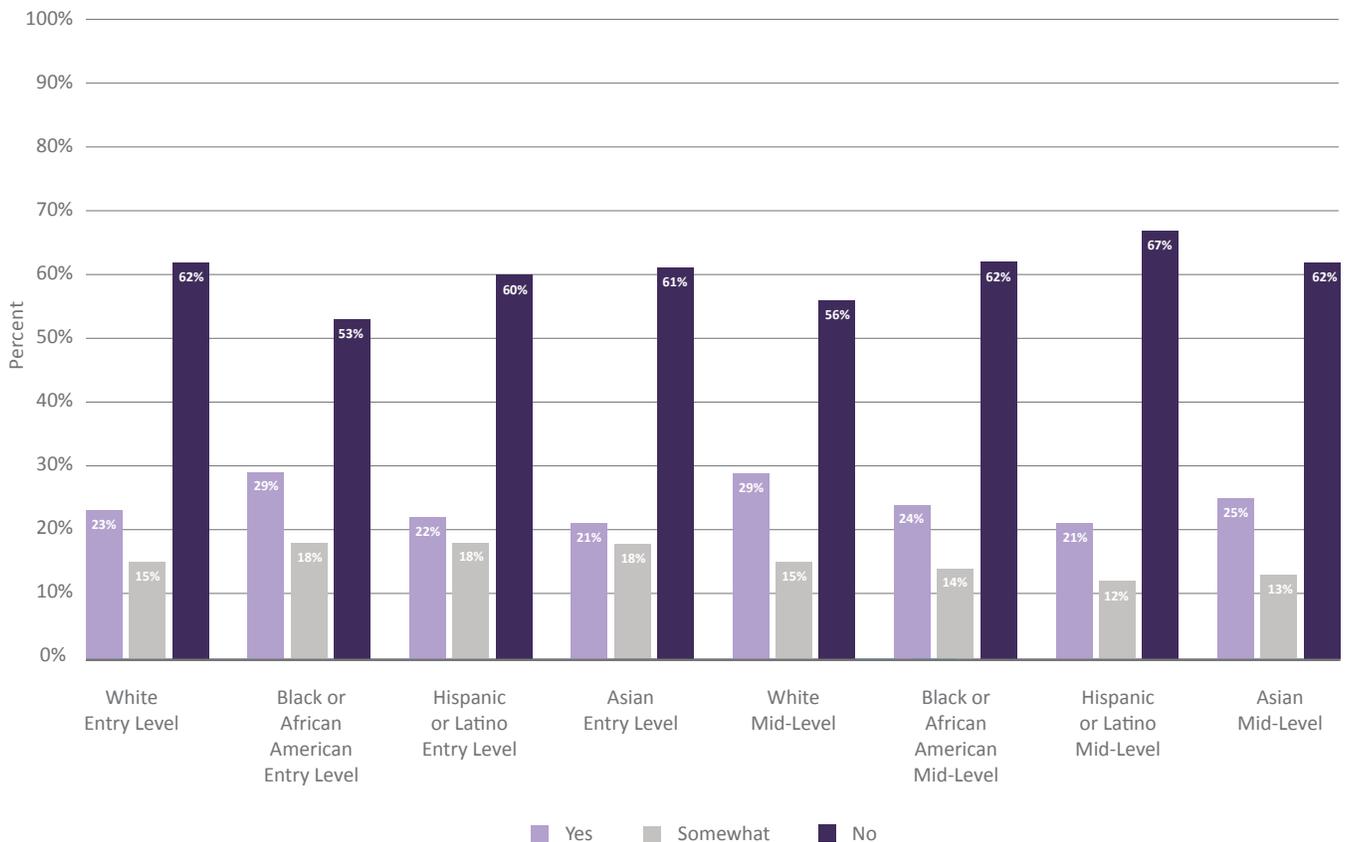


Filtering the data by gender as well as race and ethnicity revealed a slightly wider gap between candidates of various demographics. African American women were the least likely to say they had not faced challenges that made it difficult to earn AXP credit—9 percentage points lower than Latino men and 8 percentage points lower than Asian men.

Women of all races/ethnicities were more likely than their male counterparts to respond “yes” or “somewhat” when asked if they had faced challenges that made it difficult to earn AXP credit.

Baseline on Belonging: Experience Report

Latino Candidates in Mid-Level Positions Least Likely to Report Facing Challenges Earning AXP Credit

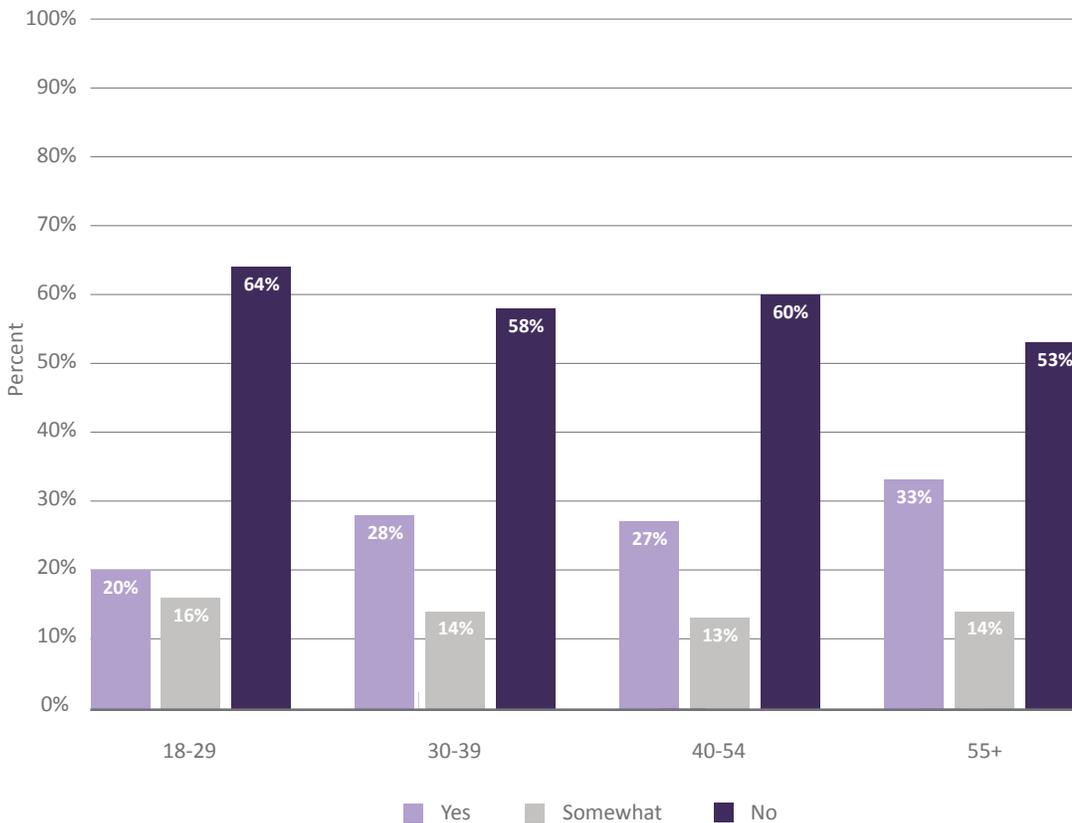


When viewed by race, ethnicity, and position, African Americans in entry-level positions were the least likely to report that they had not faced challenges earning AXP credit—9 percentage points less than white, entry-level candidates.

However, for candidates in mid-level positions, white respondents were more likely to report facing challenges than people of color, with 56 percent of white, mid-level respondents indicating they had not faced challenges compared to 67 percent of their Latino peers.

Baseline on Belonging: Experience Report

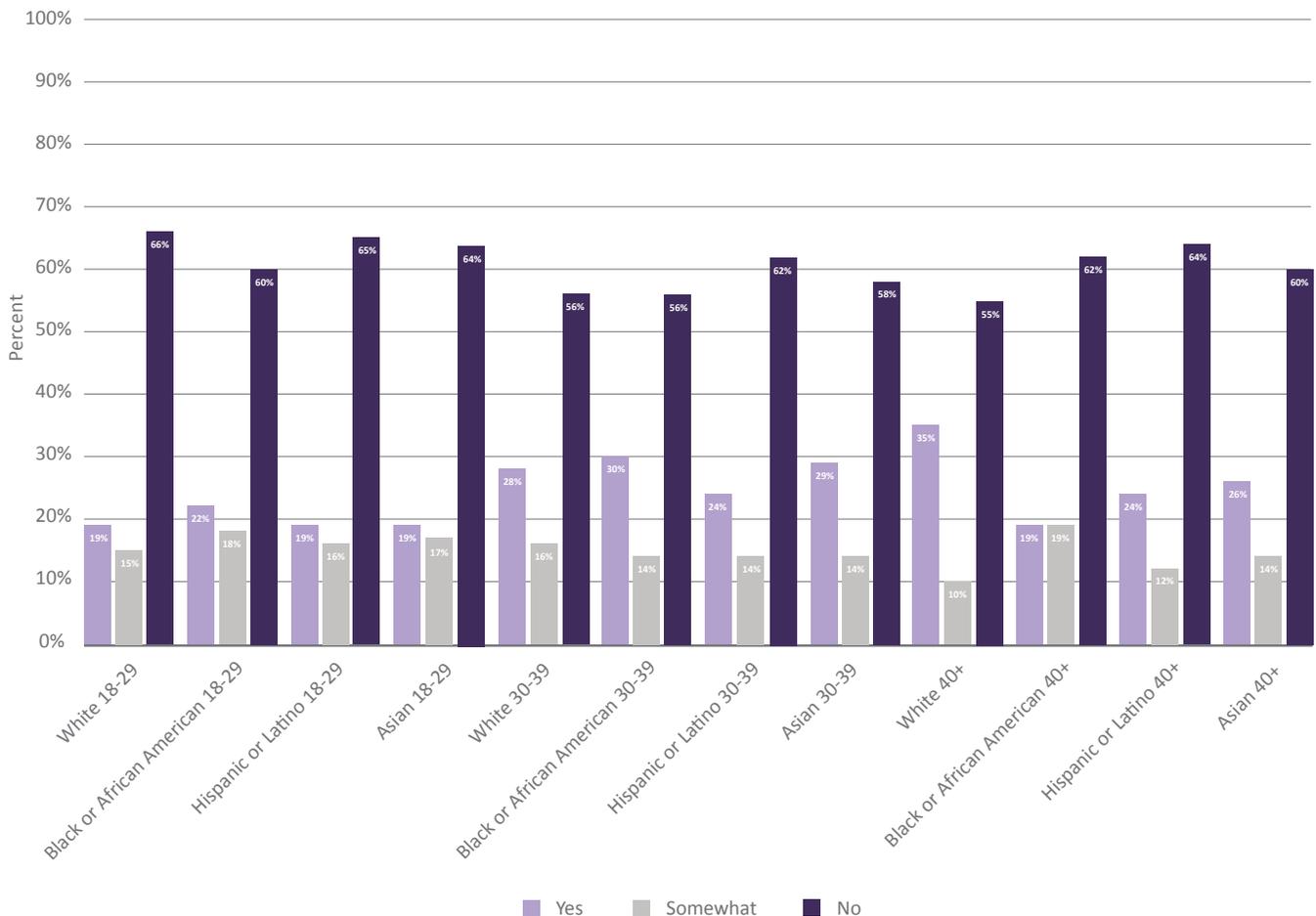
Older Candidates More Likely to Face Challenges Earning AXP Credit



Just over half of individuals aged 55+ indicated they had not faced challenges earning AXP credit, compared to 64 percent of their 18-29-year-old peers. At 58 and 60 percent, respectively, individuals in the 30-39 and 40-54 age groups were nearly equally as likely to indicate they had not faced challenges that made it difficult to earn AXP credit.

Baseline on Belonging: Experience Report

Young, White Candidates Most Likely to Report They Did Not Face Challenges Earning AXP Credit



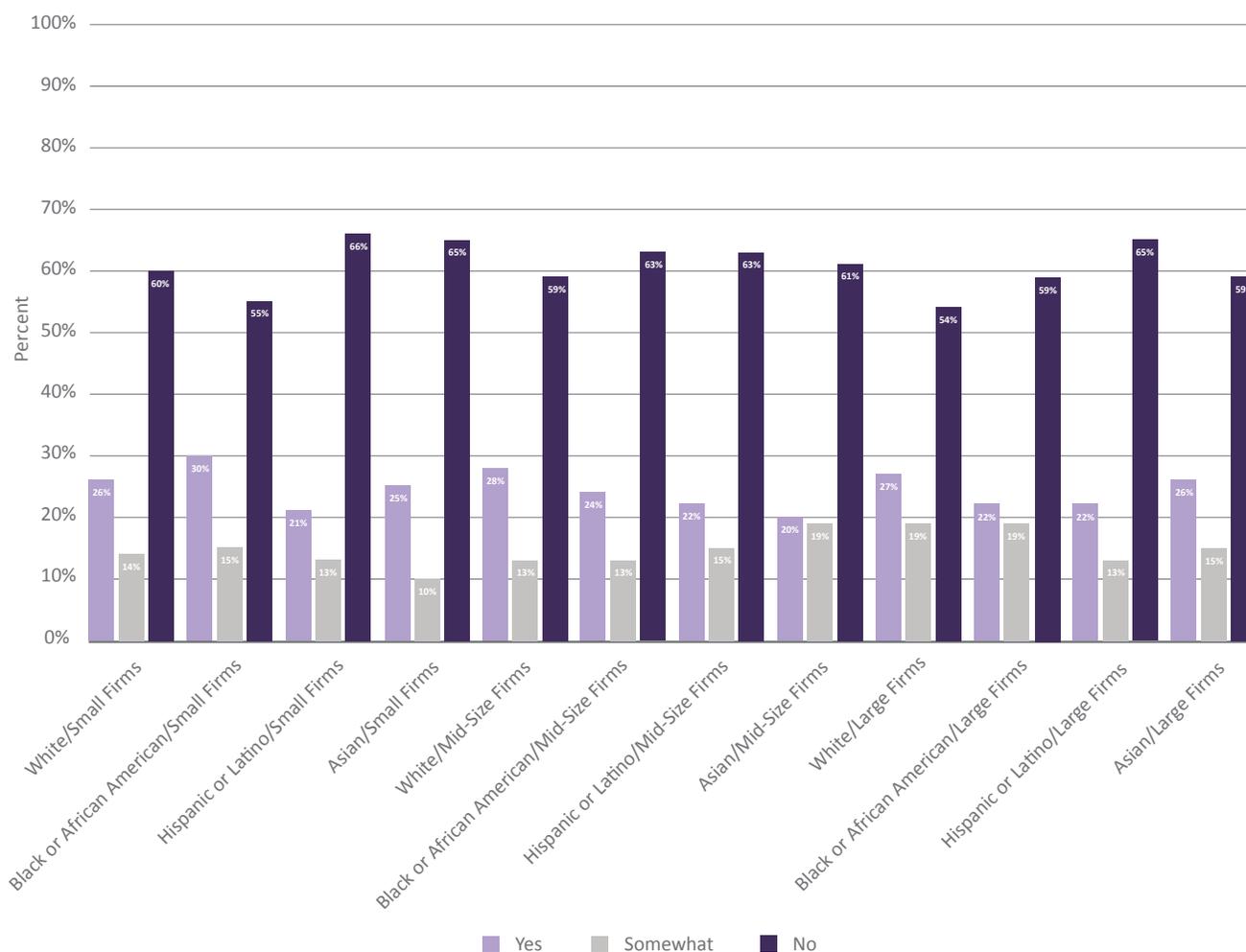
White candidates aged 18-29 were the most likely of all demographic groups to report that they had not faced challenges that made it difficult to earn AXP credit—6 percentage points higher than their African American peers aged 18-29.

However, at 56 percent, white and African American candidates aged 30-39 were equally as likely to indicate they had not faced challenges—6 percentage points less than their Latino peers aged 30-39.

While white candidates did not see a significant change between the 30-39 and 40+ age groups, candidates of color were all more likely to say they had not faced challenges when 40 or older. Latino candidates aged 40+ were the most likely of all demographics in the 40+ group to say they had not faced challenges at 64 percent, 9 percentage points higher than white candidates aged 40+.

Baseline on Belonging: Experience Report

African Americans at Small Firms and Whites at Large Firms Most Likely to Report Difficulty Earning AXP Credit



When filtered by race, ethnicity, and firm size, African Americans at small firms and white candidates at large firms were the least likely to say they did not face challenges earning AXP credit.

The disparity between various demographics was smallest at mid-size firms, where white candidates were 4 percentage points less likely to say they had not faced challenges than their African American and Latino peers.

Comparatively, African Americans at small firms were 11 percentage points less likely to say they had not faced challenges than their Latino peers at small firms. And white candidates at large firms were 11 percentage points less likely to say they had not faced challenges than their Latino peers at large firms.



Baseline on Belonging: Experience Report

Compared to their counterparts of the same race at other firm sizes, white, Latino, and Asian respondents were all most likely to indicate they had not faced challenges when employed at small firms. African Americans were less likely to report challenges when employed at mid-size firms, compared to African Americans at small and large firms.



Baseline on Belonging: Experience Report

Next Steps

Responses to the preliminary study did not point to any obvious bias issue within the experience program's structure. However, some key insights from the report raise important questions—including that a candidate's age has the biggest impact on their progress through the experience program, and that candidates of color typically start, and therefore complete, the experience program at an older age than their white peers:

- Why do minority candidates typically start the AXP later than their white peers?
 - Is this due to lack of access to early career experiences such as summer internships?
 - Is this due to greater challenges in finding employment in an architecture firm?
 - Are there other work/life considerations that delay certain individuals from beginning the AXP once employed by a firm?
 - Is this due to the interpersonal relationships needed in firms to complete the experience requirement?
- Why do older candidates face additional challenges?
 - Are firms culturally conditioned to focus support on younger individuals pursuing licensure?
 - Do older candidates become waylaid by role specialization and other work responsibilities?
 - Or is an older age profile a symptom of the delay caused by the challenges a candidate faced in their particular career path?
- What additional support are large firms providing that give African American candidates a higher level of support than their peers in small and mid-sized firms, and are there actions that small and mid-sized firms could do to emulate that support?
- Are there specific practice areas where women, and particularly women of color, have difficulty gaining experience, and if so, which ones?

In Phase #2, NOMA and NCARB explored some of these questions through focus groups with NOMA members.



Baseline on Belonging: Experience Report

Appendix: *Baseline on Belonging* Survey

Summary

NCARB partnered with NOMA to obtain information from licensed architects, licensure candidates actively working toward licensure, and professionals no longer interested in obtaining a license. The appendix provides an overview of the project methodology, survey structure, participant demographics, and data collected by NCARB to provide further insight on the path to licensure.

A total of 5,341 participants completed the online survey answering a series of multiple choice, open-ended, and Likert-scale questions developed jointly by NCARB and NOMA to identify and understand areas where minority professionals and other underrepresented groups experience obstacles on the path to licensure.

Methodology

Audience

The *Baseline on Belonging* survey was distributed via email by both NCARB and NOMA from February 19 – March 4, 2020, to approximately 70,000 targeted NCARB Record holders and all NOMA members. NCARB and NOMA publicly distributed the survey through channels such as Facebook, Twitter, and Instagram. Recipients were also strongly encouraged to share the survey with their peers.

The survey was intentionally shared to a large pool of professionals of color, as well as women, for a fair sample size within the architecture profession. In addition, participants had to be either recently licensed, a licensure candidate, or a professional who is no longer interested in pursuing an architecture license.

We targeted the following audiences to complete the survey:

- **Professionals who are no longer interested in becoming licensed** to understand and identify their reasoning for deciding not to become a licensed architect. This includes inactive NCARB Record holders.
- **Inactive licensure candidates** who at some point decided to take a break from earning a license but still plan to become licensed in the future.
- **Active licensure candidates** who are actively going through the experience of getting an architecture education, working in a firm, and/or preparing for the Architect Registration Examination® (ARE®).
- **Architects who were licensed within the last three years** to ensure we are gathering data from architects who've experienced the current licensure process.

Baseline on Belonging: Experience Report

Survey Participants

The survey received a total of 6,902 responses, including both complete and partial responses. Findings of this survey found in the *Baseline on Belonging* reports only include complete responses totaling to 5,341. The survey results also include over 13,000 open-ended responses from optional open-ended questions.

Survey participants represent the following demographics.

Race/Ethnicity Segments

Race/Ethnicity	Count	Percentage of Total
White	1,852	37%
Black or African American	692	13.8%
Hispanic or Latino	1,320	26.4%
Asian	861	17.2%
Another Group	279	5.6%
Total	5,004	100%

Race/Ethnicity Breakdown by Race Segments

Race/Ethnicity Segment	Race	Count	Percentage of Total
White	White	1,852	38%
	Black or African American	39	0.8%
	Asian	93	1.9%
	American Indian or Alaska Native	31	0.6%
	Native Hawaiian or Other Pacific Islander	13	0.3%
	Some other race	23	0.5%
Black or African American	White	62	1.3%
	Black or African American	692	14.2%
	Asian	15	0.3%
	American Indian or Alaska Native	19	0.4%

Baseline on Belonging: Experience Report

Race/Ethnicity Segment	Race	Count	Percentage of Total
	Native Hawaiian or Other Pacific Islander	7	0.1%
	Some other race	6	0.1%
Hispanic or Latino	White	580	11.9%
	Black or African American	65	1.3%
	Asian	34	0.7%
	American Indian or Alaska Native	75	1.5%
	Native Hawaiian or Other Pacific Islander	13	0.3%
	Some other race	559	11.5%
Asian	White	99	2%
	Black or African American	15	0.3%
	Asian	861	17.7%
	American Indian or Alaska Native	11	0.2%
	Native Hawaiian or Other Pacific Islander	18	0.4%
	Some other race	18	0.4%
Another Group	White	59	1.2%
	Black or African American	15	0.3%
	Asian	21	0.4%
	American Indian or Alaska Native	57	1.2%
	Native Hawaiian or Other Pacific Islander	27	0.6%
	Some other race	205	4.2%
Total		5,379	100%

Baseline on Belonging: Experience Report

Ethnicity

Ethnicity	Count	Percentage of Total
Hispanic or Latino	1,320	28%
Non-Hispanic or Latino	3,386	72%
Total	4,706	100%

Race/Ethnicity and Gender

Race/Ethnicity and Gender	Count	Percentage of Total
White Men	879	18.8%
Black or African American Men	369	7.9%
Hispanic or Latino Men	662	14.2%
Asian Men	347	7.4%
White Women	952	20.4%
Black or African American Women	319	6.8%
Hispanic or Latina Women	647	13.8%
Asian Women	498	10.7%
Total	4,673	100%

Active Candidates by Race/Ethnicity and Firm Size

Race/Firm Size Segment	Firm Size	Percent	Count	Percentage of Total
White/Small Firms	1-19 employees	100%	481	16.1%
Black or African American/ Small Firms	1-19 employees	100%	161	5.4%
Hispanic or Latino/Small Firms	1-19 employees	100%	391	13.1%
Asian/Small Firms	1-19 employees	100%	174	5.8%
White/Mid-size Firms	20-49 employees	63.2%	216	7.2%
	50-99 employees	36.8%	126	4.2%
Black or African American/ Mid-size Firms	20-49 employees	69.3%	95	3.2%
	50-99 employees	30.7%	42	1.4%

Baseline on Belonging: Experience Report

Race/Firm Size Segment	Firm Size	Percent	Count	Percentage of Total
Hispanic or Latino/Mid-size Firms	20-49 employees	63.0%	165	5.5%
	50-99 employees	37.0%	97	3.3%
Asian/Mid-size Firms	20-49 employees	65.7%	111	3.7%
	50-99 employees	34.3%	58	1.9%
White/Large Firms	100 or more employees	100%	295	9.9%
Black or African American/ Large Firms	100 or more employees	100%	165	5.5%
Hispanic or Latino/ Large Firms	100 or more employees	100%	213	7.1%
Asian/Large Firms	100 or more employees	100%	192	6.4%
Total			2,982	99.7%

Active Candidates by Race/Ethnicity and Position

Race/Position Segment	Position	Percent	Count	Percentage of Total
White/Entry Level	Entry-level/junior	100%	436	15.3%
Black or African American/Entry Level	Entry-level/junior	100%	188	6.6%
Hispanic or Latino/Entry Level	Entry-level/junior	100%	307	10.8%
Asian/Entry Level	Entry-level/junior	100%	257	9.0%
White/Mid-level	Mid-level/associate	72.4%	444	15.6%
	Manager/supervisor	27.6%	169	5.9%
Black or African American/Mid-level	Mid-level/associate	74.8%	193	6.8%
	Manager/supervisor	25.2%	65	2.3%
Hispanic or Latino/Mid-level	Mid-level/associate	70.2%	368	12.9%
	Manager/supervisor	29.8%	156	5.5%
Asian/Mid-level	Mid-level/associate	77.1%	202	7.1%
	Manager/supervisor	22.9%	60	2.1%
Total			2,845	99.9%

Baseline on Belonging: Experience Report

Race/Ethnicity and Age

Race/Age Segment	Age	Percent	Count	Percentage of Total
White 18-29	18-24	20.6%	142	3%
	25-29	79.4%	546	11.6%
Black or African American 18-29	18-24	17.2%	40	0.8%
	25-29	82.8%	193	4.1%
Hispanic or Latino 18-29	18-24	14.8%	62	1.3%
	25-29	85.2%	356	7.5%
Asian 18-29	18-24	16.9%	54	1.1%
	25-29	83.1%	265	5.6%
White 30-39	30-34	61.6%	461	9.8%
	35-39	38.4%	287	6.1%
Black or African American 30-39	30-34	60.0%	165	3.5%
	35-39	40.0%	110	2.3%
Hispanic or Latino 30-39	30-34	56.4%	310	6.6%
	35-39	43.6%	240	5.1%
Asian 30-39	30-34	64.3%	232	4.9%
	35-39	35.7%	129	2.7%
White 40+	40-44	40.4%	168	3.6%
	45-54	40.9%	170	3.6%
	55-64	17.1%	71	1.5%
	65 or higher	1.7%	7	0.1%
Black or African American 40+	40-44	39.7%	73	1.5%
	45-54	41.3%	76	1.6%
	55-64	14.1%	26	0.6%
	65 or higher	4.9%	9	0.2%
Hispanic or Latino 40+	40-44	40.4%	141	3.0%
	45-54	44.7%	156	3.3%
	55-64	12.6%	44	0.9%
	65 or higher	2.3%	8	0.2%
Asian 40+	40-44	44.4%	80	1.7%
	45-54	46.7%	84	1.8%

Baseline on Belonging: Experience Report

Race/Age Segment	Age	Percent	Count	Percentage of Total
	55-64	7.8%	14	0.3%
	65 or higher	1.1%	2	0%
Total			4,721	99.9%

Age

Age Segment	Age	Percent	Count	Percentage of Total
18-29	18-24	18.2%	295	6.2%
	25-29	81.8%	1,324	27.9%
30-39	30-34	60.1%	1,172	24.7%
	35-39	39.9%	777	6.4%
40-54	40-44	48.6%	476	10%
	45-54	51.4%	503	0.6%
55+	55-64	86.5%	166	3.5%
	65 or higher	13.5%	26	0.5%
Total			4,739	100%

NCARB Data

NCARB data provided additional insight on the path to licensure experienced by licensure candidates who met the survey participant criteria. NCARB maintains a database on licensure candidates and Certificate holders. This allows us to track the progression of candidates as they move through the AXP, ARE, and beyond. Some of the data is self-reported, including age, race, and geographic location. Other data is triggered by candidate actions such as starting the AXP or completing the ARE.

Survey Structure

The survey was designed to take a comprehensive look at the licensure process and early career experience, based on a respondent’s licensure status. It was structured around the following topics:

1. Perspective and motivation on becoming licensed
2. College education and culture
3. Finding employment at an architecture firm

Baseline on Belonging: Experience Report

4. Gaining AXP experience in an architecture firm
5. Firm culture and support
6. Supervisor/candidate relationship
7. Preparing for the ARE
8. Demographic questions

All respondents were asked to share their initial reasoning for wanting to be an architect. Professionals no longer pursuing a license were asked at what point in their career they decided not to become licensed.

All respondents who indicated they had or were currently working on earning an architecture degree were asked about their experiences with their professors and classmates, as well as what obstacles they may have faced while in school.

Respondents who indicated they were working or had worked in a firm were asked how and when they gained employment in a firm after graduation, and respondents who had earned AXP credit were asked to share positive and negative factors that impacted their AXP experience. In addition, respondents who've worked in a firm were also asked about their firm's culture, diversity, and support for candidates preparing for and taking the ARE.

Survey Values	Percent	Count
Are you a licensed architect?		
Yes	25.6%	1,367
No	74.1%	3,956
I have retired	0.3%	18
How long have you been licensed?		
Less than a year	31.1%	425
1-3 years	27.2%	372
3 or more years	41.7%	570
Which of the following best represents your status on becoming a licensed architect?		
I am actively working toward gaining a license	76.5%	3,027
I am not currently working toward gaining a license but plan to in the future	15.9%	630
I am no longer interested becoming a licensed architect	7.6%	299
What impacted your decision not to pursue licensure? Select all that apply.		

Baseline on Belonging: Experience Report

Survey Values	Percent	Count
Lack of open positions in my area	7.4%	22
I am no longer interested in architecture	15.8%	47
Pay/compensation	50%	149
Work-life balance	51%	152
Personal obligations	10.7%	32
Firm culture	36.9%	110
Found a better opportunity	23.8%	71
Cost of becoming licensed (exam fees, renewal fee, etc.)	57.7%	172
None of the above	1.3%	4
Other	43.6%	130
What impacted your decision not to pursue licensure? Select all that apply.		
At what point in your career did you decide not to become an architect? [Open text]		
During college	6%	18
While searching for employment at an architecture firm	7%	21
While working in an architecture firm	46.3%	138
After taking an ARE division	19.1%	57
Other	21.5%	64
Which of the following best represent your initial reason for pursuing a license? Select up to three.		
Opportunity for a promotion	40%	1,900
The ability to have my own architecture firm/work independently	53.7%	2,551
The ability to call myself an architect	71.5%	3,399
Respect from peers, family, and/or friends	31%	1,472
The potential to earn more money	56.9%	2,703
A license is required by my firm	2.9%	137
None of the above	2.7%	127
Would you consider returning to architecture if possible? Please explain. [Open text]		
After you earned your license, did any of the following occur as a result of your licensed status? Select all that apply.		
I received a promotion	25.3%	202
I received a raise	49.8%	397
I had new opportunities within my firm	27.7%	221
I was made a direct supervisor of a licensure candidate	5.1%	41

Baseline on Belonging: Experience Report

Survey Values	Percent	Count
My firm, team, and/or supervisor celebrated my accomplishment	52.3%	417
I started my own practice and/or work independently	10.4%	83
I took a position with another firm	16.3%	130
None of the above	14.1%	112
Other	6.4%	51
Did you earn a degree in architecture?		
Yes	91.6%	4,353
No	4.9%	232
I am currently pursuing a degree in architecture	3.5%	167
Did you earn your architecture degree from a program accredited by the National Architectural Accrediting Board (NAAB)?		
Yes	81.6%	3,691
No	16.2%	733
Unsure	1.9%	86
I don't know what a NAAB-accredited program is	0.3%	12
Is your architecture degree from a country or territory outside of the United States?		
Yes	15.9%	721
No	84.1%	3,801
Thinking about your college experience, please rate your level of agreement with each statement below.		
The education I received in college prepared me for a career in architecture		
Strongly disagree	5.9%	268
Disagree	13.6%	614
Neutral	19%	858
Agree	39.6%	1,792
Strongly Agree	21.5%	971
N/A	0.4%	19
I had professors who made me excited about learning		
Strongly disagree	2.2%	99
Disagree	3.8%	173
Neutral	10.8%	487
Agree	38.3%	1,730

Baseline on Belonging: Experience Report

Survey Values	Percent	Count
Strongly Agree	44.7%	2,022
N/A	0.2%	11
I had an advisor who helped me get the most of my academic experience		
Strongly disagree	10.6%	478
Disagree	20.1%	908
Neutral	24.9%	1,124
Agree	24.8%	1,120
Strongly Agree	17.7%	799
N/A	2.1%	93
I felt like I belonged in my architecture school		
Strongly disagree	4.6%	206
Disagree	9.2%	418
Neutral	18.7%	847
Agree	33.7%	1,522
Strongly Agree	33.5%	1,514
N/A	0.3%	15
My classmates encouraged me to pursue licensure		
Strongly disagree	7.1%	322
Disagree	17.8%	806
Neutral	34.9%	1,578
Agree	23.1%	1,044
Strongly Agree	12.7%	574
N/A	4.4%	198
My professor encouraged me to pursue licensure		
Strongly disagree	7.2%	326
Disagree	16.9%	765
Neutral	30.1%	1,360
Agree	25.4%	1,149
Strongly Agree	16.6%	749
N/A	3.8%	173
My architecture school values diversity and inclusion		
Strongly disagree	3.4%	156

Baseline on Belonging: Experience Report

Survey Values	Percent	Count
Disagree	5.7%	260
Neutral	21%	951
Agree	35.4%	1,600
Strongly Agree	32.7%	1,479
N/A	1.7%	76
Which of the following positively impacted you while pursuing a degree in architecture? Select all that apply.		
Architecture school culture	58.2%	2,629
Access to study groups or peers	28.3%	1,277
Access to professors or mentors	47.6%	2,153
Financial support from family	38.7%	1,748
Personal financial stability	17.1%	772
Scholarships	34.6%	1,566
Support from family and friends	62.6%	2,828
Quality of education	56.5%	2,554
Diversity and/or representation in classrooms	23.1%	1,044
School course schedule	22.3%	1,006
Other	6.7%	302
Which of the following negatively impacted you while pursuing a degree in architecture? Select all that apply.		
College tuition	55.8%	2,521
Purchasing books and study materials	42.0%	1,899
Studio class materials	36.5%	1,652
Architecture school culture	31.2%	1,410
Speaking English as a second language	6.8%	306
Personal obligations (i.e., family, work, or dependents)	29.0%	1,312
Lack of diversity and/or representation in classrooms	20.1%	910
Access to study groups or peers	7.9%	359
Access to professors or mentors	14.3%	645
None of the above	12.2%	553
Other	8.0%	361
Did you ever consider not pursuing a career in architecture while in college?		

Baseline on Belonging: Experience Report

Survey Values	Percent	Count
Yes	41.2%	1,863
No	53.9%	2,437
Unsure	4.9%	220
In your own words, what are some factors that made you reconsider pursuing a career in architecture? [Open Text]		
Are you currently working in an architecture firm?		
Yes	78.2%	3,716
No, but I previously worked in an architecture firm	19.5%	929
I have never worked in an architecture firm	2.3%	107
What field/industry are you working in now?		
Engineering	5.9%	55
Landscape architecture	0.2%	2
Construction	14.2%	132
Interior design	4.2%	39
Real estate	5%	47
University/college	7%	65
Urban planning	1.5%	14
Government or nonprofit	12%	112
I am unemployed	19.7%	183
Other	30.3%	282
How soon after graduating college were you employed at an architecture firm?		
0-3 months	49.8%	2,222
Less than a year	16.7%	747
1-2 years	8.7%	387
3 or more years	6.8%	302
I was working in an architecture firm while I was in college	18%	805
How did you find your position at an architecture firm?		
Online job search	28.7%	1,282
Career event (job fair, recruitment event, industry convention, etc.)	9.7%	432
Recommended by peers	7.9%	352
Referral from a colleague and/or friend	19.1%	854
Referral from my college professor or advisor	10%	445

Baseline on Belonging: Experience Report

Survey Values	Percent	Count
Referral from a family member	5%	225
My college has a relationship with the firm	2.8%	127
Social media or advertisement	2.5%	112
None of the above	4.3%	194
Other	9.8%	439
Have you documented any experience hours toward the AXP?		
Yes	90.5%	4,040
No	9.5%	422
Please rate your level of agreement with the following statements.		
It was easy to find a local firm that could support me in gaining AXP experience		
Strongly disagree	4.7%	192
Disagree	7.7%	314
Neutral	16%	650
Agree	36.9%	1,494
Strongly agree	32.5%	1,317
N/A	2.1%	85
My firm provided a variety of opportunities to help me gain experience credit in all experience areas		
Strongly disagree	4.7%	189
Disagree	10.2%	415
Neutral	14.6%	591
Agree	37.3%	1,509
Strongly agree	32.3%	1,310
N/A	0.9%	37
My firm encourages candidates to become licensed		
Strongly disagree	3.8%	156
Disagree	7.2%	293
Neutral	16.4%	663
Agree	32.3%	1,309
Strongly agree	39.1%	1,585
N/A	1.1%	46
I believe my firm compensates me fairly compared to my peers		
Strongly disagree	7.9%	320

Baseline on Belonging: Experience Report

Survey Values	Percent	Count
Disagree	15.8%	640
Neutral	25.3%	1,025
Agree	32.3%	1,308
Strongly agree	16.8%	680
N/A	1.9%	78
I feel valued at my firm		
Strongly disagree	5%	201
Disagree	9.2%	371
Neutral	19.6%	796
Agree	39.0%	1,578
Strongly agree	26%	1,055
N/A	1.2%	50
My experiences since working in a firm have motivated me to become licensed		
Strongly disagree	5.8%	233
Disagree	10.1%	407
Neutral	18.4%	743
Agree	34.9%	1,413
Strongly agree	29.5%	1,196
N/A	1.4%	57
Thinking about your relationship with your AXP supervisor, please rate your level of agreement with the following statements.		
My AXP supervisor provided a variety of opportunities to help me gain AXP hours in all experience areas		
Strongly disagree	4.1%	165
Disagree	9.5%	386
Neutral	19.8%	800
Agree	37.1%	1,499
Strongly agree	26.2%	1,059
N/A	3.3%	133
My supervisor was supportive of my path toward licensure		
Strongly disagree	2.5%	100
Disagree	4.2%	171

Baseline on Belonging: Experience Report

Survey Values	Percent	Count
Neutral	14.7%	596
Agree	39.7%	1,605
Strongly agree	36.2%	1,461
N/A	2.7%	108
My supervisor was fully engaged and aware of my progression		
Strongly disagree	4.8%	193
Disagree	12.9%	523
Neutral	24.2%	977
Agree	32.3%	1,305
Strongly agree	23.2%	938
N/A	2.6%	105
My supervisor treats me with respect		
Strongly disagree	2.1%	85
Disagree	2.9%	118
Neutral	11.1%	449
Agree	40.7%	1,643
Strongly agree	40.6%	1,639
N/A	2.6%	107
I can voice contrary opinions to my supervisor without fear of negative consequences		
Strongly disagree	4.4%	178
Disagree	7.5%	305
Neutral	16.7%	676
Agree	38.7%	1,563
Strongly agree	29%	1,170
N/A	3.7%	149
Have you faced challenges that made it difficult for you to earn AXP credit?		
Yes	24.9%	1,005
No	60.3%	2,435
Somewhat	14.9%	601
Please expand on these challenges. [Open Text]		
Thinking about your firm's work culture, please rate your level of agreement with the following statements.		

Baseline on Belonging: Experience Report

Survey Values	Percent	Count
My firm respects individuals and values their differences		
Strongly disagree	2.7%	111
Disagree	6.1%	245
Neutral	17.5%	705
Agree	42.5%	1,716
Strongly agree	29.5%	1,193
N/A	1.7%	70
I feel like I belong in my firm		
Strongly disagree	4%	162
Disagree	8.2%	331
Neutral	20.1%	812
Agree	38.7%	1,562
Strongly agree	27.3%	1,101
N/A	1.8%	72
My firm culture is diverse and inclusive		
Strongly disagree	4.3%	172
Disagree	11.9%	480
Neutral	21.1%	852
Agree	35.5%	1,436
Strongly agree	24.8%	1,002
N/A	2.4%	98
Employees who are different from most others are treated fairly at my firm		
Strongly disagree	3.1%	124
Disagree	7.4%	299
Neutral	18.8%	759
Agree	41%	1,655
Strongly agree	26%	1,050
N/A	3.8%	153
Employees of different backgrounds are encouraged to apply for higher positions		
Strongly disagree	4.9%	198
Disagree	10.9%	442
Neutral	29.5%	1,190

Baseline on Belonging: Experience Report

Survey Values	Percent	Count
Agree	26.2%	1,060
Strongly agree	17.8%	719
N/A	10.7%	431
Employees of different backgrounds interact well within our firm		
Strongly disagree	2.0%	81
Disagree	5.2%	210
Neutral	18.3%	738
Agree	43.8%	1,768
Strongly agree	26%	1,052
N/A	4.7%	191
My firm's work culture has positively impacted my career progression		
Strongly disagree	5.1%	206
Disagree	8.3%	336
Neutral	21.1%	851
Agree	37.3%	1,505
Strongly agree	25.7%	1,039
N/A	2.5%	103
Diversity is a barrier to progression at my firm		
Strongly disagree	20.4%	824
Disagree	33.1%	1,336
Neutral	22.6%	914
Agree	11.5%	464
Strongly agree	6%	241
N/A	6.5%	261
Have you faced or witnessed prejudice or discrimination in your work environment?		
Yes	28.6%	1,154
No	58.6%	2,367
Unsure	12.8%	519
What types of discrimination or prejudice have you witnessed or faced? Select all that apply.		
Age	48.1%	555
Disability	4.9%	56
Gender identity	42.8%	494

Baseline on Belonging: Experience Report

Survey Values	Percent	Count
Sexual orientation	14.7%	170
Religious belief	11.9%	137
Race	52.9%	610
National origin	26.1%	301
Pregnancy	17.5%	202
Sexual harassment	27.9%	322
None of the above	1.2%	14
Other	13.7%	158
Can you identify people similar to yourself in leadership positions at your firm?		
Yes	50.1%	2,025
No	40.9%	1,652
Unsure	9.0%	363
Did you ever consider not pursuing a career in architecture based on your firm's culture?		
Yes	20.4%	823
No	72.4%	2,923
Unsure	7.3%	294
In your own words, how did your firm's culture impact your career in architecture? [Open Text]		
Which of the following best represents your ARE progress?		
I am currently preparing to take an ARE division	21.7%	990
I have taken at least one ARE division	35.8%	1,636
I have passed the ARE	20.9%	954
I have not prepared for the ARE	21.6%	989
In what ways did you prepare for the ARE? Select all that apply.		
Study groups	28%	1,004
Online communities	48.9%	1,751
Study guides or books	95.2%	3,409
ARE Demo Exam in My NCARB	61.3%	2,194
Videos and/or podcasts	69.5%	2,488
I did not study	1.5%	52
None of the above	0.8%	29
Have you personally purchased any materials to prepare for the ARE?		
Yes	80.1%	2,869

Baseline on Belonging: Experience Report

Survey Values	Percent	Count
No	19.9%	713
Roughly how much have you spent on ARE study materials?		
\$0-\$100	8.6%	248
\$100-\$300	28.5%	817
\$300-\$500	21.3%	610
\$500 or more	41.6%	1,194
Did your firm provide you with free ARE study materials?		
Yes	54.9%	1,966
No	45.1%	1,614
Do you feel confident in your ability to afford taking the ARE?		
Yes	25.6%	673
No	36%	946
Somewhat	38.3%	1,007
Select all the parties that will contribute to the cost of taking the ARE. Select all that apply.		
Myself	96.6%	2,537
My firm	45.6%	1,197
A family member	14.5%	382
Scholarships and/or grants	2.2%	58
None of the above	0.3%	9
Other	3.2%	84
What factors impact your ability to afford the ARE? Select all that apply.		
College debt	54.3%	1,060
Personal debt	41.7%	814
Family obligations	46.5%	909
Income and/or compensation	74.1%	1,447
None of the above	4.1%	80
Other	5.5%	107
Did your firm contribute to the cost of the ARE?		
Yes, they paid for the entire exam	45.5%	434
Yes, they partially paid for the exam	20.2%	193
No	33.9%	323
Unsure	0.4%	4

Baseline on Belonging: Experience Report

Survey Values	Percent	Count
Select all the parties that contributed to the cost of taking the ARE. Select all that apply.		
Myself	98.8%	511
My firm	34%	176
A family member	12.6%	65
Scholarships and/or grants	1.2%	6
Other	2.9%	15
Did you personally experience difficulty paying for the cost of the ARE?		
Yes	35.4%	181
No	35.2%	180
Somewhat	29.4%	150
Which of the following best describes your role in the organization?		
Entry-level/junior	31.4%	1,477
Mid-level/associate	42.7%	2,004
Manager/supervisor	18.5%	867
Director/vice president	1.8%	83
Leadership/partner	2.2%	102
Firm owner/CEO	3.5%	165
How many people are currently employed at your firm? Please include all staff, not just architects.		
1-19 employees	39.9%	1,859
20-49 employees	19.2%	895
50-99 employees	11.3%	526
100 or more employees	29.6%	1,381
How long have you worked in the architectural profession?		
2 years or less	16.9%	798
3-5 years	29.8%	1,410
6-9 years	20.8%	986
10 years or more	31.5%	1,491
Never	1%	46
How old are you?		
18-24	6.2%	295
25-29	27.9%	1,324
30-34	24.7%	1,172

Baseline on Belonging: Experience Report

Survey Values	Percent	Count
35-39	16.4%	777
40-44	10%	476
45-54	10.6%	503
55-64	3.5%	166
65 or higher	0.5%	26
Do you identify as:		
Male	48.1%	2,277
Female	50.7%	2,401
Non-binary	0.5%	23
I'd like to indicate another response:	0.7%	32
Are you of Hispanic, Latino, or Spanish origin?		
Yes	28%	1,320
No	72.0%	3,386
50. Which racial or ethnic group do you most identify with? Please select your race and identify your national origin, principal, or enrolled tribe.		
White (English, Irish, German, etc.)	53.6%	2,451
Black or African American (Jamaican, Haitian, Nigerian, etc.)	15.1%	692
Asian (Chinese, Filipino, Asian Indian, etc.)	18.8%	861
American Indian or Alaska Native (Navajo, Blackfeet, Mayan, etc.)	2.9%	133
Native Hawaiian or Other Pacific Islander (Tongan, Samoan, Fijian, etc.)	0.9%	40
Some other race	16.8%	770
What is your immigration/worker status?		
U.S. citizen	87.4%	4,123
Lawful permanent resident (green card holder)	6.3%	299
Other (non-LPR) lawful immigration status	5.5%	261
Unknown	0.8%	36
What is your household income?		
Less than \$25,000	3.6%	168
\$25,000 to \$34,999	2.8%	130
\$35,000 to \$49,999	9.7%	453
\$50,000 to \$74,999	32.1%	1,500

Baseline on Belonging: Experience Report

Survey Values	Percent	Count
\$75,000 to \$99,999	17.4%	813
\$100,000 to \$149,999	20.6%	961
\$150,000 or more	13.8%	647
Any additional comments? Please share. [Open Text]		



**Baseline on Belonging:
Equity, Diversity, and Inclusion
in Architecture Licensing**



Examination Report



Baseline on Belonging: Examination Report

Table of Contents

Executive Summary	247
Key Findings	249
Introduction	253
Setting the Scene: NCARB Data Regarding ARE Completions	255
Setting the Scene: ARE 5.0 Pass Rates	268
Survey Respondent Progress Toward ARE Completion	274
Amount Spent on Study Resources	284
Firm's Provision of Study Resources	289
Candidates' Confidence in Affording the ARE	294
Impacts on ARE Affordability	299
Expected Contributors Toward ARE Costs	304
Firm Contribution Toward ARE Costs	309
Difficulty Affording the ARE	314
Next Steps	319



Baseline on Belonging: Examination Report

Executive Summary

The Architect Registration Examination® (ARE®) is a national licensing examination for architects. Passing all six divisions of the exam is required by all 55 U.S. states and territories as a qualification for becoming an architect. Completing the ARE requires significant investments of both time and money, and while some firms offer support to candidates taking the exam, others do not. The *Baseline on Belonging* survey included a number of questions exploring how respondents prepared and paid for the ARE, with a goal of better identifying where cost, firm support, and exam preparation may create unintended impediments on the path to licensure.

The majority of survey respondents had either passed the ARE, taken at least one division, or were preparing to take a division of the exam; just 22 percent of respondents reported they had not yet begun preparing for the ARE. Viewed as a whole, responses from the 78 percent who had experience either preparing for or taking the exam reveal significant impediments to affordability, regardless of demographic. In addition, only 46 percent of individuals preparing for the exam and 66 percent of individuals who have begun or finished testing reported that their firm contributed to the cost of the exam—indicating that candidates may receive less ARE support from their firms than anecdotal claims would suggest.

As with the *Baseline on Belonging* experience report, survey findings were filtered primarily by race, ethnicity, and gender, with additional demographic characteristics such as age and firm size taken into consideration. Where appropriate, NCARB provided supplemental data from ARE candidates to offer additional insight and background information. This includes the first-ever release of national ARE 5.0 pass rates filtered by race and ethnicity, gender, and age. The pass rates indicate significant disparities for people of color, women, and older candidates. An independent bias audit concluded that the individual items on the ARE are not the cause of this disparity. Some key factors that are likely impacting pass rates include access to the necessary education and experience opportunities, as well as factors related to cost and firm support explored in this report.

For example, viewing the *Baseline on Belonging* survey responses by race and ethnicity revealed slight disparities related to firm support for the exam and barriers to the exam's affordability, with Hispanic or Latino respondents the most consistently impacted. For example, Latino respondents were the least likely of all racial and ethnic groups to report that their firm has or will pay for the exam and the most likely to spend over \$500 on study materials.

The disparities grew when gender was factored in along with race and ethnicity, with women of color more likely to report that their firm did not contribute to the cost of the ARE. In addition, African American and Asian women were 5-6 percent more likely to report that their income was a significant factor impacting their ability to afford the exam compared to their male peers.



Baseline on Belonging: Examination Report

African American women were also the most likely of all groups to cite college debt as a barrier to affording the exam. Likewise, Latina women were the least likely of all groups to report receiving study materials from their firm.

Although the *Baseline on Belonging* study is primarily focused on the impacts of race, ethnicity, and gender, two additional demographic factors also had a strong impact on exam-related responses: age and firm size. Firm support for the ARE—including free study materials and contributions toward the cost of the exam—dropped significantly for candidates aged 40 or older. Despite this disparity, older candidates were more likely to feel confident they could afford the exam compared to their younger peers.

Viewing the survey responses by firm size also revealed significant disparities in the amount of support firms provided to their candidates, with large firms more likely to provide free study resources or pay for the cost of the exam than small firms. However, although employees at large firms were more than twice as likely to say their firm would pay for the cost of the exam compared to those at small firms, this did not make them more confident in their ability to afford the ARE or impact the factors that prevented them from feeling they could afford the ARE.

While NCARB does not have Record holder data regarding firm size, data regarding ARE completions underscored the disparities revealed by the survey findings. The disparities seen in ARE pass rates naturally led to disparities in ARE completions. White candidates—especially white men—made up a disproportionately large percentage of ARE completions when compared to the total population of candidates' testing. In addition, white candidates completed the ARE an average of 7-8 months sooner than their African American and Latino peers. Candidates in their 20s and 30s were also more likely to complete the ARE than their older peers, and did so in significantly less time.

As with key findings related to experience, additional study is needed to better understand the core causes of disparities related to exam progress and support. For more information about NCARB and NOMA's planned follow-up surveys and additional research, see page 319. For more details on key findings related to the ARE, see page 248. For more information about how NCARB will address pass rate disparities, please visit ncarb.org.



Baseline on Belonging: Examination Report

Key Findings

Cost of the Exam is a Financial Burden for Many Candidates

Many candidates reported facing significant difficulties in affording the exam.

- Of respondents who had completed the exam, roughly one third reported receiving no firm support toward the cost of the exam.
- 80 percent of respondents personally purchased study materials—42 percent of whom reported spending \$500 or more.
- Only 26 percent of candidates who had taken a division were confident in their ability to afford the ARE.
- Nearly two-thirds of individuals who had completed the exam reported facing difficulty paying for the exam.
- 74 percent of candidates reported income/compensation as a factor impacting their ability to afford the ARE.

African American and Latino Candidates Less Likely to Receive Firm Support for the Exam

African American and Latino candidates were less likely to report that their firm would contribute to the cost of the exam.

- African American and Latino candidates were 7 and 9 percentage points less likely, respectively, to report their firm would contribute to the cost of the exam than their counterparts.
- Of those who have completed the exam, African Americans and Latinos were 5 and 6 percentage points more likely, respectively, to report they had received no firm support than their counterparts.



Baseline on Belonging: Examination Report

African American and Latino Candidates More Likely to Report Financial Burdens Impacting Exam Affordability

When it came to issues like college debt, personal debt, and family obligations, African American and Latino candidates were more likely to report that these factors impacted their ability to afford the ARE.

- African American candidates were 17 percentage points more likely to report college debt as a factor impacting their ability to afford the ARE compared to their Asian counterparts.
- African American candidates were 14 percentage points more likely to report personal debt as a factor impacting their ability to afford the ARE than white candidates.
- Latino candidates were 17 percentage points more likely to report family obligations as a factor impacting their ability to afford the ARE than white candidates.
- Latino candidates were 8 percentage points more likely to spend \$500 or more on study materials compared to their white and Asian counterparts.

Candidates of Color and Women Less Likely to Pass the Exam

NCARB's Record holder data showed that candidates of color and women were less likely to both pass individual exam divisions and complete the entire exam.

- White candidates were much more likely to pass than candidates of color. The Programming & Analysis division had the largest disparity: white candidates' pass rate was 38 percentage points higher than their Black or African American peers.
- In general, men outperformed women on five of the six divisions.
- Candidates between the ages of 18-29 had the highest pass rates, outperforming those who were 40 or older by 9-14 percentage points, depending on the division.
- In addition, NCARB's data regarding exam completions showed that pass rates impacted representation in the pool of candidates passing the exam:
 - Women made up 42 percent of active testers but only 36 percent of 2019 ARE completions.
 - African Americans made up 5 percent of active testers but only 2 percent of 2019 ARE completions.
 - Latino candidates made up 14 percent of active testers but only 6 percent of 2019 ARE completions.
 - In contrast, white candidates made up 53 percent of active testers and 68 percent of 2019 ARE completions.



Baseline on Belonging: Examination Report

African American and Latina Women Experience Disproportionate Barriers Related to Exam Affordability

African American and Latina women were more likely to experience barriers related to ARE support and affordability.

- African American and Latina women were 10 and 11 percentage points less likely, respectively, to report that they would receive firm support toward the cost of the exam compared to white women.
- African American and Latina women reported more barriers in affording the exam and study materials compared to white peers of both genders:
 - Latinas were the most likely group to purchase their own study materials—8 percentage points higher than white men.
 - Latinas were the most likely group to spend \$500 or more on study materials—11 percentage points higher than white men.
 - African American women were most likely to report college debt as a factor impacting their ability to afford the exam—10 percentage points higher than white women.
 - Latinas who completed the exam were 20 percentage points more likely to report experiencing difficulty paying for the exam compared to white women.

Older Candidates Less Likely to Receive Firm Support

Age was a significant factor impacting the amount of support ARE candidates received, with older candidates receiving less firm support and spending more toward ARE costs than their younger counterparts.

- Respondents aged 40+ who completed the ARE were 24 percentage points less likely to report receiving full firm support toward the exam cost compared to candidates aged 18-29.
- Candidates aged 40+ were 23 percentage points less likely to receive free study materials from their firm compared to those aged 18-29.
- Candidates aged 40+ were 22 percentage points more likely spend \$500 or more on study materials than those aged 18-29.



Baseline on Belonging: Examination Report

Large Firms More Likely to Provide Candidates with Support

Firm size had a significant effect on the amount of support candidates receive, with large firms more likely to assist with the cost of the ARE and study materials.

- Candidates at large firms were more likely to report that their firm had or would assist with the cost of the exam:
 - Candidates at large firms were 26 percentage points more likely to report that they would receive firm support toward the cost of the exam compared to candidates at small firms.
 - Of those who completed the exam, respondents at small firms were 34 percentage points more likely to report that they did not receive firm support toward the cost of the exam compared to those at large firms.
- Candidates at large firms were 41 percentage points more likely to report receiving free study materials than those employed by small firms.



Baseline on Belonging: Examination Report

Introduction

In early 2020, the National Council of Architectural Registration Boards (NCARB) and the National Organization of Minority Architects (NOMA) launched a joint survey to identify and understand areas where minority professionals and other underrepresented groups experience obstacles on the path to licensure.

This report features findings related to the ARE and firm support for candidates taking the exam. To offer additional context for the survey findings, the *Baseline on Belonging: Examination Report* also includes related data from NCARB's own Record holders, including pass rates by demographics and exam completion information.

For more information regarding the survey structure, target audience, response rate, and respondent demographics, see the Appendix.

Examination Survey Structure

The examination section of the survey asked questions related to study materials and firm support for candidates completing the exam. Survey questions in the examination section of the survey include:

ARE Progress:

- Which of the following best represents your ARE progress?¹ Options included:
 - I have not prepared for the ARE
 - I am currently preparing to take an ARE division
 - I have taken at least one ARE division
 - I have passed the ARE
- Currently Testing—Respondents Preparing for or Taking the ARE:
 - Do you feel confident in your ability to afford taking the ARE?
 - Select all the parties that will contribute to the cost of taking the ARE.
 - What factors impact your ability to afford the ARE?

¹ This question was used to qualify respondents to receive additional questions related to the examination. Those who responded that they were preparing for, had taken, or had passed the ARE were given additional questions related to the exam, and those who responded "I have not prepared for the ARE" were advanced to the next section of the survey.



Baseline on Belonging: Examination Report

Finished Testing—Respondents Who Passed the ARE:

- Did your firm contribute to the cost of the ARE?
- Select all the parties that contributed to the cost of taking the ARE.²
- Did you personally experience difficulty paying for the cost of the ARE?

Study Materials:

- In what ways did you prepare for the ARE?
- Have you personally purchased any materials to prepare for the ARE?
- Roughly how much have you spent on ARE study materials?
- Did your firm provide you with free ARE study materials?

The report provides a breakdown on candidates' responses for each question, segmented by a variety of filters. Due to the survey's focus on understanding attrition rates for minority professionals, most charts include a filter for race and ethnicity. Segments used in the examination report include:

- Race/ethnicity
- Race/ethnicity and gender
- Age*
- Race/ethnicity and Age*
- Firm Size*
- Firm Size and Age*

*For these segments, the data was filtered so that only respondents who indicated being an active candidate working toward licensure were included. Segments without this filter could also include recently licensed architects or those who've left the path. For this reason, respondents filtered by the segments marked with an * are sometimes referred to as "candidates."

² This question was asked only of individuals who indicated that their firm did not pay for the entire exam.



Baseline on Belonging: Examination Report

Setting the Scene: NCARB Data Regarding ARE Completions

Overview

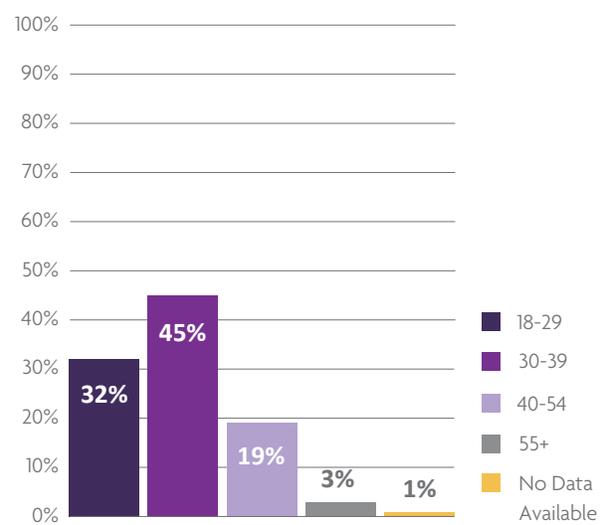
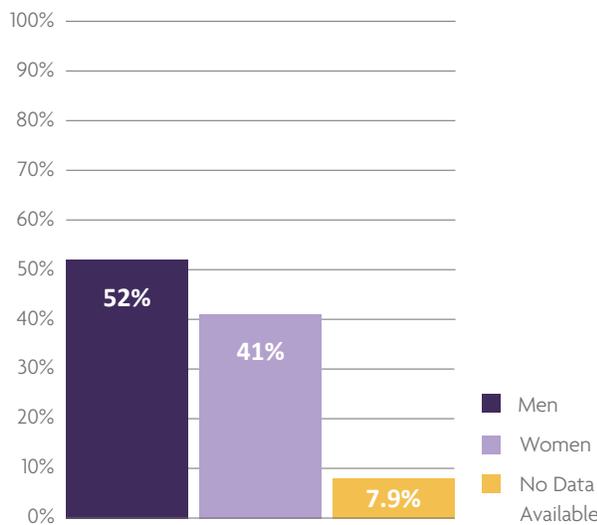
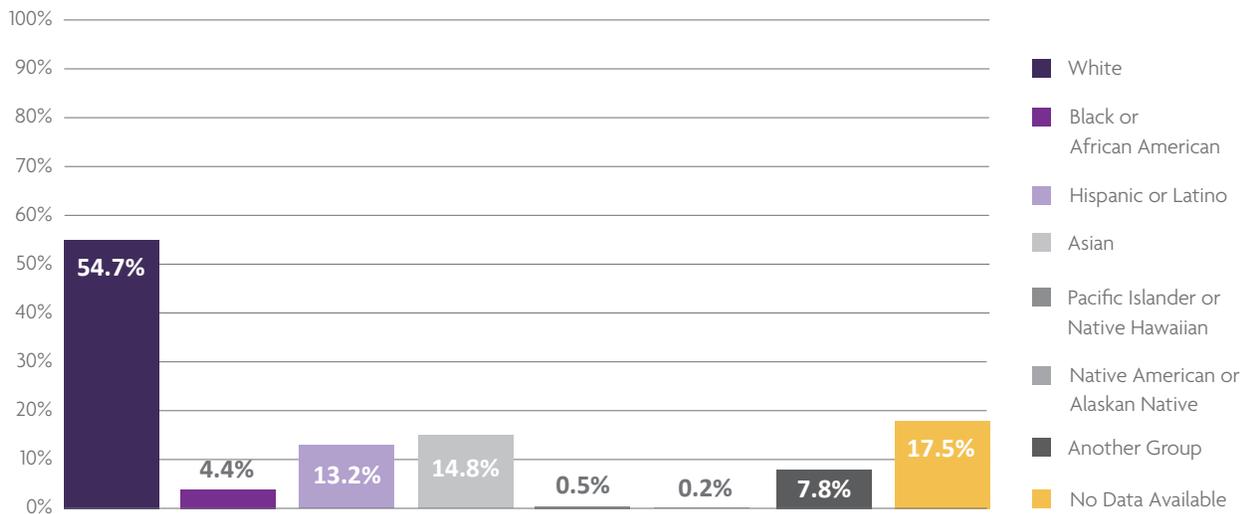
NCARB gathers data regarding ARE completions from its customers through their NCARB Records, along with self-reported demographic information such as race, ethnicity, gender, and age. This data provides additional context regarding ARE completions, the average time candidates take to complete the program, and the average age of candidates when starting and finishing the ARE.

NCARB's data revealed that white candidates made up a disproportionately high percentage of ARE completions compared to the overall pool of testing candidates, a result of the disparate pass rates seen in the next section of this report. In addition, slightly more men completed the exam than women, and most candidates finishing the exam were in the 30-39 age group. While diversity at the point of ARE completion has increased over time, it is increasing slower than diversity at the point of AXP completion.

NCARB's data also showed that white and Asian candidates took less time on average to complete the exam, when compared to African American and Latino candidates. Asian candidates also began testing at a younger age, making them younger than a majority of candidates at the point of ARE completion.

Baseline on Belonging: Examination Report

Exam Candidate Demographics

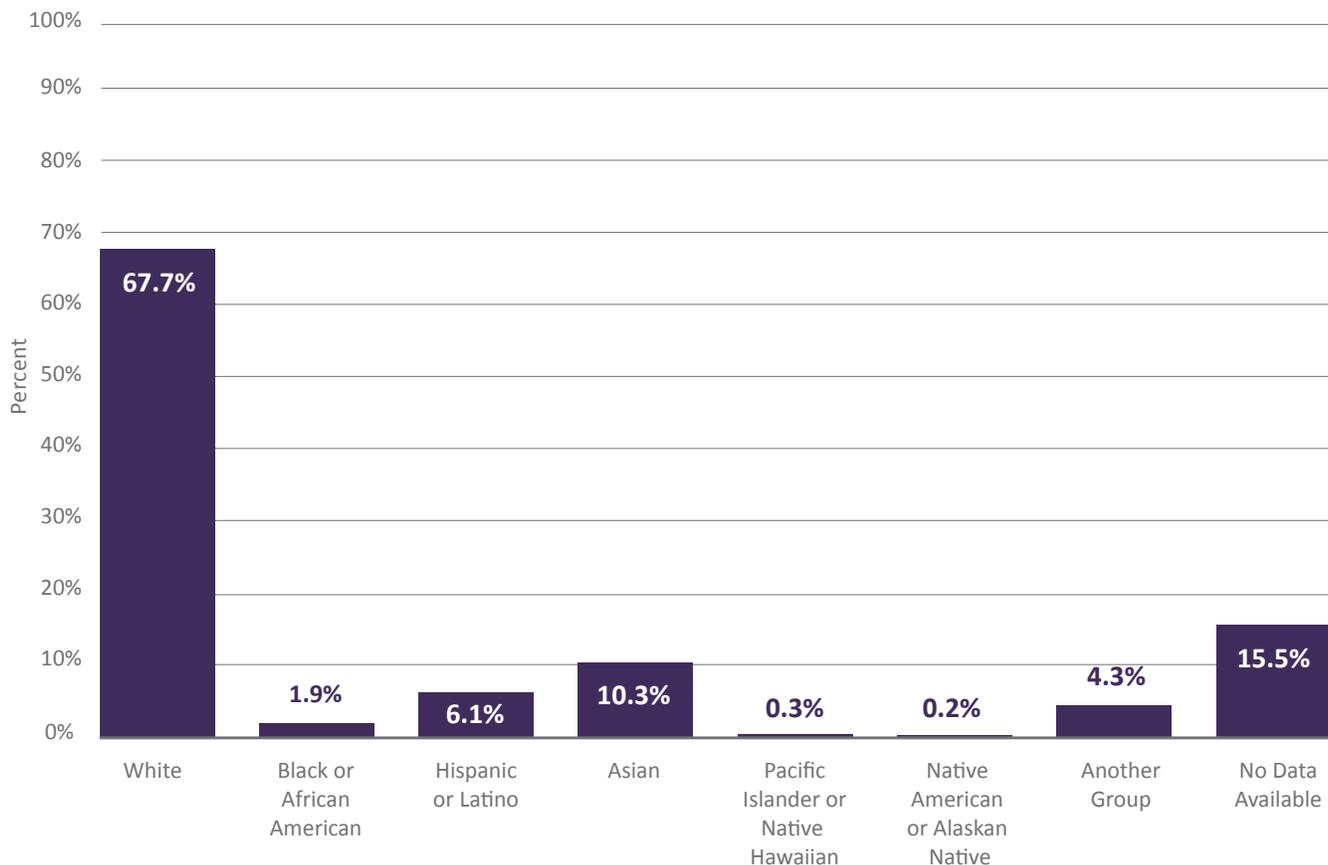


Over 50 percent of all candidates who took an ARE division in 2019 were white. Of the remaining candidates, 15 percent were Asian, 13 percent were Latino, 4 percent were African American, and less than one percent were Native American or Pacific Islander.

In addition, genders were represented nearly equally, with men making up a slight majority of active testers in 2019 at 51 percent. While almost half of ARE candidates were in the 30-39 age group, candidates aged 18-29 and 40-54 made up 32 and 19 percent of 2019 test takers, respectively. Only 3 percent of active testers were 55 or older.

Baseline on Belonging: Examination Report

Most Candidates Completing the ARE in 2019 Were White

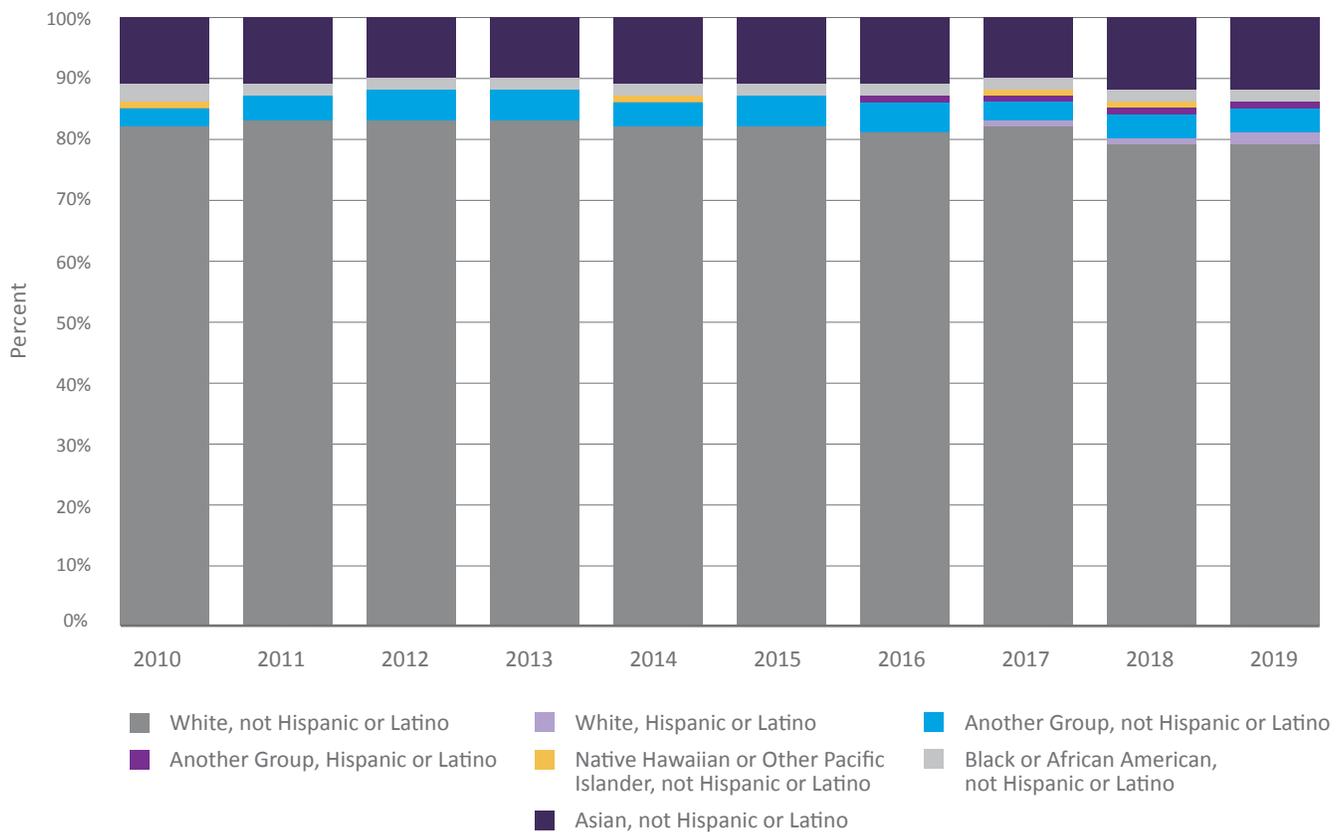


Of the candidates who completed the ARE in 2019, 68 percent were white, and just 23 percent identified as a race or ethnicity other than white. This indicates that white candidates, who made up 55 percent of the active testing population, accounted for a disproportionately high percentage of ARE completions.

Most of the candidates of color completing the ARE in 2019 were Asian, making up 10 percent of ARE completions. An additional 6 percent were Hispanic or Latino, and 2 percent were Black or African American.

Baseline on Belonging: Examination Report

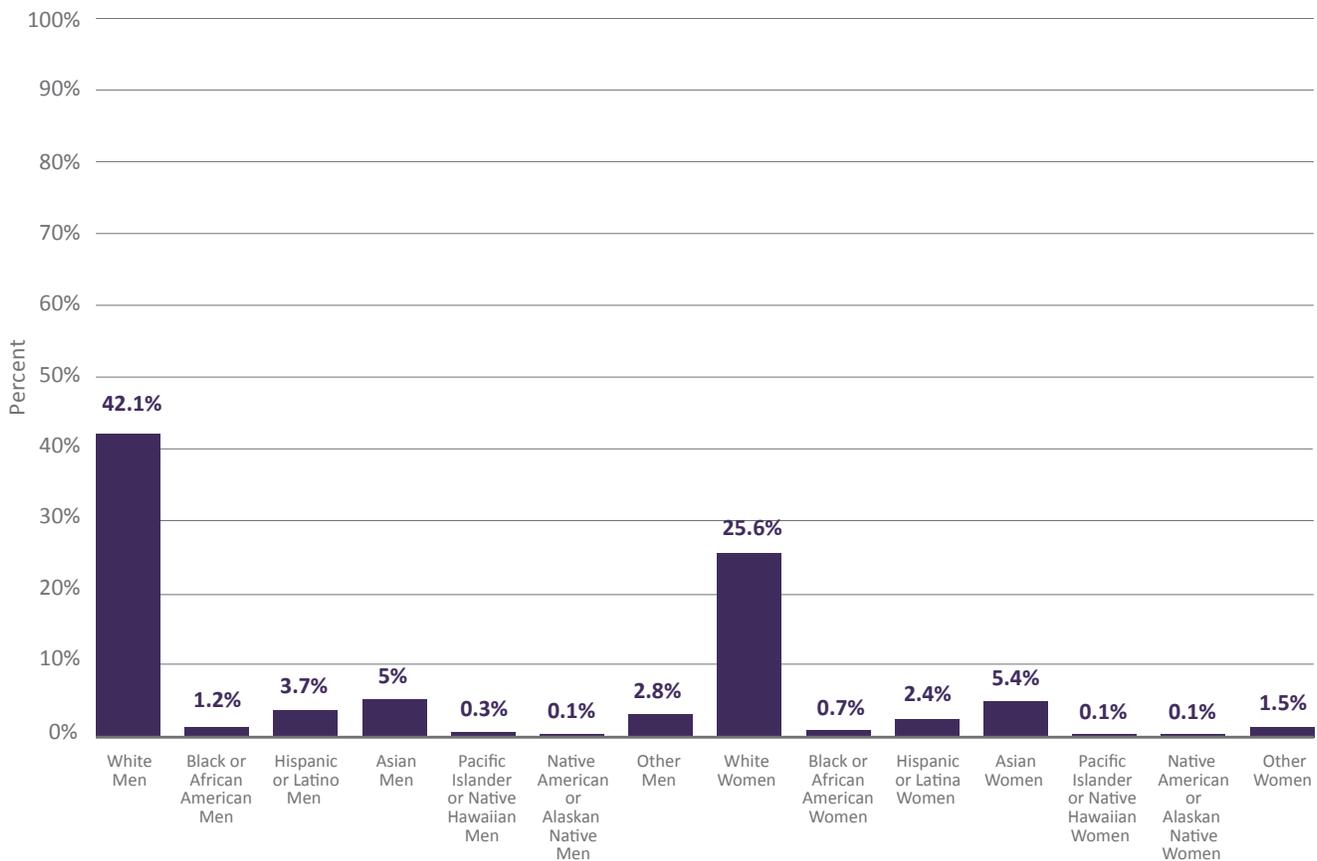
Diversity at ARE Completion Slowly Improving Over Time



When viewed over time, diversity at the point of exam completion has improved slightly, though at a slower pace than diversity at the point of experience program completion. While diversity at the point of experience completion improved 16 percentage points over the past decade, diversity at the point of exam completion only improved 3 percentage points.

Baseline on Belonging: Examination Report

Men Make Up Larger Proportion of ARE Completions



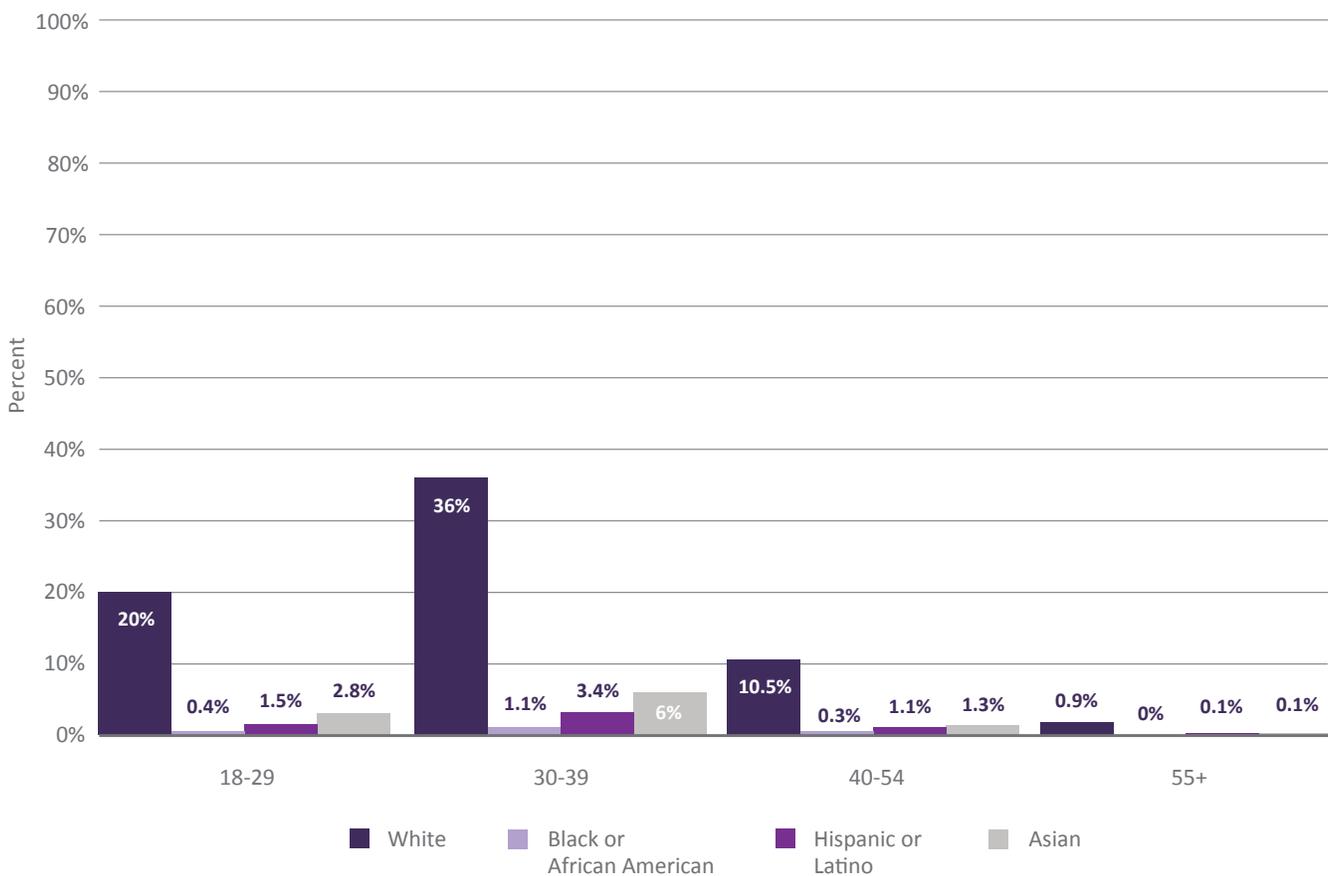
Of candidates completing the ARE in 2019, approximately 56 percent were men—despite men making up only 51 percent of the active ARE candidate population. White men alone made up 42 percent of ARE completions, with Black or African American men making up 1 percent, Asian men making up 5 percent, and Hispanic or Latino men making up 4 percent.

White women comprised 26 percent of ARE completions, with Black or African American women making up less than 1 percent, Hispanic or Latina women making up 2 percent, and Asian women making up just over 5 percent.

Asian women were the only group of candidates who completed the exam in 2019 at a higher proportion than men in the same demographic group.

Baseline on Belonging: Examination Report

Candidates Between 30-39 Make Up Most ARE Completions

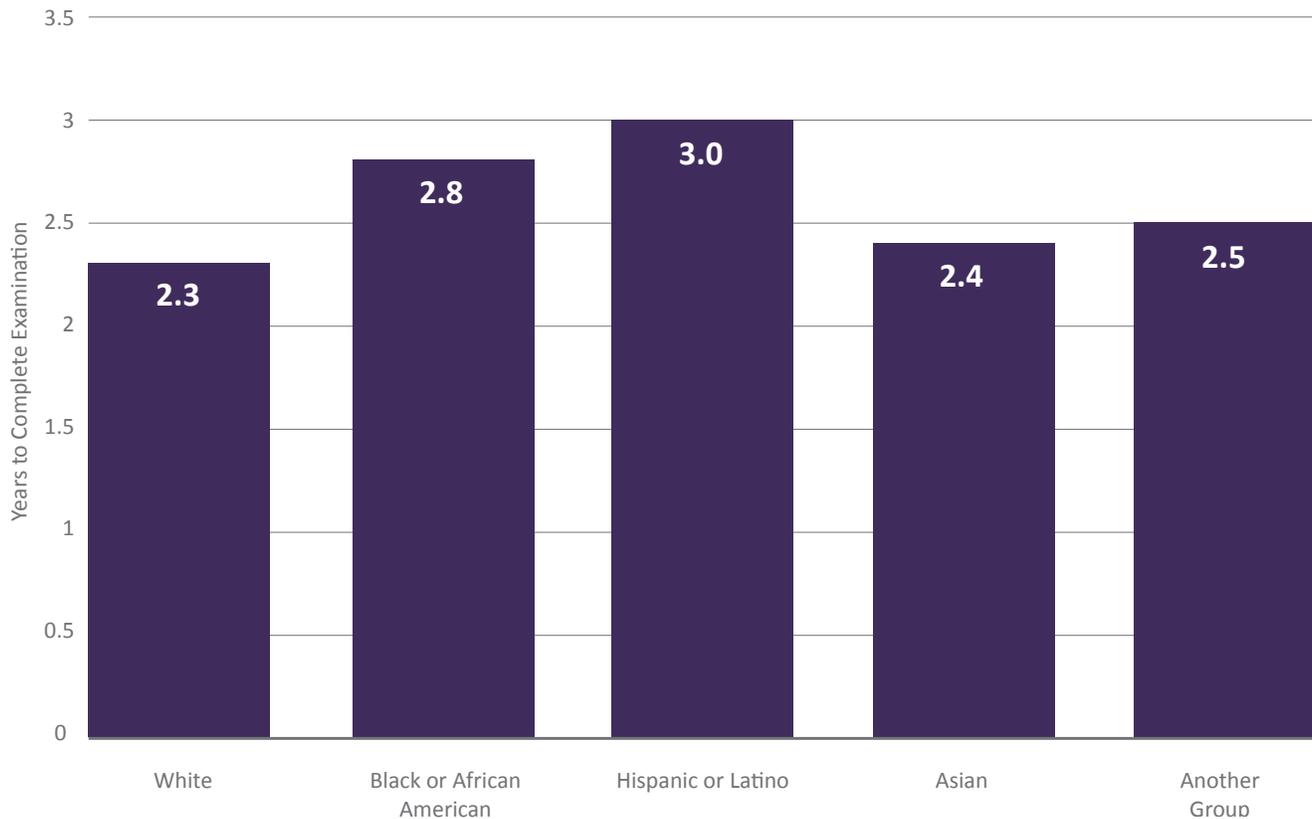


Just over 25 percent (27.9 percent) of candidates who completed the ARE in 2019 were between the ages of 18-29—despite making up 32 percent of the total ARE candidate population. The majority (53 percent) were between 30-39 years old, with only 17 percent between 40-54 and less than 1 percent at age 55 or older.

Most candidates in all age groups were white, with white candidates between the ages of 30-39 making up 36 percent of all ARE completions in 2019.

Baseline on Belonging: Examination Report

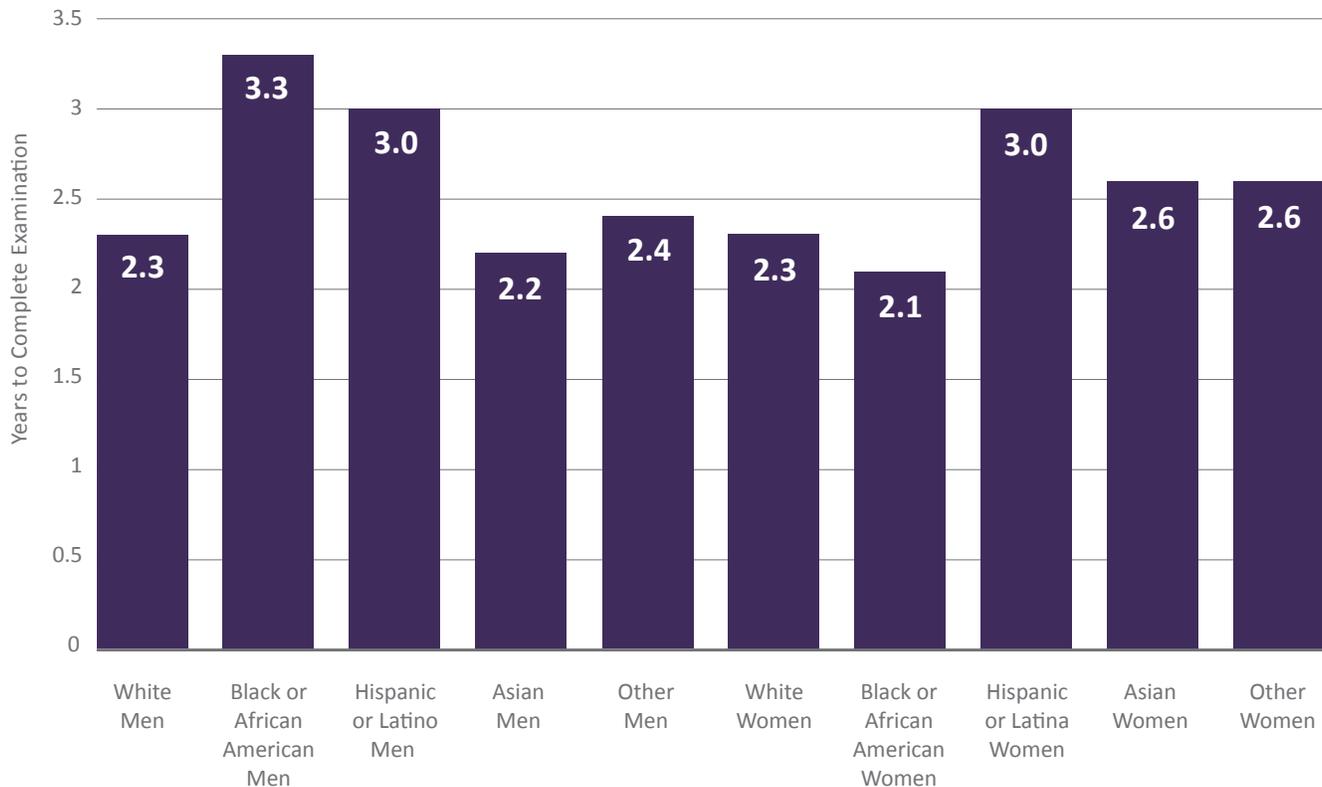
White Candidates Complete the ARE Soonest



Of those who completed the exam in 2019, the median testing time from start to finish for white candidates was 2.3 years; this was approximately six months less time than their Black or African American peers, and eight months sooner than their Latino peers. Asian candidates took approximately one month longer to complete the ARE on average than their white peers.

Baseline on Belonging: Examination Report

African American Men Take Longest Time to Complete ARE

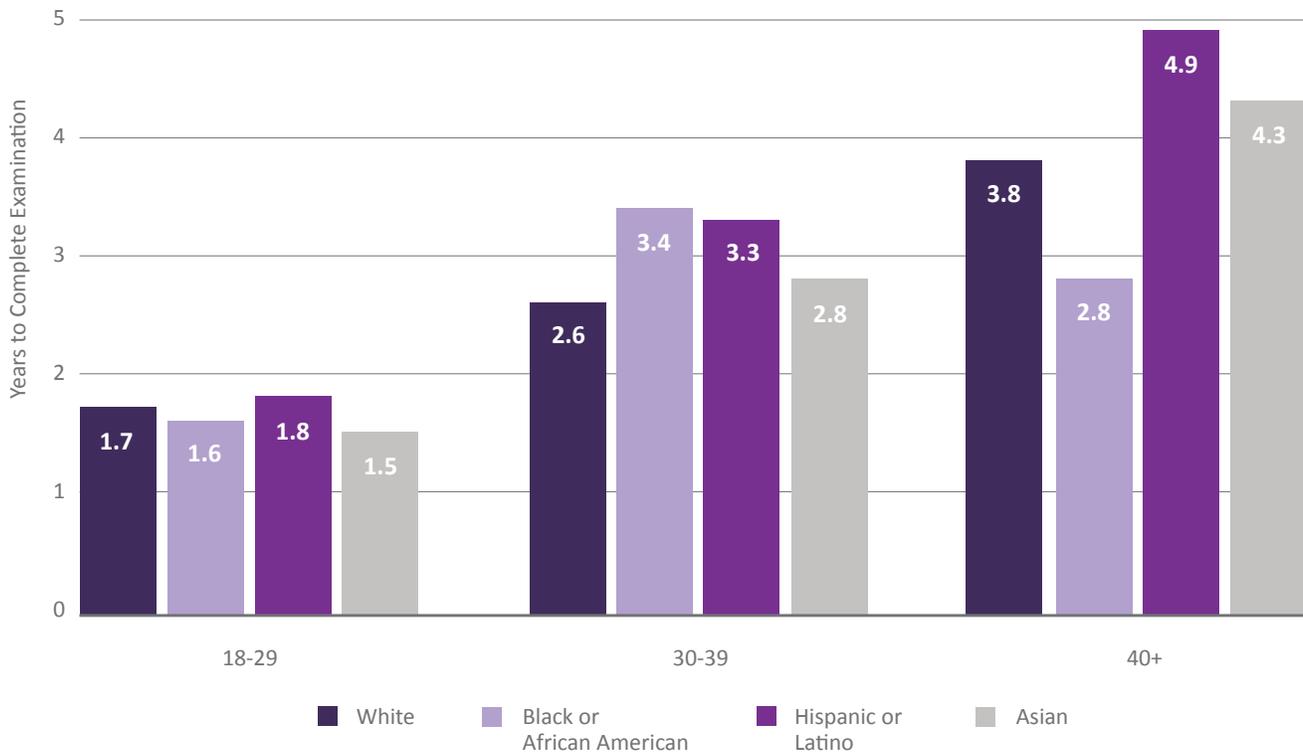


When split by race, ethnicity, and gender, women of most demographics completed the exam in the same amount of time as their male counterparts. For white and Latino candidates, for example, there was no difference in time to complete the ARE for men and women. Asian women, however, took approximately five months longer on average to complete the program than Asian men.

And for African American candidates, men took over one year longer on average to complete the program compared to women.

Baseline on Belonging: Examination Report

Time to Complete the ARE Increases with Age

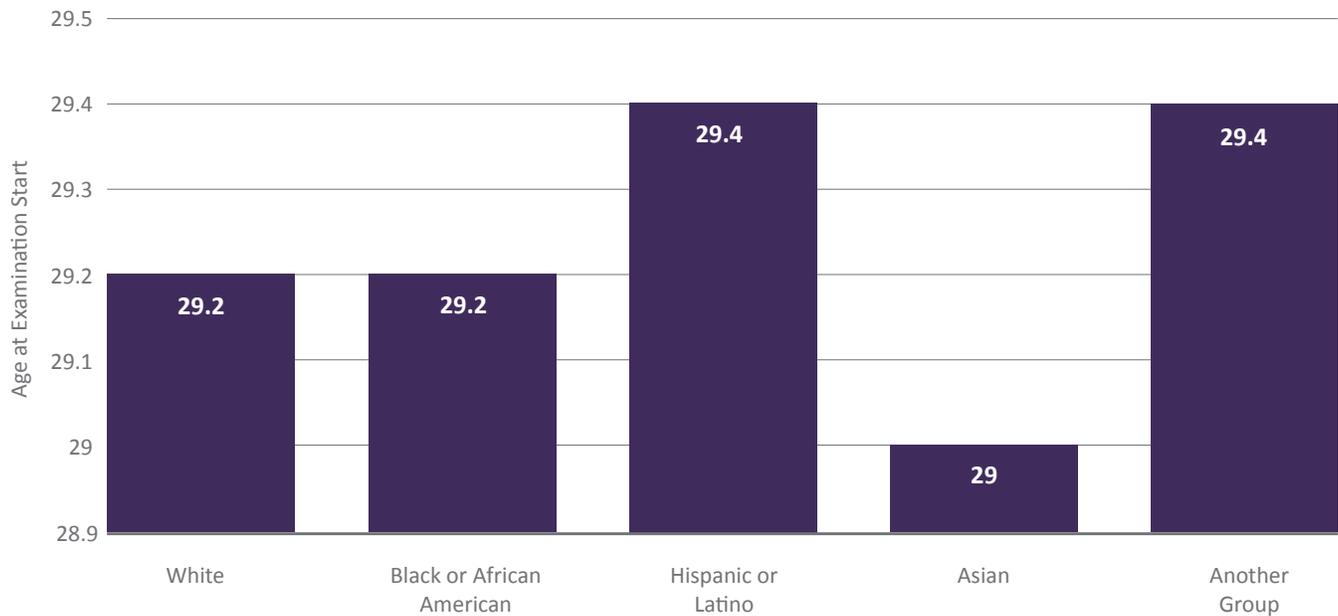


On average, candidates between 18-29 years old of all races and ethnicities took less time to complete the ARE than candidates in older age groups. The median time to complete the exam increased at least 10 months for each race between the ages of 18-29 and 30-39, and at least another 14 months between 30-39 and 40+, with the exception of Black or African American candidates—the only 40+ group who reported a decrease in time to complete the ARE. However, it is worth noting that individuals older than 40 made up less than 25 percent of ARE candidates; the average candidate starts testing in their late-20s and finishes in their early-30s.

In most age groups, white candidates completed the ARE in the shortest average time span. In addition, when comparing white candidates to candidates of other racial or ethnic groups, the gaps in time to complete the exam increased with age.

Baseline on Belonging: Examination Report

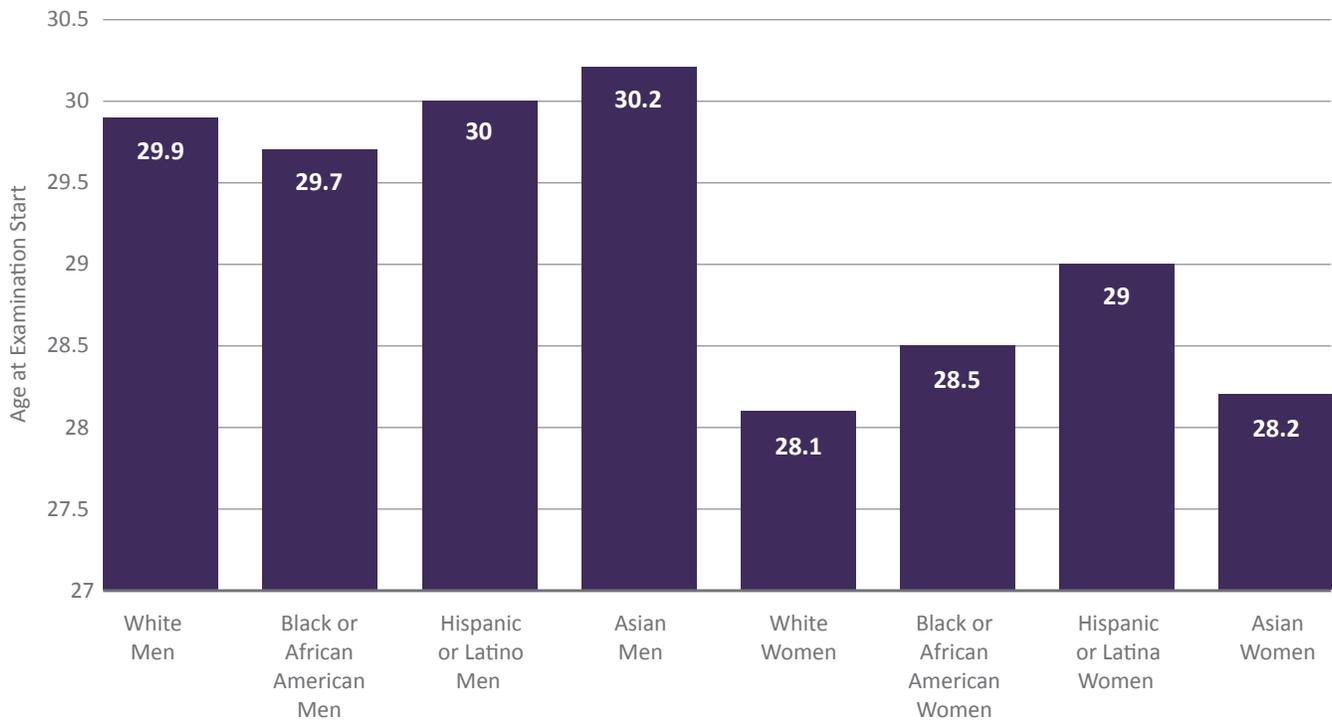
Race and Ethnicity Have Little Effect on Age of ARE Start



In 2019, candidates of all racial and ethnic groups started taking the ARE between the age of 29 to 29.4 years old. Asian candidates started just slightly younger (approximately two months) than most of their peers.

Baseline on Belonging: Examination Report

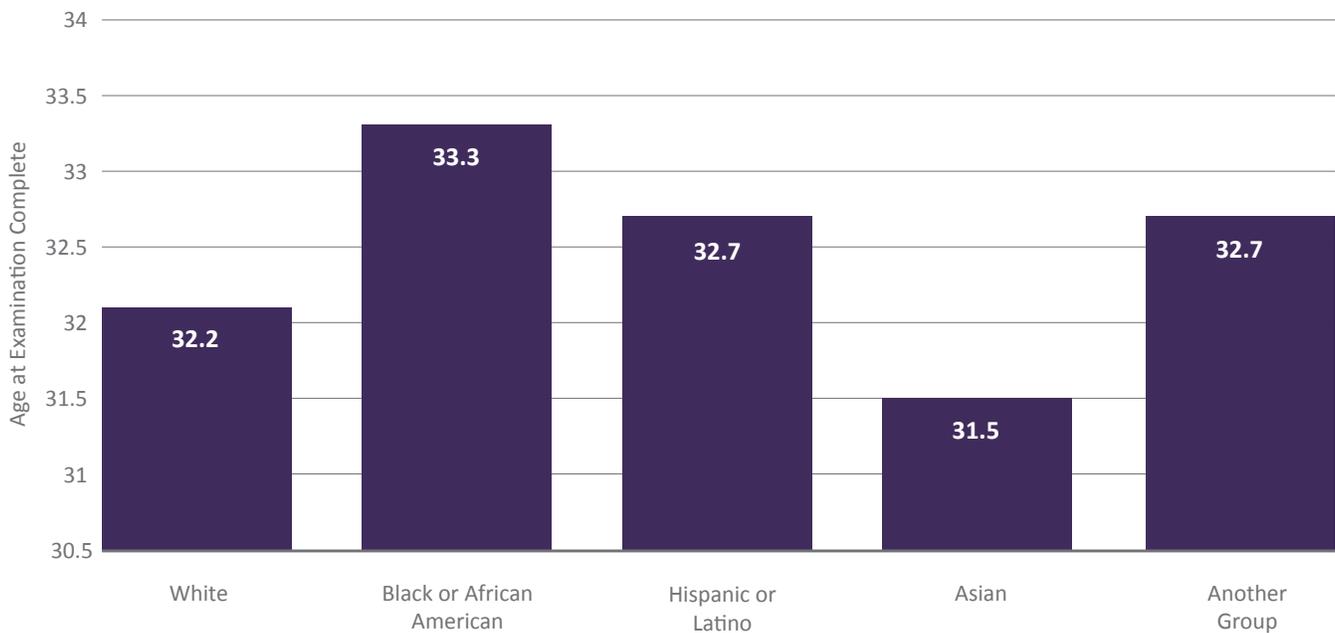
Women Start the ARE Younger Than Men



Women of all racial and ethnic groups started the ARE younger than their male peers. This gap was largest for Asian candidates, with Asian women starting the ARE two full years younger on average than their male peers. Asian and white women were also the youngest groups at the point of ARE start, starting a full 2-2.1 years later, respectively, than Asian men, who started the latest.

Baseline on Belonging: Examination Report

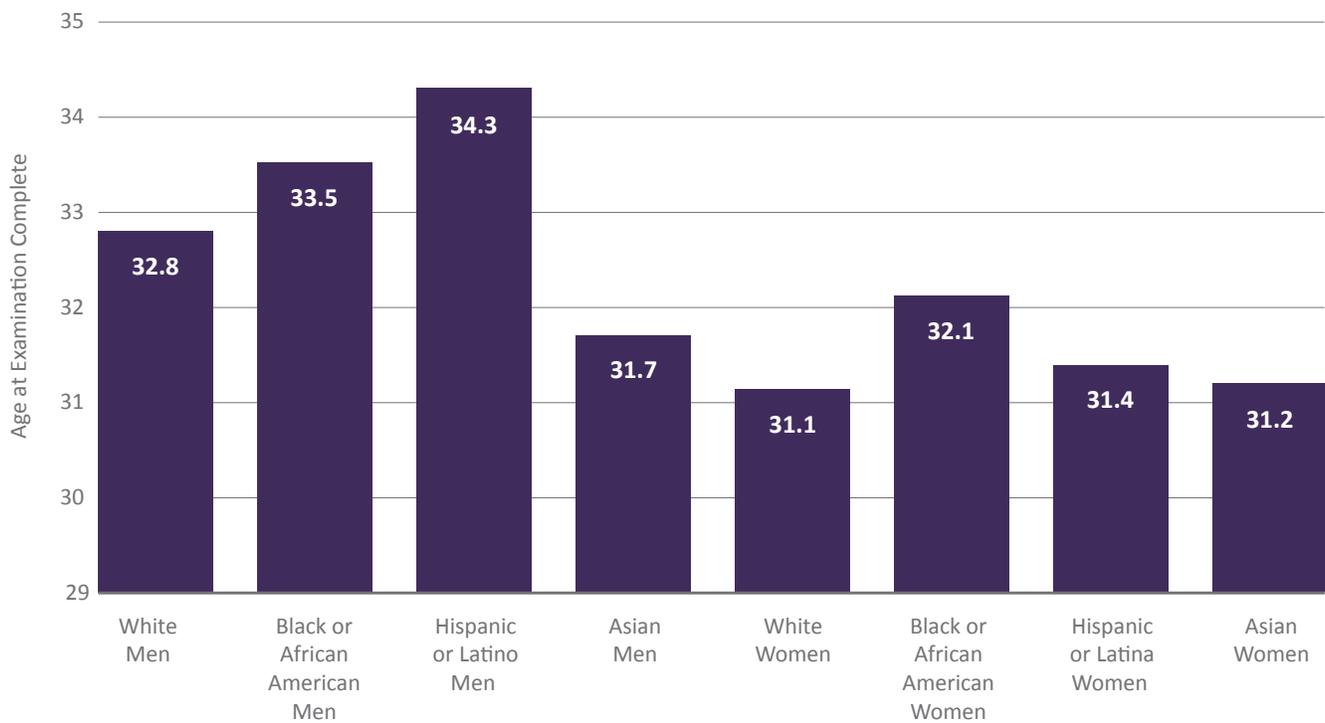
Asian Candidates Finish the ARE Younger



On average, Asian candidates were 31.5 years old when they finish testing, compared to 32.2 years for white candidates, 32.7 for Hispanic or Latino candidates, and 33.3 years for Black or African American candidates.

Baseline on Belonging: Examination Report

Women Finish the ARE Younger Than Men



Women of all racial and ethnic groups who finished the ARE in 2019 did so younger than their male peers. This gap was largest for Hispanic or Latino candidates, with Latinas finishing the exam 2.9 years younger on average than their male peers. White women were the youngest of all groups at the point of ARE complete, with Latino men the oldest on average.



Baseline on Belonging: Examination Report

Setting the Scene: ARE 5.0 Pass Rates

In addition to data regarding the time to complete the program, NCARB also gathers data regarding ARE pass rates* from candidates.

The following section features pass rates from ARE 5.0's launch in November 2016 through December 2020. The expanded timeframe allows for a more statistically valid sample size compared to only showing pass rates for candidates who tested in 2019.

Thanks to enhanced data science capabilities, NCARB has been able to segment and analyze pass rates by demographic information, including race and ethnicity, gender, and age. NCARB's data revealed that white candidates were much more likely to pass the ARE than candidates of color, while Black or African American candidates had the lowest pass rates across all six divisions.

Men were also more likely to pass than women on most ARE 5.0 divisions, with some differences seen between various races and ethnicities. For example, white, male candidates had the highest pass rate among all demographics on five of the six ARE divisions.

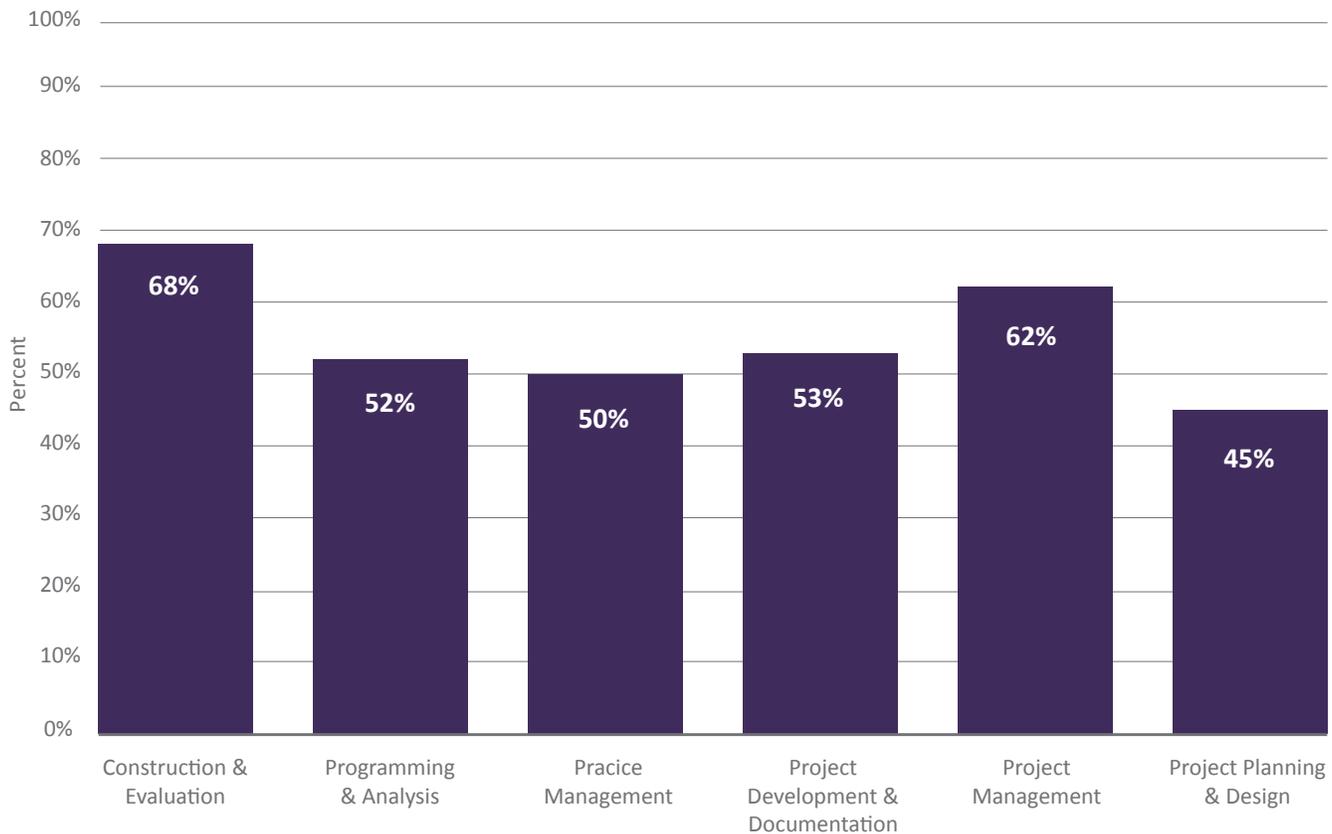
In addition, candidates between 18-29 years old had the highest pass rates on all divisions, although candidates between 30-39 years old made up the majority of the candidate pool.

Understanding the cause of these pass rate disparities and how to best address them is a key area of focus for both NCARB and NOMA. Recommended next steps for further areas of study are included at the end of this report.

**The pass rate on an ARE 5.0 division is the proportion of test administrations where the candidate scores at or above the cut score compared to the total number of attempts on that division.*

Baseline on Belonging: Examination Report

Pass Rates for All ARE 5.0 Candidates



Construction & Evaluation (CE) had the highest pass rate of all ARE 5.0 divisions: of all candidates who took CE between November 2016 and December 2020, nearly 68 percent passed. Project Management (PJM) was the second highest at 62 percent.

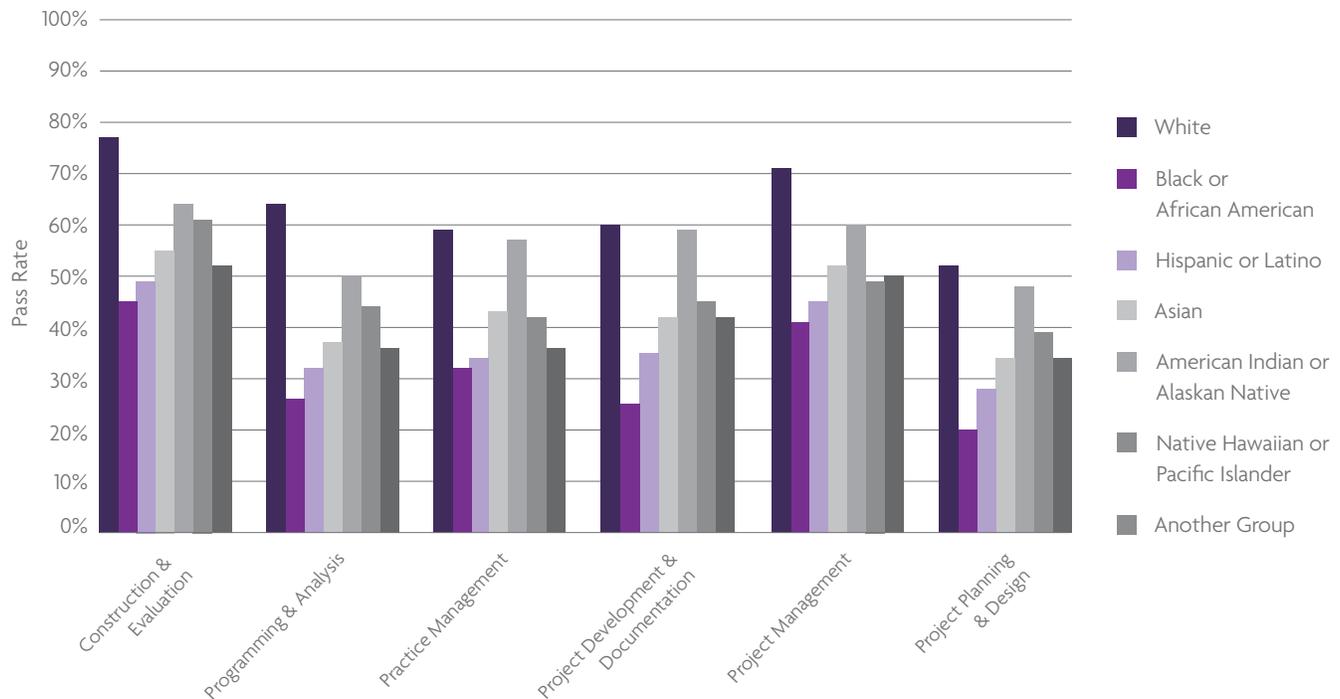
Project Planning & Design (PPD) had the lowest pass rate at 45 percent. The remaining divisions had pass rates in the low 50s, with Project Development & Documentation (PDD) at 53 percent, Programming & Analysis (PA) at 52 percent, and Practice Management (PcM) at 50 percent.

Because the exam plays an essential role in protecting the public, the passing standard is fixed and doesn't change based on candidates' relative performance. While current pass rates might seem low, NCARB's testing experts and consultants constantly evaluate the exam to ensure it remains fair and legally defensible for state licensing boards.

Note: Pass rates reflect the percent of candidates who successfully receive a passing score on a specific ARE division.

Baseline on Belonging: Examination Report

African Americans Least Likely to Pass All ARE 5.0 Divisions



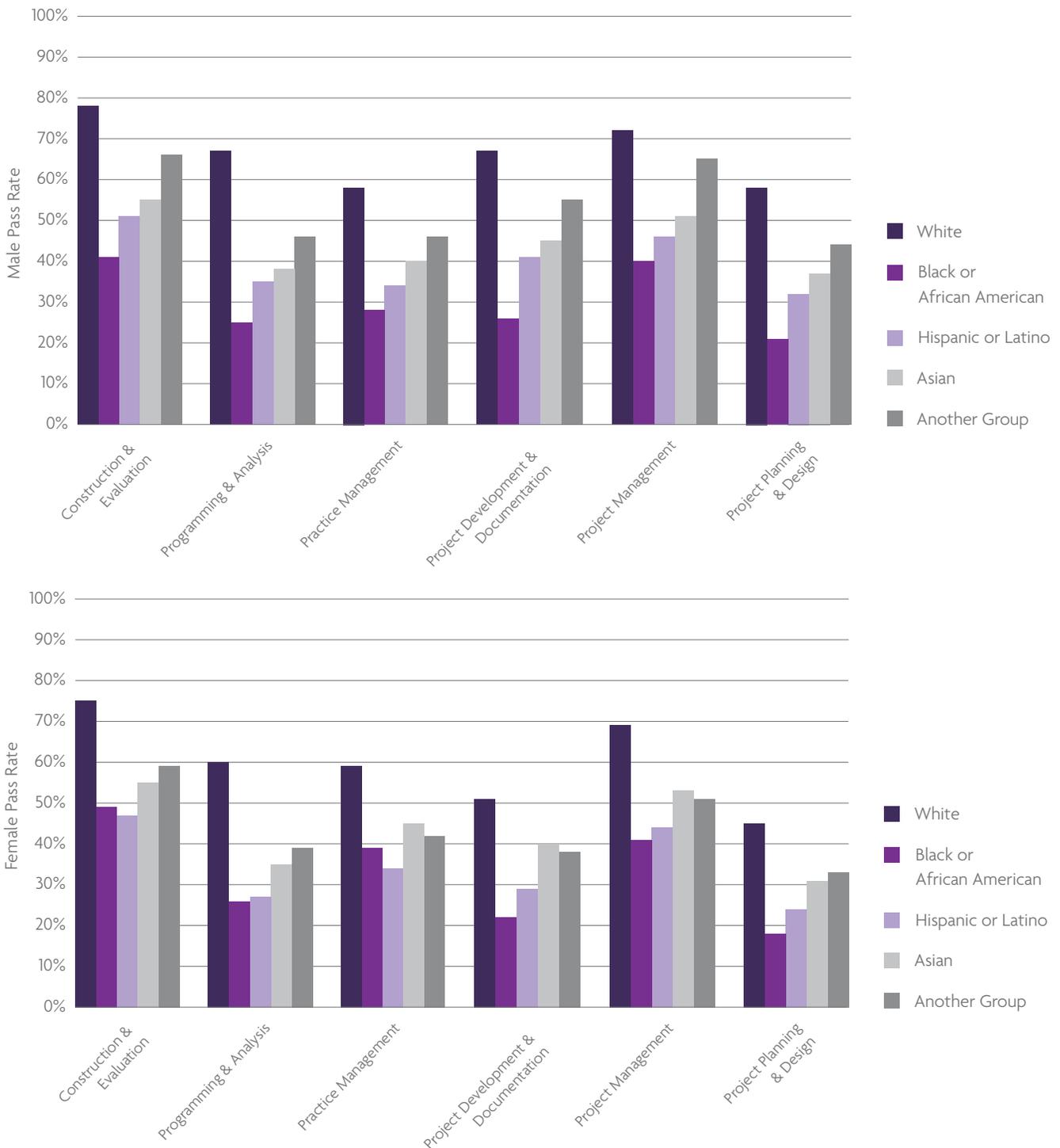
For each ARE 5.0 division, white candidates had the highest pass rates, while Black or African American candidates had the lowest. This disparity was largest for the Programming & Analysis division, where white candidates’ pass rate was 38 percentage points higher than their African American peers. The smallest range was seen with the Practice Management (PcM) division, where white candidates’ pass rate is 27 percentage points higher.

On average, Asian candidates had the second highest pass rates of all racial and ethnic groups; however, the gap between white and Asian candidates was also large, ranging between 16-27 percentage points. Hispanic or Latino candidates performed slightly better than their African American peers; for comparison, the gap between white and Hispanic or Latino candidates ranged from 24-32 percentage points across the six divisions.

The gap in pass rates between white candidates and candidates of color highlights a key area of difficulty in achieving a more diverse profession, and NCARB and NOMA will work together to identify ways to address this disparity.

Baseline on Belonging: Examination Report

For Most Racial and Ethnic Groups, Men More Likely to Pass the ARE Than Women





Baseline on Belonging: Examination Report

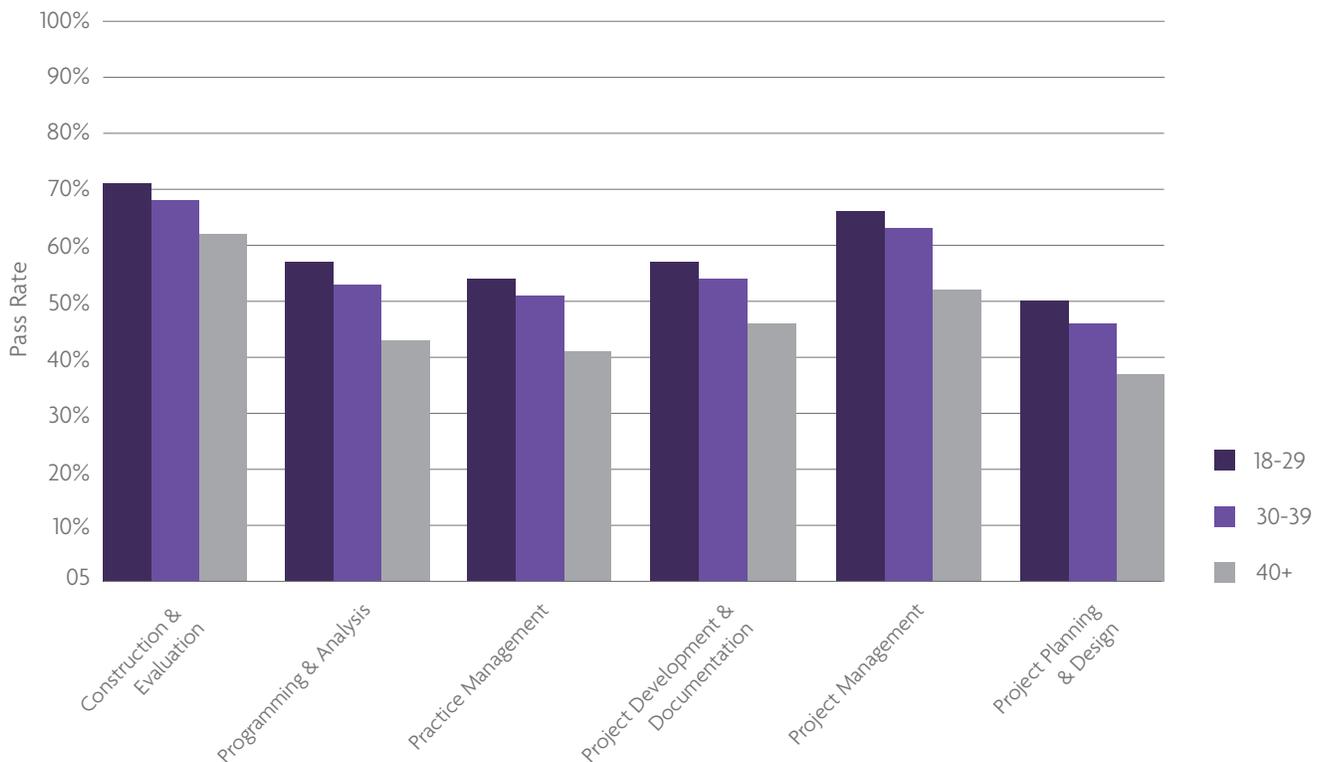
When looking at all candidates (regardless of race and ethnicity), men outperformed women on all ARE 5.0 divisions, with the exception of PcM, where men and women performed equally. The disparity between men and women was greatest on the PPD and PDD divisions, where men performed 12 and 15 percentage points higher, respectively.

For most racial and ethnic groups, the same trend of men outperforming women was seen across most exam divisions. The exception was candidates who identify as Black or African American: African American women had higher pass rates than their male counterparts on four of the six ARE 5.0 divisions.

Hispanic or Latino candidates were the only race or ethnicity where women perform worse than men on all divisions, and experienced the greatest overall disparity in pass rates between men and women.

Baseline on Belonging: Examination Report

Younger Candidates More Likely to Pass All ARE 5.0 Divisions



For all divisions of ARE 5.0, candidates between the ages of 18-29 had the highest pass rates, while candidates who were 40 or older had the lowest.

This gap was the largest on the Programming & Analysis and Project Management divisions, where 18-29-year-olds outperform candidates who were 40-plus by 14 percentage points. Compared to 18-29-year-olds, candidates who were 30-39 had slightly lower pass rates on all ARE 5.0 divisions, ranging between 3-4 percentage points lower.



Baseline on Belonging: Examination Report

Survey Respondent Progress Toward ARE Completion

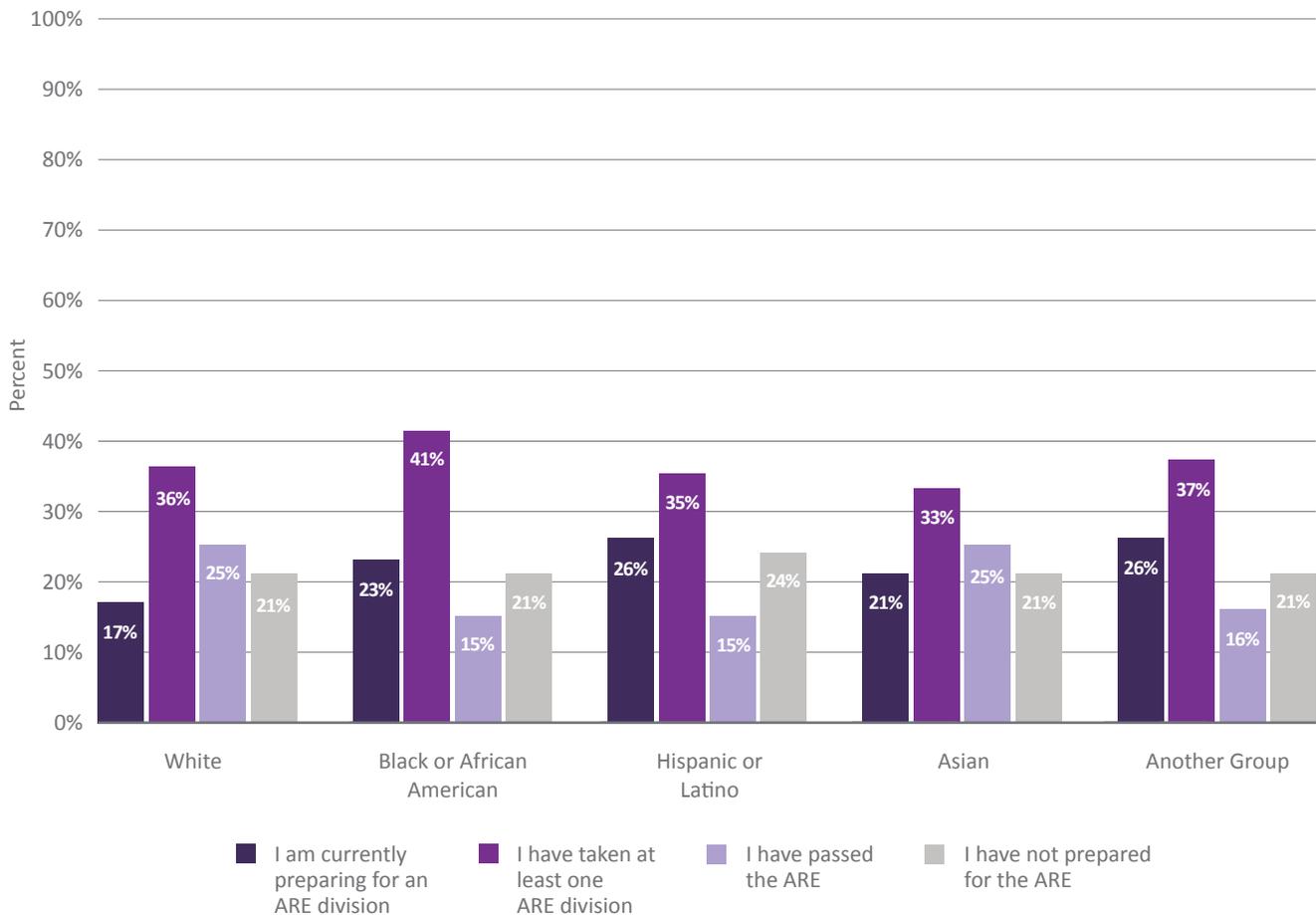
The majority of survey respondents have made some progress toward completing the ARE, with only 22 percent of all respondents reporting that they have not passed the entire ARE, taken an ARE division, or begun preparing to take an ARE division.

To better understand factors that could impact ARE progress, the data was segmented by a variety of respondent characteristics, including race, ethnicity, firm size, age, and gender.

Race, ethnicity, age, and firm size each have an impact on respondents' likelihood to report they had passed the ARE, with gender compounding the impact for respondents of certain races and ethnicities.

Baseline on Belonging: Examination Report

African Americans and Latinos Less Likely to Have Passed the ARE



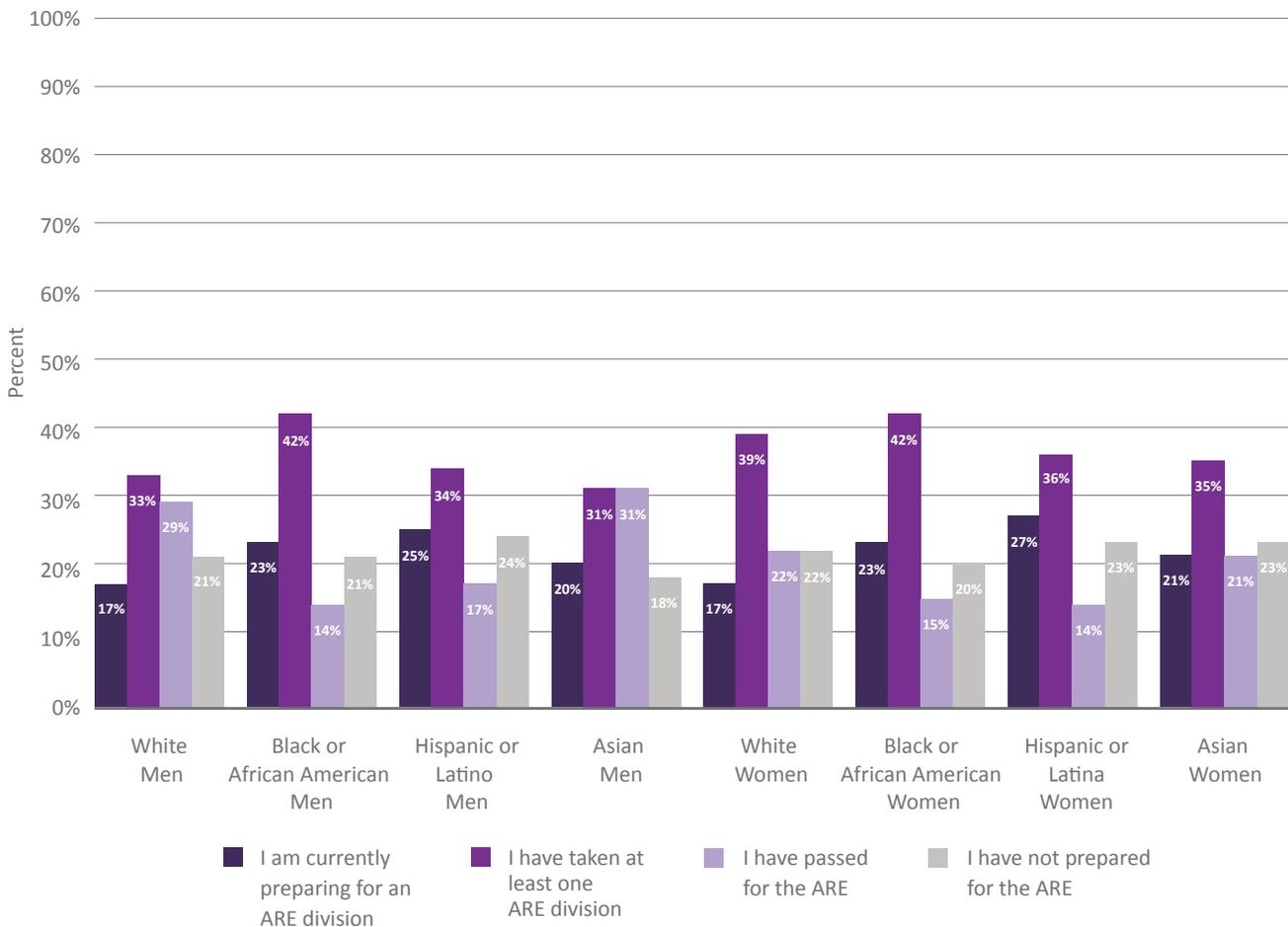
Most survey respondents indicated they had made progress toward completing the ARE. When segmented by race and ethnicity, Latinos were the most likely to indicate they had not prepared for the ARE at 24 percent—3 percentage points higher than respondents of all other races and ethnicities.

At 25 percent, white and Asian respondents were the most likely to indicate they had passed the ARE, compared to 15 percent of Black or African American and Latinos respondents.

In contrast, African American respondents were the most likely to indicate they had taken at least one ARE division at 41 percent—5, 6, and 8 percentage points higher than their white, Latino, and Asian peers, respectively.

Baseline on Belonging: Examination Report

Asian Men Most Likely to Have Passed the ARE

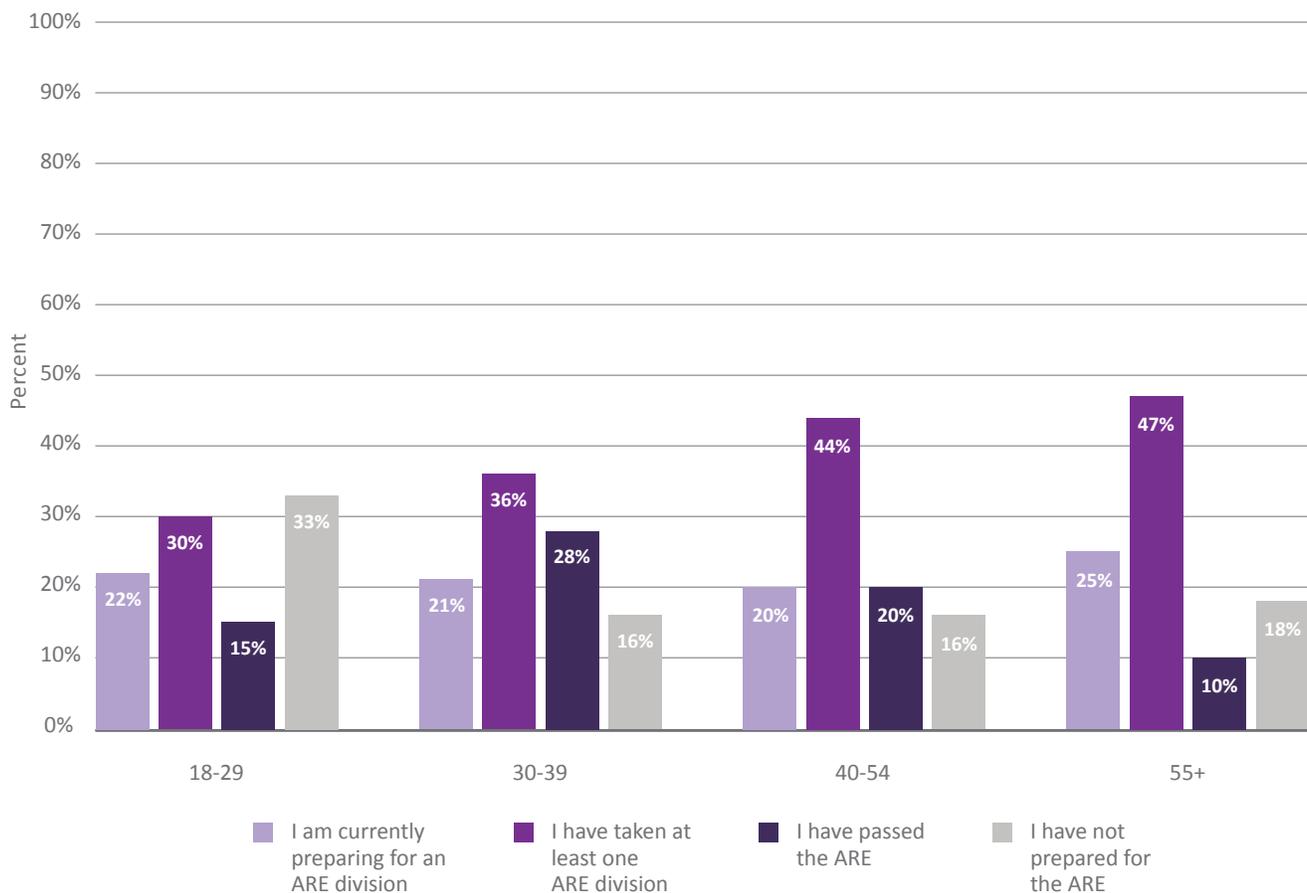


Women respondents of most races and ethnicities were less likely to have passed the ARE than their male counterparts. The largest difference between men and women of the same race was seen in Asian candidates, with Asian men 10 percentage points more likely to have passed the ARE than Asian women. At 31 percent, respondents who identified as Asian men were also the most likely of all demographic groups to have passed the ARE.

African American women were 1 percentage point more likely to have passed the ARE than African American men—the only racial or ethnic group where women respondents were more likely to have passed than their male counterparts.

Baseline on Belonging: Examination Report

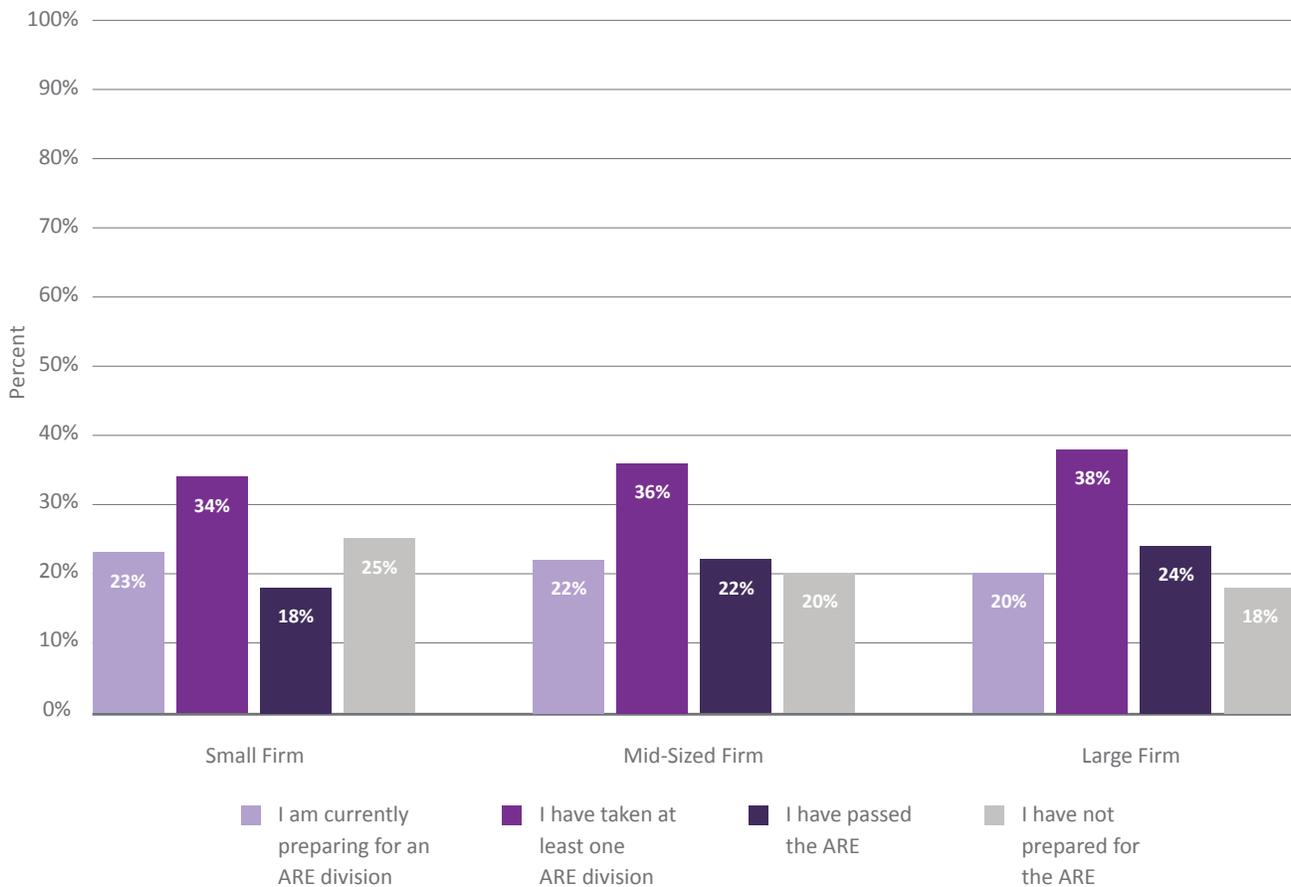
Candidates Aged 30-39 Most Likely to Have Passed the ARE



Candidates between the ages of 30-39 were the most likely to have passed the ARE at 28 percent; this is 8 percentage points higher than those in the 40-54 age group and 13 percentage points higher than those in the 18-29 age group. Candidates aged 55 or older were the least likely to have passed the ARE at just 10 percent. However, candidates in the 55+ age group were the most likely to have taken at least one ARE division at 47 percent.

Baseline on Belonging: Examination Report

Candidates at Large Firms Most Likely to Have Passed the ARE



When segmented by firm size, candidates employed by large firms were the most likely to have passed the ARE at 24 percent—2 and 6 percentage points higher than those at mid-size and small firms, respectively.

Similarly, candidates employed by small firms were more likely to indicate they have not prepared for the ARE at 25 percent—5 and 7 percentage points higher than those at mid-size and large firms, respectively.



Baseline on Belonging: Examination Report

Personally Purchased Study Resources

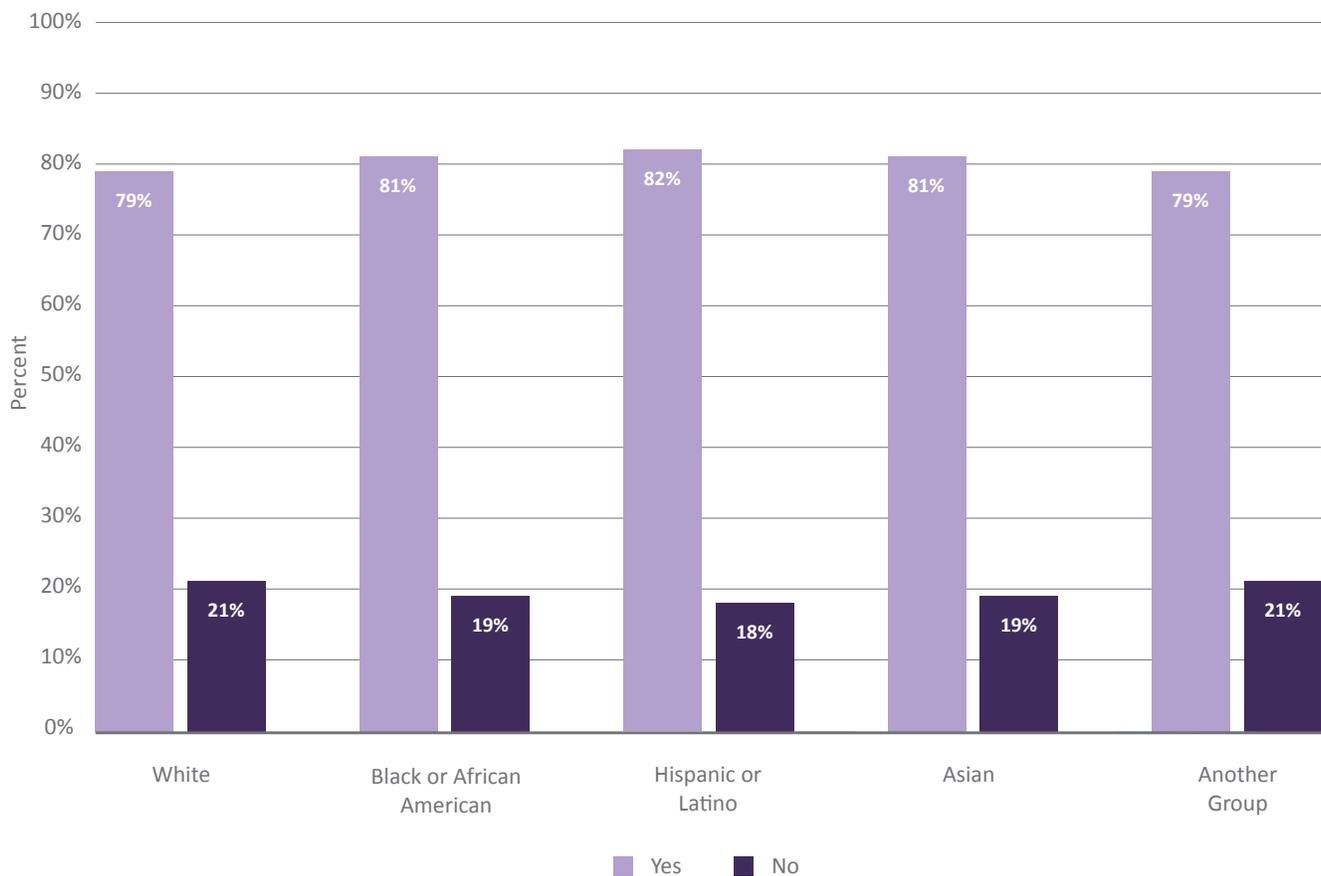
Respondents who indicated they had prepared, were preparing, or had completed the ARE were asked if they had personally purchased study materials to assist with their exam preparation.

The vast majority of respondents, regardless of segment, indicated that they had purchased their own materials. While only slight differences were seen by race and ethnicity, the results showed that women—especially women of color—were more likely to have purchased their own materials than men.

Similarly, age and firm size impacted candidates' likelihood to purchase their own study materials, with older candidates and candidates employed by small firms both more likely to report having personally purchased materials. On the other hand, young candidates employed by large firms were the least likely of all groups to have purchased their own study materials.

Baseline on Belonging: Examination Report

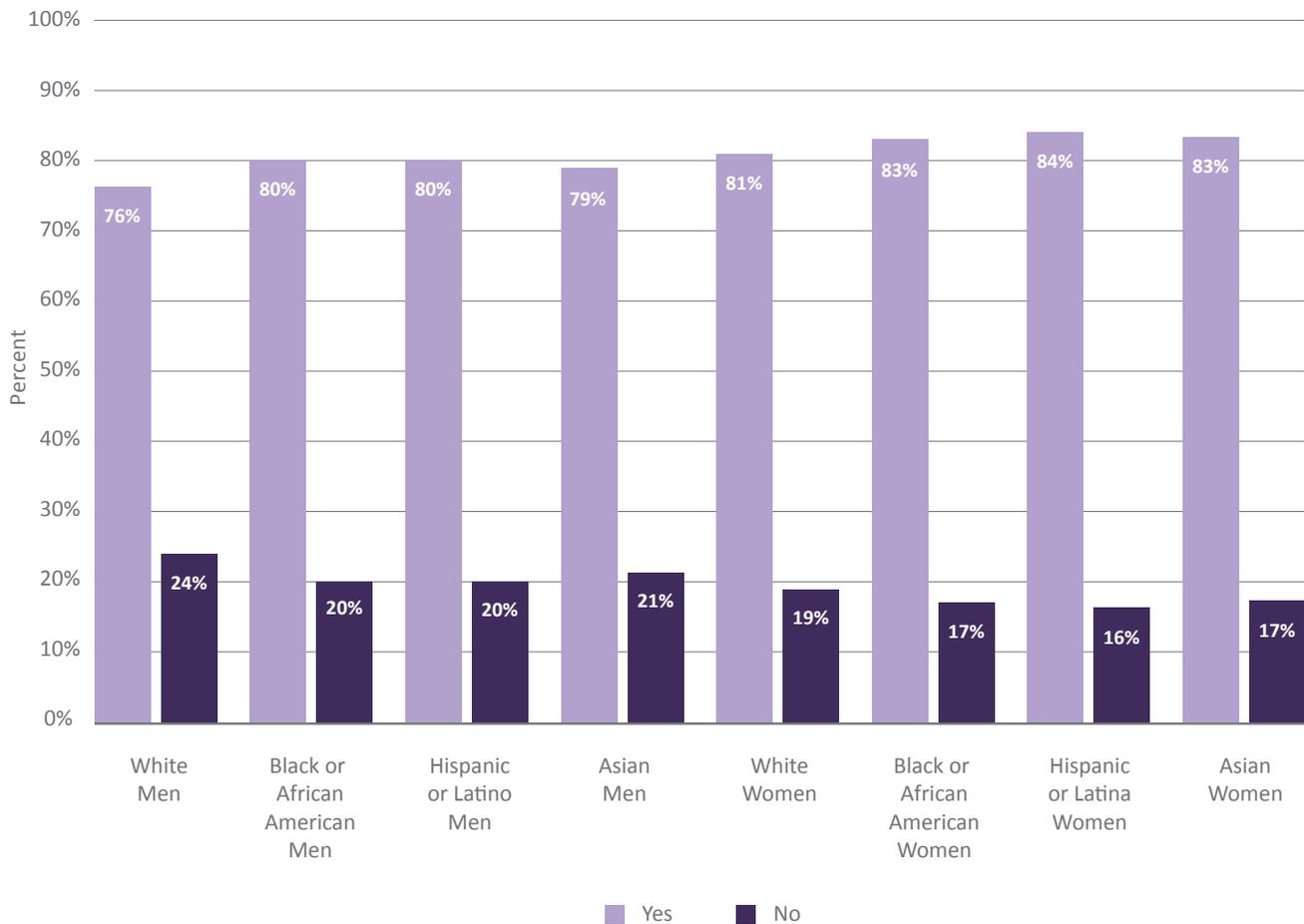
White Respondents Slightly Less Likely to Purchase Study Materials



Most survey respondents purchased their own study materials for the ARE. But when separated by race and ethnicity, white respondents were slightly less likely than their peers to have purchased study materials at 79 percent—2 percentage points less likely than African American and Asian respondents and 3 percentage points less likely than Latino respondents.

Baseline on Belonging: Examination Report

White Men Least Likely to Purchase Study Materials

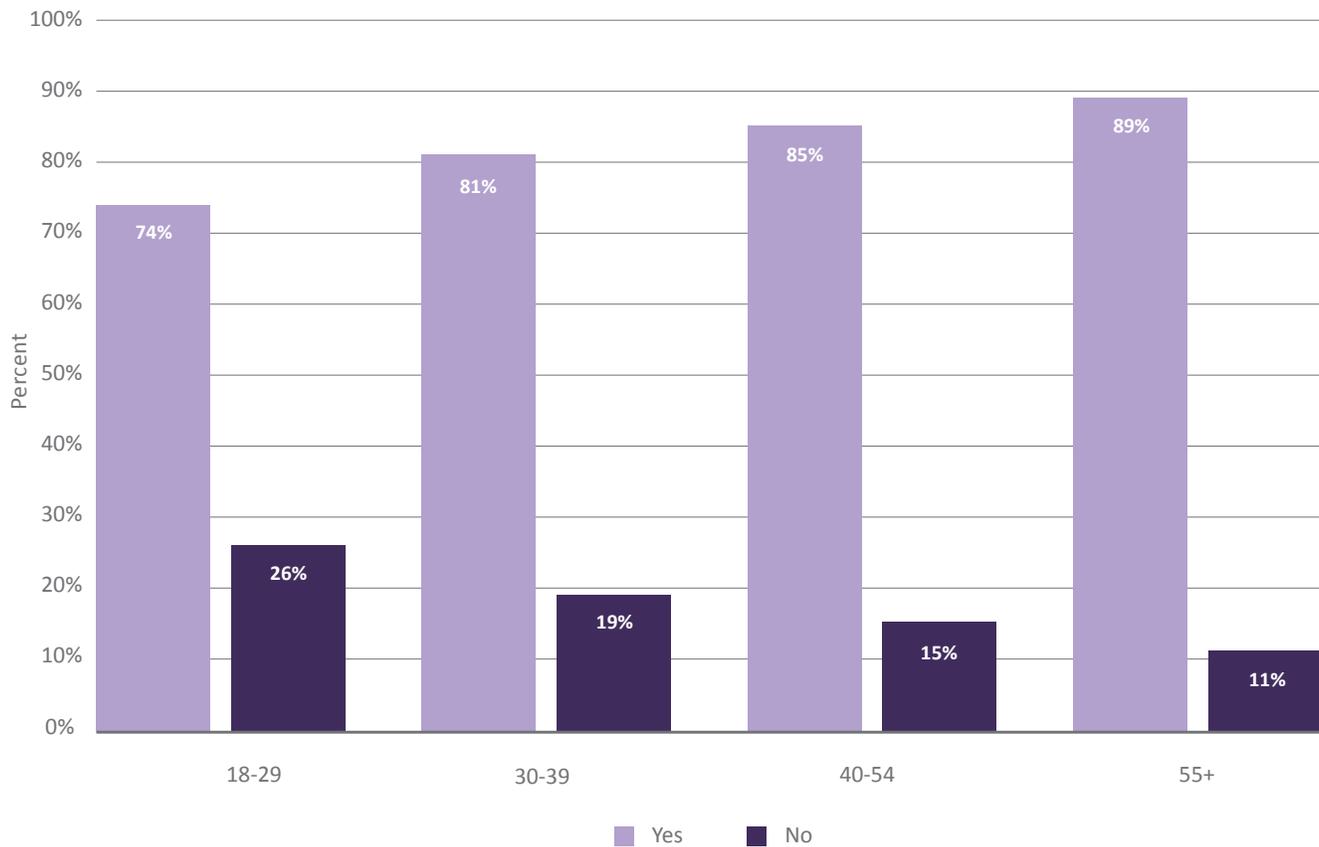


Viewing the responses by race, ethnicity, and gender reveals a slight difference in study material purchases, with women of all racial and ethnic groups more likely to have purchased their own ARE study materials than men. When compared to men of the same group, women were 3-5 percentage points more likely to have purchased their own materials.

At 84 percent, Latinas were the most likely to have purchased their own study materials—8 percentage points more likely than white men, who were the least likely. For both genders, candidates of color were more likely to have purchased their own study materials than white candidates.

Baseline on Belonging: Examination Report

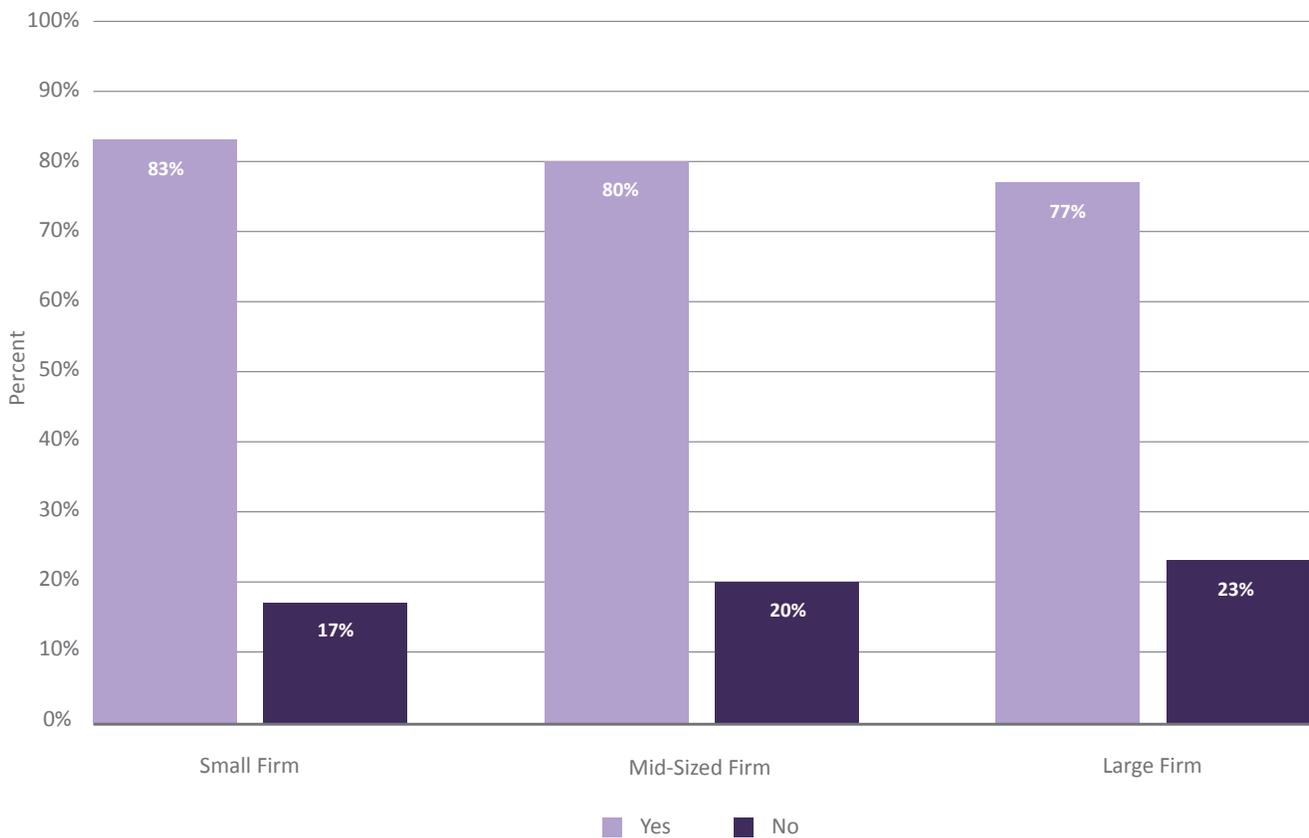
Older Candidates More Likely to Purchase Study Materials



Candidates' likelihood to have purchased their own study materials increased with age, with 55+ candidates 15 percentage points more likely to have purchased their own study materials than those aged 18-29.

Baseline on Belonging: Examination Report

Candidates at Large Firms Less Likely to Purchase Study Materials



When segmented by firm size, candidates employed by large firms were the least likely to have purchased their own ARE study materials at 77 percent—6 percentage points less than those at small firms and 3 percentage points less than those at mid-sized firms.



Baseline on Belonging: Examination Report

Amount Spent on Study Resources

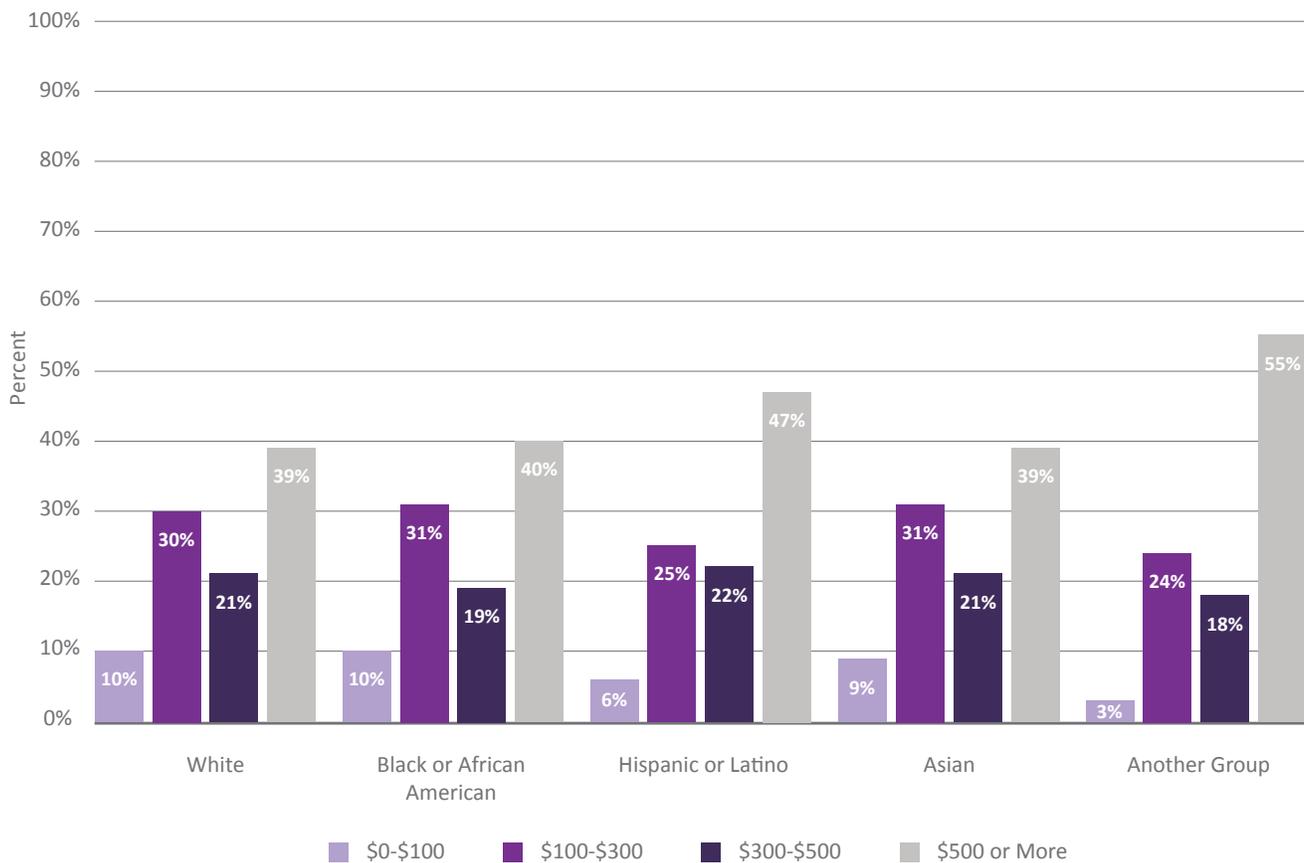
Respondents who indicated they had personally purchased their own study materials were also asked to indicate roughly how much money they had spent on study materials.

Almost half of all respondents indicated they had spent \$500 or more on study materials. Age, race, ethnicity, and gender all impacted a respondent's likelihood of spending \$500 or more, with Hispanic or Latino respondents—especially Latina women—most likely to select this option.

Candidates in the 18-29 age group were far less likely to report having spent \$500 or more on study materials compared to their older counterparts.

Baseline on Belonging: Examination Report

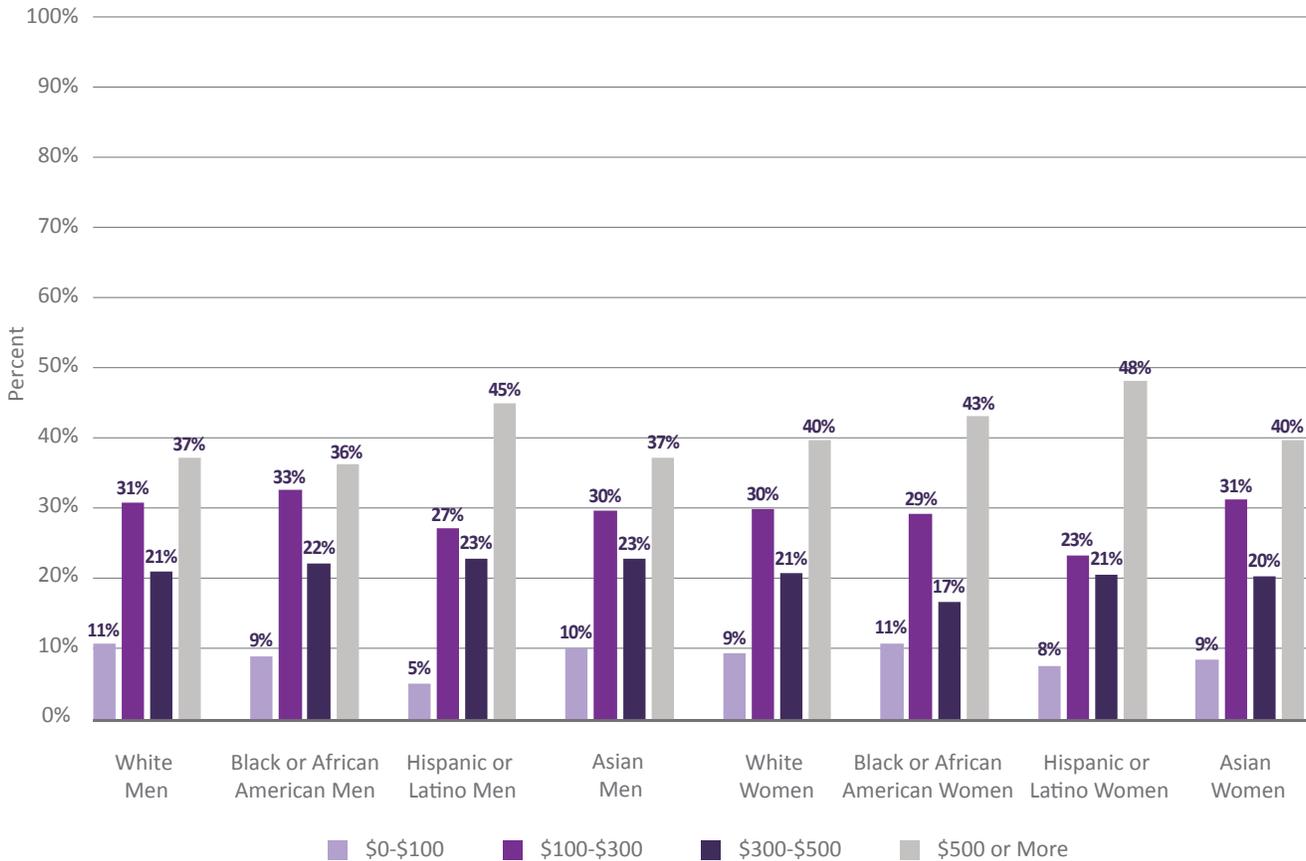
Latino Respondents More Likely to Spend \$500 or More on Study Materials



When asked roughly how much money they had spent on study materials, 47 percent of Latino respondents reported having spent \$500 or more—8 percentage points more likely than their white and Asian peers and 7 percentage points more likely than their African American peers.

Baseline on Belonging: Examination Report

Latinas Most Likely to Spend \$500 or More on Study Materials

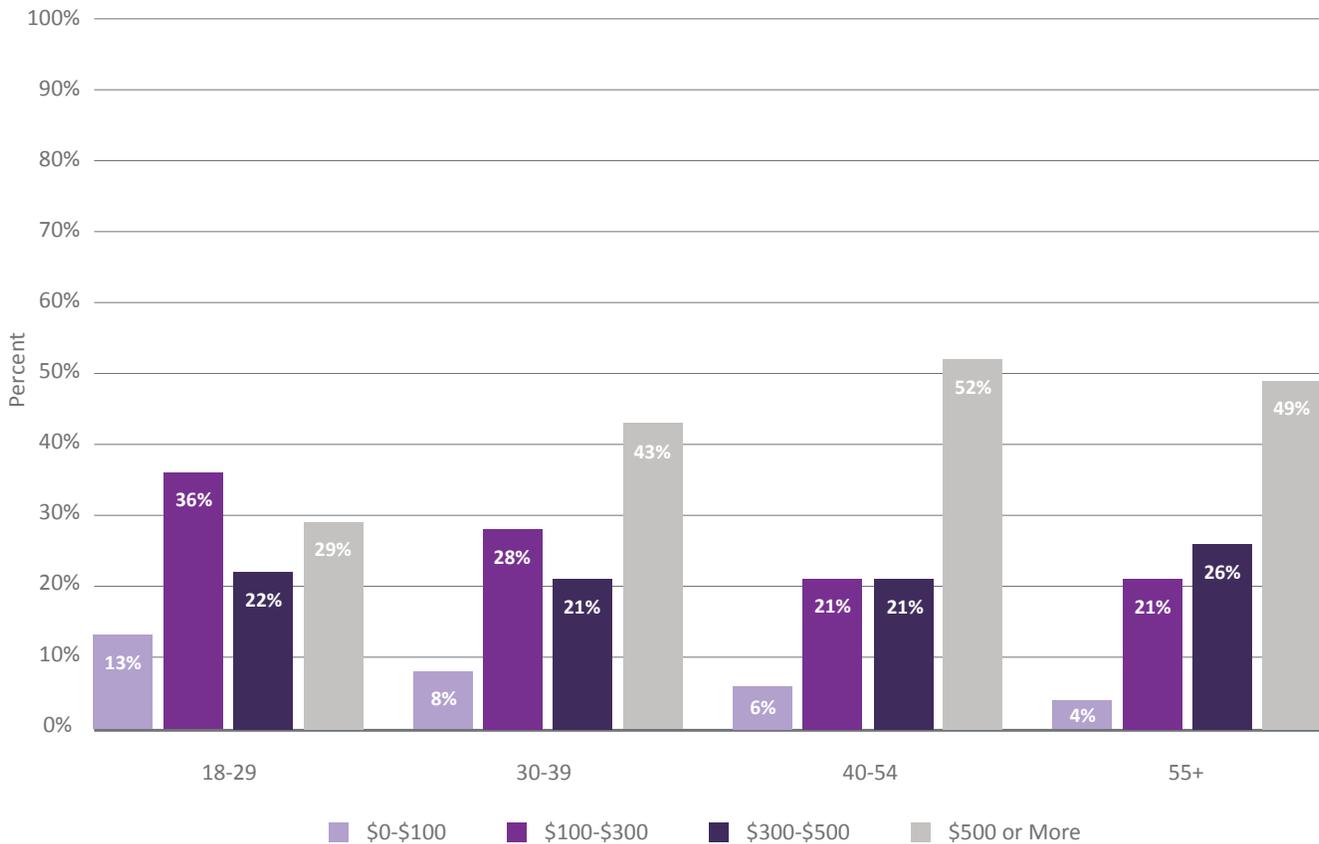


When viewed by both race, ethnicity, and gender, women of all groups were more likely to spend \$500 or more on study materials than their male peers. This gap was largest, however, for African Americans—where African American women were 7 percentage points more likely to spend \$500 or more than African American men.

Latinas were the most likely of all demographic groups to spend \$500 or more on ARE study materials at 48 percent, followed by Latino men at 45 percent.

Baseline on Belonging: Examination Report

Candidates Aged 40-54 More Likely to Spend \$500 or More on Study Materials

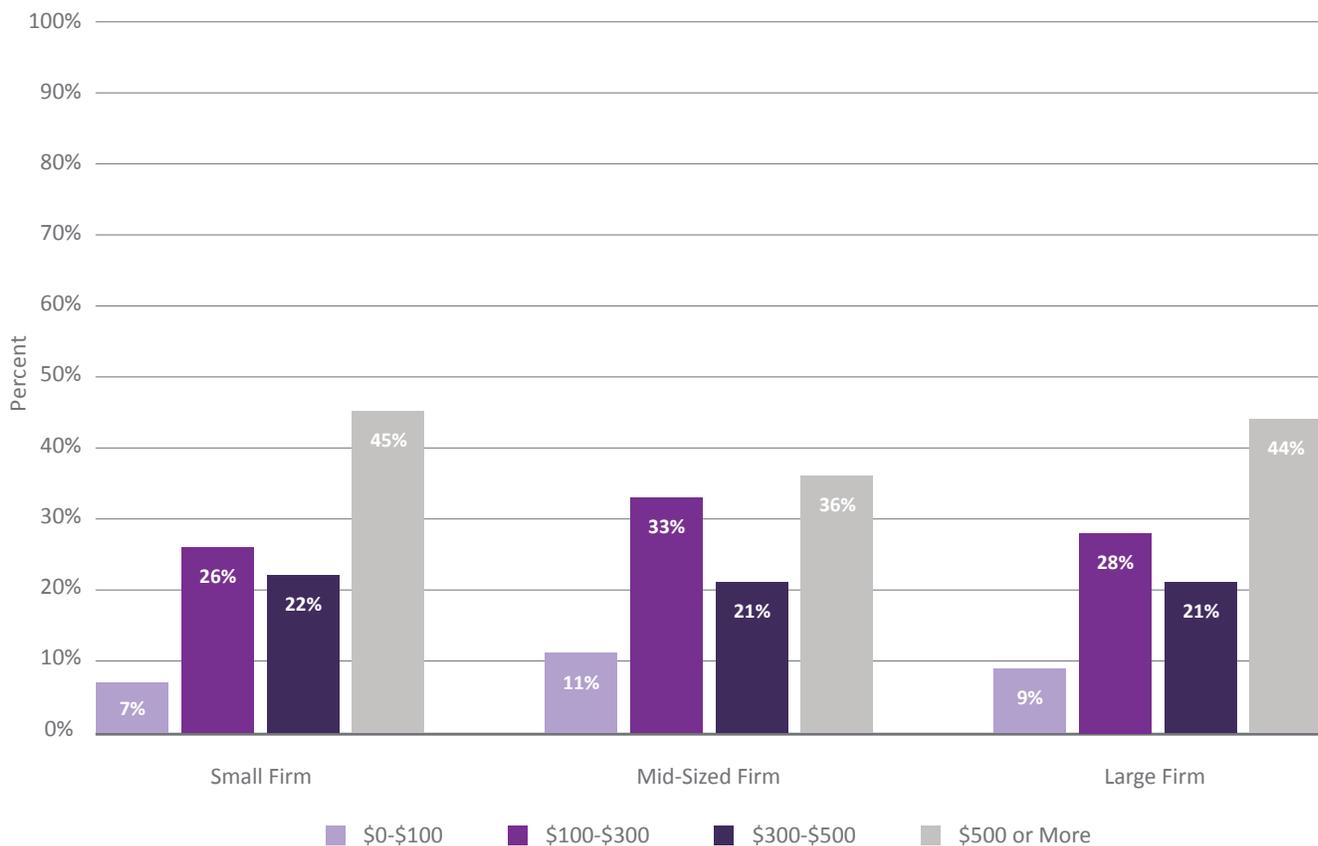


When viewed by age, younger candidates were significantly less likely to spend \$500 or more on study materials; they were also the only group where the majority of respondents selected an option other than \$500 or more when asked how much they spent on study materials.

Candidates aged 40-54 were the most likely to report having spent \$500 or more at 52 percent, with candidates 55+ just slightly lower at 49 percent.

Baseline on Belonging: Examination Report

Candidates at Mid-Size Firms Less Likely to Spend \$500 or More on Study Materials



Viewing the data by firm size revealed only slight differences in the amount spent on study materials. Candidates employed at small firms were just 1 percentage point more likely to report having spent \$500 or more on study materials than those employed by large firms, but 9 percentage points more likely than those employed at mid-size firms.

Candidates employed by mid-size firms were slightly more likely to indicate they had spent \$100 or less, compared to candidates at other firm sizes.



Baseline on Belonging: Examination Report

Firm's Provision of Study Resources

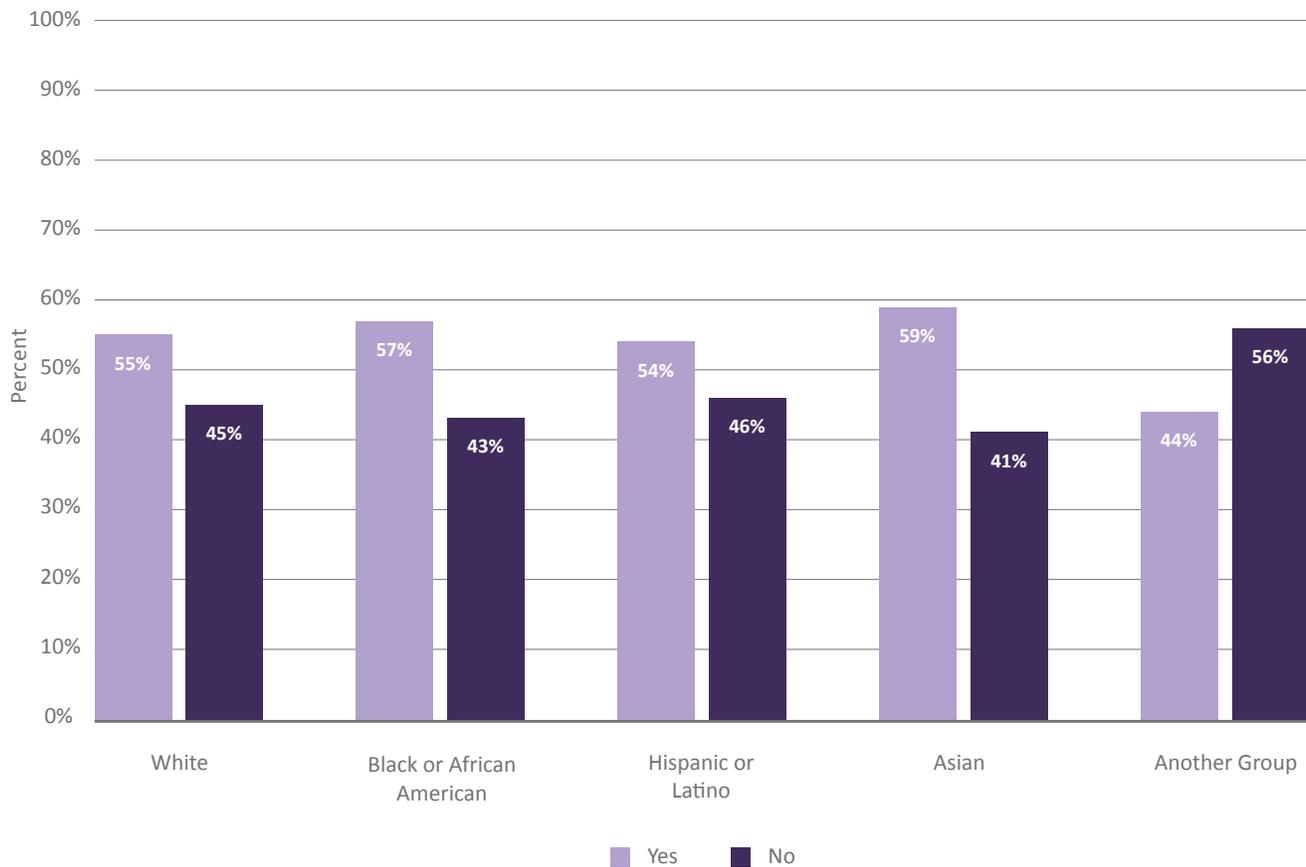
When asked if their firm provided free study materials for the ARE, slightly more than half of all respondents indicated that their firm did supply free study materials.

Viewing responses by race and ethnicity revealed very slight disparities, which grew larger when viewed by race, ethnicity, and gender. Unlike previous exam-related questions, however, women of almost every racial group were more likely to report receiving resources from their firm than their male counterparts.

The most significant impacts on the likelihood to receive free study materials, however, are seen when the data is viewed by age and by firm size, with younger candidates employed by large firms the most likely of all groups to receive free study materials.

Baseline on Belonging: Examination Report

Asians Slightly More Likely to Receive Free Study Materials



Compared to respondents of other races and ethnicities, Asian respondents were slightly more likely to report that their firm provided them with free study materials for the ARE. In contrast, Latino respondents were the least likely to report being provided with free study materials at 54 percent—5 percentage points less likely than their Asian peers.

Baseline on Belonging: Examination Report

Latino Men Least Likely to Receive Free Study Materials

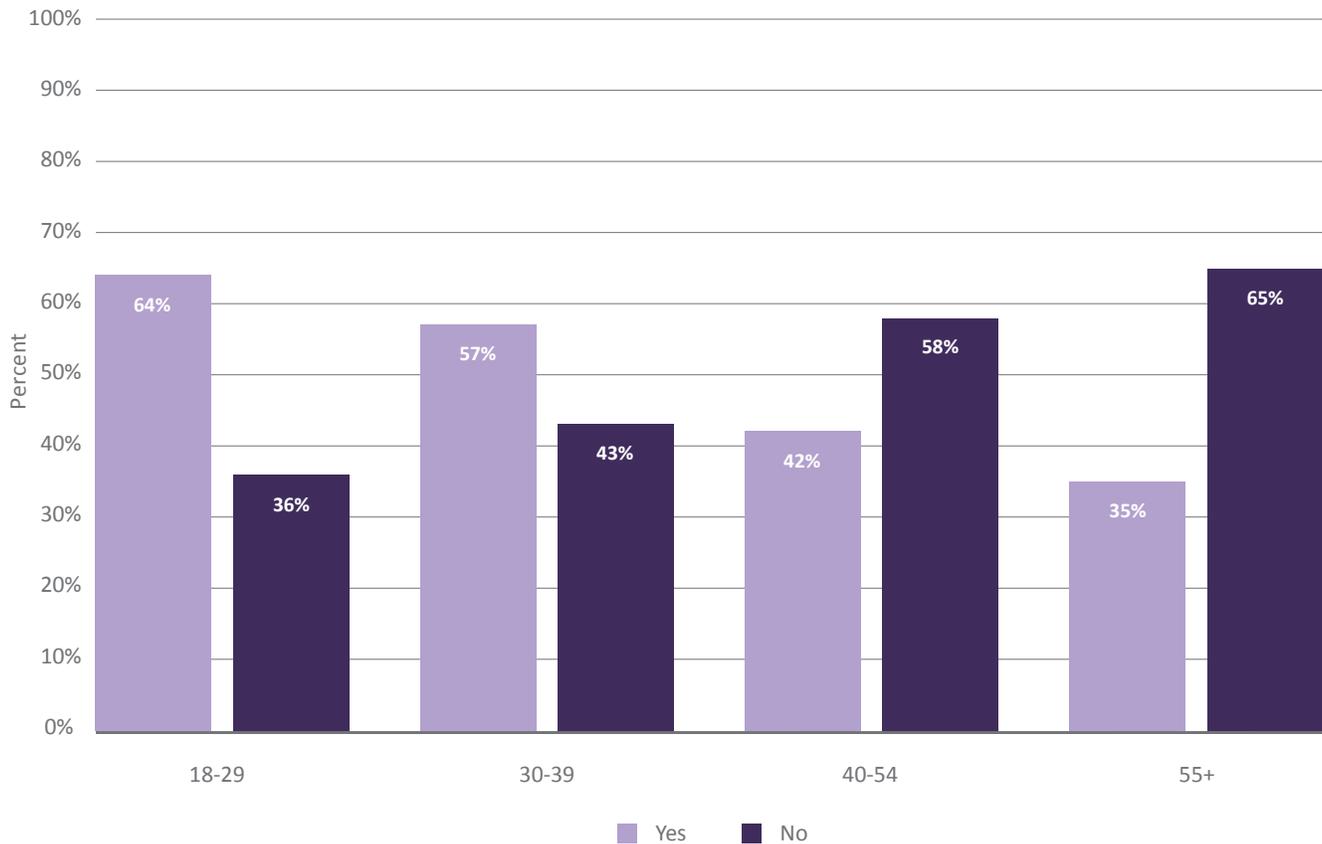


Viewing the responses by race, ethnicity, and gender revealed a larger gap in respondents' likelihood to receive free study materials from their firm. Women of most groups were more likely to have received free study materials, with the exclusion of white women, who were just one percentage point less likely to receive free study materials compared to white men.

Asian women were the most likely of all groups to receive free study materials from their firm at 62 percent—10 percentage points higher than Latino men.

Baseline on Belonging: Examination Report

Older Candidates Less Likely to Receive Free Study Materials

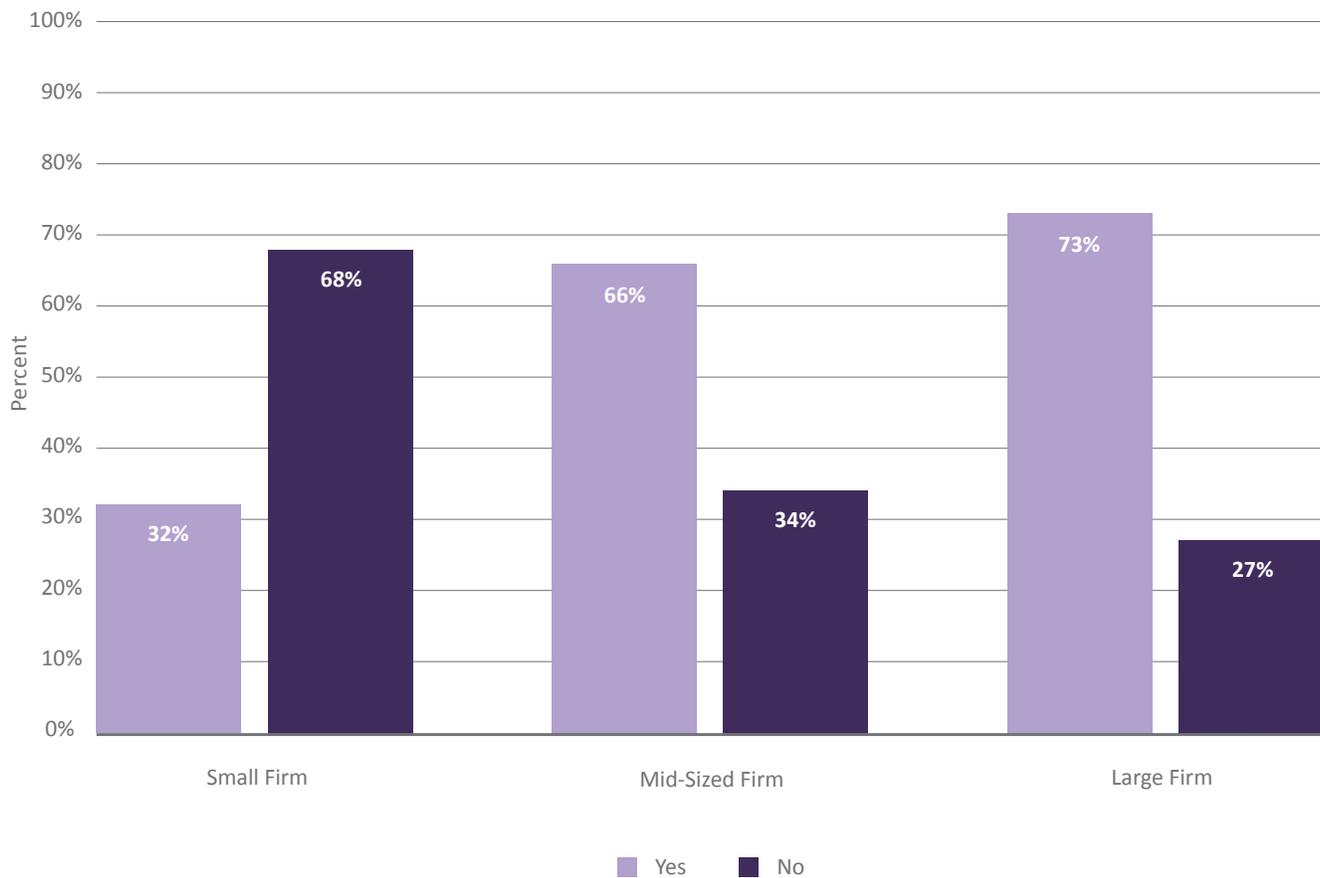


The likelihood that a candidate’s firm provided them with free ARE study materials decreased steadily with age. Candidates aged 55+ were nearly 30 percentage points less likely to report receiving free study materials compared to those aged 18-29.

Even candidates in the 30-39 age group—the age group of the majority of ARE testers, according to NCARB’s data—were 7 percentage points less likely to receive free study materials than their younger peers.

Baseline on Belonging: Examination Report

Large Firms More Likely to Provide Free Study Materials



Segmenting the responses by firm size revealed that candidates working at large firms were more than twice as likely to report being provided with free study materials. Nearly 75 percent of candidates at large firms received free study materials, compared to 66 percent of candidates at mid-sized firms and almost a third of candidates at small firms.



Baseline on Belonging: Examination Report

Candidates' Confidence in Affording the ARE

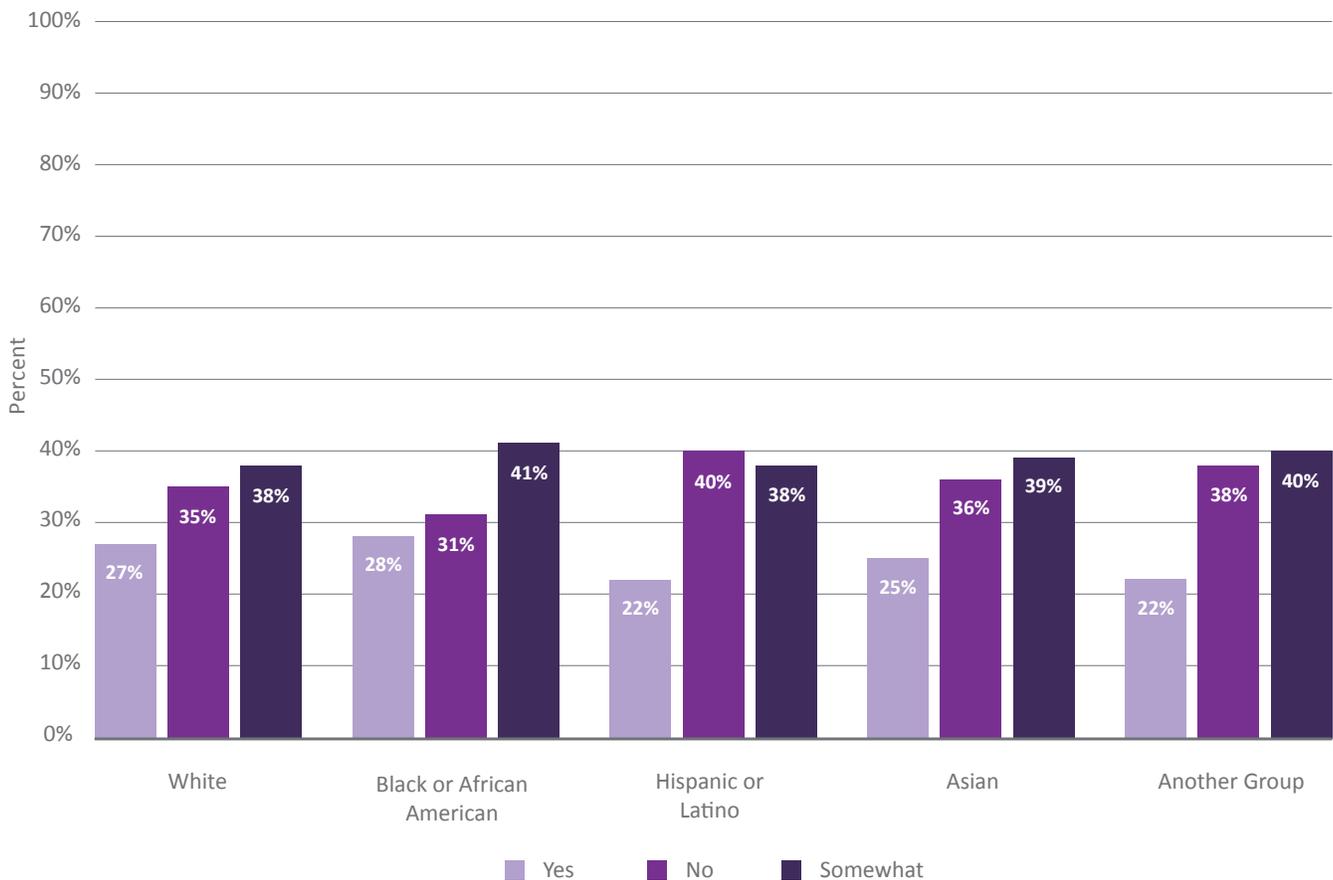
Note: This question was asked only of respondents who were active ARE candidates.

Many survey respondents across all demographics indicated the cost of the exam was a significant challenge to practice; however, viewing the data by race, ethnicity, and gender reveals that Latino respondents—especially Latina women—may be disproportionately impacted by the cost of the exam.

Unlike previous exam-related questions, candidates' confidence in their ability to afford the ARE showed little change when filtered by firm size and positive change with age.

Baseline on Belonging: Examination Report

Latinos Least Likely to Feel Confident in Affording the ARE

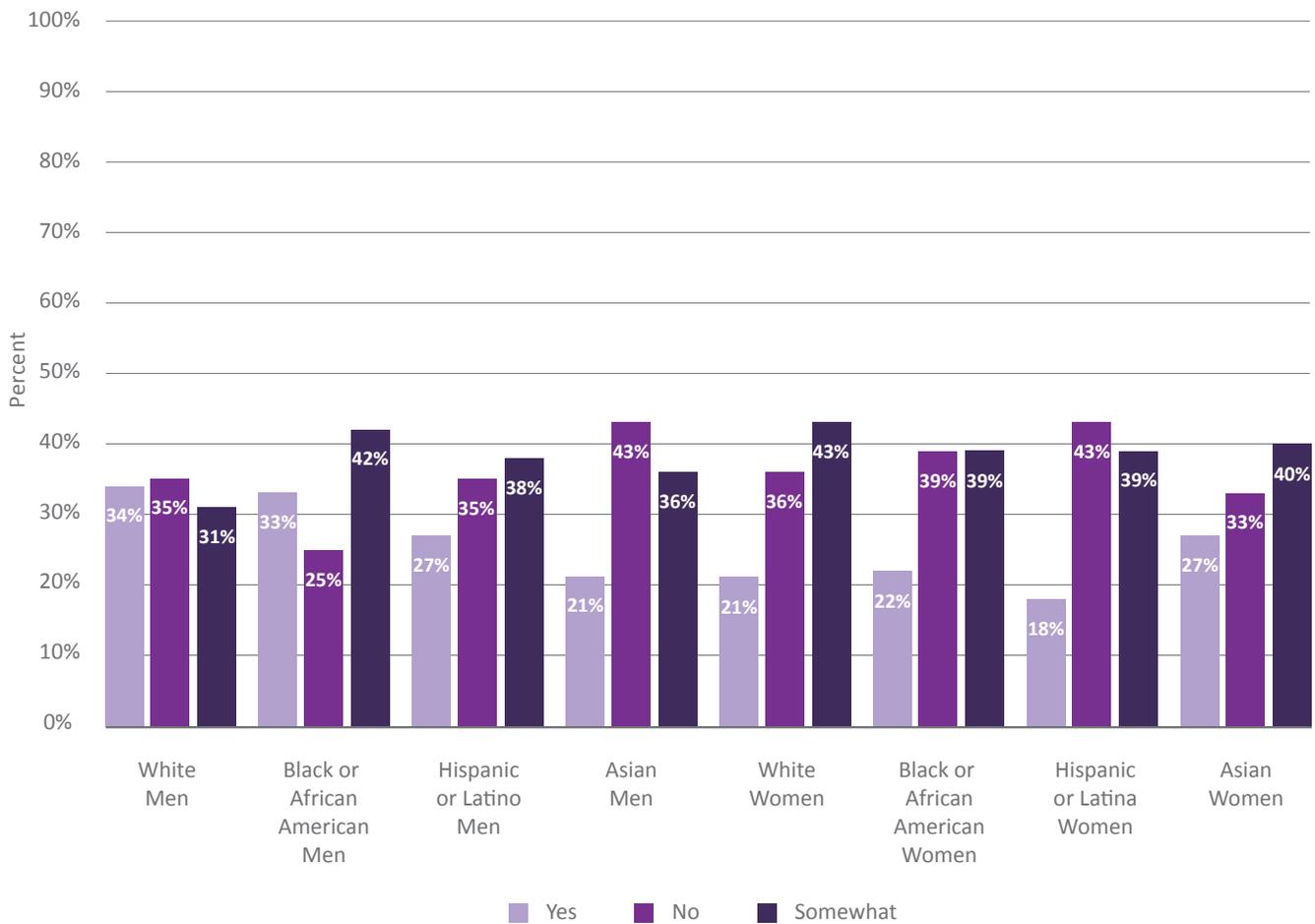


When asked whether they feel confident in their ability to afford the ARE, just 22 percent of Hispanic or Latino respondents said yes—6 fewer percentage points than Black or African American respondents.

For most racial and ethnic groups, the largest proportion of respondents selected “somewhat.” Hispanic or Latino respondents were the only group where candidates were slightly more likely to select “no” when asked if they were confident in their ability to afford taking the ARE.

Baseline on Belonging: Examination Report

Latinas Least Likely to Feel Confident in Affording the ARE



Apart from Asian women, women of most racial and ethnic groups were less likely to feel confident that they could afford the ARE than their male peers. Latinas, for example, were the least likely of all groups to report feeling confident in affording the ARE at just 18 percent. This is compared to 34 percent of white men—who were the most likely to feel confident affording the exam.

Asian men were the least likely of all male groups to indicate they were confident affording the ARE at just 21 percent. This contrasts with Asian women, who were the most likely of all female groups to feel confident affording the exam.

Baseline on Belonging: Examination Report

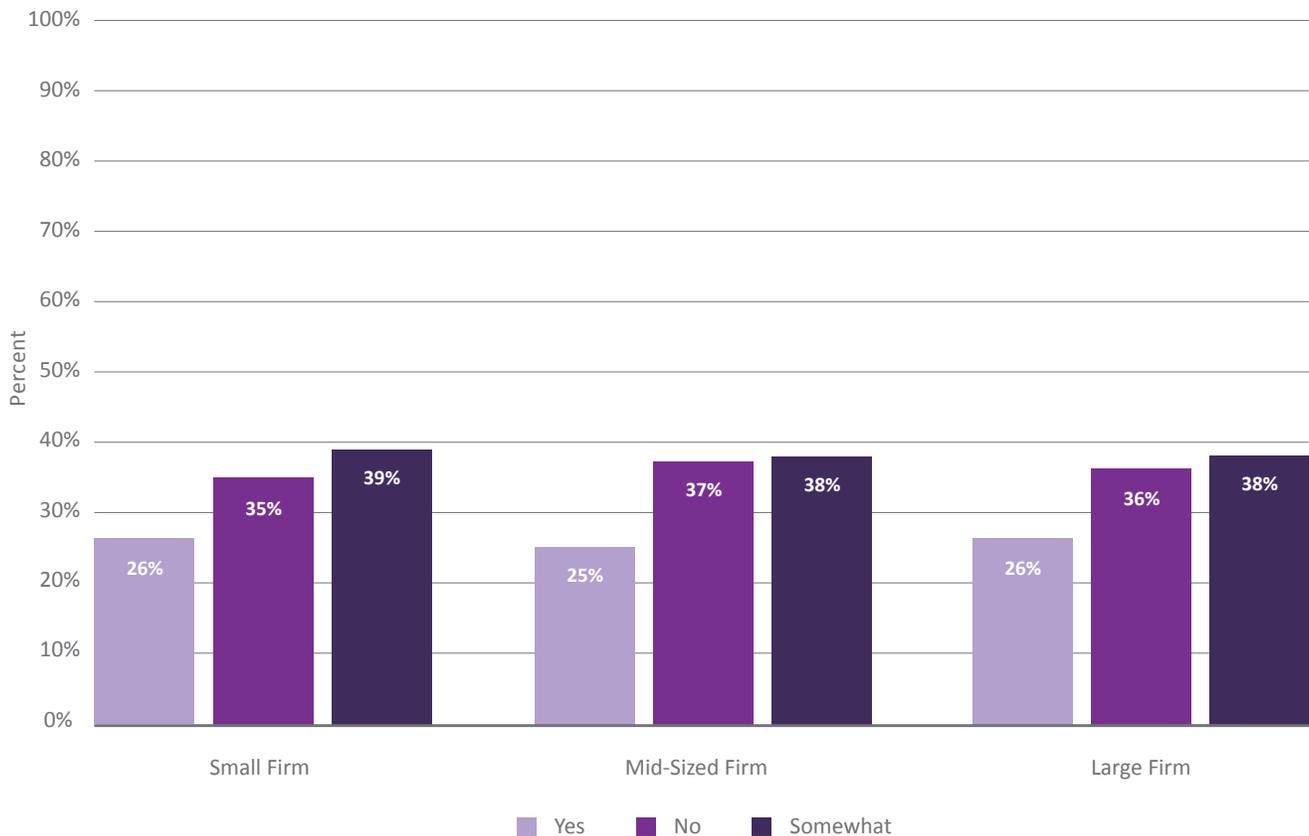
Candidates Aged 55+ Most Likely to Feel Confident in Affording the ARE



When viewed by age, younger candidates were less likely to feel confident they can afford the ARE, with only 23-24 percent of candidates aged 18-29 and 30-39 selecting “yes” when asked. This was 16-17 percentage points less than those aged 55+.

Baseline on Belonging: Examination Report

Firm Size Doesn't Have Significant Impact on Confidence in Affording the ARE



When viewed by firm size, there was little difference in candidates' confidence they could afford the ARE, with candidates at mid-sized firms just one percentage point less likely to select "yes" than their peers at small and large firms.

For all firm sizes, roughly a quarter of respondents said they felt confident affording the ARE. The other three-fourths of respondents for each firm size were nearly evenly split between not feeling confident at all or feeling "somewhat" confident.



Baseline on Belonging: Examination Report

Impacts on ARE Affordability

Note: This question was asked only of respondents who were active ARE candidates.

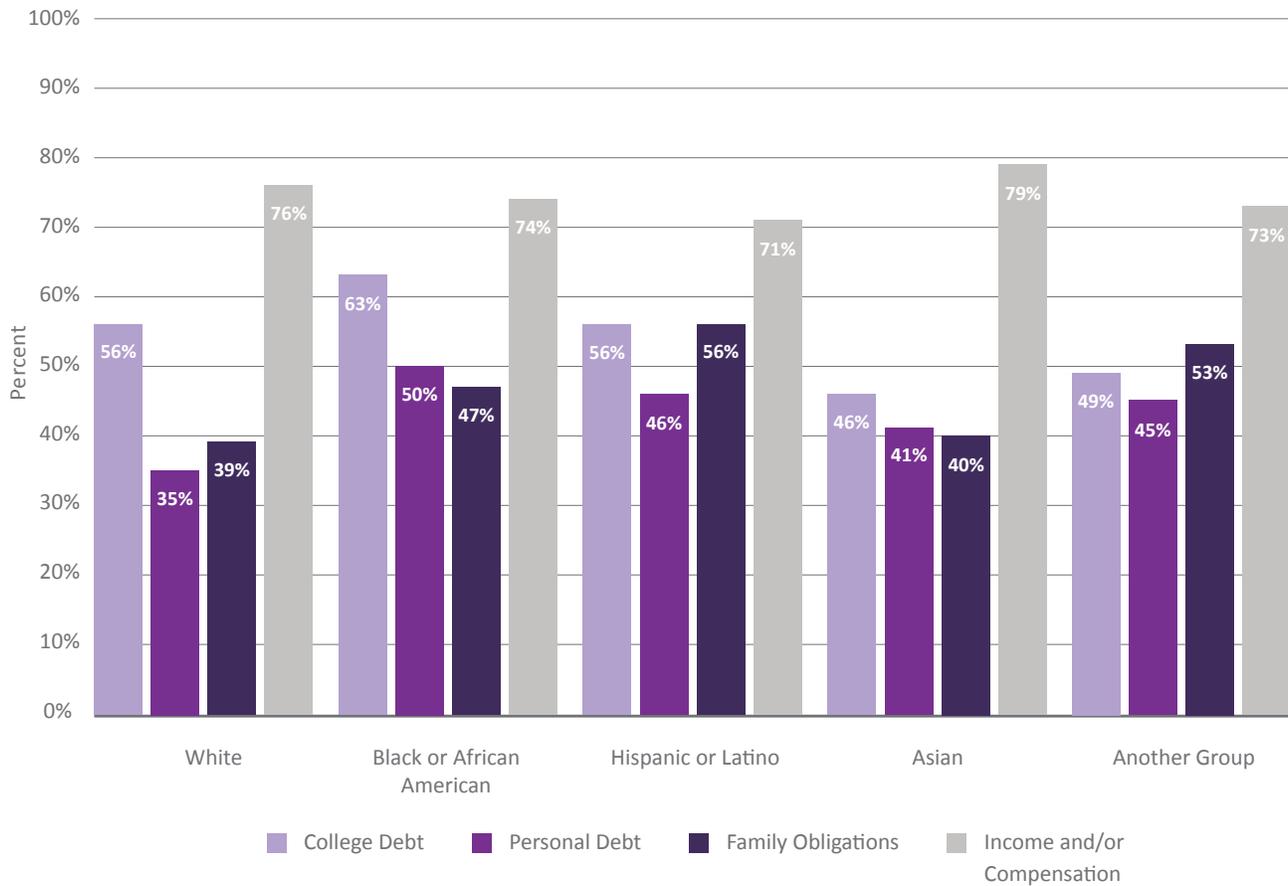
When asked to indicate all the factors impacting their ability to afford the exam, nearly 75 percent of all candidates selected income and/or compensation. In addition, 54 percent selected college debt, 47 percent selected family obligations, and 42 percent selected personal debt.

The likelihood of selecting these factors varied slightly by demographic, with candidates of color more likely to select personal debt and family obligations compared to their white peers.

Firm size, however, did not have as large of an impact on these responses as it did on other aspects of exam affordability.

Baseline on Belonging: Examination Report

Black and Latino Candidates More Likely to Indicate Personal and Family Expenses Impacting Exam Affordability

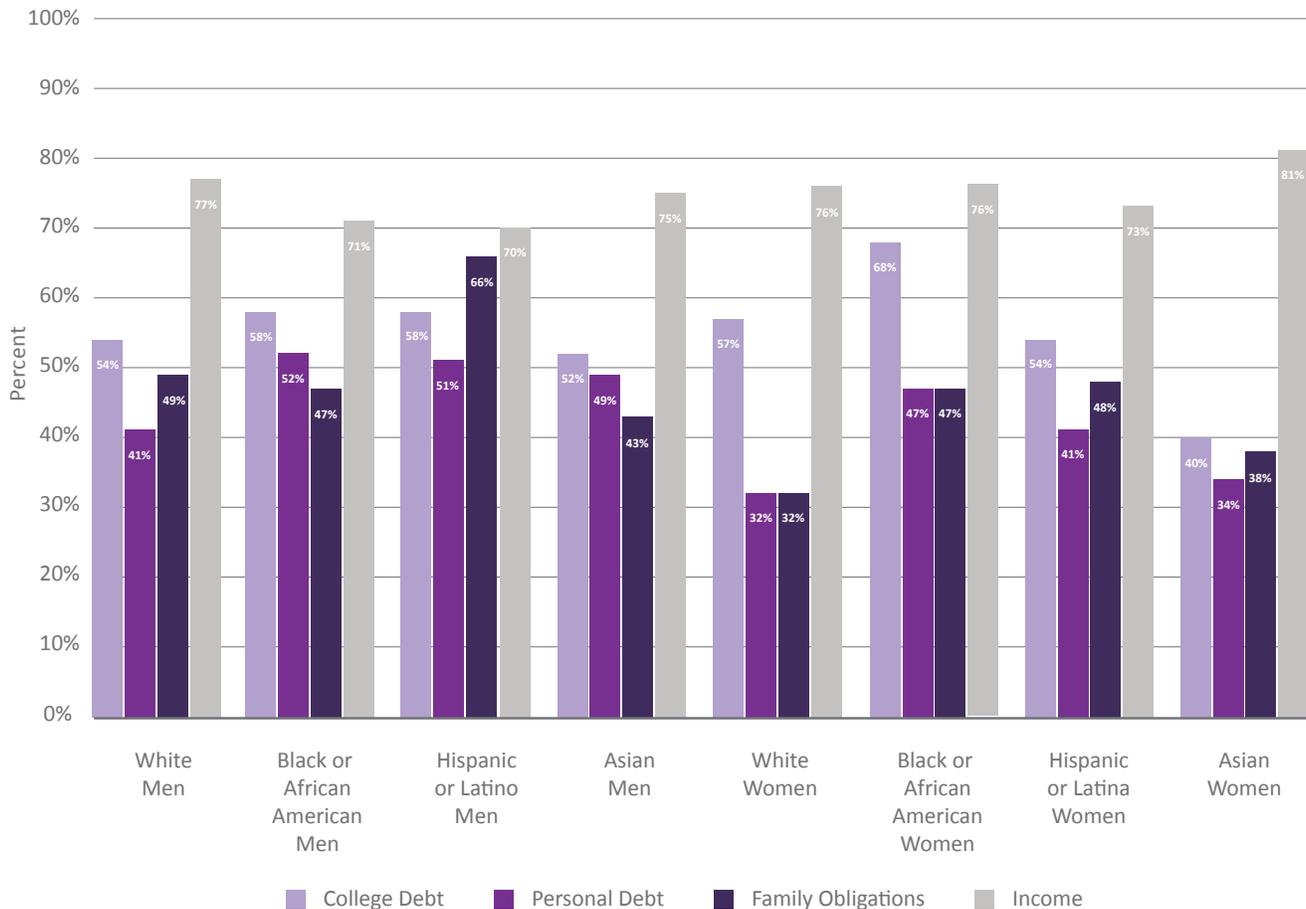


When asked to indicate the factors that impacted their ability to afford the ARE, African American and Latino candidates were more likely to select personal debt and family obligations than their white and Asian peers, with 50 percent of African American candidates selecting personal debt compared to just 35 percent of white candidates. Similarly, 56 percent of Latino candidates selected family obligations, compared to just 39 percent of white candidates.

Asian respondents were the most likely to indicate that their income contributed to their ability to afford the exam—8 percentage points more likely than Latino respondents, who were the least likely. And at 63 percent, African American candidates were the most likely to indicate college debt as impacting ARE affordability—7 percentage points higher than white and Latino candidates and 17 percentage points higher than Asian candidates.

Baseline on Belonging: Examination Report

White Women Least Likely to Report Personal and Family Expenses Impacting Exam Affordability



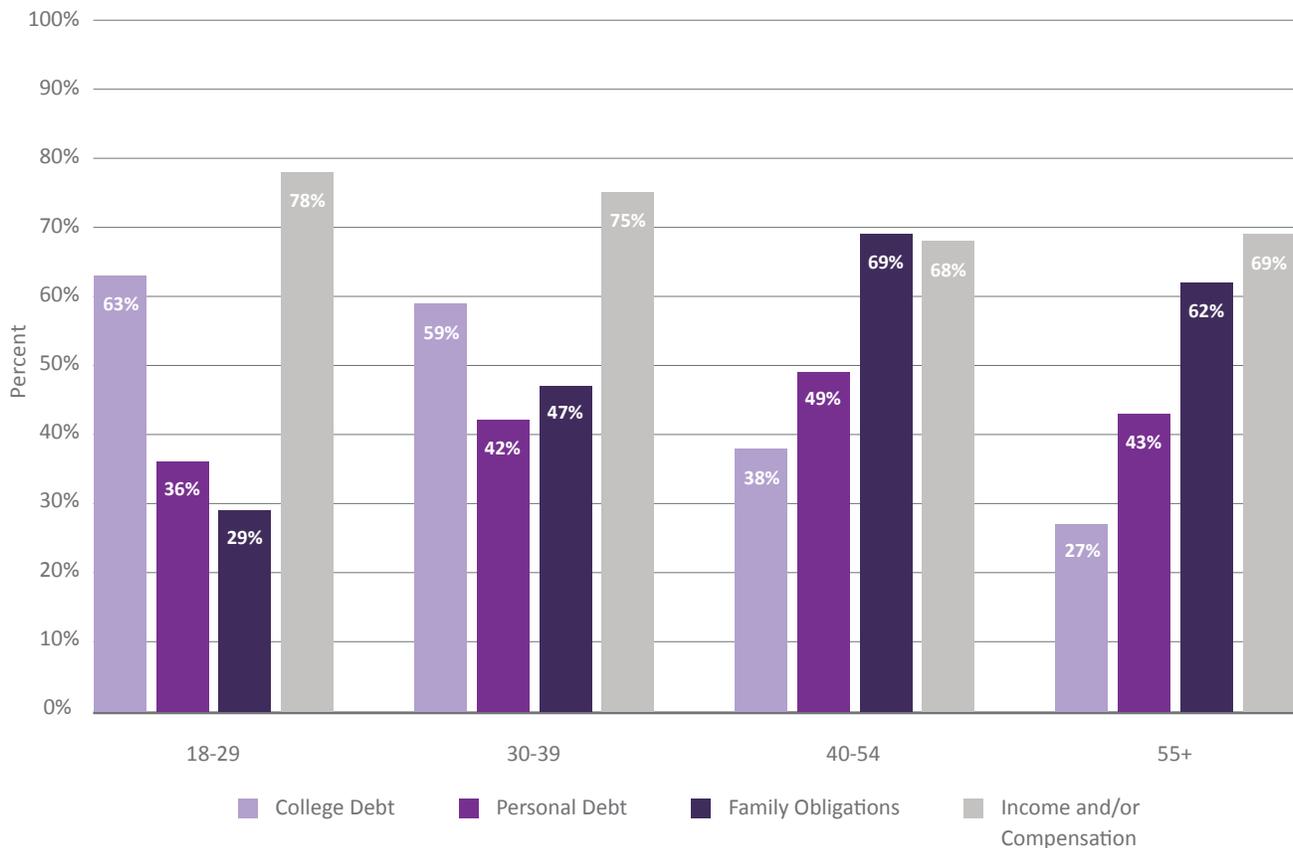
When viewed by race, ethnicity, and gender, white women were least likely to indicate that personal debt and family obligations impacted their ability to afford the ARE at 32 percent.

Asian women were most likely to report that their income impacted their ability to afford the exam—compared to just 75 percent of Asian men. White women were nearly equally as likely to indicate their income impacted their ability to afford the exam as white men, at 76 and 77 percent, respectively.

In contrast, African American women were far more likely to indicate that college debt impacted their ability to afford the exam compared to respondents of other races and ethnicities—14 percentage points more likely than white men and 28 percentage points higher than Asian women, who were the least likely to indicate college debt impacting exam affordability.

Baseline on Belonging: Examination Report

Key Factors Impacting ARE Affordability Vary With Age



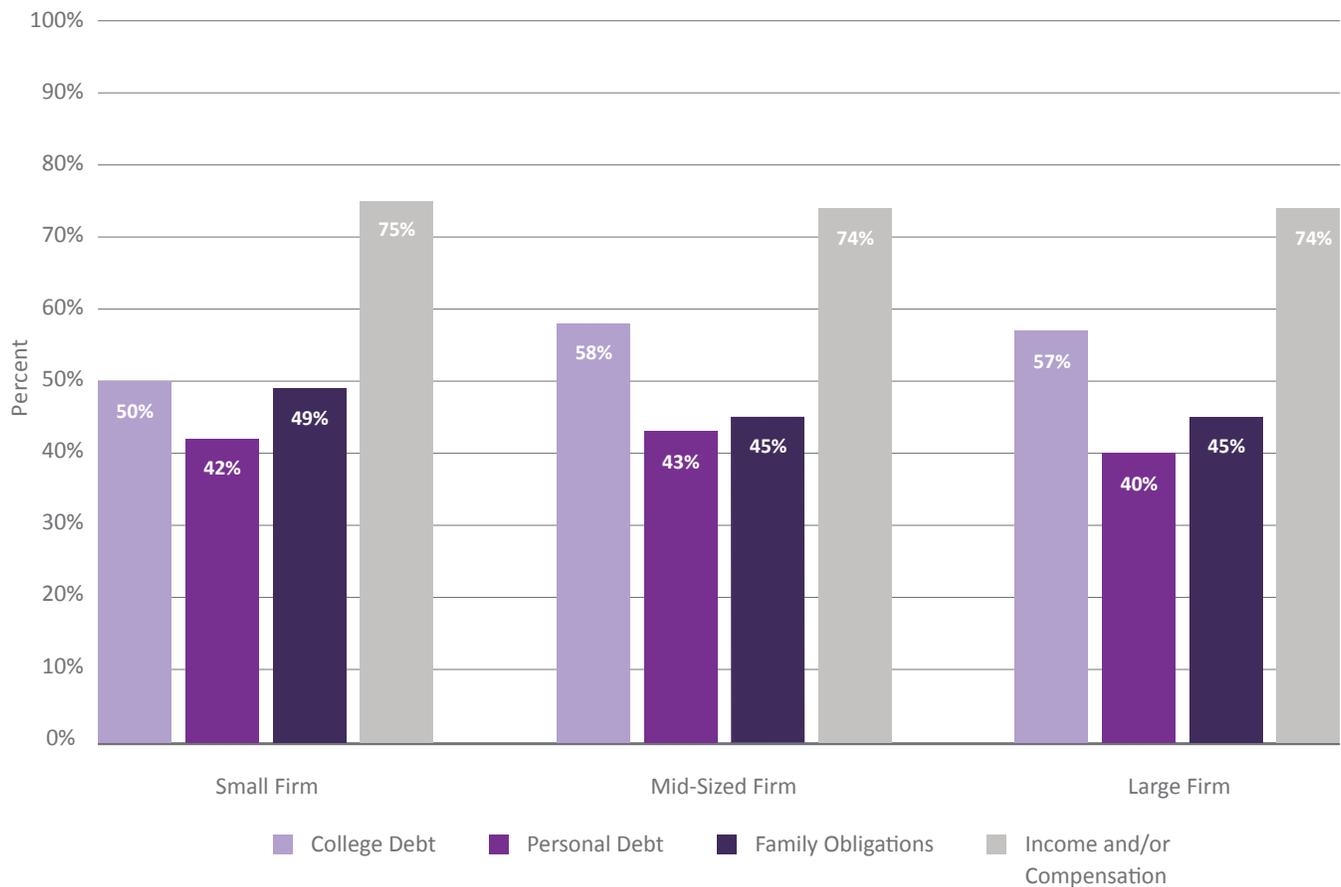
When viewed by age, younger candidates were more likely to report that college debt impacted their ability to afford the ARE compared to older candidates, with 63 percent of those in the 18-29 age group.

However, the reverse was true of family obligations— older candidates were much more likely to indicate that family expenses impacted the exam’s affordability compared to those aged 18-29.

Although candidates’ likelihood to select personal debt rose slightly with age, it didn’t vary as greatly as family and college expenses. Similarly, candidates’ likelihood to select income fell slightly with age, with those in the 18-29 age group 9 percentage points more likely to select this response than those aged 55+.

Baseline on Belonging: Examination Report

Firm Size Doesn't Have Significant Effect on Factors Impacting ARE Affordability



Unlike some other areas related to the exam, most factors impacting the exam's affordability did not change significantly when viewed by firm size.

Candidates at small firms were slightly more likely than their peers at mid-size and large firms to report family obligations by 1 percentage point as a factor impacting their ability to afford the exam, but 7-8 percentage points less likely indicate college debt.

Regardless of firm size, candidates were nearly equally as likely to select personal debt and income as factors impacting their ability to afford the ARE.



Baseline on Belonging: Examination Report

Expected Contributors Toward ARE Costs

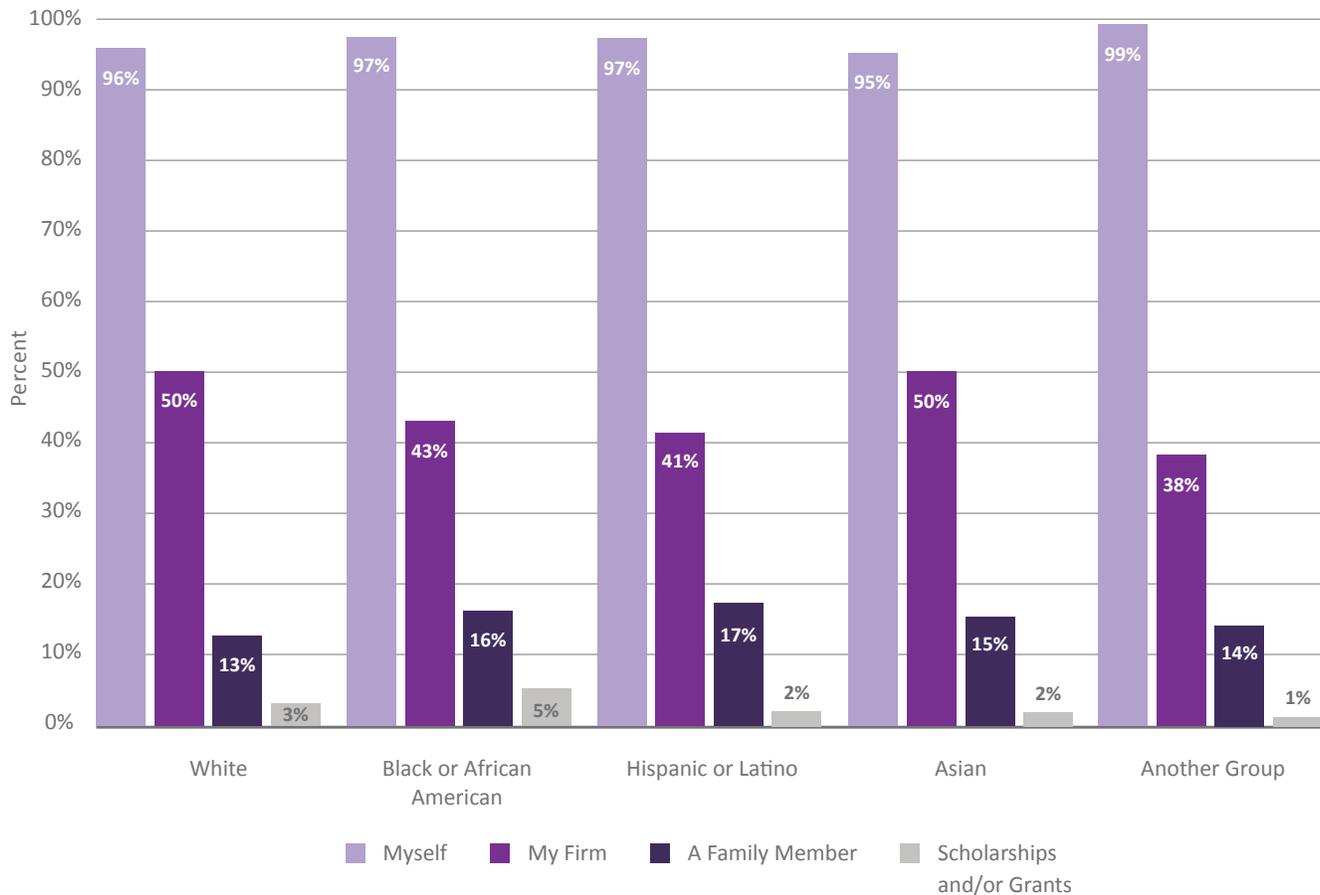
Note: This question was asked only of respondents who were active ARE candidates. Recently licensed individuals or those who had completed the exam were asked to select the parties that did contribute toward the cost of the ARE.

When asked to indicate all the parties that would contribute toward the cost of the ARE, 97 percent of all active ARE candidate respondents selected themselves.

Despite anecdotal reports that most firms will help pay for the exam, just 46 percent—less than half—of respondents said that their firm would contribute to the exam’s cost. White and Asian candidates were more likely to report that their firm would contribute to the cost of the exam than African American and Latino candidates. However, the most significant factors in firm support to exam costs were firm size and candidate age, which both saw disparities of over 25 percent.

Baseline on Belonging: Examination Report

White and Asian Candidates More Likely to Say Their Firm Will Contribute to ARE Cost

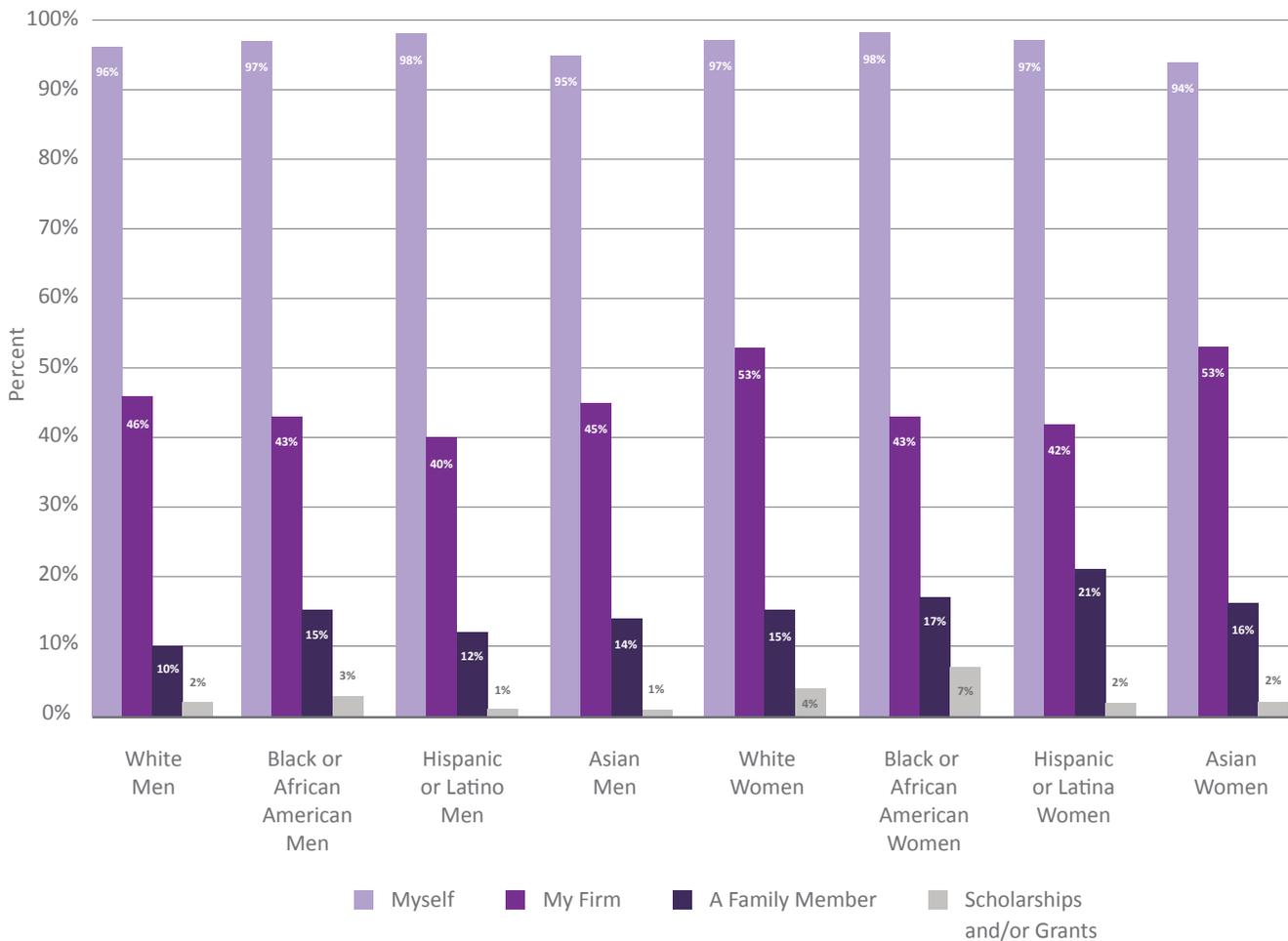


When asked to select all the parties who would contribute to the cost of the ARE, almost all candidates selected themselves, regardless of race or ethnicity. White and Asian candidates were 7-9 percentage points more likely to select their firm as a contributor than Black and Latino candidates.

In addition, candidates of color were slightly more likely to indicate that a family member would contribute toward the exam’s cost compared to white candidates.

Baseline on Belonging: Examination Report

White and Asian Women Most Likely to Say Their Firm Will Contribute to ARE Cost



When viewed by race, ethnicity, and gender, the disparity between respondents grew when it comes to external parties helping pay for the exam.

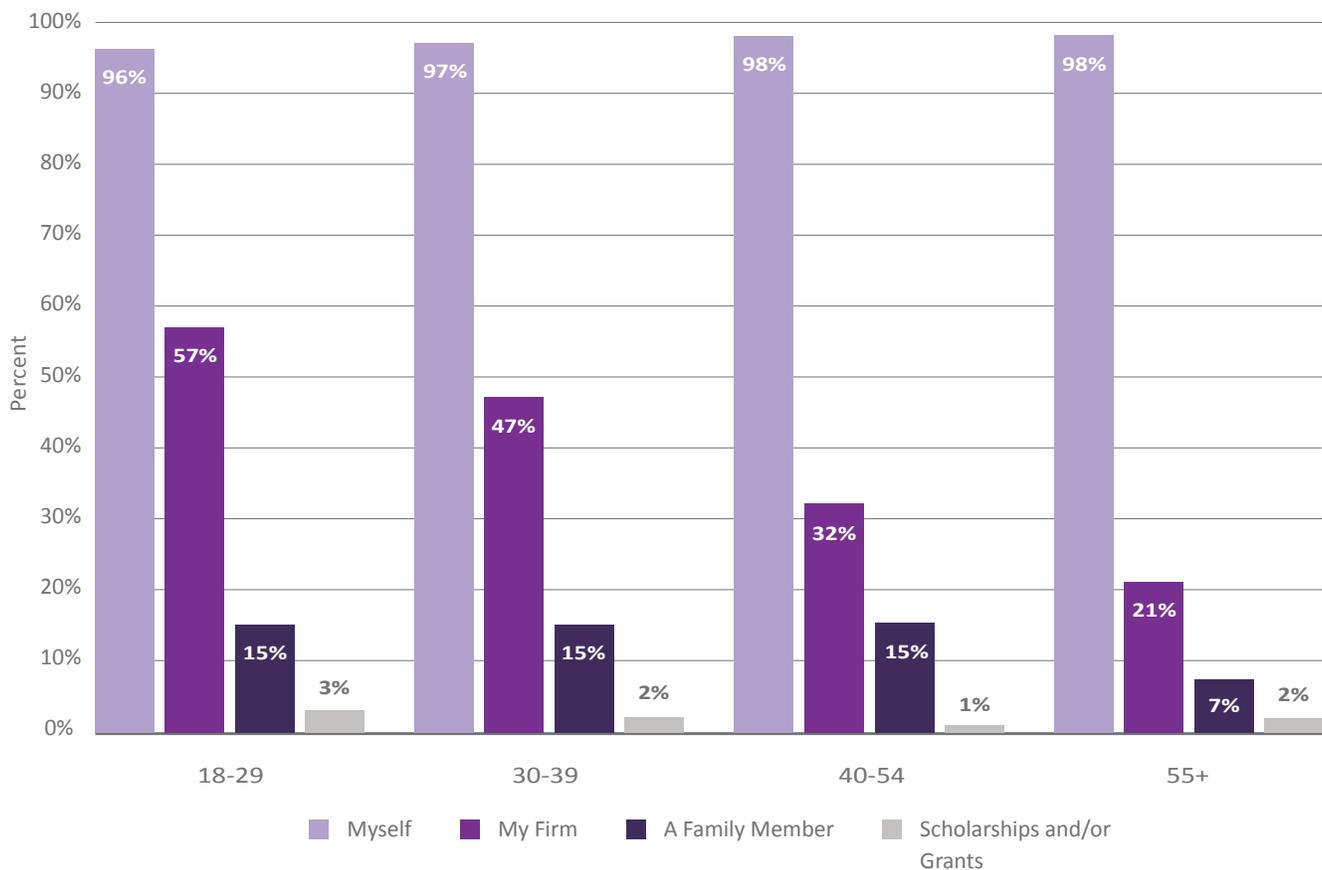
Women of most racial and ethnic groups were slightly more likely to indicate that their firm would help pay for the ARE compared to their male peers, with the exception of African American women—who were equally likely as African American men to report their firm contributing to the cost of the ARE.

At 53 percent, white and Asian women were the most likely of all respondents to say their firm would contribute to the cost of the ARE—11 and 13 percentage points more likely than Latina women and Latino men, respectively.

In addition, Latinas were the most likely to report that a family member would contribute toward the cost of the exam at 21 percent—11 percentage points higher than white men.

Baseline on Belonging: Examination Report

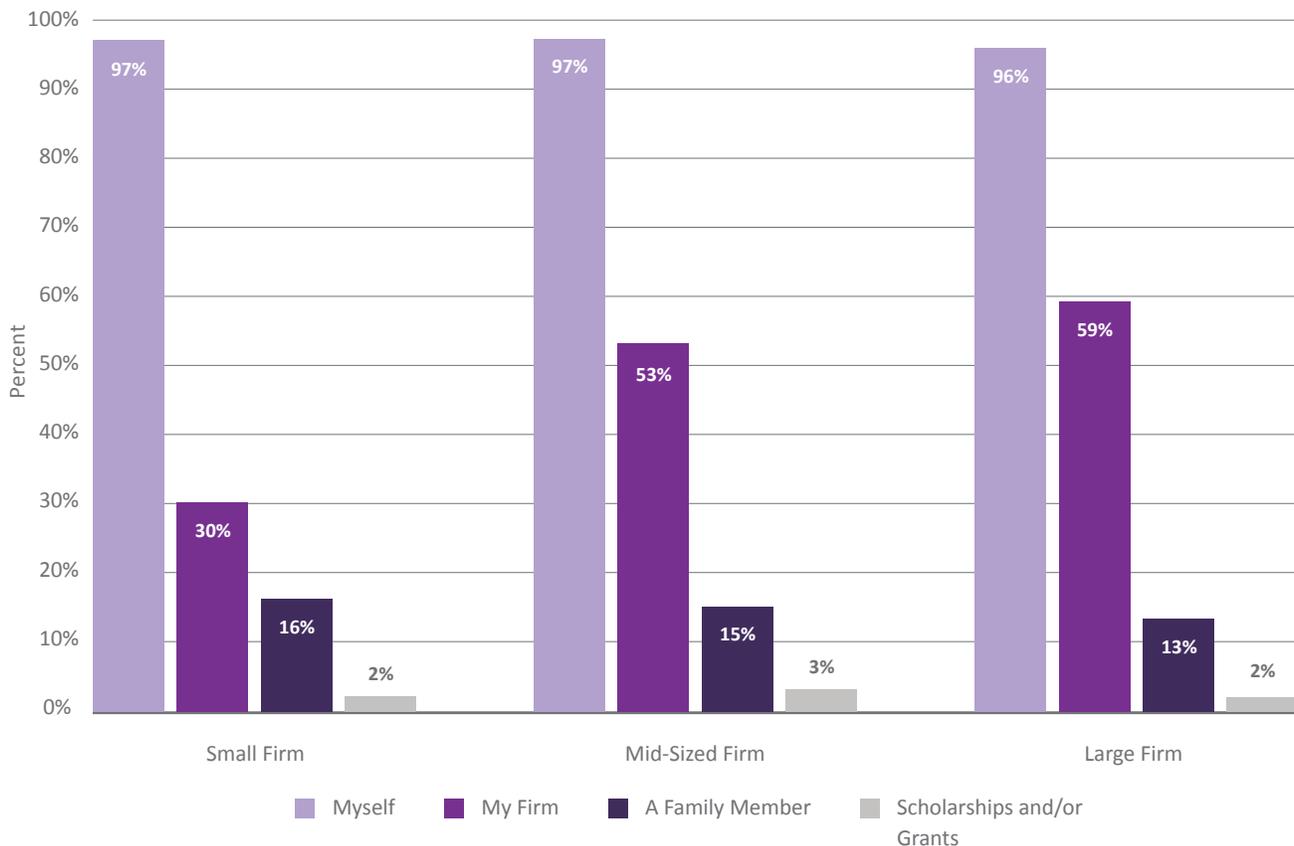
Older Candidates Less Likely to Say Their Firm Will Contribute to ARE Cost



A candidate’s likelihood to report that their firm would contribute to the cost of the exam decreased dramatically with age. Nearly 60 percent of candidates in the 18-29 age group reported their firm would help pay for the exam, compared to just 21 percent of those aged 55+. Even the 30-39 age group (which represents the largest cohort of exam candidates, according to NCARB’s data) was 10 percentage points less likely to report receiving firm support compared to their younger peers.

Baseline on Belonging: Examination Report

Candidates at Large Firms More Likely to Say Their Firm Will Contribute to ARE Cost



Segmenting the responses by firm size revealed that candidates working at large firms were nearly twice as likely to report that their firm would contribute to the cost of the exam compared to those at small firms. Nearly 60 percent of candidates indicated their firm would help pay for the exam, compared to 53 percent of those working at mid-size firms and 30 percent of those working at small firms.



Baseline on Belonging: Examination Report

Firm Contribution Toward ARE Costs

Note: This question was asked only of respondents who were recently licensed or those who had completed the exam.

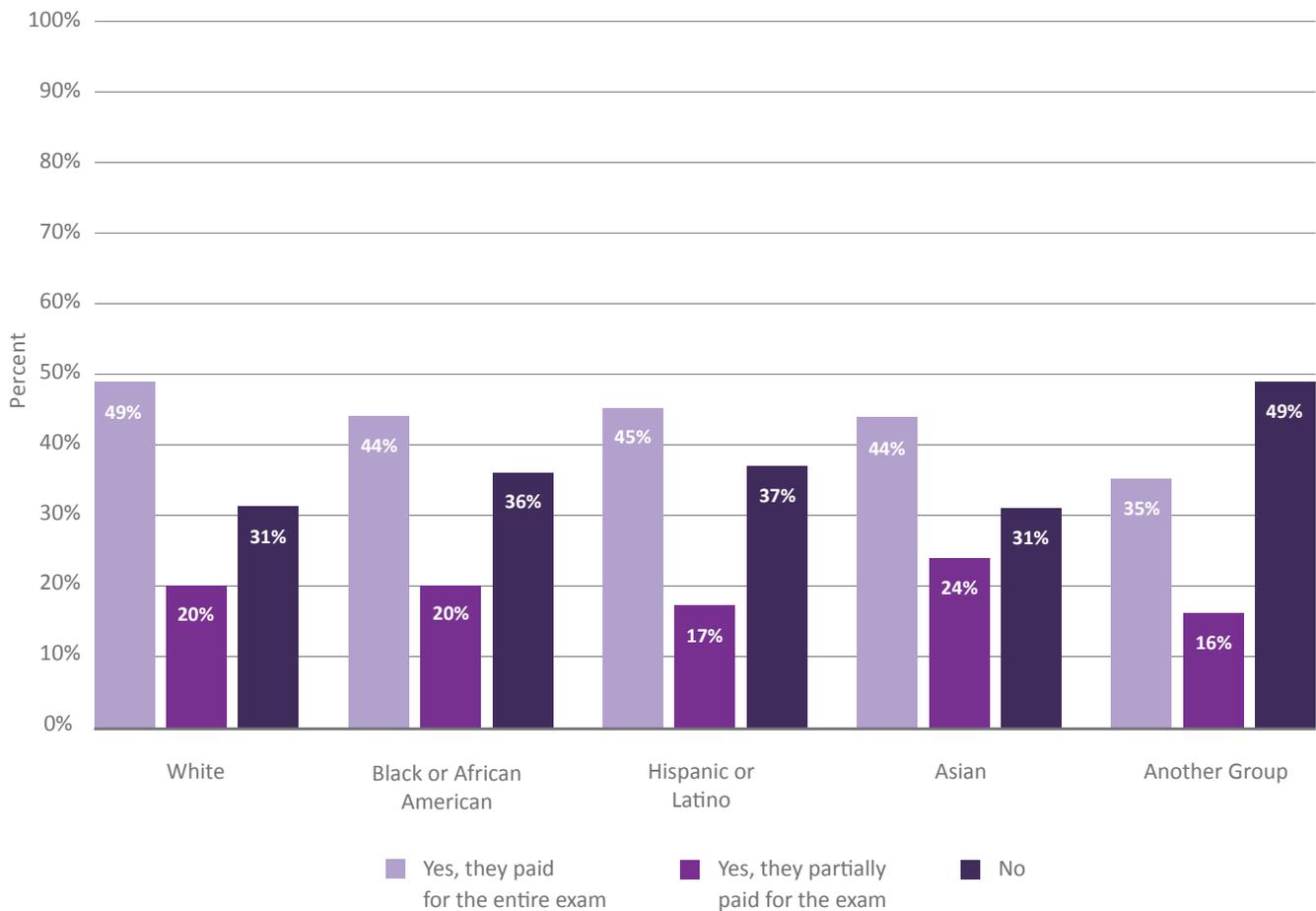
When asked if their firm contributed to the cost of the exam, 45 percent of respondents who were licensed or had completed the ARE reported that their firm paid for the entire exam. Twenty percent reported that their firm paid for part of the ARE, and 34 percent said their firm did not contribute toward the cost of the exam (the remaining 1 percent of respondents were unsure).

Responses revealed some disparities by race, ethnicity, and gender, with white respondents most likely to report receiving support toward the cost of the entire exam compared to their peers.

As with other areas related to exam support, age and firm size remained the most significant factors impacting a firm's likelihood to pay for the ARE, with young respondents and respondents employed by large firms far more likely to receive monetary support than their peers.

Baseline on Belonging: Examination Report

White and Asian Respondents More Likely to Receive Firm Support Toward ARE Cost



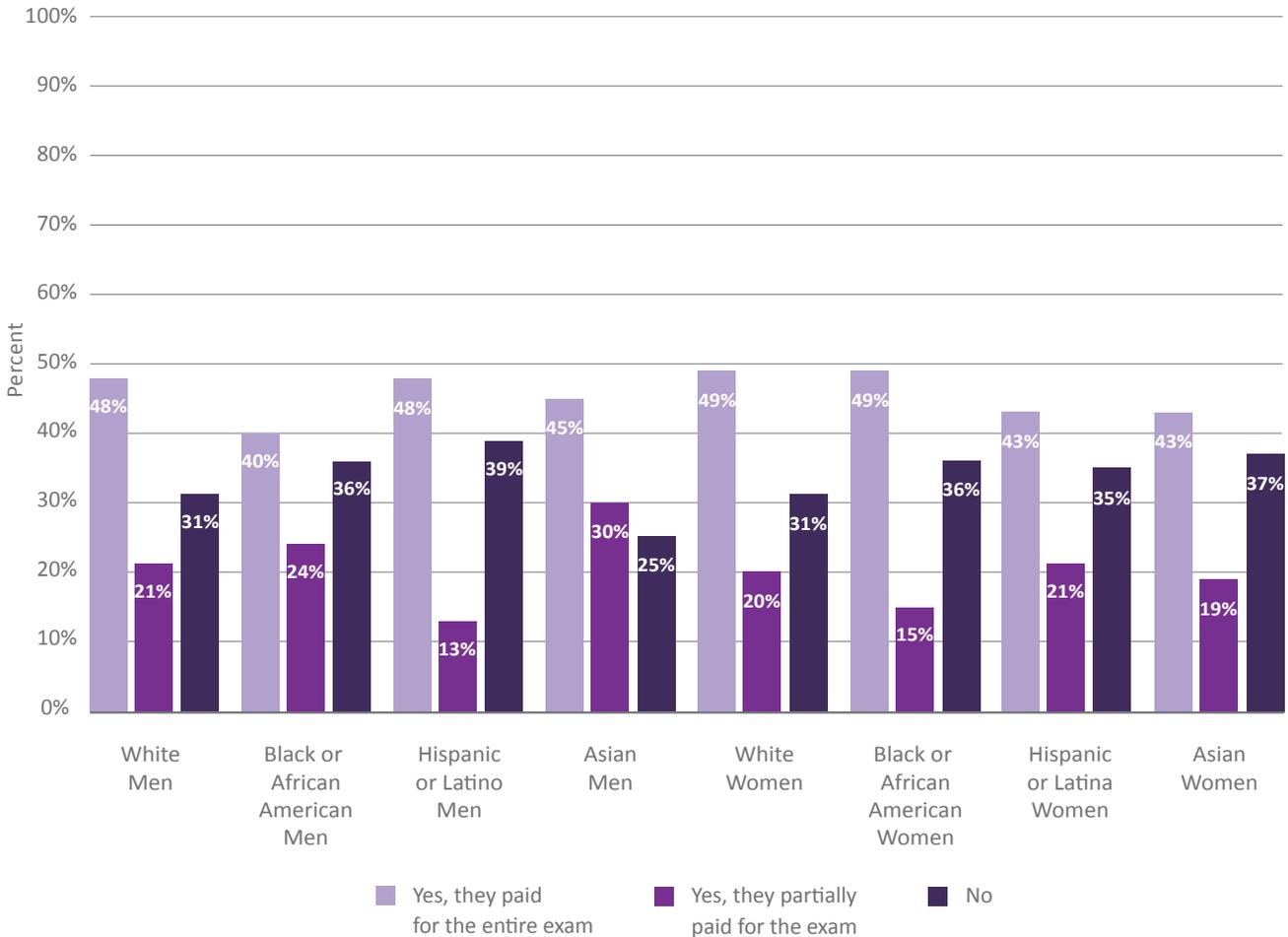
When asked whether their firm had contributed to the cost of the exam, 49 percent of white respondents said their firm paid for the entire exam—4 and 5 percentage points higher than their Latino, African American, and Asian counterparts.

Asian respondents were the most likely to say that their firm partially paid for the exam at 24 percent, compared to 20 percent of white and African American respondents and 17 percent of Latino respondents.

African American and Latino respondents were nearly equally likely to say their firm did not contribute to the cost of the exam at all—5-6 percentage points higher than white and Asian respondents.

Baseline on Belonging: Examination Report

Latino Men Most Likely to Receive No Firm Support Toward ARE Cost



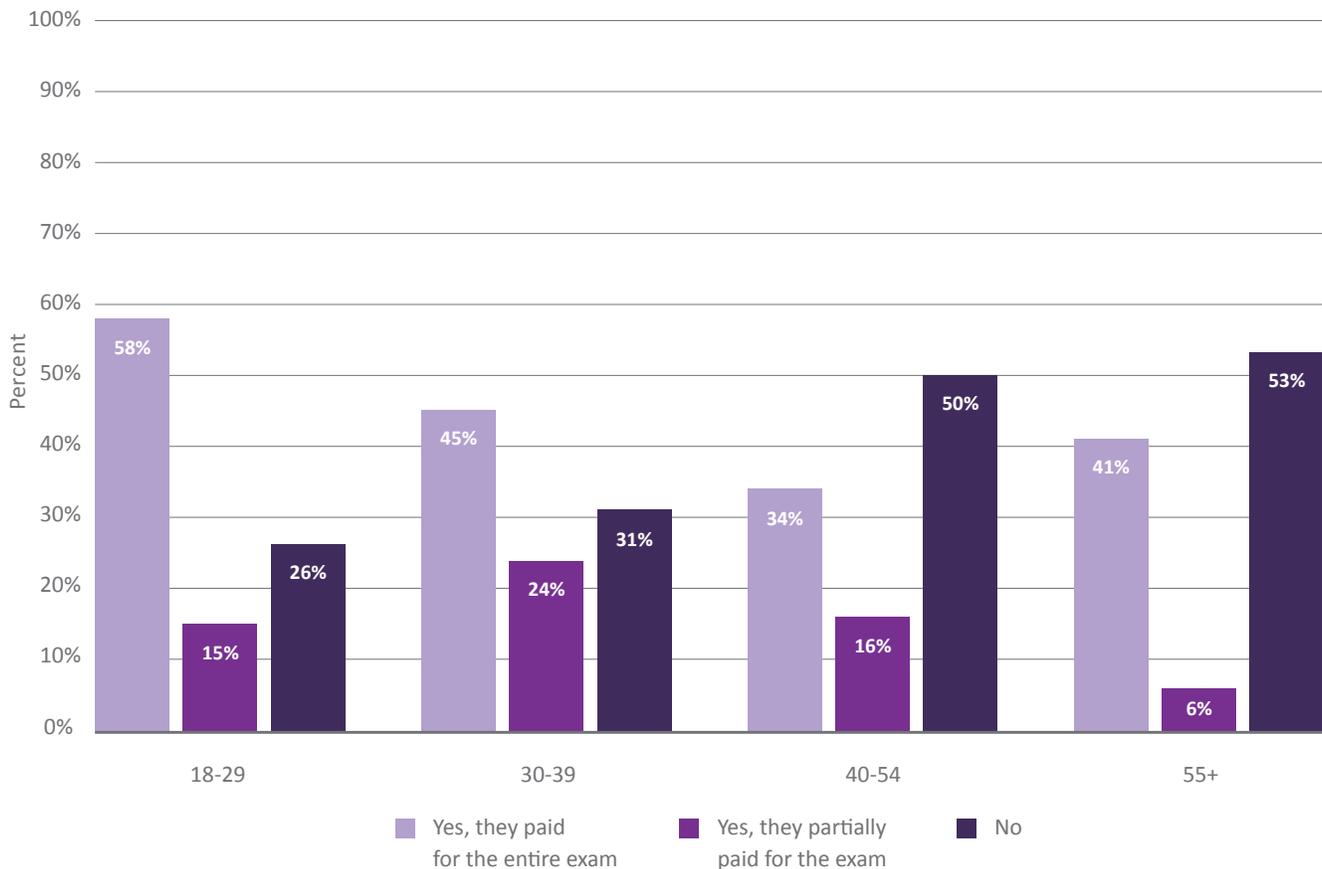
Viewing the responses by race, ethnicity, and gender revealed disparities between genders for people of color, but little difference between genders for white respondents.

White and African American women were the most likely of all respondents to report that their firm paid for the entire exam at 49 percent, with white and Latino men just one percentage point less likely at 48 percent. Conversely, just 40 percent of African American men and 43 percent of Latina and Asian women indicated that their firm would pay for the entire exam.

Latino men were the most likely to report that their firm did not contribute toward the cost of the exam at 39 percent—this is 8 percentage points higher than white men and women and 14 percentage points higher than Asian men.

Baseline on Belonging: Examination Report

Older Respondents Less Likely to Receive Firm Support Toward ARE Cost

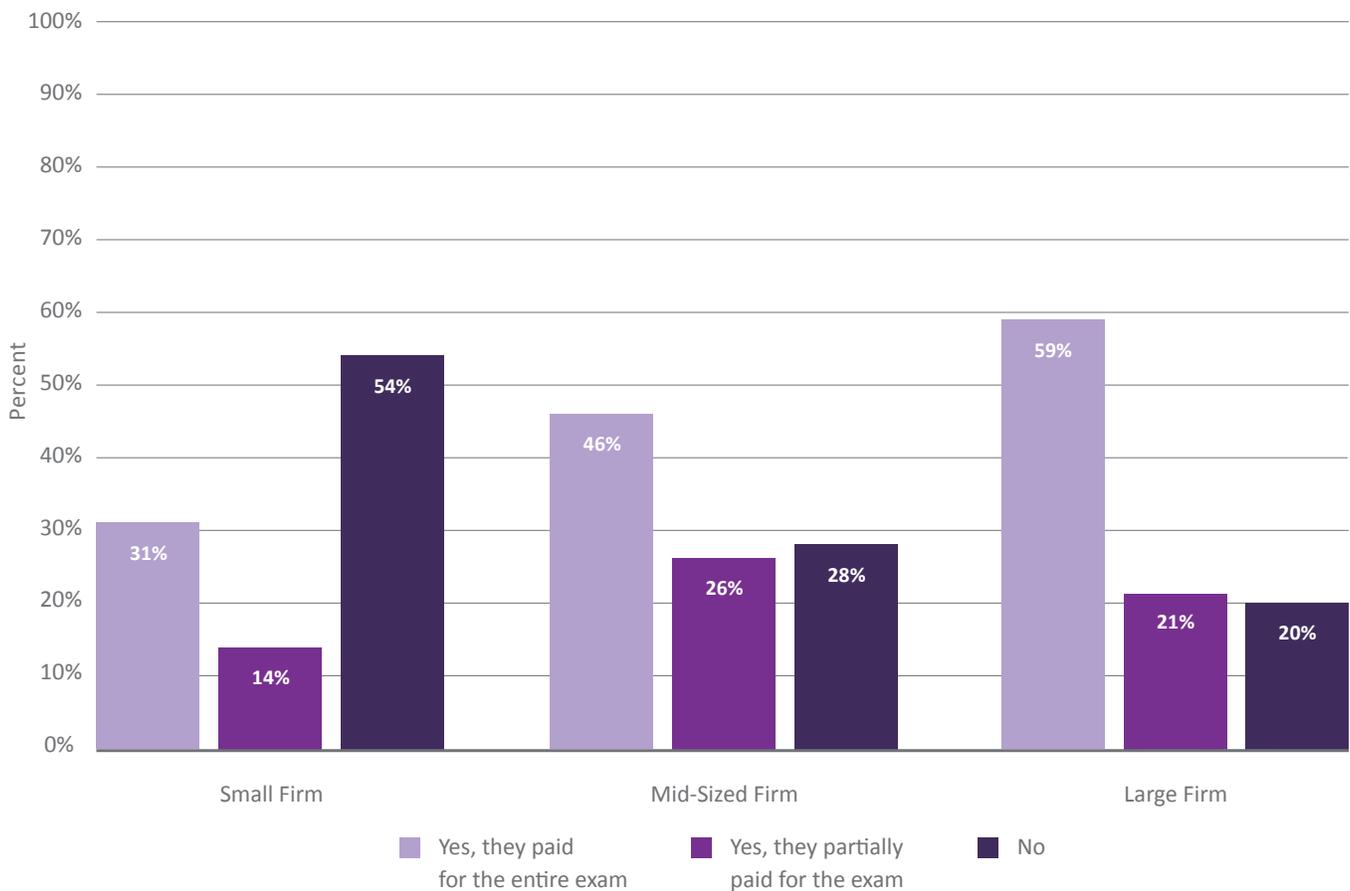


Respondents' likelihood to report that their firm paid the cost of the entire exam decreased dramatically with age. Nearly 60 percent of candidates in the 18-29 age group reported that their firm paid for the entire ARE, compared to just 34 percent of those aged 40+.

Half of respondents aged 40+ reported receiving no firm support toward the cost of the exam, compared to 31 percent of those aged 30-39 and 26 percent of those aged 18-29.

Baseline on Belonging: Examination Report

Respondents at Large Firms Nearly Twice as Likely to Receive Firm Support for Entire ARE Cost



Segmenting the responses by firm size revealed that respondents working at large firms were nearly twice as likely to report that their firm paid for the entire exam compared to those working at small firms. Respondents at mid-sized firms were the most likely to report that their firm partially paid for the exam. Over half of respondents at small firms reported receiving no firm support toward the cost of the ARE, compared to just 28 percent of those at mid-sized firms and 20 percent of those at large firms.



Baseline on Belonging: Examination Report

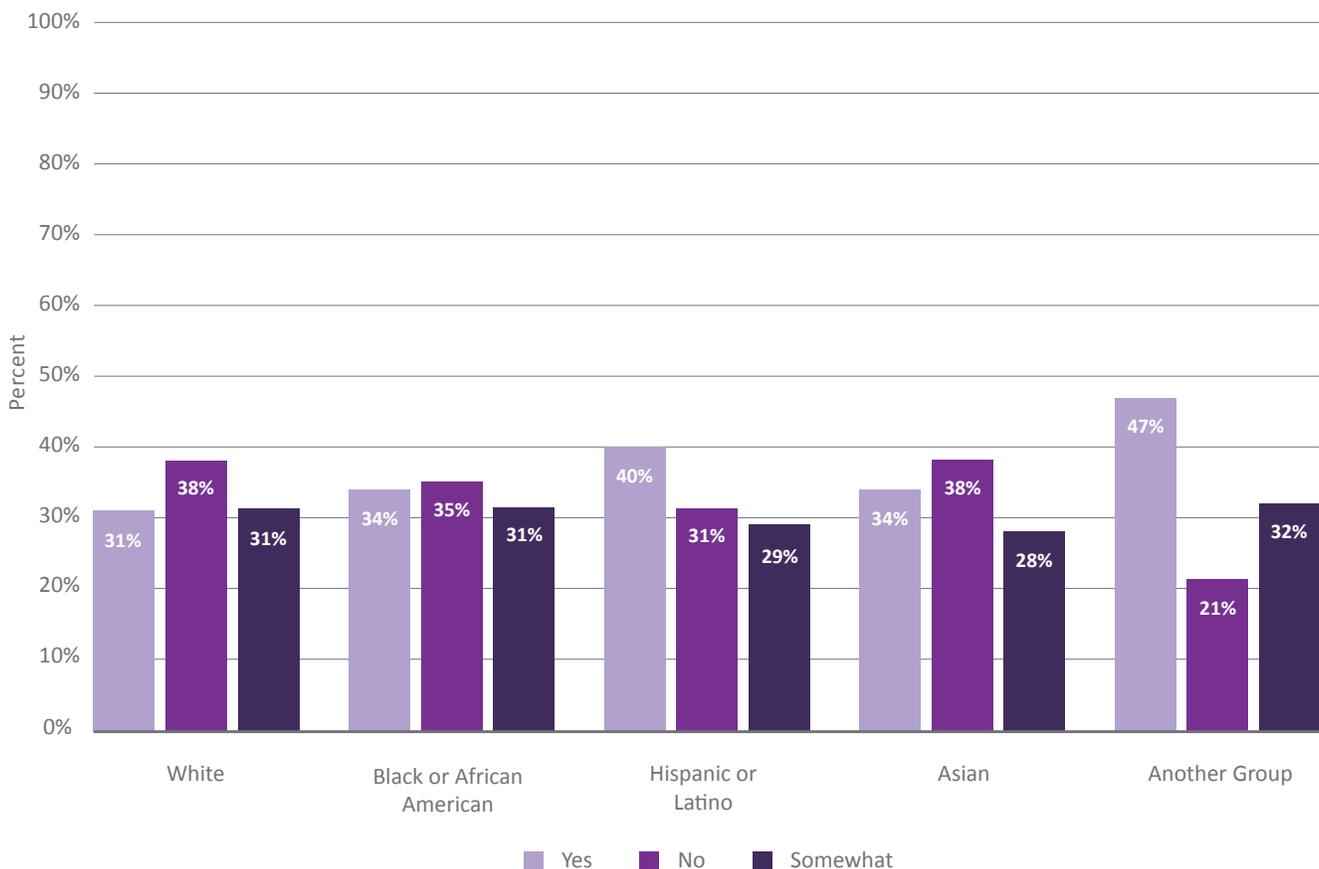
Difficulty Affording the ARE

Note: This question was asked only of respondents who were recently licensed or had passed the ARE and reported that they partially or fully paid for their exam cost.

When asked if they had personally experienced difficulty paying for the ARE, 36 percent of all respondents who completed the ARE or were recently licensed said yes. An additional 29 percent of respondents reported some difficulty paying for the exam and another 35 percent reported having no difficulty affording the exam. Unlike other areas related to the exam, firm size and age did not significantly impact respondents' likelihood to report facing difficulty paying for the exam. Instead, race, ethnicity, and gender revealed larger disparities in this area.

Baseline on Belonging: Examination Report

White and Asian Respondents Less Likely to Report Difficulty Paying for the Exam

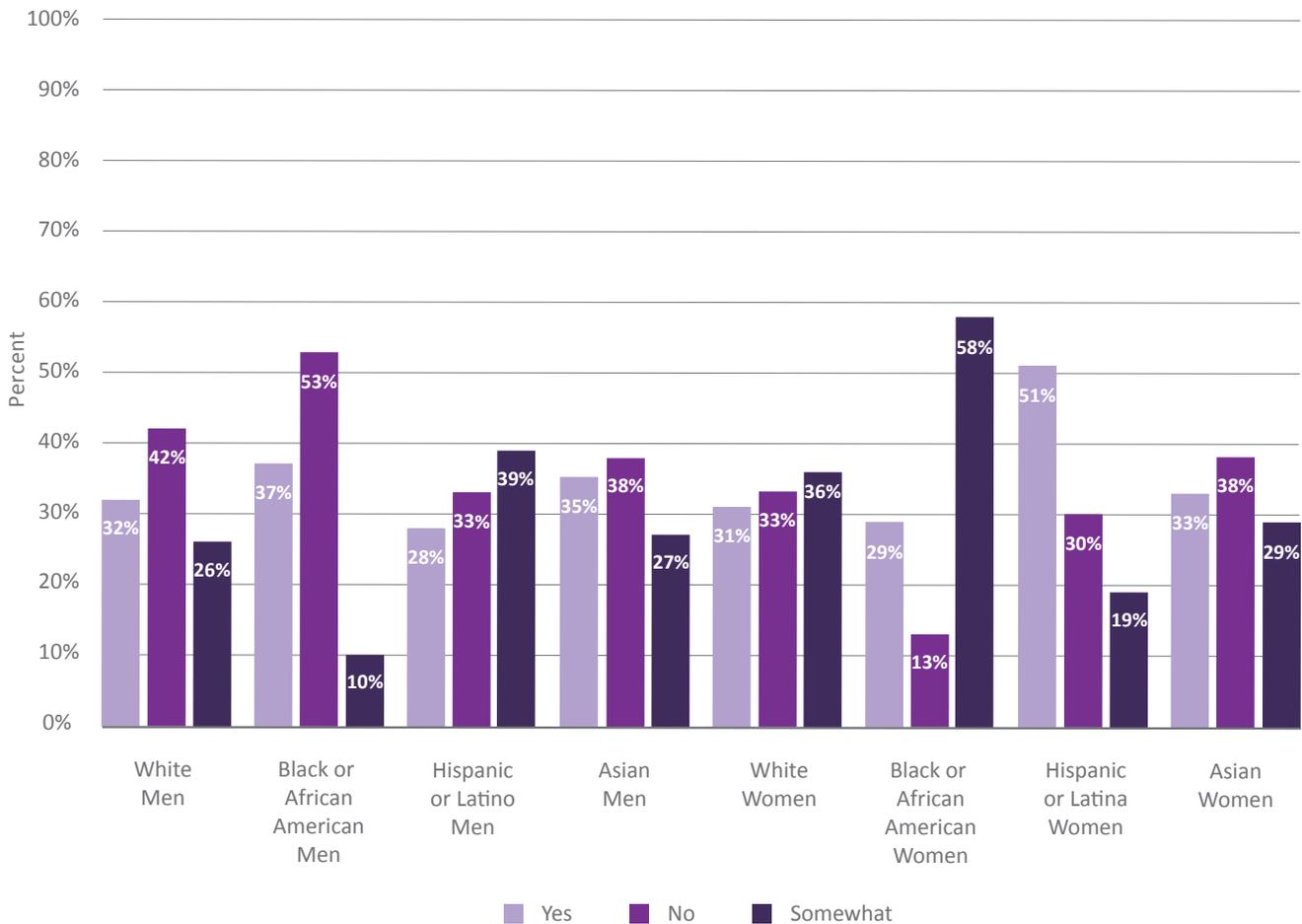


When asked if they had experienced personal difficulty paying for the cost of the ARE, 38 percent of white and Asian respondents indicated they had not—3 percentage points higher than African American respondents and 7 percentage points higher than Latino respondents.

While white and African American respondents were the most likely to report experiencing “somewhat” difficulty paying for the exam, Latino respondents were the most likely to report experiencing difficulty affording the exam—9 percentage points more likely than white respondents.

Baseline on Belonging: Examination Report

African American and Latina Women More Likely to Report Difficulty Paying for the Exam



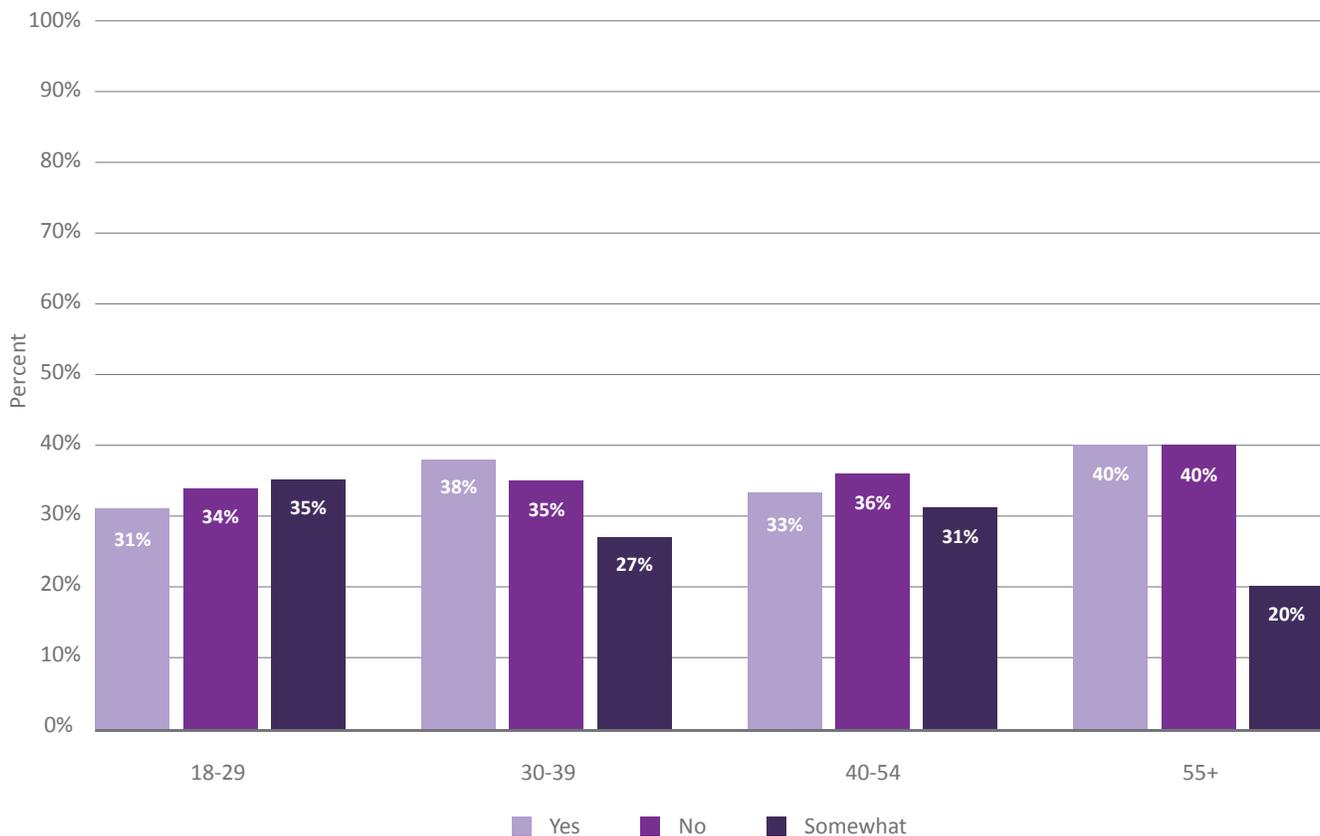
When viewed by race, ethnicity, and gender, women of all groups were equally or more likely to report some level of difficulty paying for the cost of the exam compared to their male peers.

When asked if they experienced difficulty affording the exam, Latinas were the most likely to select “yes” at 51 percent, compared to just 31 percent of white women and 28 percent of Latino men.

African American women were far less likely than other groups to select “no” at just 13 percent—29 percentage points less than white men and 40 percentage points less than African American men. African American women, were also the most likely of all groups to select “somewhat” difficulty at 58 percent, compared to white men at 26 percent.

Baseline on Belonging: Examination Report

Respondents of All Ages Report Nearly Equal Difficulty Paying for the ARE

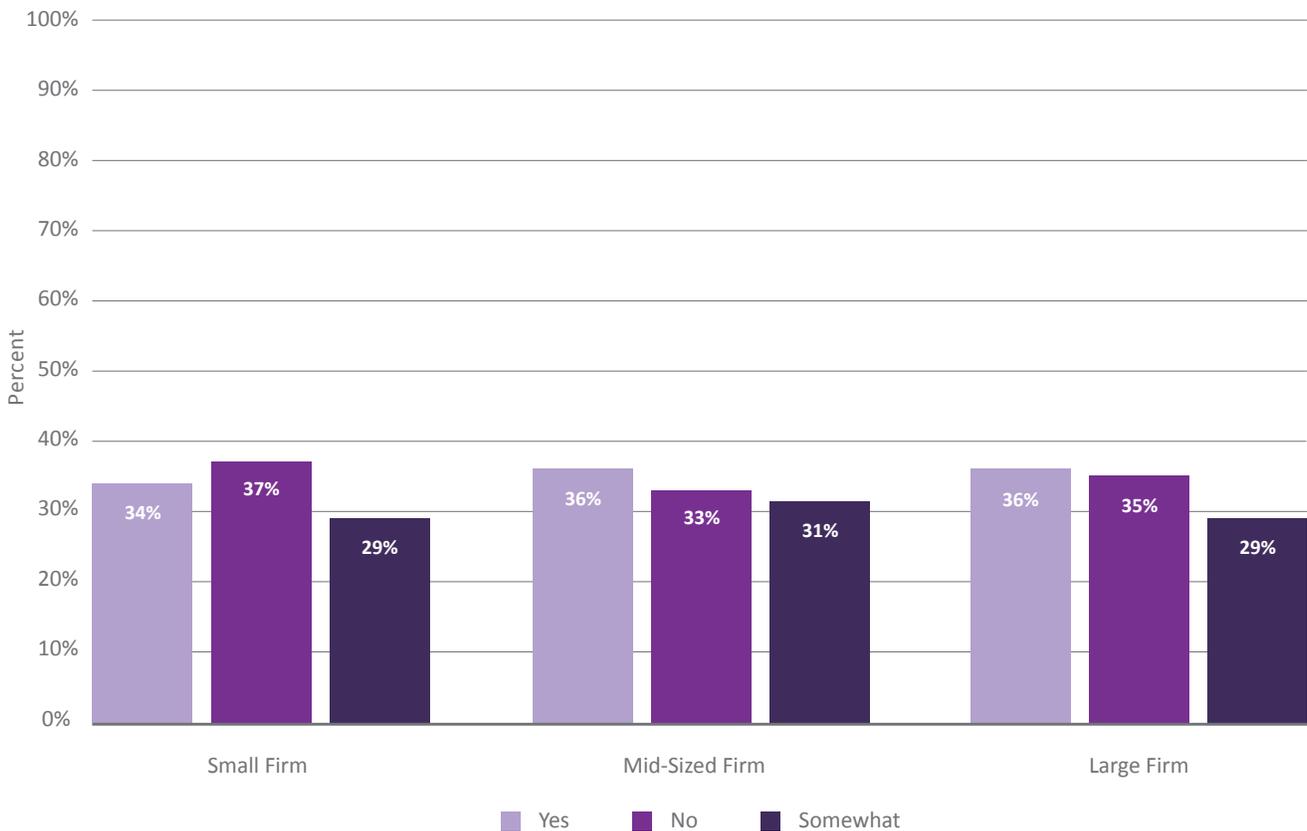


Viewing responses to this question revealed smaller disparities by age compared to other exam-related areas, with respondents in each age group nearly equally as likely to say they did not face difficulty paying for the ARE (ranging from 34-37 percent).

Respondents in the 30-39 age group were more likely to select “yes” than their peers and less likely to select “somewhat.”

Baseline on Belonging: Examination Report

Firm Size Doesn't Have Significant Impact on Ability to Afford the ARE



Despite differences in affording the exam across age groups, there was little difference in respondents' likelihood to report difficulty paying for the exam when viewed by firm size. Respondents employed by small firms were slightly less likely to say they experienced difficulty affording the ARE compared to their peers.



Baseline on Belonging: Examination Report

Next Steps

Responses to the preliminary study provided insight into candidates' challenges during the examination process and illuminated areas for NCARB and NOMA to pursue for further research. For example, some key insights from the report raise important questions—including why candidates at larger firms are more likely to receive financial support for the exam, or why candidates that identify as racial and ethnic minorities are more likely to spend more on exam-related costs.

- Why are candidates at small firms less likely to receive financial support for the exam and exam-related costs?
 - Is this purely due to economic affordability for small firms?
 - Do small and large firms have different perspectives on the value of licensure and the benefit to their firm?
 - Are small firms more likely to regard licensure as an individual pursuit?
 - Do small firms have less need or benefit in their employees becoming licensed.
- How do socioeconomic factors faced by candidates of color affect their ability to afford the exam?
 - How do personal debt and other financial obligations impact a candidate's ability to take the exam?
 - Are candidates deferring testing due to affordability concerns?
 - Does affordability slow down the testing process for candidates under financial stress?
 - Is affordability limiting candidates' ability to access test prep materials?
- Why are candidates of color less likely to receive firm support for the exam and exam-related costs?
 - Are there examples where a specific firm is treating candidates differently?
- How might differences in treatment affect a candidates' ability to perform or focus on preparing for the exam?
 - Are Latino candidates less likely to receive firm support because they are more likely to work in small firms?
 - Is financial support an established and defined benefit or are candidates having to advocate and negotiate to gain exam support?

Baseline on Belonging: Examination Report

- If the latter, are candidates equally empowered to advocate for support, and are there other influencing factors?
 - What is the mechanism for financial support—are candidates being reimbursed, or are they provided funds in advance? Is financial support dependent on successful performance?
 - Does the lack of more senior minority professionals in the profession affect minority candidates' ability to receive firm support?
- How do women of color navigate facing disproportionate challenges affording, preparing for, and taking the ARE?
 - How are women of color specifically impacted by the intersection of gender, race, and ethnicity in a profession historically led by white males?
 - How do debt and other financial obligations (which disproportionately affect women of color) specifically impact their ability to prepare for the exam.
 - Does the lack of female, minority mentors impact women of color in preparing for and taking the exam? If so, how?
- Key question- Age (Receiving firm support)
 - Are older candidates receiving less firm support because they are more likely to work in a small firm?
 - Are firms regarding older candidates as being more financially self-sufficient and therefore requiring less support?
 - Are older candidates disadvantaged because firm culture toward licensure focused on recent graduates?
 - If licensure becomes a recent pursuit for an established contributor, is it harder for that candidate to establish support structures?
 - Is succession planning within firms a driver for older candidates to pursue licensure?

In Phase #2, NOMA and NCARB will look to further explore these questions by conducting focus groups and follow-up micro surveys to further explore these important questions. By conducting a drill-down study of the disparities revealed in this report, NCARB and NOMA aim to propose targeted actions that will lead to measurable progress in ensuring all candidates can succeed on the path to licensure.



**Baseline on Belonging:
Equity, Diversity, and Inclusion
in Architecture Licensing**



***Firm Culture & Career
Development Report***

Baseline on Belonging: Firm Culture & Development Report

Table of Contents

Executive Summary	323
Key Findings	325
Introduction	327
Setting the Scene: Time to Licensure	329
Setting the Scene: Licensure Progress	332
Respondent Demographics: Employed in Architecture	337
Respondent Demographics: Licensure Status	342
Firm Culture: Encouragement of Licensure	346
Firm Culture: Respect for Individuals	349
Firm Culture: Sense of Belonging	354
Firm Culture: Diverse and Inclusive	358
Firm Culture: Treatment of Employees Who Are Different	361
Firm Culture: Encouraged to Apply for Higher Positions	364
Firm Culture: Employees of Different Backgrounds Interact Well	369
Firm Culture: Diversity Is a Barrier to Progression	372
Firm Culture: Identifying Similar People in Leadership Positions	376
Firm Culture: Witnessing Prejudice and Discrimination	381
Firm Culture: Types of Prejudice and Discrimination in the Workplace	386
Firm Culture: Positive Impact on Career Progression	398
Firm Culture: Compensation	403
Firm Culture: I Feel Valued at My Firm	406
Firm Culture: Considered Leaving Architecture	409
Career Development: Job Search Methods	414
Career Development: Initial Reasons for Pursuing Licensure	419
Career Development: Experiences Motivated Me to Become Licensed	428
Career Development: Effects of Earning a Licensure	432
Career Development: Decision Not to Pursue Licensure	440
Career Development: What impacted your decision not to pursue licensure?	444
Career Development: Would you consider returning to architecture?	454
Next Steps	455

Baseline on Belonging: Firm Culture & Development Report

Executive Summary

Architecture firm culture impacts most phases of the path to licensure, from providing the access and resources necessary for completing the experience program to supporting the time and cost investment needed to pass the examination. Beyond that, firm culture can shape many other aspects of an early career in architecture—including motivation to achieve career growth, a sense of belonging in the field, and the post-licensure return on investment.

The *Baseline on Belonging* study focused on candidates completing the path to licensure. As a result, most survey respondents (77%) were actively working through the process at the time of the survey. NCARB's supplemental data shows that roughly 2 out of every 5 candidates who begin the licensure process eventually fall off the path, most doing so while completing the Architectural Experience Program® (AXP®). The focus on active candidates in this study allows NCARB and NOMA to highlight and understand impediments that are impacting current candidates on the path to licensure.

This report provides an in-depth look at aspects of the *Baseline on Belonging* study related to experiences working within a firm—including firm culture, compensation, growth opportunities, exposure to discrimination, compensation for licensure, and reasons for leaving the profession. As with previous *Baseline on Belonging* reports, survey findings were filtered primarily by race, ethnicity, and gender, with additional factors such as firm size, age, and career position taken into consideration when possible. Where appropriate, NCARB provided supplemental data to offer additional insight and background information.

Many key findings from the report highlight the disparities faced by people of color—especially Black or African American respondents—related to firm culture, including discrimination and belonging in the workplace.

First, Black or African American candidates were more likely to face a variety of barriers related to their firm's culture. Compared to white candidates, they were less likely to feel like they belonged in their firm, less likely to say their firm values diversity and inclusion, and less likely to say they felt valued by their firm. Additionally, they were more likely to report they considered leaving the field due to their experience working in a firm.

African American women were more likely to face disparities that limited their career growth. For example, they were less likely than their white male peers to report that employees of different backgrounds are encouraged to apply for higher level positions and less likely to report that they can find individuals who are similar to themselves in their firm's leadership. They were also more likely to indicate that diversity is a barrier to progression at their firm.

When it comes to post-licensure advancement—including raises, promotions, and new work opportunities—African American women were less likely than their white male peers to receive these material benefits. However, they are more likely to receive a team celebration for their effort.

Baseline on Belonging: Firm Culture & Development Report

Additionally, women and people of color—especially African Americans—are much more likely to report facing or witnessing discrimination in the workplace compared to their peers, including racial, gender, and age discrimination. Nearly half of all African American women indicated that they had faced or witnessed discrimination, compared to 18% of white men.

Finally, survey results indicated that firm size can widen the disparities experienced by people of color, with Black or African American employees of large firms facing larger disparities than Black or African American employees of medium-sized firms.

As with key findings related to the path to licensure, additional study is needed to better understand how to address disparities related to firm culture and career development. For more information about NCARB and NOMA's planned follow-up surveys, research, and next steps, see page 135.

Baseline on Belonging: Firm Culture & Development Report

Key Findings

People of Color More Likely to Face Firm Culture Disparities

People of color—especially African American candidates—were more likely to indicate they faced a variety of barriers related to their firm’s culture.

- Compared to white candidates, African Americans were less likely to:
 - Say they feel like they belong (12%)
 - Say that employees who are different are treated fairly (8%)
 - Say that their firm culture is diverse and inclusive (5%)
 - Report feeling valued by their firm (10%)
- African American candidates were more likely to consider leaving architecture due to firm culture (14%)

Disparities Limit Career Growth for Women of Color

Women of color, especially African American women, were more likely to report facing barriers at their firm that limited their career growth. Compared to white men, African American women were:

- Less likely to say that employees of different backgrounds were encouraged to apply for higher positions (23%)
- Less likely to indicate they could identify people similar to themselves in leadership positions (48%)
- More likely to agree diversity is a barrier to career progression (16%)
- Less likely to believe they were being compensated fairly compared to peers (10%)

Firm Size Highlights Racial Disparities:

Many disparities seen between African American and white respondents were more significant for employees of large firms, compared to medium-sized firms. Compared to white employees of large firms, African American employees of large firms were:

- 12% more likely to agree diversity is a barrier to career progression at their firm
- 13% more likely to say their firm values diversity and inclusion
- 16% more likely to report facing or witnessing discrimination
- 5% less likely to report that their firm treats individuals who are different from most others fairly

Baseline on Belonging: Firm Culture & Development Report

People of Color and Women Report Discrimination at Higher Rates:

People of color, especially African American candidates, were more likely to report facing or witnessing discrimination in their work environment.

- 29% of all survey respondents indicated they had faced or witnessed discrimination in the workplace.
 - This includes 40% of African Americans, compared to 26% of white candidates
 - This gap grows when factoring in gender—with African American women 28 percentage points more likely than white men to indicate facing or witnessing discrimination
- Race, age, and gender discrimination were the most frequently reported types of discrimination.
 - African American women were 11 percentage points more likely to report facing or witnessing racial discrimination and age discrimination compared to white men
 - White, Asian, and African American women were 10 percentage points more likely to report facing or witnessing gender discrimination compared to white men

White Men Receive More Benefits After Licensure:

White men were more likely than their female counterparts—especially African American women—to indicate they’d received benefits that would advance their career as a result of earning their license.

- Compared to white men, African American women were:
 - 12% less likely to indicate they were given access to new opportunities at work
 - 16% less likely to indicate they received a promotion
 - 8% less likely to indicate they received a raise
- African American women are also 7% more likely than white men to indicate they received a team celebration after becoming licensed
- Latinas were the least likely to receive a raise after becoming licensed—16% less than white men

Did these key findings resonate with you?

Yes

No

Baseline on Belonging: Firm Culture & Development Report

Introduction

In February 2020, the National Council of Architectural Registration Boards (NCARB) and the National Organization of Minority Architects (NOMA) launched a joint survey to identify and understand areas where minority professionals and other underrepresented groups experience obstacles on the path to licensure.

This report features findings related to firm culture and career development. To offer additional context for the survey findings, the *Baseline on Belonging: Firm Culture & Career Development Report* also includes related data from NCARB’s own customers, or “Record holders.”

For more information regarding the survey structure, target audience, response rate, and respondent demographics, see the Appendix.

Firm Culture/Career Development Survey Structure

The firm and career related sections of the survey asked questions related searching for a job, professional development, firm leadership, culture, and more. Survey questions in these sections include:

Career Development:

- Are you a licensed architect?
- Which of the following best represents your status on becoming a licensed architect?
 - If not pursuing licensure:
 - What impacted your decision not to pursue licensure?
 - At what point in your career did you decide not to become an architect?
 - Would you consider returning to architecture if possible?
- Which of the following best represent your initial reason for pursuing a license?
- After you earned your license, did any of the following occur as a result of your licensed status?
- Are you currently working in an architecture firm?
- What field/industry are you working in now?
- How did you find your position at an architecture firm?

Baseline on Belonging: Firm Culture & Development Report

Firm Culture:

- Rate your level of agreement with the following statements:
 - My firm encourages candidates to become licensed
 - I believe my firm compensates me fairly compared to my peers
 - I feel valued at my firm
 - My experiences since working in a firm have motivated me to become licensed
 - My firm respects individuals and values their differences
 - I feel like I belong in my firm
 - My firm culture is diverse and inclusive
 - Employees who are different from most others are treated fairly at my firm
 - Employees of different backgrounds interact well within our firm
 - My firm’s work culture has positively impacted my career progression
 - Employees of different backgrounds are encouraged to apply for higher positions
 - Diversity is a barrier to progression at my firm
- Have you faced or witnessed prejudice or discrimination in your work environment?
 - If yes: What types of discrimination or prejudice have you witnessed or faced?
- Can you identify people similar to yourself in leadership positions at your firm?
- Did you ever consider not pursuing a career in architecture based on your firm’s culture?

The report provides a breakdown on respondents’ answers for each question, segmented by a variety of filters, including age and firm size. Due to the survey’s focus on understanding attrition rates for underrepresented professionals, most charts include a filter for race and ethnicity. Segments used in the education report include:

- Race/ethnicity
- Race/ethnicity and gender
- Race/ethnicity and firm size
- Race/ethnicity and age

Note: Because all numbers are rounded to the nearest whole percent throughout the report, some charts may appear to equal slightly more or less than 100%.

Baseline on Belonging: Firm Culture & Development Report

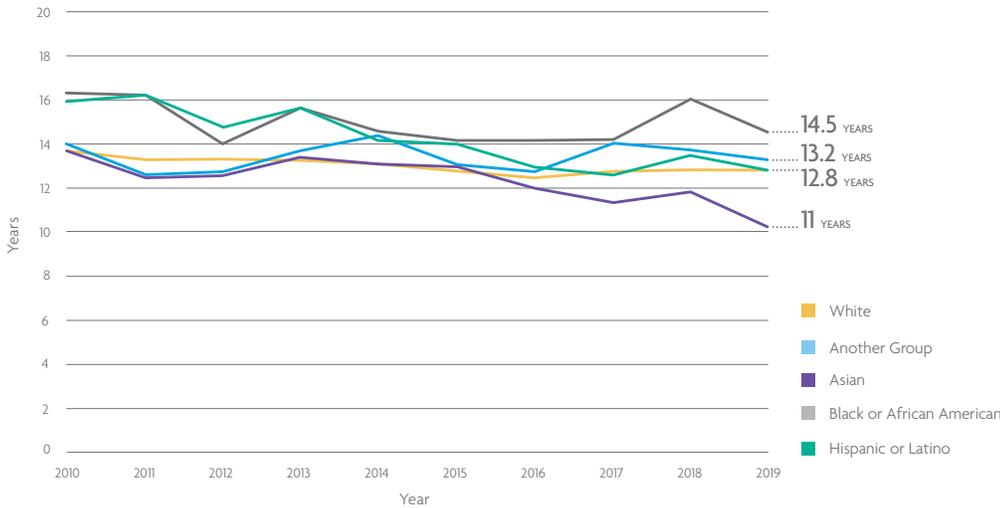
Setting the Scene: Time to Licensure

Data from NCARB customer Records provides important background information to help supplement the *Baseline on Belonging* survey. NCARB assesses candidates' average time to licensure as a measure of the median time to between college start (or Record start, when viewed by age) and completion of the AXP and ARE.

Historically, women complete the path to licensure in less time than their male peers. Additionally, Asian candidates complete the path to licensure soonest, with Black or African American candidates taking longer than their peers of other racial and ethnic groups.

Baseline on Belonging: Firm Culture & Development Report

Asian Candidates Complete Licensure Path the Fastest



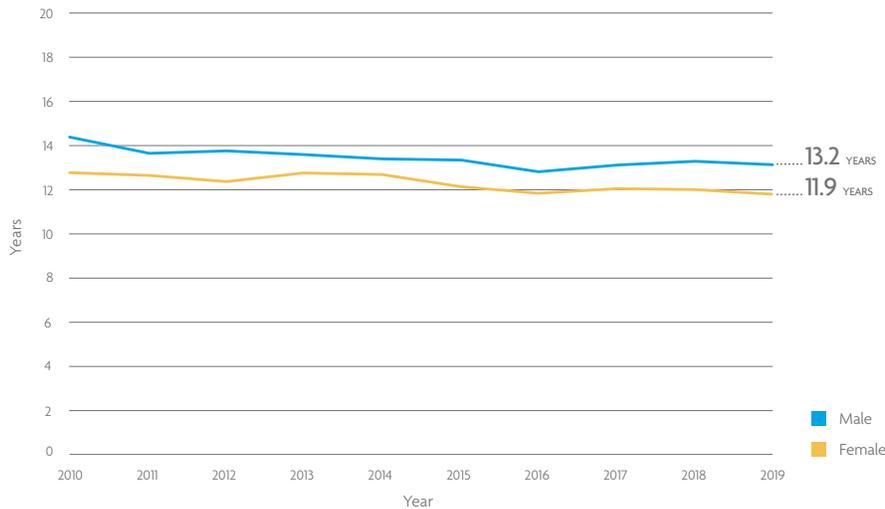
NCARB’s Record holder data shows that the average Asian candidate who completed the path to licensure in 2019* did so in 11 years—the shortest time of all racial and ethnic groups. The average white candidate took 12.8 years, and the average Hispanic or Latino candidate took 13 years.

Black or African American candidates faced the longest average time to licensure at 14.5 years.

*NCARB provided data from 2019 to more accurately reflect the average time to licensure at the time of the survey.

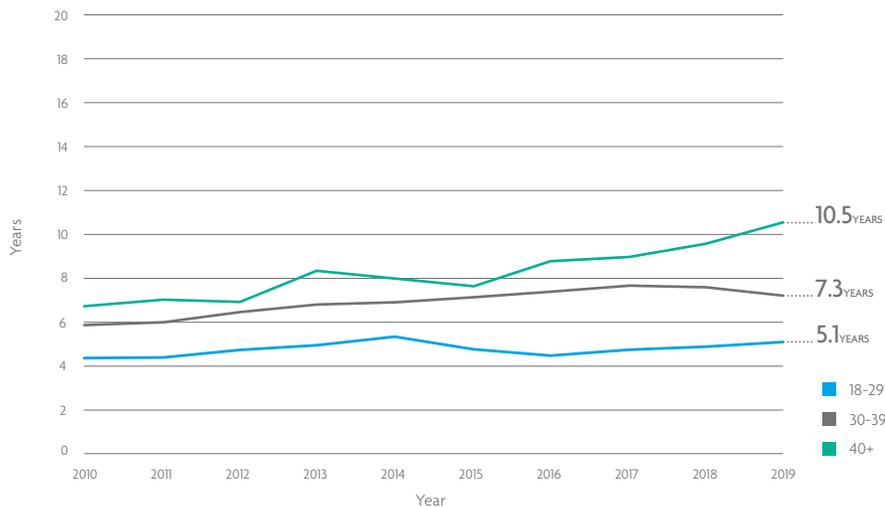
Baseline on Belonging: Firm Culture & Development Report

Women Finish the Path to Licensure Faster Than Men



The average female candidate who completed the path to licensure in 2019 took 11.9 years—over a full year sooner than the average male candidate (13.2 years).

18-29-Year-Olds Complete Licensure Path the Fastest



When assessing time to licensure by age group, NCARB only looks at the time between starting a Record and completing NCARB’s programs (traditionally, the time to licensure is measured from college start date to completion of NCARB’s programs). This allows NCARB to more accurately assess the time to licensure without taking into account unrelated factors.

Of candidates who completed the path to licensure in 2019, individuals who were 18-29 years old took an average of 5.1 years, compared to 7.3 years for 30-39-year-olds and 10.6 years for individuals 40 or older.

Baseline on Belonging: Firm Culture & Development Report

Setting the Scene: Licensure Progress

NCARB assesses progress along the path to licensure using the year candidates opened their NCARB Record. To align with the licensure progress of *Baseline on Belonging* survey respondents when the survey was released in 2020, NCARB reviewed progress for candidates who started their Record in 2009-2013 and 2014-2018.

Black or African American candidates, as well as candidates over 40, were more likely to have stopped pursuing licensure at the time of the survey. However, women and men saw similar rates of attrition from the path to licensure.

African American Candidates Most Likely to Stop Pursuing Licensure

Applicants from 2009 to 2013

		White	Hispanic or Latino	Asian	Black or African American	Another Group	No Data Available
Off the Path	Before Starting NCARB programs	11%	13%	12%	20%	13%	12%
	During AXP	10%	10%	12%	14%	13%	10%
	Between AXP and Exam	4%	6%	5%	4%	4%	3%
	During Exam	10%	12%	14%	9%	11%	13%
	Percent Off the Path	34%	40%	43%	46%	42%	38%
On the Path	Active Candidate	33%	43%	37%	41%	38%	35%
	Architect	33%	17%	20%	13%	20%	27%
	Percent On the Path	66%	60%	57%	54%	58%	62%

Of candidates who started their Record between 2009-2013, Black or African American candidates were the most likely to have stopped pursuing licensure, with 46% no longer working toward completing the AXP or ARE. They were also the least likely to have achieved licensure at just 13%. By comparison, 33% of white candidates who started their Record between 2009-2013 had achieved licensure by the time of the survey.

The majority of individuals who stopped pursuing licensure fell off the path while working to complete the AXP, or between college and starting the AXP and ARE.

Baseline on Belonging: Firm Culture & Development Report

Applicants from 2014 to 2018

		White	Hispanic or Latino	Asian	Black or African American	Another Group	No Data Available
Off the Path	Before Starting NCARB programs	9%	11%	10%	12%	12%	11%
	During AXP	10%	11%	12%	12%	13%	10%
	Between AXP and Exam	1%	2%	1%	2%	2%	1%
	During Exam	4%	4%	5%	5%	5%	4%
	Percent Off the Path	23%	29%	29%	31%	32%	27%
On the Path	Active Candidate	69%	67%	67%	66%	64%	67%
	Architect	8%	4%	4%	2%	5%	7%
	Percent On the Path	77%	71%	71%	69%	68%	73%

Similarly, of candidates who started an NCARB Record between 2014-2018, those who identify as Black or African American or identified as some other group (such as Native American or Pacific Islander) were the most likely to have stopped pursuing licensure by the time of the survey (31% and 32%).

White Record holders were the most likely to have achieved licensure at 8%, compared to 2% of Black or African American Record holders.

Baseline on Belonging: Firm Culture & Development Report

Women and Men Experience Similar Rates of Attrition

Applicants from 2009 to 2013

		Male	Female	No Data Available
Off the Path	Before Starting NCARB programs	12%	12%	11%
	During AXP	10%	11%	10%
	Between AXP and Exam	5%	4%	3%
	During Exam	10%	11%	13%
	Percent Off the Path	36%	38%	37%
On the Path	Active Candidate	35%	36%	38%
	Architect	29%	27%	25%
	Percent On the Path	64%	62%	63%

In comparison to the disparities seen based on race and ethnicity, assessing candidate progress along the path to licensure by gender reveals that men and women experienced similar rates of attrition. Of men who started an NCARB Record between 2009-2013, 29% were licensed at the time of the survey, compared to 27% of women—a 2 percentage point difference. Women were slightly more likely to have fallen off the path to licensure at 38%, compared to 36% of men.

Applicants from 2014 to 2018

		Male	Female	No Data Available
Off the Path	Before Starting NCARB programs	10%	9%	12%
	During AXP	11%	11%	10%
	Between AXP and Exam	2%	1%	1%
	During Exam	4%	4%	5%
	Percent Off the Path	27%	25%	28%
On the Path	Active Candidate	66%	70%	66%
	Architect	7%	5%	6%
	Percent On the Path	73%	75%	72%



Baseline on Belonging: Firm Culture & Development Report

Similarly, 7% of men who started their Record between 2014-2018 had achieved licensure at the time of the survey, compared to 5% of women—again, a 2 percentage point difference. However, women were also 2 percentage points less likely to have stopped pursuing licensure (25% compared to 27% of men).

Candidates Over 40 More Likely to Have Stopped Pursuing Licensure

Applicants from 2009 to 2013

		18 to 22	23 to 29	30 to 39	40 to 54	55+	Unknown
Off the Path	Before Starting NCARB programs	13%	9%	13%	17%	22%	18%
	During AXP	12%	11%	9%	6%	5%	11%
	Between AXP and Exam	2%	4%	7%	6%	2%	4%
	During Exam	7%	10%	13%	17%	22%	13%
Percent Off the Path		34%	34%	42%	46%	51%	47%
On the Path	Active Candidate	39%	34%	35%	31%	21%	34%
	Architect	27%	31%	23%	23%	28%	19%
	Percent On the Path	66%	66%	58%	54%	49%	53%

Of candidates who started their NCARB Record between 2009-2013, 46% of 40-54-year-olds and 51% of those over 55 had stopped pursuing a license by the time of the survey—compared to 34% of 18-29-year-olds.

Individuals between 30-54 years old were the least likely to be licensed, with Record holders both older and younger more likely to have completed the path to licensure.

Baseline on Belonging: Firm Culture & Development Report

Applicants from 2014 to 2018

		18 to 22	23 to 29	30 to 39	40 to 54	55+	Unknown
Off the Path	Before Starting NCARB programs	9%	8%	12%	14%	15%	15%
	During AXP	14%	11%	8%	3%	2%	14%
	Between AXP and Exam	1%	2%	3%	1%	0%	2%
	During Exam	1%	3%	5%	14%	21%	4%
	Percent Off the Path	24%	25%	28%	33%	38%	34%
On the Path	Active Candidate	73%	69%	65%	57%	49%	62%
	Architect	3%	7%	7%	9%	13%	4%
	Percent On the Path	76%	75%	72%	67%	62%	4%

For Record holders who opened their Record between 2014-2018, those 40 and older were more likely to have become inactive by the time of the survey compared to those between 18-39. However, individuals who were 55 or older were also the most likely to be licensed at 13%, compared to 7% of 23-39-year-olds.

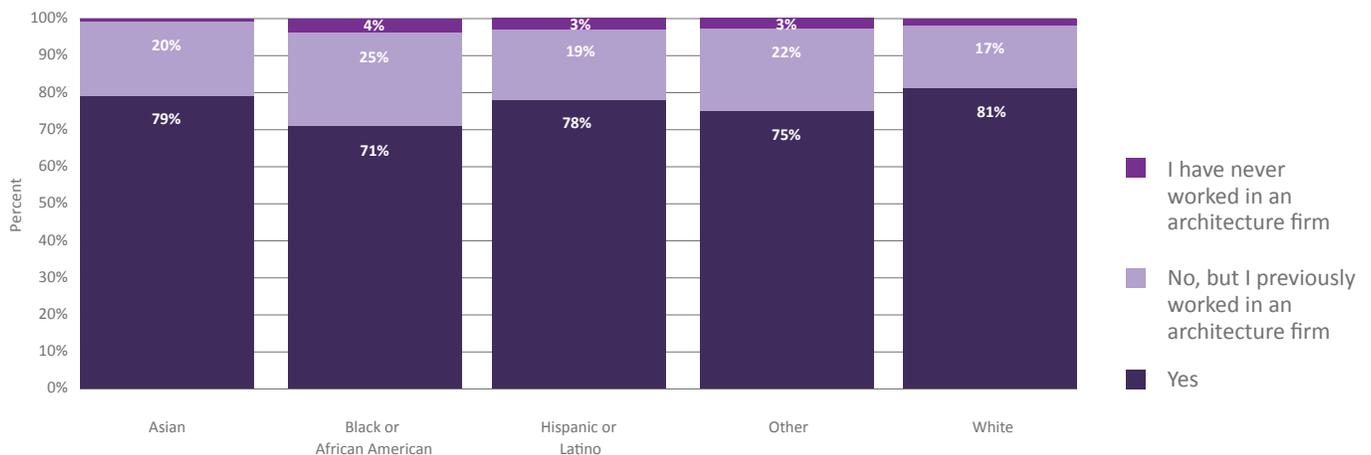
Baseline on Belonging: Firm Culture & Development Report

Respondent Demographics: Employed in Architecture

When asked about their current employment, 78 percent of respondents indicated they were currently employed by an architecture firm. Of the remaining 22 percent, 20 percent had previously worked for an architecture firm, and just 2 percent had never worked in architecture.

White respondents were more likely to be employed by an architecture firm at the time of the survey, especially younger white respondents or those in entry- or mid-level positions. Black or African American respondents—especially men—were the least likely to be employed by an architecture firm.

White Respondents Most Likely to Be Employed by an Architecture Firm



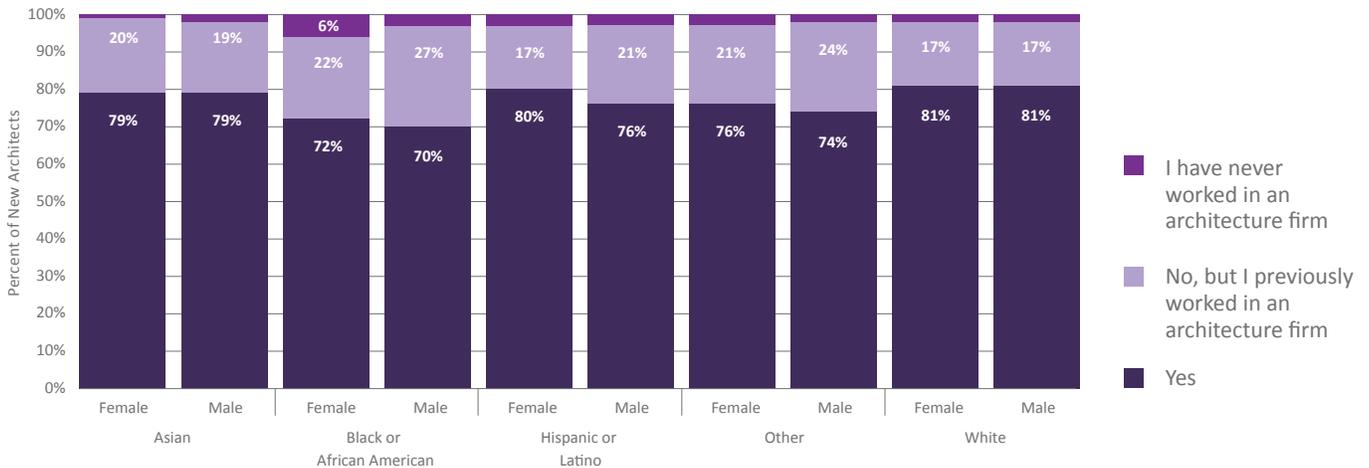
White respondents were more likely than respondents of other racial and ethnic groups to indicate they were employed by an architecture firm at the time of the survey, with 81 currently employed by an architecture firm.

Black or African American respondents were the least likely at 71 percent—a 10 percentage point difference. A quarter of African Americans indicated they had previously worked for an architecture firm but since left, the highest percentage of all racial and ethnic groups.



Baseline on Belonging: Firm Culture & Development Report

African American Men Least Likely to Be Employed by an Architecture Firm

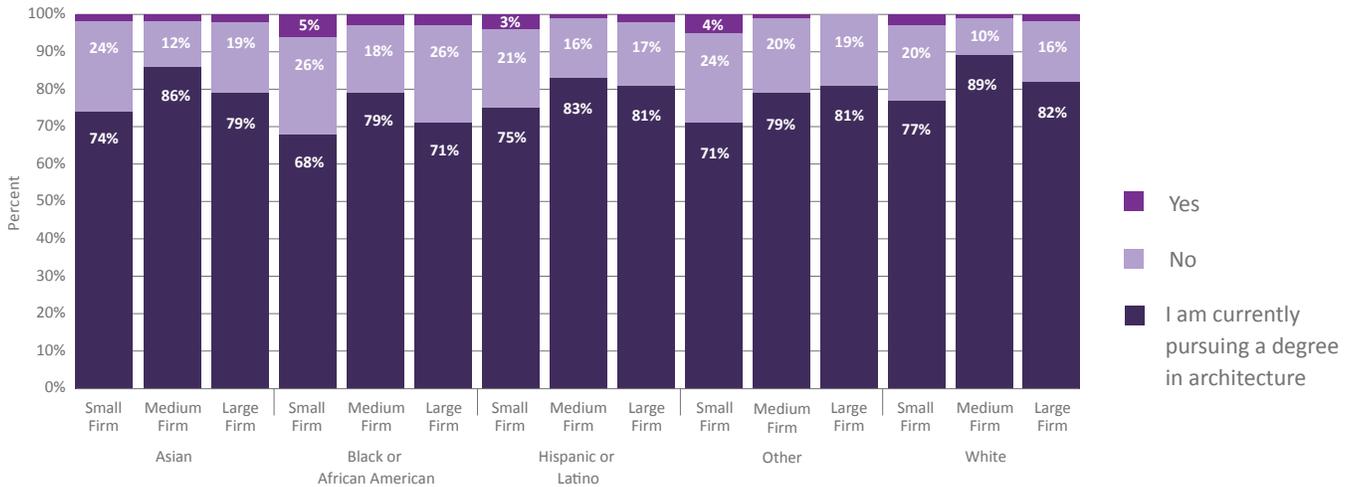


White and Asian respondents showed no difference between men and women regarding employment at the time of the survey; white men and women were equally likely to have been employed by an architecture firm at 81 percent.

However, there was a slight difference between men and women for African American and Latino respondents, with women of both groups more likely to be employed by an architecture firm compared to their male peers. African American men were the least likely to be employed by an architecture firm at 70 percent.

Baseline on Belonging: Firm Culture & Development Report

Mid-Size Firm Employees Most Likely to Be Employed by an Architecture Firm

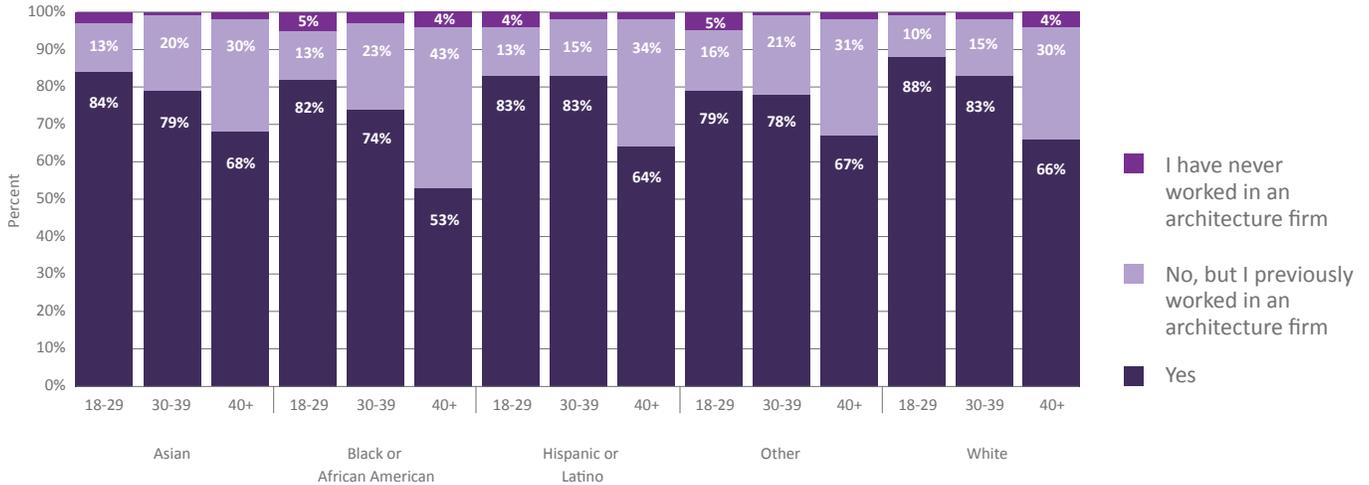


For most racial and ethnic groups (with the exception of those in the “other” group), respondents employed by medium-sized firms were more likely to report that their employer was an architecture firm compared to respondents at large and small firms.

White respondents at medium-sized firms were the most likely of all groups at 89 percent. African American respondents at small firms were the least likely at 68 percent—a 21 percentage point difference.

Baseline on Belonging: Firm Culture & Development Report

18-29-Year-Olds More Likely to Be Employed by an Architecture Firm



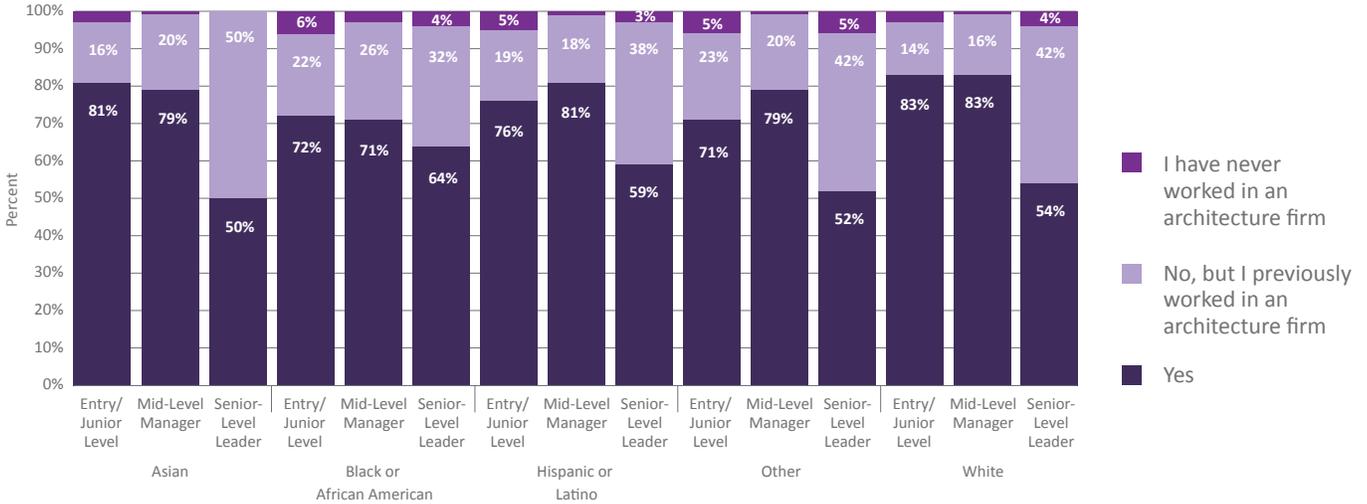
Across racial and ethnic groups, 18-29-year-olds were equally or more likely to be employed by an architecture firm compared to their 30-39-year-old and 40+ peers.

At 88 percent, white 18-29-year-olds were the most likely to be employed by an architecture firm at the time of the survey. Black or African American respondents who were 40 or older were the least likely at 53 percent.



Baseline on Belonging: Firm Culture & Development Report

Senior-Level Employees Least Likely to Be Employed by an Architecture Firm



Across racial and ethnic groups, respondents who indicated they were in senior-level positions were the least likely to report being employed by an architecture firm at the time of the survey. Asians in senior-level positions were the least likely of all groups at 50 percent.

At 83 percent, white employees in entry-level and mid-level positions were the most likely to be employed by an architecture firm.

Baseline on Belonging: Firm Culture & Development Report

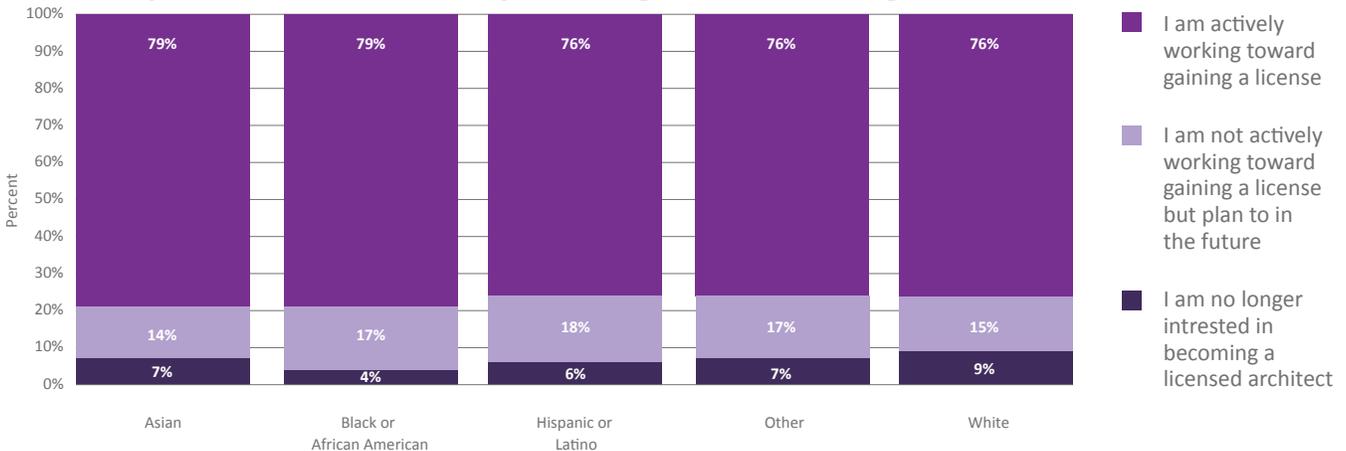
Respondent Demographics: Licensure Status

Respondents who indicated they were not yet licensed architects were then asked about their status on the licensure path. Individuals could choose one of three responses:

- I am actively working toward gaining a license
- I am not currently working toward gaining a license but plan to in the future
- I am no longer interested in becoming a licensed architect

Most individuals (77 percent) said they were actively working toward gaining a license. Sixteen percent of respondents said they were not currently working toward a license but planned to in the future. The remaining 7 percent of respondents indicated they were no longer interested in becoming a licensed architect.

Most Respondents Were Actively Working Toward Gaining Architecture License



Across racial and ethnic groups, the majority of candidates (76-79 percent) were actively working toward gaining a license.

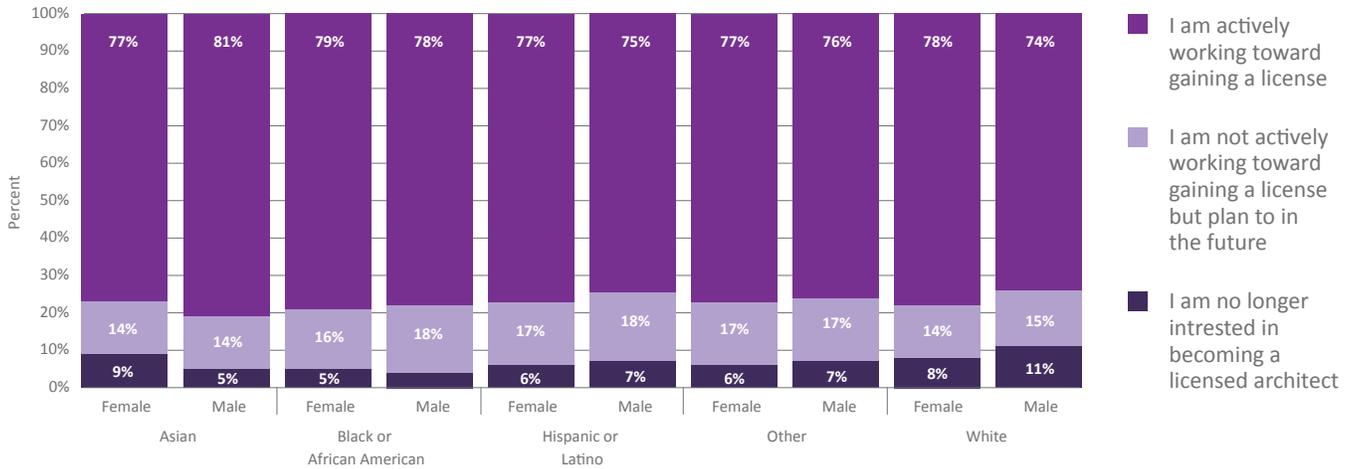
Less than 10 percent of respondents for each racial and ethnic group indicated they were no longer interested in becoming a licensed architect, with African Americans the least likely to select this option at 4 percent.

At 18 percent, Hispanic or Latino respondents were the most likely to say they were not currently working toward earning a license but planned to in the future.



Baseline on Belonging: Firm Culture & Development Report

Women and Men Nearly Equally As Likely to Say They Were Actively Working Toward Architecture License

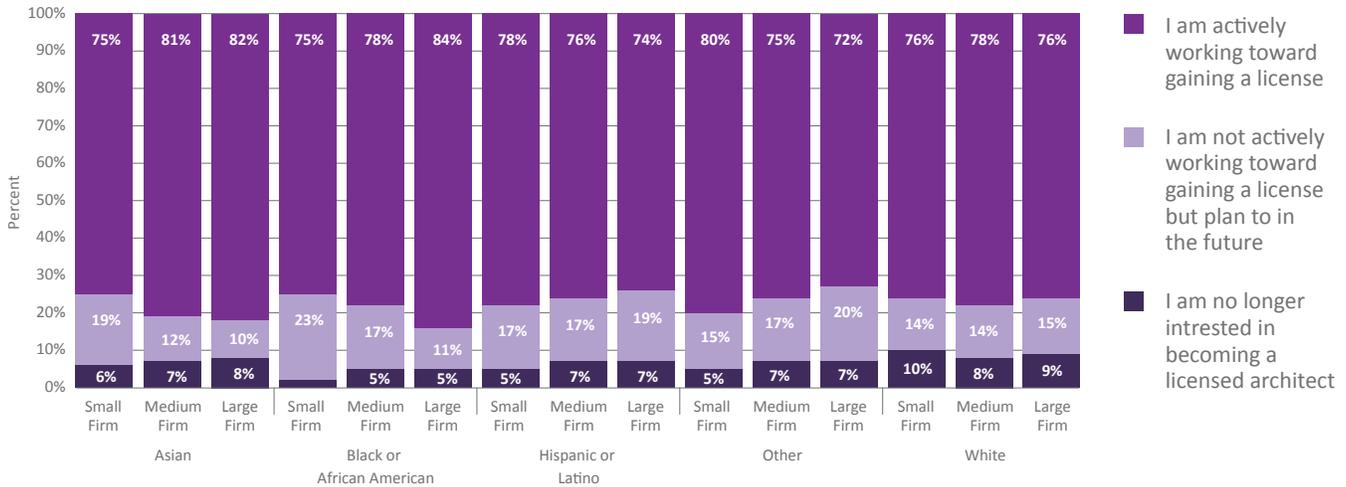


Across racial and ethnic groups, women and men indicated they were actively working toward gaining a license at similar rates.

The greatest disparity between men and women of the same racial or ethnic group is seen between Asian men and women. The proportion of Asian women no longer interested in becoming licensed (9 percent) was nearly double the proportion for Asian men (5 percent).

Baseline on Belonging: Firm Culture & Development Report

Large and Medium Firm Employees Slightly More Likely to Say They Are No Longer Interested in Becoming Licensed



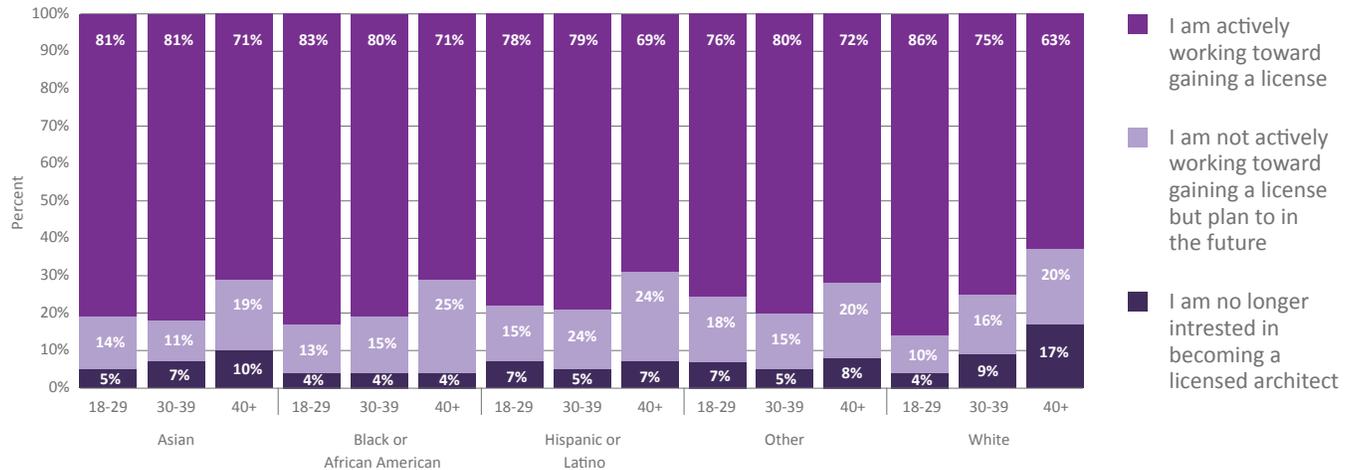
For most racial and ethnic groups, respondents at medium and large firms were slightly more likely to indicate they were no longer interested in becoming licensed. White respondents were nearly equally likely to select this option, regardless of firm size.

At 23 percent, African Americans at small firms saw the highest proportion of respondents who said they were not currently working toward gaining a license but planned to in the future.



Baseline on Belonging: Firm Culture & Development Report

40+ Employees Less Likely to Say They Are Actively Working Toward Licensure



When asked about their status on the licensure path, employees aged 40 and older reported higher proportions of individuals who were not actively working toward gaining a license.

African American and Latino respondents aged 40 and older saw the highest proportions of individuals who were not currently working toward gaining a license but planned to in the future—at 25 and 24 percent, respectively.

At 17 percent, white respondents aged 40 and older represented the highest proportion of individuals who said they were no longer interested in becoming a licensed architect.

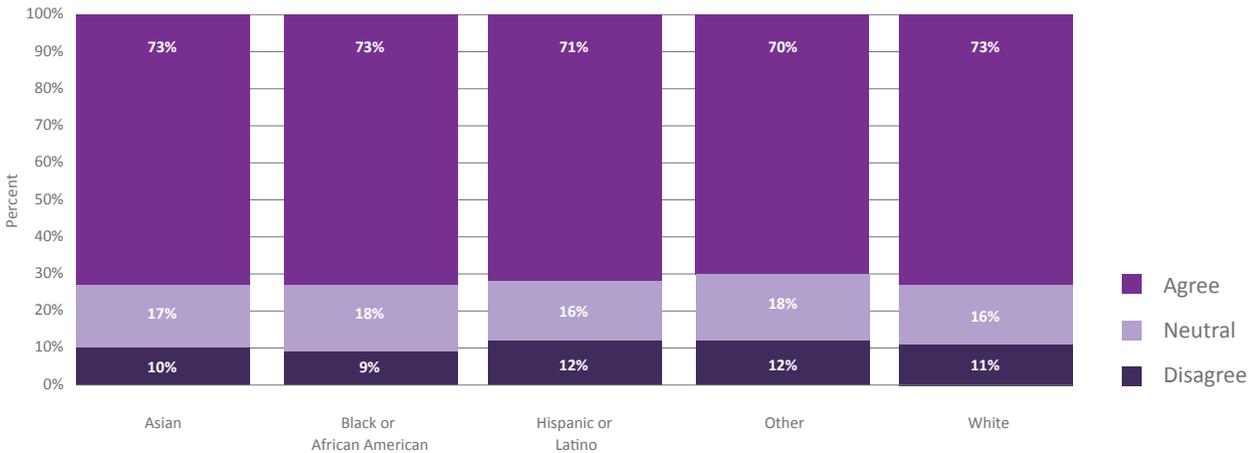
Baseline on Belonging: Firm Culture & Development Report

Firm Culture: Encouragement of Licensure

When asked to rate their level of agreement with the statement, “My firm encourages candidates to become licensed,” 72 percent of all respondents agreed or strongly agreed. Seventeen percent were neutral, and 11 percent disagreed or strongly disagreed.

Viewing the responses by race, ethnicity, and gender had little impact on the level of agreement, with most demographic groups approaching the overall average of 72 percent. However, filters for firm size, age, and career position did reveal several gaps: respondents employed by large firms were more likely to agree that their firm encouraged licensure, as were younger and entry-level level employees.

Latinos Less Likely to Agree Firm Encourages Candidates to Become Licensed

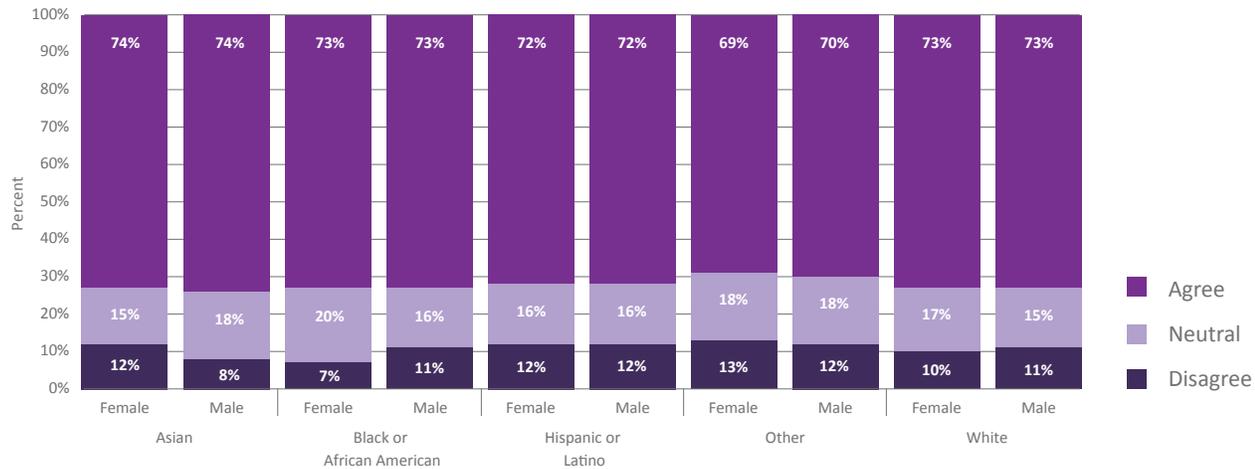


At 73 percent, Asian, Black or African American, and white respondents were equally likely to agree that their firm encourages candidates to become licensed. Hispanic or Latino respondents were slightly less likely at 71 percent, and individuals who identified as another race or ethnicity were the least likely at 70 percent.



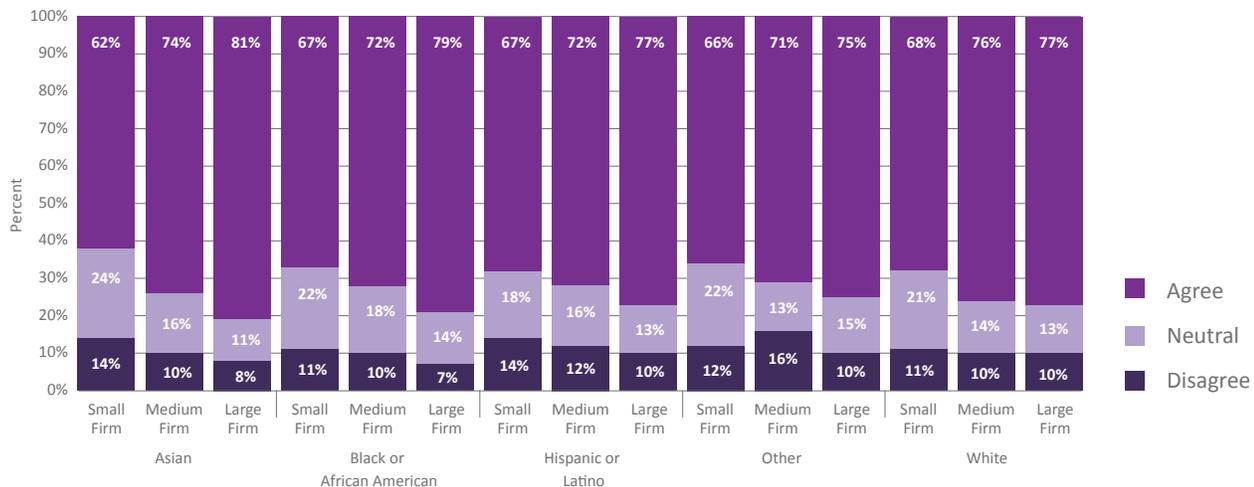
Baseline on Belonging: Firm Culture & Development Report

Gender Has Little Impact on Firm Encouragement of Licensure



Across all demographics, men and women of the same race or ethnicity were nearly equally (within 1 percentage point) as likely to agree that their firm encourages candidates to become licensed. At 74 percent, Asian men and women were slightly more likely than their peers to report that their firm encourages candidates to become licensed.

Large Firms More Likely to Encourage Candidates to Become Licensed

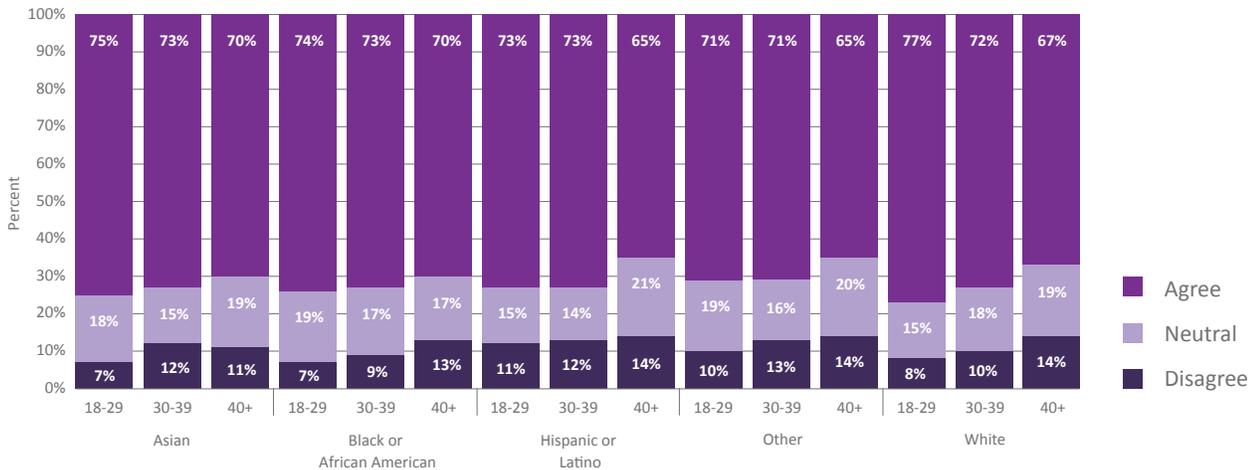


Across all racial and ethnic groups, respondents employed by large firms were more likely to agree that their firm encourages candidates to become licensed, compared to their peers at small or medium-sized firms.

At 81 percent, Asians employed by large firms had the highest level of agreement—14 percentage points higher than African Americans employed by small firms, who had the lowest level of agreement.

Baseline on Belonging: Firm Culture & Development Report

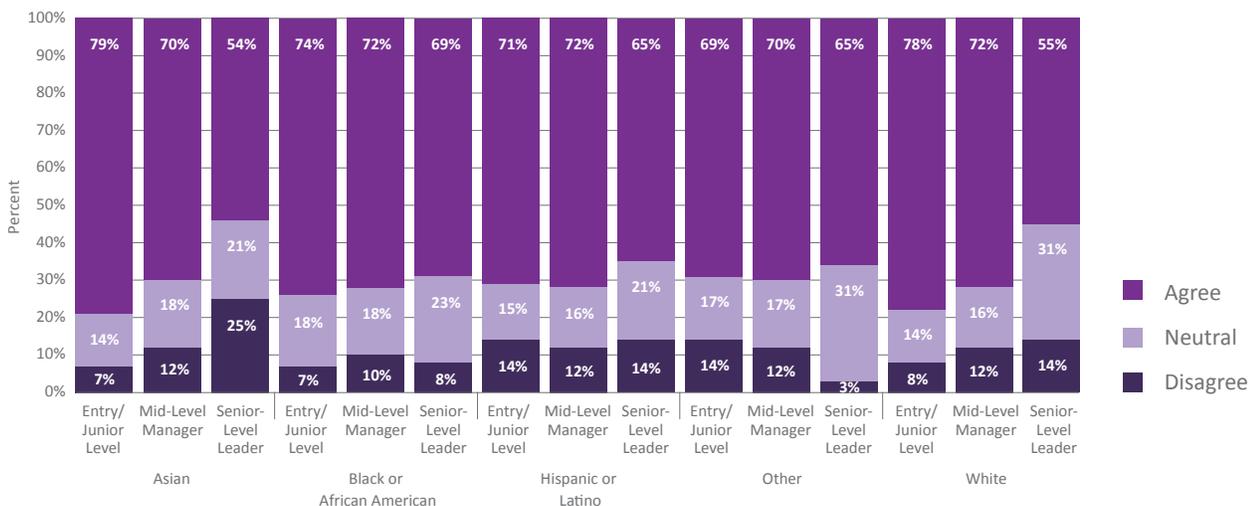
Respondents 40 and Older Less Likely to Agree Firm Encourages Candidates to Become Licensed



Respondents who were 40 or older were less likely to agree that their firm encourages candidates to become licensed, compared to their 18-29-year-old and 30-39-year-old peers.

At 77 percent, white 18-29-year-olds were the most likely to agree—12 percentage points higher than Latino and other respondents 40 or older, who were the least likely.

Senior-Level Employees Less Likely to Agree Firm Encourages Candidates to Become Licensed



Across all racial and ethnic groups, senior-level employees were less likely to agree than entry- and mid-level employees that their firm encourages candidates to become licensed. Asians in senior-level positions were the least likely of all groups to agree (54 percent), and Asians in entry-level positions were the most likely of all groups to agree (79 percent).

Baseline on Belonging: Firm Culture & Development Report

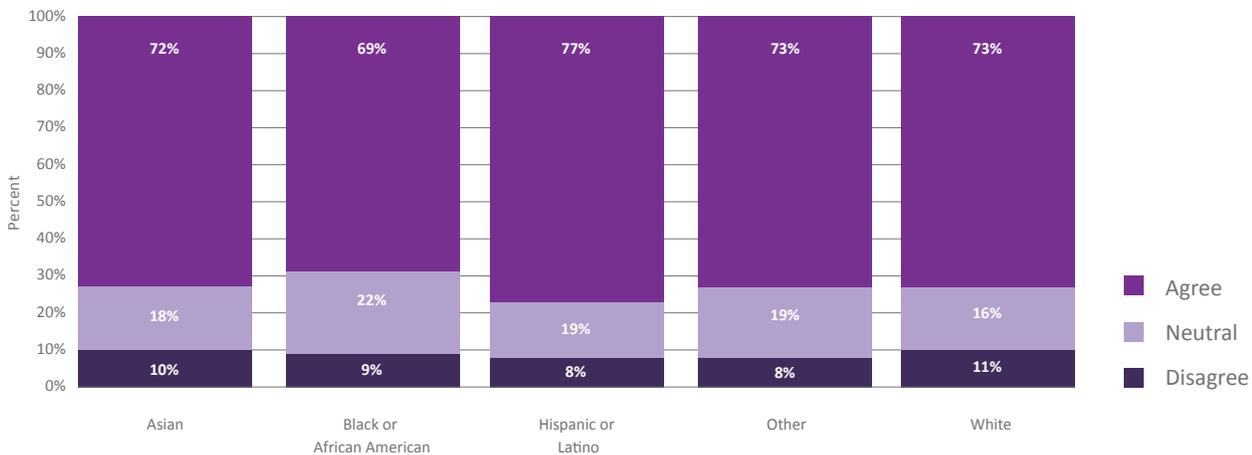
Firm Culture: Respect for Individuals

When asked to rate their level of agreement with the statement “My firm respects individuals and values their differences,” 73 percent of all respondents either agreed or strongly agreed. Eighteen percent were neutral, and 9 percent disagreed or strongly disagreed.

Filtering the responses by demographic characteristics—including race, ethnicity, gender, age, firm size, and position in firm—revealed several disparities. Black or African American respondents, especially African American women, were less likely to agree that their firm respected individuals compared to their peers. Hispanic or Latino respondents, especially Latino men, were more likely to agree. The differences between these groups were larger among respondents employed by large firms.

Additionally, a smaller proportion of respondents over 40 agreed that their firm respected individuals compared to their 18-29-year-old peers.

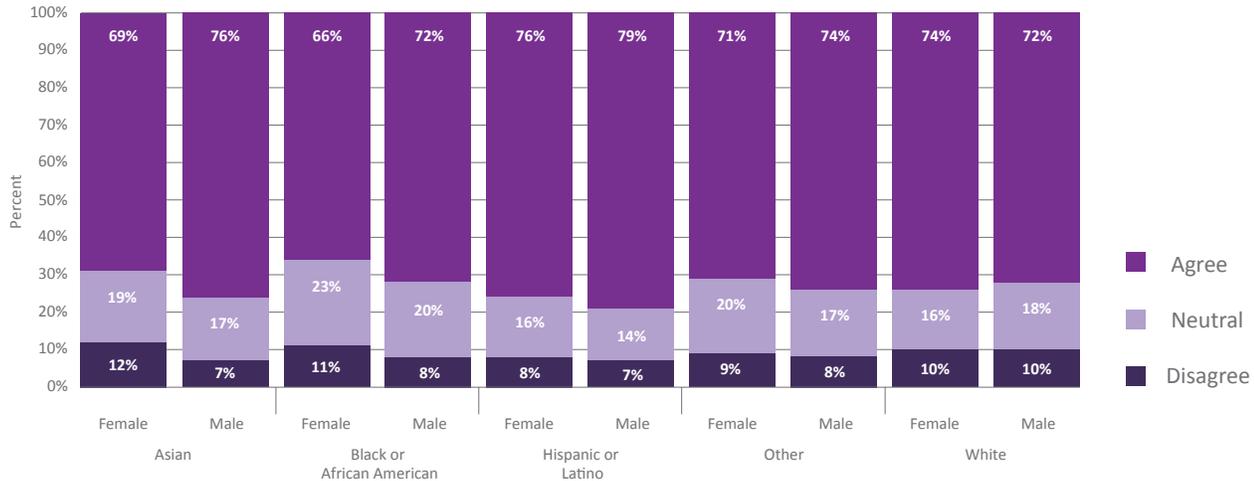
African Americans Least Likely to Agree Firm Respects Individuals



When asked to rate their agreement with the statement “My firm respects individuals and values their differences,” Black or African American respondents were less likely to indicate they agreed (69 percent) compared to respondents of other racial or ethnic groups. Hispanic or Latino respondents were the most likely to agree at 77 percent.

Baseline on Belonging: Firm Culture & Development Report

African American Women Least Likely to Agree Firm Respects Individuals



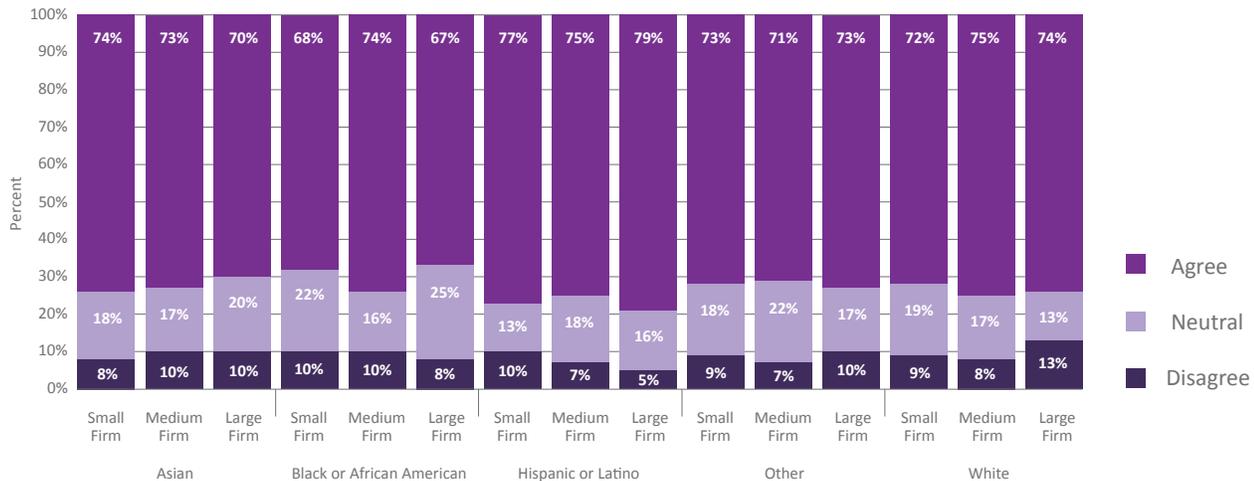
For most racial and ethnic groups, women were less likely to agree that their firm respects individuals compared to men of the same group. At 66 percent, African American women were the least likely to agree.

However, white women were slightly *more* likely to agree that their firm respects individuals compared to white men.

Hispanic or Latino men were the most likely to agree at 79 percent.

Baseline on Belonging: Firm Culture & Development Report

Racial Disparities Regarding Respect for Individuals More Significant at Large Firms



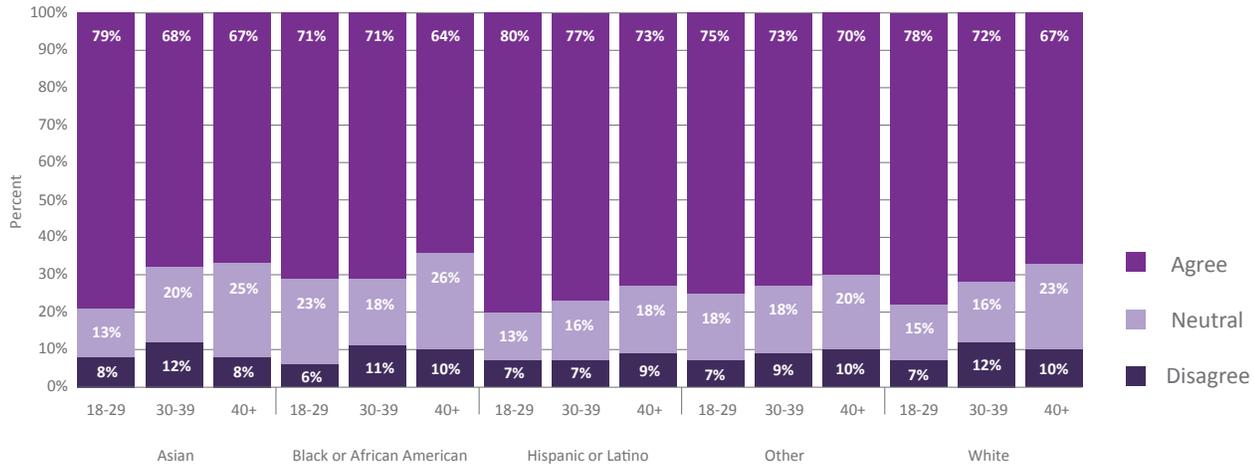
There is a more significant gap in responses between demographic groups employed by large firms (a 13-percentage point difference between most and least likely to agree) compared to those employed by small (a 9 percentage point spread) and medium-sized firms (a 5 percentage point spread).

At all firm sizes, Hispanic or Latino respondents were more likely to agree that their firm respects individuals and values their differences compared to respondents of other racial and ethnic groups.

African Americans employed by large firms were the least likely of all respondents to agree at 67 percent.

Baseline on Belonging: Firm Culture & Development Report

18-29-Year-Olds More Likely to Agree Firm Respects Individuals



Across all racial and ethnic groups, 18-29-year-olds were more likely to agree that their firm respects individuals and values their differences compared to 30-39-year-olds and those 40 or older.

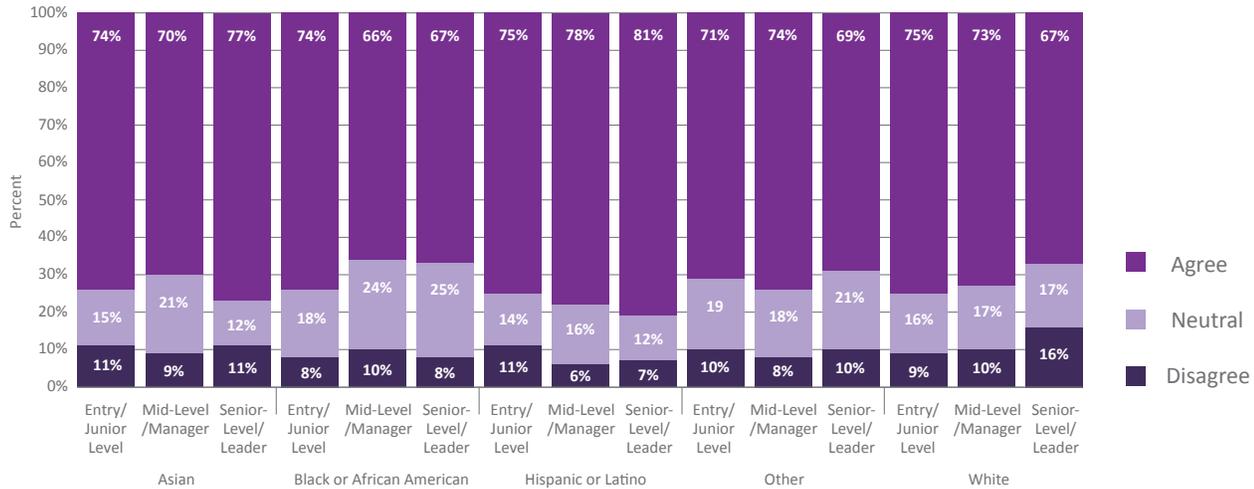
Eighty percent of Hispanic or Latino 18-29-year-olds agreed that their firm respects individuals, the most of any group and 9 percentage points higher than Black or African American 18-29-year-olds.

Similarly, in all racial and ethnic groups, respondents over 40 were less likely to agree, with Latino respondents who were 40 or older the most likely, and African American respondents who were 40 or older the least likely.



Baseline on Belonging: Firm Culture & Development Report

Mid-Level African Americans Least Likely to Agree Firm Respects Individuals



When viewed by race, ethnicity, and position in firm, there is no distinct pattern across demographic groups.

At 66 percent, African Americans in mid-level positions were the least likely of all groups to agree that their firm respects individuals and values their differences.

Latinos in senior-level positions were the most likely to agree at 81 percent.

Baseline on Belonging: Firm Culture & Development Report

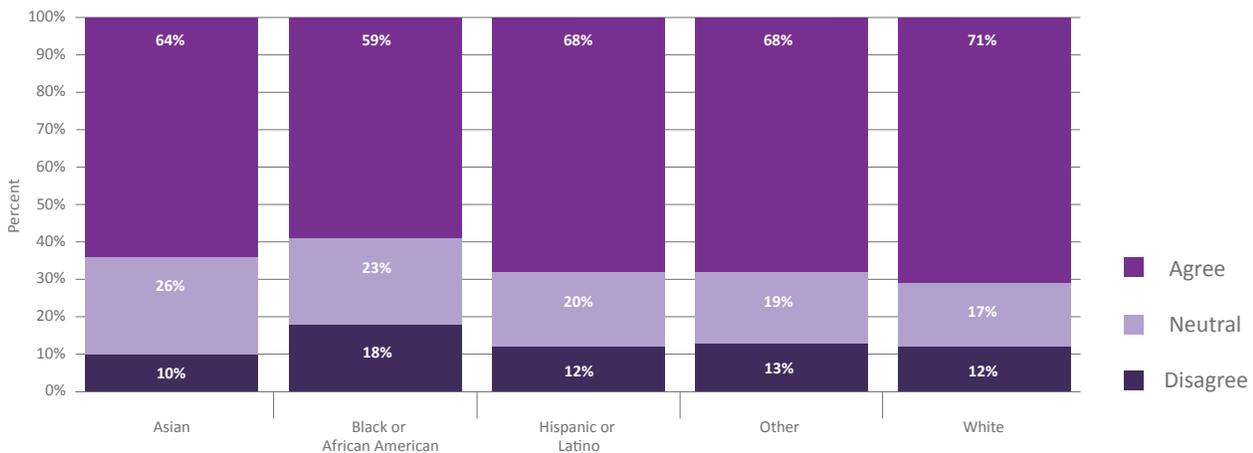
Firm Culture: Sense of Belonging

When asked to rate their level of agreement with the statement “I feel like I belong in my firm,” 67 percent of all respondents either agreed or strongly agreed. Twenty-one percent were neutral, and 12 percent disagreed or strongly disagreed.

African American women were significantly less likely to report feeling like they belonged in their firm compared to their peers.

Younger employees were more likely to indicate they felt like they belonged in their firm, as were employees of medium-sized firms. Additionally, senior-level employees were more likely to agree compared to entry- or mid-level employees.

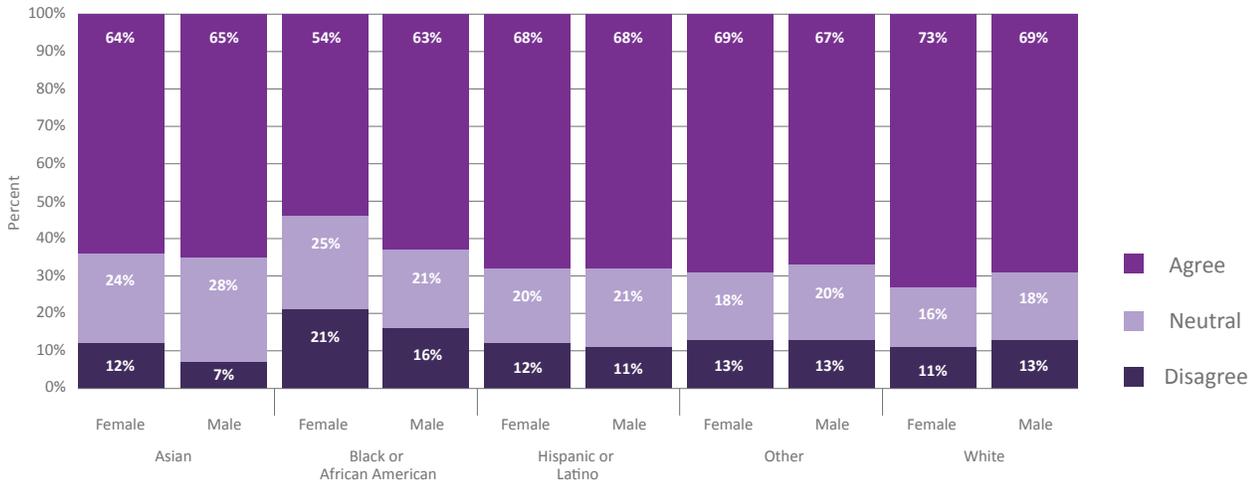
African Americans Least Likely to Agree They Feel Like They Belong in Their Firm



Fifty-nine percent of Black or African American respondents agreed they felt like they belonged in their firm, compared to 71 percent of white respondents—a 12 percentage point difference.

Baseline on Belonging: Firm Culture & Development Report

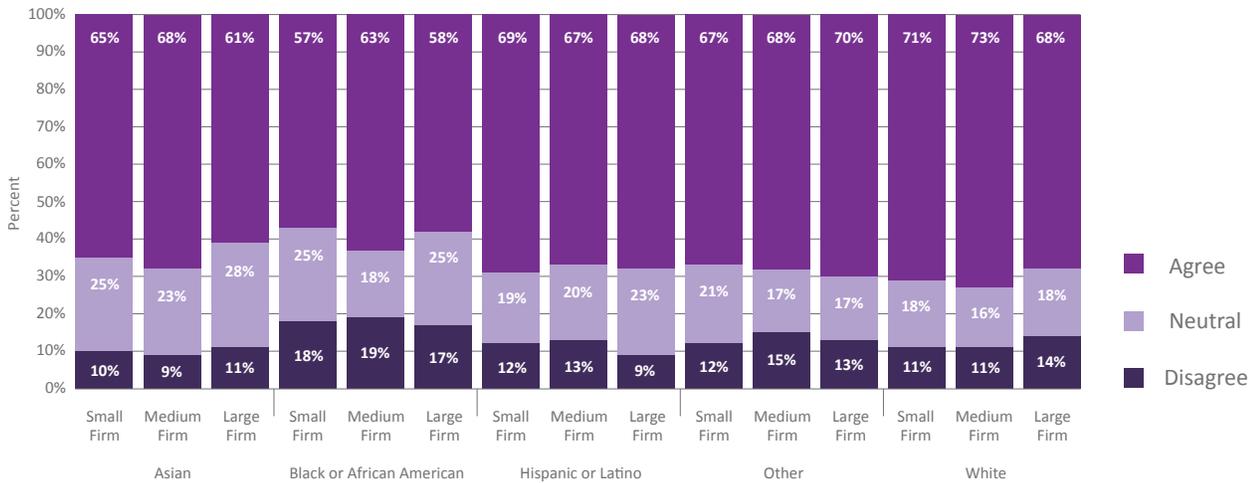
African American Women Least Likely to Agree They Feel Like They Belong in Their Firm



For most racial and ethnic groups, men and women of the same group have similar levels of agreement regarding their sense of belonging in their firm. However, African American women were significantly less likely to agree that they felt they belonged in their firm (54 percent) compared to their male peers (63 percent). At 73 percent, white women were the most likely of all groups to agree.

Baseline on Belonging: Firm Culture & Development Report

Employees at Medium-Sized Firms More Likely to Agree They Feel Like They Belong in Their Firm

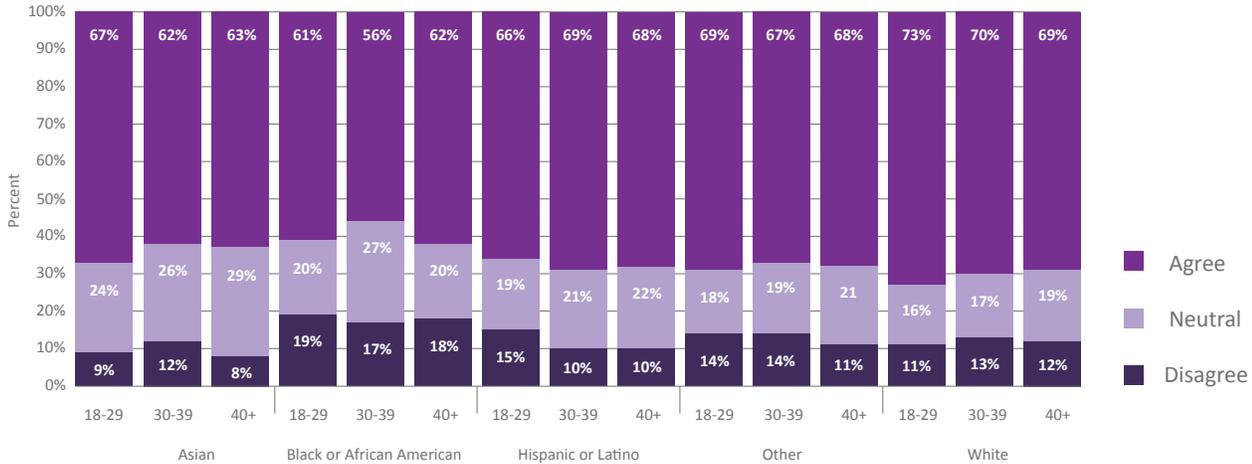


Filtered solely by firm sized, respondents at medium-sized firms are more likely to agree they feel like they belong in their firm compared to large and small firm employees. This pattern holds true for Asian, African American, and white respondents, with white employees at medium-sized firms the most likely of all groups to agree (73 percent).

However, Hispanic or Latino respondents are most likely to agree when employed by small firms.

Baseline on Belonging: Firm Culture & Development Report

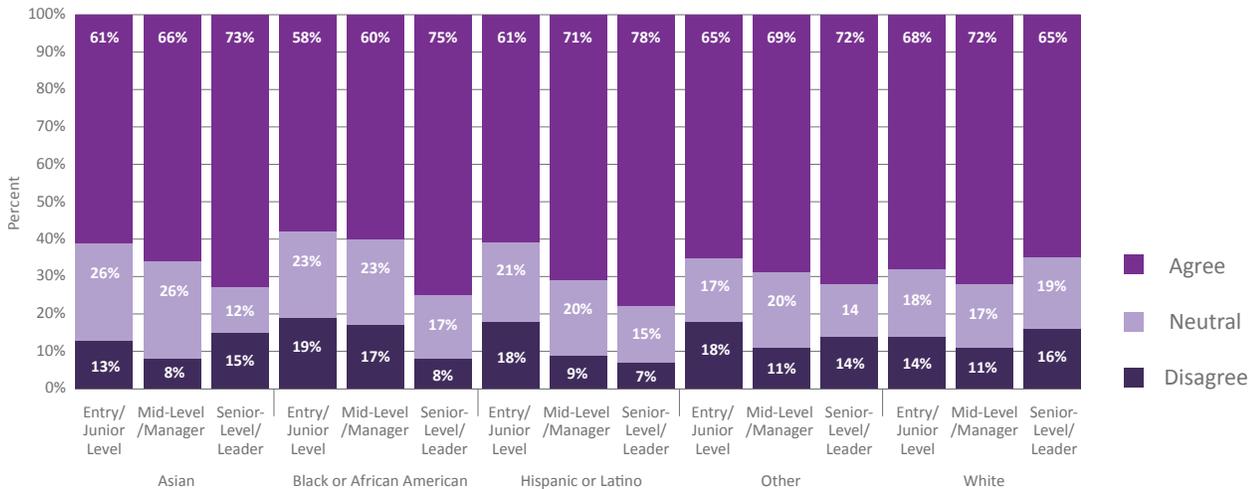
18-29-Year-Olds More Likely to Agree They Feel Like They Belong in Their Firm



For most racial and ethnic groups, 18-29-year-olds were more likely to indicate feel like they belong in their firm compared to 30-39-year-olds and those 40 or older. However, Hispanic or Latino 18-29-year-olds were slightly less likely to agree than their older peers.

Black or African American 30-39-year-olds were the least likely to agree at 56 percent.

Entry-Level Employees Less Likely to Agree They Feel Like They Belong in Their Firm



Although younger employees were more likely to agree they felt a sense of belonging compared to their older peers, entry-level employees were less likely to agree compared to mid-level and senior-level respondents of the same race or ethnicity.

Entry-level African Americans were the least likely to agree at 57 percent, and senior-level Latinos were the most likely at 78 percent.

Baseline on Belonging: Firm Culture & Development Report

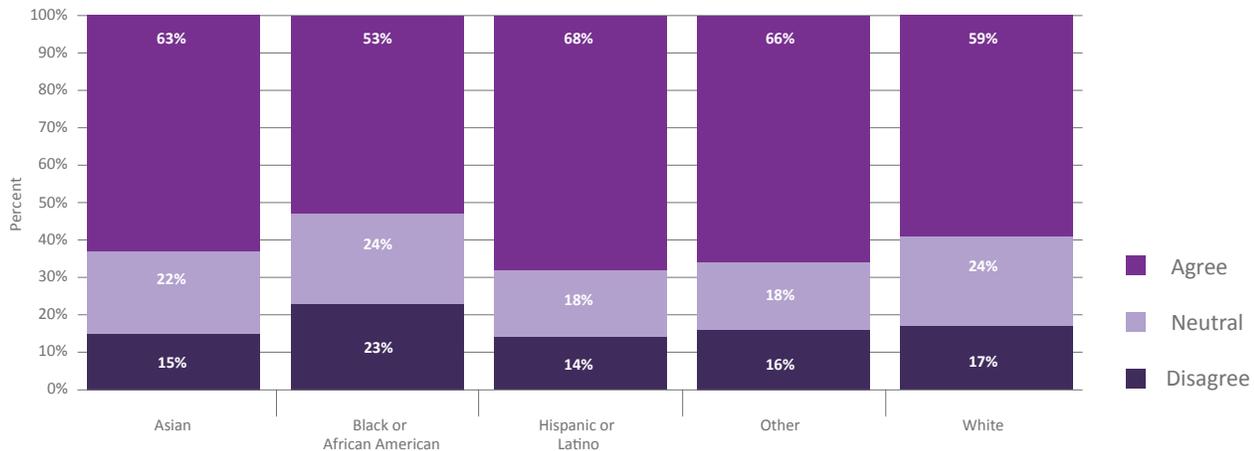
Firm Culture: Diverse and Inclusive

When asked to rate their level of agreement with the statement “My firm culture is diverse and inclusive,” 62 percent of all respondents either agreed or strongly agreed. Twenty-two percent were neutral, and 16 percent disagreed or strongly disagreed.

Women—especially African American women—were less likely to agree that their firm culture is diverse and inclusive compared to their male peers.

Respondents over 40 and respondents who held senior-level positions in their firms were more likely to agree compared to their younger or entry-level counterparts.

African Americans Least Likely to Agree Firm Culture Is Diverse and Inclusive

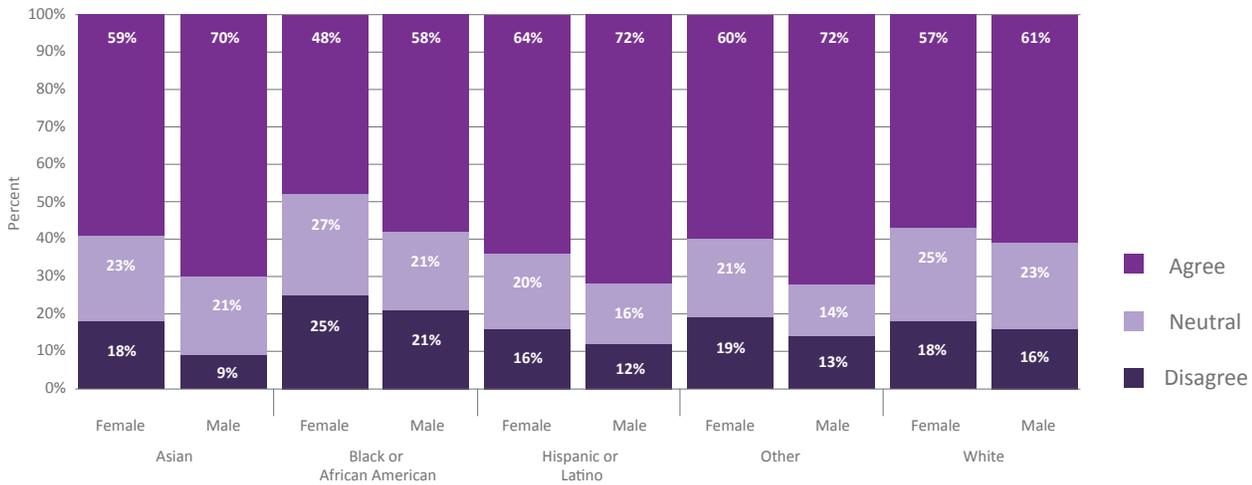


Fifty-four percent of Black or African American respondents agreed that their firm culture is diverse and inclusive, compared to 68 percent of Hispanic or Latino respondents—a 14 percentage point difference. White respondents were the second-least likely to agree at 59 percent.



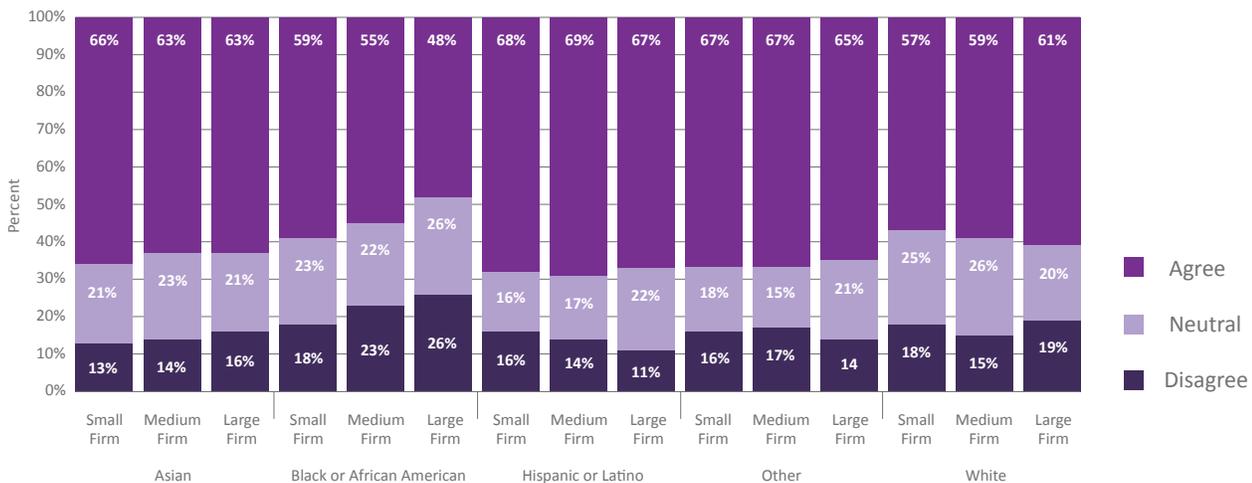
Baseline on Belonging: Firm Culture & Development Report

Less Than Half of African American Women Agree Their Firm Culture Is Diverse and Inclusive



Women of all races and ethnicities were less likely than their male peers of the same race or ethnicity to agree that their firm culture is diverse and inclusive. At 48 percent, Black or African American women were the least likely to agree—the only group where less than half of respondents agreed with the statement. At 72 percent, Latino men were the most likely to agree.

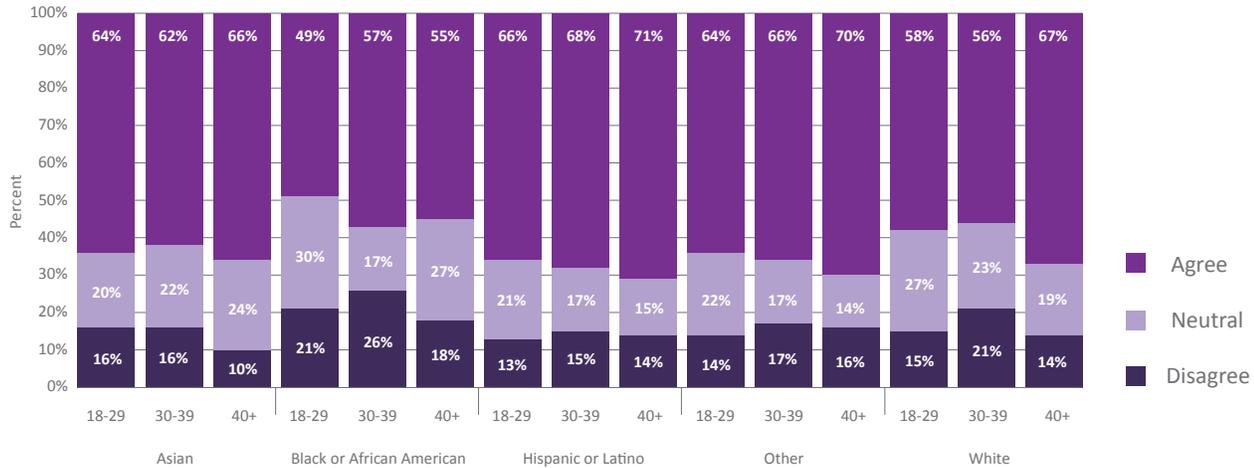
African Americans at Large Firms Least Likely to Agree Their Firm Culture Is Diverse and Inclusive



There was no steady pattern across demographic groups when responses were filtered by race, ethnicity, and firm size. African Americans employed by large firms were the least likely to agree at 48 percent, and Latinos employed by medium-sized firms were the most likely to agree at 69 percent.

Baseline on Belonging: Firm Culture & Development Report

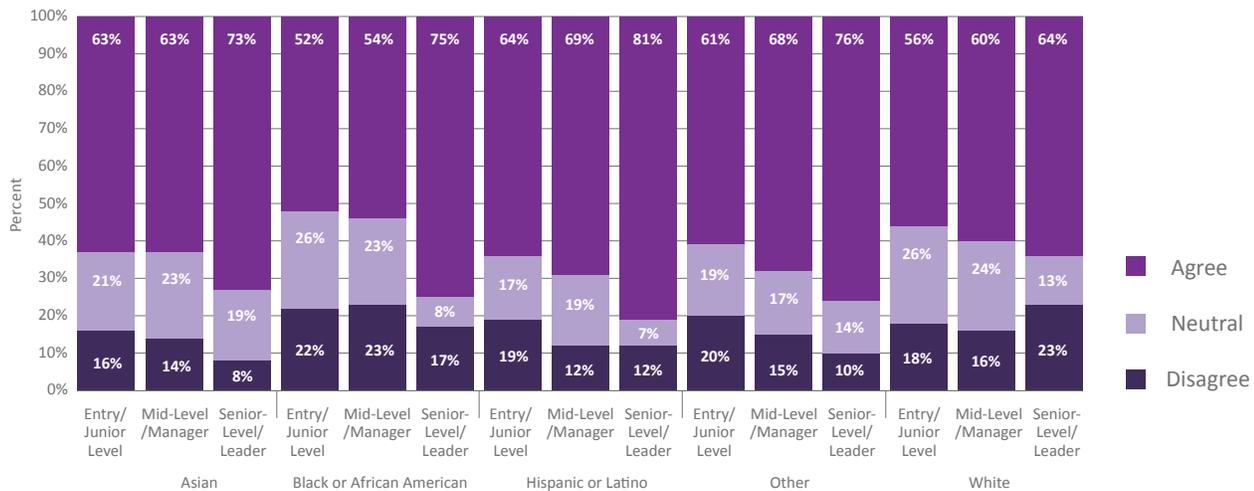
Respondents 40 and Older More Likely to Agree Firm Culture Is Diverse and Inclusive



Across most races and ethnicities, respondents who were 40 or older were more likely to agree that their firm culture is diverse and inclusive compared to those who were 18-29 or 30-39. Black or African American respondents were the only exception, with 30-39-year-olds slightly more likely to agree (57 percent) than those 40 or older (55 percent).

Black or African American 18-29-year-olds were the least likely to agree of all groups at 49 percent.

Senior-Level Employees More Likely to Agree Firm Culture Is Diverse and Inclusive



Similarly, senior-level employees across all races and ethnicities were more likely to agree that their firm culture is diverse and inclusive compared to their entry- and mid-level counterparts.

Senior-level Latinos were the most likely to agree at 80 percent. Entry-level African Americans were the least likely to agree at 52 percent.

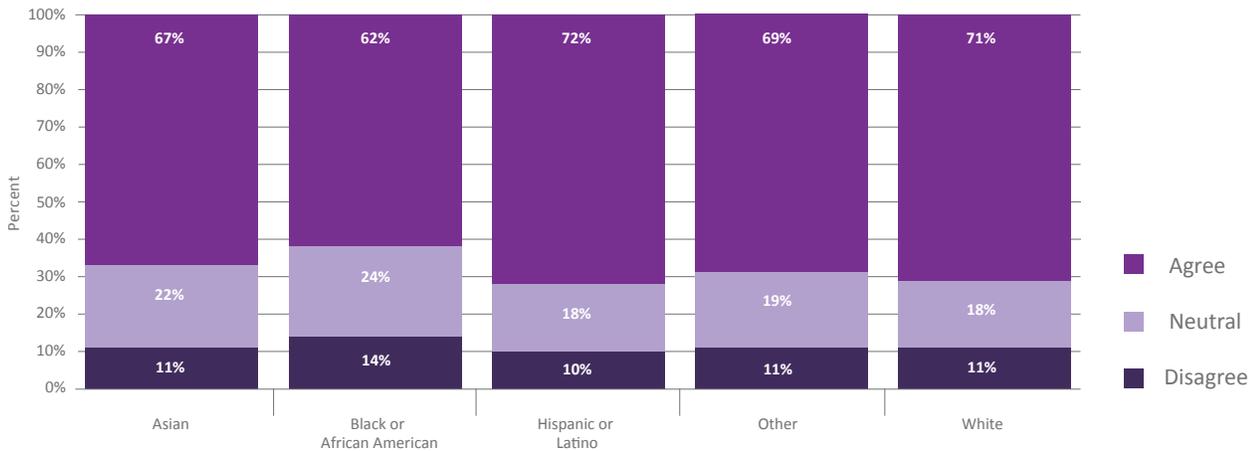
Baseline on Belonging: Firm Culture & Development Report

Firm Culture: Treatment of Employees Who Are Different

When asked to rate their level of agreement with the statement, “Employees who are different from most others are treated fairly at my firm,” 69 percent of all respondents agreed or strongly agreed. Of the remaining 31 percent, 20 percent were neutral and 11 percent disagreed or strongly disagreed.

Women, especially African American women, were less likely than their male peers to agree that “different” employees were treated fairly at their firm. Additionally, African Americans employed by large firms showed a significant gap compared to other racial and ethnic groups filtered by firm size.

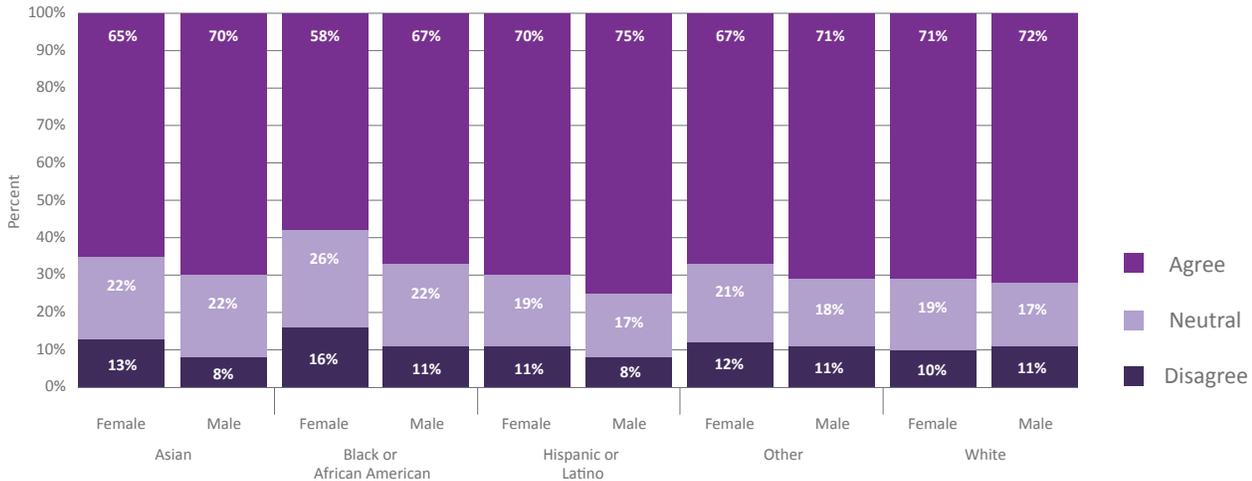
African Americans Less Likely to Agree Employees Who Are Different Are Treated Fairly



Sixty-three percent of Black or African American respondents agreed that their firm treats individuals who are different fairly, the lowest rate of all races and ethnicities. This is 9 percentage points less than Hispanic or Latino respondents (72 percent) and 8 percentage points fewer than white respondents (71 percent).

Baseline on Belonging: Firm Culture & Development Report

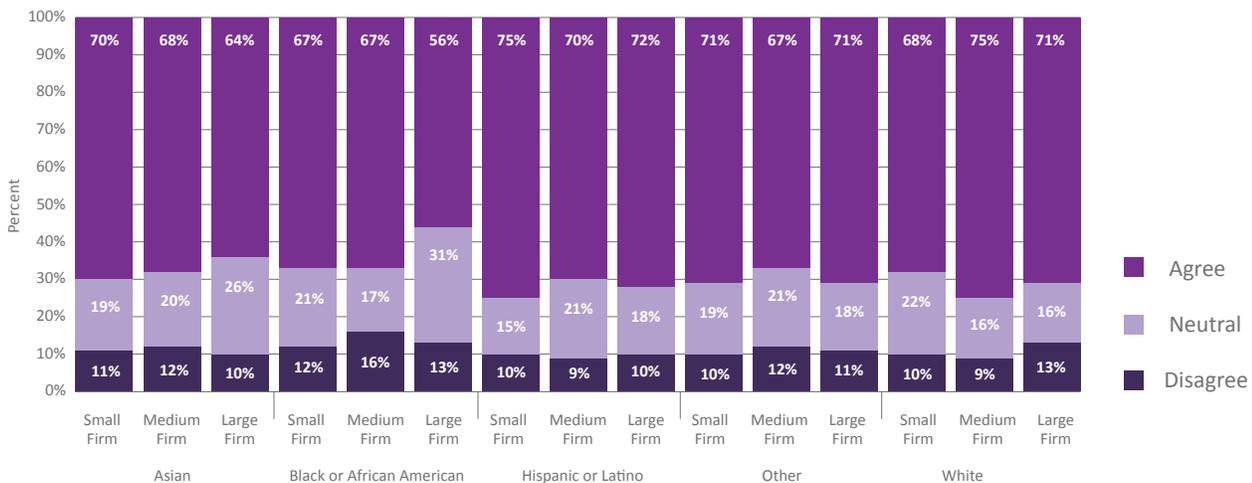
Women Less Likely to Agree Employees Who Are Different Are Treated Fairly



Across all races and ethnicities, women were less likely to agree that their firm treats employees who are different fairly, compared to men of the same demographic group.

Black or African American women were the least likely to agree at 58 percent—17 percentage points less than Hispanic or Latino men, who were the most likely.

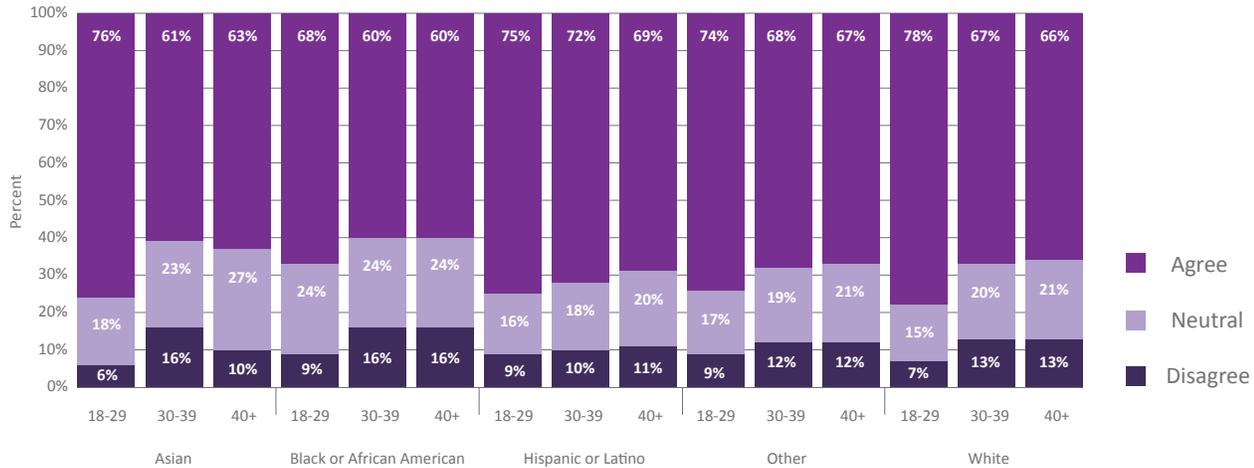
African Americans Employed By Large Firms Least Likely to Agree Employees Who Are Different Are Treated Fairly



When responses are viewed by race, ethnicity, and firm size, African Americans employed by large firms were a clear outlier—with 56 percent agreeing that their firm treats individuals who are different fairly. This is 8-16 percentage points fewer than all other racial and ethnic groups employed by large firms.

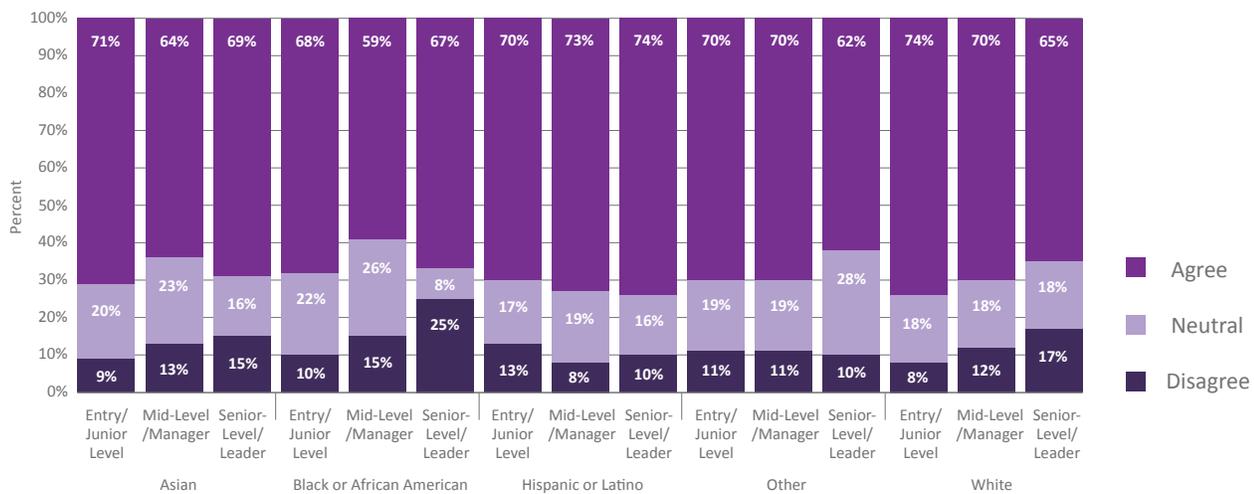
Baseline on Belonging: Firm Culture & Development Report

18-29-Year-Olds More Likely to Agree Employees Who Are Different Are Treated Fairly



Across all races and ethnicities, 18-29-year-olds were more likely than other age groups to agree that employees who are different from most others are treated fairly at their firm. White 18-29-year-olds had the highest level of agreement, with 78 percent agreeing or strongly agreeing. This is 10 percentage points higher than Black or African American 18-29-year-olds.

Entry-Level Employees More Likely to Agree Employees Who Are Different Are Treated Fairly



For most racial and ethnic groups, entry-level employees were more likely to agree that employees who are different from most others are treated fairly at their firm. However, the opposite is true for Hispanic and Latino respondents, with entry-level employees 3-4 percentage points less likely to agree than those in mid-level and senior positions.

Baseline on Belonging: Firm Culture & Development Report

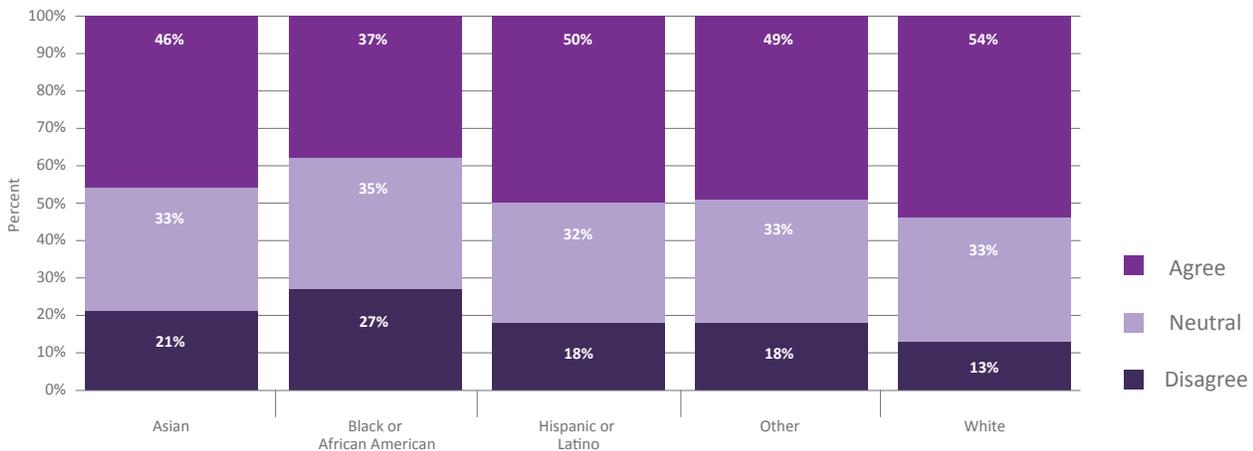
Firm Culture: Encouraged to Apply for Higher Positions

When asked to rate their level of agreement with the statement, “Employees of different backgrounds are encouraged to apply for higher positions,” 49 percent of respondents either agreed or strongly agreed. This is significantly lower than the level of agreement on other statements related to firm culture. Of the remaining 51 percent, 33 percent were neutral and 18 percent disagreed or strongly disagreed.

As with previous statements, African Americans and women—especially African American women—were less likely to agree compared to their peers of other races, ethnicities, and genders.

Young or entry-level respondents were also less likely to agree, although this could partly be due to limited exposure to career growth early in their careers.

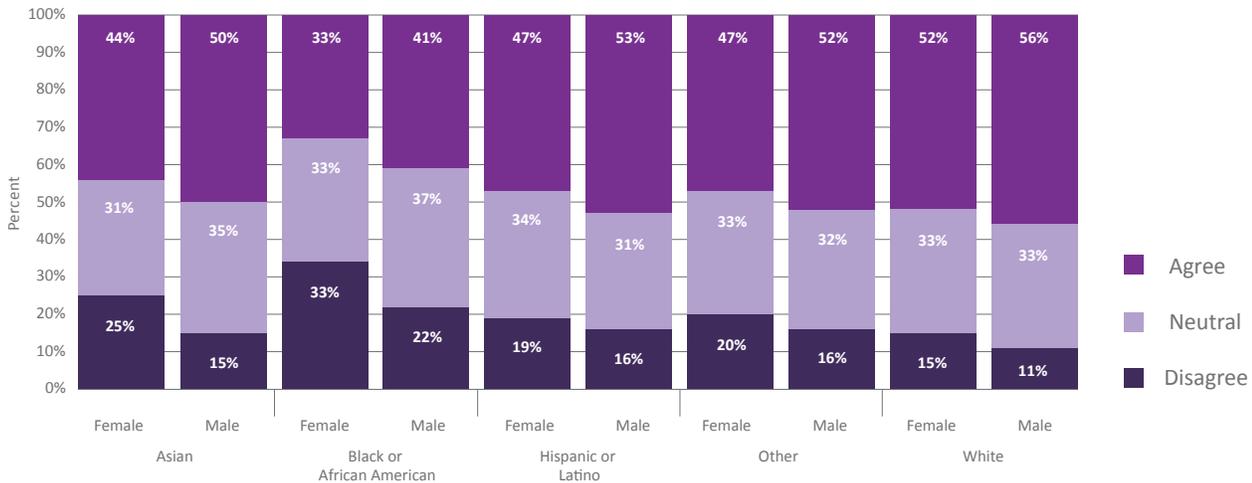
African Americans Less Likely to Agree Firm Encourages Employees of Different Backgrounds to Apply for Higher Positions



Thirty-seven percent of Black or African American respondents agreed that their firm encourages employees of different backgrounds to apply for higher positions. This is the lowest level of agreement for all races and ethnicities, and 17 percentage points fewer than white respondents.

Baseline on Belonging: Firm Culture & Development Report

One Third of African American Women Do Not Agree Firm Encourages Employees of Different Backgrounds to Apply for Higher Positions

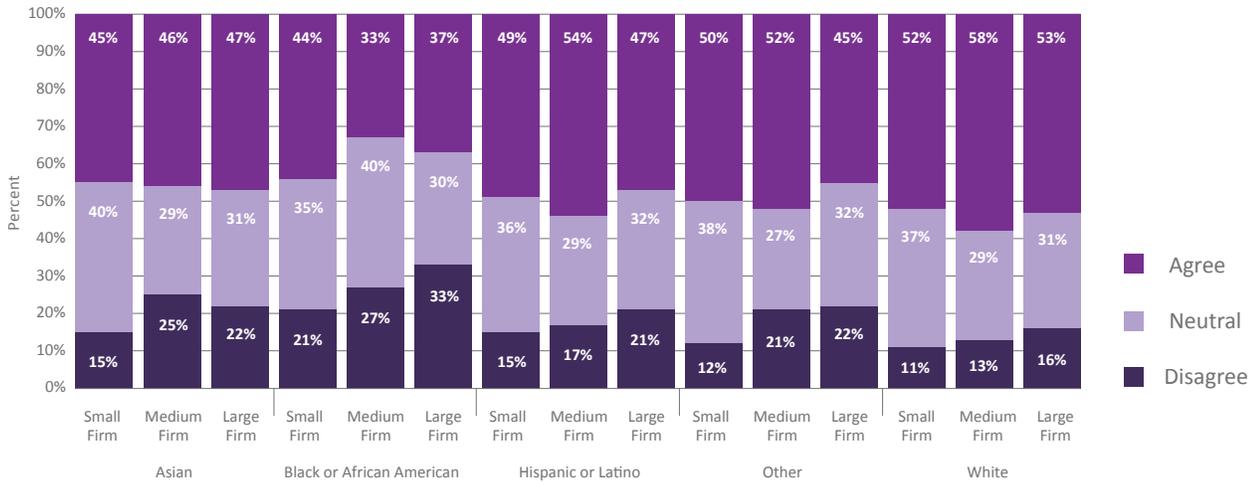


One third (33 percent) of Black or African American women agreed that their firm encourages employees of different backgrounds to apply for higher positions, the lowest agreement rate across all races, ethnicities, and genders. This is 23 percentage points fewer than white men, who were the most likely to agree.

Black or African American women also had the highest “disagree” rate at 33 percent. White men had the lowest disagree rate at 11 percent.

Baseline on Belonging: Firm Culture & Development Report

African Americans at Medium-Sized Firms Less Likely to Agree Firm Encourages Employees of Different Backgrounds to Apply for Higher Positions

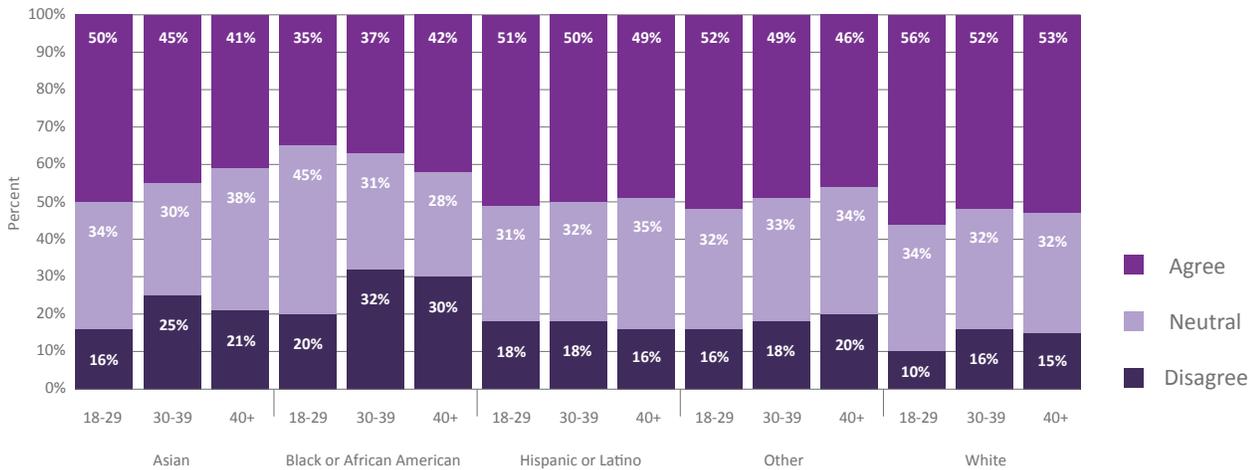


White and Latino respondents employed by medium-sized firms were more likely to indicate that their firm encourages employees of different backgrounds to apply for higher positions compared to their peers at small and large firms. However, the opposite is true for African American respondents at mid-sized firms, who were the least likely to agree. Asian respondents were nearly equally likely to agree regardless of firm size.



Baseline on Belonging: Firm Culture & Development Report

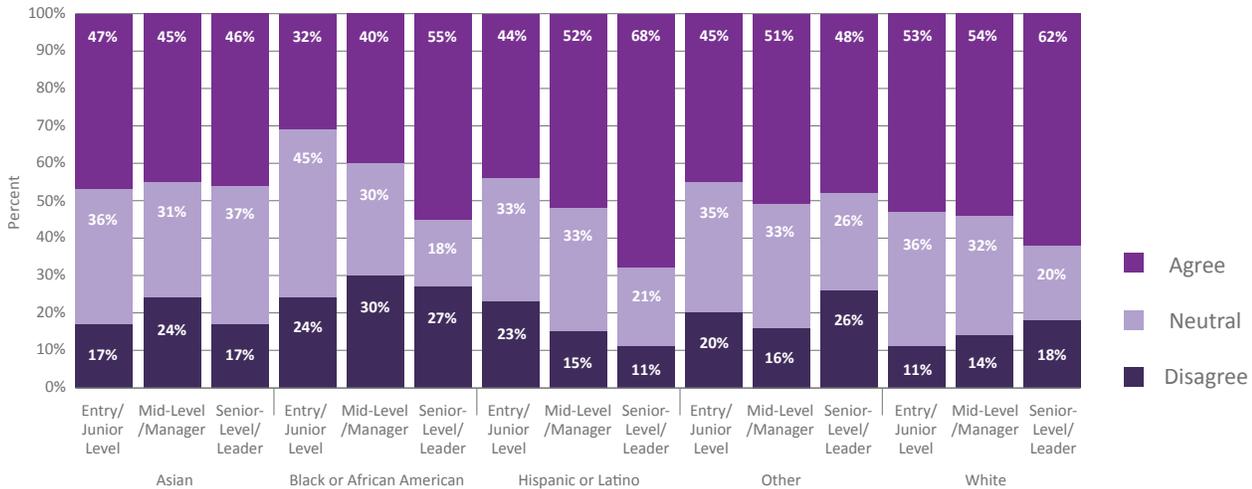
18-29-Year-Old African Americans Least Likely to Agree Firm Encourages Employees of Different Backgrounds to Apply for Higher Positions



For most racial and ethnic groups, 18-29-year-old respondents were more likely than their 30-39-year-old or 40+ peers to agree that their firm encourages employees of different backgrounds to apply for higher positions. However, the opposite is true for Black or African American respondents, where 18-29-year-olds indicated the lowest level of agreement.

Baseline on Belonging: Firm Culture & Development Report

Entry-Level Employees Less Likely to Agree Firm Encourages Employees of Different Backgrounds to Apply for Higher Positions



For most racial and ethnic groups, entry-level employees were the least likely to agree that their firm encourages employees of different backgrounds to apply for higher positions. African American entry-level employees were the least likely, with less than a third (32 percent) agreeing.

This could be impacted by the limited career progress encountered by entry-level employees.

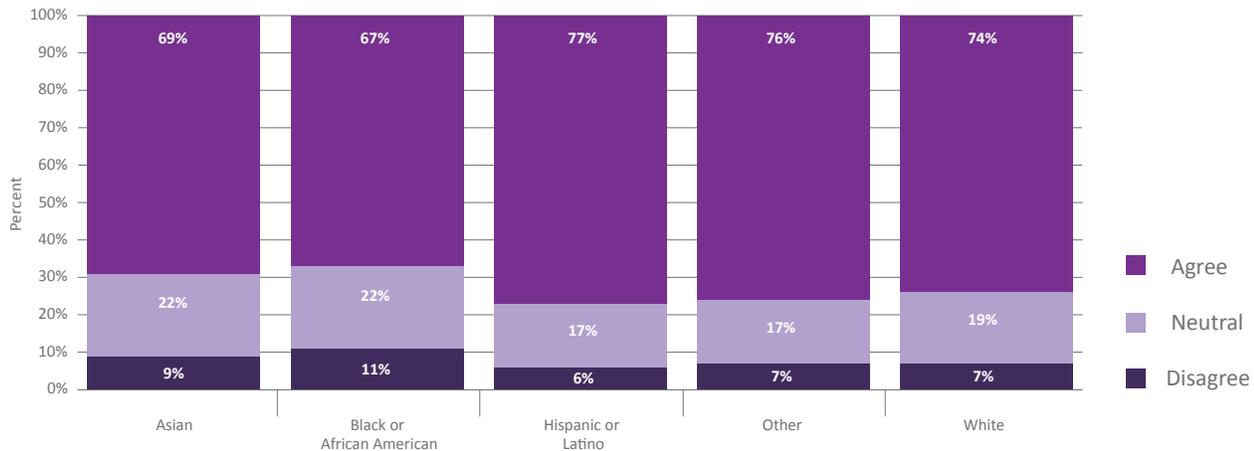
Baseline on Belonging: Firm Culture & Development Report

Firm Culture: Employees of Different Backgrounds Interact Well

When asked to rate their level of agreement with the statement “Employees of different backgrounds interact well within our firm,” 73 percent of all respondents either agreed or strongly agreed. Of the remaining 27 percent, 19 percent were neutral, and 8 percent disagreed or strongly disagreed.

African Americans, especially African American women, were less likely to agree than their peers of other race and ethnicities. Younger employees of all races were more likely to agree, as were employees of medium-sized firms.

African Americans Least Likely to Agree Employees of Different Backgrounds Interact Well

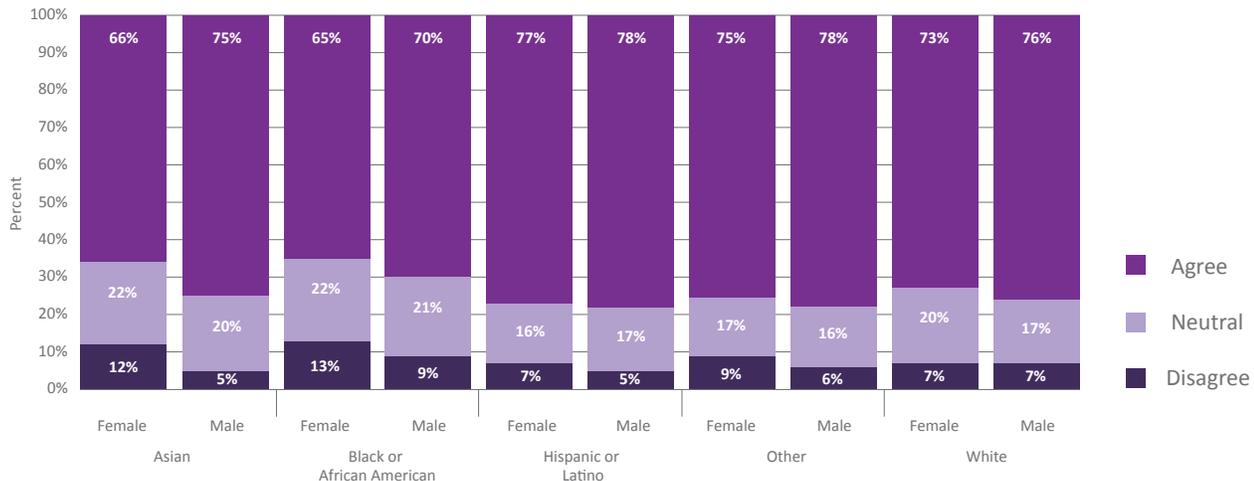


Sixty-seven percent of Black or African American respondents agreed that employees of different backgrounds interact well within their firm. This is 7 percentage points less than white respondents, and 10 percentage points less than Hispanic or Latino respondents.



Baseline on Belonging: Firm Culture & Development Report

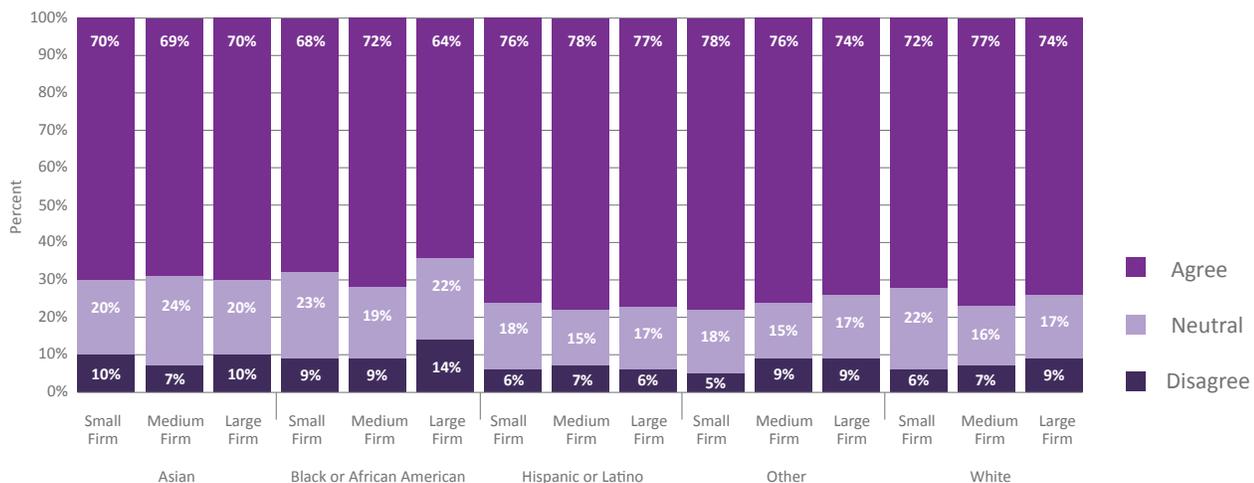
Women Less Likely to Agree Employees of Different Backgrounds Interact Well



Across all racial and ethnic groups, women were less likely than men of the same race or ethnicity to agree that employees of different backgrounds interact well within their firm.

At 65 and 66 percent, respectively, African American and Asian women were the least likely to agree of all groups. Latino men were the most likely at 78 percent.

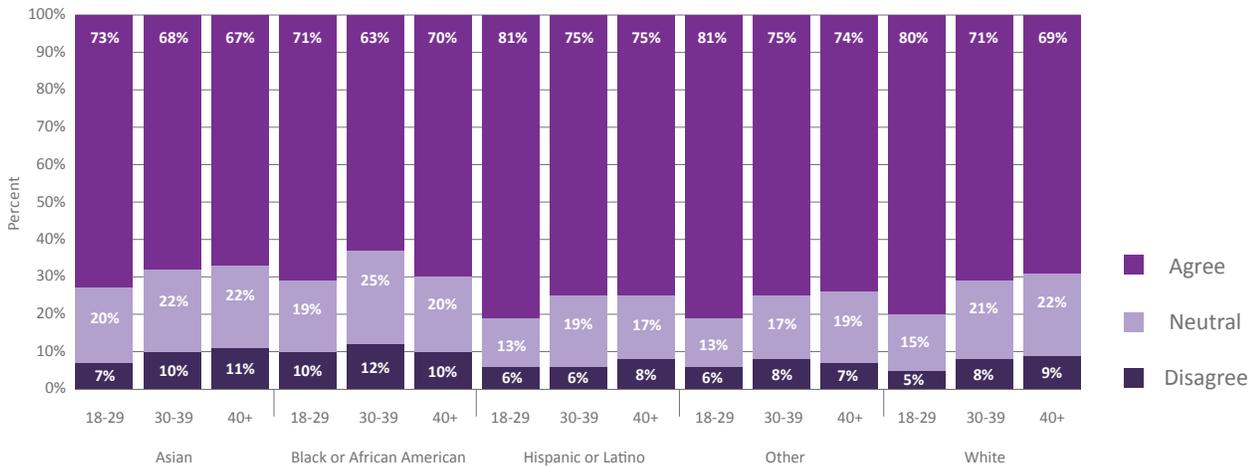
Employees of Medium-Sized Firms More Likely to Agree Employees of Different Backgrounds Interact Well



White, African American, and Latino respondents employed by medium-sized firms were more likely to agree that employees of different backgrounds interact well within their firm compared to employees at other firm sizes. At 69-70 percent, Asian respondents were nearly equally as likely to agree regardless of firm size.

Baseline on Belonging: Firm Culture & Development Report

18-29-Year-Olds More Likely to Agree Employees of Different Backgrounds Interact Well



Regardless of race or ethnicity, 18-29-year-olds were more likely than their 30-39-year-old or 40+ peers to agree that employees of different backgrounds interact well within their firm. At 80 and 81 percent, respectively, white and Latino 18-29-year-olds were the most likely to agree of any race, ethnicity, and age group.

Mid-Level African Americans Least Likely to Agree Employees of Different Backgrounds Interact Well



At 67 percent, Black or African Americans in mid-level positions were the least likely to agree that employees of different backgrounds interact well within their firm. Hispanic or Latino respondents in senior-level positions were the most likely to agree at 79 percent, a 12 percentage point difference.



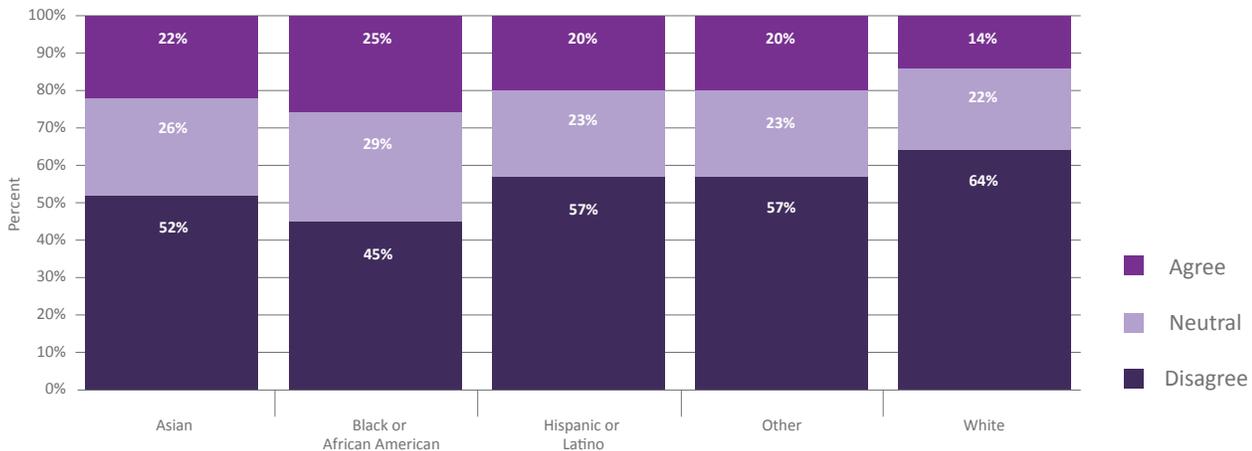
Baseline on Belonging: Firm Culture & Development Report

Firm Culture: Diversity Is a Barrier to Progression

When asked to rate their level of agreement with the statement, “Diversity is a barrier to progression at my firm,” 19 percent of all respondents agreed or strongly agreed. Twenty-four percent were neutral, and 57 percent disagreed or strongly disagreed.

African Americans, especially African American women, were more likely to agree that diversity is a barrier to progression compared to their white, male peers. Young and/or entry-level white respondents were also significantly less likely to agree compared to their peers of other demographic groups.

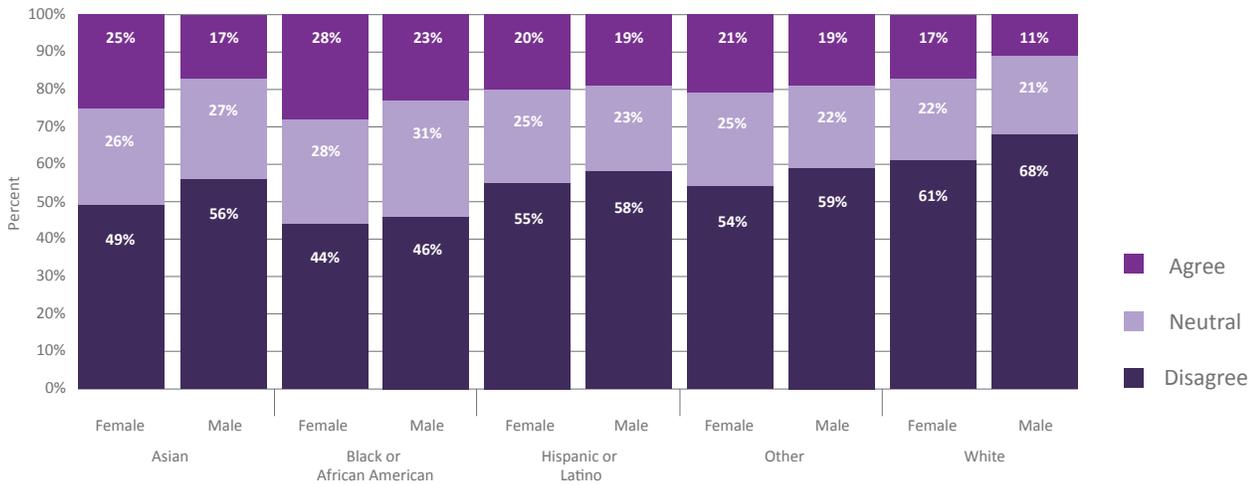
One Quarter of African Americans Agree Diversity Is a Barrier to Progression at Their Firm



One in every four Black or African American respondents (25 percent) agreed that diversity is a barrier to progression at their firm. This is 11 percentage points higher than white respondents (14 percent), who were the least likely to agree.

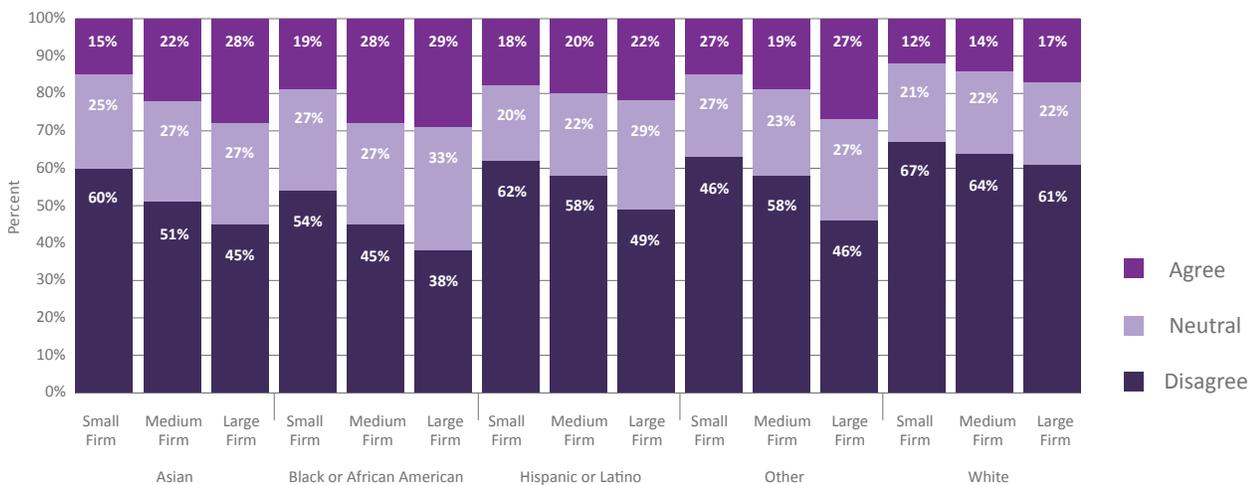
Baseline on Belonging: Firm Culture & Development Report

African American Women Most Likely to Agree Diversity Is a Barrier to Progression at Their Firm



Women of every race and ethnicity were more likely to agree that diversity is a barrier to progression at their firm, compared to men of the same racial or ethnic group. African American women were the most likely of all groups to agree at 28 percent, compared to just 12 percent of white men.

Large Firm Employees More Likely to Agree Diversity Is a Barrier to Progression at Their Firm



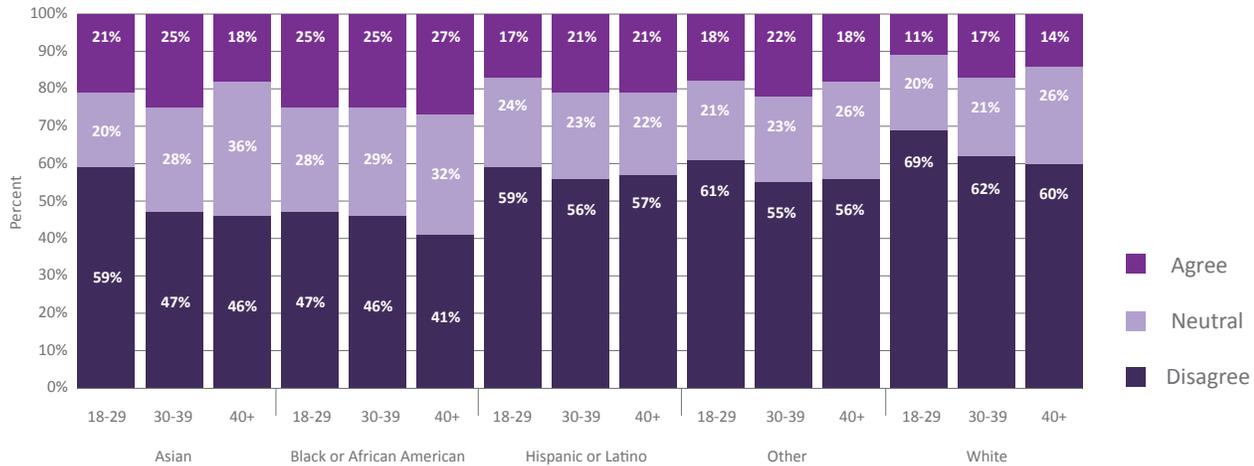
For every racial and ethnic group, employees of large firms were more likely to agree that diversity is a barrier to progression, compared to individuals of the same race or ethnicity employed by small or mid-sized firms.

African Americans employed by large firms were the most likely of all groups to agree that diversity is a barrier to progression (29 percent). White employees of small firms were the least likely (12 percent).



Baseline on Belonging: Firm Culture & Development Report

White 18-29-Year-Olds Least Likely to Agree Diversity Is a Barrier to Progression at Their Firm

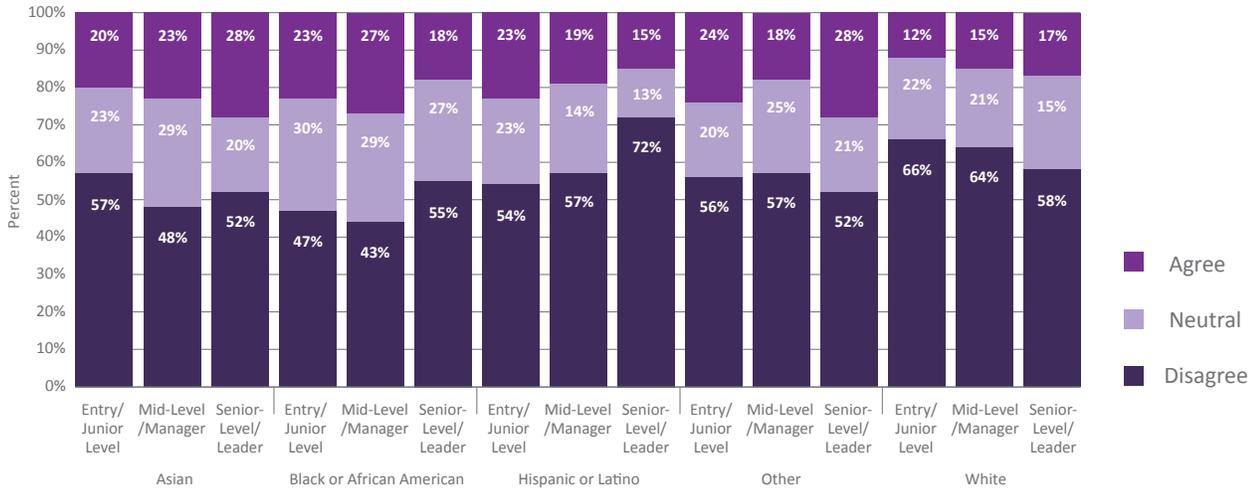


For most racial and ethnic groups, 18-29-year-olds were less likely to report that diversity is a barrier to progression at their firm compared to 30-39-year-olds and individuals who are 40 or older. White 18-29-year-olds were the least likely of all groups to agree (11 percent). African Americans aged 40+ were the most likely to agree (27 percent).



Baseline on Belonging: Firm Culture & Development Report

White Entry-Level Employees Least Likely to Agree Diversity Is a Barrier to Progression at Their Firm



At 12 percent, white entry-level employees were the least likely to agree that diversity is a barrier to progression at their firm—16 percentage points fewer than Asians in senior-level positions (28 percent).

For white and Asian respondents, entry-level employees were less likely to agree than mid-level and senior-level employees. However, for African American and Latino respondents, senior-level employees were the least likely to agree.



Baseline on Belonging: Firm Culture & Development Report

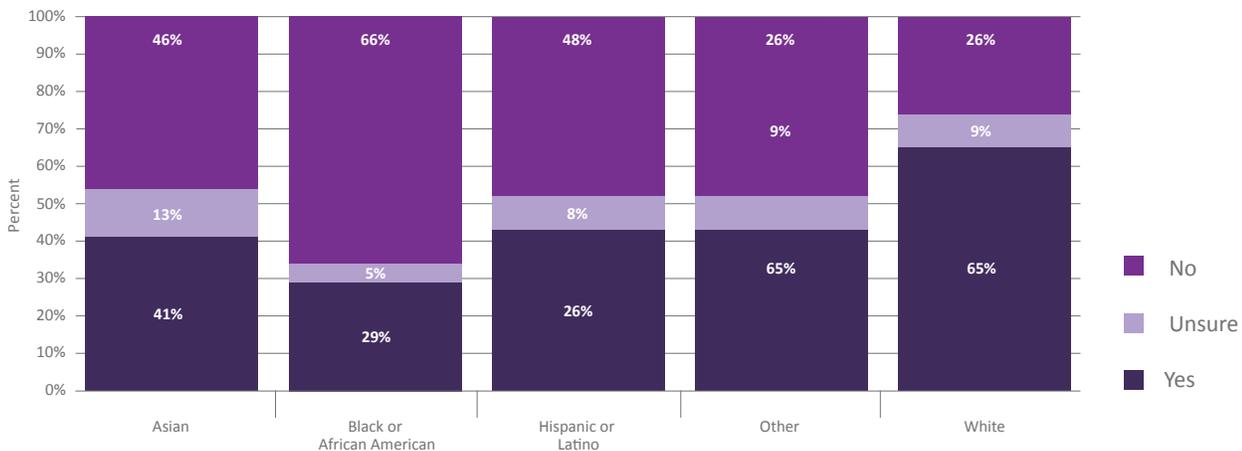
Firm Culture: Identifying Similar People in Leadership Positions

When asked the question, “Can you identify people similar to yourself in leadership positions at your firm?” respondents could select one of three responses: yes, unsure, or no. Forty-one percent of respondents said no, while another 9 percent selected unsure. The remaining 50 percent of respondents selected yes, indicating they could identify people similar to themselves in leadership positions.

Respondents of color—particularly, African American respondents—were much less likely to say they could identify people similar to themselves in leadership positions at their firm. When factoring in gender, the gap grows wider.

Additionally, individuals employed by large firms were less likely than individuals at other firm sizes to say that they could identify people like themselves in leadership.

Respondents of Color Less Likely to Say They Can Identify Similar People in Leadership



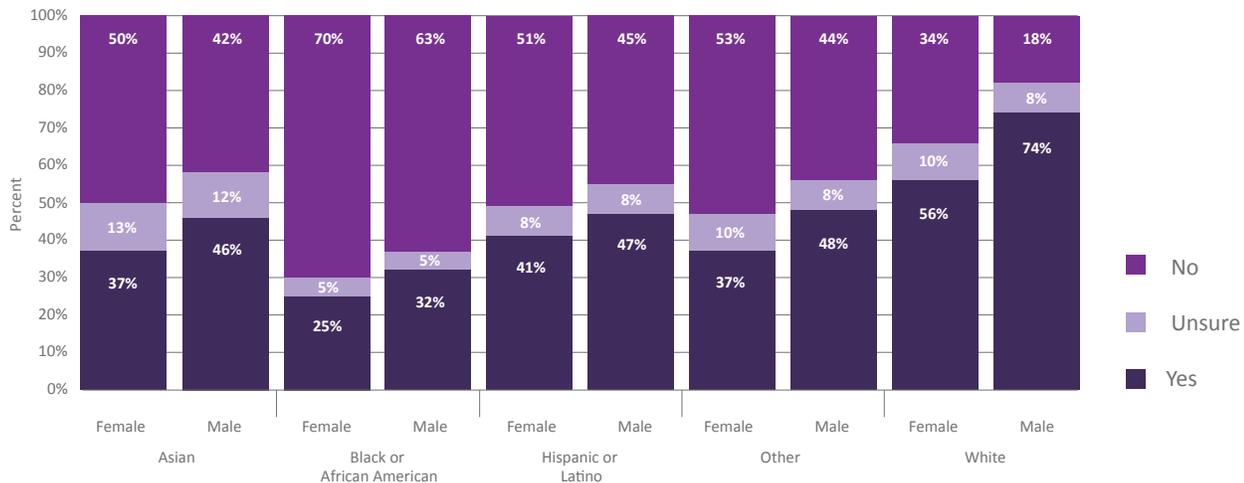
Approximately 29 percent of Black or African American respondents reported they could identify people similar to themselves in leadership positions at their firm—the lowest rate of all racial and ethnic groups.

Additionally, all respondents of color responded no to this question at a higher rate than they responded yes or unsure. White respondents, on the other hand, were more than twice as likely to respond yes than no when asked if they could identify similar people in leadership positions at their firm.



Baseline on Belonging: Firm Culture & Development Report

African American Women Least Likely to Say They Can Identify Similar People in Leadership

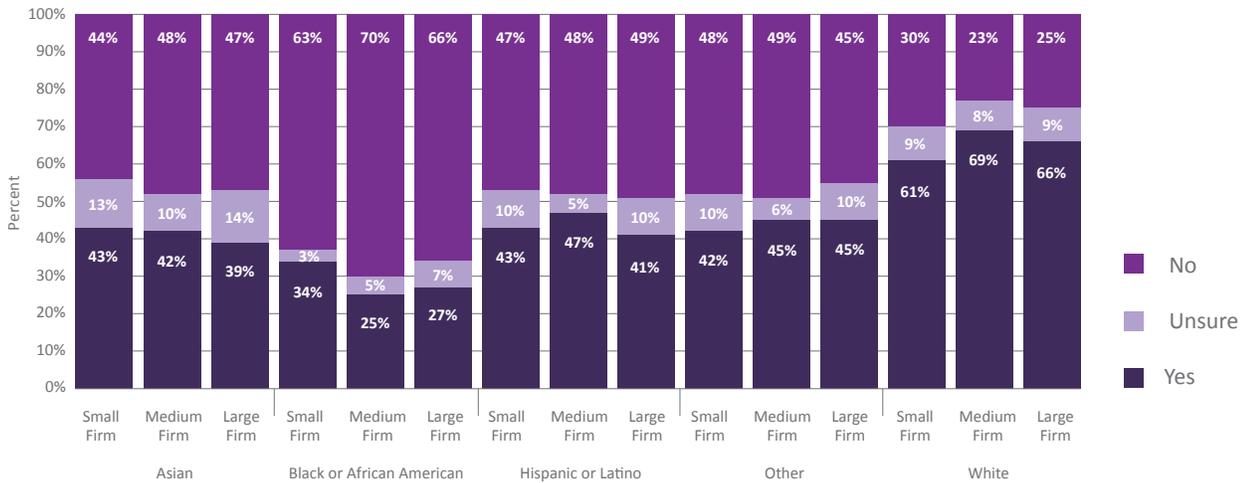


Women of all races and ethnicities were less likely than their male counterparts to say they could identify people similar to themselves in leadership positions at their firm. The greatest gender gap, however, was seen between white men and women—with white men 18 percent more likely than white women to say they could identify similar people in leadership.

Additionally, 70 percent of African American women said they could not identify people similar to themselves in leadership positions—the most likely of all groups to respond no to this question. In comparison, 74 percent of white men said they could identify people similar to themselves in leadership.

Baseline on Belonging: Firm Culture & Development Report

African Americans at Medium-Sized Firms Least Likely to Say They Can Identify Similar People in Leadership

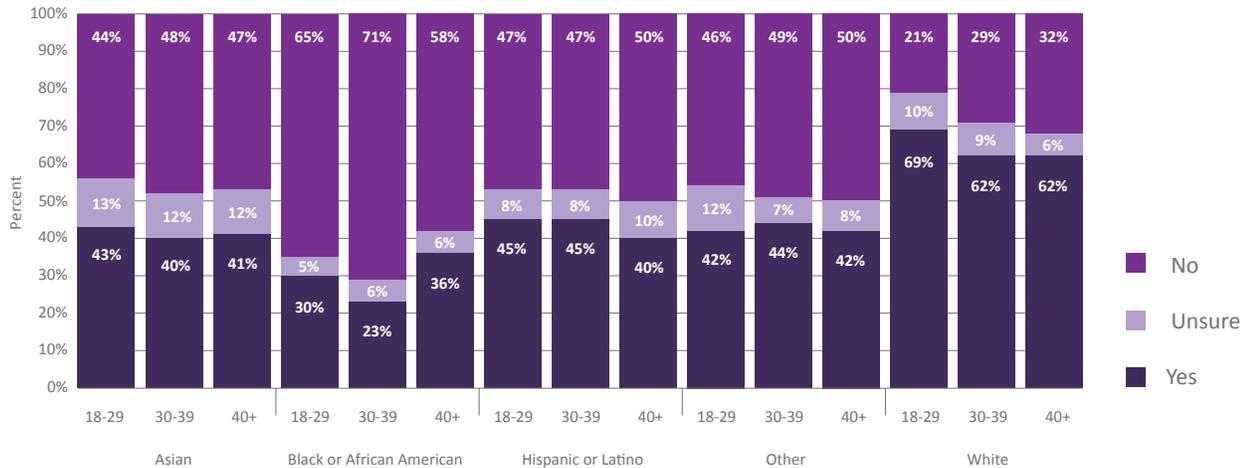


At 25 percent, African Americans at medium-sized firms were the least likely of all groups to report they could identify people similar to themselves in leadership positions. White respondents at medium-sized firms were the most likely of all groups to say they could identify people like themselves in leadership at 69 percent. This represents a 44 percentage point gap between African American respondents and white respondents at medium-sized firms.

White respondents were the only racial or ethnic group where more than 50 percent of respondents at all firm sizes indicated they could identify people similar to themselves in leadership.

Baseline on Belonging: Firm Culture & Development Report

18-29-Year-Olds Most Likely to Say They Can Identify Similar People in Leadership

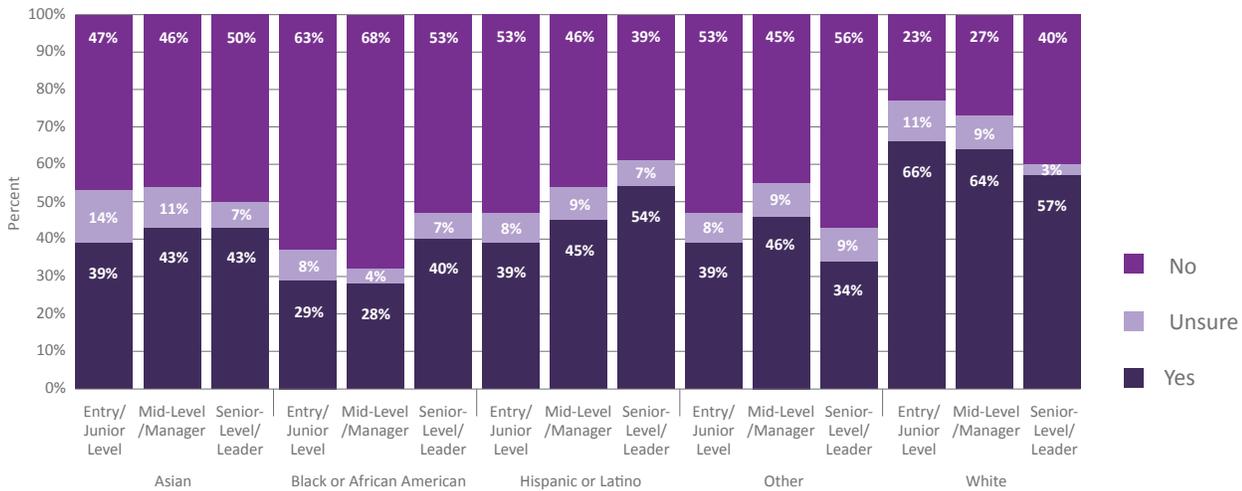


Across most races and ethnicities, 18-29-year-olds were the most likely to indicate that they could identify people similar to themselves in leadership positions at their firm. They were also more likely to respond that they were unsure.

At 23 percent, African Americans in the 30-39 age group were the least likely of all groups to say they could identify people like them in leadership—roughly 39 percentage points less likely than white respondents in the 30-39 age group.

Baseline on Belonging: Firm Culture & Development Report

Mid-Level African Americans Least Likely to Say They Can Identify Similar People in Leadership



For most racial and ethnic groups, senior-level employees were slightly more likely to report they could identify people similar to themselves in leadership positions. Entry-level employees were more likely than employees at other levels to indicate that they were unsure when asked this question.

At 57 percent, white respondents were the most likely senior-level group to say they could identify people like themselves in leadership, followed by senior-level Hispanic or Latino respondents at 54 percent. Senior-level Latino respondents were also the only non-white group where more than 50 percent of respondents responded yes to this question.

Mid-level African American respondents, however, were the least likely of all groups (28 percent) to say they could identify people similar to themselves in leadership.



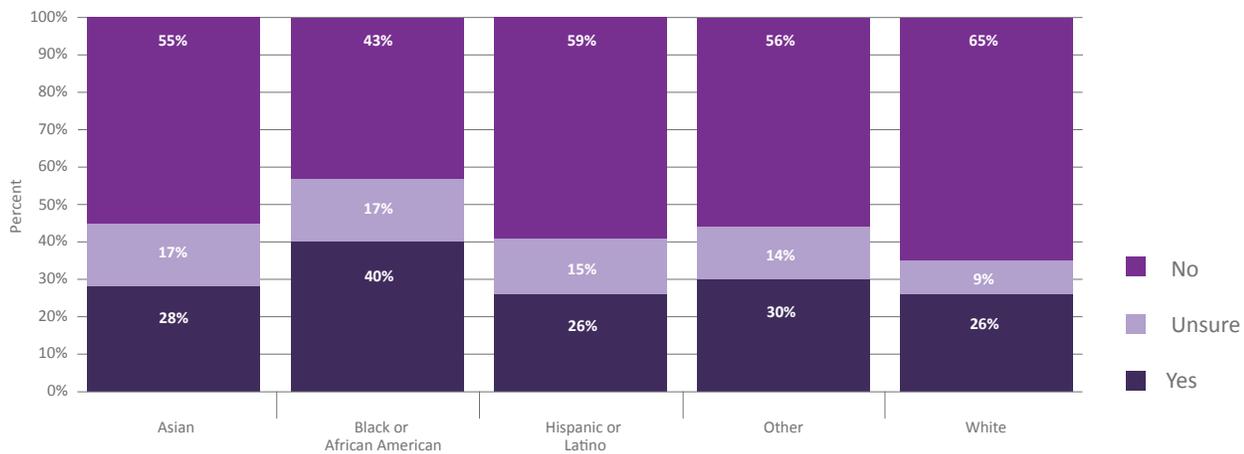
Baseline on Belonging: Firm Culture & Development Report

Firm Culture: Witnessing Prejudice and Discrimination

When asked the question, “Have you faced or witnessed prejudice or discrimination in your work environment?” respondents could select one of three responses: yes, unsure, or no. Approximately 29 percent of respondents said yes, that they had faced or witnessed discrimination, and another 59 percent said no. The remaining 13 percent of respondents said they were unsure.

Overall, respondents of color were more likely than their white peers to indicate they had faced or witnessed prejudice or discrimination in their workplace. Women—especially Black or African American women—were also more likely than men to indicate they had faced or witnessed discrimination.

African Americans More Likely to Say They Faced or Witnessed Discrimination

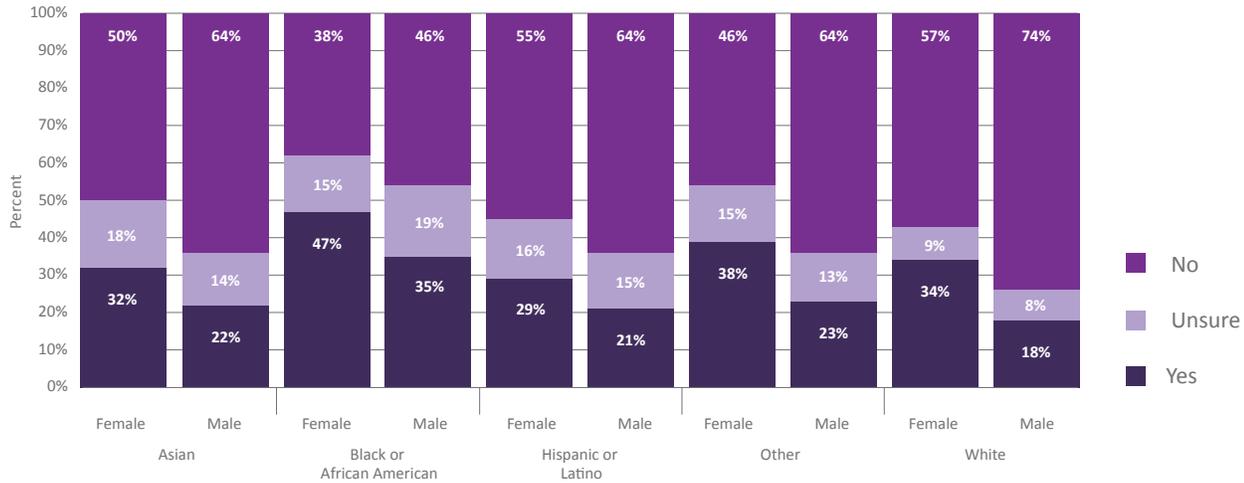


Two-fifths of Black or African American respondents (40 percent) indicated they had seen or witnessed discrimination in their work environment, the highest rate of all racial and ethnic groups. In contrast, white respondents were more likely than other racial and ethnic groups—especially African Americans—to indicate they had not faced or witnessed discrimination in their work environment, at 65 percent.



Baseline on Belonging: Firm Culture & Development Report

Women More Likely than Men to Say They Faced or Witnessed Discrimination

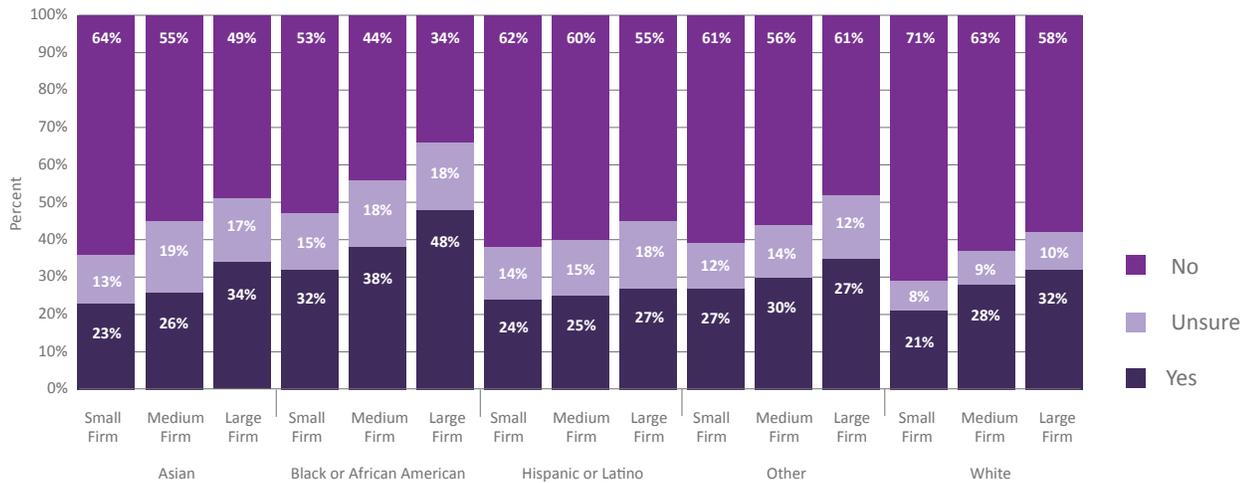


Women of all races and ethnicities were more likely than men to select yes when asked if they had faced or witnessed discrimination in their work environment. Black or African American women were the most likely of all groups to say they had faced or witnessed discrimination, at approximately 47 percent.

White respondents and respondents who selected “other” for race and ethnicity both have the largest gaps between genders. For each group, women were 16 percentage points more likely than men to indicate facing or witnessing discrimination.

Baseline on Belonging: Firm Culture & Development Report

Employees of Large Firms More Likely to Say They Faced or Witnessed Discrimination



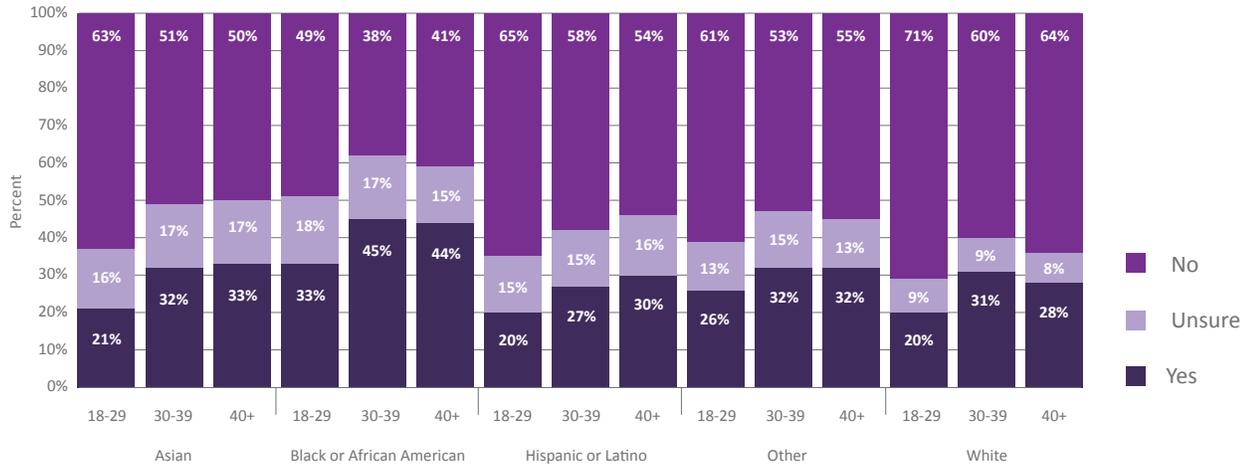
Across racial and ethnic groups, respondents employed by large firms were more likely to indicate facing or witnessing discrimination in the workplace. Small firm employees, on the other hand, were the least likely to indicate facing or witnessing discrimination.

At 48 percent, Black or African American respondents at large firms were the most likely to report they had faced or witnessed discrimination in their work environment—16 percentage points higher than white respondents at large firms. White respondents employed by small firms were also the least likely of all groups to say they had faced or witnessed discrimination at 21 percent.



Baseline on Belonging: Firm Culture & Development Report

18-29-Year-Olds Less Likely to Say They Faced or Witnessed Discrimination

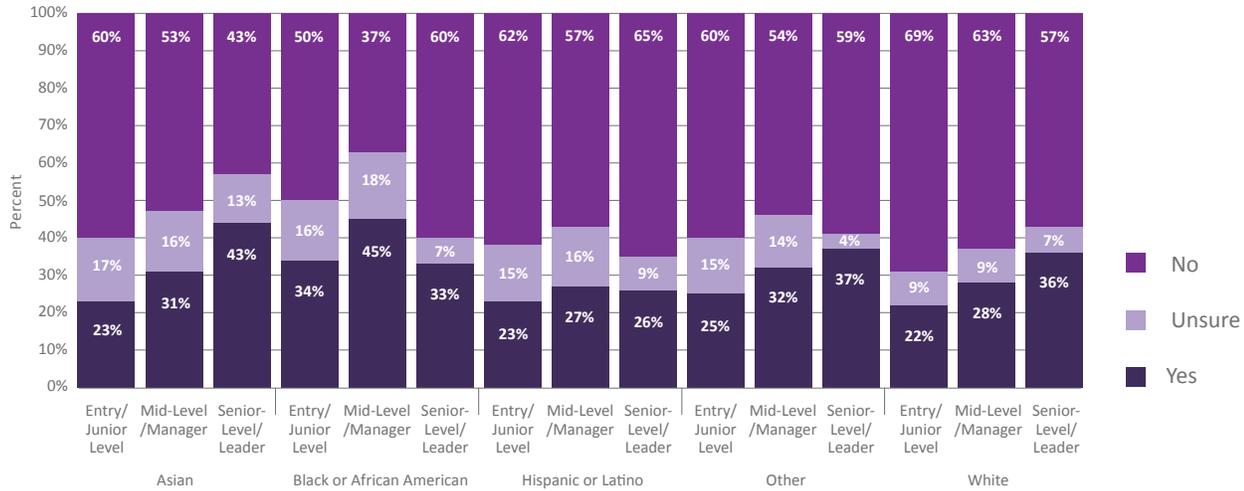


Across racial and ethnic groups, 18-29-year-olds were less likely to say they had faced or witnessed discrimination in the workplace.

Black or African American respondents in the 30-39 age group were the most likely group to indicate they had faced or witnessed discrimination, at 45 percent—14 percentage points more than white respondents in the same age group. Asian respondents 40 and older also indicated they have faced or seen discrimination at a higher rate than many of their counterparts, at 33 percent.

Baseline on Belonging: Firm Culture & Development Report

Mid-Level African Americans Most Likely to Say They Faced or Witnessed Discrimination



Senior-level respondents of most races and ethnicities were more likely to indicate they had faced or witnessed discrimination, compared to respondents with less senior positions. Of all senior-level employees, Asian respondents were the most likely to indicate facing or witnessing discrimination at 43 percent.

For African American and Latino respondents, however, those in mid-level positions were most likely to say they had faced or witnessed discrimination. At 45 percent, African American mid-level employees were the most likely of all groups to report they had faced or witnessed discrimination.

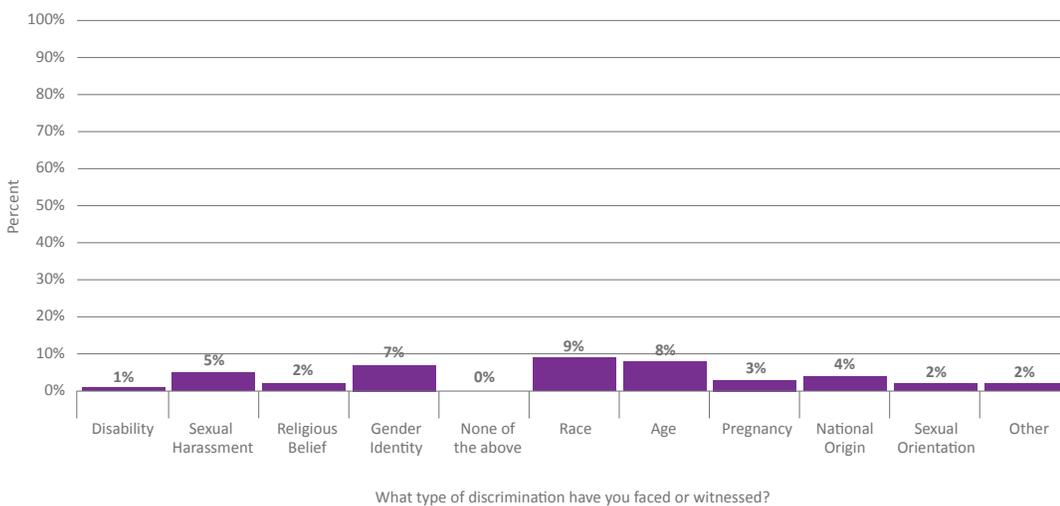
Baseline on Belonging: Firm Culture & Development Report

Firm Culture: Types of Prejudice and Discrimination in the Workplace

Candidates who said they had faced or witnessed discrimination in the workplace received the follow-up question: “What types of discrimination or prejudice have you witnessed or faced? Select all that apply.” Individuals were able to select from 12 different responses—age, disability, gender identity, national origin, pregnancy, race, religious belief, sexual harassment, sexual orientation, none of the above, or other.

Twenty-nine percent of all survey respondents indicated they had faced or witnessed discrimination in the workplace, but the proportion of respondents who faced or witnessed each individual type of discrimination is smaller. Less than 10 percent of all survey respondents reported facing each type of discrimination, with racial discrimination the most frequently cited type of discrimination.

Race, Age, and Gender Identity Most Frequently Selected Types of Discrimination in Workplace



When asked what types of discrimination they had faced or witnessed in the workplace, individuals most frequently selected the following responses: race (9 percent of all survey respondents), age (8 percent), and gender identity (7 percent).

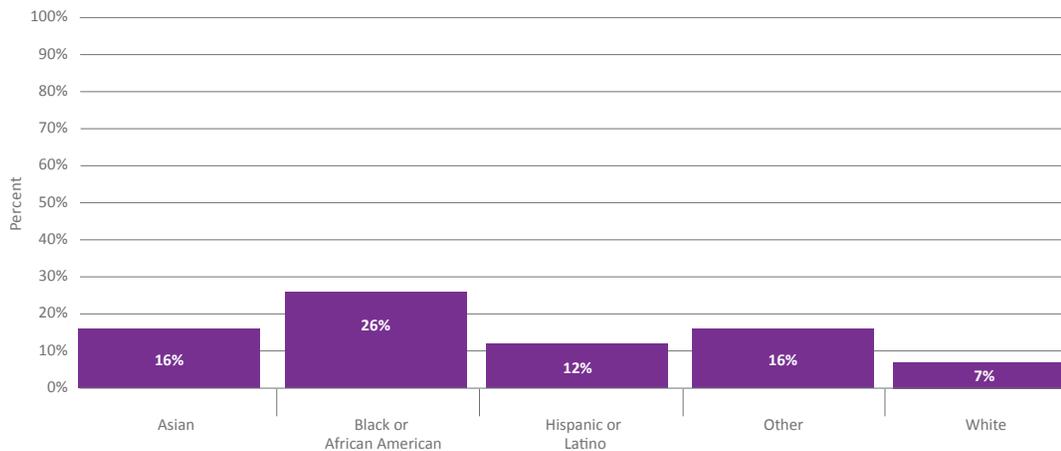
After these responses, sexual harassment and national origin were the next most frequently reported types of discrimination, both at 5 percent. Women and men selected national origin at similar rates. However, women—especially Black women—selected sexual harassment much more frequently than men.

The least-selected response, other than none of the above or other, was disability at 1 percent of all survey respondents.



Baseline on Belonging: Firm Culture & Development Report

African Americans More Likely to Cite Racial Discrimination

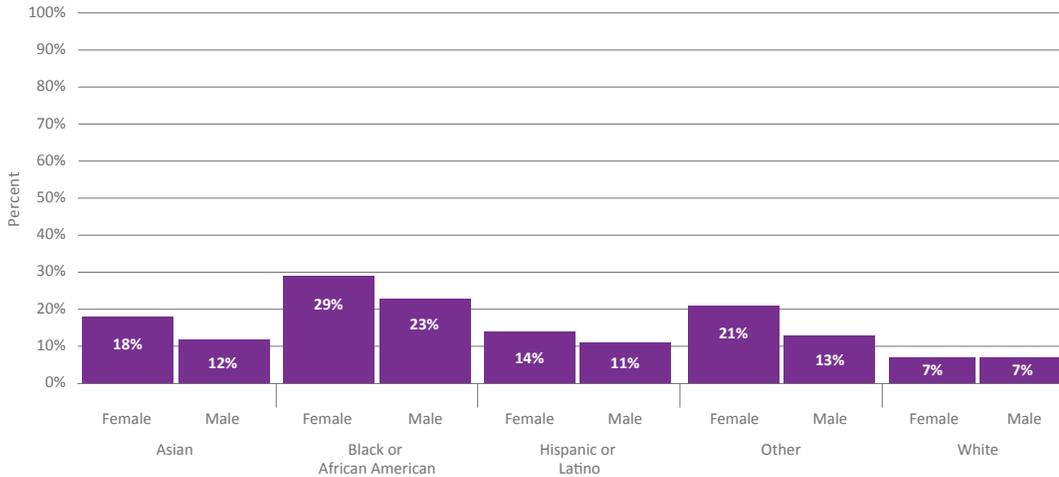


More than one-fourth (26 percent) of all African American survey respondents said they had faced or witnessed racial discrimination in their workplace. This is the highest rate of all races and ethnicities and 19 percentage points higher than white respondents (7 percent).

At 16 percent, those whose race or ethnicity falls in the “other” category reported the second highest rate of facing or witnessing racial discrimination in the workplace.

Baseline on Belonging: Firm Culture & Development Report

Women of Color More Likely to Cite Racial Discrimination

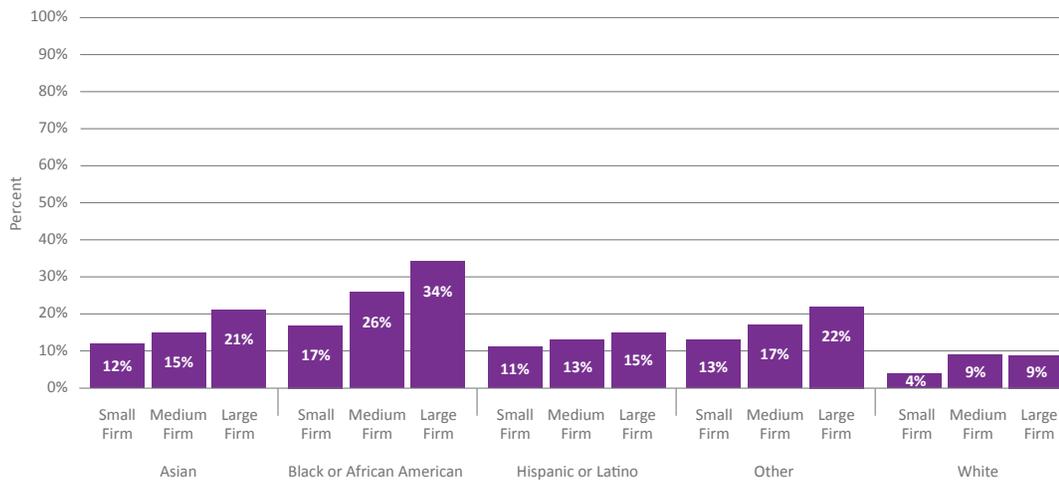


When viewing responses by race and ethnicity and gender, the disparities grow. With the exception of white respondents, women of all racial and ethnic groups were more likely than their male counterparts to say they had faced or witnessed racial discrimination in the workplace.

At 29 percent, African American women were most likely to say they experienced or witnessed racial discrimination in the workplace—22 percentage points higher than white men and women (both at 7 percent).

Baseline on Belonging: Firm Culture & Development Report

Large Firm Employees of Color More Likely to Cite Racial Discrimination



With the exception of white respondents, individuals employed by large firms were more likely to cite race-based discrimination in the workplace.

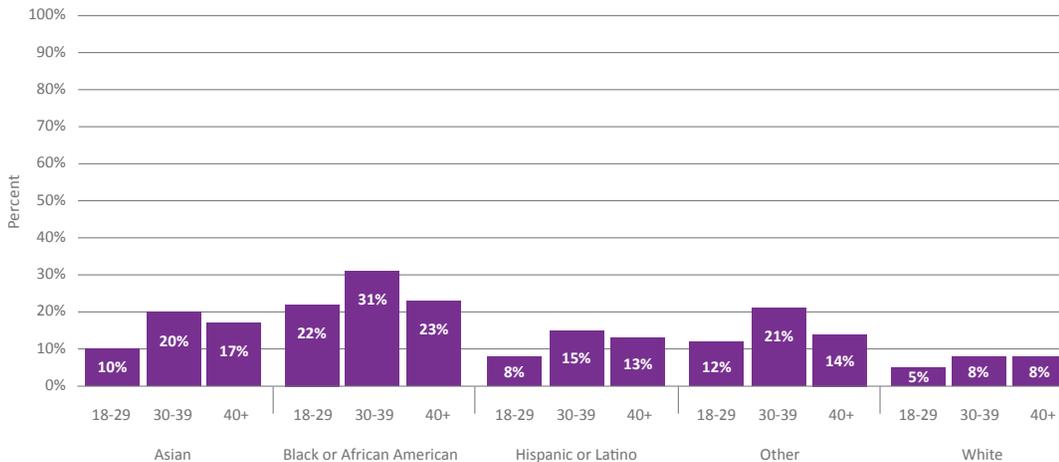
Black or African American respondents at large firms were the most likely of all groups to say they had faced or witnessed racial discrimination at 34 percent.

White respondents were the only racial and ethnic group where respondents employed by medium-sized firms and large firms were equally as likely to say they had faced or witnessed racial discrimination, both at 9 percent.



Baseline on Belonging: Firm Culture & Development Report

Respondents Ages 30-39 More Likely to Cite Racial Discrimination



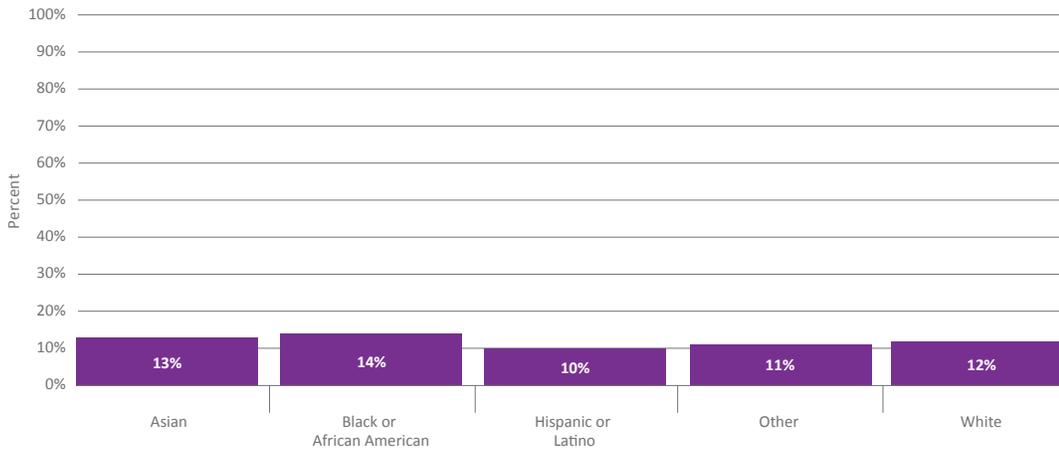
Respondents ages 30-39 were more likely to they had faced or witnessed racial discrimination in the workplace than their 18-29-year-old or 40+ peers.

At 31 percent, 30-39-year-old African American respondents were the most likely of all groups to cite racial discrimination. The next most likely groups were African Americans aged 40 or older (23 percent) and 18-29-year-old African Americans (22 percent).

18-29-year-olds were less likely to cite racial discrimination across all racial and ethnic groups—with white 18-29-year-olds the least likely of all groups at 5 percent.

Baseline on Belonging: Firm Culture & Development Report

African Americans More Likely to Cite Age Discrimination



When viewing percentages of survey respondents who said they faced or witnessed age-based discrimination, responses are relatively even across racial and ethnic groups.

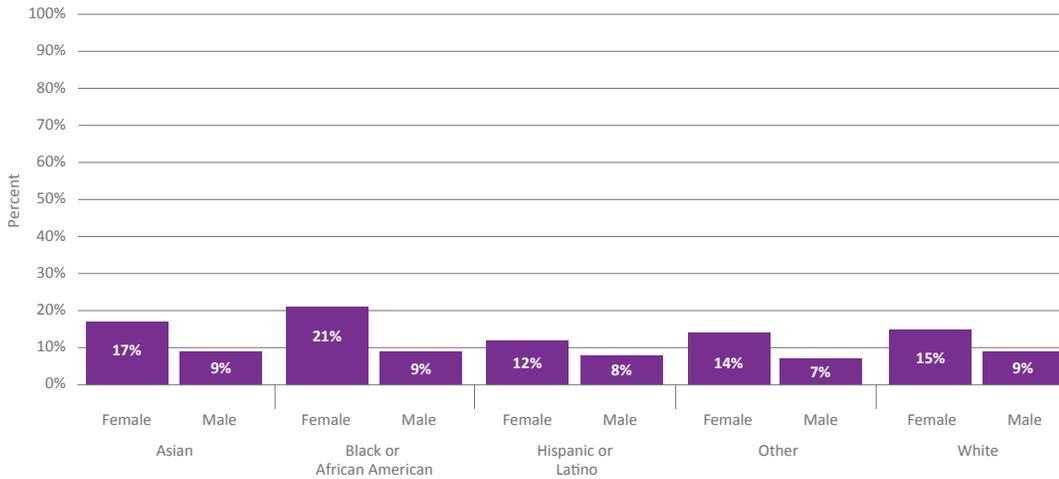
Black or African American respondents were the most likely to cite age-based discrimination at 14 percent, closely followed by Asian respondents at 13 percent.

At 10 percent, Hispanic or Latino respondents were the least likely to say they faced or witnessed age-based discrimination in the workplace.



Baseline on Belonging: Firm Culture & Development Report

Women More Likely to Cite Age Discrimination



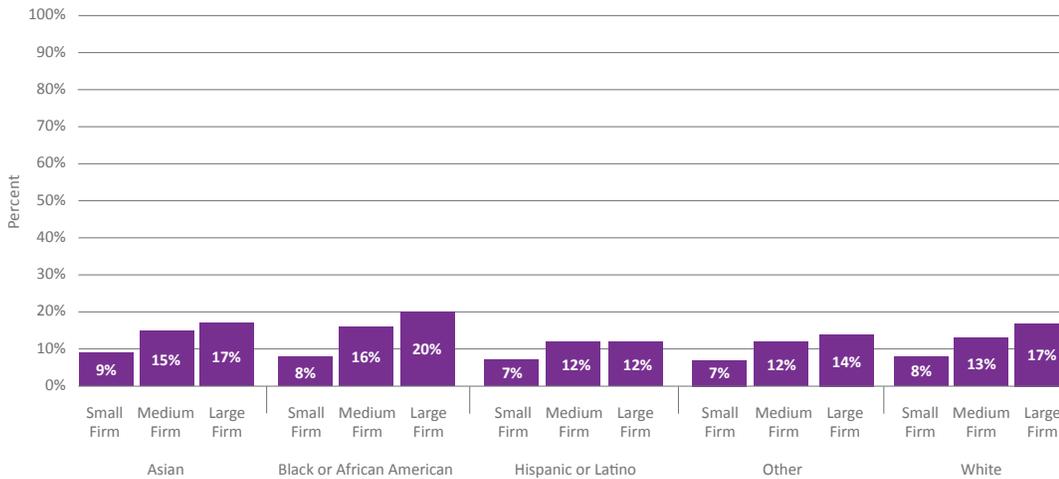
Women of all racial and ethnic groups were more likely than their male counterparts to say they had faced or witnessed age-based discrimination in the workplace.

African Americans saw the greatest disparity between female and male respondents—with African American women more than twice as likely to cite age-based discrimination than their male counterparts.

Asian women were the second most likely group to cite age-based discrimination at 17 percent.

Baseline on Belonging: Firm Culture & Development Report

Large Firm Employees Most Likely to Cite Age Discrimination



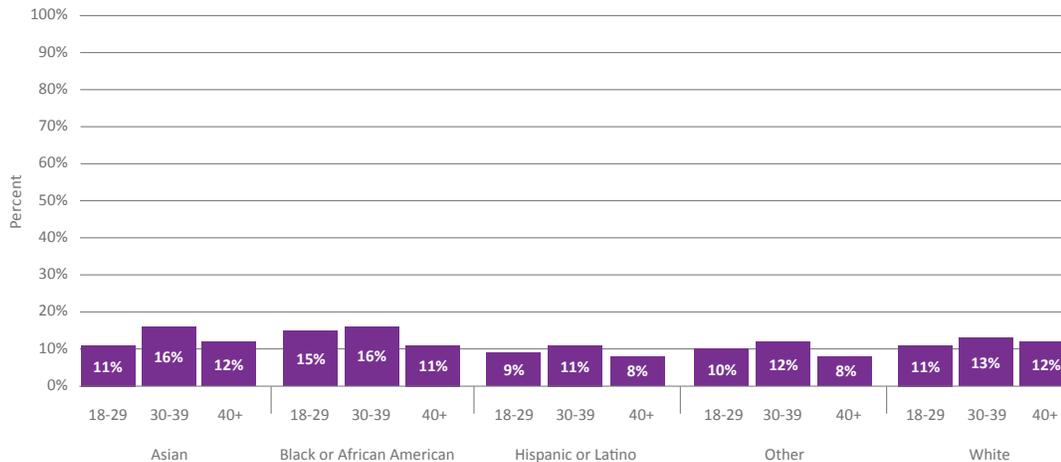
Across racial and ethnic groups, respondents employed by large firms more frequently cited age-based discrimination than employees at medium and small firms.

African Americans at large firms were the most likely group to say they had experienced or witnessed age-based discrimination at 20 percent. Asian respondents at large firms were the second most likely group at 17 percent.



Baseline on Belonging: Firm Culture & Development Report

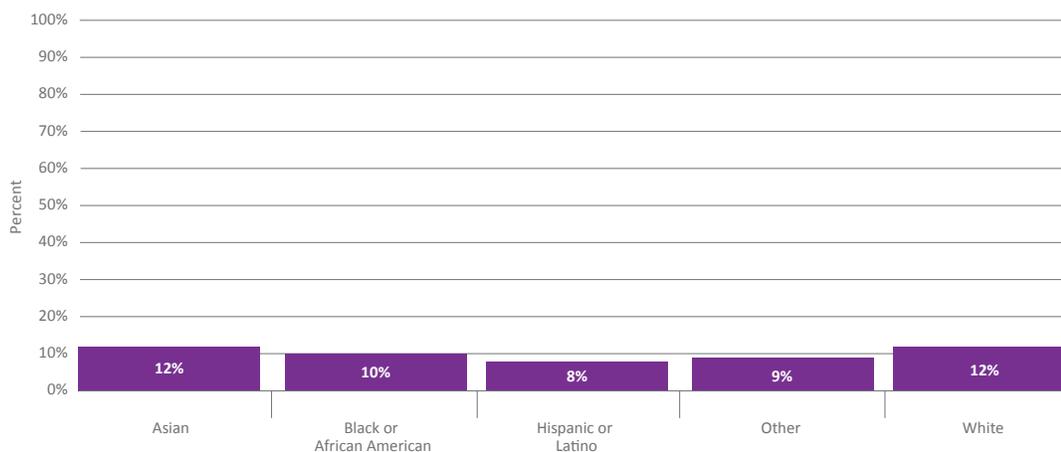
Respondents Ages 30-39 More Likely to Cite Age Discrimination



Across racial and ethnic groups, respondents ages 30-39 were more likely to say had faced or witnessed age-based discrimination.

At 16 percent, Asian and African American 30-39-year-olds were the most likely groups to cite age-based discrimination. Latino and other respondents who were 40 or older were the least likely to cite age-based discrimination, both at 8 percent.

Asian and White Respondents More Likely to Cite Gender Discrimination

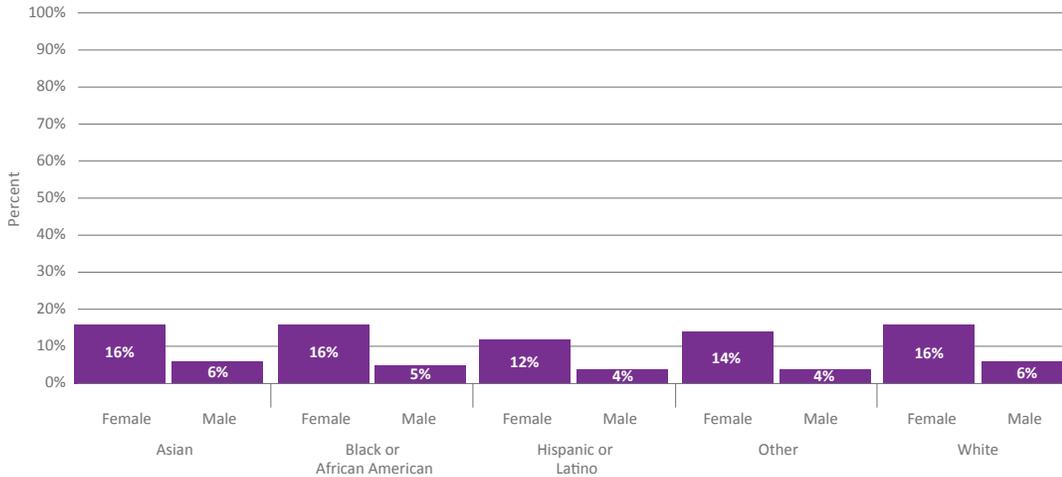


Asian and white respondents were the most likely to say they had faced or witnessed gender-based discrimination in the workplace at 12 percent. Hispanic or Latino respondents, however, were the least likely to cite gender-based discrimination at 8 percent.



Baseline on Belonging: Firm Culture & Development Report

Women More Likely to Cite Gender Discrimination

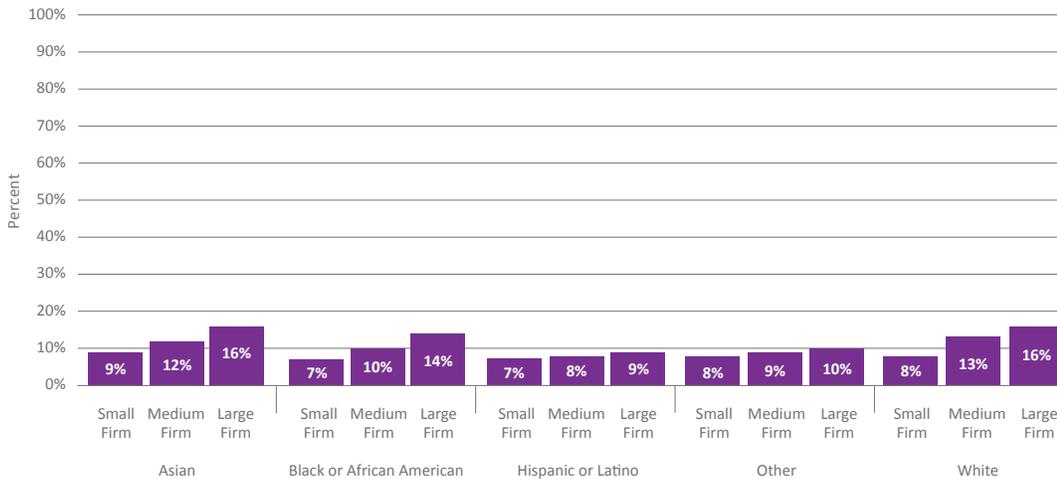


Asian, African American, and white women were the most likely to say they experienced or witnessed gender discrimination in the workplace—all at 16 percent.

Latino and other men, on the other hand, were the least likely to cite gender discrimination at 4 percent.

Baseline on Belonging: Firm Culture & Development Report

Large Firm Respondents More Likely to Cite Gender Discrimination



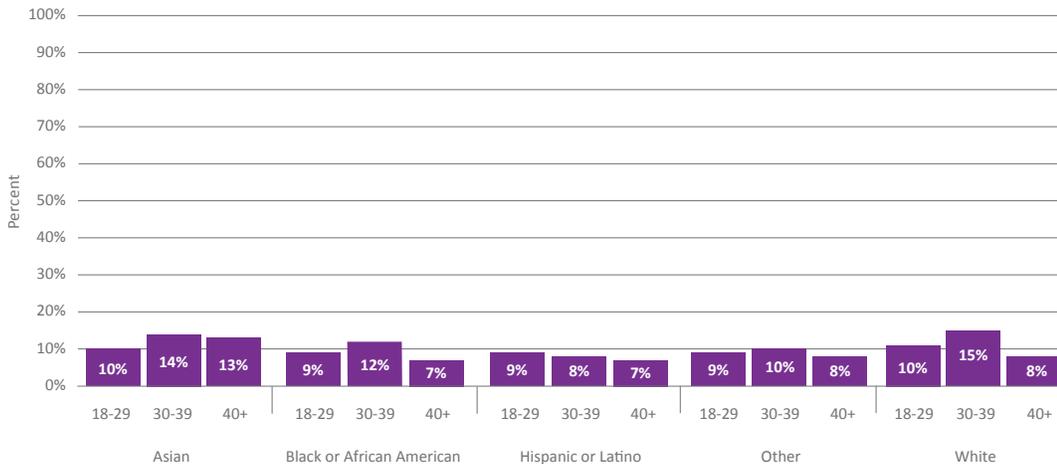
Across racial and ethnic groups, respondents employed by large firms were more likely than individuals at other firm sizes to say they faced or witnessed gender-based discrimination in the workplace.

Asian and white respondents employed by large firms were the most likely to cite gender discrimination at 16 percent. African Americans at large firms also cited a high level of gender discrimination compared to other respondents at 14 percent.

In contrast, African Americans at small firms were the least likely of all groups to cite gender-based discrimination at 7 percent.

Baseline on Belonging: Firm Culture & Development Report

30-39-Year-Olds Most Likely to Cite Gender Discrimination



Respondents aged 30-39 were more likely to say they had faced or witnessed gender discrimination in the workplace, compared to 18-29-year-olds and 40+ respondents.

White and Asian 30-39-year-olds most frequently cited gender discrimination, at 15 and 14 percent, respectively.

Latinos and African Americans who were 40 and older, however, were the least likely to cite gender discrimination at 7 percent.

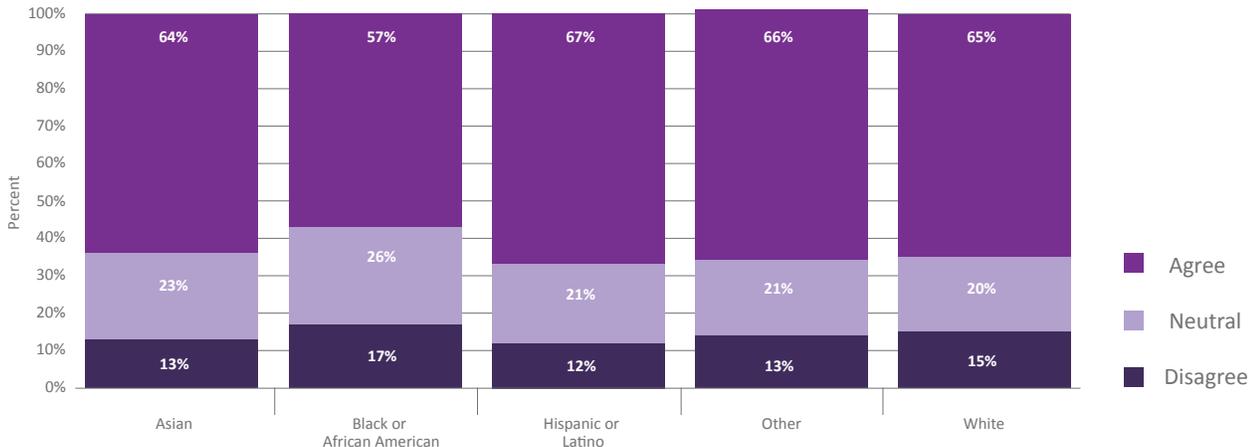
Baseline on Belonging: Firm Culture & Development Report

Firm Culture: Positive Impact on Career Progression

When asked to rate their level of agreement with the statement, “My firm’s work culture has positively impacted my career progression,” 64 percent of all respondents agreed or strongly disagreed. -two percent were neutral, and 14 percent disagreed or strongly disagreed.

African Americans and women of color were less likely to agree that their firm’s culture had had a positive impact on their career progress compared to their white and/or male peers. Additionally, individuals in senior-level positions were more likely to agree compared to entry-level and mid-level employees.

African Americans Least Likely to Agree Firm Culture Positively Impacted Career Progress

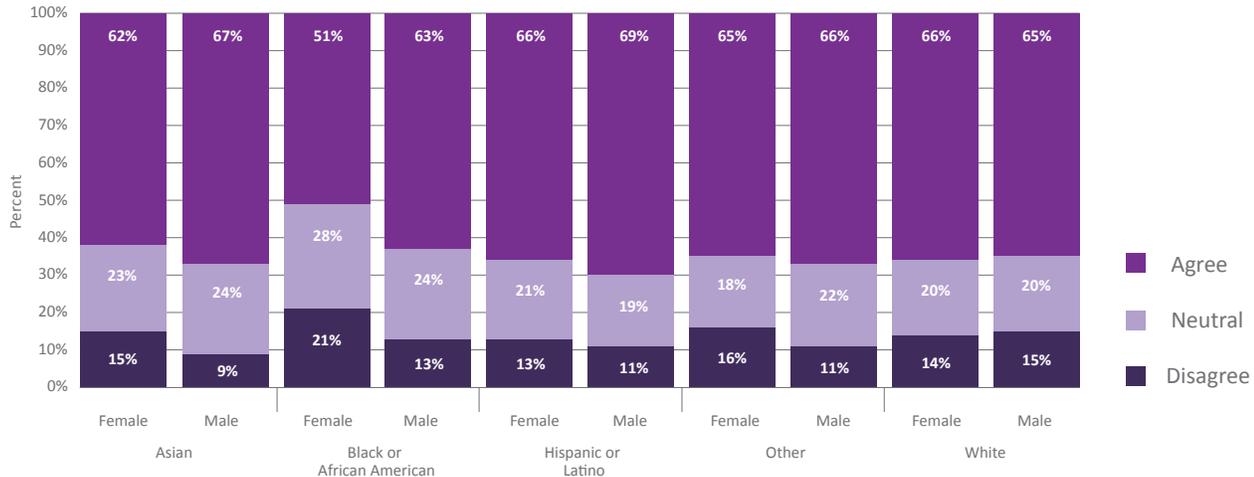


Hispanic or Latino respondents were the most likely to agree that their firm’s work culture had positively impacted their career progression at 67 percent. This is 10 percentage points higher than Black or African American respondents (57 percent).



Baseline on Belonging: Firm Culture & Development Report

Women of Color Less Likely to Agree Firm Culture Positively Impacted Career Progress



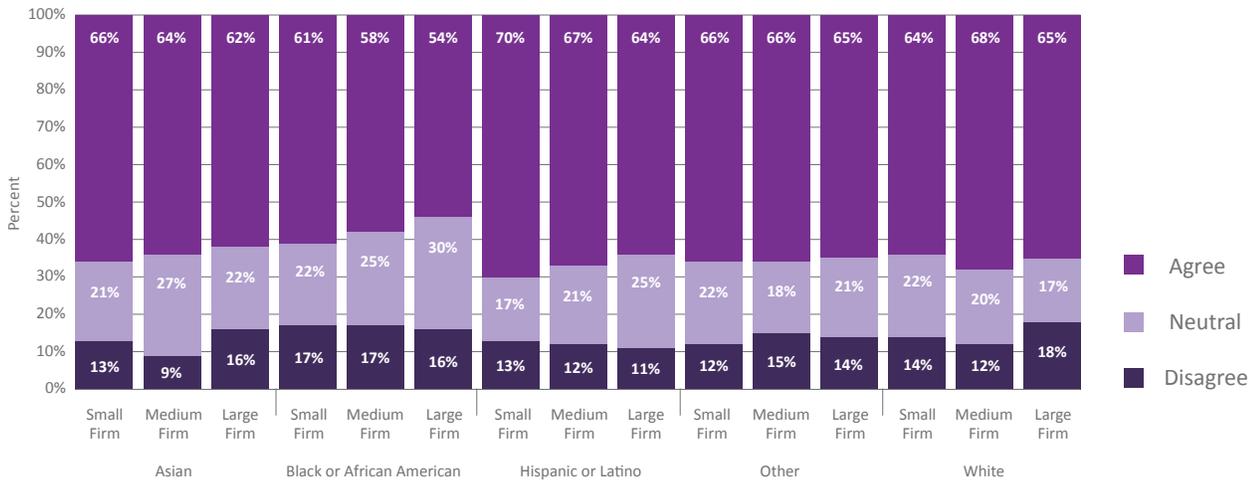
For respondents of color, women were less likely to agree that their firm’s work culture had positively impacted their career progression, with African American women the least likely at 51 percent (12 percentage points fewer than African American men). However, at 66 percent, white women were slightly more likely to agree compared to white men.

Sixty-nine percent of Latino men agreed, the highest of all demographic groups.



Baseline on Belonging: Firm Culture & Development Report

For People of Color, Large Firm Employees Less Likely to Agree Firm Culture Positively Impacted Career Progress



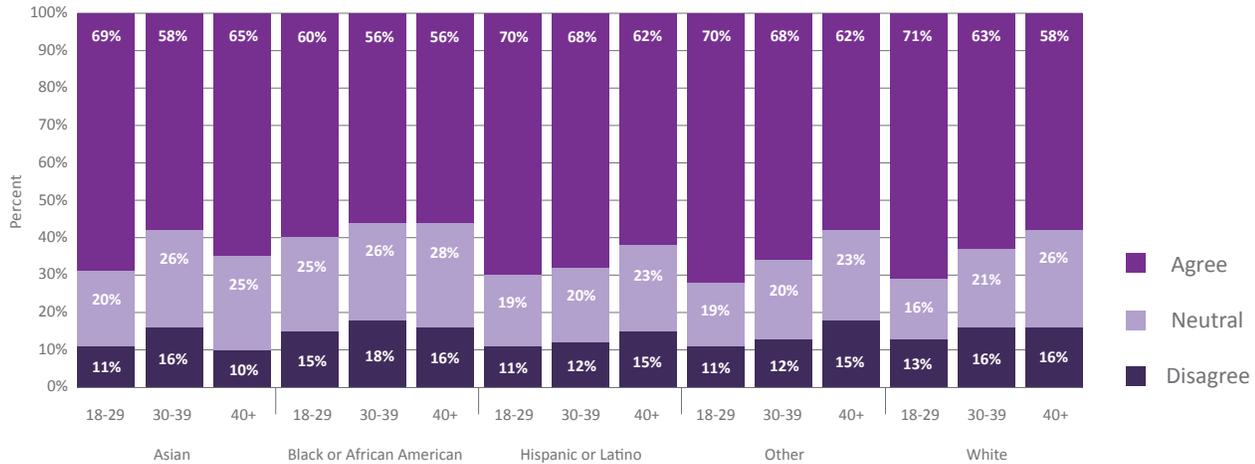
Respondents of color who worked at large firms were less likely to agree that their firm’s work culture had positively impacted their career progress, compared to respondents of the same race or ethnicity working at small and medium-sized firms. African Americans employed by large firms were the least likely of all groups to agree at 54 percent.

However, white respondents employed by small firms were less likely to agree compared to white respondents at other firm sizes.



Baseline on Belonging: Firm Culture & Development Report

18-29-Year-Olds More Likely to Agree Firm Culture Positively Impacted Career Progress

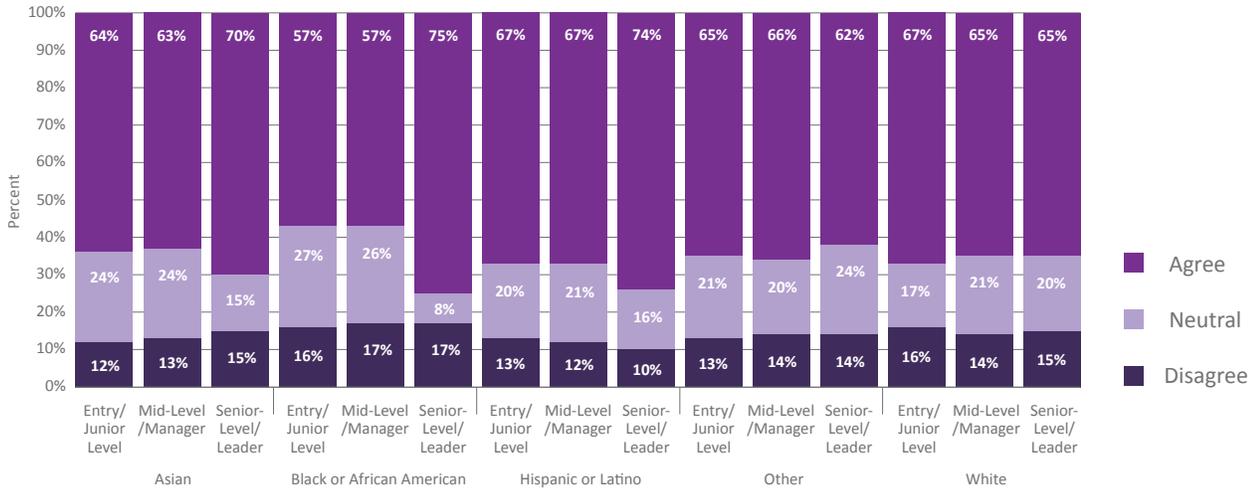


Across all racial and ethnic groups, 18-29-year-olds were more likely to agree that their firm’s work culture had positively impacted their career progression, compared to 30-39-year-olds and those who were 40 or older.

At 72 and 71 percent, respectively, 18-29-year-olds of some “other” race or ethnicity and white 18-29-year-olds were the most likely to agree. African Americans who were 30-39 and 40+ were the least likely to agree.

Baseline on Belonging: Firm Culture & Development Report

Senior-Level Employees More Likely to Agree Firm Culture Positively Impacted Career Progress



For most races and ethnicities, senior-level employees were more likely to agree that their firm’s work culture had positively impacted their career progression, compared to entry and mid-level employees of the same race or ethnicity. At 75 percent, African Americans in senior-level positions were the most likely to agree.

White employees were nearly equally likely to agree at all career positions.

Baseline on Belonging: Firm Culture & Development Report

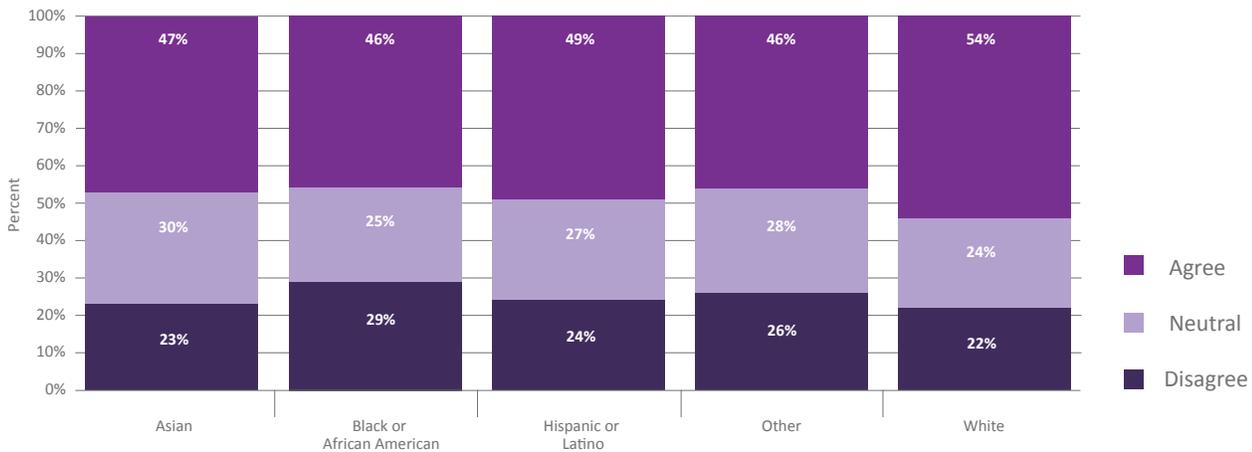
Firm Culture: Compensation

When asked to rate their level of agreement with the statement, “I believe my firm compensates me fairly compared to my peers,” half of all respondents agreed or strongly agreed. Twenty-six percent of respondents were neutral, and 24 percent disagree or strongly disagreed.

Women, especially Asian women, were less likely to agree that they believe they are compensated fairly. White men were the most likely to agree.

Additionally, young and entry-level employees are more likely to believe they are compensated fairly compared to their older or more senior colleagues. Employees of small firms were less likely to think they were compensated fairly.

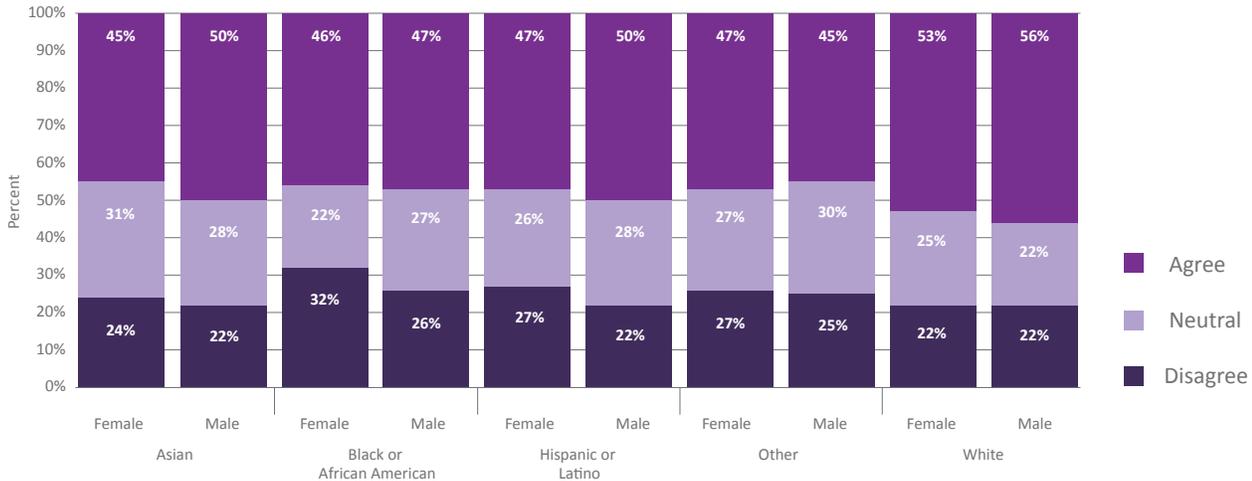
African Americans Least Likely to Agree Firm Compensates Them Fairly



Forty-six percent of Black or African American respondents agreed that they believe their firm compensates them fairly compared to their peers—8 percentage points fewer than white respondents, who were the most likely to agree. Asians were one percentage point more likely to agree (47 percent) than their African American peers.

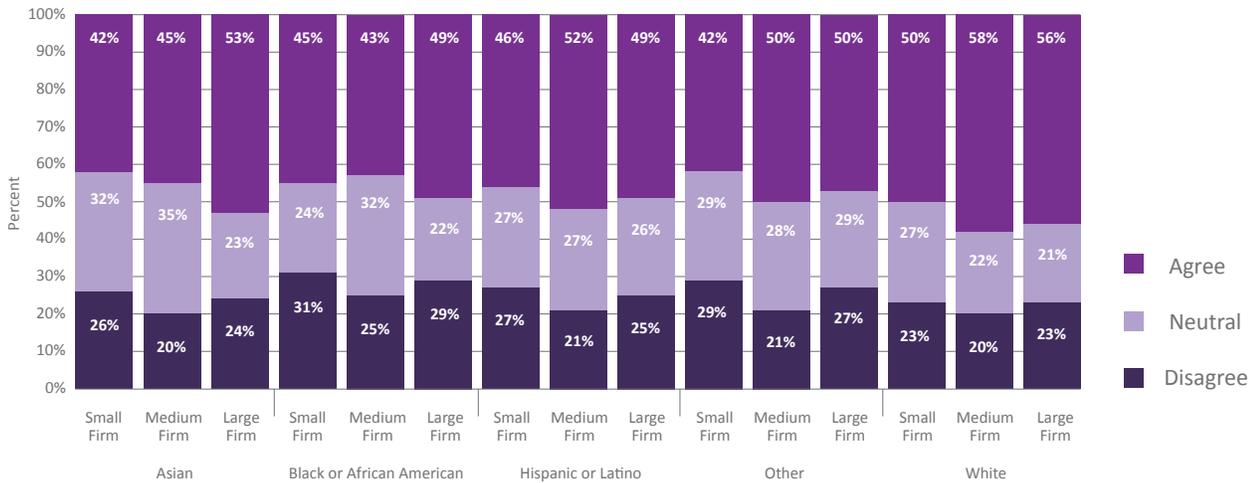
Baseline on Belonging: Firm Culture & Development Report

Asian Women Least Likely to Agree Firm Compensates Them Fairly



Compared to men of the same race or ethnicity, women were less likely to agree that they believe their firm compensates them fairly. At 45 percent, Asian women were the least likely to agree. White men were the most likely at 56 percent—an 11 percentage point difference.

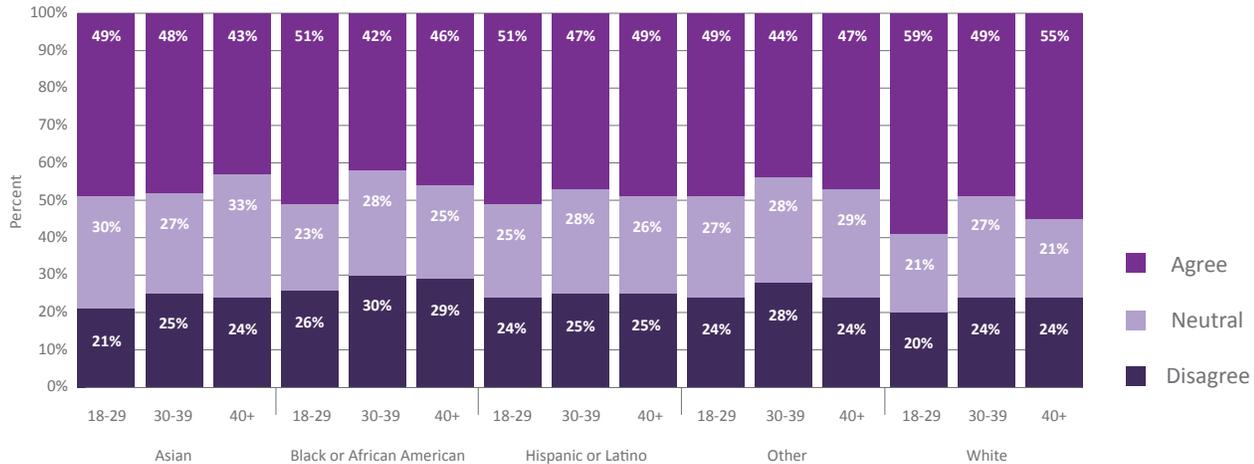
Small Firm Employees Least Likely to Agree Firm Compensates Them Fairly



With the exception of African Americans, respondents employed by small firms were less likely to agree that they believe their firm compensates them fairly compared to their peers. Asians employed by small firms were the least likely to agree at 42 percent; white employees of medium-sized firms were the most likely to agree at 58 percent.

Baseline on Belonging: Firm Culture & Development Report

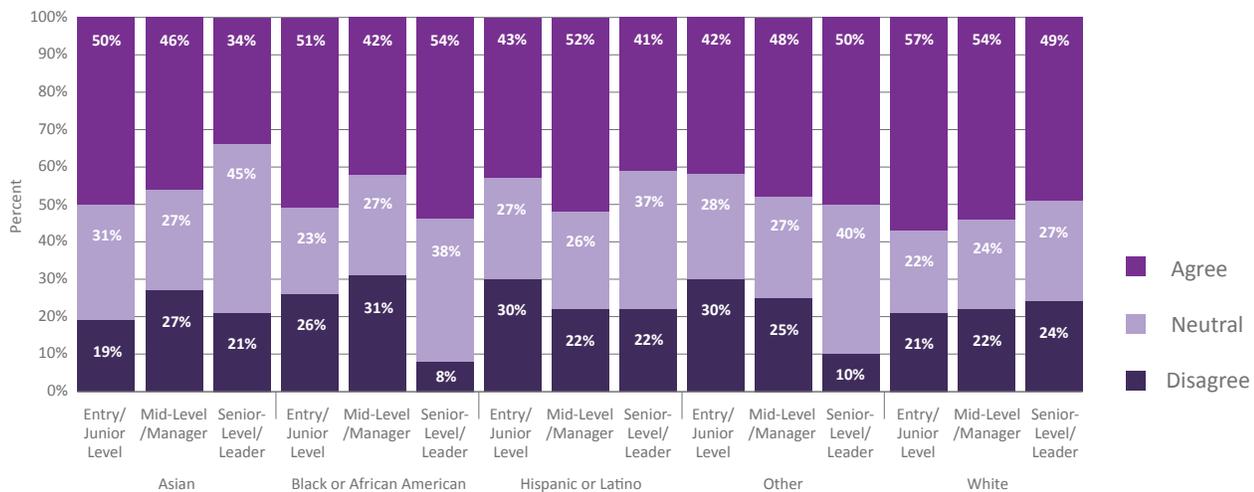
18-29-Year-Olds Most Likely to Agree Firm Compensates Them Fairly



Across all racial and ethnic groups, 18-29-year-olds were more likely than their 30-39-year-old and 40+ peers to agree that they believe their firm compensates them fairly.

White 18-29-year-olds were the most likely of all groups to agree at 59 percent. Black or African American 30-39-year-olds were the least likely at 42 percent—a 17 percentage point difference.

White, Entry-Level Employees Most Likely to Agree Firm Compensates Them Fairly



White, entry-level employees were the most likely of all groups to believe that their firm compensates them fairly compared to their peers at 57 percent. Asians in senior-level positions were the least likely to agree at 34 percent—a 23 percentage point difference.

Baseline on Belonging: Firm Culture & Development Report

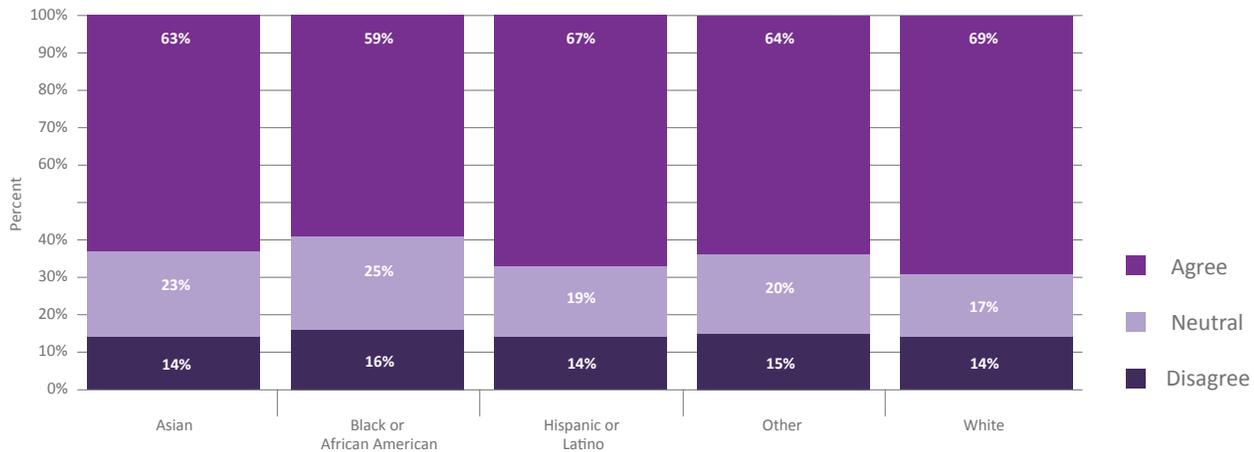
Firm Culture: I Feel Valued at My Firm

When asked to rate their level of agreement with the statement, “I feel valued at my firm,” 66 percent of all respondents agreed or strongly agreed. Twenty percent were neutral, and 14 percent disagreed or strongly disagreed.

Black or African American respondents, especially African American women, were less likely to report feeling valued compared to their white, male peers.

Younger employees were more likely to report feeling valued than those who were 30-39 or 40+, as were employees of mid-size or small firms compared to large firm employees.

African Americans Least Likely to Feel Valued by Their Firm

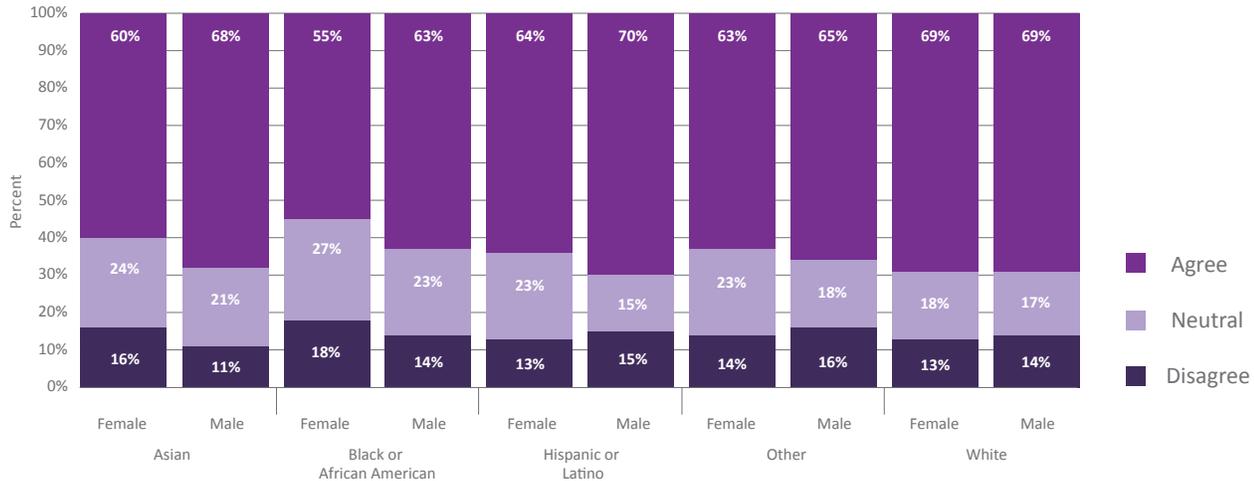


Fifty-nine percent of Black or African American respondents agreed they feel valued by their firm—10 percentage points less than white respondents, who were the most likely to agree at 69 percent.



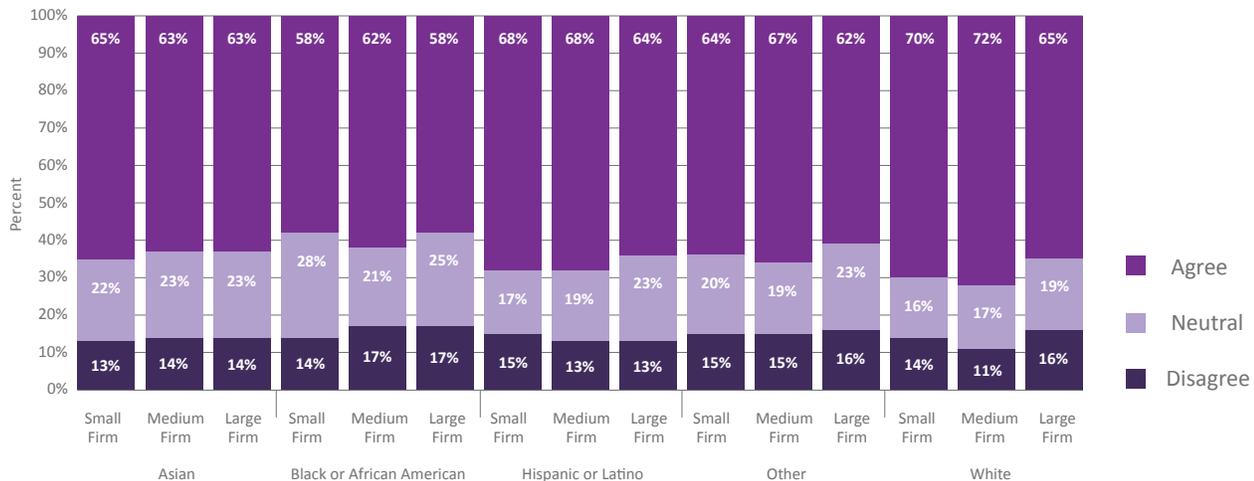
Baseline on Belonging: Firm Culture & Development Report

Women of Color Less Likely to Feel Valued by Their Firm



White women and white men were equally as likely to agree that they felt valued by their firm at 69 percent. However, women of color were significantly less likely than their male peers to indicate that they felt valued by their firms. At 55 percent, African American women were the least likely of all groups to report feeling valued—14 percentage points less than white men and women.

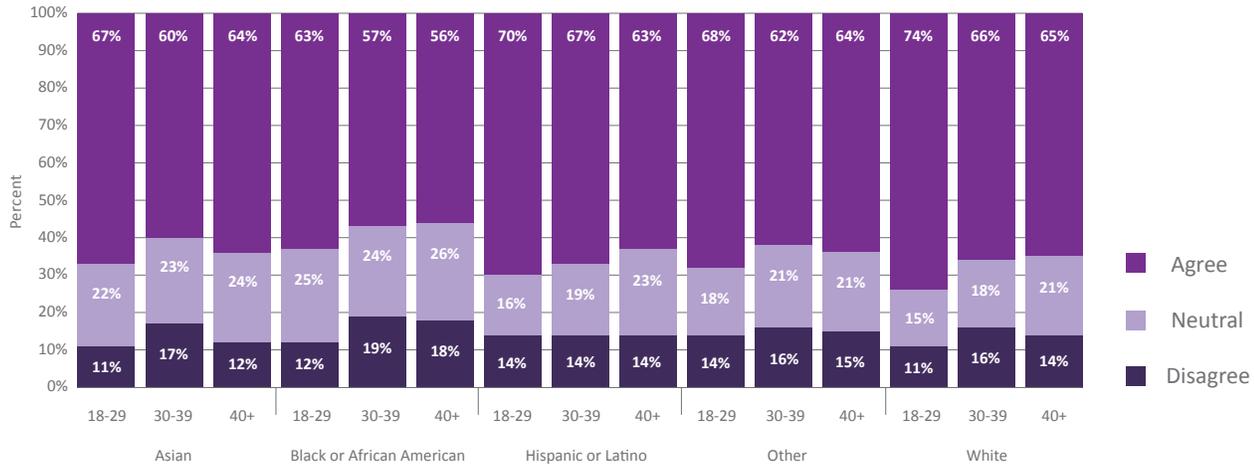
African Americans at Small and Large Firms Least Likely to Feel Valued by Their Firm



Overall, large firm employees were less likely to agree they felt valued by their firm compared to employees of small and medium-sized firms. African Americans employed by large and small firms were equally as likely to feel valued at 58 percent—the lowest of all groups. White employees of medium-sized firms were the most likely to feel valued at 72 percent.

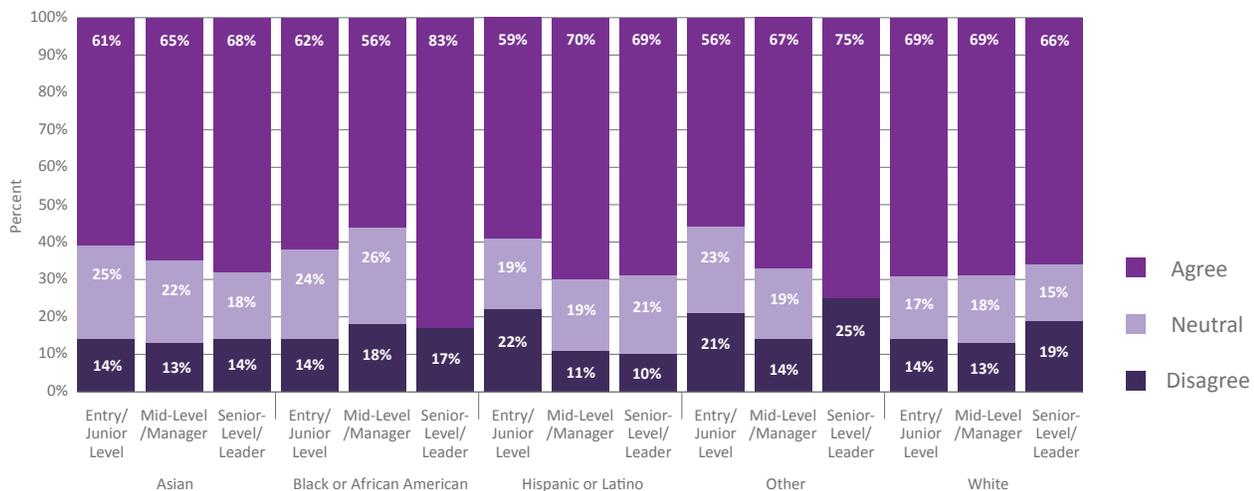
Baseline on Belonging: Firm Culture & Development Report

18-29-Year-Olds More Likely to Feel Valued by Their Firm



Across all racial and ethnic groups, 18-29-year-olds were more likely to report feeling valued by their firm compared to their 30-39-year-old and 40+ peers. At 74 percent, white 18-29-year-olds are the most likely to feel valued, compared to 56 percent of African Americans who are 40 or older—an 18 percentage point difference.

Mid-Level African Americans Least Likely to Feel Valued by Their Firm



African Americans in mid-level positions were the least likely of all demographic groups to indicate they felt valued by their firm at 56 percent. However, African Americans in senior-level positions were the most likely to feel valued at 83 percent—a 27 percentage point difference. For comparison, 69 percent of white employees in mid-level positions reported feeling valued, still 13 percentage points higher than their African American peers at the same career level.

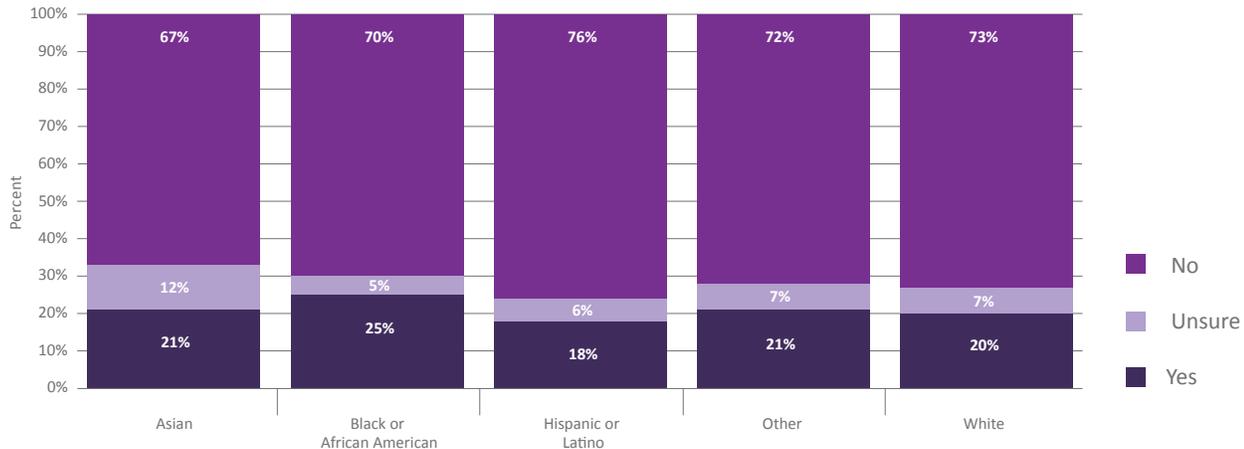
Baseline on Belonging: Firm Culture & Development Report

Firm Culture: Considered Leaving Architecture

When asked if they considered not pursuing a career in architecture because of their firm’s culture, 21 percent of respondents reported that they had, and an additional 7 percent were unsure. The remaining 72 percent indicated they had not.

Black or African American respondents—especially women—were more likely to consider leaving architecture due to their firm’s culture, as were 30-39-year-olds.

African Americans Most Likely to Consider Leaving Architecture Due to Firm Culture

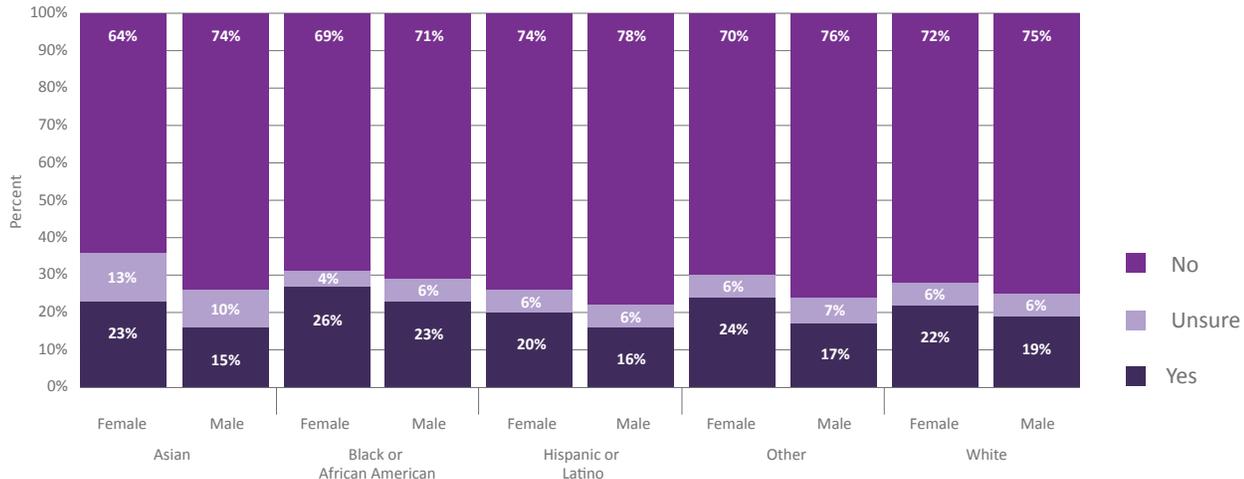


A quarter of Black or African American respondents (25 percent) indicated they had considered not pursuing a career in architecture because of their firm’s culture. This is 5 percentage points higher than white respondents, and 7 higher than Hispanic or Latino respondents, who were the least likely.



Baseline on Belonging: Firm Culture & Development Report

Women More Likely to Consider Leaving Architecture Due to Firm Culture

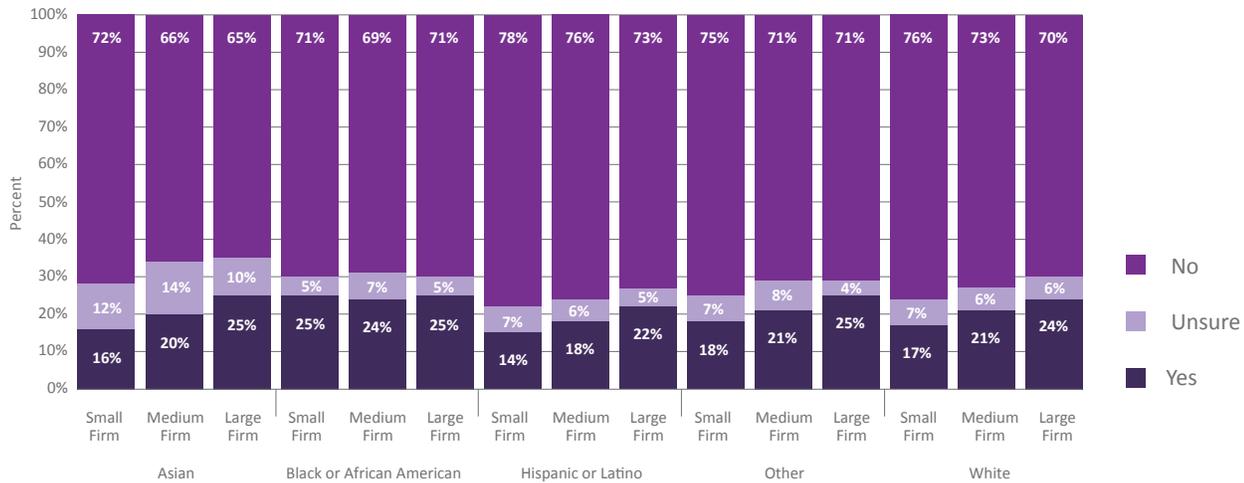


Women of all racial and ethnic groups were more likely to indicate that they had considered not pursuing a career in architecture based on their firm’s culture. At 26 percent, Black or African American women were the most likely. At 15 percent, Asian men were the least likely—an 11 percentage point gap.



Baseline on Belonging: Firm Culture & Development Report

Small Firm Employees Least Likely to Consider Leaving Architecture Due to Firm Culture



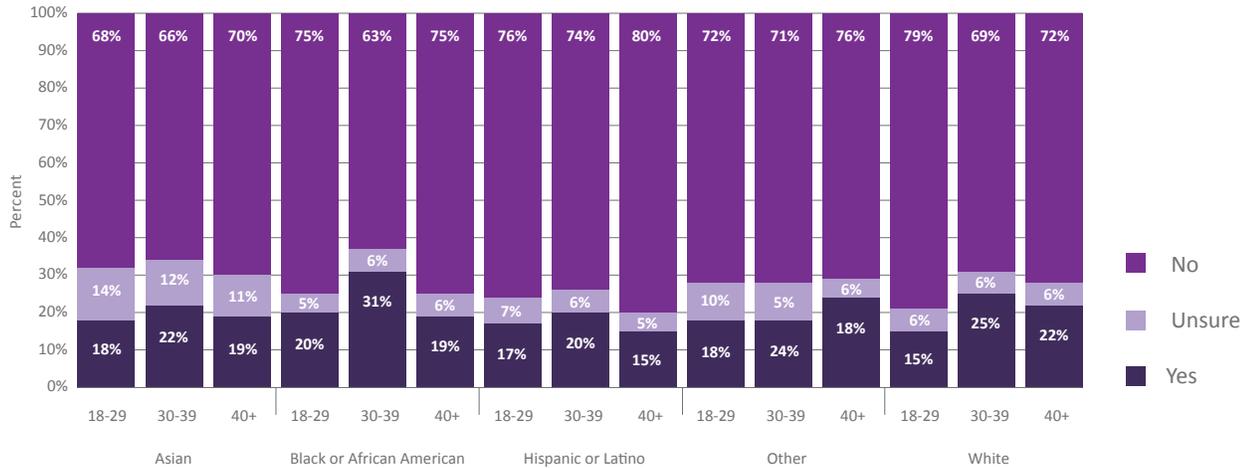
For most races and ethnicities (with the exception of Black or African American respondents), individuals employed by small firms were the least likely to indicate that they had considered not pursuing a career in architecture due to their firm’s culture. At 14 percent, Hispanic or Latino respondents employed by small firms were the least likely of all groups.

Black or African American respondents were nearly equally likely to report that they considered leaving architecture due to their firm’s culture, with 24-25 percent indicating they had in all firm sizes.



Baseline on Belonging: Firm Culture & Development Report

30-39-Year-Olds More Likely to Consider Leaving Architecture Due to Firm Culture



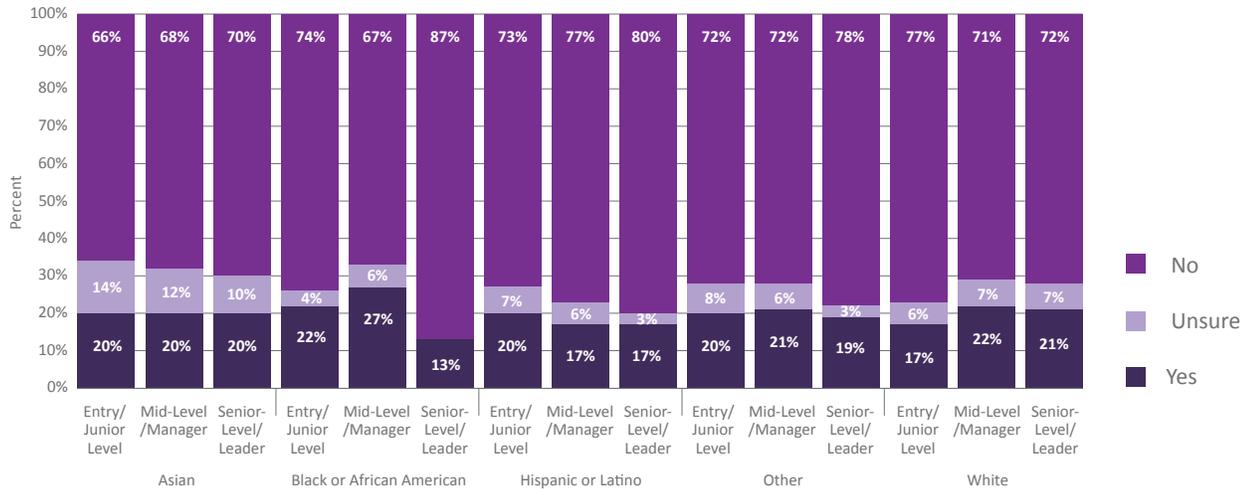
Across all racial and ethnic groups, 30-39-year-olds were more likely to indicate they'd considered leaving architecture due to firm culture, compared to 18-29-year-olds and individuals who were 40 or older.

Black or African American 30-39-year-olds were the most likely of all groups, with nearly a third (31 percent) of respondents indicating they'd considered not pursuing a career in architecture.



Baseline on Belonging: Firm Culture & Development Report

African Americans in Mid-Level Positions Most Likely to Consider Leaving Architecture Due to Firm Culture



Black or African American respondents in mid-level positions were the most likely to indicate they'd considered not pursuing a career in architecture due to firm culture at 27 percent.

However, Black or African Americans in senior-level positions were the least likely of all groups at 13 percent—a 14 percentage point gap.

Baseline on Belonging: Firm Culture & Development Report

Career Development: Job Search Methods

Respondents were asked how they found their current jobs, with possible responses including:

- Job posting:
 - Career event (job fair, recruitment event, industry convention, etc.)
 - Online job search
 - Social media or advertisement
- Referral/recommendation:
 - My college has a relationship with the firm
 - Recommended by peers
 - Referral from a colleague and/or friend
 - Referral from a family member
 - Referral from my college professor or advisor
- Other or none of the above

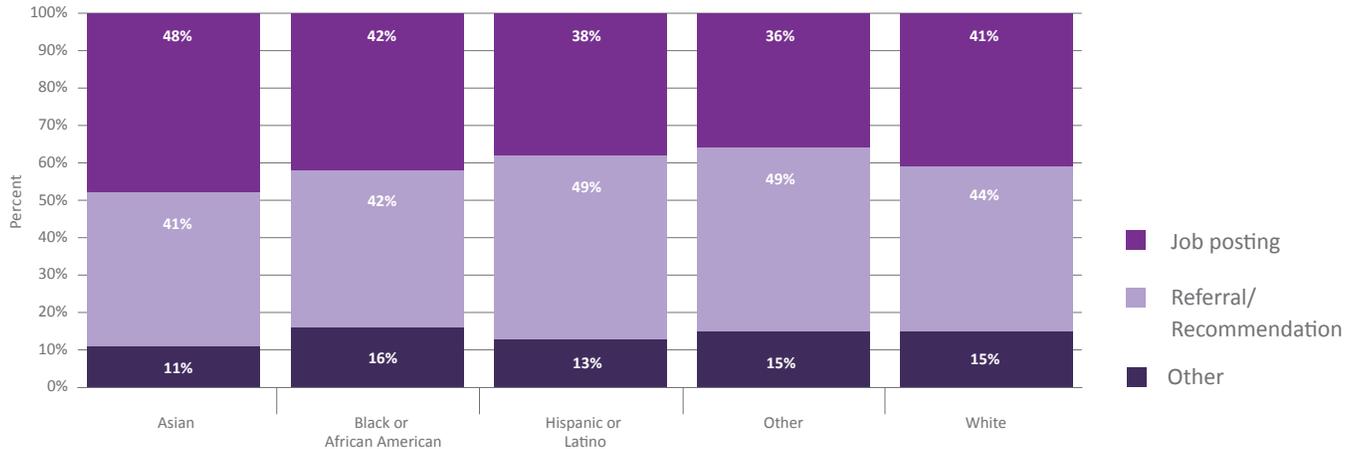
Forty-one percent of respondents indicated they found the job held at the time of the survey through traditional job posting methods (career fair, online job search, or advertisement). Forty-five percent found their job through networking methods (referrals and/or recommendations). The remaining 14 percent found their job through some other means.

Asian respondents were more likely than respondents of other racial and ethnic groups to indicate they found a job through traditional job posting methods, while Hispanic or Latino respondents were more likely to indicate they found a job via networking.

Additionally, those who were younger or more entry-level were more likely to find a job via job postings than through networking, regardless of race or ethnicity.

Baseline on Belonging: Firm Culture & Development Report

Asians Most Likely to Find Job Through Job Postings

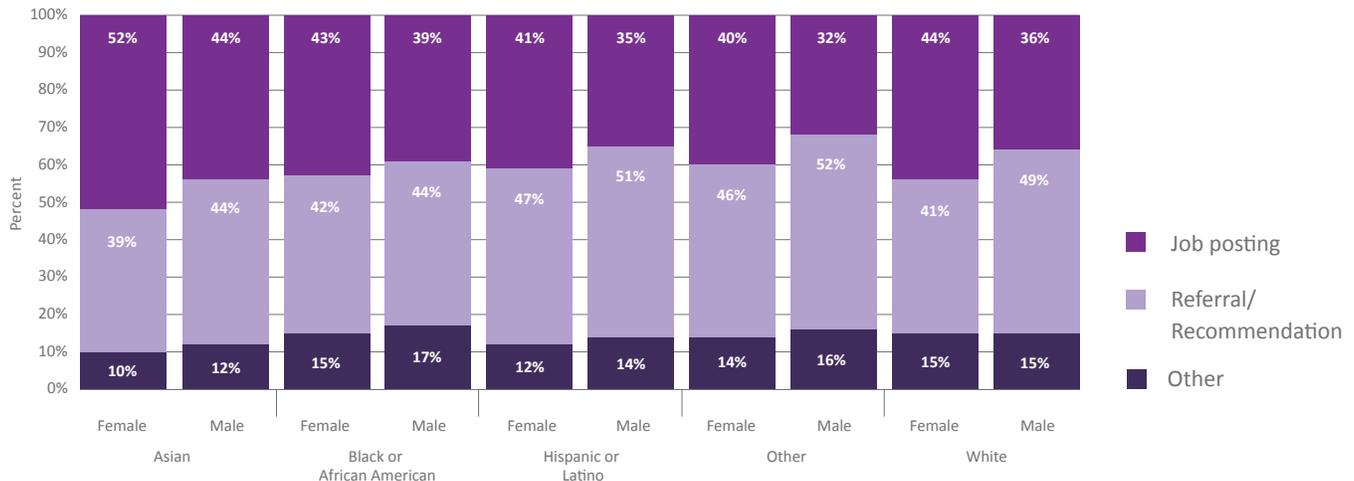


At 48 percent, Asian respondents were the most likely to have found the job they held at the time of the survey through traditional job search methods, such as job postings, career fairs, and advertisements. Hispanic or Latino respondents and those in the “other” group were the least likely at 38 and 36 percent, respectively.

However, at 49 percent each, Latino and other respondents were more likely to have found their job at the time of the survey through networking methods (referrals and/or recommendations). Asian respondents were the least likely to find jobs through these methods at 41 percent.

Baseline on Belonging: Firm Culture & Development Report

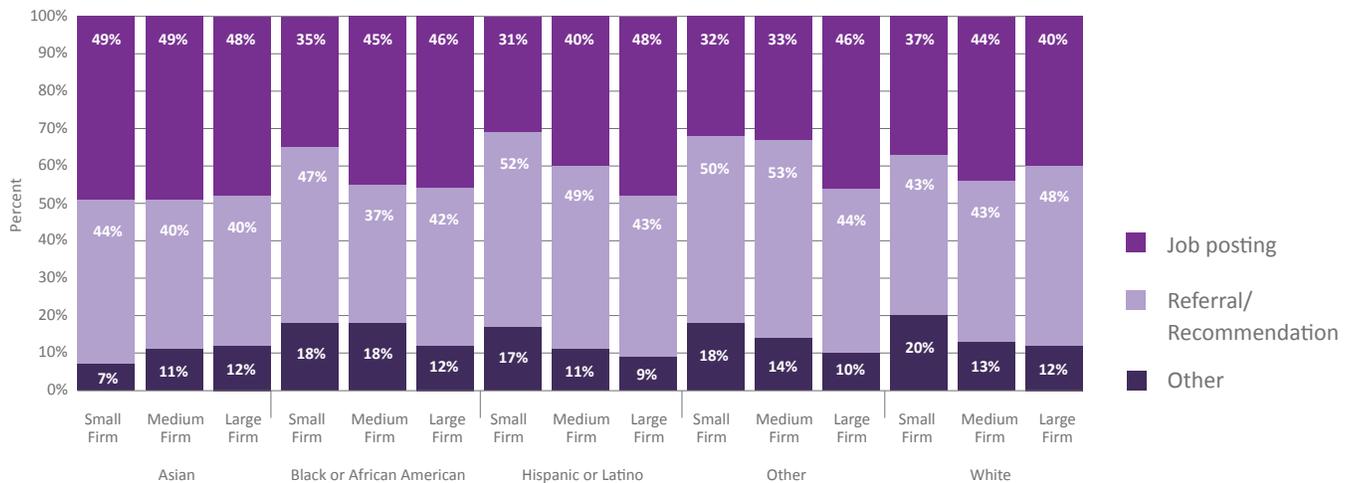
Women Less Likely to Find Jobs Through Networking



Across all racial and ethnic groups, women were less likely to indicate they found their job at the time of the survey through networking compared to their male peers.

Asian women were the least likely of all groups at 39 percent. This is 12 percentage points less than Latino or other men, who were the most likely at 51 percent.

Respondents of Color More Likely to Find Small Firm Jobs Via Networking

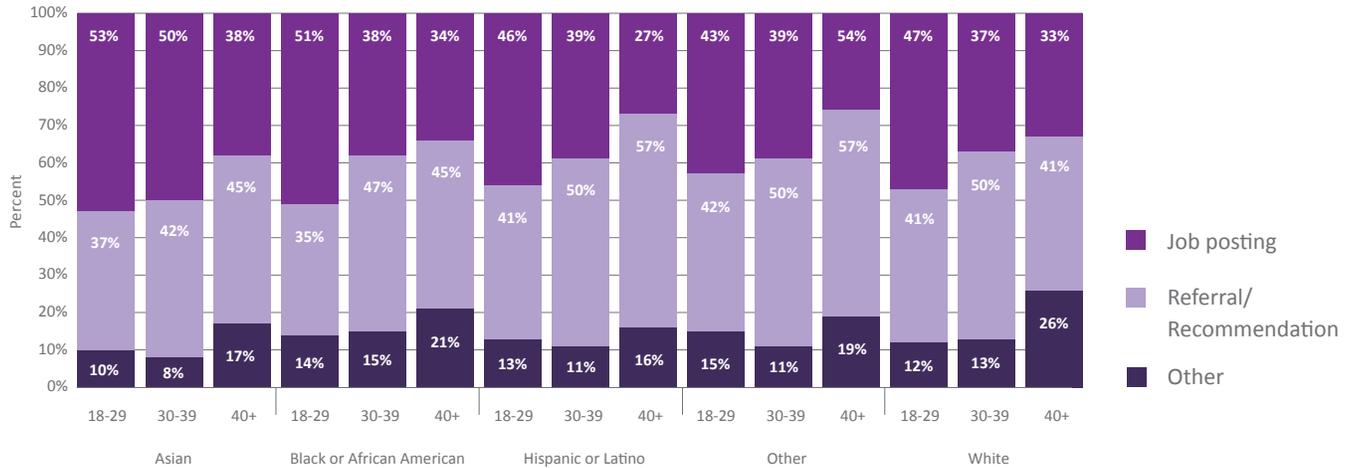


Respondents of color were more likely to indicate that they found their job via networking (recommendations or referrals) when employed by a small firm, compared to their peers at large or medium-sized firms.

However, the opposite is true for white respondents, who were the most likely to indicate finding a job through networking when employed by a large firm.

Baseline on Belonging: Firm Culture & Development Report

18-29-Year-Olds More Likely to Find Jobs Through Job Postings



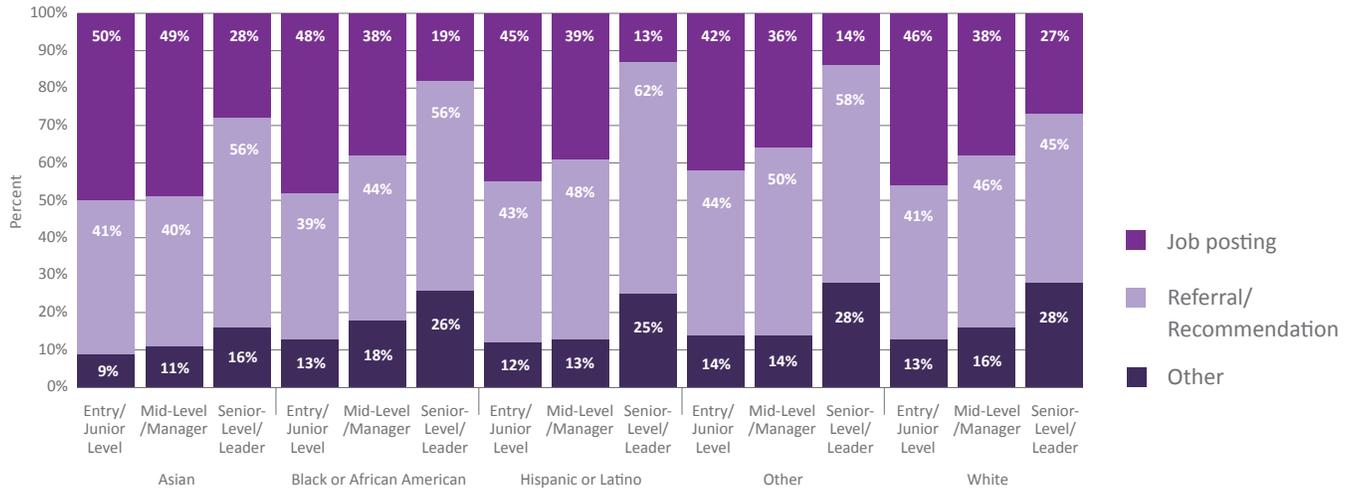
Across racial and ethnic groups, 18-29-year-old respondents were more likely to indicate that they found their job through job postings, and less likely to report finding a job through networking compared to their 30-39-year-old and 40+ peers.

Typically, 30-39-year-olds were the most likely to indicate they found a job via networking, while those in the 40+ age group reported much higher rates of finding a job some other way.



Baseline on Belonging: Firm Culture & Development Report

Entry-level Employees More Likely to Find Job Through Job Postings



Respondents in entry-level positions were more likely to report finding their job at the time of the survey via traditional job search methods, while their peers in more senior level positions were more likely to indicate that they found a job either via networking or some other method. This holds true across all races and ethnicities.

Baseline on Belonging: Firm Culture & Development Report

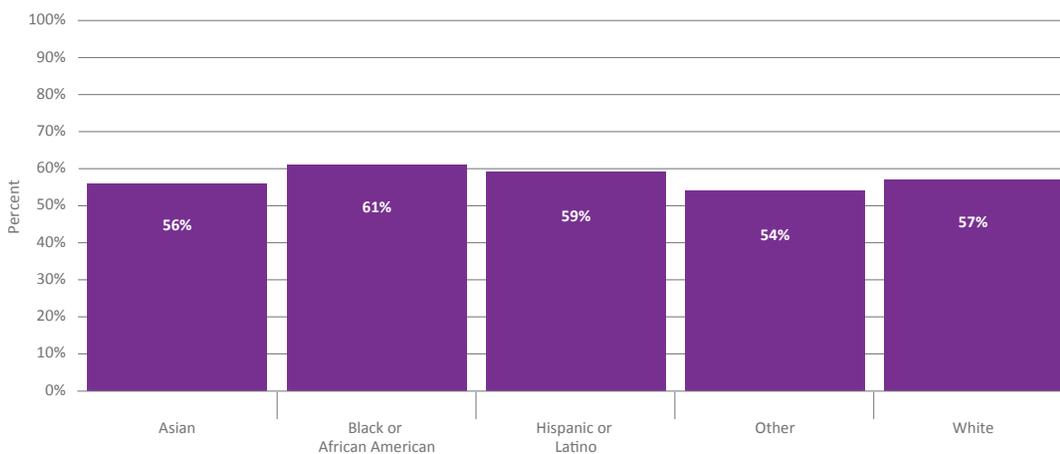
Career Development: Initial Reasons for Pursuing Licensure

Respondents were asked to select the items that best represented their initial reasons for pursuing licensure (up to three). Response options included:

- Opportunity for a promotion
- The ability to have my own architecture firm/work independently
- The ability to call myself an architect
- Respect from peers, family, and/or friends
- The potential to earn more money
- A license is required by my firm
- None of the above

The most popular responses were “the ability to call myself an architect” (61 percent), the potential to earn more money (57 percent), and “the ability to have my own firm/work independently” (53 percent). These were consistently the top three factors across demographic groups, with one exception: large firm employees were more likely to select “opportunity for a promotion” than “for my own firm/work independently.”

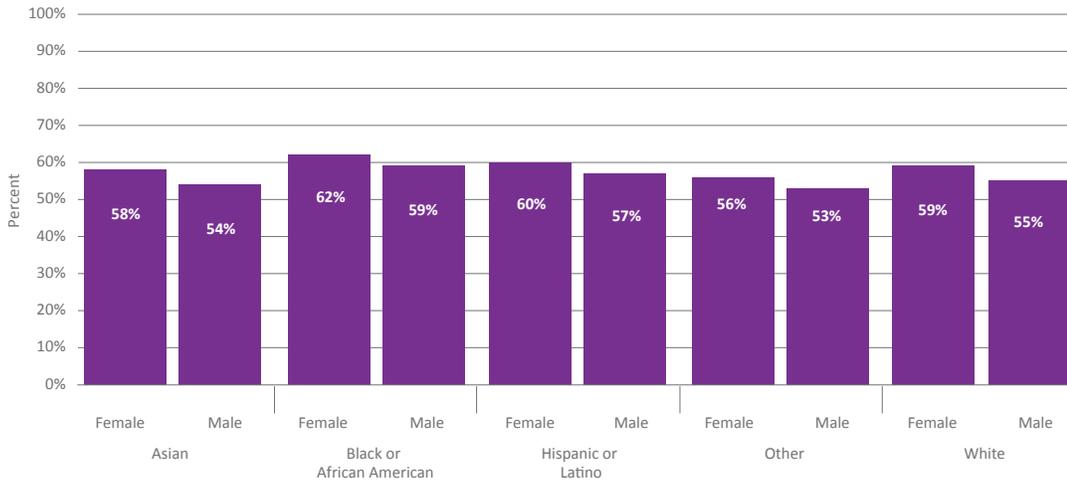
African Americans Most Likely to Select Income as a Reason to Pursue Licensure



Black or African American respondents were the most likely to select “the potential to earn more money” as one of their initial reasons for pursuing licensure at 61 percent, compared to 57 percent of white respondents and 55 percent of respondents from another racial or ethnic group.

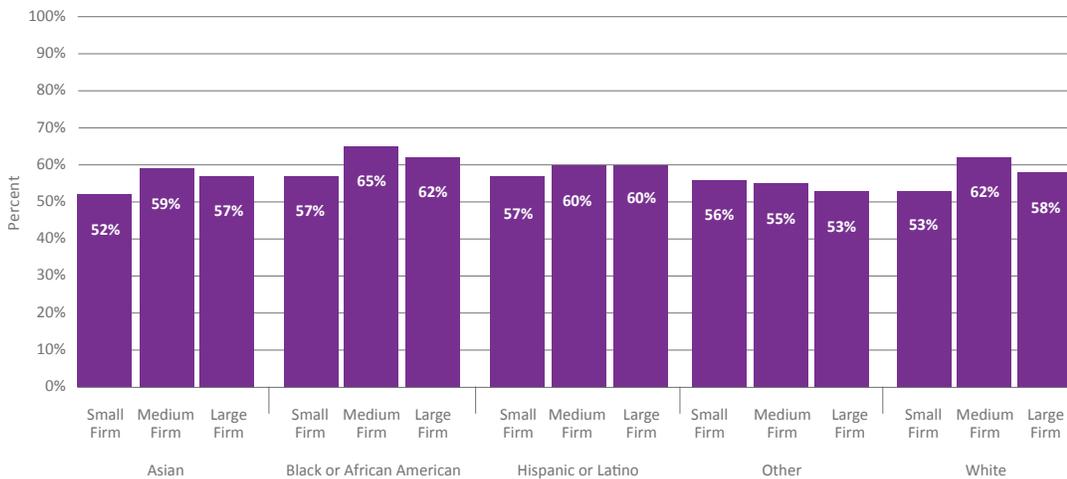
Baseline on Belonging: Firm Culture & Development Report

Women More Likely to Select Income as a Reason to Pursue Licensure



Across all races and ethnicities, women were more likely than men of the same race or ethnicity to indicate that earning potential was one of their initial reasons for pursuing a license. Black or African American women were the most likely to select this reason at 62 percent—7 percentage points more likely than white men.

Mid-Size Firm Employees Most Likely to Select Income as a Reason to Pursue Licensure

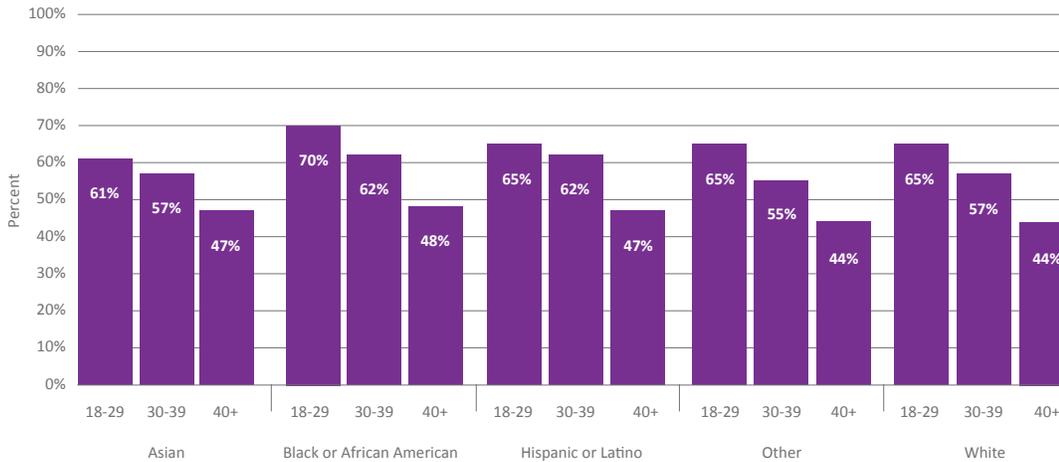


Employees of medium-sized firms were more likely to report that they initially pursued licensure due to earning potential compared to their peers at small and large firms. Black or African American respondents employed by medium-sized firms were the most likely out of all groups at 65 percent.



Baseline on Belonging: Firm Culture & Development Report

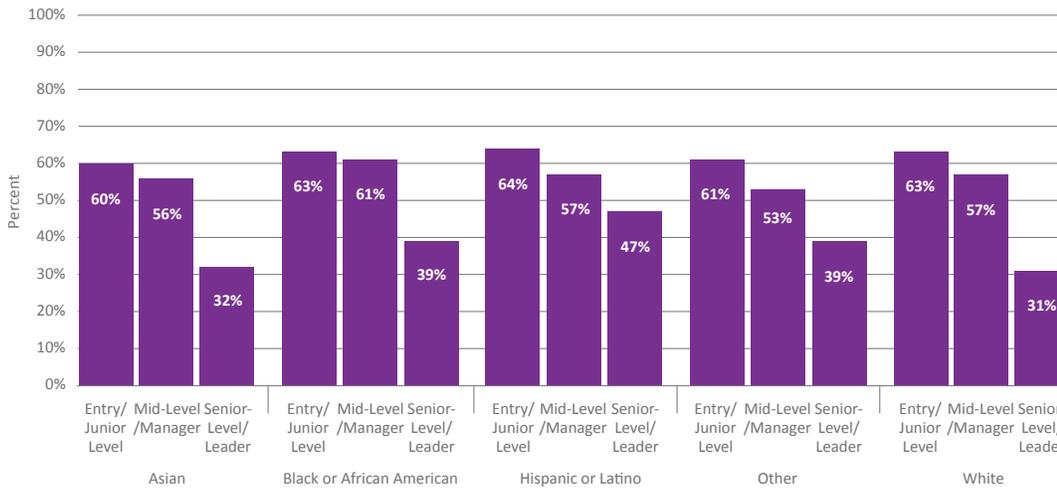
18-29-Year-Olds Most Likely to Select Income as a Reason to Pursue Licensure



Across all racial and ethnic groups, 18-29-year-olds were more likely to report that they initially pursued licensure due to earning potential, compared to their 30-39-year-old and 40+ peers. Black or African American 18-29-year-olds were the most likely to select this option at 70 percent—26 percentage points higher than white respondents 40 or older, who were the least likely.

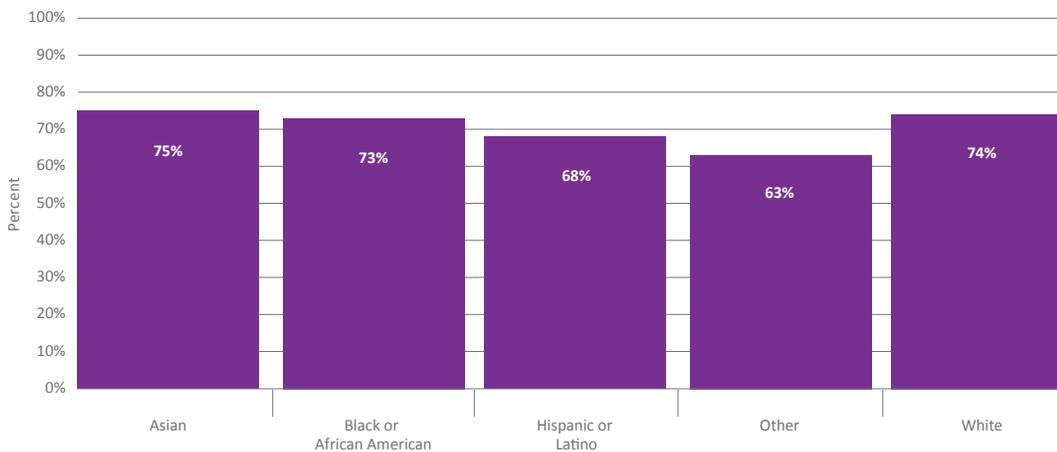
Baseline on Belonging: Firm Culture & Development Report

Entry-Level Employees Most Likely to Select Income as a Reason to Pursue Licensure



Similarly, entry-level employees across all racial and ethnic groups were more likely to indicate that earning potential was an initial reason for pursuing licensure. At 63-64 percent, Black or African American, Hispanic or Latino, and white entry-level employees were nearly equally as likely to select this response.

Asians Most Likely to Select Professional Title as a Reason to Pursue Licensure

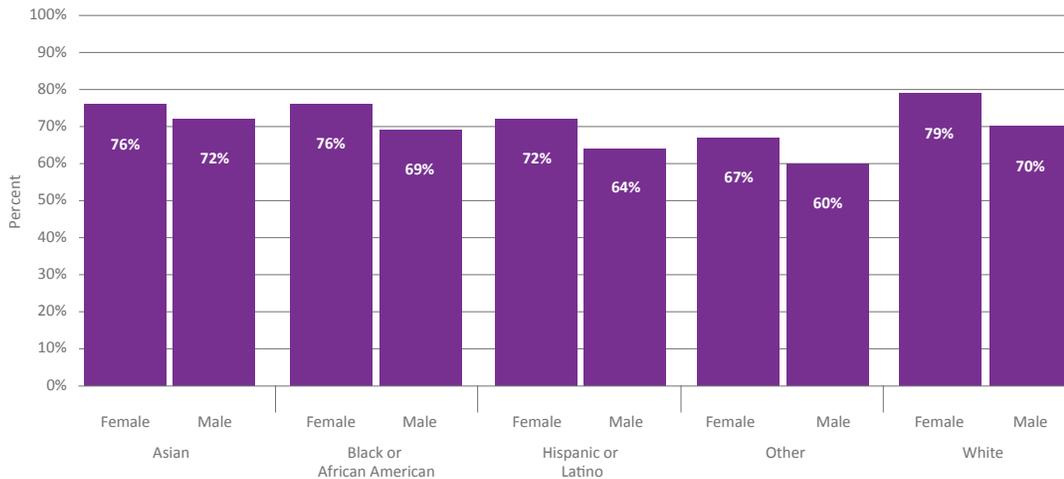


At 75 percent, Asian respondents were slightly more likely than white (74 percent) and African American (73 percent) respondents to select the ability to call themselves an architect as a reason to pursue licensure. Hispanic or Latino respondents were less likely to select this option at 68 percent.



Baseline on Belonging: Firm Culture & Development Report

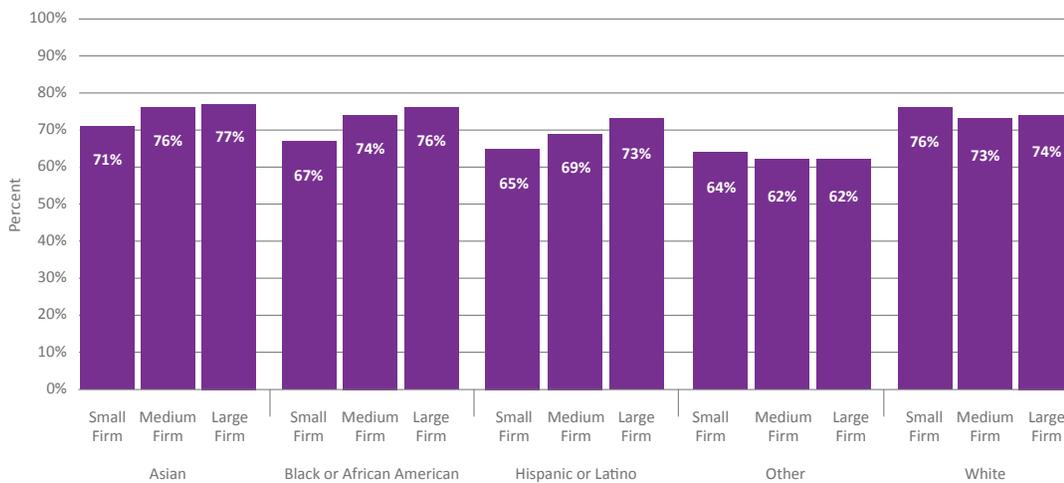
Women More Likely to Select Professional Title as a Reason to Pursue Licensure



Women of all racial and ethnic groups were more likely than their male peers to indicate that they initially pursued licensure so they could call themselves an architect.

White women were the most likely to select this option at 79 percent, compared to 60 percent of men of some other racial or ethnic group (the least likely)—a 19 percentage point difference.

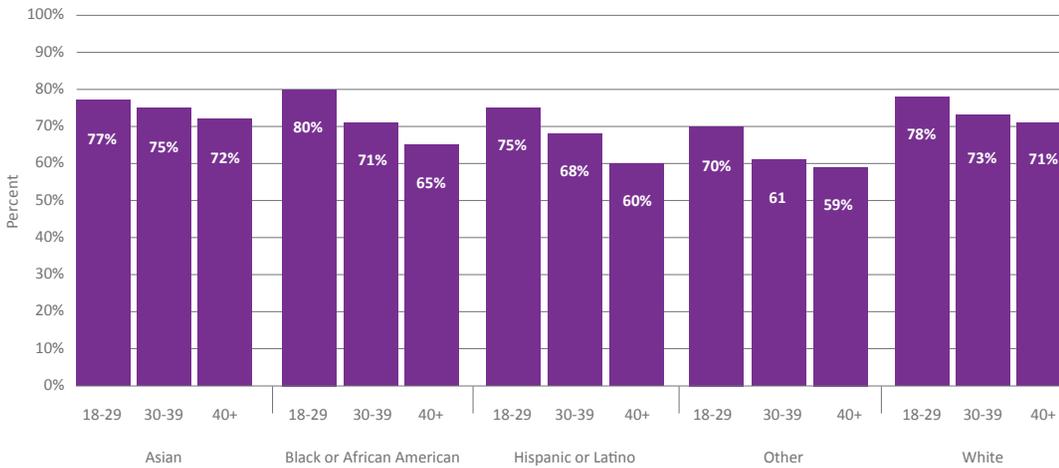
Large Firm Employees Most Likely to Select Professional Title as a Reason to Pursue Licensure



For most racial and ethnic groups, large firm employees were more likely to report that they pursued licensure for the ability to call themselves an architect compared to their medium-sized and small firm peers. However, white respondents were slightly more likely to select this response when employed by a small firm. Asian employees of large firms were the most likely to select this option at 77 percent.

Baseline on Belonging: Firm Culture & Development Report

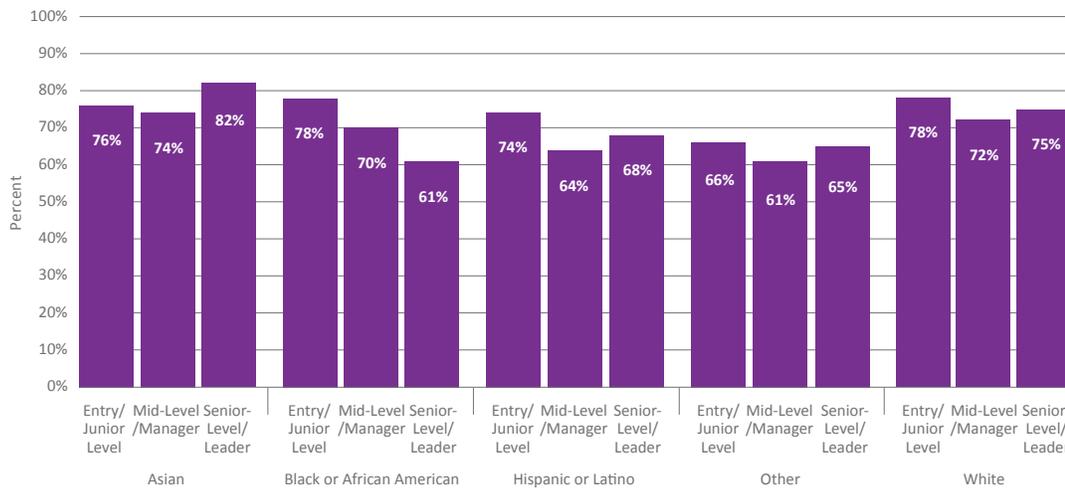
18-29-Year-Olds Most Likely to Select Professional Title as a Reason to Pursue Licensure



Across all racial and ethnic groups, 18-29-year-olds were more likely to report that they initially pursued licensure due for the professional title, compared to their 30-39-year-old and 40+ peers. Black or African American 18-29-year-olds were the most likely to select this option at 80 percent—21 percentage points higher than respondents of some other racial or ethnic group who were 40 or older, who were the least likely.

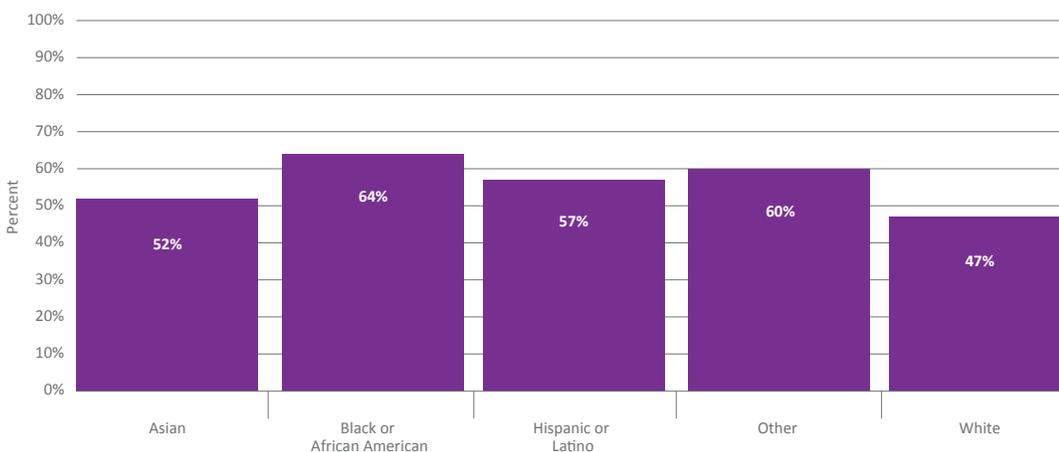
Baseline on Belonging: Firm Culture & Development Report

Entry-Level Employees Most Likely to Select Professional Title as a Reason to Pursue Licensure



For most racial and ethnic groups, entry-level employees were more likely than mid- or senior-level employees to indicate that they initially pursued licensure for the professional title—with the exception of Asian respondents. Asian senior-level employees were the most likely of all groups to select this option at 82 percent.

African Americans Most Likely to Pursue Licensure to Own Their Own Firm

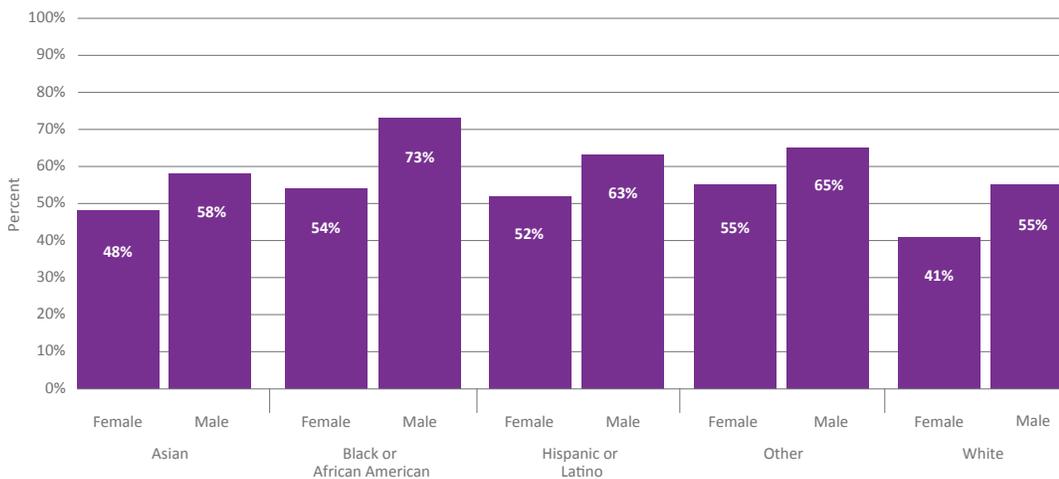


Black or African American respondents were the most likely to report that they initially pursued licensure for the ability to work independently or own their own firm at 64 percent, compared to 47 percent of white respondents—a 17 percentage point difference.



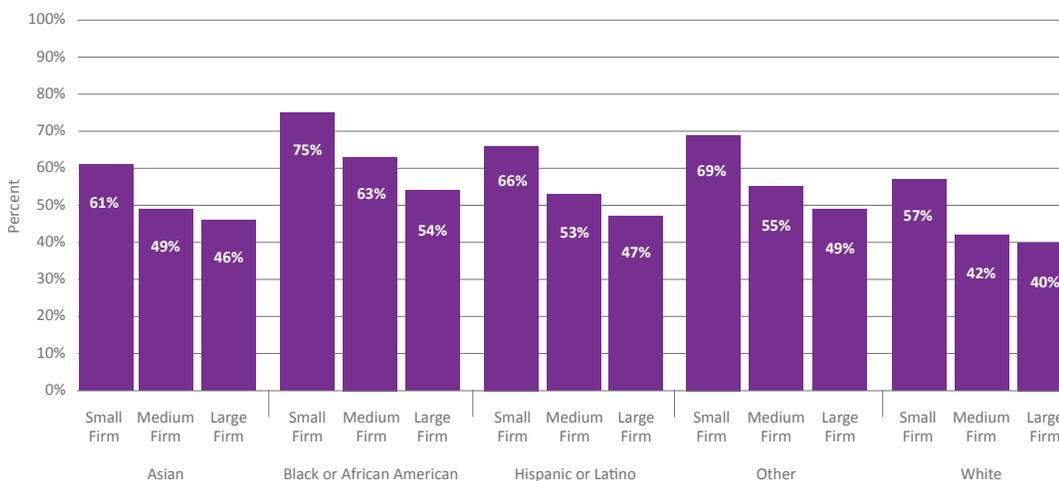
Baseline on Belonging: Firm Culture & Development Report

African American Men Most Likely to Pursue Licensure to Own Their Own Firm



Men of all racial and ethnic groups were more likely than women of the same group to report that they initially pursued licensure for the ability to own their own firm. African American men were the most likely to select this option at 73 percent, compared to 41 percent of white women, who were the least likely.

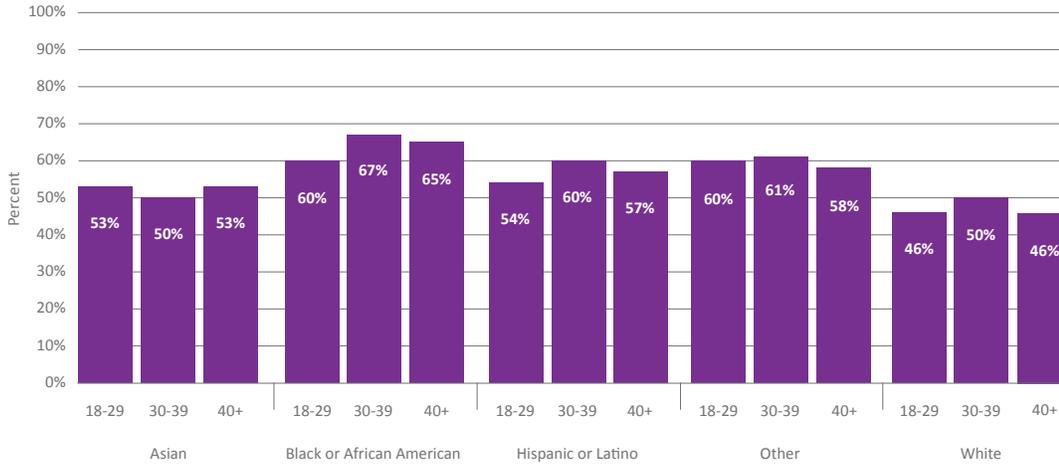
Small Firm Employees Most Likely to Pursue Licensure to Own Their Own Firm



Across all racial and ethnic groups, small firm employees were more likely to report that they initially pursued licensure for the ability to own their own firm. African American employees of small firms were the most likely to select this response at 75 percent, compared to 40 percent of white employees of large firms, who were the least likely.

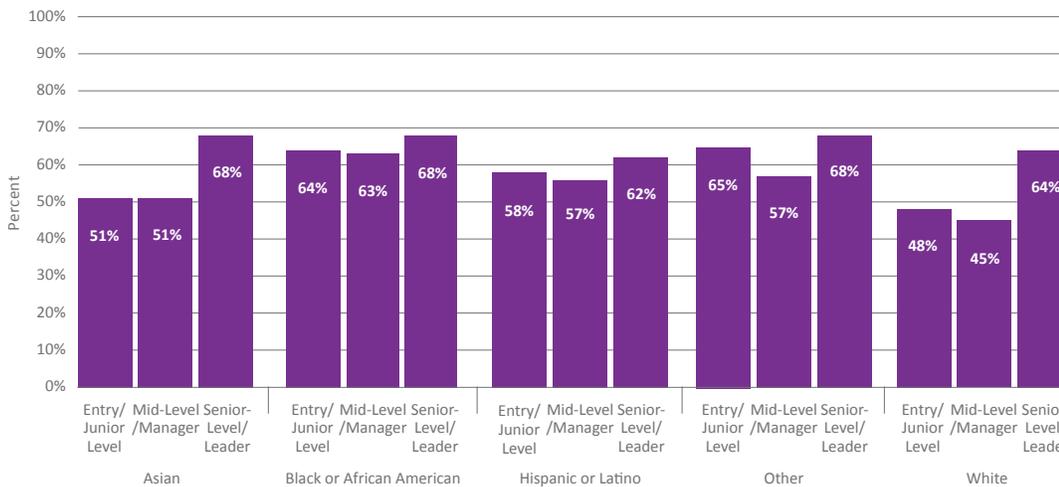
Baseline on Belonging: Firm Culture & Development Report

30-39-Year-Olds Most Likely to Pursue Licensure to Own Their Own Firm



For most racial and ethnic groups, individuals aged 30-39 were more likely to report that they pursued a license to work independently compared to those aged 18-29 or 40 or older. The one exception is Asian respondents, who were the least likely to select this option in the 30-39 age group.

Senior-Level Employees Most Likely to Pursue Licensure to Own Their Own Firm



Across all racial and ethnic groups, senior-level employees were more likely to report that they initially pursued licensure to own their own firm. At 68-69 percent, senior-level Asian, Black or African American, and individuals of some other racial or ethnic group were the most likely to select this option.

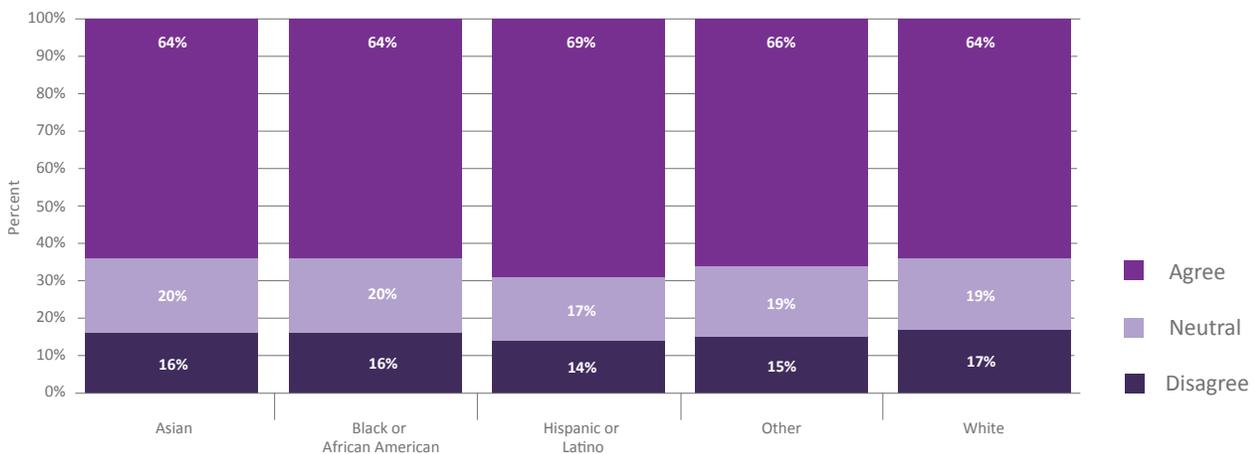
Baseline on Belonging: Firm Culture & Development Report

Career Development: Experiences Motivated Me to Become Licensed

When asked to rate their level of agreement with the statement, “My experiences since working in a firm have motivated me to become licensed,” 65 percent of all respondents either agreed or strongly agreed. Of the remaining 35 percent, 19 percent were neutral and 16 percent disagreed or strongly disagreed.

While there are some disparities based on race and gender, white men were the least likely to indicate their experiences had motivated them to become licensed—a reversal of trends seen elsewhere in the *Baseline on Belonging* study.

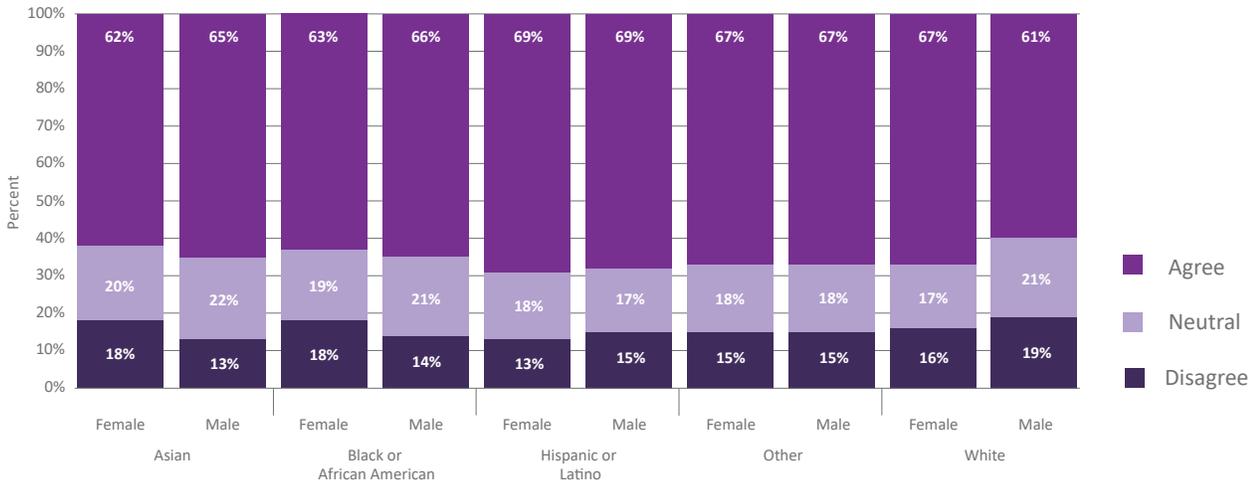
Latino Respondents Most Likely to Agree Experiences at Firm Motivated Them to Become Licensed



At 69 percent, Hispanic or Latino respondents were more likely than their peers to indicate that their experiences working at a firm had motivated them to become licensed. This is 5 percentage points more than their Asian, Black or African American, and white peers, who were equally likely to agree at 64 percent.

Baseline on Belonging: Firm Culture & Development Report

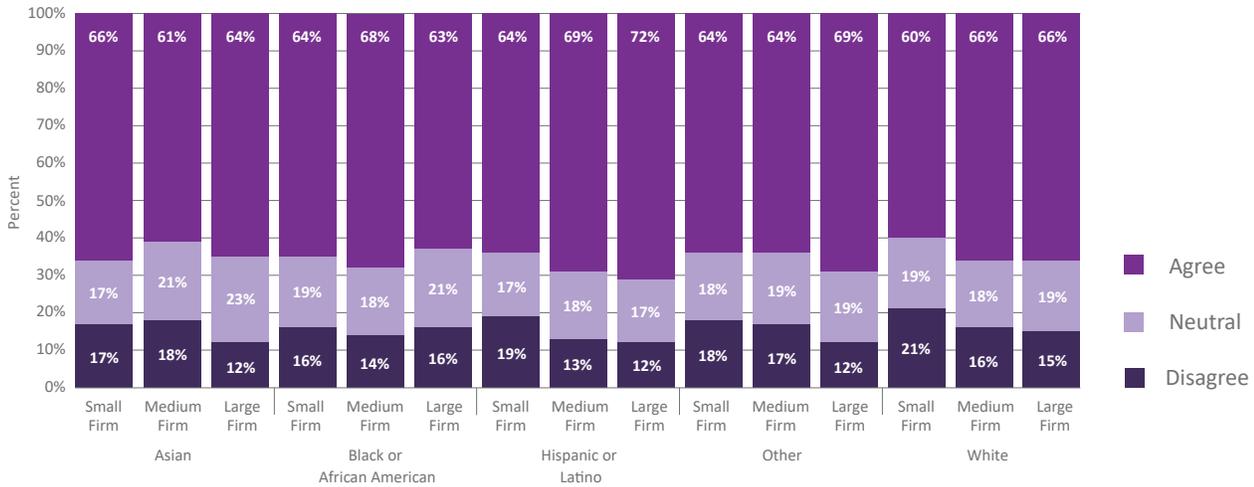
White Men Least Likely to Agree Experiences at Firm Motivated Them to Become Licensed



Asian and African American women were slightly less likely to agree that their experiences since working at a firm had motivated them to become licensed compared to their male peers. However, the opposite is true for white women, who were 6 percentage points more likely than white men to agree. At 61 percent, white men were the least likely of all groups to indicate that their experiences had motivated them to become licensed.

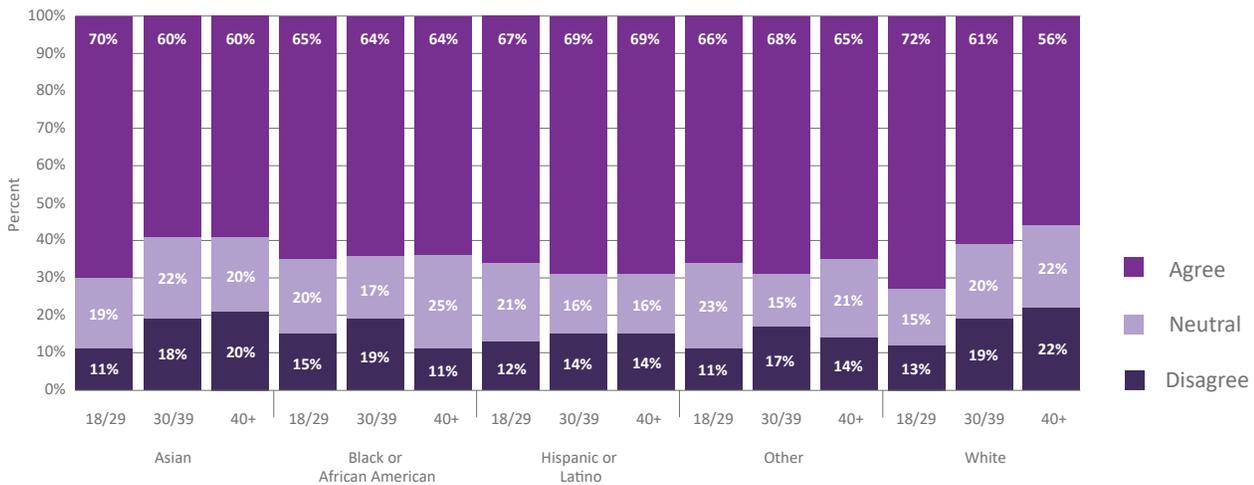
Baseline on Belonging: Firm Culture & Development Report

White Employees of Large Firms Least Likely to Agree Experiences at Firm Motivated Them to Become Licensed



There is no distinct pattern across race, ethnicity, and firm size regarding motivation to become licensed. White employees of large firms were the least likely of all groups to agree that their experiences had motivated them to become licensed (60 percent), and Latino employees of small firms were the most likely (72 percent).

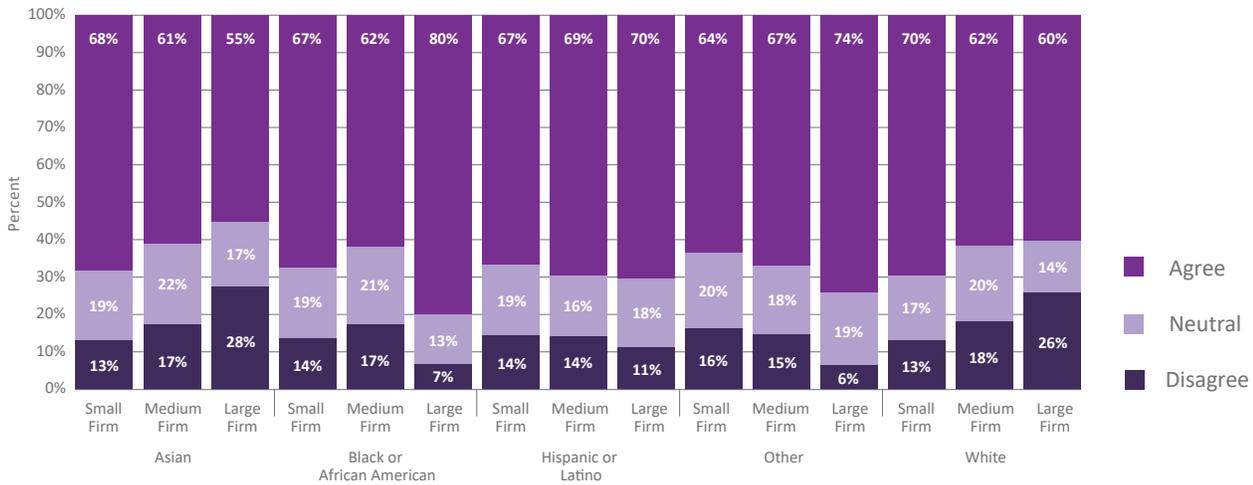
18-29-Year-Olds More Likely to Agree Experiences at Firm Motivated Them to Become Licensed



For Asian, African American, and white respondents, 18-29-year-olds were more likely than their 30-39 or 40+ peers to report that their experiences working at a firm had motivated them to become licensed, with white 18-29-year-olds most likely at 72 percent. White respondents who were 40 or older were the least likely to agree 56 percent.

Baseline on Belonging: Firm Culture & Development Report

Senior-Level African Americans Most Likely to Agree Experiences at Firm Motivated Them to Become Licensed



For white and Asian respondents, entry-level employees were more likely to report that their experiences since working at a firm had motivated them to become licensed. However, the opposite was true for Black or African American and Hispanic or Latino respondents, who were most likely to agree in senior-level positions. At 80 percent, senior-level African Americans were the most likely to agree of all groups.

Baseline on Belonging: Firm Culture & Development Report

Career Development: Effects of Earning a Licensure

When asked about their progress on the path to licensure, 23% of survey respondents indicated they were a licensed architect.

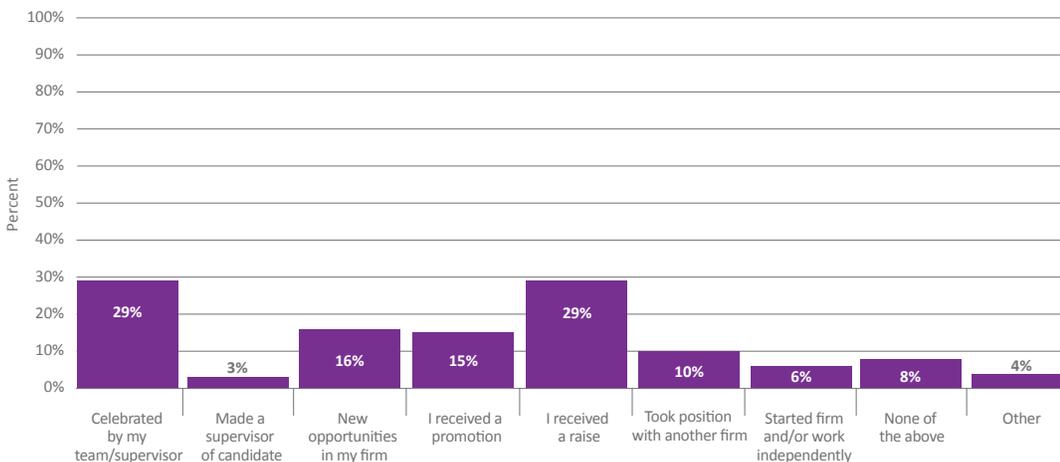
Respondents who indicated they were a licensed architect were then asked the following question: *After you earned your license, did any of the following occur as a result of your licensed status? Select all that apply.*

- Celebrated by my team/supervisor
- Made a supervisor of a candidate
- New opportunities in my firm
- I received a promotion
- I received a raise
- Took a position with another firm
- Started firm and/or work independently
- None of the above
- Other

Because individuals were allowed to select more than one answer choice, the sum of the proportions equal more than 100 percent.

Baseline on Belonging: Firm Culture & Development Report

Architects Most Likely to Report Being Celebrated, Receiving a Raise After Earning License



When asked if any of the following occurred after becoming licensed, architects most frequently reported that they were celebrated by their team and that they received a raise—both at 29 percent.

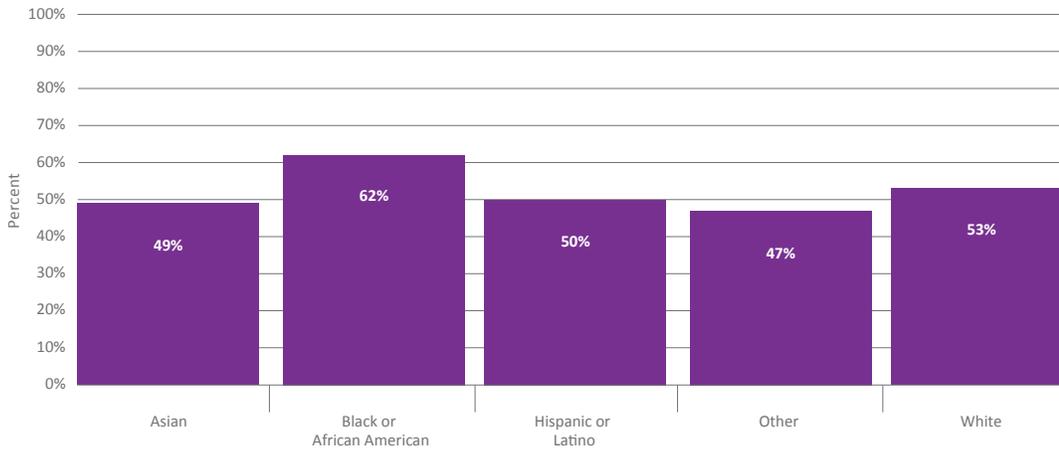
Additionally, 16 percent of architects reported new opportunities in their firm, and 15 percent reported receiving a promotion.

Architects were much less likely, however, to say they were made a supervisor of a candidate (3 percent) or started a firm/began to work independently (6 percent).



Baseline on Belonging: Firm Culture & Development Report

African American Architects Most Likely to Report Being Celebrated After Earning Licensure



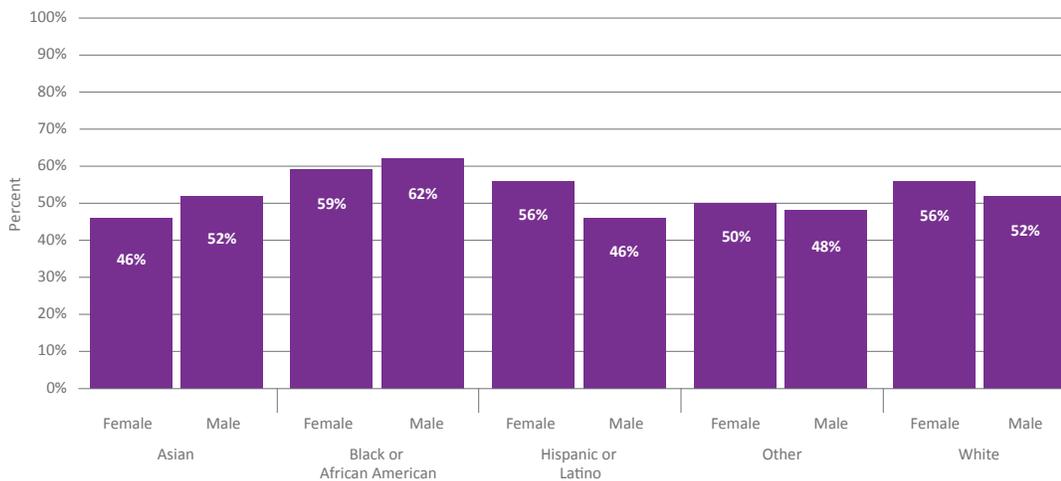
At 62 percent, Black or African American architects were the most likely to say they were celebrated by their team after earning a license. This is 15 percentage points more than the least likely group—architects whose race and ethnicity falls into the “other” category—at 47 percent.

After African American architects, white architects were the second most likely to report being celebrated by their team after earning a license at 53 percent.



Baseline on Belonging: Firm Culture & Development Report

Men and Women Architects Nearly Equally as Likely to Report Being Celebrated After Earning a License



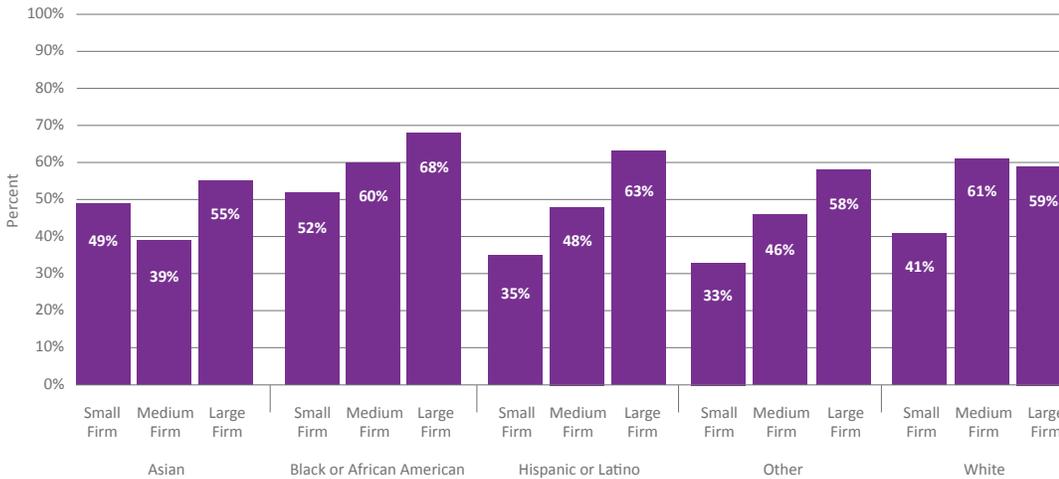
Across races and ethnicities, men and women said they were celebrated by their firm after earning a license at relatively similar rates.

The largest gender gap is between Hispanic or Latino men and women, where Latino women were 10 percentage points more likely to indicate being celebrated by their team.

For African American and Asian respondents, however, men were more likely to say they were celebrated after earning a license. African American men in particular were the most likely of all groups to say they were celebrated—16 percentage points more than the least likely group, Latino men.

Baseline on Belonging: Firm Culture & Development Report

Small Firm Employees Less Likely to Report Being Celebrated After Earning License



Across most races and ethnicities, architects employed by small firms were less likely to say they were celebrated by their team after earning a license.

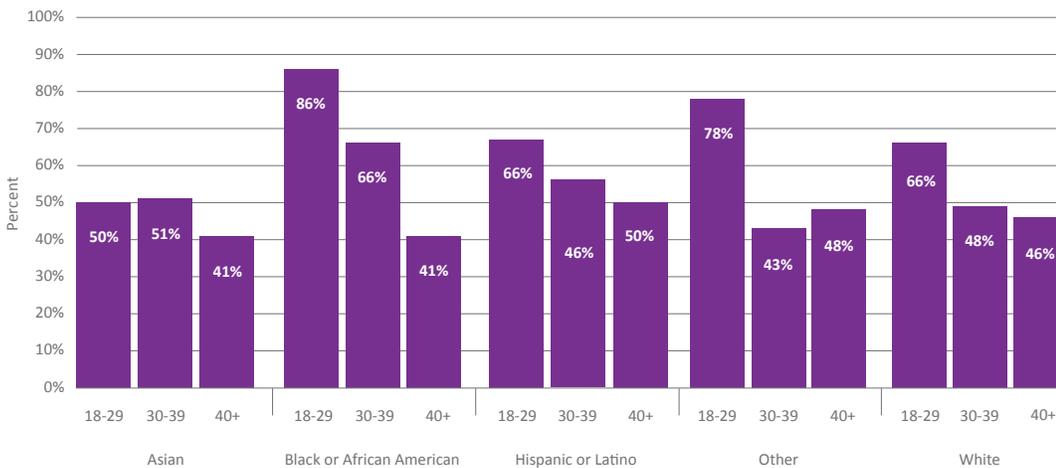
Latino and “other” architects at small firms were the least likely of all groups to report being celebrated by their firm—at 35 and 33 percent, respectively.

African Americans at large firms, however, were the most likely to say they were celebrated after earning a license at 68 percent.



Baseline on Belonging: Firm Culture & Development Report

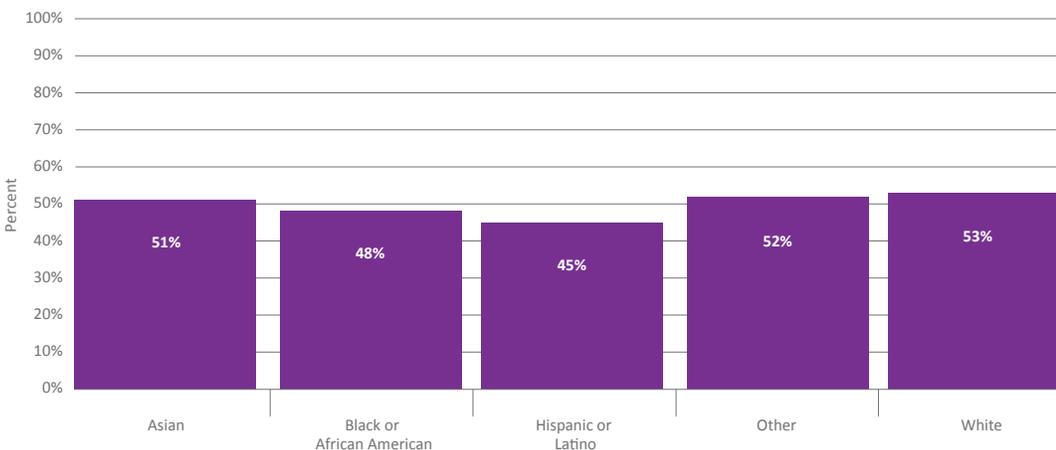
Younger Architects More Likely to Report Being Celebrated After Earning License



Across most racial and ethnic groups, 18-29-year-old architects were most likely to say they were celebrated by their firm after earning a license.

In contrast, African American and Asian architects aged 40 and older were the least likely groups to say they were celebrated at their firms, both at 41 percent.

Architects of Color Less Likely to Report Receiving a Raise After Earning a License

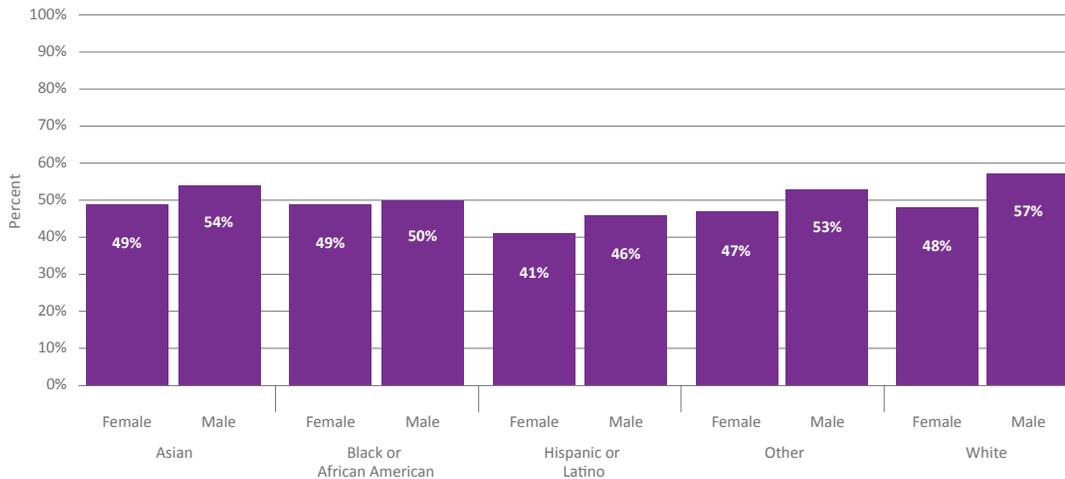


At 53 percent, white architects were the most likely racial or ethnic group to say they received a raise after earning a license.

Hispanic or Latino architects, however, were the least likely to report receiving a raise at 45 percent. Hispanic and African American architects were also the only groups where less than half of respondents said they received a raise after earning a license.

Baseline on Belonging: Firm Culture & Development Report

Women Less Likely to Report Receiving a Raise After Earning a License

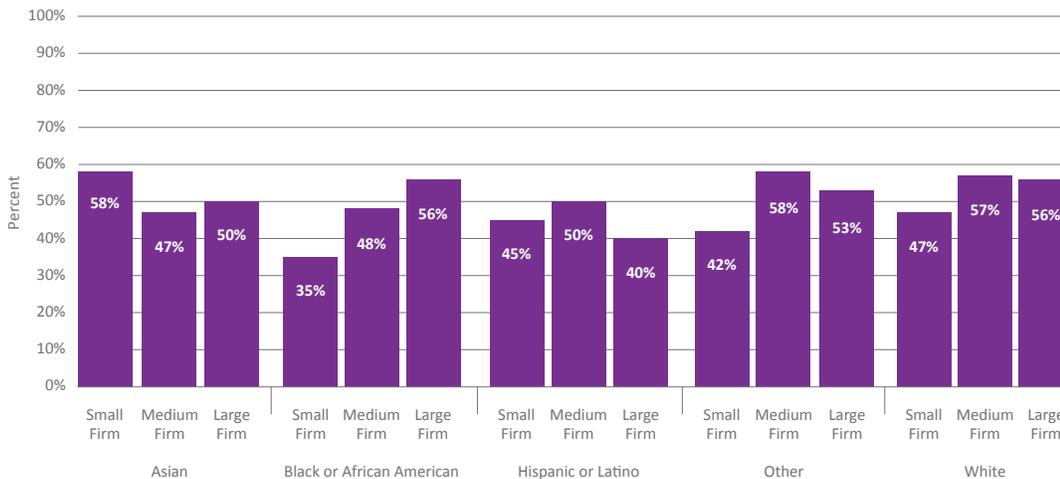


Across all races and ethnicities, women architects less frequently reported that they received a raise after earning a license than their male counterparts.

At 41 percent, Hispanic or Latina architects were the least likely of all groups to say they received a raise after earning a license—16 percentage points less than the most likely group, white men.

Baseline on Belonging: Firm Culture & Development Report

Architects at Small Firms Less Likely to Receive a Raise After Earning License



For many racial and ethnic groups, architects at small firms were less likely to receive a raise after becoming licensed.

African Americans at small firms—the least likely of all groups to report receiving a raise at 35 percent—were 21 percentage points less likely to say they received a raise than African Americans at large firms.

In contrast, architects at medium-size firms whose race and ethnicity falls in the “other” category, were the most likely to say they received a raise after becoming licensed (59 percent).

Baseline on Belonging: Firm Culture & Development Report

Career Development: Decision Not to Pursue Licensure

Individuals who indicated that they were not interested in pursuing a license were asked to select the point in their career when they decided not to become an architect, with options including:

- During college
- After taking an ARE division
- While searching for employment in an architecture firm
- While working for an architecture firm
- Other

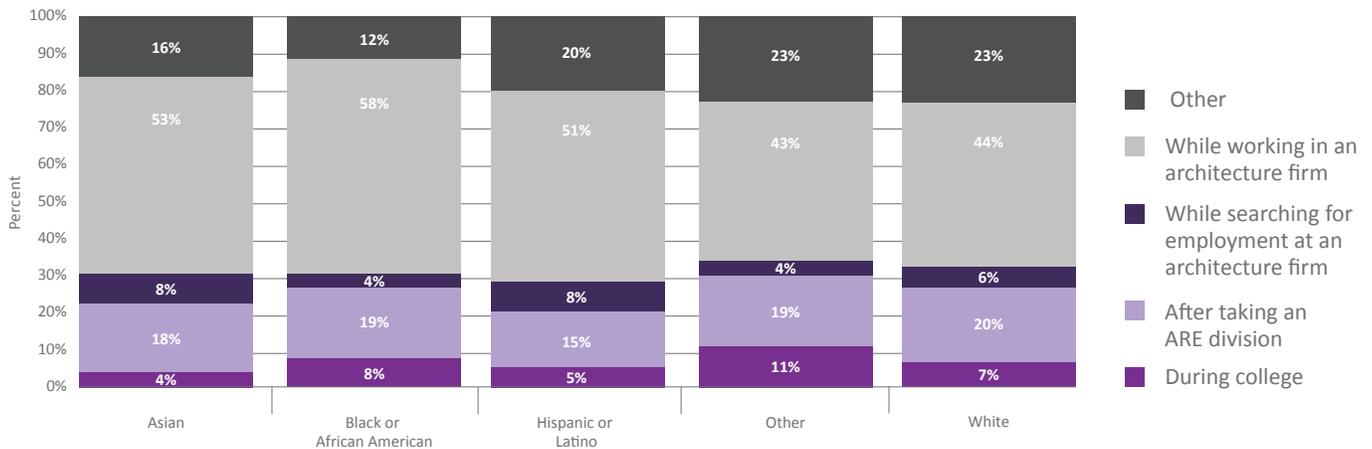
“While working in an architecture firm” was the most frequently selected response at 48 percent. “After taking an ARE division” was the next most popular response at 20 percent.

Black or African American respondents, individuals aged 18-29, and those in entry-level positions were more likely to report that they stopped pursuing licensure while employed at a firm compared to their peers. Women and older candidates were more likely to indicate that they stopped pursuing licensure after taking the ARE.

Due to the limited sample size of individuals who were not pursuing licensure, data for this question cannot be segmented by more than one filter, i.e., by race/ethnicity and gender.

Baseline on Belonging: Firm Culture & Development Report

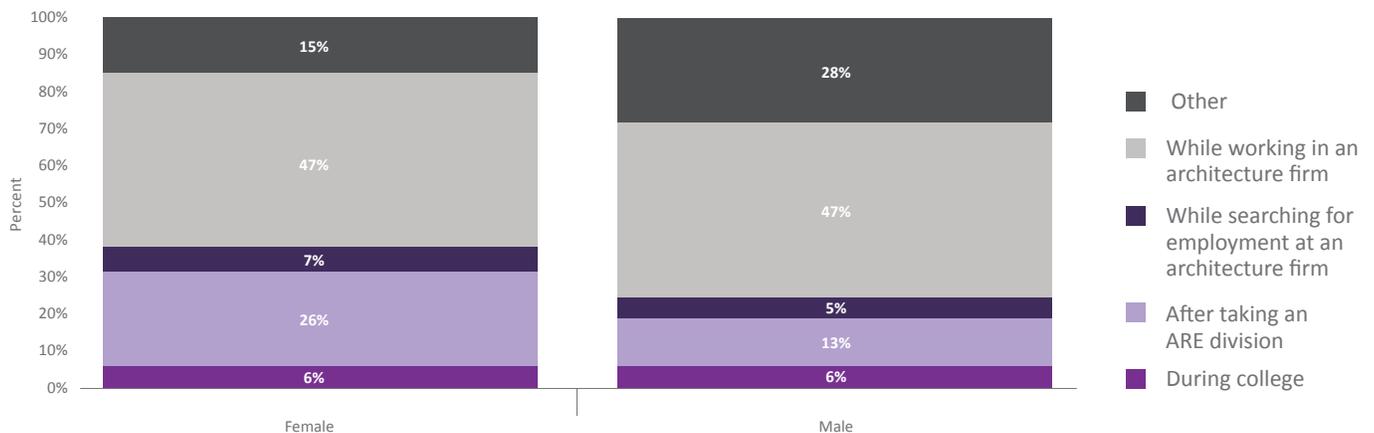
African Americans Most Likely to Stop Pursuing Licensure While Working in a Firm



When asked at what point in their career they decided not to become an architect, 58 percent of Black or African American respondents who'd indicated they were no longer interested in licensure responded that they were working in a firm at the time. This is 14 percentage points higher than white respondents.

White respondents were more likely to indicate that they were in some other career phase when they decided not to become an architect at 23 percent.

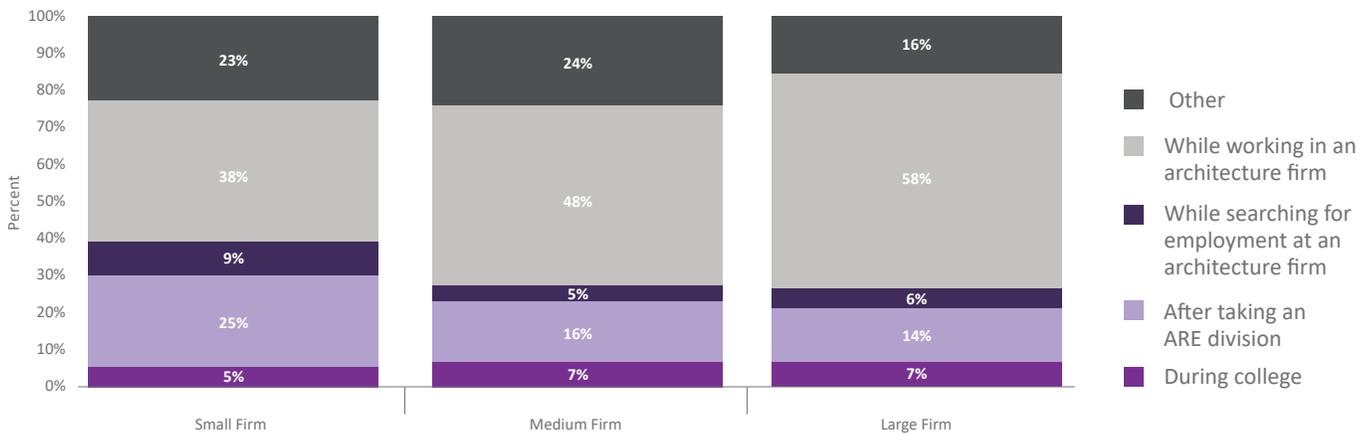
Women More Likely to Stop Pursuing Licensure After Taking an ARE Division



Twenty-six percent of women indicated they'd decided not to become a licensed architect after taking a division of the ARE, compared to 13 percent of men. NCARB's pass rate data reveals that women of all racial and ethnic groups are less likely to pass the ARE than men of the same race or ethnicity.

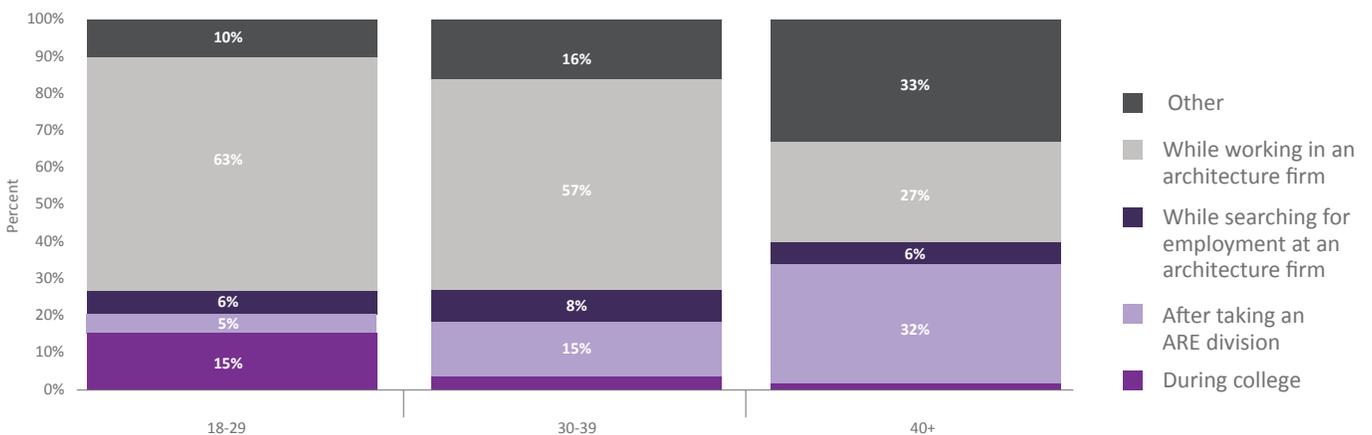
Baseline on Belonging: Firm Culture & Development Report

Large Firm Employees Most Likely to Stop Pursuing Architecture While Working at a Firm



Individuals working at large firms were the most likely to decide not to become an architect while working at a firm. However, individuals working at small firms were more likely to decide not to become an architect after failing an ARE division than their peers working at large and medium-sized firms.

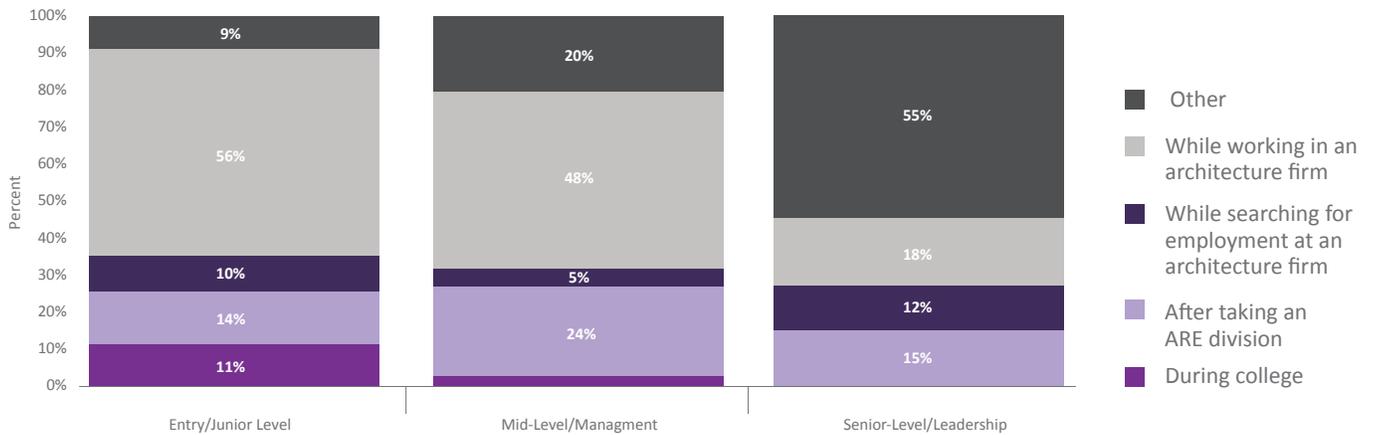
Individuals 40 or Older Most Likely to Stop Pursuing Licensure After Taking an ARE Division



Individuals who were 40 or older were more likely than their 18-29 and 30-39-year-old peers to indicate that they decided not to pursue licensure after taking an ARE division. However, 18-29-year-olds were the most likely to indicate that they had decided not to pursue licensure while working at a firm.

Baseline on Belonging: Firm Culture & Development Report

Entry-level Employees More Likely to Stop Pursuing Licensure While Working in a Firm



Individuals who indicated they were in an entry-level position were the most likely to say they decided not to become an architect while working in a firm. Mid-level employees were the most likely to say they decided not to become an architect after taking an ARE division. And senior-level employees were the most likely to select “other.”

Baseline on Belonging: Firm Culture & Development Report

Career Development: What impacted your decision not to pursue licensure?

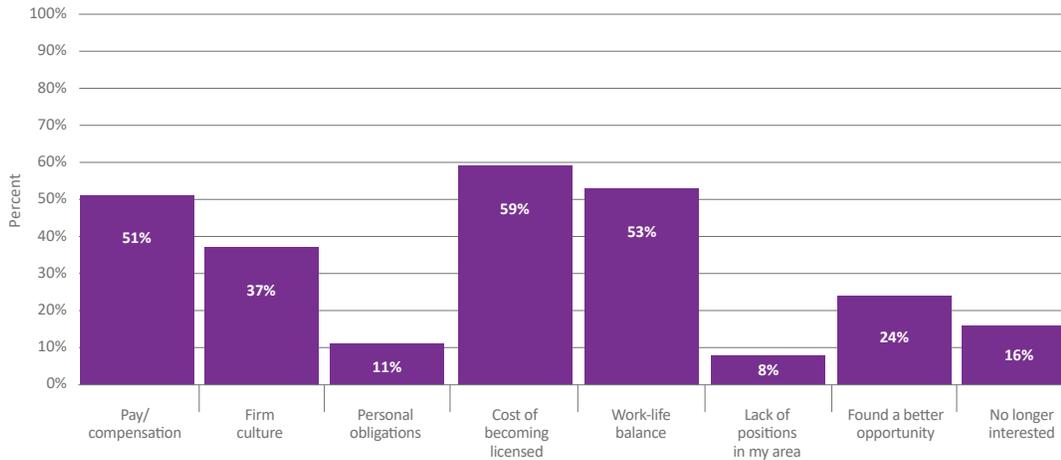
Individuals who indicated they were no longer interested in becoming a licensed architect were asked to select the factors that impacted their decision not to pursue licensure. Available responses included:

- Pay/compensation
- Firm culture
- Personal obligations
- Cost of becoming licensed
- Work-life balance
- Lack of positions in my area
- Found a better opportunity
- No longer interested

Pay/compensation, the cost of becoming licensed, and work-life balance were the most frequently selected factors. These were consistently the top three factors across demographic groups, with one exception: Black or African American respondents were more likely to select “firm culture” than “pay/compensation.”

Baseline on Belonging: Firm Culture & Development Report

Cost of Becoming Licensed Most Common Reason for Not Pursuing Licensure



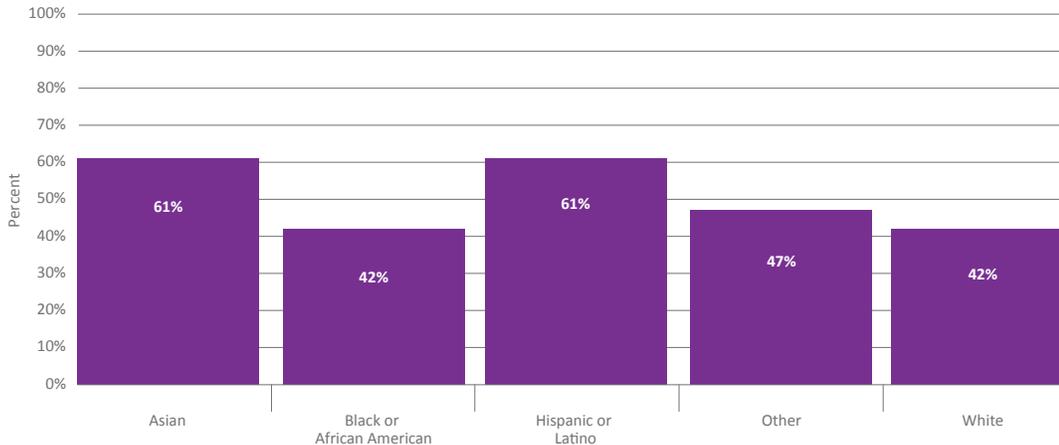
Fifty-nine percent of individuals who indicated they were no longer interested in pursuing licensure indicated that cost was a factor in that decision. Fifty-three percent selected work-life balance, and 51 percent selected pay/compensation.

Of the additional responses available, firm culture was the next most frequently selected at 37 percent, with Asian and African American respondents being more likely to select this option.



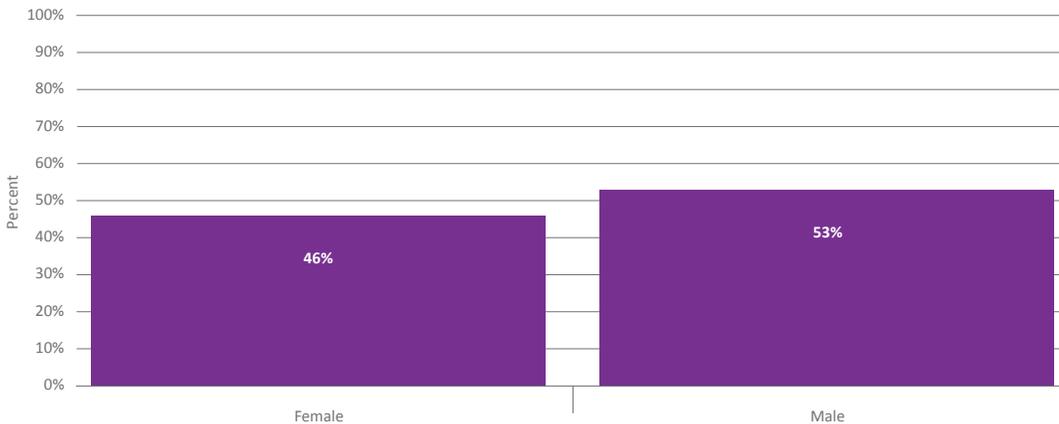
Baseline on Belonging: Firm Culture & Development Report

Asian and Latino Respondents Most Likely to Indicate Pay Impacted Decision Not to Pursue Licensure



Sixty-one percent of Asian and Hispanic or Latino respondents who were no longer interested in pursuing licensure indicated that pay/compensation was a factor in that decision. This is 19 percentage points more likely than White and Black or African American respondents, who were the least likely to select this option.

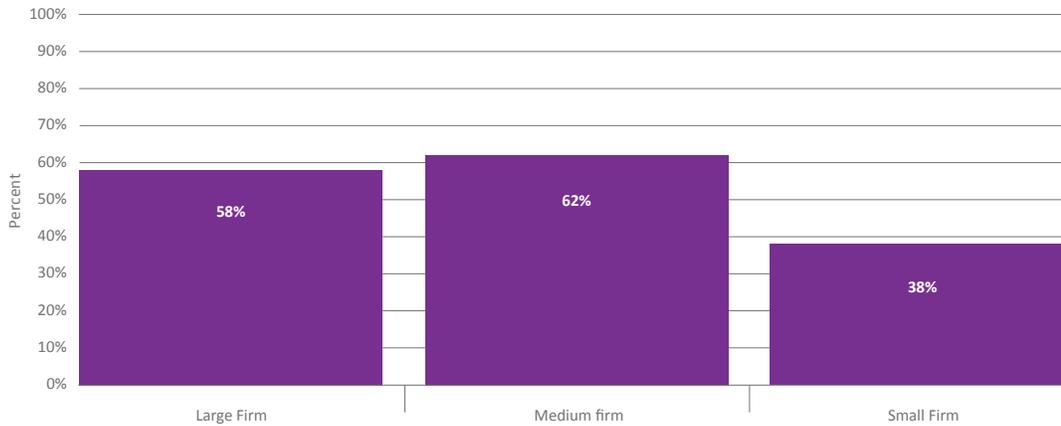
Men More Likely to Indicate Pay Impacted Decision Not to Pursue Licensure



Fifty-three percent of men who were no longer interested in pursuing licensure indicated that pay/compensation was a factor in that decision, compared to 46 percent of women—a 7 percentage point gap.

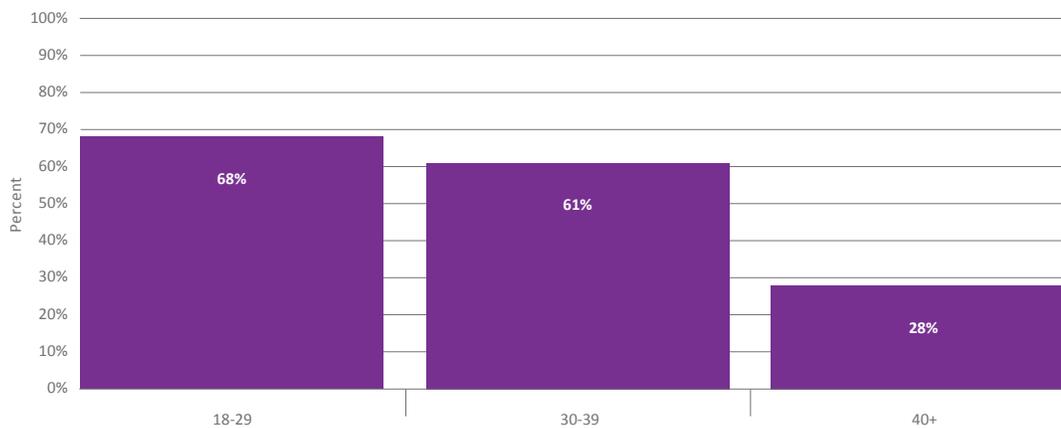
Baseline on Belonging: Firm Culture & Development Report

Mid-Size Firm Employees Most Likely to Indicate Pay Impacted Decision Not to Pursue Licensure



At 62 percent, employees of medium-sized firms were the most likely to report that they stopped pursuing licensure due to the pay/compensation—4 percentage points more than employees of large firms, and 24 percentage points more than employees of small firms.

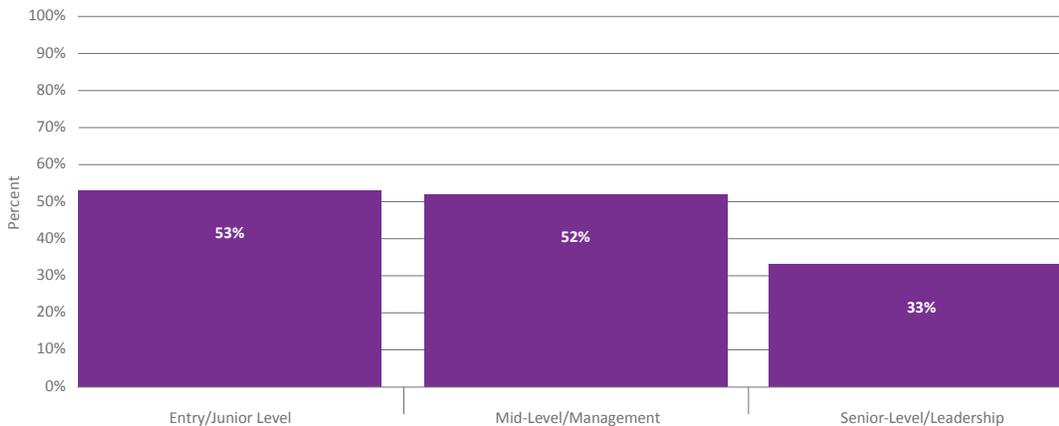
18-29-Year-Olds Most Likely to Indicate Pay Impacted Decision Not to Pursue Licensure



Younger respondents (18-29-year-olds) were the most likely to select pay/compensation as a factor impacting their decision not to become a licensed architect at 68 percent—compared to just 28 percent of those 40 or older.

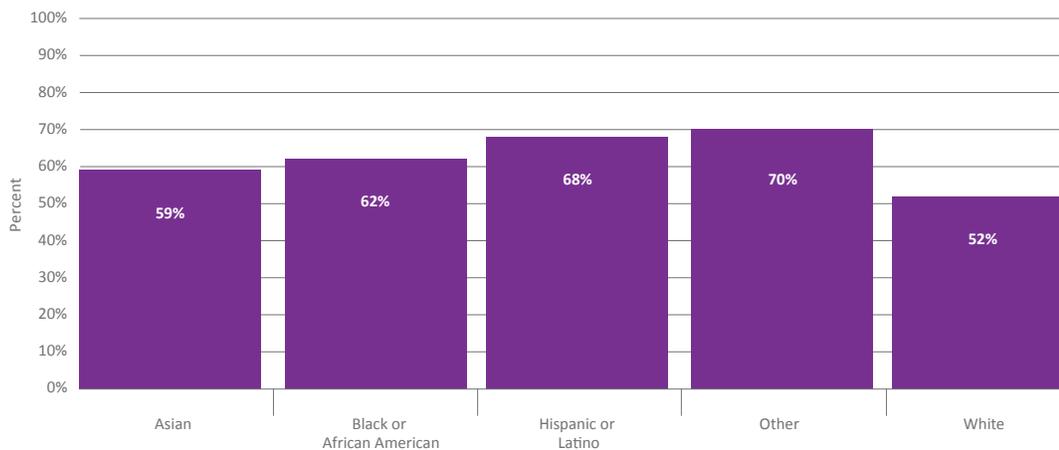
Baseline on Belonging: Firm Culture & Development Report

Senior-Level Employees Least Likely to Stop Pursuing Licensure Due to Pay



At 53 and 52 percent, entry-level and mid-level employees were nearly equally likely to indicate that pay was a factor in their decision not to pursue licensure. Senior-level employees were less likely to select this option at 33 percent—a 20 percentage point gap.

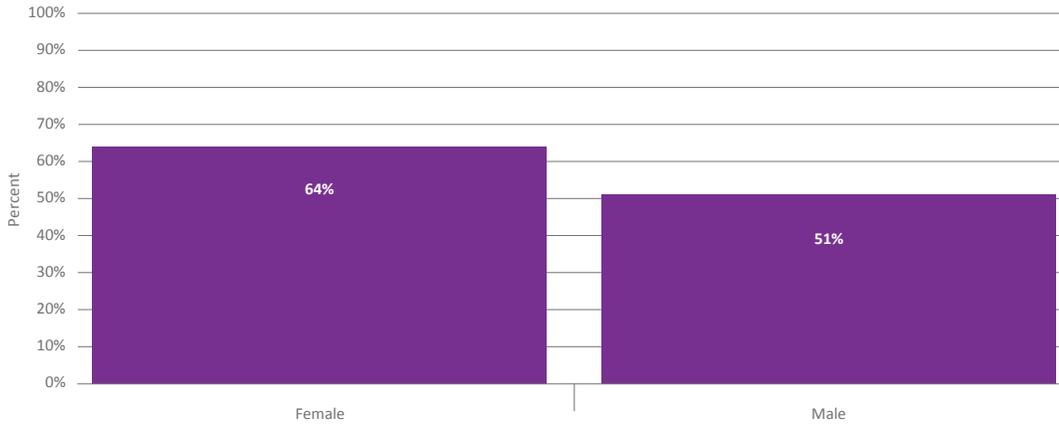
Latino and Other Respondents Most Likely to Stop Pursuing Licensure Due to Cost



Respondents of some other racial and ethnic group (70 percent) and Hispanic or Latino respondents (68 percent) were the most likely to report that the cost of licensure was a factor in their decision not to become a licensed architect. White respondents were the least likely to select this option at 52 percent.

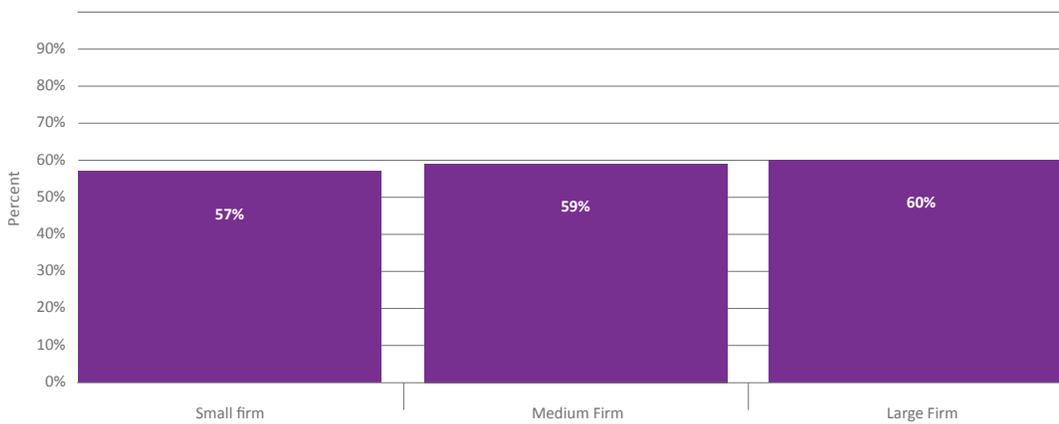
Baseline on Belonging: Firm Culture & Development Report

Women More Likely to Stop Pursuing Licensure Due to Cost



At 64 percent, women were 13 percentage points more likely than their male peers to report that they stopped pursuing licensure due to cost.

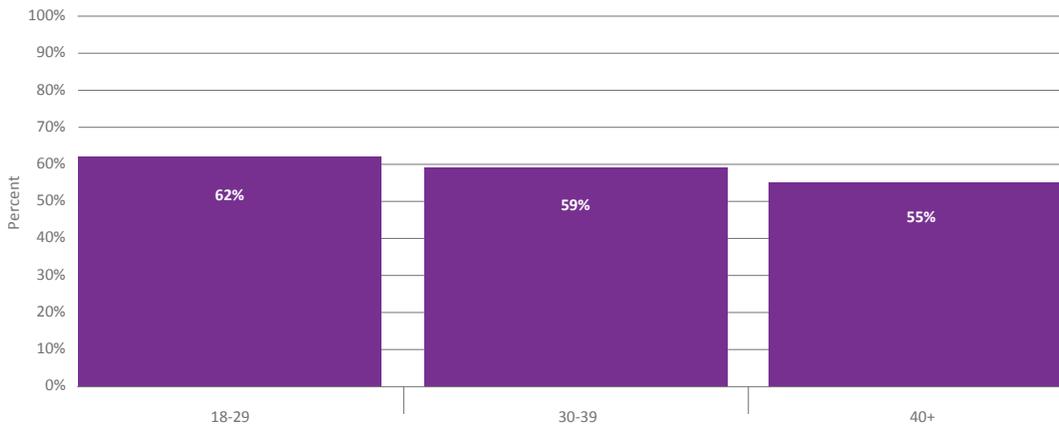
Large Firm Employees Slightly More Likely to Stop Pursuing Licensure Due to Cost



Large firm employees were slightly more likely to report that cost was a factor in their decision not to pursue licensure, with 60 percent selecting this option compared to 57 percent of their peers employed by small firms.

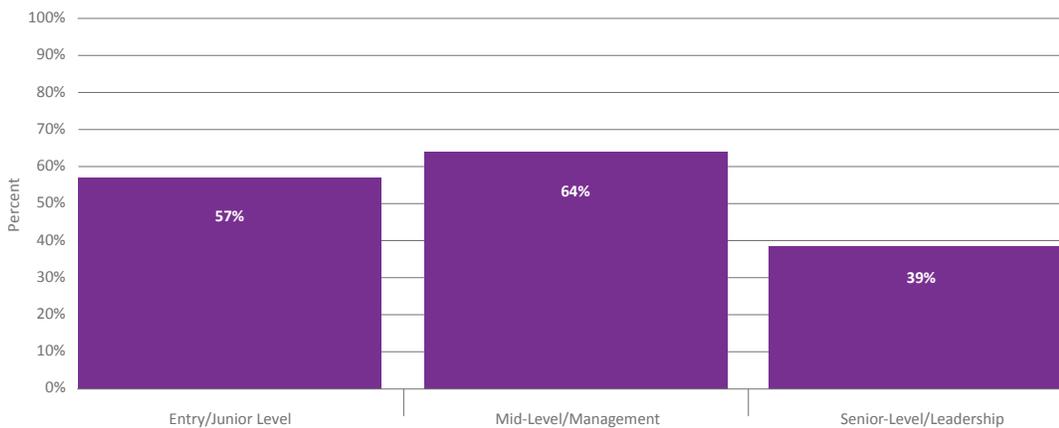
Baseline on Belonging: Firm Culture & Development Report

18-29-Year-Olds Most Likely to Stop Pursuing Licensure Due to Cost



Sixty-two percent of 18-29-year-olds who indicated that they were no longer pursuing licensure selected cost as a factor in that decision. This is 7 percentage points higher than individuals 40 or older, who were the least likely to select cost.

Mid-Level Employees Most Likely to Stop Pursuing Licensure Due to Cost

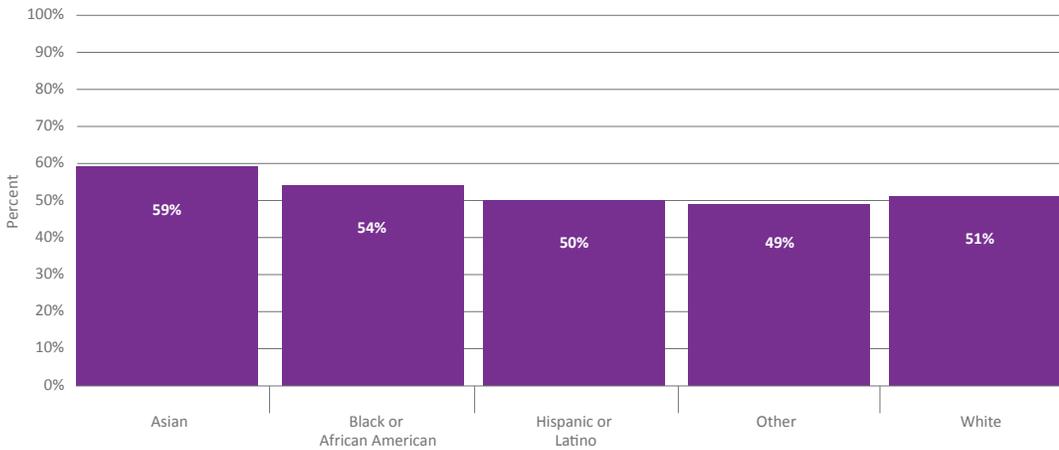


At 64 percent, mid-level employees were the most likely to report that cost was a factor in their decision to stop pursuing licensure—25 percentage points higher than senior-level employees, who were the least likely.



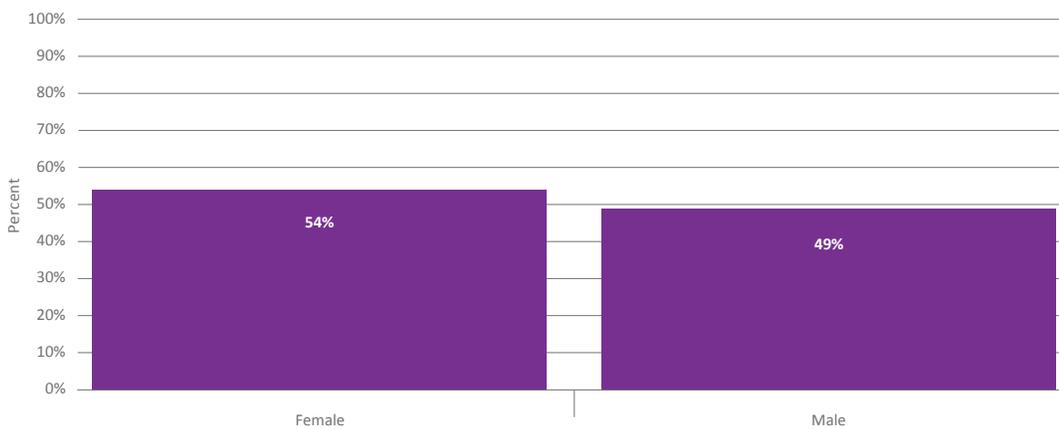
Baseline on Belonging: Firm Culture & Development Report

Asians Most Likely to Indicate Work-Life Balance Impacted Decision Not to Pursue Licensure



Fifty-nine percent of Asian respondents who were no longer pursuing licensure indicated that work-life balance was a factor in their decision not to become an architect. This is 8 percentage points higher than white respondents, and 10 percentage points higher than respondents of some other race or ethnicity, who were the least likely.

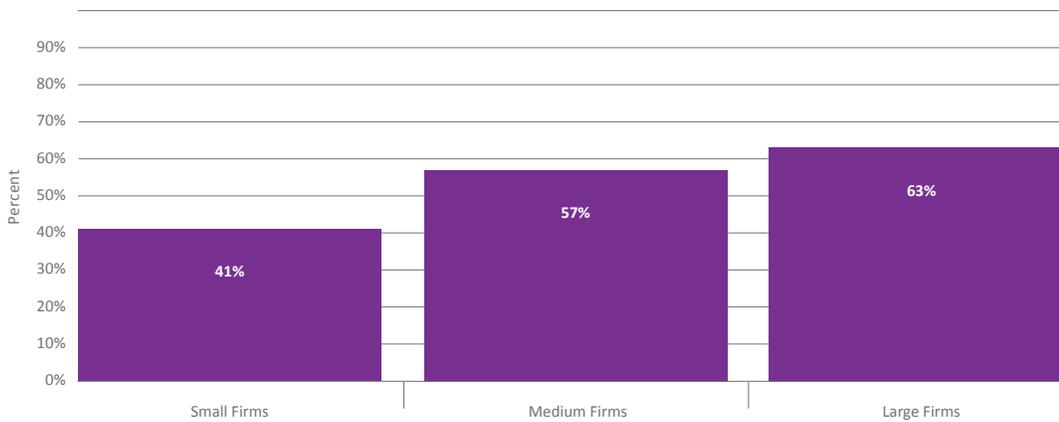
Women More Likely to Indicate Work-Life Balance Impacted Decision Not to Pursue Licensure



Women who decided not to pursue licensure (54 percent) were five percentage points more likely to indicate that work-life balance was a factor in their decision compared to their male peers (49 percent).

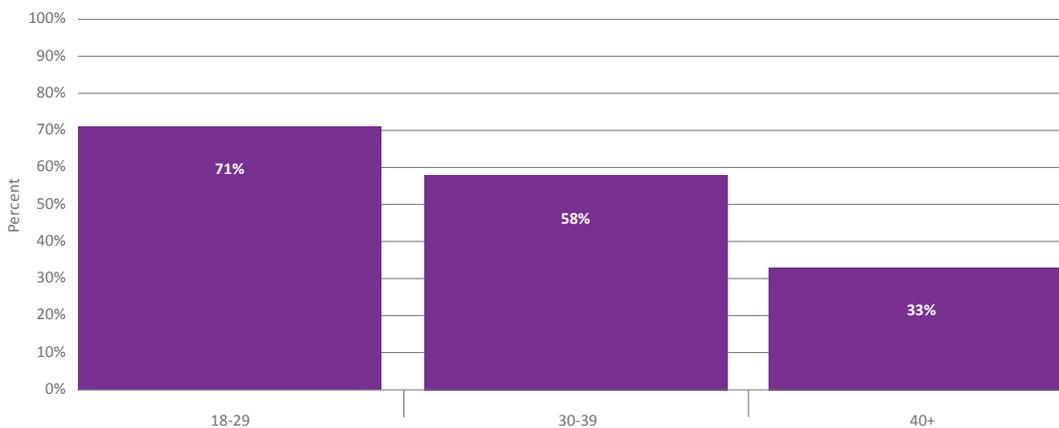
Baseline on Belonging: Firm Culture & Development Report

Large Firm Employees Most Likely to Indicate Work-Life Balance Impacted Decision Not to Pursue Licensure



At 63 percent, large firm employees who were no longer interested in becoming licensed architects were significantly more likely to indicate that work-life balance had an impact on this decision compared to their small firm peers (41 percent).

18-29-Year-Olds Most Likely to Indicate Work-Life Balance Impacted Decision Not to Pursue Licensure

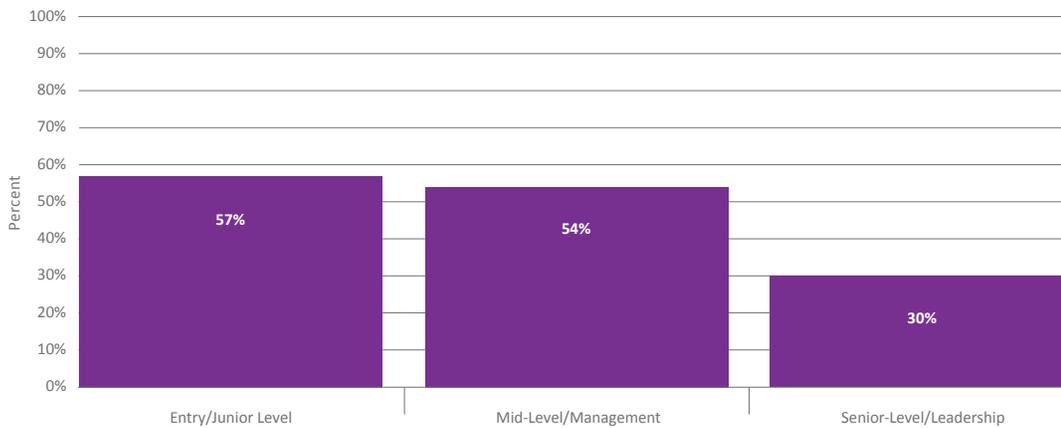


Seventy-one percent of 18-29-year-olds who were no longer interested in licensure indicated that work-life balance was a factor in their decision. This is 38 percentage points higher than individuals 40 or older, who were the least likely to select this option.



Baseline on Belonging: Firm Culture & Development Report

Entry-level Employees Most Likely to Indicate Work-Life Balance Impacted Decision Not to Pursue Licensure



Similarly, entry-level employees were also more likely to report that work-life balance was a factor in their decision not to pursue licensure, with 57 percent selecting this option—compared to 30 percent of senior-level employees.



Baseline on Belonging: Firm Culture & Development Report

Career Development: Would you consider returning to architecture?

Respondents who indicated they were no longer interested in becoming a licensed architect were asked if they would consider returning to the profession. Individuals were able to write out their responses in an open-text field.

Some key themes seen throughout the 264 responses include:

1. High cost of becoming licensed/NCARB programs

- *“If money wasn’t an issue I would still be in school pursuing architecture. The cost of school/licensing, the loans, the work-life balance, and expected pay was not worth what I’d be putting in.”*
- *“I would consider it...if the cost to pursue this weren’t so high. I was spending THOUSANDS to become licensed and was earning nothing.”*
- *“It saddens me that a life-long pursuit is hindered by cost and testing ...”*

2. Insufficient work compensation

- *“Possibly if the compensation was apace with other fields that have similar education requirements and working demands.”*
- *“If the pay was worth it. I have found most architecture firms to be extremely inefficient...the cost burden seems to be passed down to the employee.”*
- *“Architecture is an expensive career that doesn’t match the remuneration that we get in exchange.”*

3. Firm culture

- *“No. The culture of this profession needs to change drastically. I practiced for 12 years, and it was grueling and unfulfilling. My male counterparts were given less work and paid more.”*
- *“I found a consistent culture of long hours, low pay, and high stress. I love architecture but a huge transformation of the profession would be required to make it a comfortable and stable option ...”*
- *“Firm and profession culture played a large role in becoming burnt out and feeling invisible.”*

Baseline on Belonging: Firm Culture & Development Report

Next Steps

Findings from the *Baseline on Belonging* survey highlight the impact that firm culture can have on the career development of individuals working in architecture—especially for Black or African American respondents. Areas for ongoing research, discussion, and action within the broader architecture community include:

- How can firms better support diversity at all of levels of the company?
 - What resources or training would enable firms to create a culture that is more diverse, equitable, and inclusive?
 - How can firms better ensure that individuals of all backgrounds feel welcome?
- What aspects of firm culture are most likely to drive individuals to stop pursuing licensure and/or leave the profession?
- How can the architecture community better incentivize licensure?
 - Do firms consistently provide the same opportunities for raises, promotions, and new work opportunities for all employees?
 - How can firms support licensure when it is not necessary or beneficial to the firm’s work?
- For respondents who faced or witnessed discrimination in the workplace, what was the ultimate impact of that discrimination?
 - Does the impact of discrimination affect respondents of different demographic groups to different degrees?
- Why do large firms see larger racial disparities regarding culture and career development compared to medium-sized firms?
 - How do economic resources available at small vs. medium-sized vs. large firms impact compensation for licensure?



**Baseline on Belonging:
Equity, Diversity, and Inclusion
in Architecture Licensing**



***Native American and
Pacific Islander Report***

Baseline on Belonging: Native American and Pacific Islander Respondents Report

Table of Contents

NCARB Data	458
<i>Baseline on Belonging</i> Survey Data	459
Architecture Education	459
Architectural Experience Program® (AXP®)	461
Architect Registration Examination® (ARE®)	463
Firm Culture & Career Development	466

Baseline on Belonging: Native American and Pacific Islander Respondents Report

NCARB Data

Due to limited sample size, NCARB and NOMA were unable to include the Native American/Alaskan Native or Native Hawaiian/Pacific Islander groups in the full *Baseline on Belonging* reports (respondents from these demographic groups were included in the “Another Group” category). However, some areas of the study did gather responses from a sufficient sample size, allowing NCARB and NOMA to provide limited insight into the experiences of respondents from these demographic groups. Those areas are presented in the following report.

Native American and Pacific Islander respondents reported impediments throughout the licensure process, especially regarding architectural education and firm culture. Compared to their white counterparts, both Native Americans and Pacific Islanders were more likely to consider not pursuing a career in architecture while in college. Both groups were also less likely to say they received financial assistance toward the exam from their firm and were less likely to say their firm compensated them fairly.

While both groups faced difficulties, Pacific Islanders in particular often reported disproportionate disparities compared not just to their white peers, but to peers of all races and ethnicities. For example, Pacific Islanders were the least likely of all racial or ethnic groups to report confidence in their ability to afford the ARE. Pacific Islanders were also the most likely of all racial or ethnic groups to say they do not feel valued at their firm and to consider leaving due to the culture.

Baseline on Belonging:

Native American and Pacific Islander Respondents Report

Baseline on Belonging Survey Data

Architecture Education

On the whole, American and Alaskan Natives and Pacific Islander respondents were more likely to report a variety of issues related to their school’s culture and career preparation—with Pacific Islanders indicating greater disparities than their Native American and white peers.

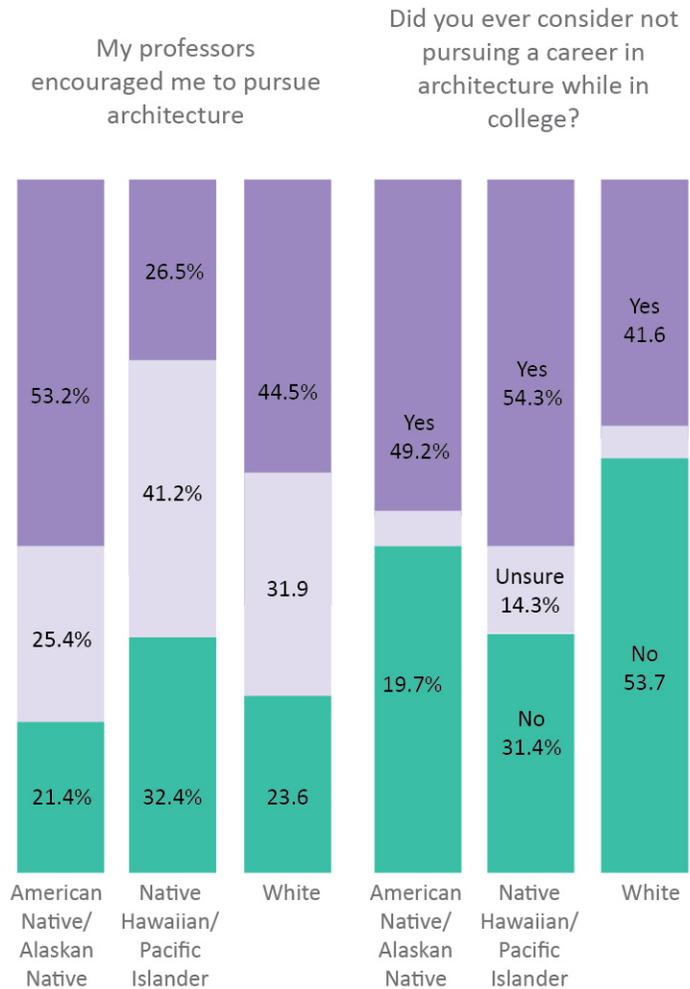
- Compared to white respondents, Native Americans were:
 - **9 percentage points** less likely to feel like they belonged in architecture school
 - **7 percentage points** more likely to consider not pursuing a career in architecture while in college
- Compared to white respondents, Pacific Islanders were:
 - **18 percentage points** less likely to feel like they belonged in architecture school
 - **12 percentage points** more likely to consider not pursuing a career in architecture while in college



Baseline on Belonging: Native American and Pacific Islander Respondents Report

Unlike Native Americans, Pacific Islanders also indicated certain educational challenges at a higher rate than any other racial or ethnic group.

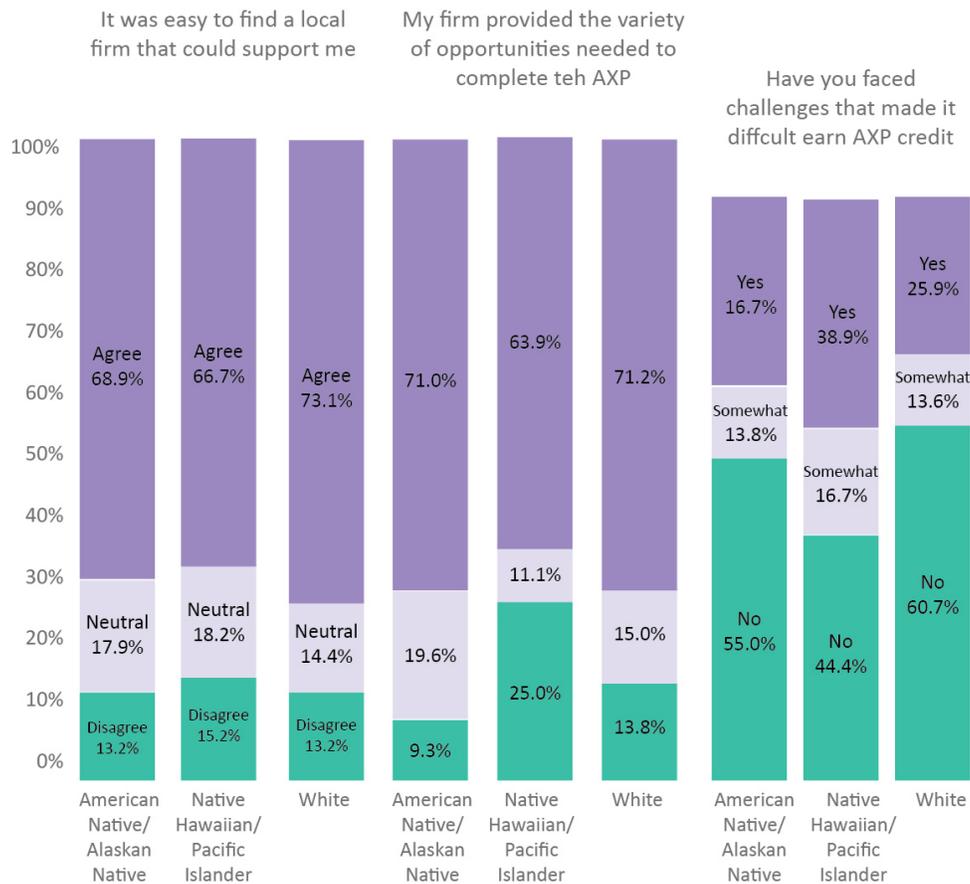
- Compared to white respondents, Pacific Islanders were:
 - The least likely of all racial or ethnic groups to say their professors encouraged them to pursue licensure at **27%**
 - The least likely of all racial or ethnic groups to say their education prepared them for a career in architecture at **57%**



Baseline on Belonging: Native American and Pacific Islander Respondents Report

Architectural Experience Program® (AXP®)

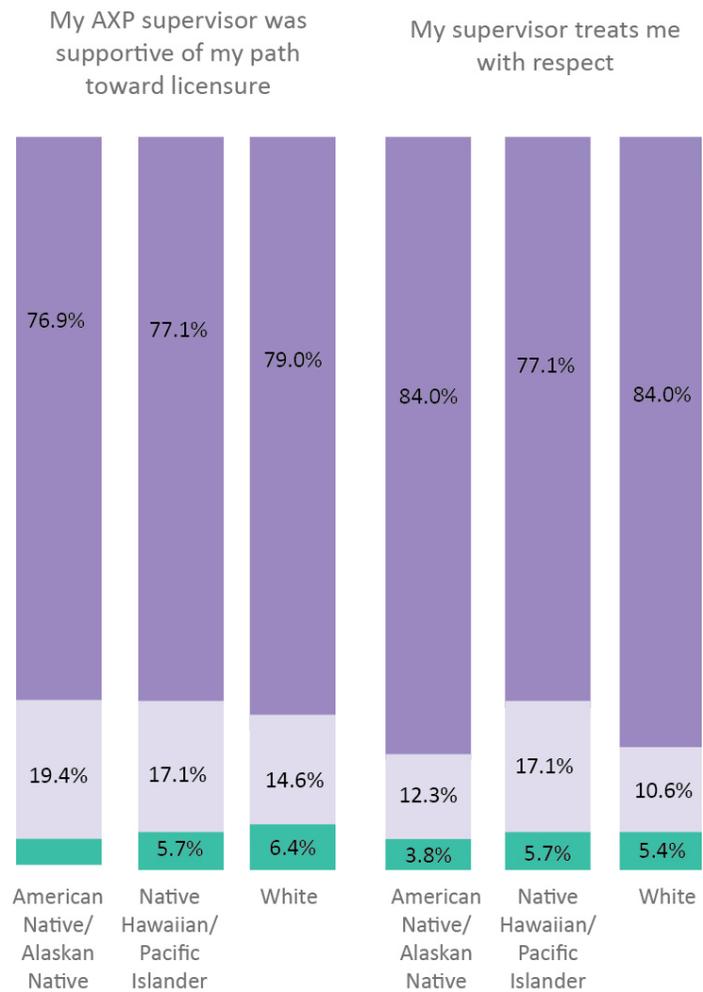
Both Native Americans and Pacific Islanders reported difficulties navigating the AXP, with slightly greater disparities seen for Pacific Islanders.



- Compared to white respondents, Native Americans and Pacific Islander respondents were:
 - **4 – 6 percentage points** less likely to say they could easily find a local firm to support them
 - **2 percentage points** less likely to say their AXP supervisor was supportive of their path toward licensure

Baseline on Belonging: Native American and Pacific Islander Respondents Report

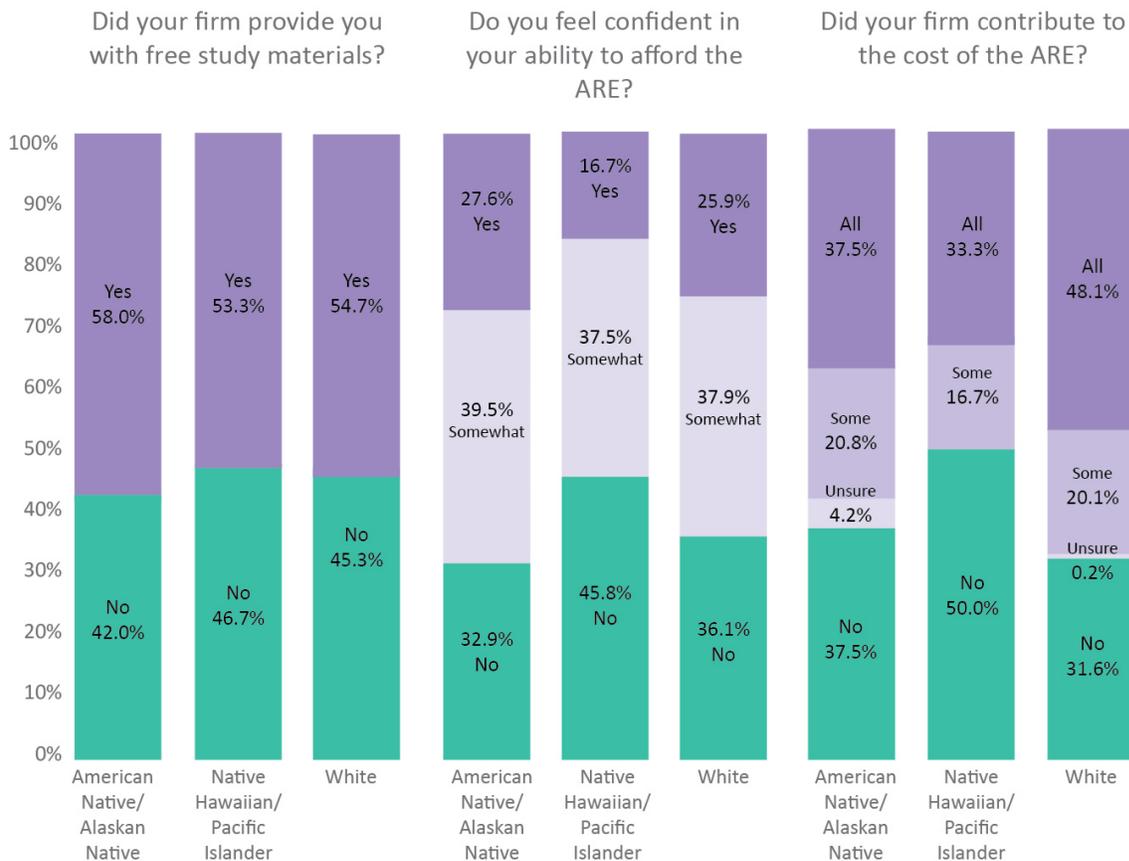
- The disparities seen between Native Americans and their white counterparts while earning experience were less pronounced than at other career stages:
 - **71%** of Native Americans said their firm provided a variety of opportunities needed to complete the AXP—the same percentage seen from white respondents
 - When asked if their supervisor treats them with respect, **84%** of Native Americans and white respondents said yes
- However, Pacific Islanders were **1.5 times** more likely than white respondents—and the most likely of any racial or ethnic group—to cite facing challenges that interfered with earning AXP credit (**39% vs. 26%**)
- When asked if their firm provided a variety of opportunities needed to complete the AXP, Pacific Islanders were the most likely of any racial or ethnic group to say no at **25%**



Baseline on Belonging: Native American and Pacific Islander Respondents Report

Architect Registration Examination® (ARE®)

When it comes to affording the ARE and receiving firm support, Native Americans fared somewhat similarly to their white counterparts.



- Compared to white respondents, Native Americans were:
 - **3 percentage points** more likely to say their firm provided them with free study materials
 - **2 percentage points** more likely to indicate feeling confident in their ability to afford the ARE
 - **10 percentage points** less likely to say their firm paid the full cost of the ARE

Baseline on Belonging: Native American and Pacific Islander Respondents Report

However, responses from Pacific Islanders displayed stark disparities when compared to other racial and ethnic groups:

- Pacific Islanders were the most likely of all racial or ethnic groups to say their firm did not provide them with free study materials (**47%**)
- At **17%**, Pacific Islanders were the least likely of all racial or ethnic groups to report confidence in their ability to afford the ARE (compared to **27%** of white respondents and 28% of Native Americans)
- Half of all Pacific Islander respondents reported that their firm contributed nothing toward the cost of the ARE—a response **18 percentage points** greater than that of white respondents and the highest of all racial or ethnic groups



Baseline on Belonging: Native American and Pacific Islander Respondents Report

Architect Registration Examination® (ARE®)

When asked to select the parties that would contribute to the cost of the ARE, almost all Native Americans and Pacific Islanders selected themselves, a consistent response across all races and ethnicities. However, slight differences were seen across other parties expected to contribute to the ARE.

Parties Contributing to the cost of the ARE
For those who **HAVE NOT** completed the ARE



- Compared to white respondents, Native Americans and Pacific Islander respondents were both **3 percentage points** more likely to say their family would help cover the cost of the exam
 - This is consistent with report findings that candidates of color were more likely than white respondents to indicate a family member would contribute to the cost of the ARE
- Native Americans and Pacific Islanders were also both less likely than their white counterparts to say their firm would contribute to the exam’s cost
 - At **33%**, Pacific Islanders were the least likely of all racial or ethnic groups to select their firm as an expected contributor to ARE costs

Baseline on Belonging: Native American and Pacific Islander Respondents Report

Firm Culture & Career Development

Native Americans and Pacific Islanders were more likely to report issues with compensation and diversity at their firms, with Pacific Islanders reporting slightly greater disparities than their Native American and white counterparts.

- Compared to white respondents, Native Americans were:
 - **4 percentage points** less likely to say their firm compensates them fairly
 - **3 percentage points** more likely to say diversity is a barrier to progression at their firm



Baseline on Belonging:

Native American and Pacific Islander Respondents Report

- When it comes to firm culture and a sense of belonging, responses from Pacific Islanders indicated greater disparities than reported by Native Americans and white respondents
 - At **43%**, Pacific Islanders were **11 percentage points** less likely than white respondents to say their firm compensates them fairly
 - At **23%**, Pacific Islanders were the most likely of all racial or ethnic groups to say they do not feel valued at their firm
 - At **65%**, Pacific Islanders were less likely to report feeling a sense of belonging at their firm
- Native Americans, however, were the most likely of all racial or ethnic groups to say they feel valued at their firm (**71%**) and to indicate feeling a sense of belonging (**75%**)



Baseline on Belonging: Native American and Pacific Islander Respondents Report

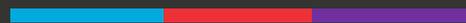
Firm Culture & Career Development



American and Alaskan Natives and Pacific Islander respondents also reported a variety of issues related to their firm’s culture and discrimination.

- Compared to white respondents, Native Americans were:
 - **8 percentage points** more likely to say they had faced or witnessed discrimination, at **34%**
 - **14 percentage points** less likely to say they could identify people similar to themselves in leadership positions
- Compared to white respondents, Pacific Islanders were:
 - **12 percentage points** more likely to say they considered leaving architecture due to their firm’s culture, at **31%**—the most likely of all races and ethnicities
 - **10 percentage points** less likely to say they could identify people similar to themselves in leadership positions

**Baseline on Belonging:
Equity, Diversity, and Inclusion
in Architecture Licensing**



Appendix



Baseline on Belonging: Appendix

Appendix: Baseline on Belonging Survey

Summary

NCARB partnered with NOMA to obtain information from licensed architects, licensure candidates actively working toward licensure, and professionals no longer interested in obtaining a license. The appendix provides an overview of the project methodology, survey structure, participant demographics, and data collected by NCARB to provide further insight on the path to licensure.

A total of 5,341 participants completed the online survey answering a series of multiple choice, open-ended, and Likert-scale questions developed jointly by NCARB and NOMA to identify and understand areas where minority professionals and other underrepresented groups experience obstacles on the path to licensure.

Over the course of analyzing findings from the *Baseline on Belonging* study, NCARB's data reporting practices evolved to align with industry best practices. Some numbers related to racial and ethnic identity may have shifted since the study's initial launch.

Methodology

Audience

The *Baseline on Belonging* survey was distributed via email by both NCARB and NOMA from February 19 – March 4, 2020, to approximately 70,000 targeted NCARB Record holders and all NOMA members. NCARB and NOMA publicly distributed the survey through channels such as Facebook, Twitter, and Instagram. Recipients were also strongly encouraged to share the survey with their peers.

The survey was intentionally shared to a large pool of professionals of color, as well as women, for a fair sample size within the architecture profession. In addition, participants had to be either recently licensed, a licensure candidate, or a professional who is no longer interested in pursuing an architecture license.

We targeted the following audiences to complete the survey:

- **Professionals who are no longer interested in becoming licensed** to understand and identify their reasoning for deciding not to become a licensed architect. This includes inactive NCARB Record holders.
- **Inactive licensure candidates** who at some point decided to take a break from earning a license but still plan to become licensed in the future.

Baseline on Belonging:

Appendix

- **Active licensure candidates** who are actively going through the experience of getting an architecture education, working in a firm, and/or preparing for the Architect Registration Examination® (ARE®).
- **Architects who were licensed within the last three years** to ensure we are gathering data from architects who've experienced the current licensure process.

Survey Participants

The survey received a total of 6,902 responses, including both complete and partial responses. Findings of this survey found in the *Baseline on Belonging* reports only include complete responses totaling to 5,341. The survey results also include over 13,000 open-ended responses from optional open-ended questions.

Survey participants represent the following demographics.

Race/Ethnicity Segments

Race/Ethnicity	Count	Percentage of Total
White	1,852	37%
Black or African American	692	13.8%
Hispanic or Latino	1,320	26.4%
Asian	861	17.2%
Other	279	5.6%
Total	5,004	100%

Race/Ethnicity Breakdown by Race Segments

Race/Ethnicity Segment	Race	Count	Percentage of Total
White	White	1,852	38%
	Black or African American	39	0.8%
	Asian	93	1.9%
	American Indian or Alaska Native	31	0.6%
	Native Hawaiian or Other Pacific Islander	13	0.3%



Baseline on Belonging:

Appendix

Race/Ethnicity Segment	Race	Count	Percentage of Total
Black or African American	Some other race	23	0.5%
	White	62	1.3%
	Black or African American	692	14.2%
	Asian	15	0.3%
	American Indian or Alaska Native	19	0.4%
	Native Hawaiian or Other Pacific Islander	7	0.1%
Hispanic or Latino	Some other race	6	0.1%
	White	580	11.9%
	Black or African American	65	1.3%
	Asian	34	0.7%
	American Indian or Alaska Native	75	1.5%
	Native Hawaiian or Other Pacific Islander	13	0.3%
Asian	Some other race	559	11.5%
	White	99	2%
	Black or African American	15	0.3%
	Asian	861	17.7%
	American Indian or Alaska Native	11	0.2%
	Native Hawaiian or Other Pacific Islander	18	0.4%
Other	Some other race	18	0.4%
	White	59	1.2%
	Black or African American	15	0.3%
	Asian	21	0.4%
	American Indian or Alaska Native	57	1.2%
	Native Hawaiian or Other Pacific Islander	27	0.6%

Baseline on Belonging:

Appendix

Race/Ethnicity Segment	Race	Count	Percentage of Total
	Some other race	205	4.2%
Total		5,379	100%

Ethnicity

Ethnicity	Count	Percentage of Total
Hispanic or Latino	1,320	28%
Non-Hispanic or Latino	3,386	72%
Total	4,706	100%

Race/Ethnicity and Gender

Race/Ethnicity and Gender	Count	Percentage of Total
White Men	879	18.8%
Black or African American Men	369	7.9%
Hispanic or Latino Men	662	14.2%
Asian Men	347	7.4%
White Women	952	20.4%
Black or African American Women	319	6.8%
Hispanic or Latina Women	647	13.8%
Asian Women	498	10.7%
Total	4,673	100%

Active Candidates by Race/Ethnicity and Firm Size

Race/Firm Size Segment	Firm Size	Percent	Count	Percentage of Total
White/Small Firms	1-19 employees	100%	481	16.1%
Black or African American/ Small Firms	1-19 employees	100%	161	5.4%



Baseline on Belonging:

Appendix

Race/Firm Size Segment	Firm Size	Percent	Count	Percentage of Total
Hispanic or Latino/Small Firms	1-19 employees	100%	391	13.1%
Asian/Small Firms	1-19 employees	100%	174	5.8%
White/Mid-size Firms	20-49 employees	63.2%	216	7.2%
	50-99 employees	36.8%	126	4.2%
Black or African American/ Mid-size Firms	20-49 employees	69.3%	95	3.2%
	50-99 employees	30.7%	42	1.4%
Hispanic or Latino/Mid-size Firms	20-49 employees	63.0%	165	5.5%
	50-99 employees	37.0%	97	3.3%
Asian/Mid-size Firms	20-49 employees	65.7%	111	3.7%
	50-99 employees	34.3%	58	1.9%
White/Large Firms	100 or more employees	100%	295	9.9%
Black or African American/ Large Firms	100 or more employees	100%	165	5.5%
Hispanic or Latino/ Large Firms	100 or more employees	100%	213	7.1%
Asian/Large Firms	100 or more employees	100%	192	6.4%
Total			2,982	99.7%

Active Candidates by Race/Ethnicity and Position

Race/Position Segment	Position	Percent	Count	Percentage of Total
White/Entry Level	Entry-level/junior	100%	436	15.3%
Black or African American/Entry Level	Entry-level/junior	100%	188	6.6%
Hispanic or Latino/Entry Level	Entry-level/junior	100%	307	10.8%
Asian/Entry Level	Entry-level/junior	100%	257	9.0%
White/Mid-level	Mid-level/associate	72.4%	444	15.6%
	Manager/supervisor	27.6%	169	5.9%
Black or African American/Mid-level	Mid-level/associate	74.8%	193	6.8%
	Manager/supervisor	25.2%	65	2.3%



Baseline on Belonging:

Appendix

Race/Position Segment	Position	Percent	Count	Percentage of Total
Hispanic or Latino/Mid-level	Mid-level/associate	70.2%	368	12.9%
	Manager/supervisor	29.8%	156	5.5%
Asian/Mid-level	Mid-level/associate	77.1%	202	7.1%
	Manager/supervisor	22.9%	60	2.1%
Total			2,845	99.9%

Race/Ethnicity and Age

Race/Age Segment	Age	Percent	Count	Percentage of Total
White 18-29	18-24	20.6%	142	3%
	25-29	79.4%	546	11.6%
Black or African American 18-29	18-24	17.2%	40	0.8%
	25-29	82.8%	193	4.1%
Hispanic or Latino 18-29	18-24	14.8%	62	1.3%
	25-29	85.2%	356	7.5%
Asian 18-29	18-24	16.9%	54	1.1%
	25-29	83.1%	265	5.6%
White 30-39	30-34	61.6%	461	9.8%
	35-39	38.4%	287	6.1%
Black or African American 30-39	30-34	60.0%	165	3.5%
	35-39	40.0%	110	2.3%
Hispanic or Latino 30-39	30-34	56.4%	310	6.6%
	35-39	43.6%	240	5.1%
Asian 30-39	30-34	64.3%	232	4.9%
	35-39	35.7%	129	2.7%
White 40+	40-44	40.4%	168	3.6%
	45-54	40.9%	170	3.6%
	55-64	17.1%	71	1.5%
	65 or higher	1.7%	7	0.1%
Black or African American 40+	40-44	39.7%	73	1.5%
	45-54	41.3%	76	1.6%



Baseline on Belonging:

Appendix

Race/Age Segment	Age	Percent	Count	Percentage of Total
	55-64	14.1%	26	0.6%
	65 or higher	4.9%	9	0.2%
Hispanic or Latino 40+	40-44	40.4%	141	3.0%
	45-54	44.7%	156	3.3%
	55-64	12.6%	44	0.9%
	65 or higher	2.3%	8	0.2%
Asian 40+	40-44	44.4%	80	1.7%
	45-54	46.7%	84	1.8%
	55-64	7.8%	14	0.3%
	65 or higher	1.1%	2	0%
Total			4,721	99.9%

Age

Age Segment	Age	Percent	Count	Percentage of Total
18-29	18-24	18.2%	295	6.2%
	25-29	81.8%	1,324	27.9%
30-39	30-34	60.1%	1,172	24.7%
	35-39	39.9%	777	6.4%
40-54	40-44	48.6%	476	10%
	45-54	51.4%	503	0.6%
55+	55-64	86.5%	166	3.5%
	65 or higher	13.5%	26	0.5%
Total			4,739	100%



Baseline on Belonging:

Appendix

NCARB Data

NCARB data provided additional insight on the path to licensure experienced by licensure candidates who met the survey participant criteria. NCARB maintains a database on licensure candidates and Certificate holders. This allows us to track the progression of candidates as they move through the AXP, ARE, and beyond. Some of the data is self-reported, including age, race, and geographic location. Other data is triggered by candidate actions such as starting the AXP or completing the ARE.

Survey Structure

The survey was designed to take a comprehensive look at the licensure process and early career experience, based on a respondent's licensure status. It was structured around the following topics:

1. Perspective and motivation on becoming licensed
2. College education and culture
3. Finding employment at an architecture firm
4. Gaining AXP experience in an architecture firm
5. Firm culture and support
6. Supervisor/candidate relationship
7. Preparing for the ARE
8. Demographic questions

All respondents were asked to share their initial reasoning for wanting to be an architect. Professionals no longer pursuing a license were asked at what point in their career they decided not to become licensed.

All respondents who indicated they had or were currently working on earning an architecture degree were asked about their experiences with their professors and classmates, as well as what obstacles they may have faced while in school.

Respondents who indicated they were working or had worked in a firm were asked how and when they gained employment in a firm after graduation, and respondents who had earned AXP credit were asked to share positive and negative factors that impacted their AXP experience. In addition, respondents who've worked in a firm were also asked about their firm's culture, diversity, and support for candidates preparing for and taking the ARE.

Baseline on Belonging:

Appendix

Survey Values	Percent	Count
Are you a licensed architect?		
Yes	25.6%	1,367
No	74.1%	3,956
I have retired	0.3%	18
How long have you been licensed?		
Less than a year	31.1%	425
1-3 years	27.2%	372
3 or more years	41.7%	570
Which of the following best represents your status on becoming a licensed architect?		
I am actively working toward gaining a license	76.5%	3,027
I am not currently working toward gaining a license but plan to in the future	15.9%	630
I am no longer interested becoming a licensed architect	7.6%	299
What impacted your decision not to pursue licensure? Select all that apply.		
Lack of open positions in my area	7.4%	22
I am no longer interested in architecture	15.8%	47
Pay/compensation	50%	149
Work-life balance	51%	152
Personal obligations	10.7%	32
Firm culture	36.9%	110
Found a better opportunity	23.8%	71
Cost of becoming licensed (exam fees, renewal fee, etc.)	57.7%	172
None of the above	1.3%	4
Other	43.6%	130
What impacted your decision not to pursue licensure? Select all that apply.		
At what point in your career did you decide not to become an architect? [Open text]		
During college	6%	18
While searching for employment at an architecture firm	7%	21
While working in an architecture firm	46.3%	138
After taking an ARE division	19.1%	57
Other	21.5%	64



Baseline on Belonging:

Appendix

Survey Values	Percent	Count
Which of the following best represent your initial reason for pursuing a license? Select up to three.		
Opportunity for a promotion	40%	1,900
The ability to have my own architecture firm/work independently	53.7%	2,551
The ability to call myself an architect	71.5%	3,399
Respect from peers, family, and/or friends	31%	1,472
The potential to earn more money	56.9%	2,703
A license is required by my firm	2.9%	137
None of the above	2.7%	127
Would you consider returning to architecture if possible? Please explain. [Open text]		
After you earned your license, did any of the following occur as a result of your licensed status? Select all that apply.		
I received a promotion	25.3%	202
I received a raise	49.8%	397
I had new opportunities within my firm	27.7%	221
I was made a direct supervisor of a licensure candidate	5.1%	41
My firm, team, and/or supervisor celebrated my accomplishment	52.3%	417
I started my own practice and/or work independently	10.4%	83
I took a position with another firm	16.3%	130
None of the above	14.1%	112
Other	6.4%	51
Did you earn a degree in architecture?		
Yes	91.6%	4,353
No	4.9%	232
I am currently pursuing a degree in architecture	3.5%	167
Did you earn your architecture degree from a program accredited by the National Architectural Accrediting Board (NAAB)?		
Yes	81.6%	3,691
No	16.2%	733
Unsure	1.9%	86
I don't know what a NAAB-accredited program is	0.3%	12
Is your architecture degree from a country or territory outside of the United States?		
Yes	15.9%	721
No	84.1%	3,801



Baseline on Belonging:

Appendix

Survey Values	Percent	Count
Thinking about your college experience, please rate your level of agreement with each statement below.		
The education I received in college prepared me for a career in architecture		
Strongly disagree	5.9%	268
Disagree	13.6%	614
Neutral	19%	858
Agree	39.6%	1,792
Strongly Agree	21.5%	971
N/A	0.4%	19
I had professors who made me excited about learning		
Strongly disagree	2.2%	99
Disagree	3.8%	173
Neutral	10.8%	487
Agree	38.3%	1,730
Strongly Agree	44.7%	2,022
N/A	0.2%	11
I had an advisor who helped me get the most of my academic experience		
Strongly disagree	10.6%	478
Disagree	20.1%	908
Neutral	24.9%	1,124
Agree	24.8%	1,120
Strongly Agree	17.7%	799
N/A	2.1%	93
I felt like I belonged in my architecture school		
Strongly disagree	4.6%	206
Disagree	9.2%	418
Neutral	18.7%	847
Agree	33.7%	1,522
Strongly Agree	33.5%	1,514
N/A	0.3%	15
My classmates encouraged me to pursue licensure		
Strongly disagree	7.1%	322



Baseline on Belonging:

Appendix

Survey Values	Percent	Count
Disagree	17.8%	806
Neutral	34.9%	1,578
Agree	23.1%	1,044
Strongly Agree	12.7%	574
N/A	4.4%	198
My professor encouraged me to pursue licensure		
Strongly disagree	7.2%	326
Disagree	16.9%	765
Neutral	30.1%	1,360
Agree	25.4%	1,149
Strongly Agree	16.6%	749
N/A	3.8%	173
My architecture school values diversity and inclusion		
Strongly disagree	3.4%	156
Disagree	5.7%	260
Neutral	21%	951
Agree	35.4%	1,600
Strongly Agree	32.7%	1,479
N/A	1.7%	76
Which of the following positively impacted you while pursuing a degree in architecture? Select all that apply.		
Architecture school culture	58.2%	2,629
Access to study groups or peers	28.3%	1,277
Access to professors or mentors	47.6%	2,153
Financial support from family	38.7%	1,748
Personal financial stability	17.1%	772
Scholarships	34.6%	1,566
Support from family and friends	62.6%	2,828
Quality of education	56.5%	2,554
Diversity and/or representation in classrooms	23.1%	1,044
School course schedule	22.3%	1,006
Other	6.7%	302



Baseline on Belonging:

Appendix

Survey Values	Percent	Count
Which of the following negatively impacted you while pursuing a degree in architecture? Select all that apply.		
College tuition	55.8%	2,521
Purchasing books and study materials	42.0%	1,899
Studio class materials	36.5%	1,652
Architecture school culture	31.2%	1,410
Speaking English as a second language	6.8%	306
Personal obligations (i.e., family, work, or dependents)	29.0%	1,312
Lack of diversity and/or representation in classrooms	20.1%	910
Access to study groups or peers	7.9%	359
Access to professors or mentors	14.3%	645
None of the above	12.2%	553
Other	8.0%	361
Did you ever consider not pursuing a career in architecture while in college?		
Yes	41.2%	1,863
No	53.9%	2,437
Unsure	4.9%	220
In your own words, what are some factors that made you reconsider pursuing a career in architecture? [Open Text]		
Are you currently working in an architecture firm?		
Yes	78.2%	3,716
No, but I previously worked in an architecture firm	19.5%	929
I have never worked in an architecture firm	2.3%	107
What field/industry are you working in now?		
Engineering	5.9%	55
Landscape architecture	0.2%	2
Construction	14.2%	132
Interior design	4.2%	39
Real estate	5%	47
University/college	7%	65
Urban planning	1.5%	14
Government or nonprofit	12%	112



Baseline on Belonging:

Appendix

Survey Values	Percent	Count
I am unemployed	19.7%	183
Other	30.3%	282
How soon after graduating college were you employed at an architecture firm?		
0-3 months	49.8%	2,222
Less than a year	16.7%	747
1-2 years	8.7%	387
3 or more years	6.8%	302
I was working in an architecture firm while I was in college	18%	805
How did you find your position at an architecture firm?		
Online job search	28.7%	1,282
Career event (job fair, recruitment event, industry convention, etc.)	9.7%	432
Recommended by peers	7.9%	352
Referral from a colleague and/or friend	19.1%	854
Referral from my college professor or advisor	10%	445
Referral from a family member	5%	225
My college has a relationship with the firm	2.8%	127
Social media or advertisement	2.5%	112
None of the above	4.3%	194
Other	9.8%	439
Have you documented any experience hours toward the AXP?		
Yes	90.5%	4,040
No	9.5%	422
Please rate your level of agreement with the following statements.		
It was easy to find a local firm that could support me in gaining AXP experience		
Strongly disagree	4.7%	192
Disagree	7.7%	314
Neutral	16%	650
Agree	36.9%	1,494
Strongly agree	32.5%	1,317
N/A	2.1%	85



Baseline on Belonging:

Appendix

Survey Values	Percent	Count
My firm provided a variety of opportunities to help me gain experience credit in all experience areas		
Strongly disagree	4.7%	189
Disagree	10.2%	415
Neutral	14.6%	591
Agree	37.3%	1,509
Strongly agree	32.3%	1,310
N/A	0.9%	37
My firm encourages candidates to become licensed		
Strongly disagree	3.8%	156
Disagree	7.2%	293
Neutral	16.4%	663
Agree	32.3%	1,309
Strongly agree	39.1%	1,585
N/A	1.1%	46
I believe my firm compensates me fairly compared to my peers		
Strongly disagree	7.9%	320
Disagree	15.8%	640
Neutral	25.3%	1,025
Agree	32.3%	1,308
Strongly agree	16.8%	680
N/A	1.9%	78
I feel valued at my firm		
Strongly disagree	5%	201
Disagree	9.2%	371
Neutral	19.6%	796
Agree	39.0%	1,578
Strongly agree	26%	1,055
N/A	1.2%	50
My experiences since working in a firm have motivated me to become licensed		
Strongly disagree	5.8%	233
Disagree	10.1%	407
Neutral	18.4%	743



Baseline on Belonging:

Appendix

Survey Values	Percent	Count
Agree	34.9%	1,413
Strongly agree	29.5%	1,196
N/A	1.4%	57
Thinking about your relationship with your AXP supervisor, please rate your level of agreement with the following statements.		
My AXP supervisor provided a variety of opportunities to help me gain AXP hours in all experience areas		
Strongly disagree	4.1%	165
Disagree	9.5%	386
Neutral	19.8%	800
Agree	37.1%	1,499
Strongly agree	26.2%	1,059
N/A	3.3%	133
My supervisor was supportive of my path toward licensure		
Strongly disagree	2.5%	100
Disagree	4.2%	171
Neutral	14.7%	596
Agree	39.7%	1,605
Strongly agree	36.2%	1,461
N/A	2.7%	108
My supervisor was fully engaged and aware of my progression		
Strongly disagree	4.8%	193
Disagree	12.9%	523
Neutral	24.2%	977
Agree	32.3%	1,305
Strongly agree	23.2%	938
N/A	2.6%	105
My supervisor treats me with respect		
Strongly disagree	2.1%	85
Disagree	2.9%	118
Neutral	11.1%	449
Agree	40.7%	1,643



Baseline on Belonging:

Appendix

Survey Values	Percent	Count
Strongly agree	40.6%	1,639
N/A	2.6%	107
I can voice contrary opinions to my supervisor without fear of negative consequences		
Strongly disagree	4.4%	178
Disagree	7.5%	305
Neutral	16.7%	676
Agree	38.7%	1,563
Strongly agree	29%	1,170
N/A	3.7%	149
Have you faced challenges that made it difficult for you to earn AXP credit?		
Yes	24.9%	1,005
No	60.3%	2,435
Somewhat	14.9%	601
Please expand on these challenges. [Open Text]		
Thinking about your firm's work culture, please rate your level of agreement with the following statements.		
My firm respects individuals and values their differences		
Strongly disagree	2.7%	111
Disagree	6.1%	245
Neutral	17.5%	705
Agree	42.5%	1,716
Strongly agree	29.5%	1,193
N/A	1.7%	70
I feel like I belong in my firm		
Strongly disagree	4%	162
Disagree	8.2%	331
Neutral	20.1%	812
Agree	38.7%	1,562
Strongly agree	27.3%	1,101
N/A	1.8%	72
My firm culture is diverse and inclusive		
Strongly disagree	4.3%	172



Baseline on Belonging:

Appendix

Survey Values	Percent	Count
Disagree	11.9%	480
Neutral	21.1%	852
Agree	35.5%	1,436
Strongly agree	24.8%	1,002
N/A	2.4%	98
Employees who are different from most others are treated fairly at my firm		
Strongly disagree	3.1%	124
Disagree	7.4%	299
Neutral	18.8%	759
Agree	41%	1,655
Strongly agree	26%	1,050
N/A	3.8%	153
Employees of different backgrounds are encouraged to apply for higher positions		
Strongly disagree	4.9%	198
Disagree	10.9%	442
Neutral	29.5%	1,190
Agree	26.2%	1,060
Strongly agree	17.8%	719
N/A	10.7%	431
Employees of different backgrounds interact well within our firm		
Strongly disagree	2.0%	81
Disagree	5.2%	210
Neutral	18.3%	738
Agree	43.8%	1,768
Strongly agree	26%	1,052
N/A	4.7%	191
My firm's work culture has positively impacted my career progression		
Strongly disagree	5.1%	206
Disagree	8.3%	336
Neutral	21.1%	851
Agree	37.3%	1,505
Strongly agree	25.7%	1,039



Baseline on Belonging:

Appendix

Survey Values	Percent	Count
N/A	2.5%	103
Diversity is a barrier to progression at my firm		
Strongly disagree	20.4%	824
Disagree	33.1%	1,336
Neutral	22.6%	914
Agree	11.5%	464
Strongly agree	6%	241
N/A	6.5%	261
Have you faced or witnessed prejudice or discrimination in your work environment?		
Yes	28.6%	1,154
No	58.6%	2,367
Unsure	12.8%	519
What types of discrimination or prejudice have you witnessed or faced? Select all that apply.		
Age	48.1%	555
Disability	4.9%	56
Gender identity	42.8%	494
Sexual orientation	14.7%	170
Religious belief	11.9%	137
Race	52.9%	610
National origin	26.1%	301
Pregnancy	17.5%	202
Sexual harassment	27.9%	322
None of the above	1.2%	14
Other	13.7%	158
Can you identify people similar to yourself in leadership positions at your firm?		
Yes	50.1%	2,025
No	40.9%	1,652
Unsure	9.0%	363
Did you ever consider not pursuing a career in architecture based on your firm's culture?		
Yes	20.4%	823
No	72.4%	2,923
Unsure	7.3%	294



Baseline on Belonging:

Appendix

Survey Values	Percent	Count
In your own words, how did your firm’s culture impact your career in architecture? [Open Text]		
Which of the following best represents your ARE progress?		
I am currently preparing to take an ARE division	21.7%	990
I have taken at least one ARE division	35.8%	1,636
I have passed the ARE	20.9%	954
I have not prepared for the ARE	21.6%	989
In what ways did you prepare for the ARE? Select all that apply.		
Study groups	28%	1,004
Online communities	48.9%	1,751
Study guides or books	95.2%	3,409
ARE Demo Exam in My NCARB	61.3%	2,194
Videos and/or podcasts	69.5%	2,488
I did not study	1.5%	52
None of the above	0.8%	29
Have you personally purchased any materials to prepare for the ARE?		
Yes	80.1%	2,869
No	19.9%	713
Roughly how much have you spent on ARE study materials?		
\$0-\$100	8.6%	248
\$100-\$300	28.5%	817
\$300-\$500	21.3%	610
\$500 or more	41.6%	1,194
Did your firm provide you with free ARE study materials?		
Yes	54.9%	1,966
No	45.1%	1,614
Do you feel confident in your ability to afford taking the ARE?		
Yes	25.6%	673
No	36%	946
Somewhat	38.3%	1,007
Select all the parties that will contribute to the cost of taking the ARE. Select all that apply.		
Myself	96.6%	2,537
My firm	45.6%	1,197



Baseline on Belonging:

Appendix

Survey Values	Percent	Count
A family member	14.5%	382
Scholarships and/or grants	2.2%	58
None of the above	0.3%	9
Other	3.2%	84
What factors impact your ability to afford the ARE? Select all that apply.		
College debt	54.3%	1,060
Personal debt	41.7%	814
Family obligations	46.5%	909
Income and/or compensation	74.1%	1,447
None of the above	4.1%	80
Other	5.5%	107
Did your firm contribute to the cost of the ARE?		
Yes, they paid for the entire exam	45.5%	434
Yes, they partially paid for the exam	20.2%	193
No	33.9%	323
Unsure	0.4%	4
Select all the parties that contributed to the cost of taking the ARE. Select all that apply.		
Myself	98.8%	511
My firm	34%	176
A family member	12.6%	65
Scholarships and/or grants	1.2%	6
Other	2.9%	15
Did you personally experience difficulty paying for the cost of the ARE?		
Yes	35.4%	181
No	35.2%	180
Somewhat	29.4%	150
Which of the following best describes your role in the organization?		
Entry-level/junior	31.4%	1,477
Mid-level/associate	42.7%	2,004
Manager/supervisor	18.5%	867
Director/vice president	1.8%	83
Leadership/partner	2.2%	102



Baseline on Belonging:

Appendix

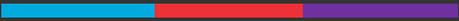
Survey Values	Percent	Count
Firm owner/CEO	3.5%	165
How many people are currently employed at your firm? Please include all staff, not just architects.		
1-19 employees	39.9%	1,859
20-49 employees	19.2%	895
50-99 employees	11.3%	526
100 or more employees	29.6%	1,381
How long have you worked in the architectural profession?		
2 years or less	16.9%	798
3-5 years	29.8%	1,410
6-9 years	20.8%	986
10 years or more	31.5%	1,491
Never	1%	46
How old are you?		
18-24	6.2%	295
25-29	27.9%	1,324
30-34	24.7%	1,172
35-39	16.4%	777
40-44	10%	476
45-54	10.6%	503
55-64	3.5%	166
65 or higher	0.5%	26
Do you identify as:		
Male	48.1%	2,277
Female	50.7%	2,401
Non-binary	0.5%	23
I'd like to indicate another response:	0.7%	32
Are you of Hispanic, Latino, or Spanish origin?		
Yes	28%	1,320
No	72.0%	3,386



Baseline on Belonging:

Appendix

Survey Values	Percent	Count
50. Which racial or ethnic group do you most identify with? Please select your race and identify your national origin, principal, or enrolled tribe.		
White (English, Irish, German, etc.)	53.6%	2,451
Black or African American (Jamaican, Haitian, Nigerian, etc.)	15.1%	692
Asian (Chinese, Filipino, Asian Indian, etc.)	18.8%	861
American Indian or Alaska Native (Navajo, Blackfeet, Mayan, etc.)	2.9%	133
Native Hawaiian or Other Pacific Islander (Tongan, Samoan, Fijian, etc.)	0.9%	40
Some other race	16.8%	770
What is your immigration/worker status?		
U.S. citizen	87.4%	4,123
Lawful permanent resident (green card holder)	6.3%	299
Other (non-LPR) lawful immigration status	5.5%	261
Unknown	0.8%	36
What is your household income?		
Less than \$25,000	3.6%	168
\$25,000 to \$34,999	2.8%	130
\$35,000 to \$49,999	9.7%	453
\$50,000 to \$74,999	32.1%	1,500
\$75,000 to \$99,999	17.4%	813
\$100,000 to \$149,999	20.6%	961
\$150,000 or more	13.8%	647
Any additional comments? Please share. [Open Text]		



Baseline on Belonging: Compiled Report



NCA R B

