

RESOLUTION

Title **Amendment to the Code of Ethics and Professional Conduct to require the equitable treatment of design professionals and staff of diverse backgrounds and identities, and to prohibit abuse and harassment within our professional community.**

Sponsored by A minimum of fifty signatures of members in good standing provided prior to the motion from the floor of the 2018 AIA Business meeting.

Intent To define a principled and public position on Ethics and Enforcement by updating the AIA Code of Ethics to include a requirement that members foster a professional environment free of discrimination, harassment, and abuse.

Text WHEREAS: recent revelations of ethical misconduct at the highest levels of our profession make it imperative that we re-affirm our values as architects and members of the society we serve,

WHEREAS: people of diverse backgrounds and identities enter the profession with high hopes, only to leave in disillusionment when they encounter unfair pay practices, lack of respect, abuse, or harassment,

WHEREAS: We the undersigned acknowledge and support the actions taken to date by the many AIA committees convened to address these issues, but feel that swifter, decisive, and public action must still be taken,

WHEREAS: Three hundred fifty AIA Fellows endorsed the statement Fellowship is Leadership, attached hereto, stepping forward voluntarily to hold ourselves to the highest standards of ethical behavior, as an example to the public and the profession, by committing to foster an environment of respect and fairness in our work and in our workplaces,

NOW, THEREFORE, BE IT RESOLVED to call upon the AIA Board of Directors to swiftly move to strengthen the Code of Ethics by including a provision that requires members to ensure that their workplaces are environments of mutual respect and equitable treatment (including pay), free of abusive behavior and harassment,

BE IT FURTHER RESOLVED that the National Ethics Council make the amended Code of Ethics binding for all AIA members, and that penalties for violation will include expulsion from the Institute.

Petition May 2018: Fellowship is Leadership

Recent revelations about misconduct at the highest levels of our profession force us to confront the divergence between our design values and human values. At AIA, much has been written, much has been discussed, but little has been done. It is time for the profession to affirm our ethical values as members of the society we serve.

As Fellows, we call upon the AIA Board of Directors to work with the College of Fellows, the National Ethics council, the Equity and Future of Architecture Board Committee, and other interested groups to immediately amend the AIA Code of Ethics to include a requirement for architects to foster a professional environment of mutual respect, free of discriminatory, intimidating, abusive, or harassing behavior, for all members of our professional community. We call upon AIA to set a standard of mutual respect, equitable treatment, and fair pay for every member of our diverse profession.

We call upon AIA to enforce an amended Code of Ethics that is not merely “guidance”. Adherence to the Code of Ethics should be a requirement for membership.

There can be no place in the Institute for people who abuse their status, power, or influence. We cannot continue to watch as people of diverse backgrounds and identities enter the profession with high hopes, only to leave in disillusionment when they encounter the realities of lower pay, lack of respect, abuse, or harassment.

As Fellows we step forward as the first members of the AIA to commit publicly to holding ourselves to the highest standards of ethical behavior as an example to the wider profession and the public.

As Fellows we pledge to act with integrity.

As Fellows we commit to fostering a professional environment of mutual respect and equitable treatment in our studios and workplaces.

As Fellows, we actively endorse a policy that welcomes all individuals into a rewarding, generous, and ethical profession.

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