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

Experience Report

2021 National Council of Architectural Registration Boards (NCARB) and
National Organization of Minority Architects (NOMA)

Baseline on Belonging: Experience Report

Report Structure

NCARB and NOMA are releasing the full *Baseline on Belonging* report in seven phases. This is the second phase, featuring data related to the Architectural Experience Program® (AXP®). The following reports will be released individually over the coming months, ending with the full report, which will compile the previous sections.



Baseline on Belonging: Experience Report

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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/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 trend 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/ethnicity reveals that there is often a significant gap between white women and women of color. For example, although white women often respond more positively than their male peers of all races/ethnicities, women of color frequently report 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 is consistent across all questions, showing that candidates aged 30-39 and 40+ typically perceive an increasing level of challenge, and are less satisfied with their supervisor and firm support than their peers aged 18-29.



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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/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. African Americans employed by small firms are 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/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 feel 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/Ethnicity

- When filtered by race/ethnicity alone, respondents report 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.
- Some areas where there are more apparent disparities when viewed solely by race/ethnicity include:
 - When searching for employment in a firm, African American and Latino respondents typically find it slightly more difficult to find a supportive firm.
 - African Americans are slightly less likely to respond positively about specific questions related to their supervisor relationship, including their supervisor's awareness of their path to licensure and their supervisor's respectful treatment of them.

Disparities Grow When Race/Ethnicity Is Combined With Gender

- Filtering the data by race/ethnicity and gender reveals that women of color are more impacted by the intersectionality of race/ethnicity and gender, compared to the impact of gender alone.
 - White women often report a more positive experience than white men, a pattern that is typically reversed for people of color, where women tend to report more challenges than their male peers.
 - African American, Asian, and Latina women are 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 is 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 and race/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.
- Access to supervisor support and experience opportunities decreases more dramatically among older white and Asian candidates, whereas African American and Latino candidates typically see less change between age range and career positions.

White Candidates Start and Complete the Experience Program Younger

- NCARB's supporting data from customers' NCARB Records reveals that time to complete the program varies only slightly by race/ethnicity, with Asian candidates completing the program fastest and white candidates taking the longest.
- However, while white candidates take the longest amount of time to complete the program, they typically start at a younger age and are therefore slightly younger than candidates of other races/ethnicities when they finish.

Firm Size Is Significant Factor in Gaining Experience

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

- When filtered by race/ethnicity and 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 are least likely to feel they can voice contradictory opinions in the workplace.
 - African American women are 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 minority professionals 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 minority professionals, 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

Overview

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.

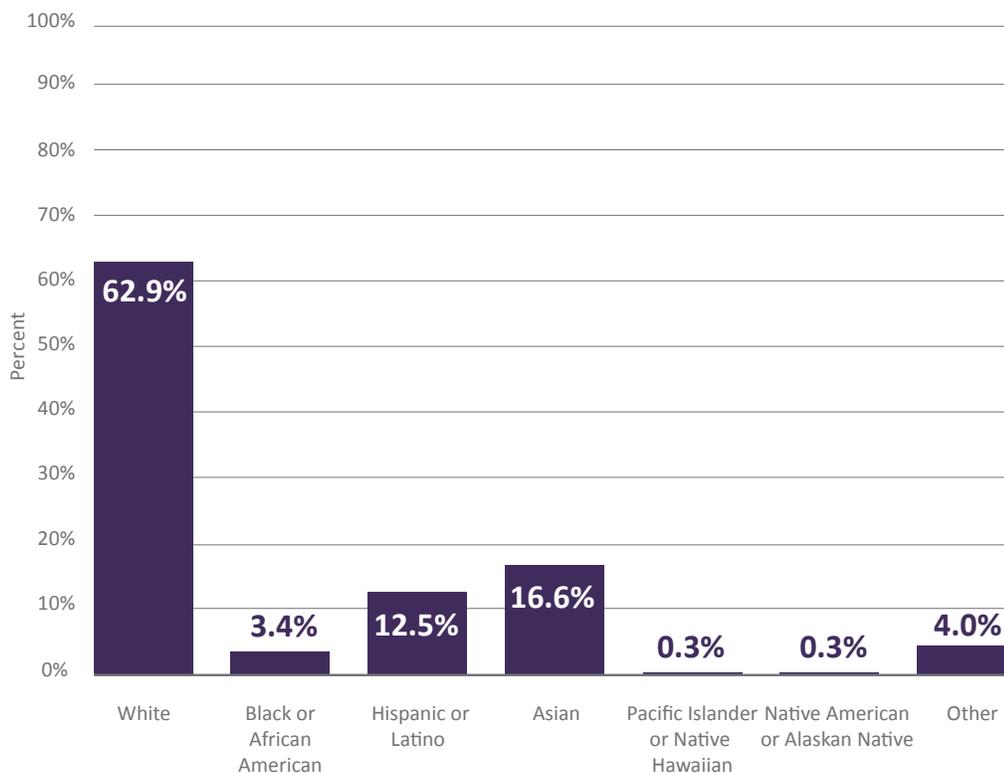
This data provides additional context regarding AXP completions, average time to complete the program, and average age when starting and finishing the AXP.

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



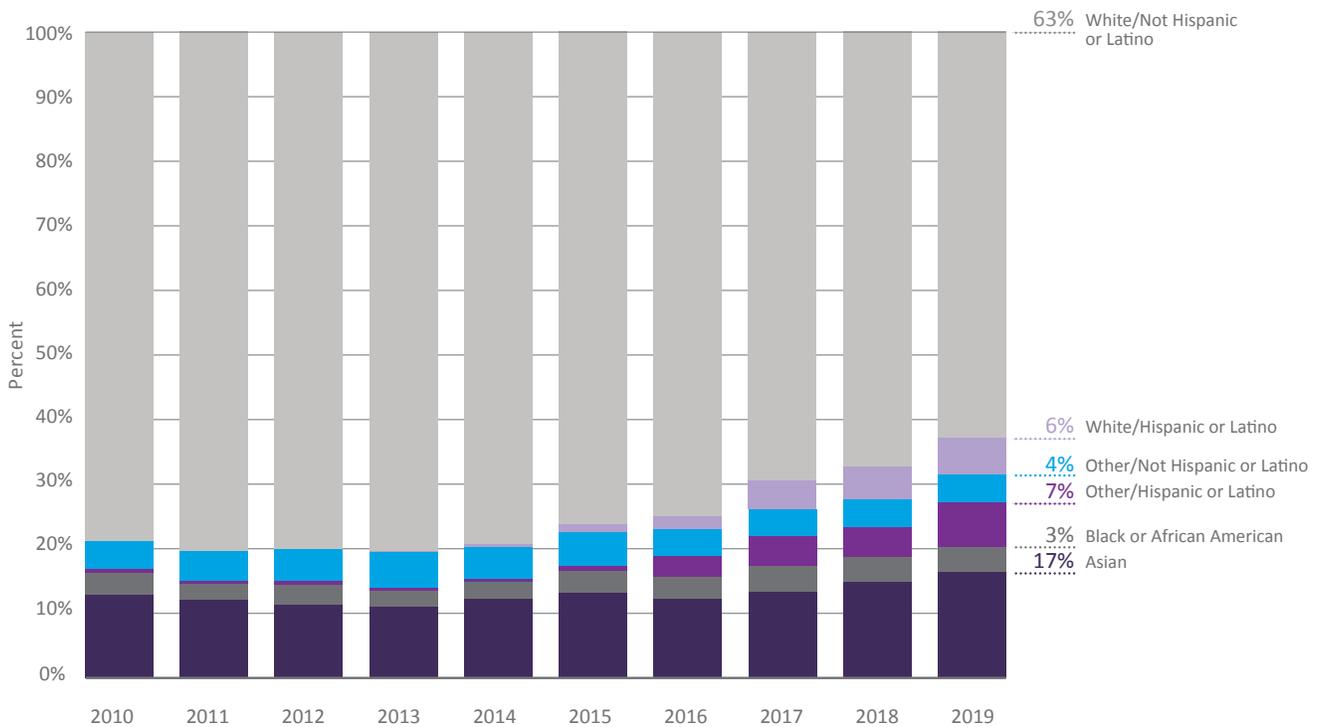
Of the candidates who completed the AXP in 2019, 37 percent identified as a race or ethnicity other than white/not Hispanic or Latino. This is a 4 percentage point increase compared to 2018, and a 16 percentage point increase compared to 2010—a record high in diversity at the point of AXP completion.

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

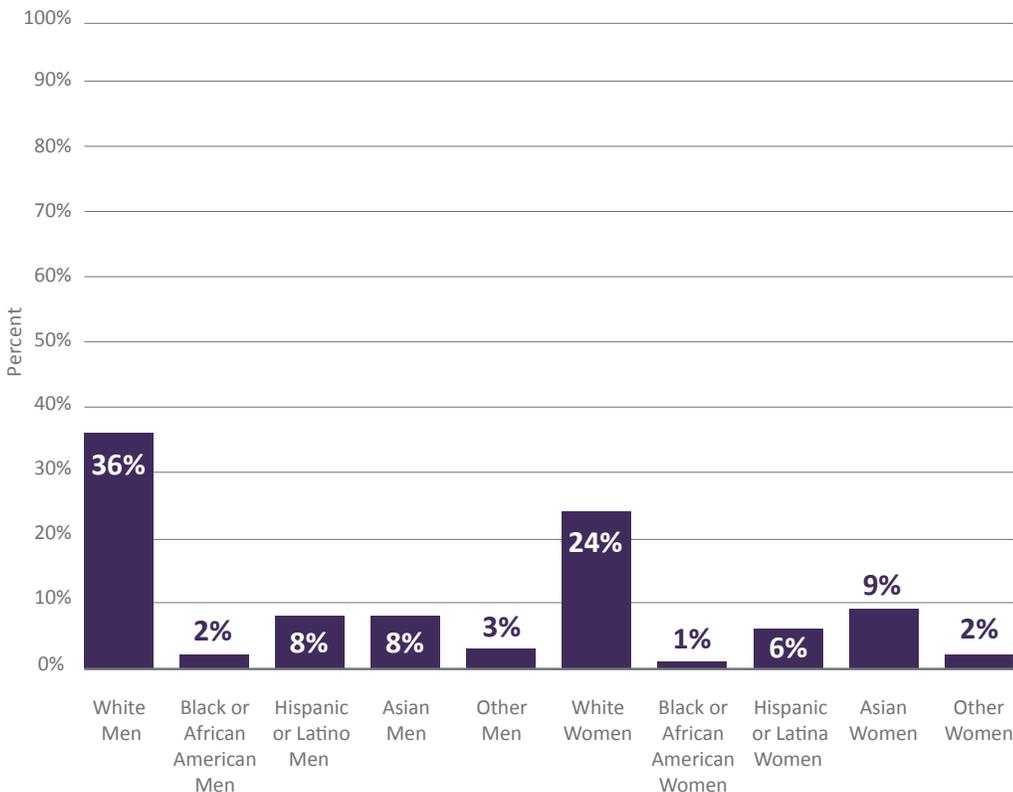


When viewed over time, NCARB’s data shows that diversity at the point of AXP completion has been slowly improving since 2014.

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 remains unchanged from the 3 percent seen in 2010.

Baseline on Belonging: Experience Report

More Men Completed the AXP in 2019 Than Women



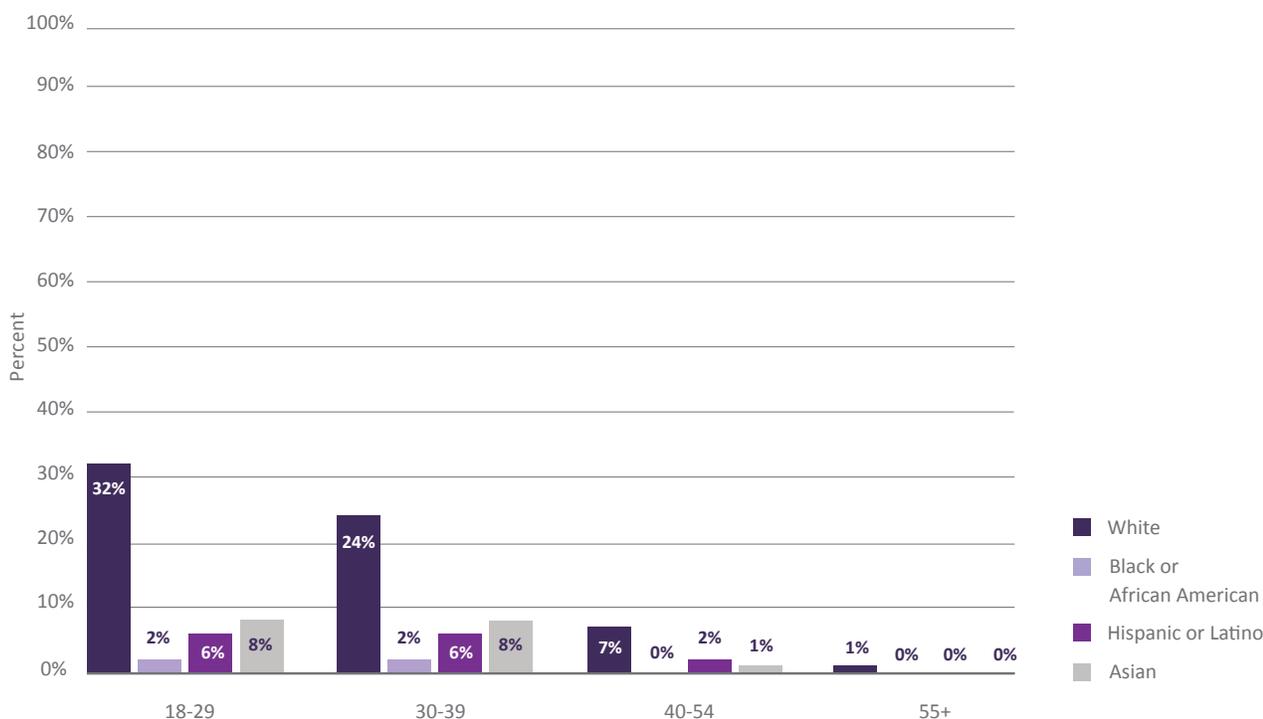
Of candidates completing the AXP in 2019, approximately 57 percent were men and 43 percent were women. White men alone made up 36 percent of AXP completions, with Black or African American men making up 2 percent, and Asian and Hispanic or Latino men making up 8 percent each.

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 are the only group of AXP complete candidates where the proportion of women in a demographic group is higher than the proportion of men in the same group.

Baseline on Belonging: Experience Report

Most Candidates Completing the AXP Are Under 40



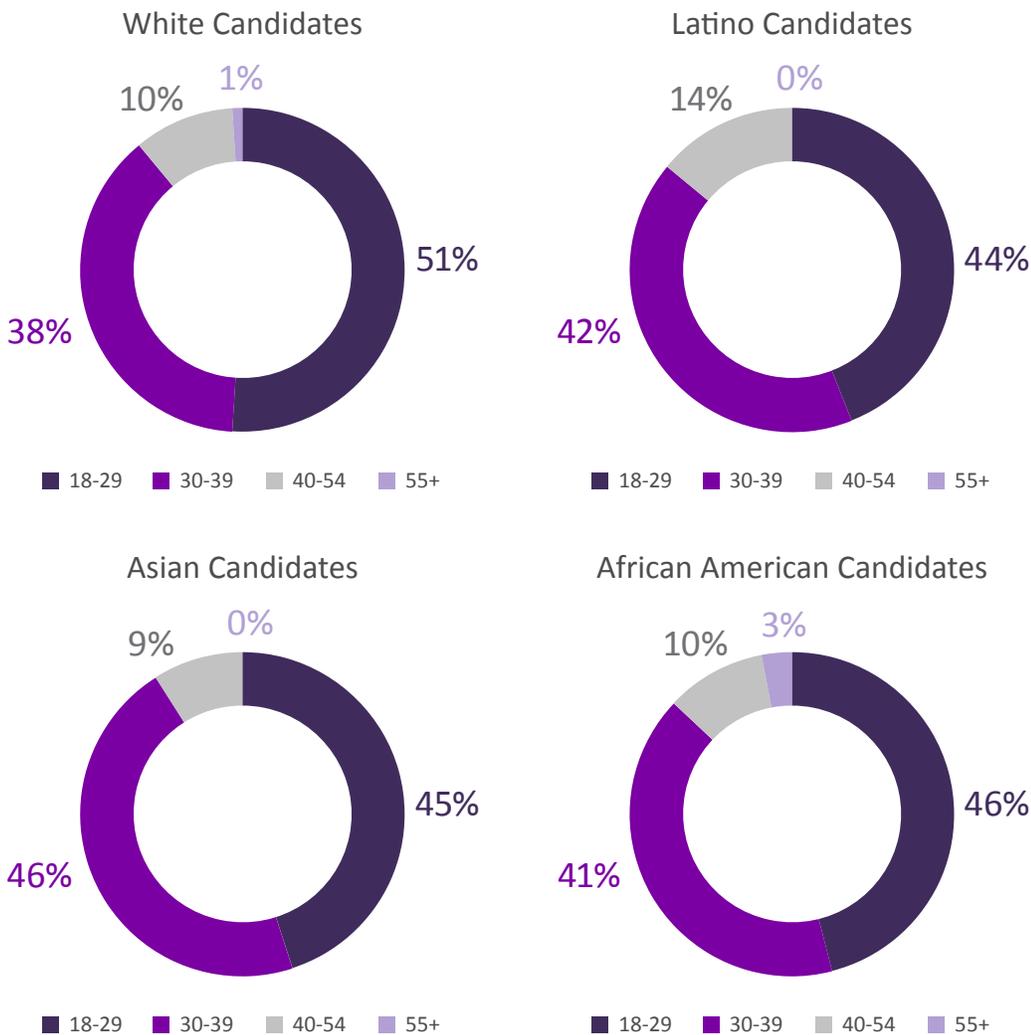
Nearly half (48 percent) of candidates who completed the AXP in 2019 were between the ages of 18-29. Another 40 percent were between 30-39 years old, with only 10 percent between 40-54 and 1 percent 55 or older.

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 are the same as those in the 18-29 age group.

Baseline on Belonging: Experience Report

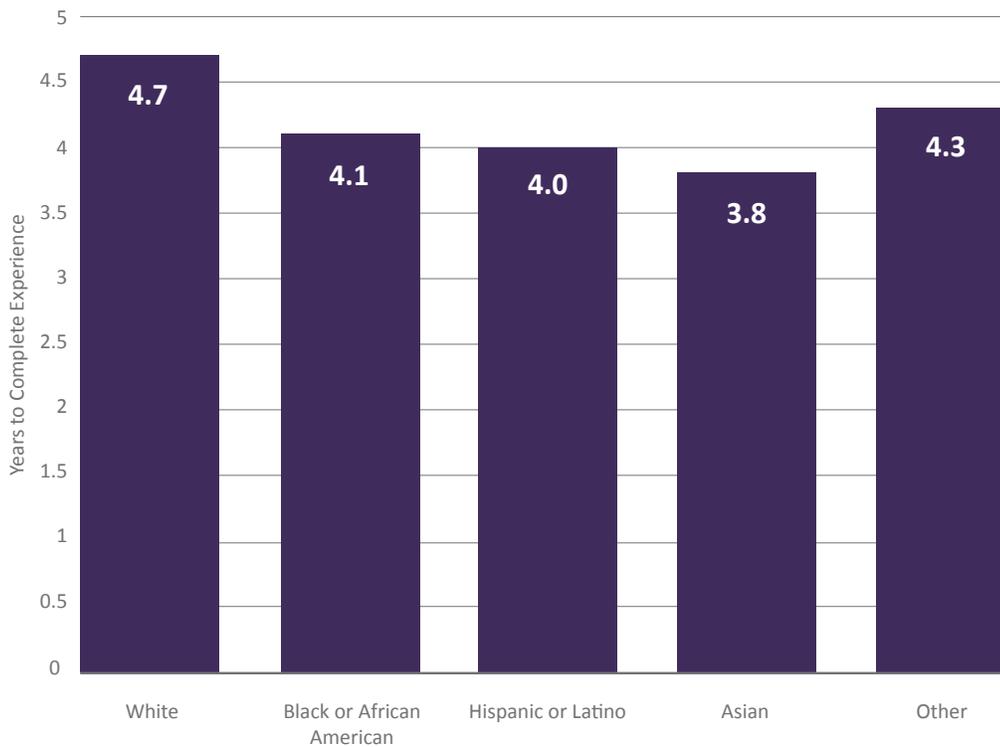
More White Candidates Complete the AXP Before 30



When each race/ethnicity is filtered by age, NCARB’s data reveals that 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

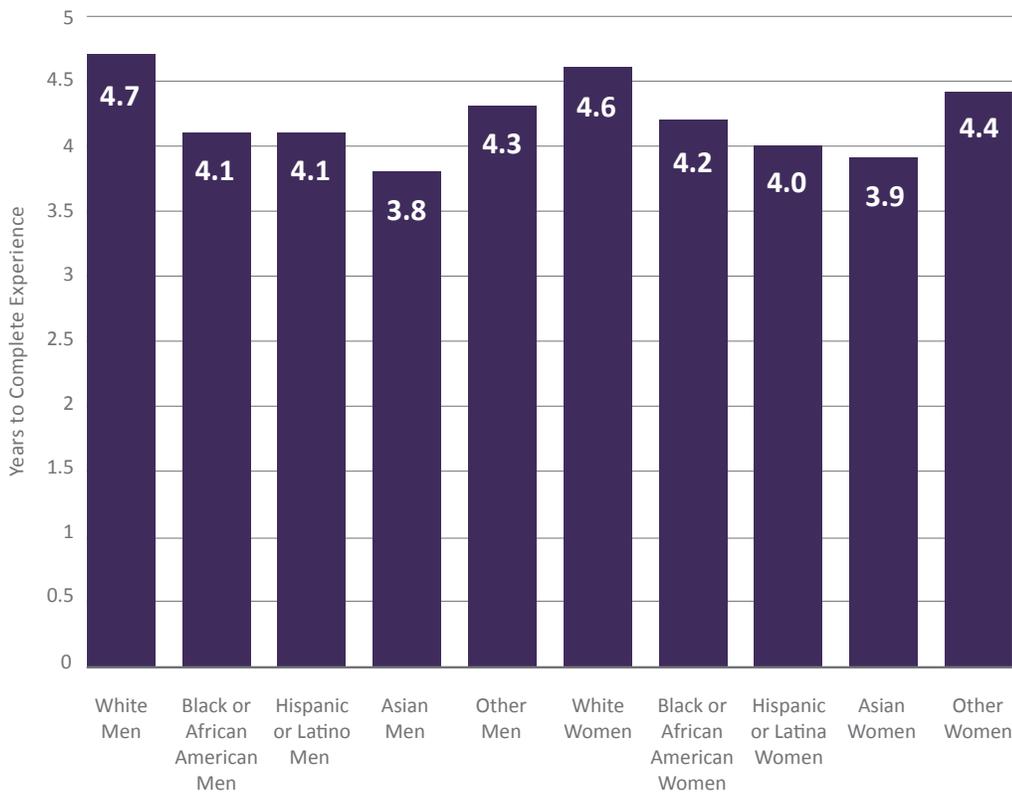


In 2019, the median time to complete the AXP for white candidates was 4.7 years; this is approximately 7 months longer than their Black or African Americans peers, and nearly a year longer than their Asian peers.

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



When split by race/ethnicity and gender, women of each demographic complete the experience program in nearly the same time as their male counterparts.

On average, white and Latina women complete the AXP one month sooner than white and Latino men. African American and Asian women, however, take 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 race/ethnicity between the ages of 18-29 and 30-39.

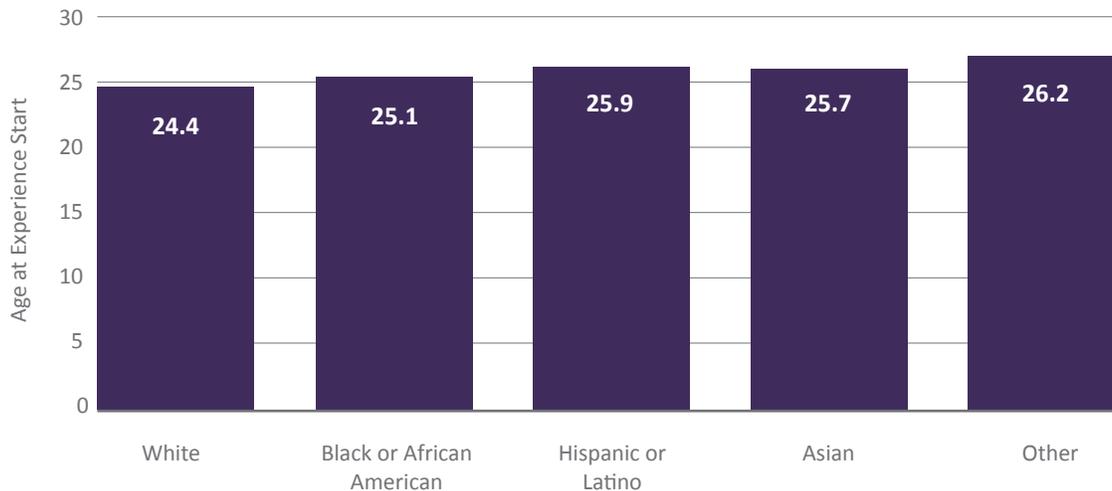
Asian candidates between 18-29 completed the AXP the fastest, taking just 3.4 years on average.

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



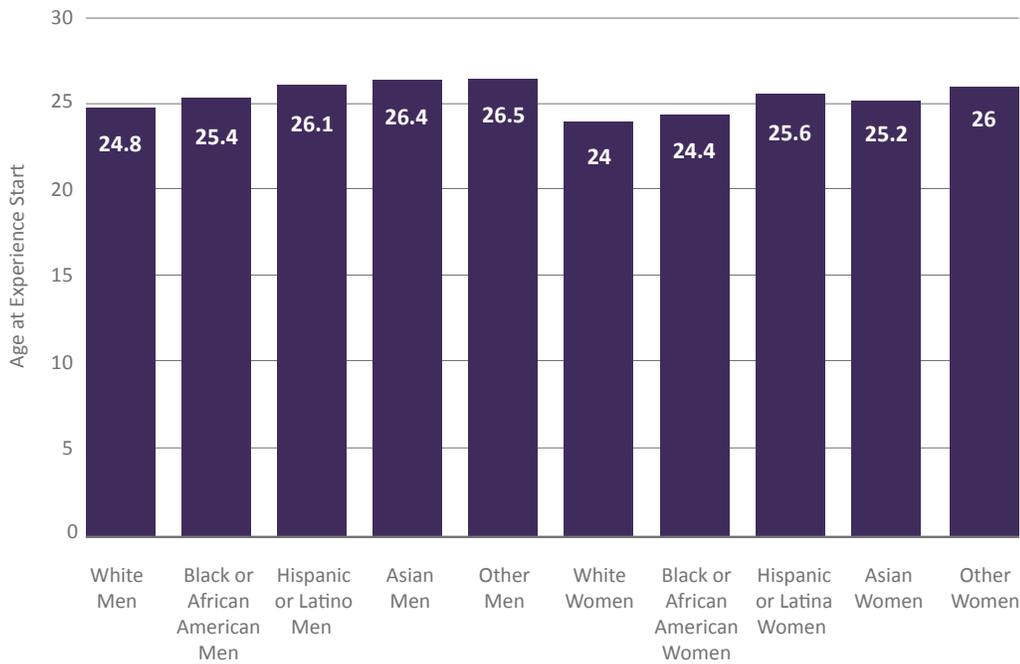
On average, white candidates are 24 when they begin the experience program, approximately eight months younger than Black or African American candidates, who are the next youngest on average at the point of AXP start.

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

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

Baseline on Belonging: Experience Report

Women Start the AXP Younger Than Men

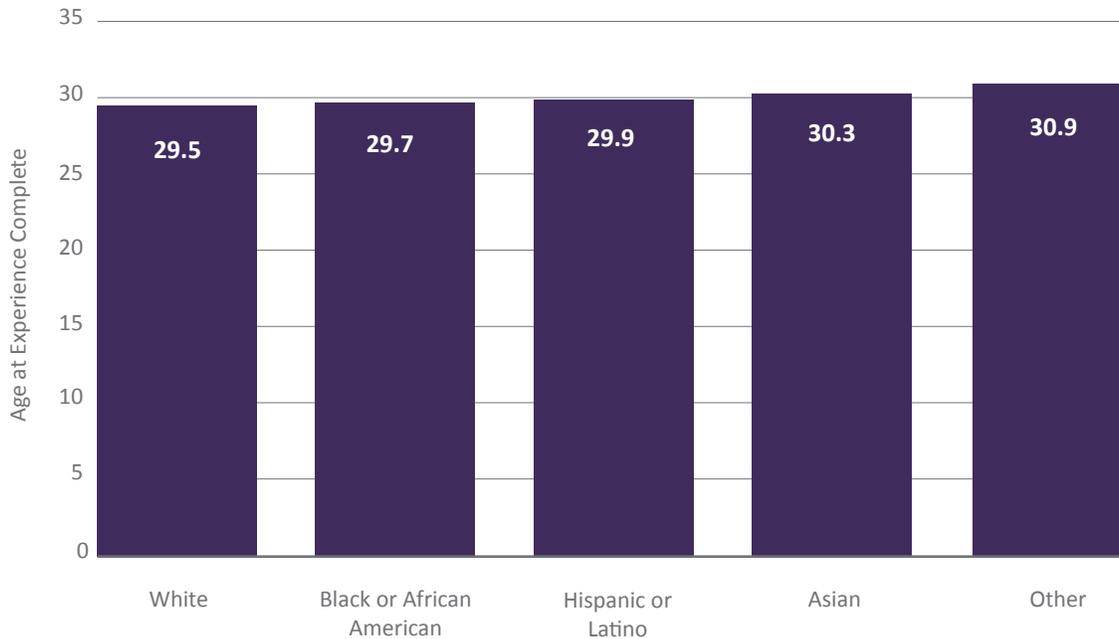


Women of every race/ethnicity start the AXP younger than their male peers. This gap is largest for Asian candidates, with Asian women starting the AXP a year and two months younger than Asian men.

At 24 years old, white women are the youngest on average to start the AXP, and Asian men are 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 takes slightly longer to complete the AXP than peers of other races/ethnicities, starting the program earlier allows 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

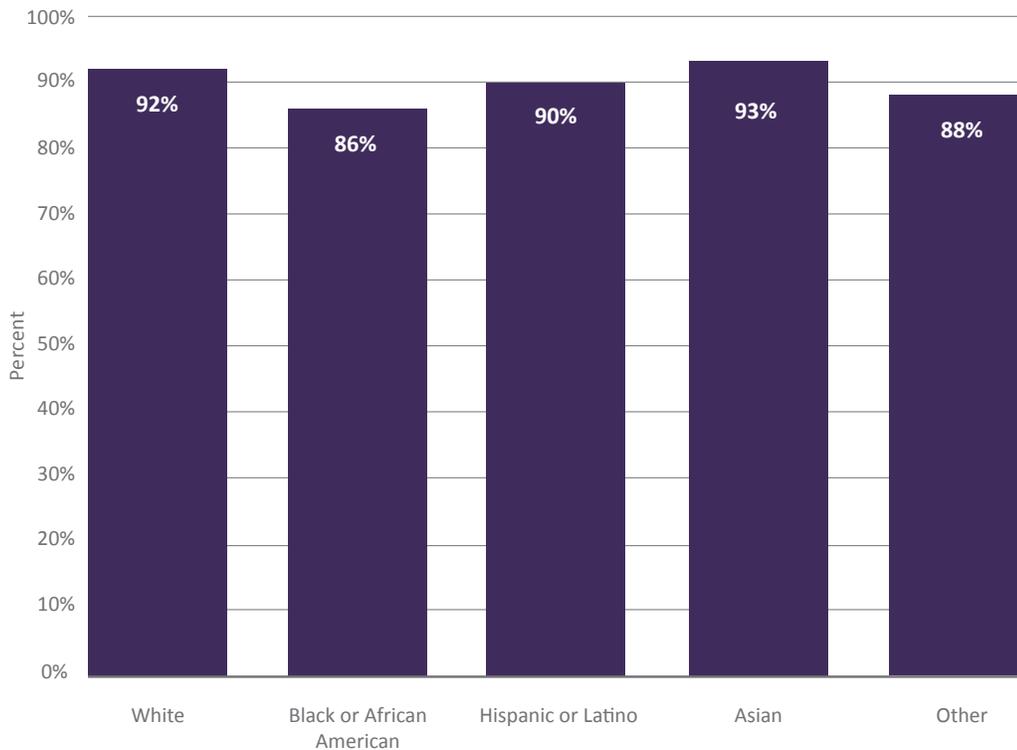
The majority of survey respondents have made some progress toward completing the AXP.

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

Baseline on Belonging: Experience Report

African Americans Slightly Less Likely to Have Reported AXP Experience



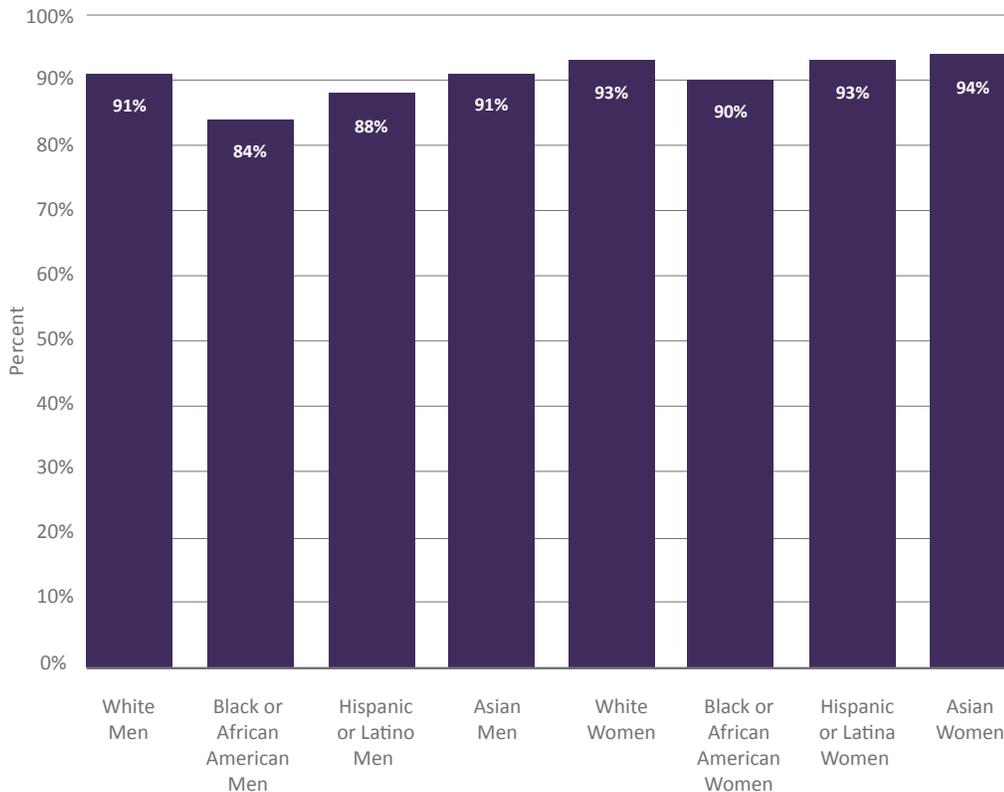
Nearly all survey respondents indicated they had made progress toward completing the AXP.

However, Black or African American respondents were 6 percentage points less likely than their white peers to indicate they have 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



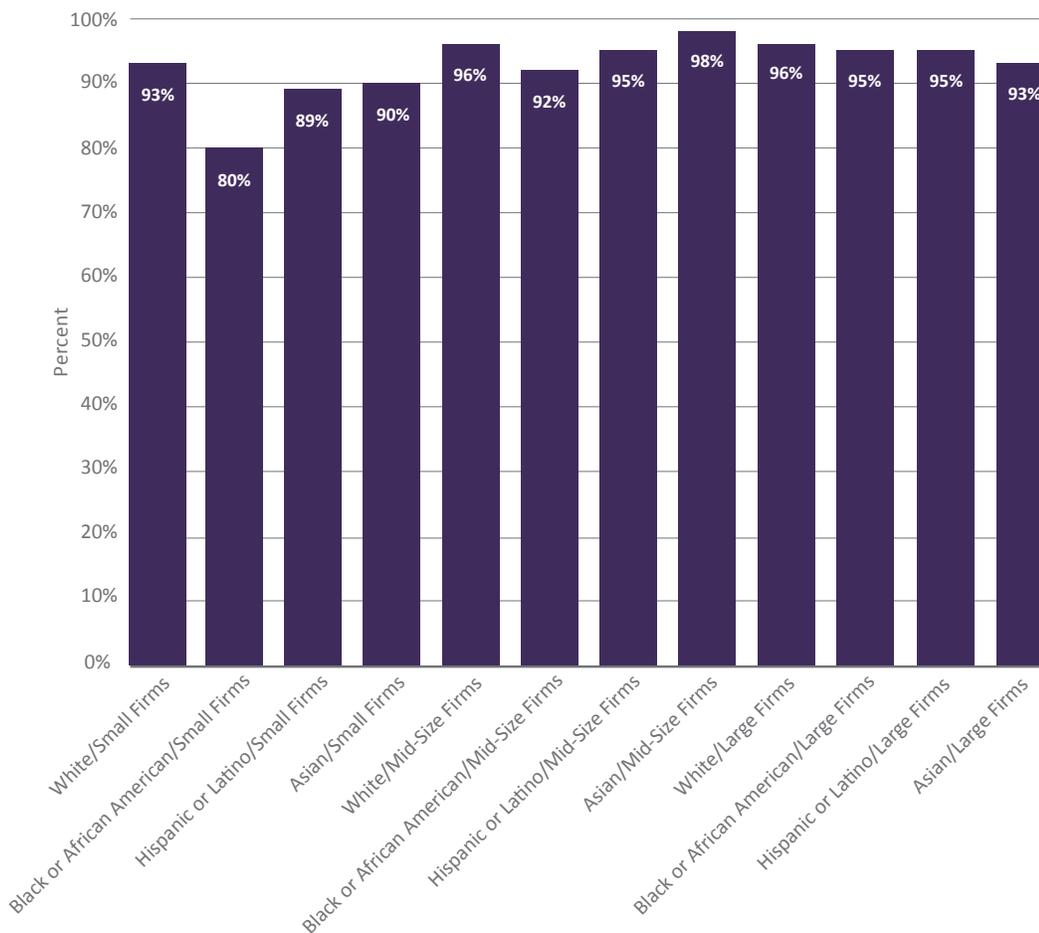
Women of all races/ethnicities are more likely than their male counterparts of the same race to indicate they have reported AXP experience.

The smallest difference is seen in white respondents, with white women just 2 percentage points more likely than white men to have made AXP progress. The largest difference is seen in 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 race/gender 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 races/ethnicities shrinks as firm size increases. Candidates of all races are 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

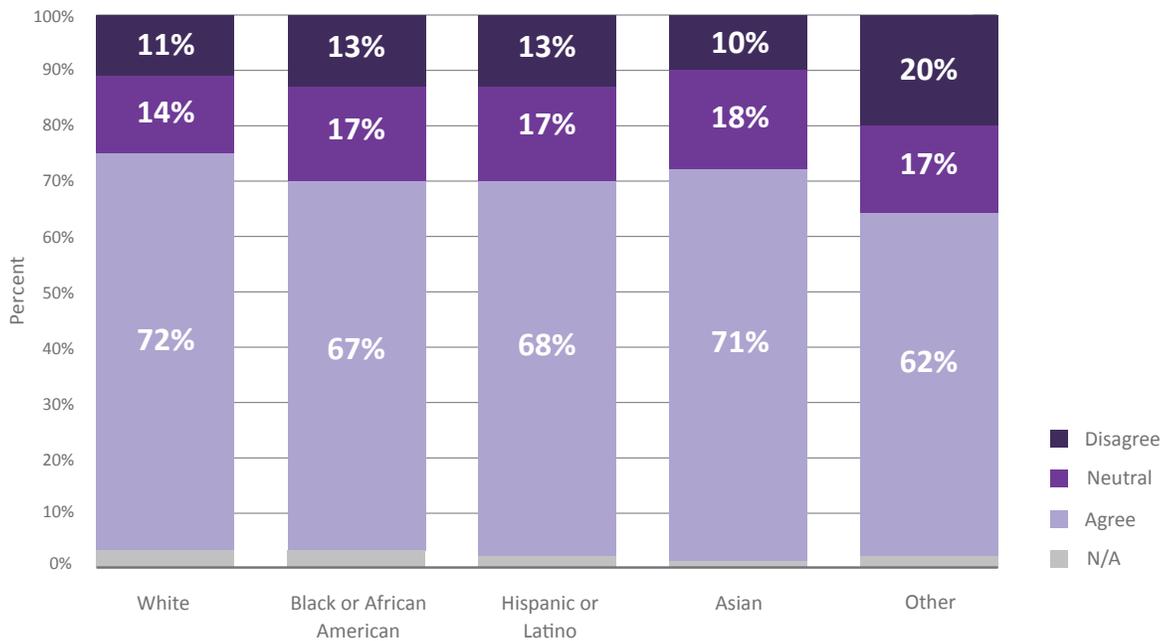
Because the AXP requires experience to be gained across six different areas, finding a firm willing to provide work opportunities in each practice area is critical to completing the program.

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 are 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

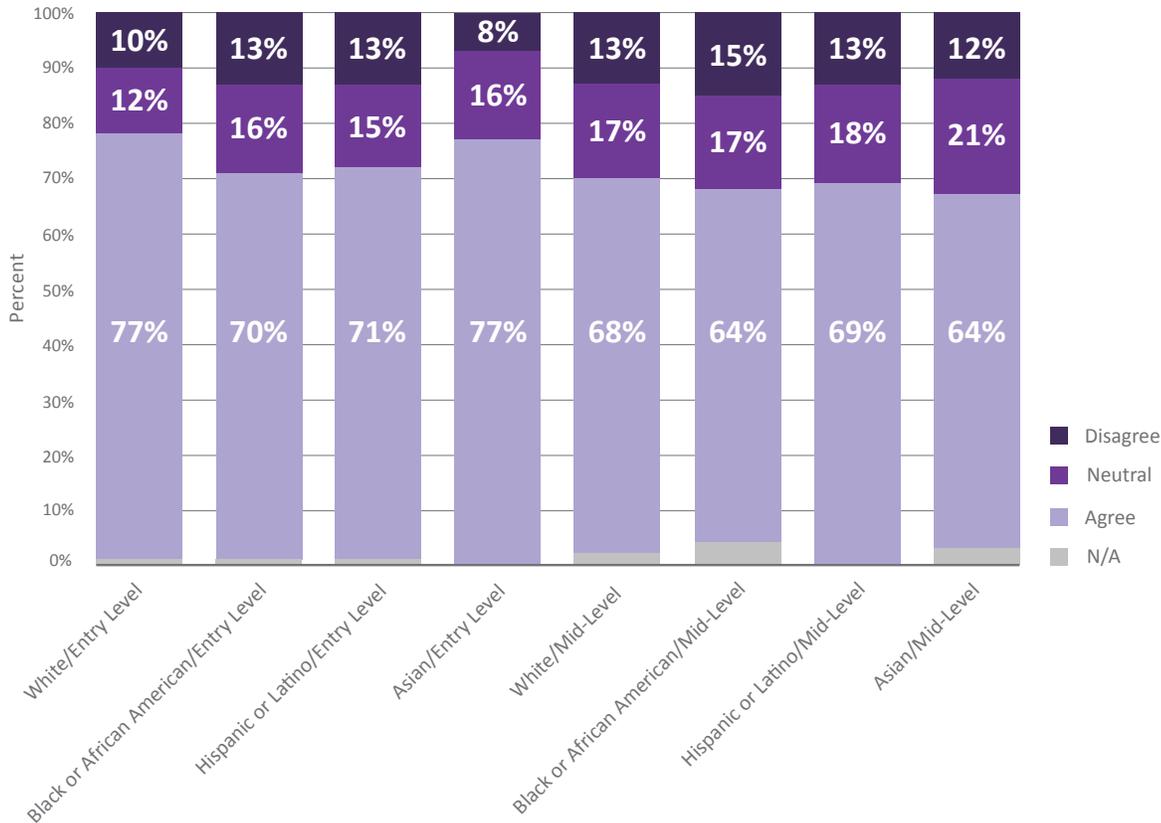


When segmented by race/ethnicity and gender, women of all races were more likely than their male counterparts of the same demographic to report that it is easy to find a local AXP-supportive firm—this disparity is largest for Latina women, who were 6 percentage points more likely than Latino men to agree.

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



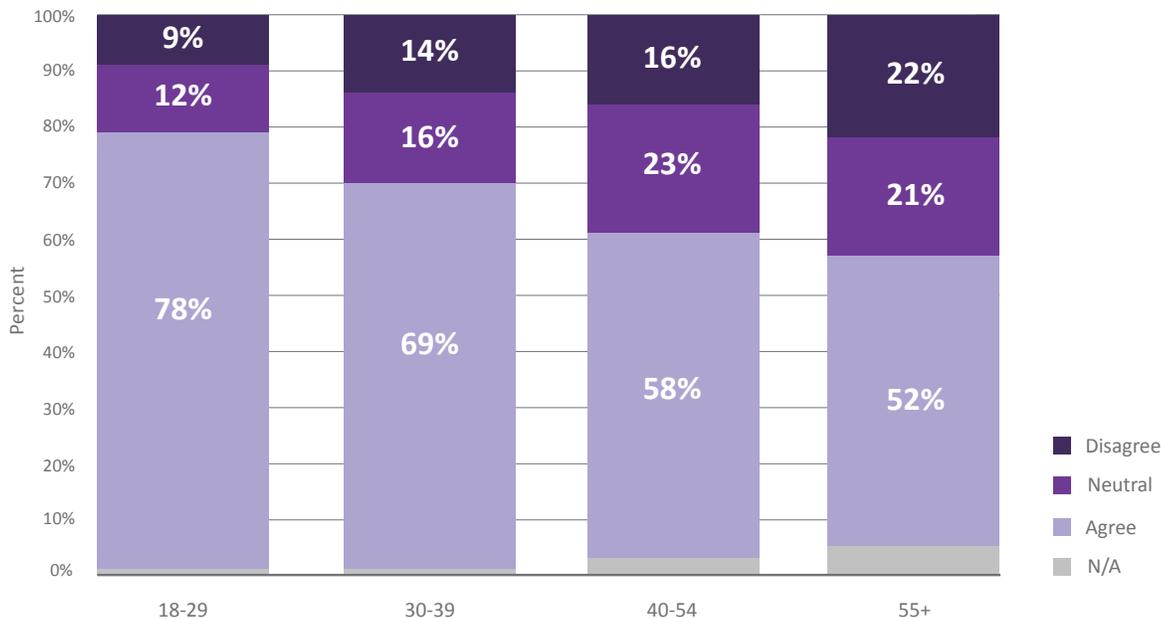
When segmented by race/ethnicity and position within their firm, respondents of all races in entry-level positions were more likely to agree finding a supportive firm was easy. However, the disparity between respondents of different race/ethnicities was also larger for entry-level candidates than for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



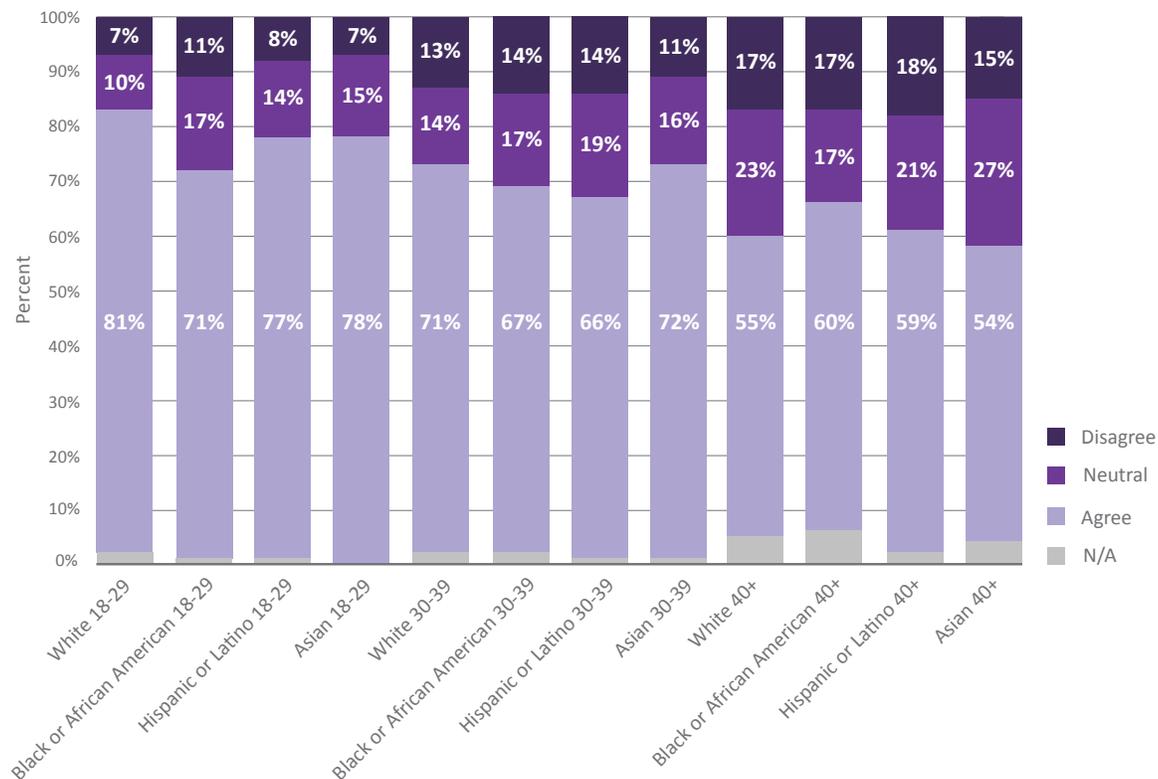
Just 52 percent of individuals aged 55 or older agreed that finding a firm to support their AXP progress was easy—26 percentage points less than individuals aged 18-29.

The percent of individuals who agree that finding a supportive firm is easy decreases 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



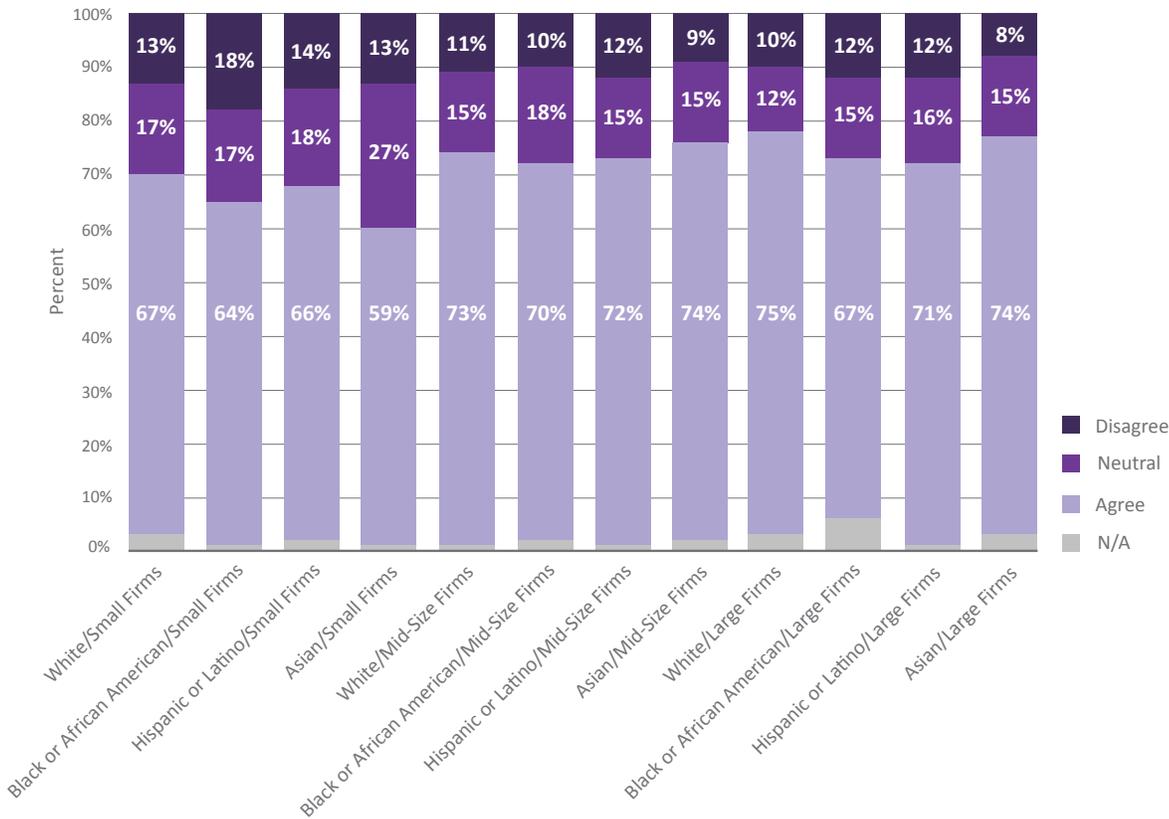
When sorted by age and race, the disparity between different races/ethnicities is largest in the 18-29 age group. African Americans aged 18-29 are 10 percentage points less likely to agree that finding an AXP-supportive firm was easy than their white counterparts. With age an important factor in progression 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



When split by race/ethnicity and firm size, respondents of all races employed at small firms were less likely than their counterparts of the same demographic 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 race/ethnicities employed at mid-size firms.

African Americans employed in large firms are 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 race/ethnicity and firm size group to agree.



Baseline on Belonging: Experience Report

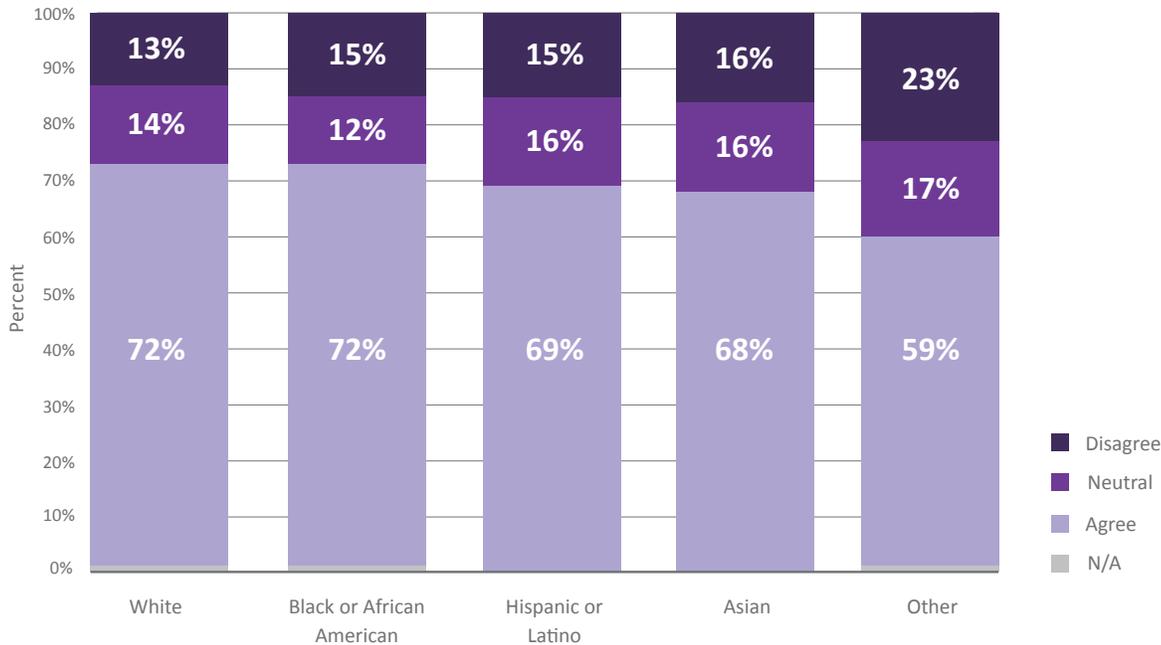
Firm Provided Access to Variety of AXP Opportunities

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 reveal that Asian candidates, especially Asian women, tend 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

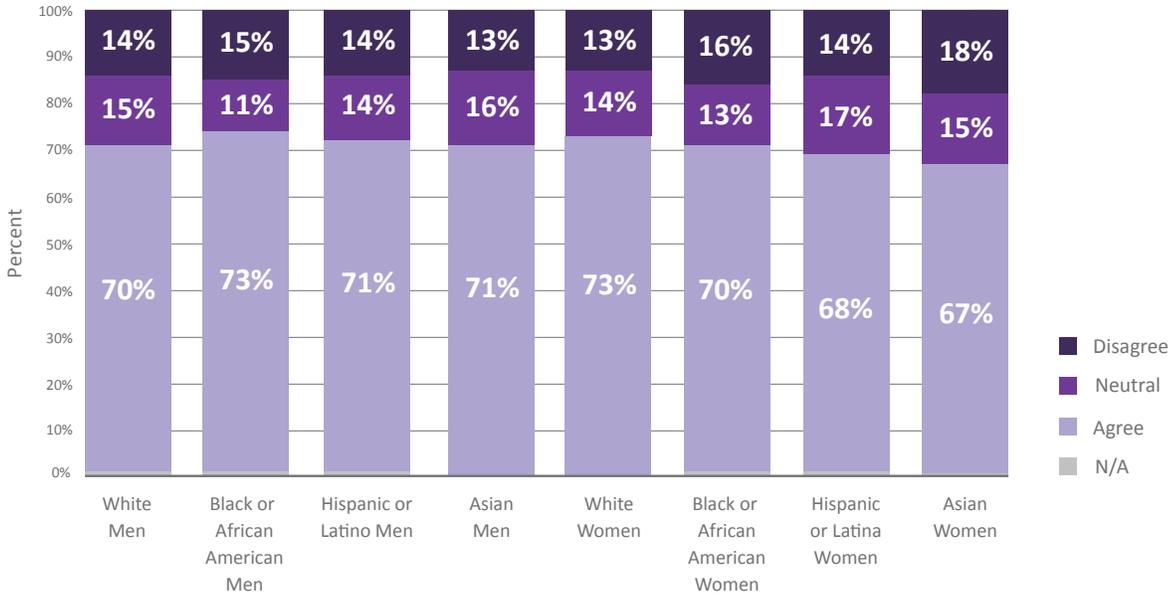


When asked if their firm provided a variety of opportunities to gain experience in all AXP areas, only slight disparity was seen for some races/ethnicities. At 72 percent, African American and white candidates were equally as likely to agree that their firm provided a variety of opportunities.

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



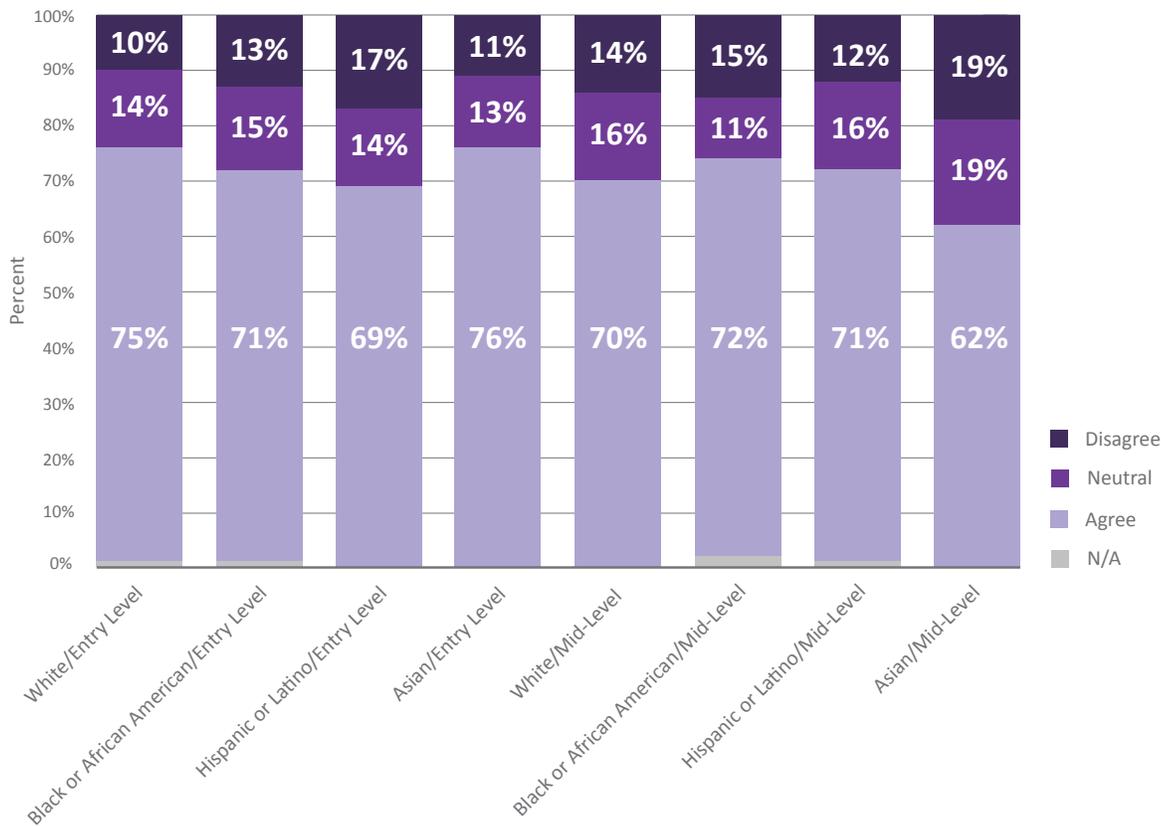
Breaking the responses down by race/ethnicity and gender revealed that the slight disparity seen when viewed solely by race/ethnicity has a larger impact on Asian and Latina women than men. At 67 and 68 percent (respectively), Asian and Hispanic or Latina women were the least likely to agree that their 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 race/ethnicity where women were more likely to agree than men. For the remaining race/ethnicity groups, women were 3 percentage points less likely to agree that they received a variety of opportunities compared to the corresponding male respondents of the same race/ethnicity.

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



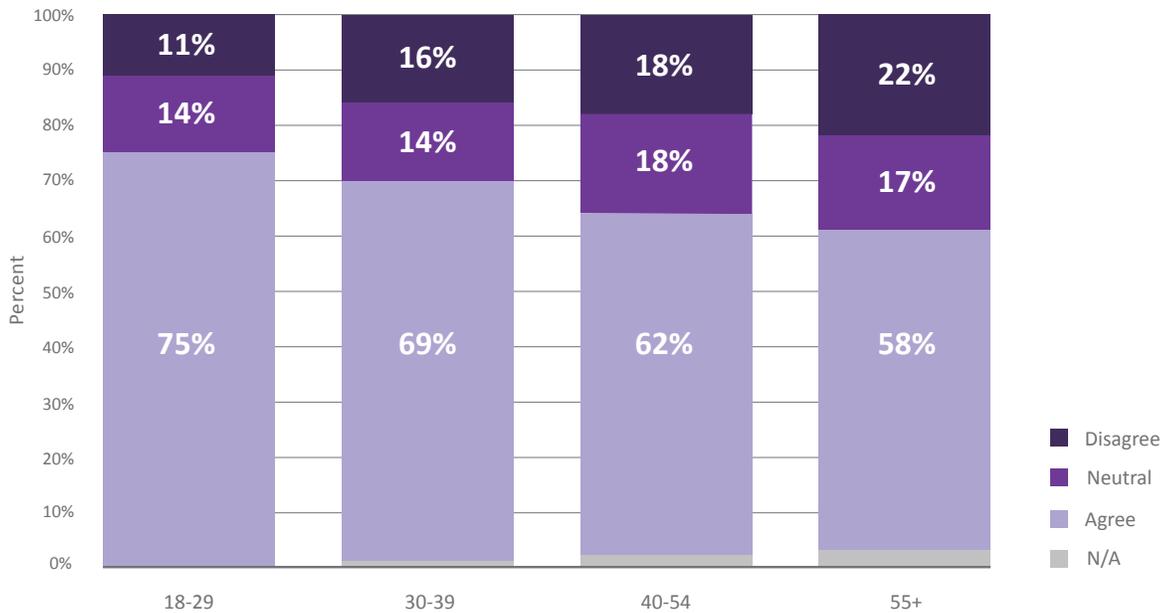
When segmented by race/ethnicity and position in their firm, Asian candidates in entry-level positions were the most likely to agree that their firm provided a variety of experience opportunities. However, Asians in mid-level positions were the least likely to agree—14 percentage points less likely than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

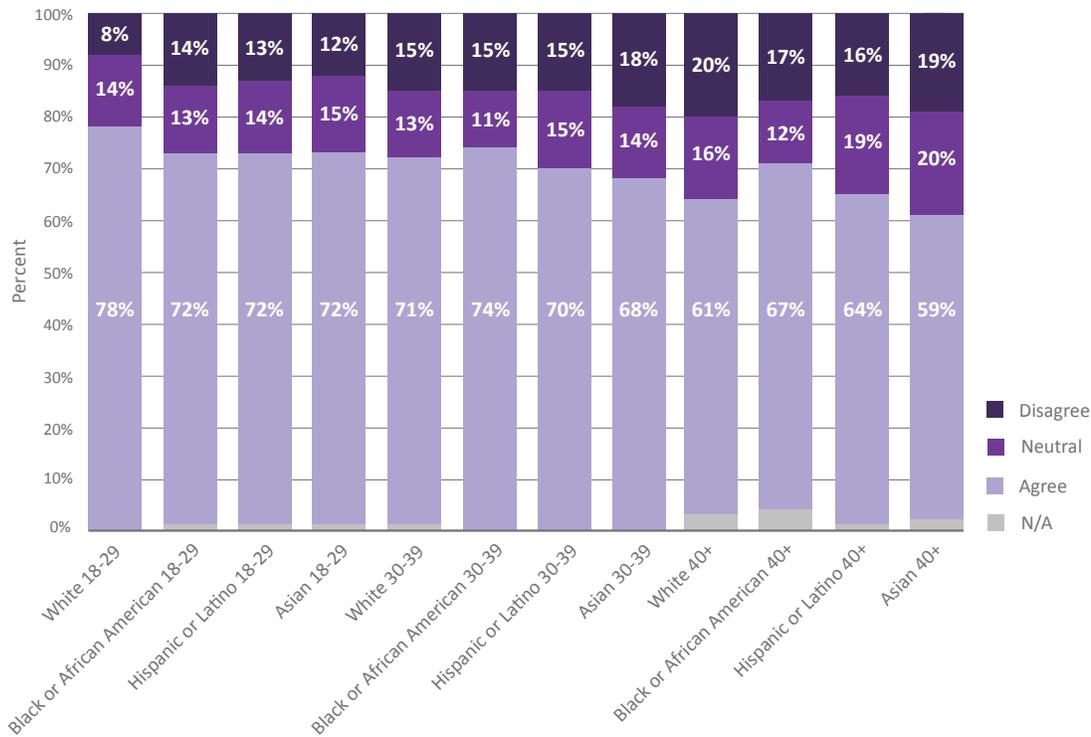
Age Has Significant Impact on Access to Variety of Experience Opportunities



Candidates aged 18-29 are most likely to agree that their firm provides a variety of experience opportunities at 75 percent. This drops 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 increases, access to a variety of experience opportunities decreases for each age group.

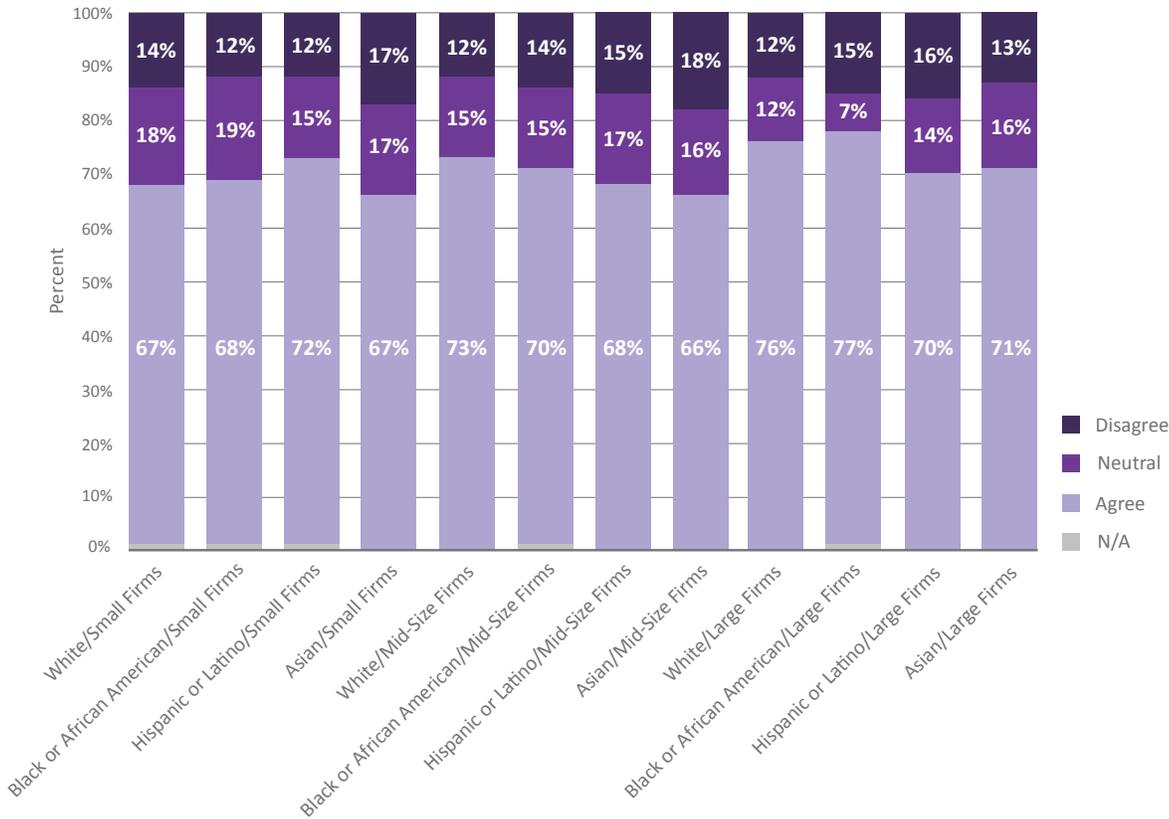
When segmented by race/ethnicity and age, white candidates aged 18-29 are 6 percentage points more likely to agree that their firm provided a variety of experience opportunities than candidates aged 18-29 of any other race/ethnicity. This disparity is not repeated at the older age groupings, but is notable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

African Americans are the only race/ethnicity 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 are 7, 4, and 2 percentage points less likely to agree than those aged 18-29 of the same race/ethnicity.

African American candidates see 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+ are 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



When segmented by race/ethnicity and firm size, responses reveal that candidates at large firms are more likely to agree their firm provides a variety of experience opportunities.

At 72 percent, Latino candidates are the only race/ethnicity 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 are 5 percentage points and African American candidates are 4 percentage points less likely to agree than their Latino peers employed at small firms. Both white and African American candidates see 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/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 are more likely to agree that their firm provided this AXP support than their AXP supervisor.

This difference is 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



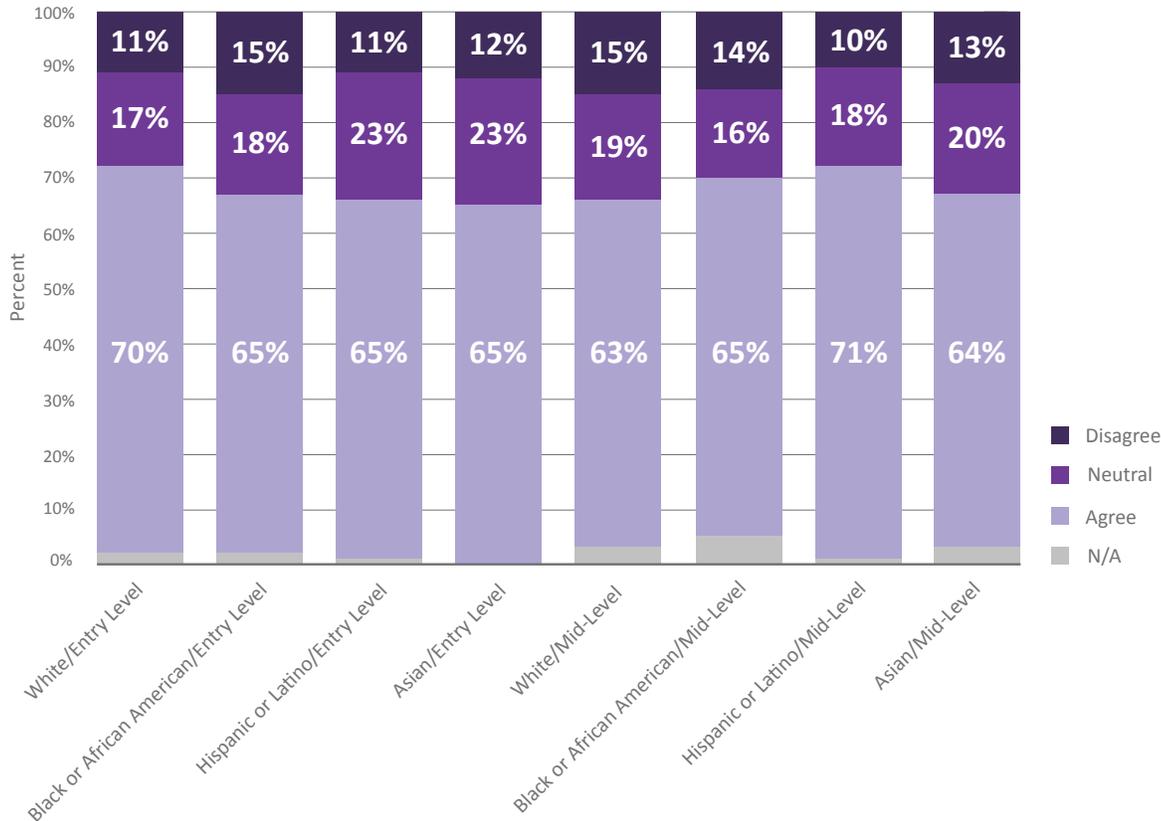
Similarly, when split by race/ethnicity and gender, Latino men are the most likely to agree their supervisor provided a variety of experience opportunities. African American and Asian men are 3 percentage points less likely to agree than Latino men, and white men are 6 percentage points less likely.

At 65 percent, Latina and white women are 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 are the only race/ethnicity where women are 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

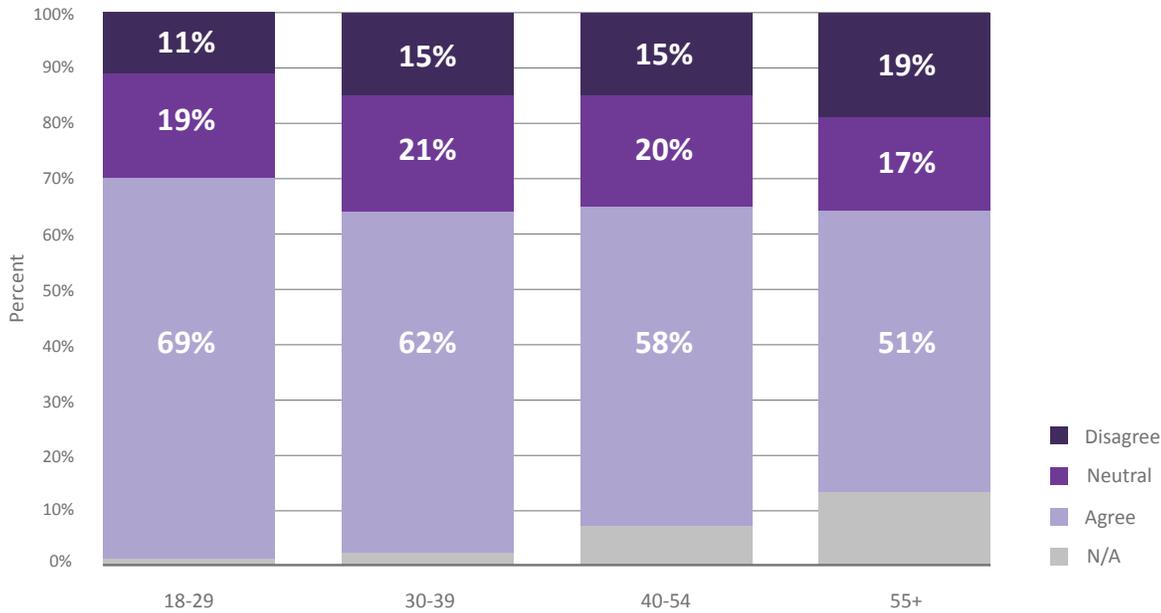


When segmented by race/ethnicity and position in the firm, white candidates in entry-level positions were 5 percentage points more likely to agree their supervisor provided a range of AXP opportunities. This was reversed for those in mid-level roles, where white candidates were least likely to agree.

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 see 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

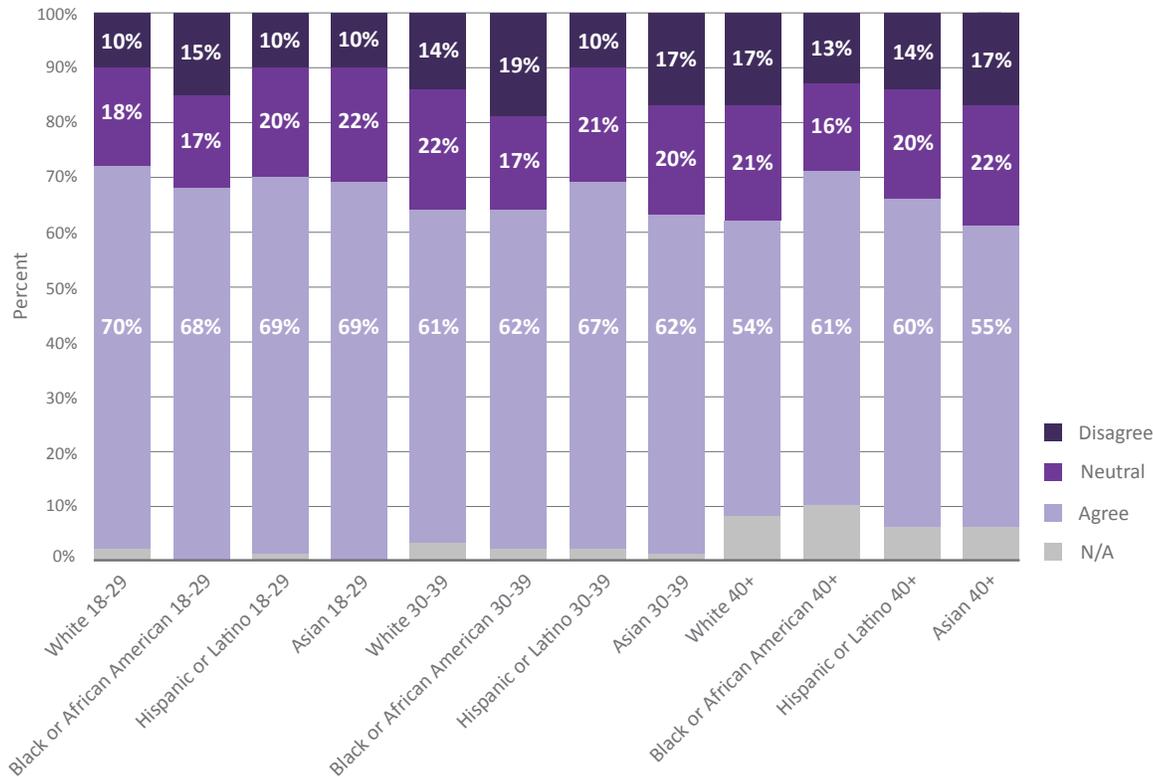


Age also has a strong impact on the proportion of candidates who agree their supervisor provided a variety of experience opportunities, with candidates aged 18-29 most likely to agree at 69 percent.

Candidates aged 55+ are 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/Ethnicity

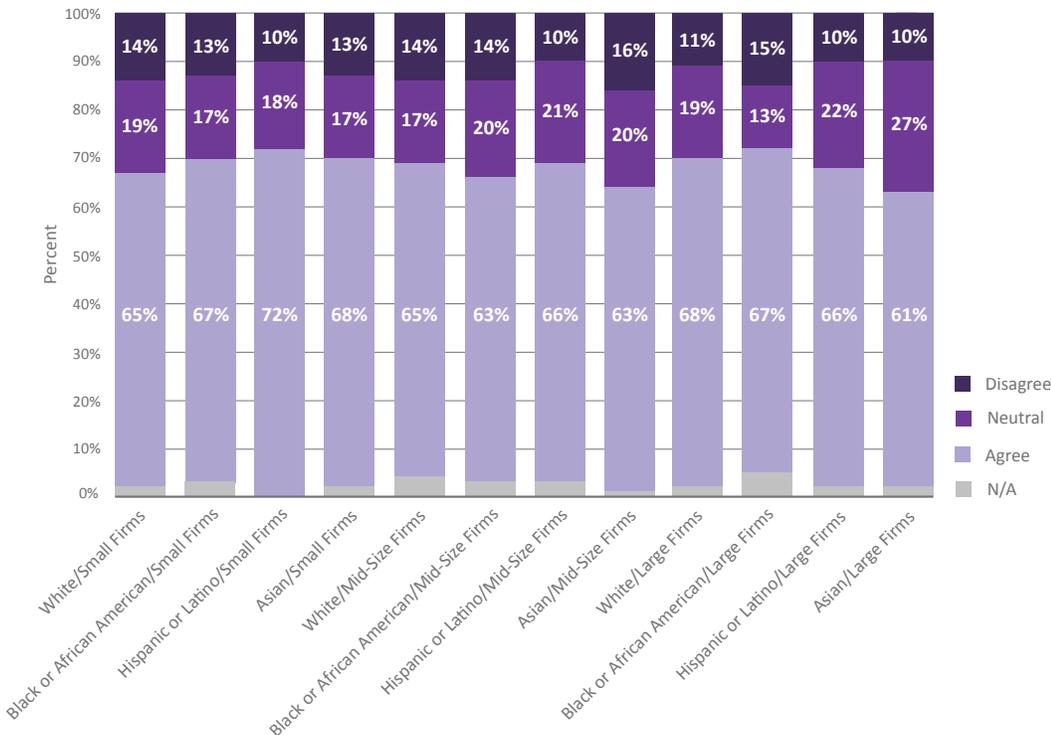


While candidates in the 18-29 age group are nearly equally likely to report that their supervisor provided a variety of opportunities, a slightly wider gap is apparent in the 30-39 age group. Latino candidates aged 30-39 are 5 percentage points more likely to agree than their Asian and African American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

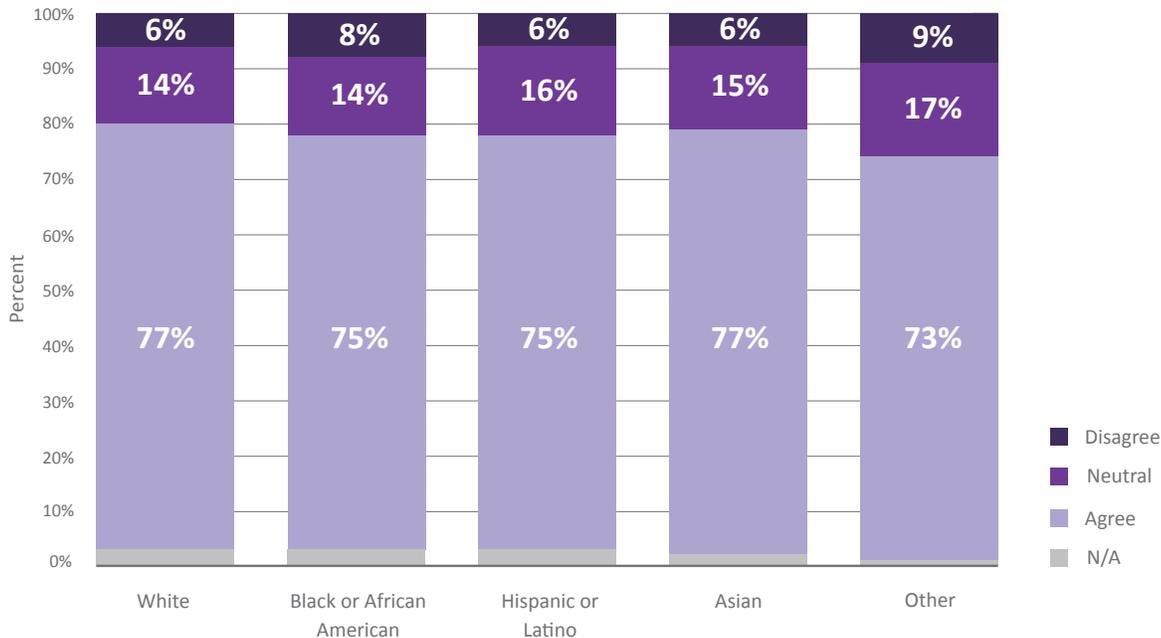
Supervisor Support Regarding Licensure

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 appear to be more significant when it comes to perception of overall supervisor support, with young candidates who are early in their career progression more likely to indicate having a supportive supervisor than those who are 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

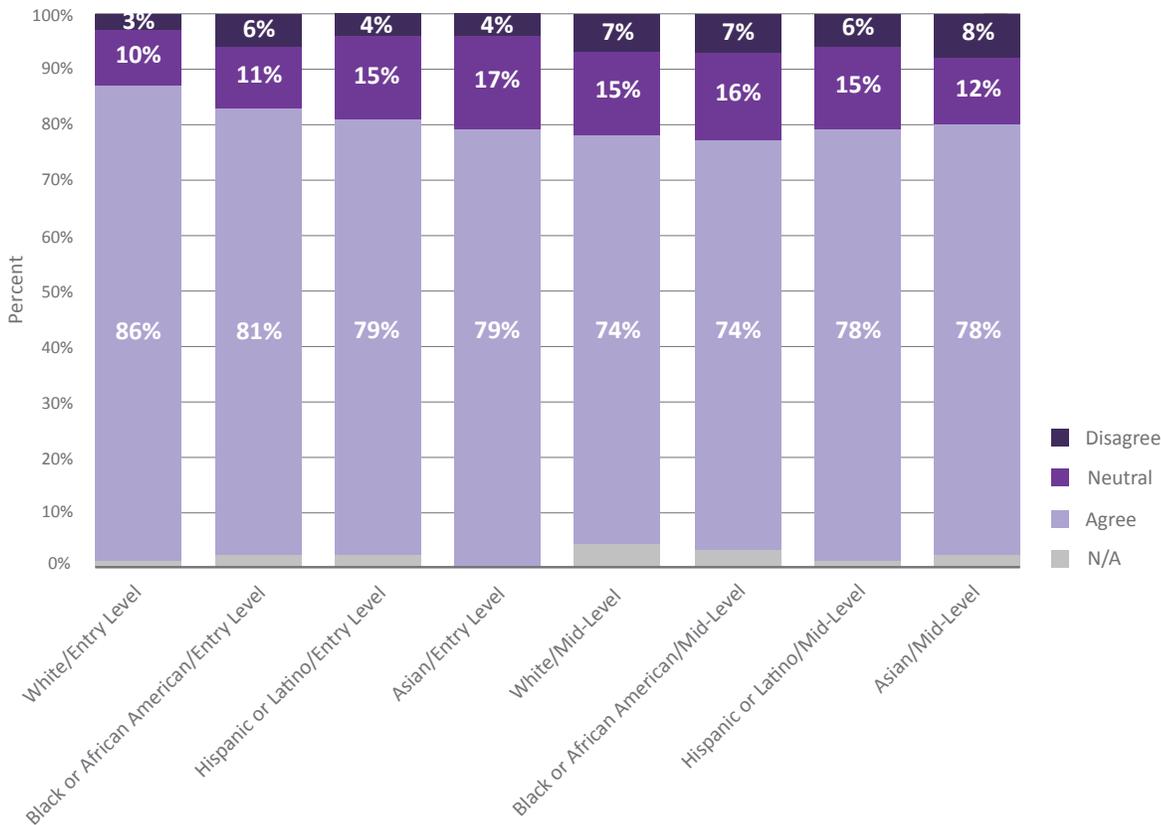


When sorted by race/ethnicity and gender, a slightly wider difference was seen in respondents' likeliness to have a licensure-supportive supervisor. White and Latino men were least likely to report having a supervisor who was supportive of their licensure path. At 79 percent, white women were the most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

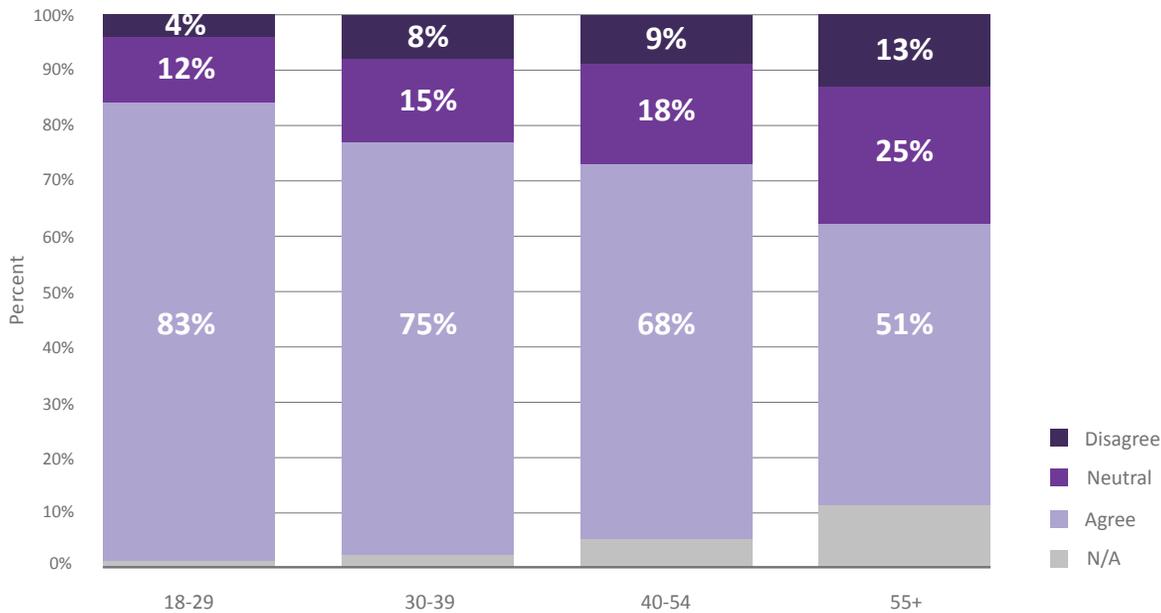


When sorted by race/ethnicity and position, a larger disparity is apparent between certain demographics. At 86 percent, white candidates in entry-level positions were most likely to report having a supportive supervisor, 5 percentage points higher than African American candidates in entry-level positions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

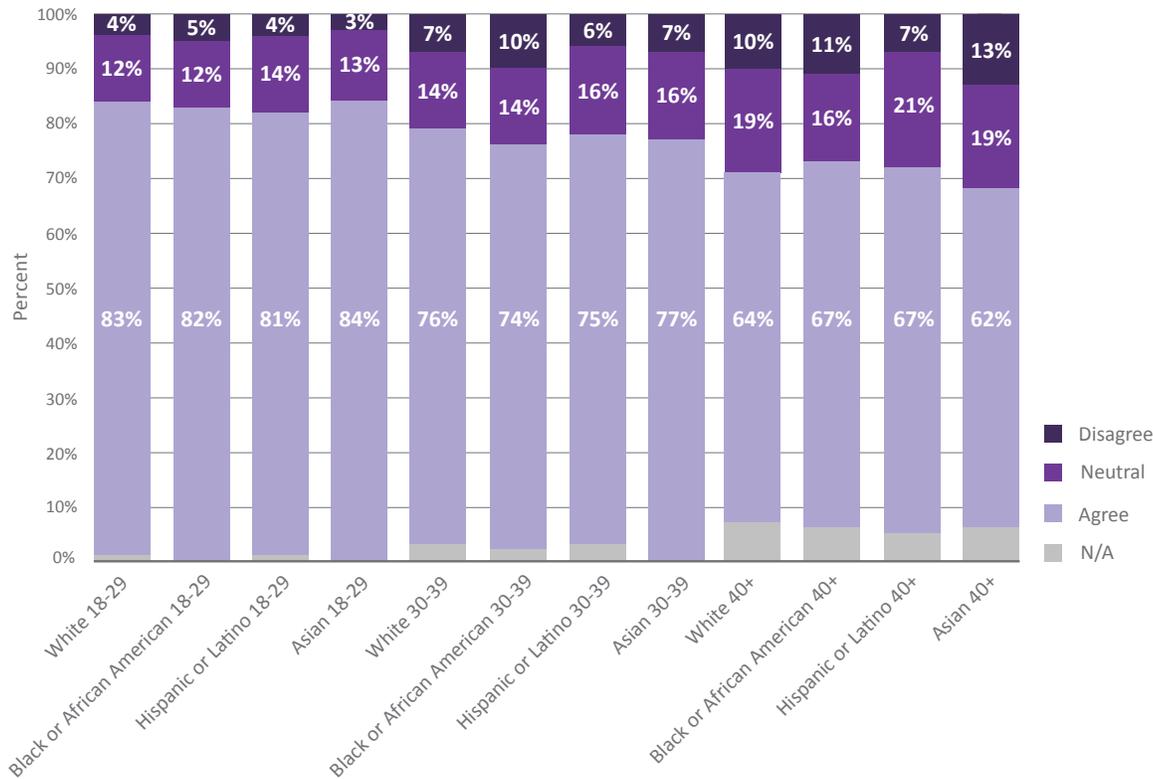
Likelihood of Having a Supportive Supervisor Decreases With Age



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 are far more likely to report having a supportive supervisor than those in the 30-39 and 40+ age groups. Asian candidates aged 18-29 are 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).

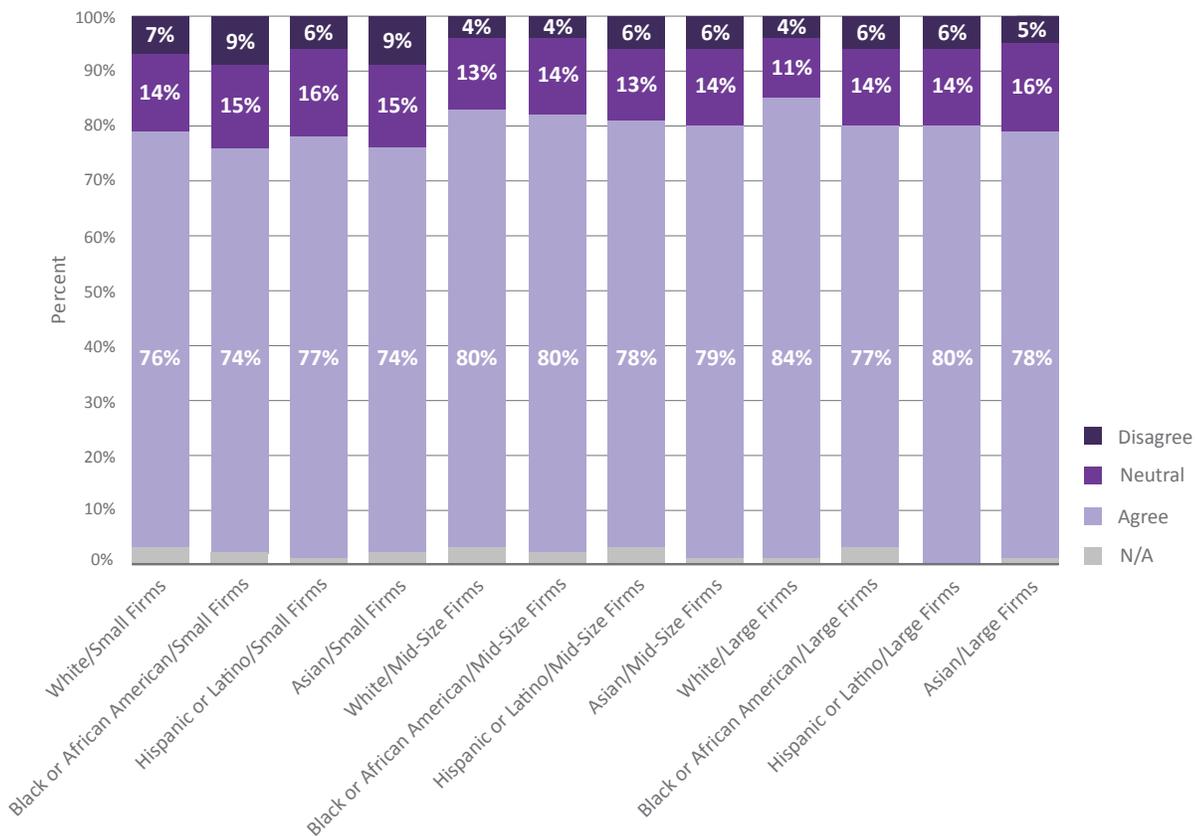
Comparatively, respondents in the 30-39 age group are 6-8 percentage points less likely to agree than their counterparts of the same demographic in the 18-29 age group. Asian respondents were most likely to agree at 77 percent, with white, African American, and Latino candidates falling just behind at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



Segmenting the responses by race/ethnicity and firm size reveals that 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

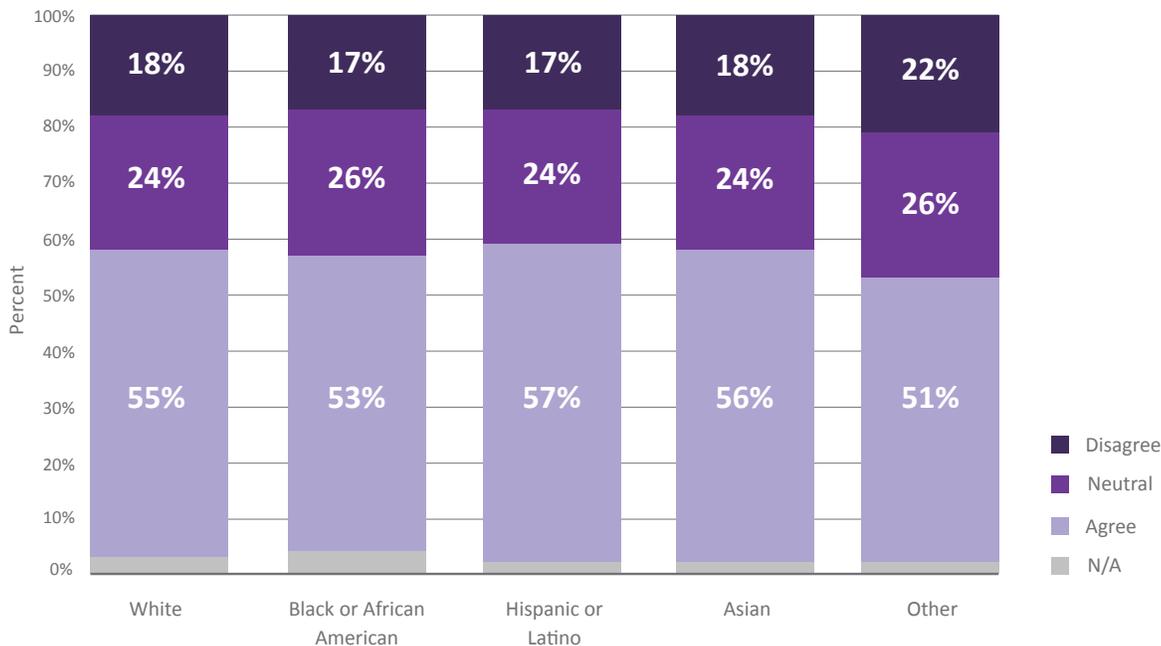
Supervisor's Engagement and Awareness

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 the overall race/ethnicity split reveals only slight differences between races, segmenting the data further highlights that African American women and African Americans in early career stages face a larger gap.

Baseline on Belonging: Experience Report

Latino Respondents Most Likely to Agree Their Supervisor Was Fully Engaged

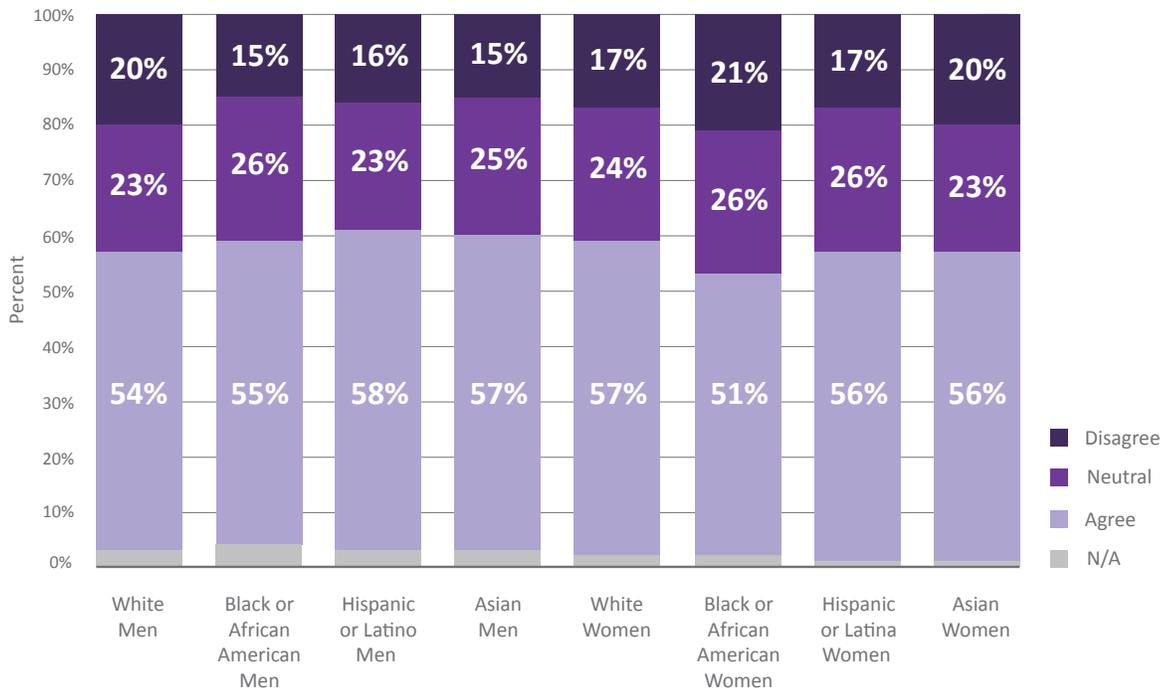


While just over 75 percent of all survey respondents reported that their supervisor was supportive of their path to licensure (see previous section), only 56 percent agreed that their supervisor was fully engaged and aware of their progression—a significant drop.

Segmenting the responses to this question by race/ethnicity reveals 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

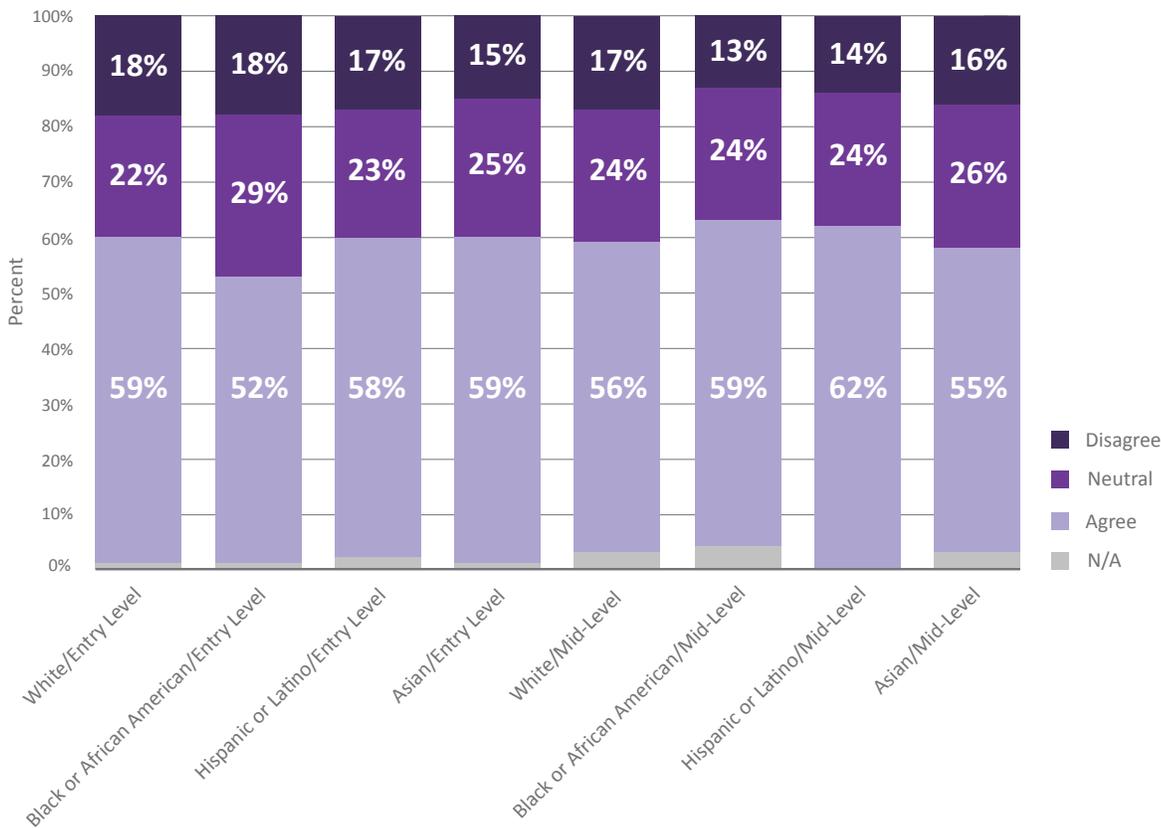


Breaking down the responses by gender as well as race/ethnicity reveals slightly larger disparities, with African American women least likely to report their supervisor was fully engaged and aware of their progression at 51 percent. This is 7 percentage points less than Latino men, who were the most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

Notably, while white women were 3 percentage points more likely to agree than white men, the 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



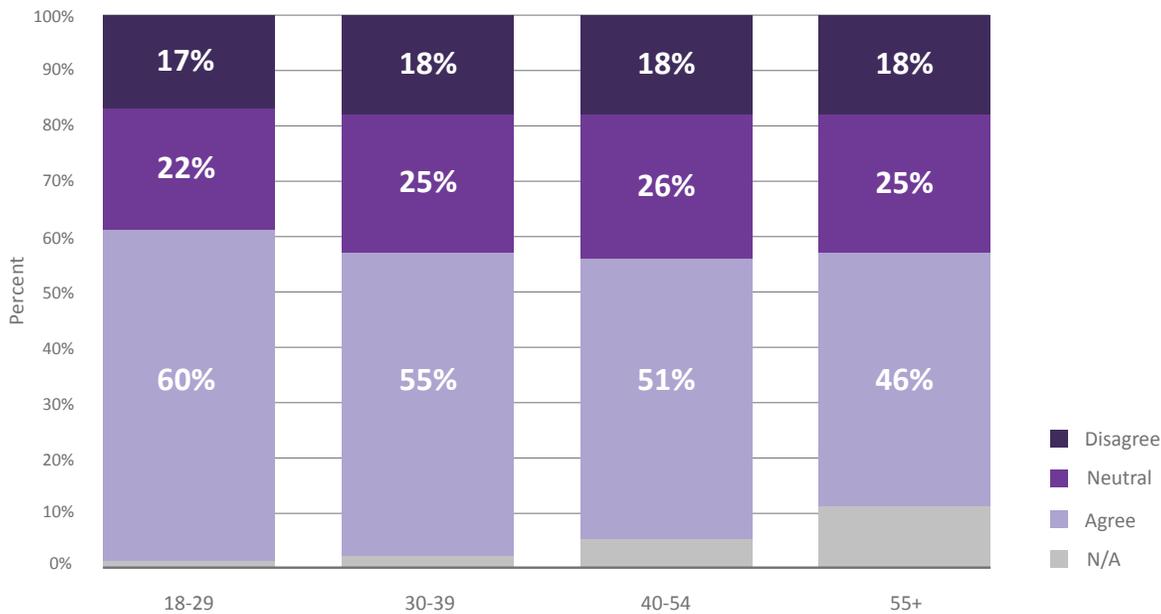
The gap between respondents widens when segmented by race/ethnicity and position, with African Americans in entry-level positions 7 percentage points less likely to agree that their supervisor was fully engaged than white and Asian respondents.

Interestingly, these patterns are 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

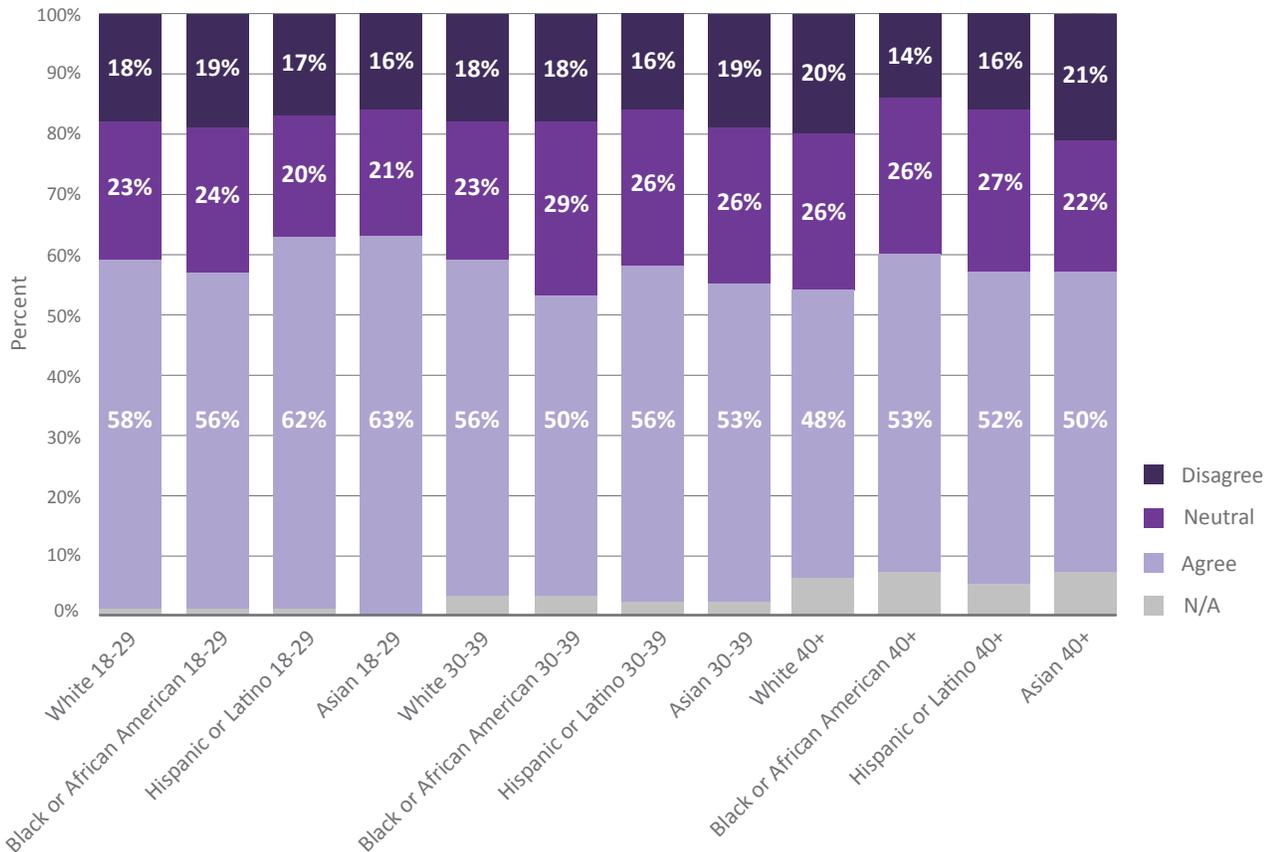
Supervisor Engagement Decreases With Candidate Age



At 60 percent, candidates aged 18-29 were most likely to agree their supervisor was fully engaged and aware of their licensure process. Candidates are 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



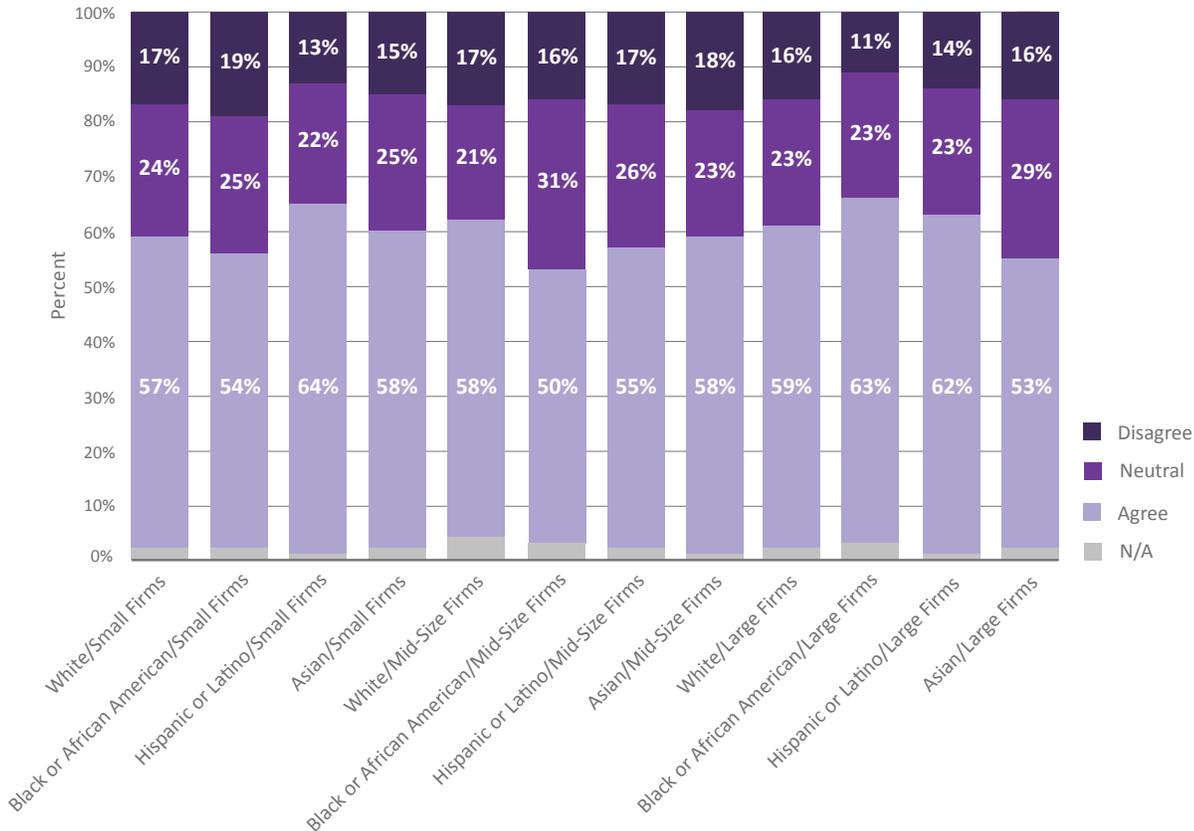
When filtered by race/ethnicity and age, candidates of all demographics are more likely to agree that their supervisor was fully engaged in the 18-29 age group. Asians are most likely at 63 percent—7 percentage points more than their African American counterparts.

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

However, while all other races see a drop between ages 30-39 and 40+, African American candidates aged 40+ are 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 are 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 see little-to-no change between small and mid-size firms, Latino and African American candidates at mid-size firms are 9 and 4 percentage points less likely to agree than their small-firm counterparts.

African Americans employed at large firms are 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

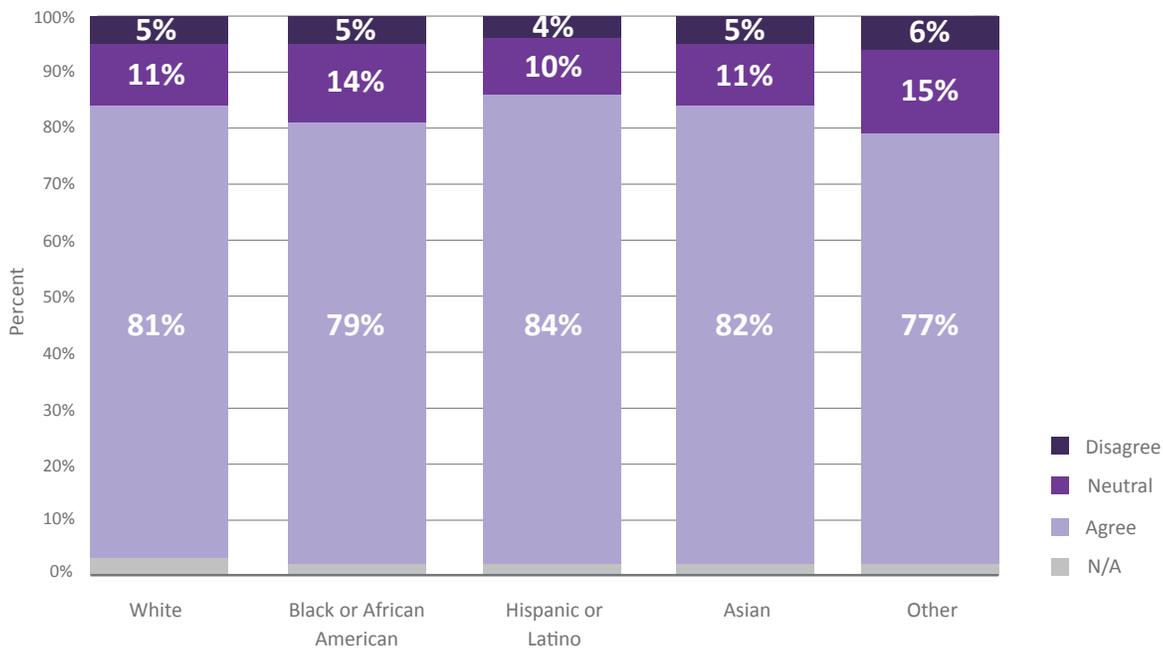
Supervisor Respect

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 treats 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

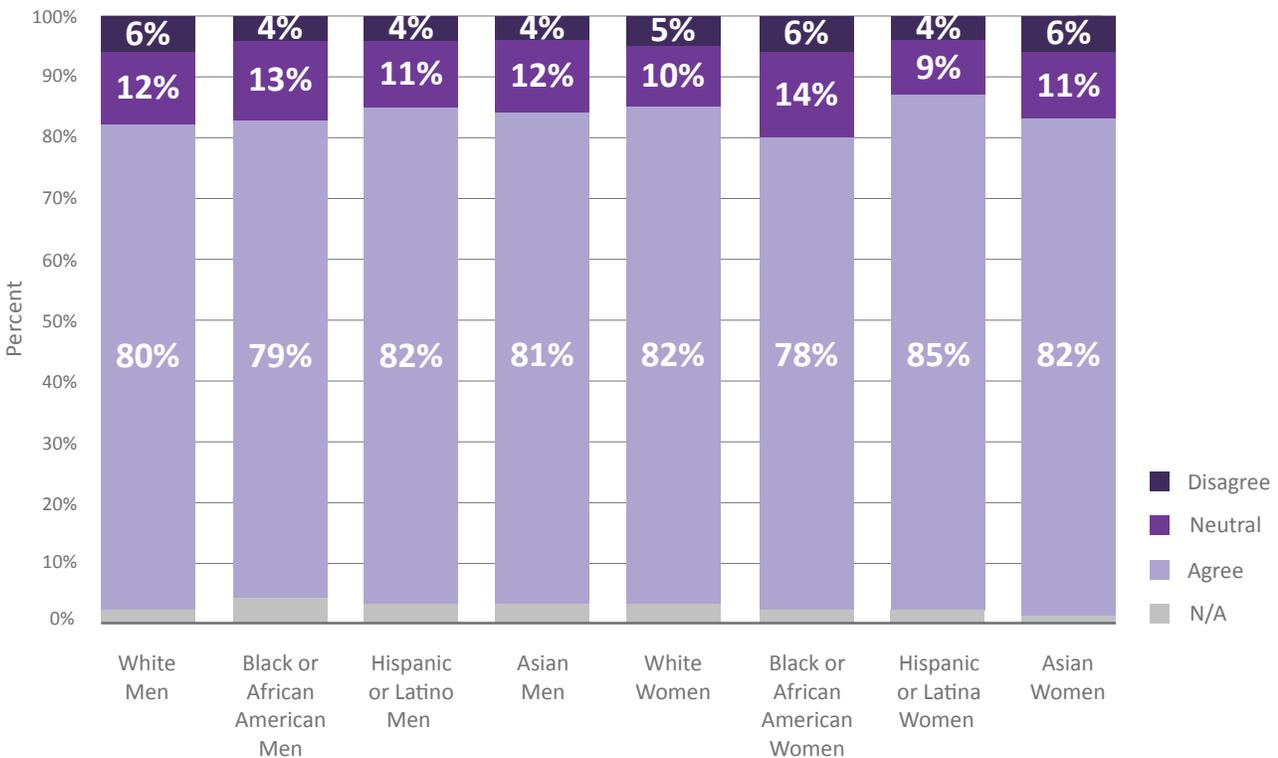
Most Respondents Indicate Their AXP Supervisor Treats Them With Respect



When asked if their AXP supervisor treats 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



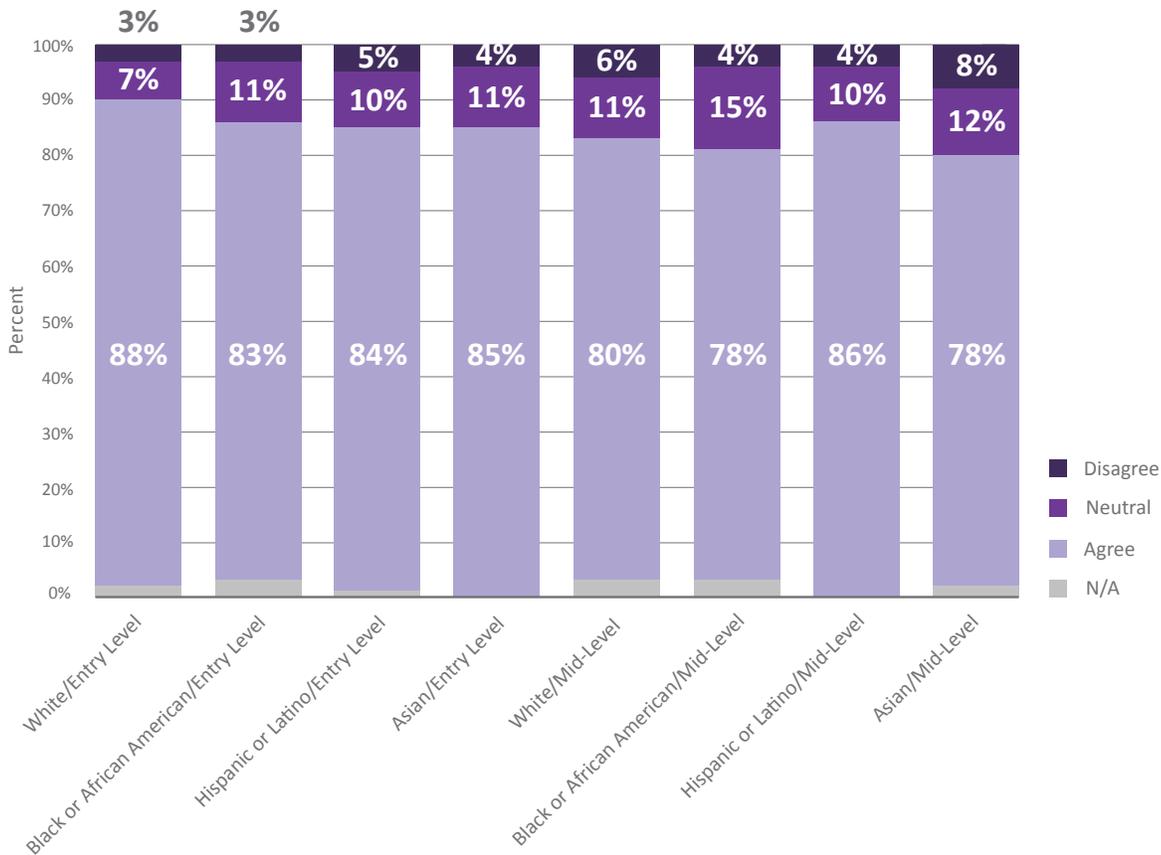
When filtered by race/ethnicity and gender, men and women of each demographic were nearly equally as likely to agree that their supervisor treats them with respect.

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

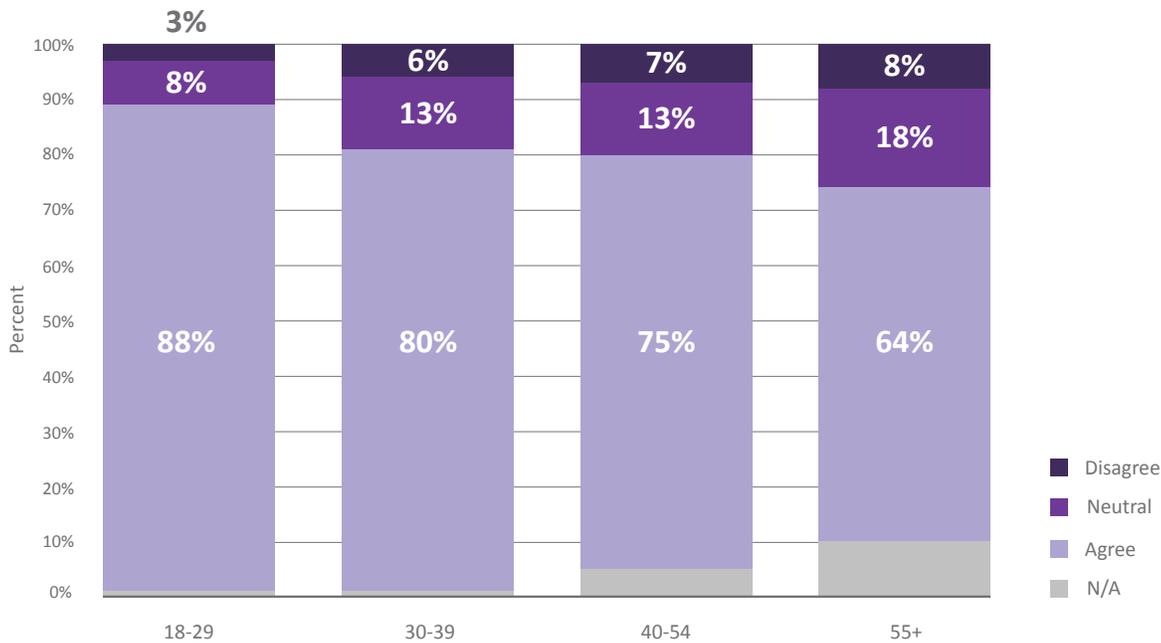


At 88 percent, white entry-level respondents were the most likely to indicate that their AXP supervisor treats them with respect—3, 4, and 5 percentage points higher than their Asian, Latino, and African American entry-level peers.

Comparatively, 78 percent of Asians and African Americans in mid-size positions agreed that their supervisor treats 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

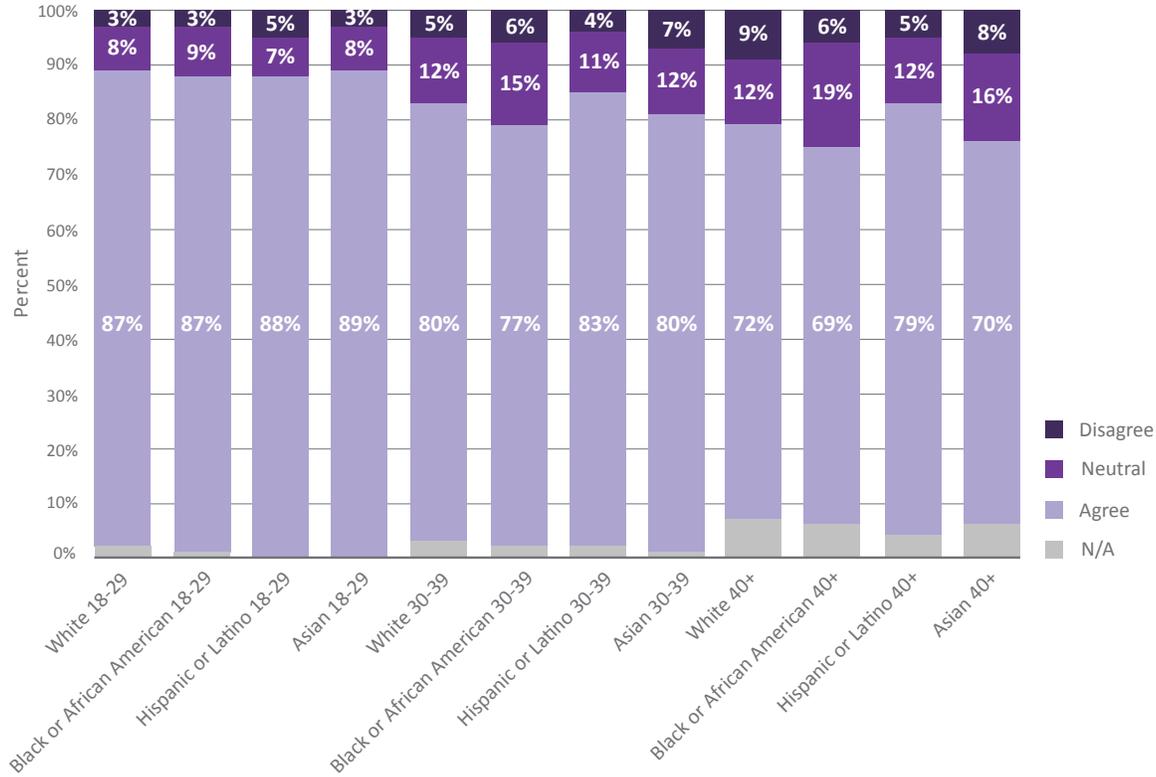
Older Candidates Less Likely to Agree Their Supervisor Treats Them With Respect



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



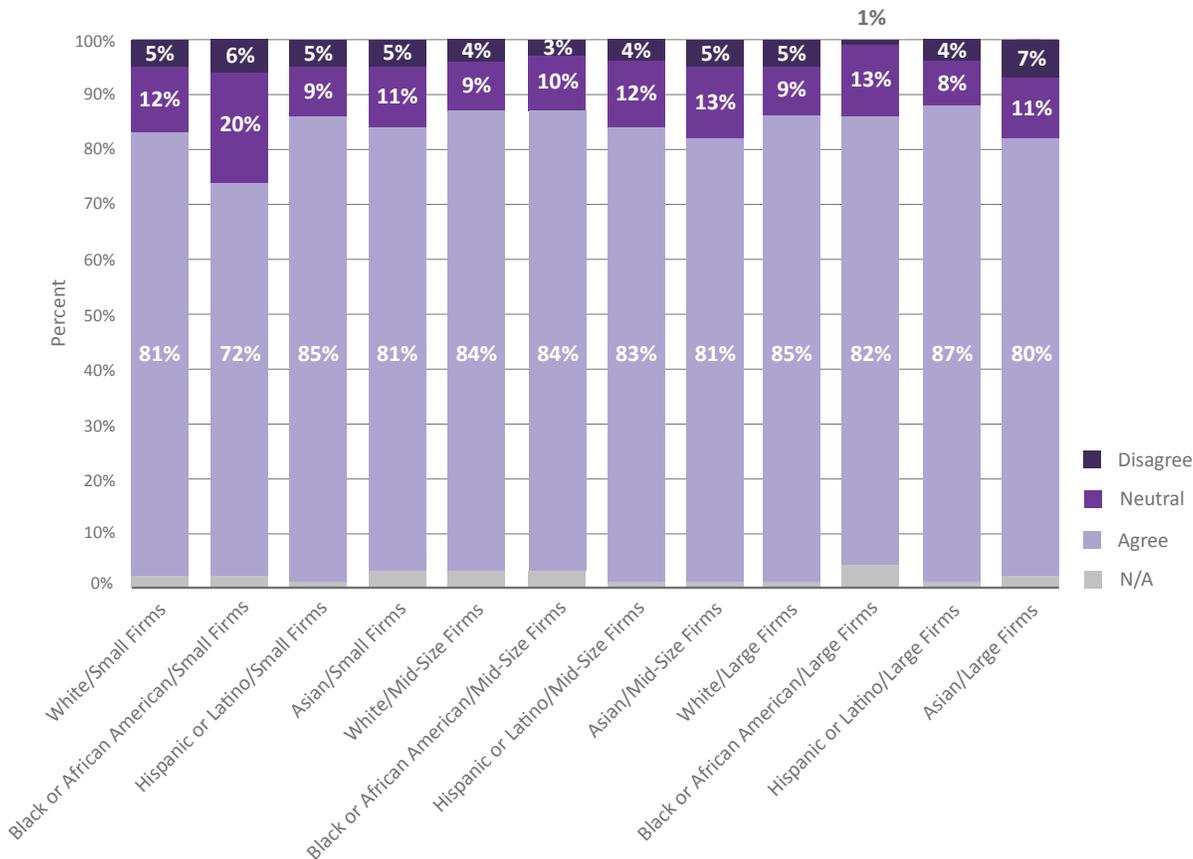
Candidates of all races/ethnicities in the 18-29 age group were nearly equally likely to agree that their AXP supervisor treats them with respect, with Asian candidates the most likely at 89 percent.

The proportion of candidates agreeing that their supervisor treats them with respect falls with each age group. African American candidates in the 30-39 age group are 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+ are the least likely of all groups to agree that their supervisor treats 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 are least likely to report their supervisor treats 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 are nearly equally as likely to report being treated with respect in relation to firm size, African American candidates see a strong increase in the proportion who agree when employed at mid-size and large firms compared to small firms, rising to 84 and 82 percent, respectively.

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



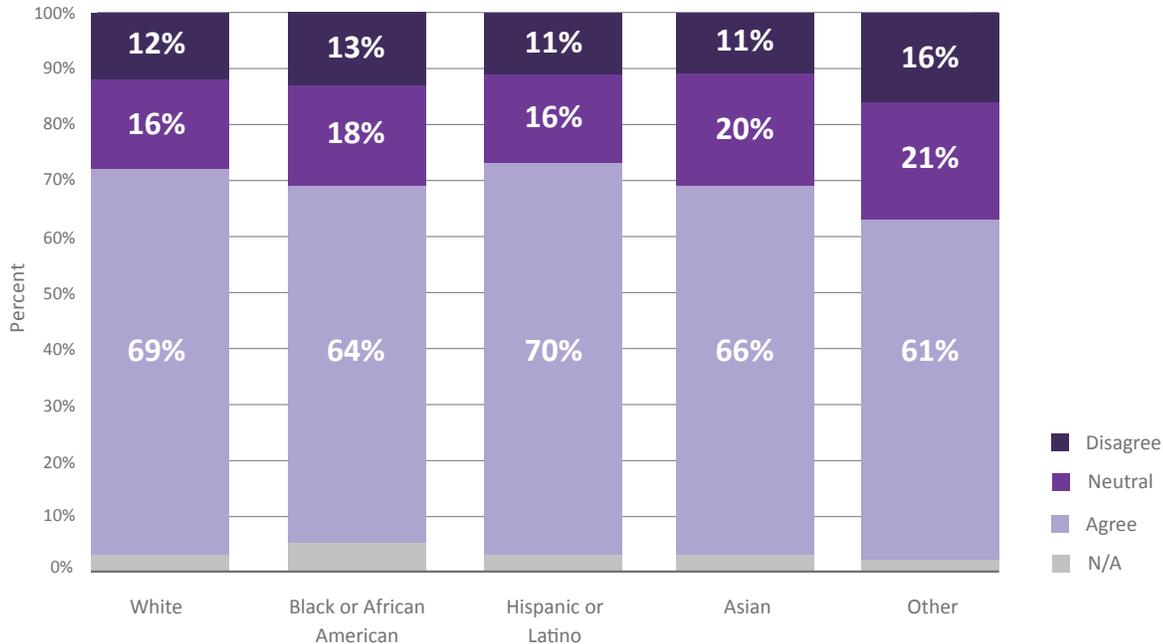
Baseline on Belonging: Experience Report

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 can 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

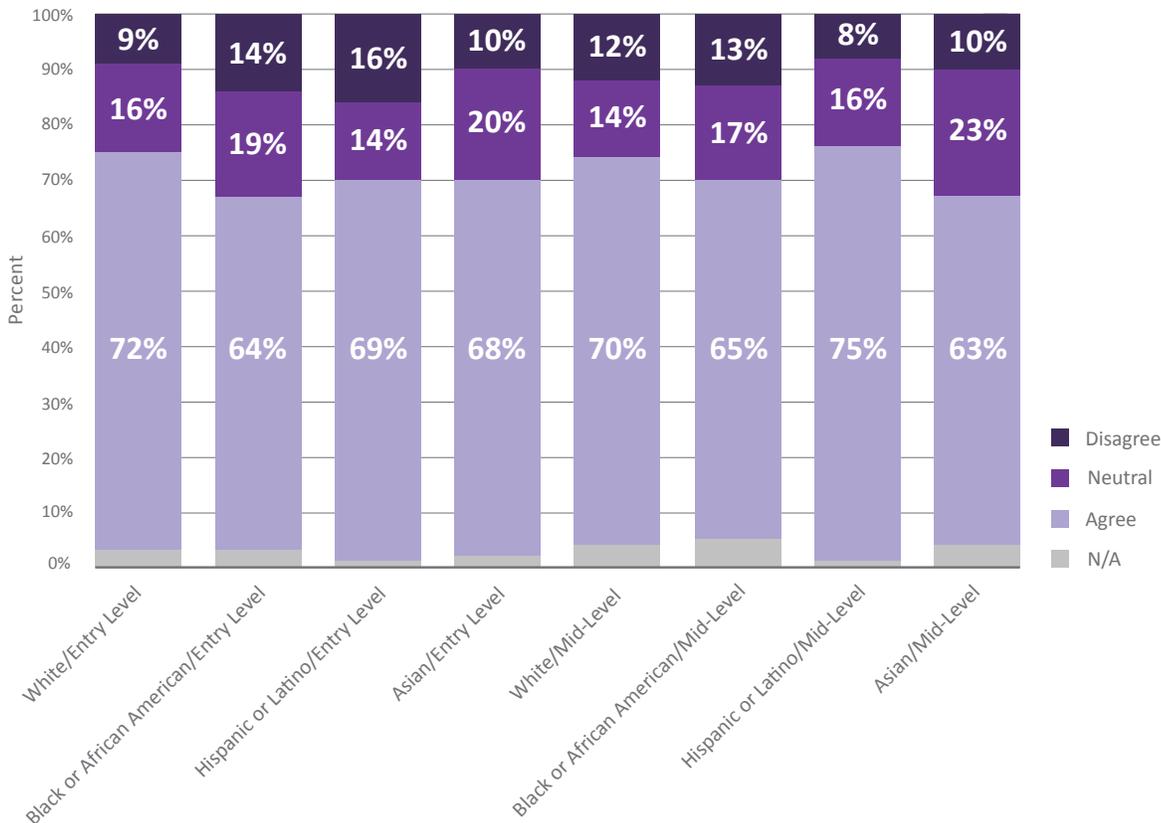


At 71 percent, Latina women are most likely to report they can voice contrary opinions to their supervisor without fear of negative consequences—6 percentage points higher than African American and Asian women and 7 percentage points more than African American men.

Asians are the only demographic 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



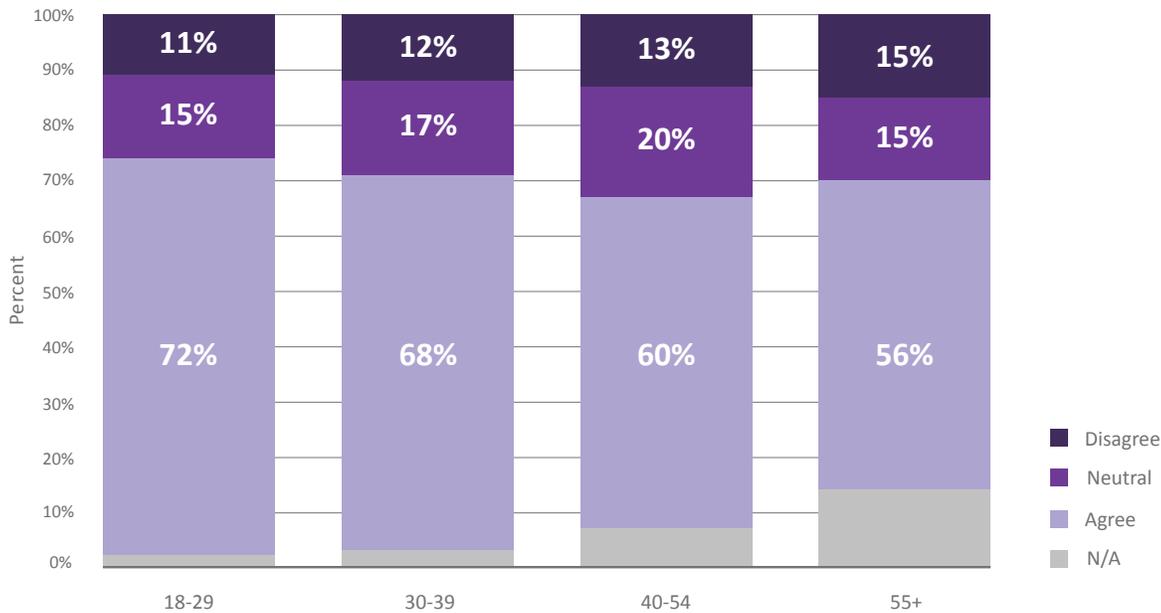
Filtering the responses by race/ethnicity and position in the firm reveals a slightly wider disparity between some demographics. At 75 percent, Latino candidates in mid-level positions are the most likely to agree they can voice contrary opinions. This is 12 and 10 percentage points more likely than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

For respondents in entry-level positions, African Americans are 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 have 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

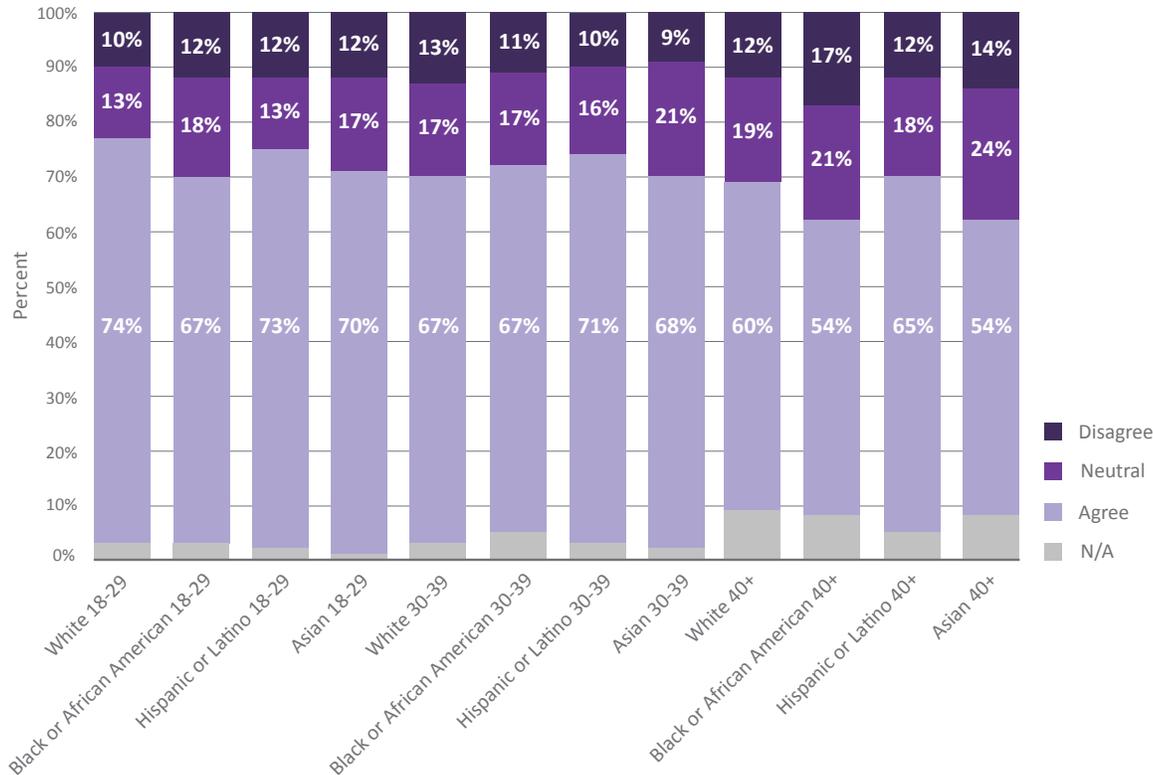


As with other areas related to the supervisor relationship, age has a significant impact on candidates’ ability to voice contrary opinions to their supervisor without fear of negative consequences. Individuals aged 55+ are 16 percentage points less likely to agree than those aged 18-29, with a slight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



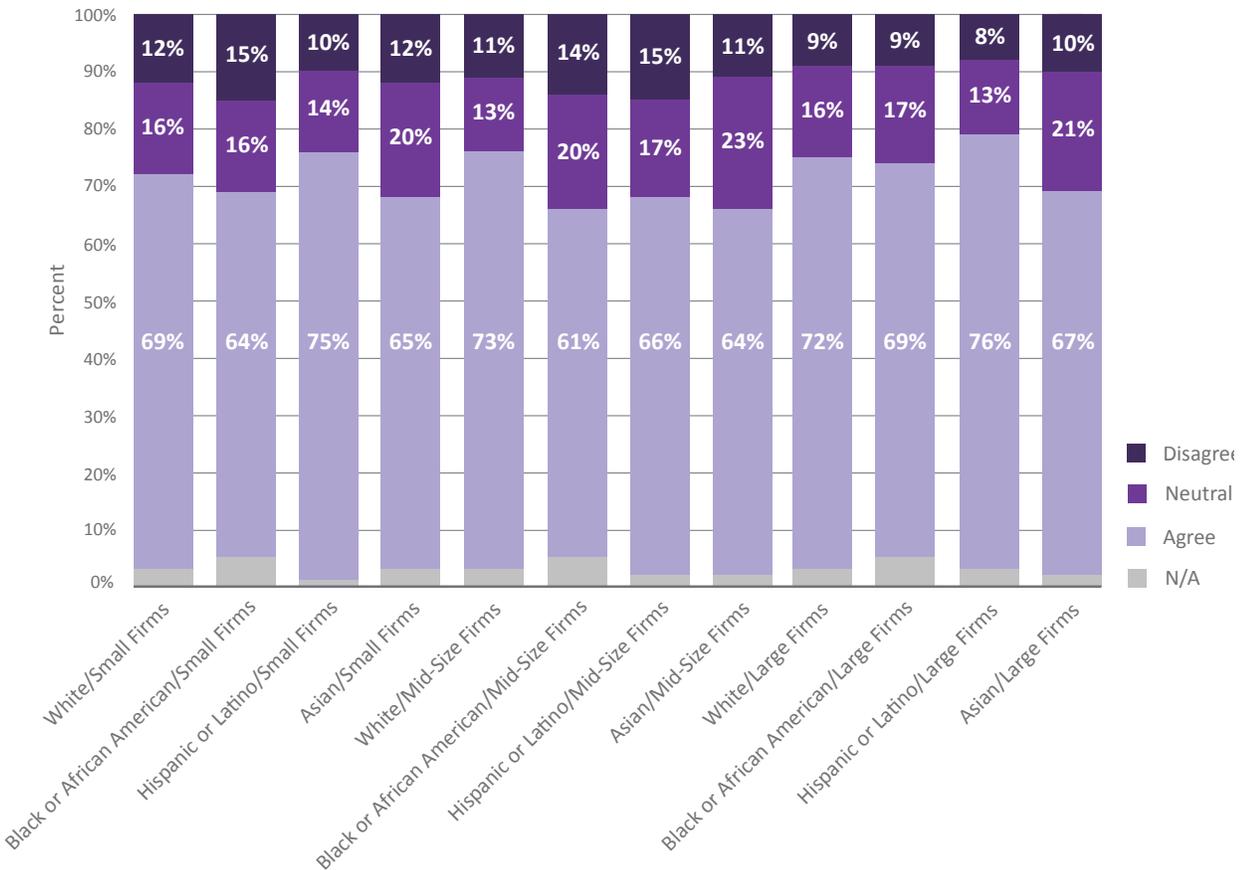
When viewed by both race/ethnicity and age, African Americans aged 18-29 are the least likely of their age range to report they can voice contrary opinions to their supervisor without fear of negative consequences—7 percentage points less than their white counterparts.

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

Individuals in the 40+ age range are 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+ are 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 are 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 are the least likely to agree at 61 percent—12 percentage points less than their white peers

African Americans are 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



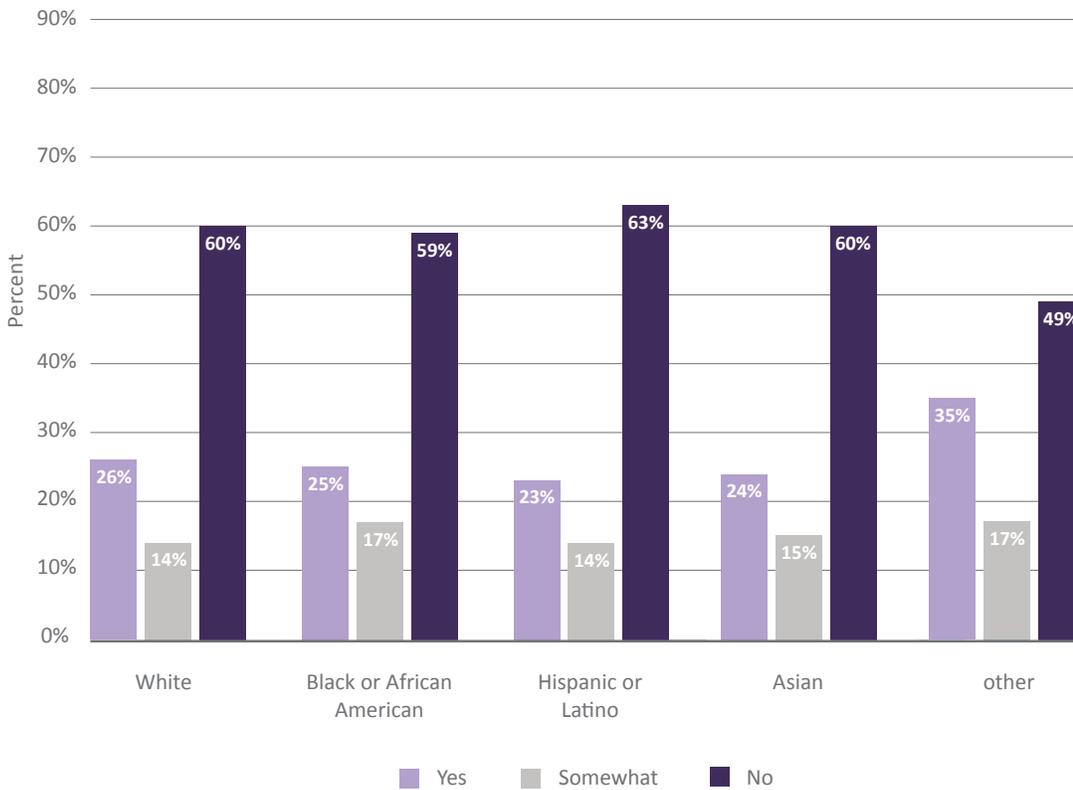
Baseline on Belonging: Experience Report

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

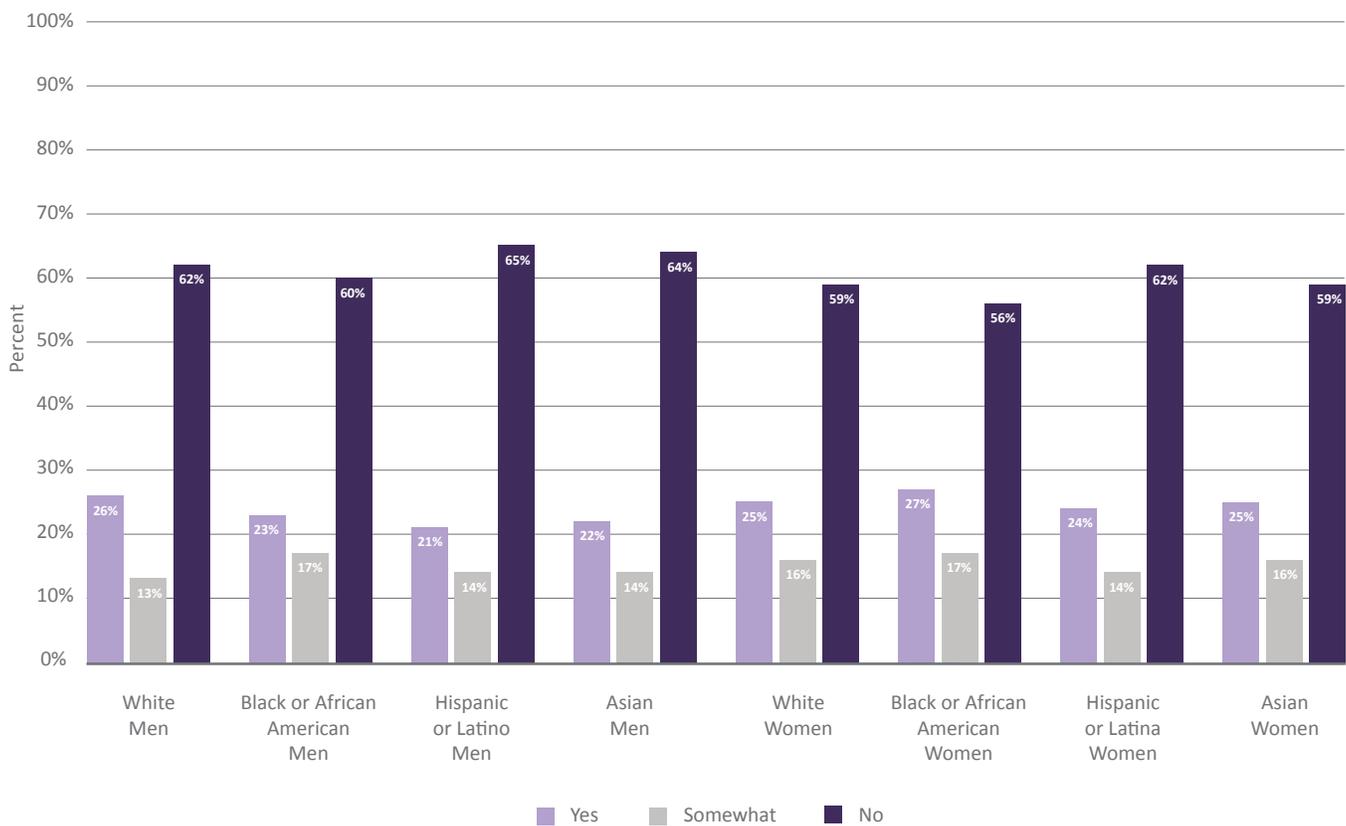
Majority of Respondents Report Not Facing Challenges Earning AXP Credit



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

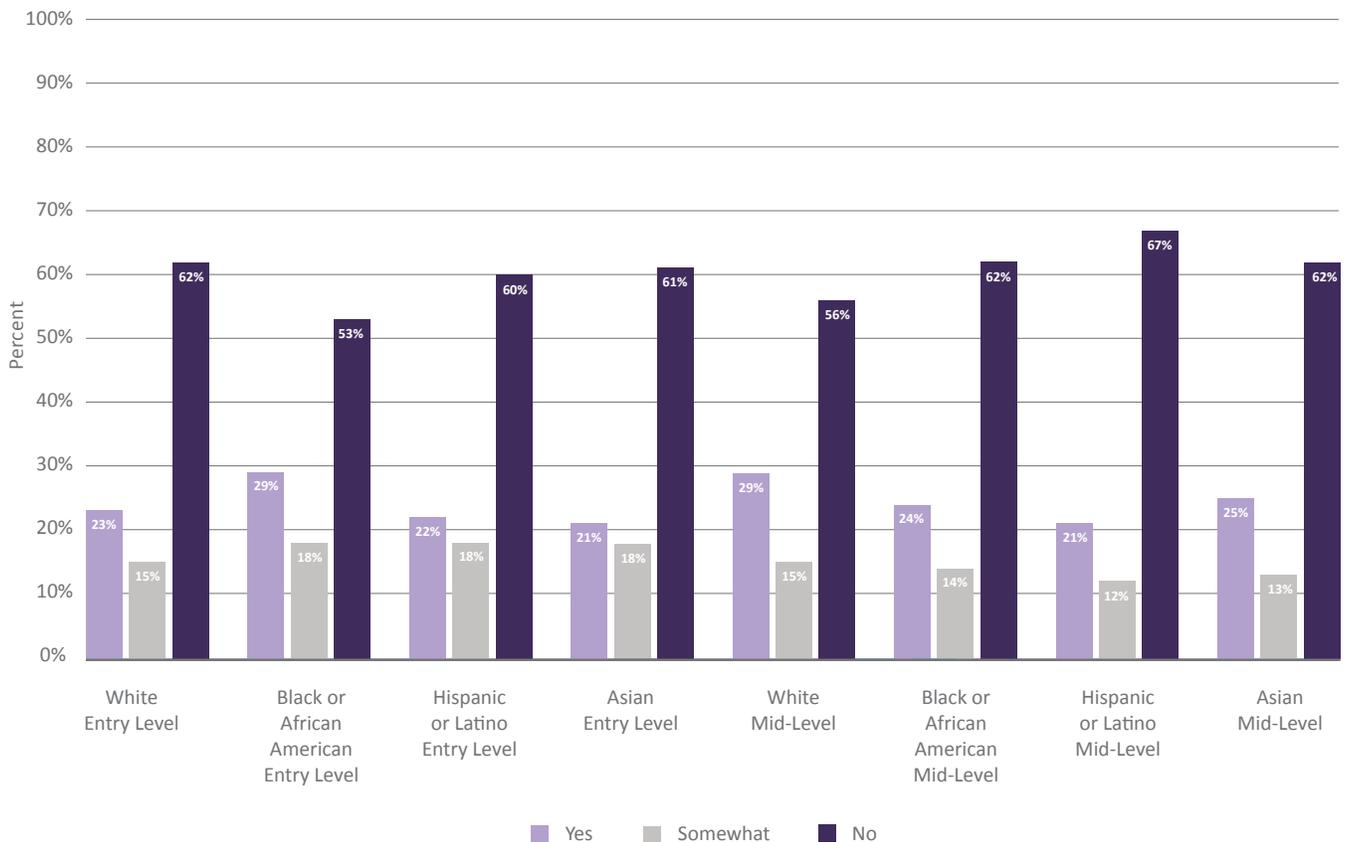


Filtering the data by gender as well as race/ethnicity reveals a slightly wider gap between candidates of various demographics. African American women were the least likely to say they had not faced challenges that made it difficult to earn AXP credit—9 percentage points lower than Latino men and 8 percentage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

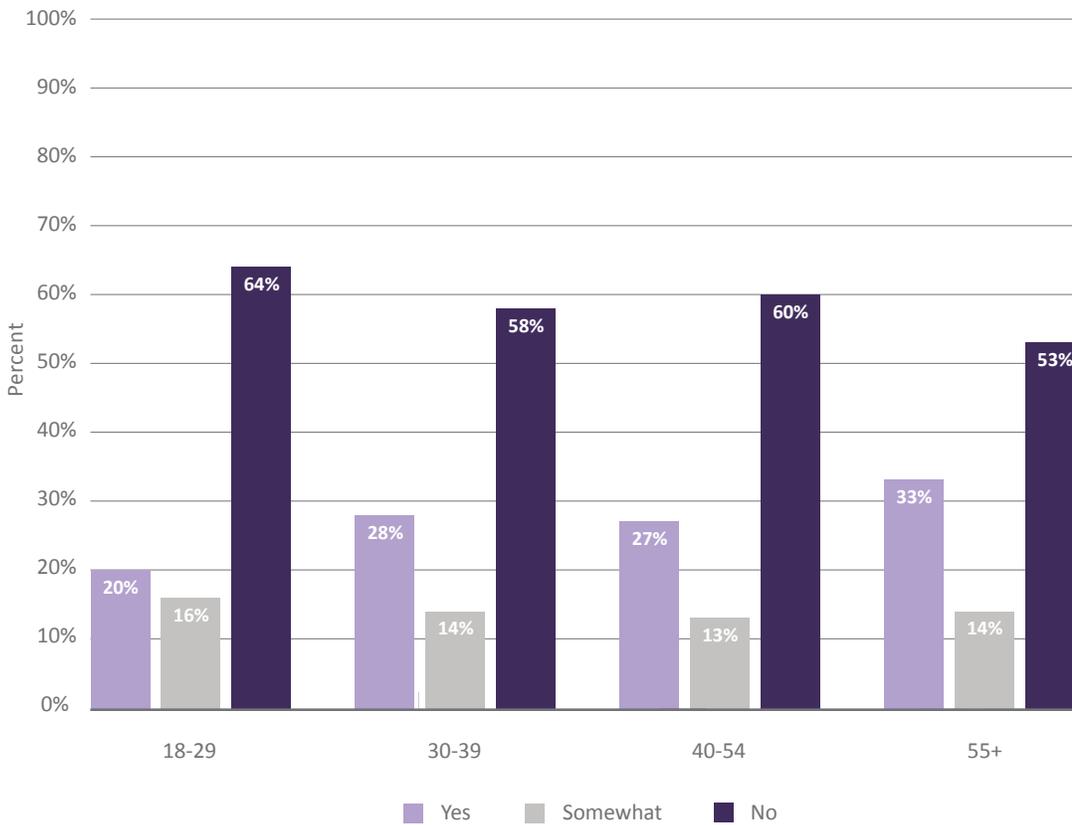


When viewed by race/ethnicity and position, African Americans in entry-level positions were the least likely to report that they had not faced challenges earning AXP credit—9 percentage points less than white, entry-level candidates.

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

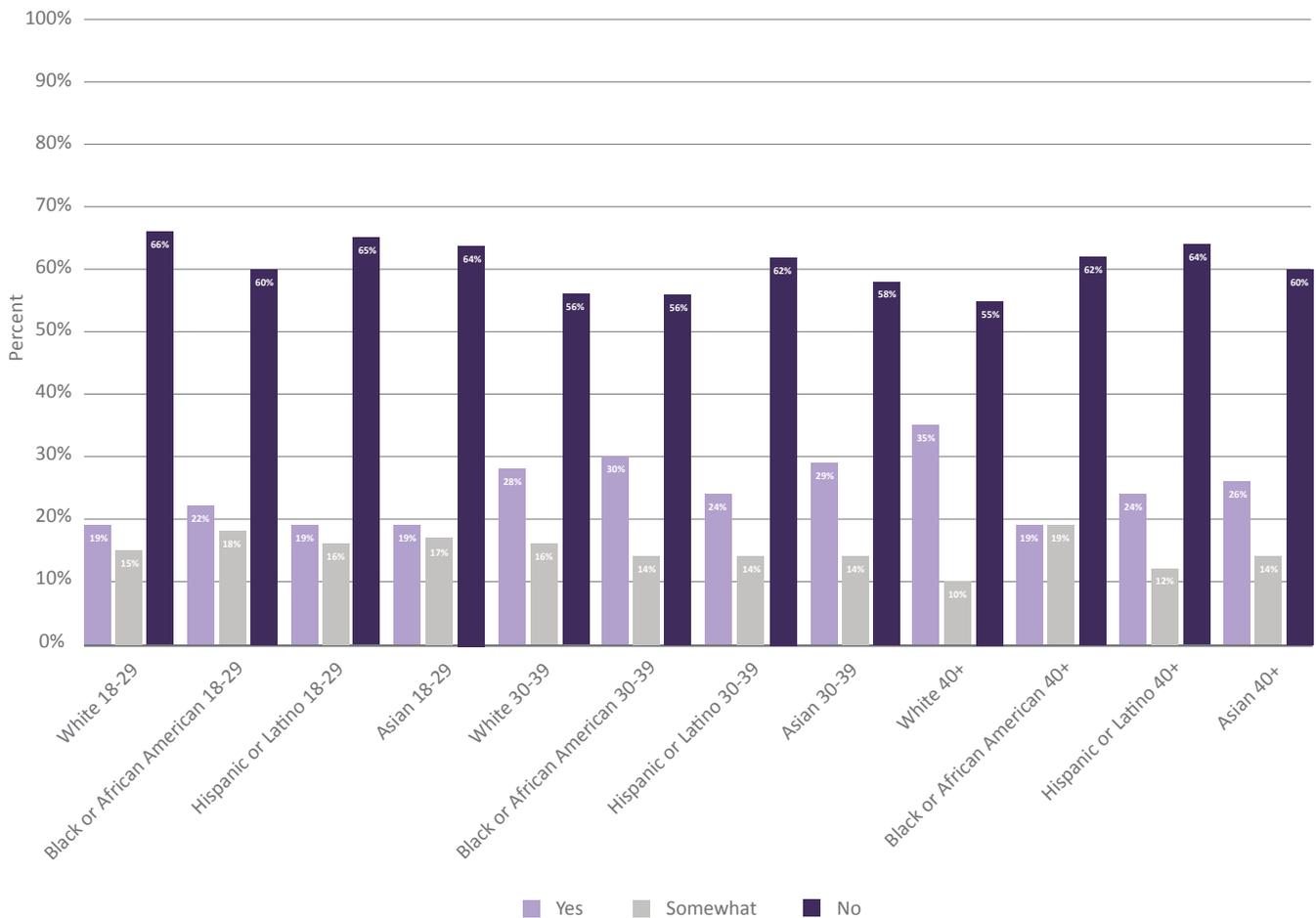
Older Candidates More Likely to Face Challenges Earning AXP Credit



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



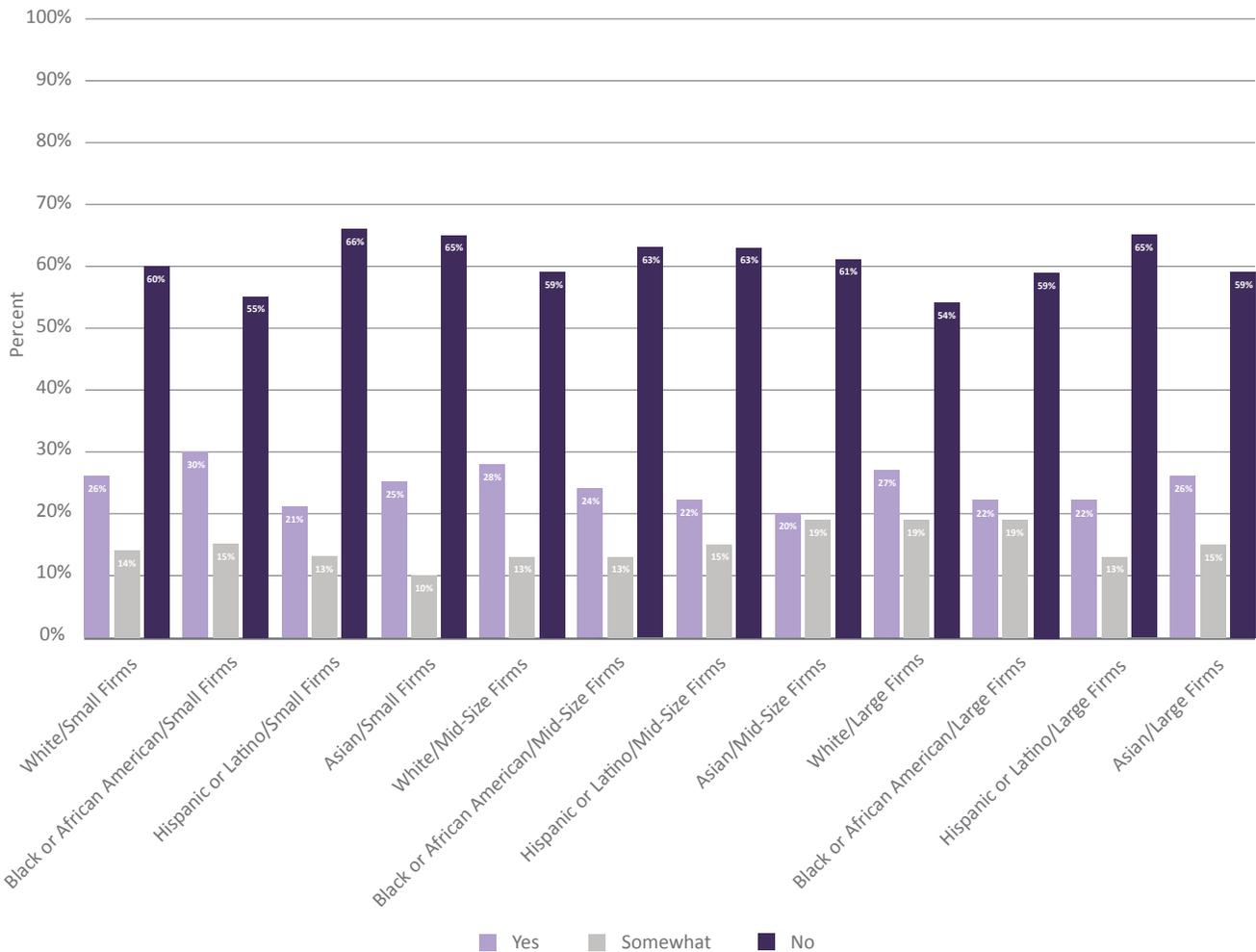
White candidates aged 18-29 were the most likely of all age and race/ethnicity demographics to report that they had not faced challenges that made it difficult to earn AXP credit—6 percentage points higher than their African American peers aged 18-29.

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 are the least likely to say they did not face challenges earning AXP credit.

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

Comparatively, African Americans at small firms are 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 are 11 percentage points less likely to say they have 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 are all most likely to indicate they had not faced challenges when employed at small firms. African Americans are 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 will look to further explore these questions by conducting a follow-up study and focus groups.



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.

Baseline on Belonging: Experience Report

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.

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%

Baseline on Belonging: Experience Report

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%
	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%



Baseline on Belonging: Experience Report

Race/Ethnicity Segment	Race	Count	Percentage of Total
Other	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%

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%

Baseline on Belonging: Experience Report

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%
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%



Baseline on Belonging: Experience Report

Race/Position Segment	Position	Percent	Count	Percentage of Total
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%

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%



Baseline on Belonging: Experience Report

Race/Age Segment	Age	Percent	Count	Percentage of Total
	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%
	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: Experience Report

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: Experience Report

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: Experience Report

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: Experience Report

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



Baseline on Belonging: Experience Report

Survey Values	Percent	Count
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
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



Baseline on Belonging: Experience Report

Survey Values	Percent	Count
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?		
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



Baseline on Belonging: Experience Report

Survey Values	Percent	Count
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
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: Experience Report

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: Experience Report

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



Baseline on Belonging: Experience Report

Survey Values	Percent	Count
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.		
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



Baseline on Belonging: Experience Report

Survey Values	Percent	Count
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
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



Baseline on Belonging: Experience Report

Survey Values	Percent	Count
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
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: Experience Report

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: Experience Report

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
Firm owner/CEO	3.5%	165



Baseline on Belonging: Experience Report

Survey Values	Percent	Count
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



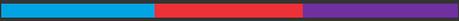
Baseline on Belonging: Experience Report

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: Experience Report

Survey Values	Percent	Count



Baseline on Belonging: Experience Report



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