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

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

## *Examination Report*

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

# Baseline on Belonging: Examination 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 Architecture Registration Examination® (ARE®). The following reports will be released individually over the coming months, ending with the full report, which will compile and summarize the previous sections.



# Baseline on Belonging: Examination Report

## Table of Contents

Executive Summary	4
Key Findings	6
Introduction	10
Setting the Scene: NCARB Data Regarding ARE Completions	12
Setting the Scene: ARE 5.0 Pass Rates	25
Survey Respondent Progress Toward ARE Completion	31
Amount Spent on Study Resources	41
Firm's Provision of Study Resources	46
Candidates' Confidence in Affording the ARE	51
Impacts on ARE Affordability	56
Expected Contributors Toward ARE Costs	61
Firm Contribution Toward ARE Costs	66
Difficulty Affording the ARE	71
Next Steps	76
Appendix: Baseline on Belonging Survey	78



# Baseline on Belonging: Examination Report

## Executive Summary


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

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

As with the *Baseline on Belonging* experience report, survey findings were filtered primarily by race, ethnicity, and gender, with additional demographic characteristics such as age and firm size taken into consideration. Where appropriate, NCARB provided supplemental data from ARE candidates to offer additional insight and background information. This includes the first-ever release of national ARE 5.0 pass rates filtered by race and ethnicity, gender, and age. The pass rates indicate significant disparities for people of color, women, and older candidates. An independent bias audit concluded that the individual items on the ARE exhibit no pattern of bias, suggesting that these disparities are not caused by the exam itself, but by outside factors—such as those highlighted throughout the entire *Baseline on Belonging* study. Some key factors that are likely impacting pass rates include access to the necessary education and experience opportunities, as well as factors related to cost and firm support explored in this report.

For example, viewing the *Baseline on Belonging* survey responses by race and ethnicity reveals slight disparities when it comes to firm support for the exam and barriers to the exam's affordability, with Hispanic or Latino respondents the most consistently impacted. For example, Latino respondents are the least likely of all races/ethnicities to report that their firm has or will pay for the exam and the most likely to spend over \$500 on study materials.

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



# Baseline on Belonging: Examination Report


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

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

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

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

As with key findings related to experience, additional study is needed to better understand the core causes of disparities related to exam progress and support. For more information about NCARB and NOMA's planned follow-up surveys and additional research, see page 76. For more details on key findings related to the ARE, see page 6. For more information about how NCARB will address pass rate disparities, please visit [ncarb.org](http://ncarb.org).



# Baseline on Belonging: Examination Report

## Key Findings

### Cost of the Exam is a Financial Burden for Many Candidates


When it comes to the cost of the ARE, many candidates reported facing significant difficulties in affording the exam.

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

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

When it comes to receiving financial support for the ARE, African American and Latino candidates are less likely to report that their firm will contribute to the cost of the exam.

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



# Baseline on Belonging: Examination Report

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


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

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

## Candidates of Color and Women Less Likely to Pass the Exam

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

- White candidates are much more likely to pass than candidates of color. The Programming & Analysis division has the largest disparity: white candidates' pass rate is 38 percentage points higher than their Black or African American peers.
- In general, men outperform women on five of the six divisions. A similar trend can be seen when factoring race and ethnicity, although Black or African American women generally outperform Black or African American men.
- Candidates between the ages of 18-29 have the highest pass rates, outperforming those who are 40 or older by 9-14 percentage points, depending on the division.
- In addition, NCARB's data regarding exam completions shows that pass rates impact representation in the pool of candidates passing the exam:
  - Women make up 42 percent of active testers but only 36 percent of 2019 ARE completions.
  - African Americans make up 5 percent of active testers but only 2 percent of 2019 ARE completions.
  - Latino candidates make up 14 percent of active testers but only 6 percent of 2019 ARE completions.
  - In contrast, white candidates make up 53 percent of active testers and 68 percent of 2019 ARE completions.



# Baseline on Belonging: Examination Report

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

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


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

## **Older Candidates Less Likely to Receive Firm Support**

Age is a significant factor when it comes to the amount of support ARE candidates receive, with older candidates receiving less firm support and spending more toward ARE costs than their younger counterparts.

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






# Baseline on Belonging: Examination Report

## Large Firms More Likely to Provide Candidates with Support

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

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



# Baseline on Belonging: Examination Report

## Introduction

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

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

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

## Examination Survey Structure

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


ARE Progress:

- Which of the following best represents your ARE progress?<sup>1</sup> Options included:
  - I have not prepared for the ARE
  - I am currently preparing to take an ARE division
  - I have taken at least one ARE division
  - I have passed the ARE

Currently Testing—Respondents Preparing for or Taking the ARE:

- Do you feel confident in your ability to afford taking the ARE?
- Select all the parties that will contribute to the cost of taking the ARE. Select all that apply.
- What factors impact your ability to afford the ARE? Select all that apply.

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



# Baseline on Belonging: Examination Report

## Finished Testing—Respondents Who Passed the ARE:

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

## Study Materials:


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

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

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

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

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



# Baseline on Belonging: Examination Report

## Setting the Scene: NCARB Data Regarding ARE Completions

### Overview

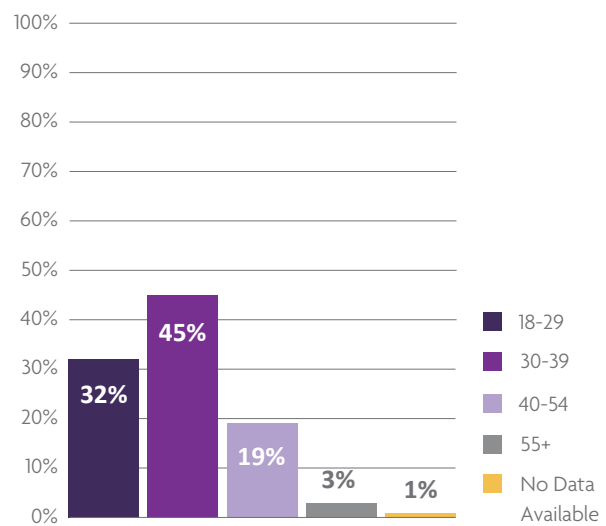
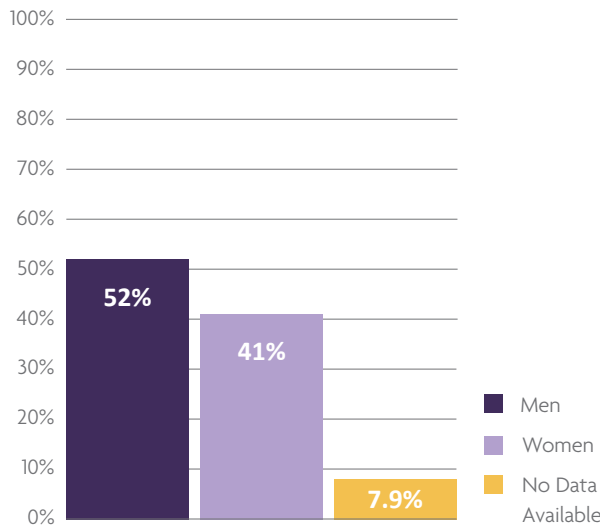
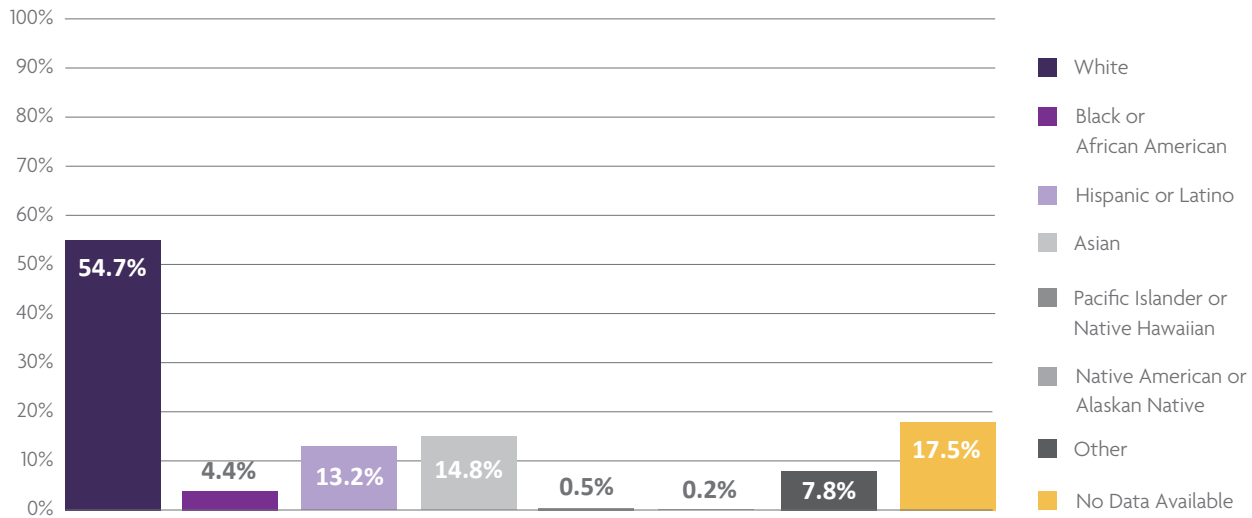
NCARB gathers data regarding ARE completions from its customers through their NCARB Records, along with self-reported demographic information such as race, ethnicity, gender, and age. This data provides additional context regarding ARE completions, the average time candidates take to complete the program,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

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

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

# Baseline on Belonging: Examination Report

## Exam Candidate Demographics

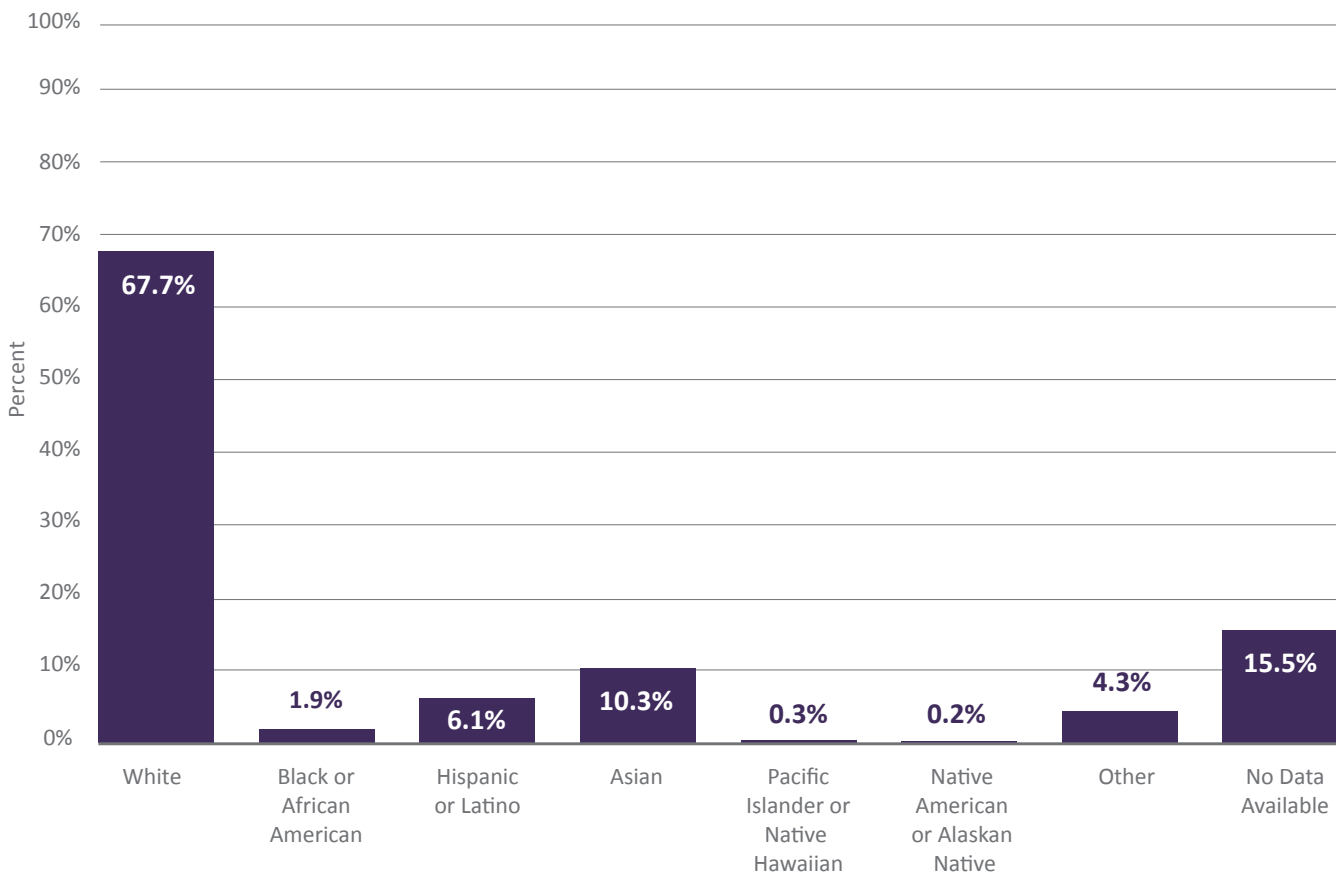


Over 50 percent of all candidates who took an ARE division in 2019 were white. Of the remaining candidates, 15 percent were Asian, 13 percent were Latino, 4 percent were African American, and less than one percent were Native American or Pacific Islander.

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

# Baseline on Belonging: Examination Report

## Most Candidates Completing the ARE in 2019 Were White

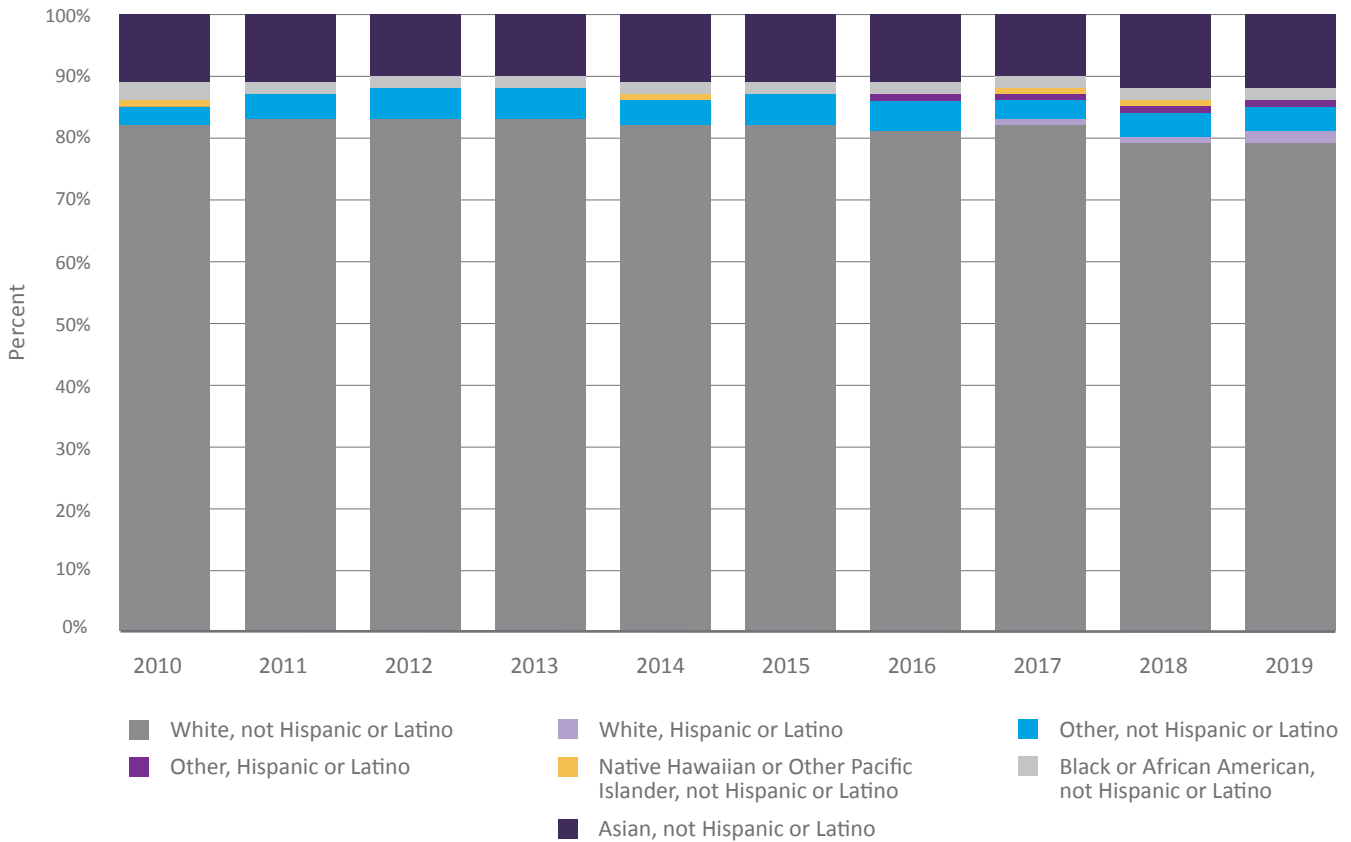


Of the candidates who completed the ARE in 2019, 68 percent were white, and just 23 percent identified as a race or ethnicity other than white. This indicates that white candidates, who make up 55 percent of the active testing population, account for a disproportionately high percentage of ARE completions.

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

# Baseline on Belonging: Examination Report

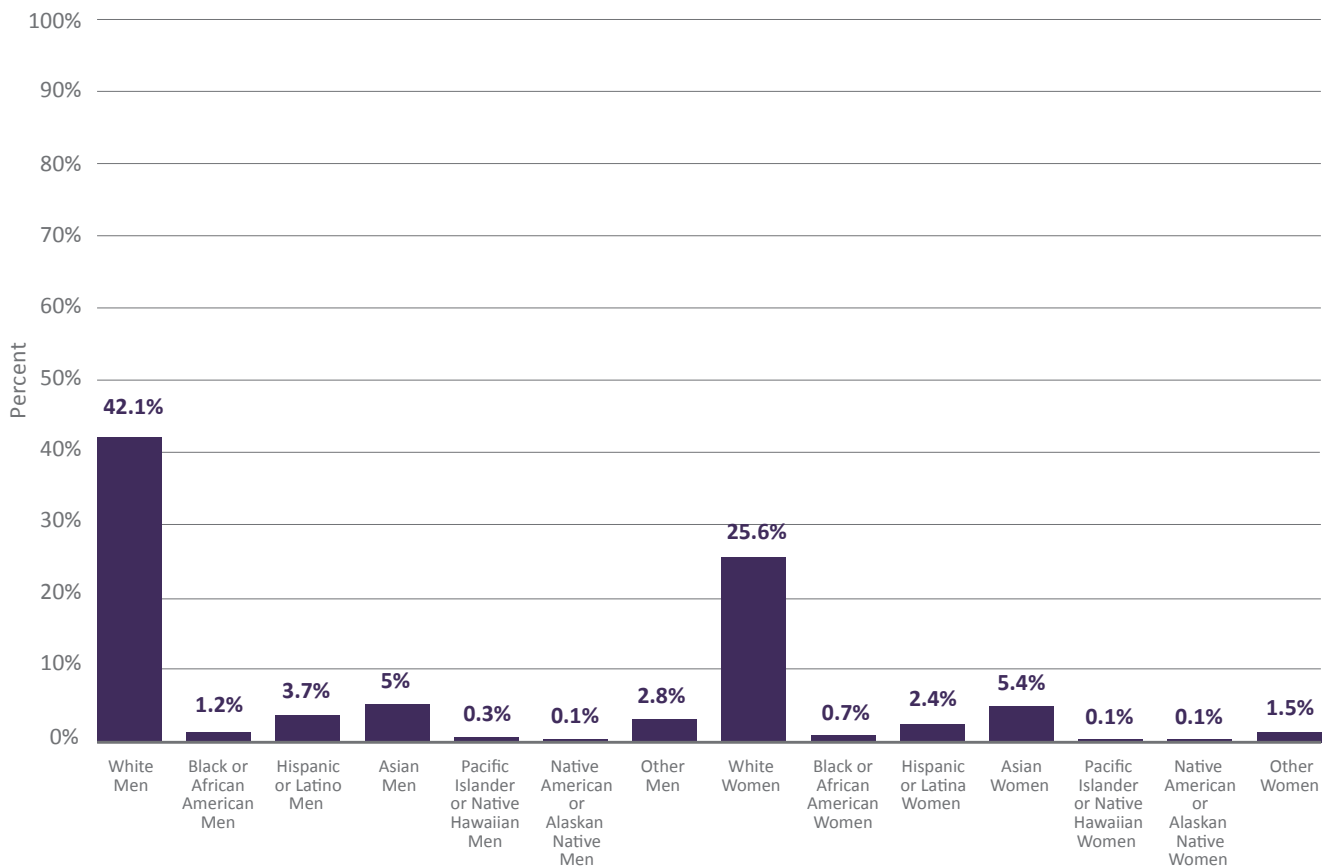
## Diversity at ARE Completion Slowly Improving Over Time



When viewed over time, NCARB’s data shows that diversity at the point of exam completion has been improving slightly, though at a slower pace than diversity at the point of experience program completion. While diversity at the point of experience completion has improved 16 percentage points over the past decade, diversity at the point of exam completion has only improved 3 percentage points.

# Baseline on Belonging: Examination Report

## Men Make Up Larger Proportion of ARE Completions



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

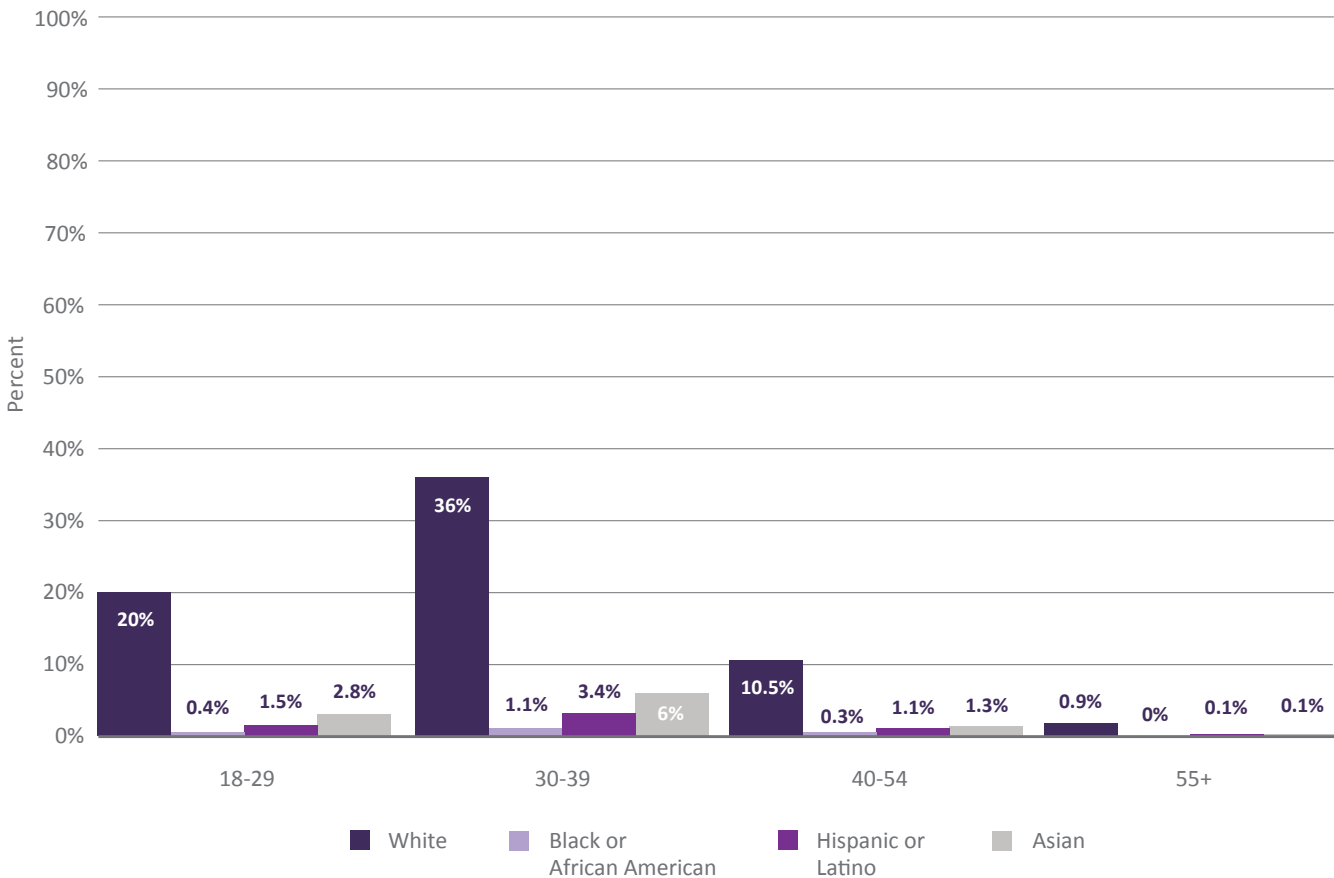
White women comprised 26 percent of ARE completions, with Black or African American women making up less than 1 percent, Hispanic or Latina women making up 2 percent, and Asian women making up just over 5 percent.

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



# Baseline on Belonging: Examination Report

## Candidates Between 30-39 Make Up Most ARE Completions

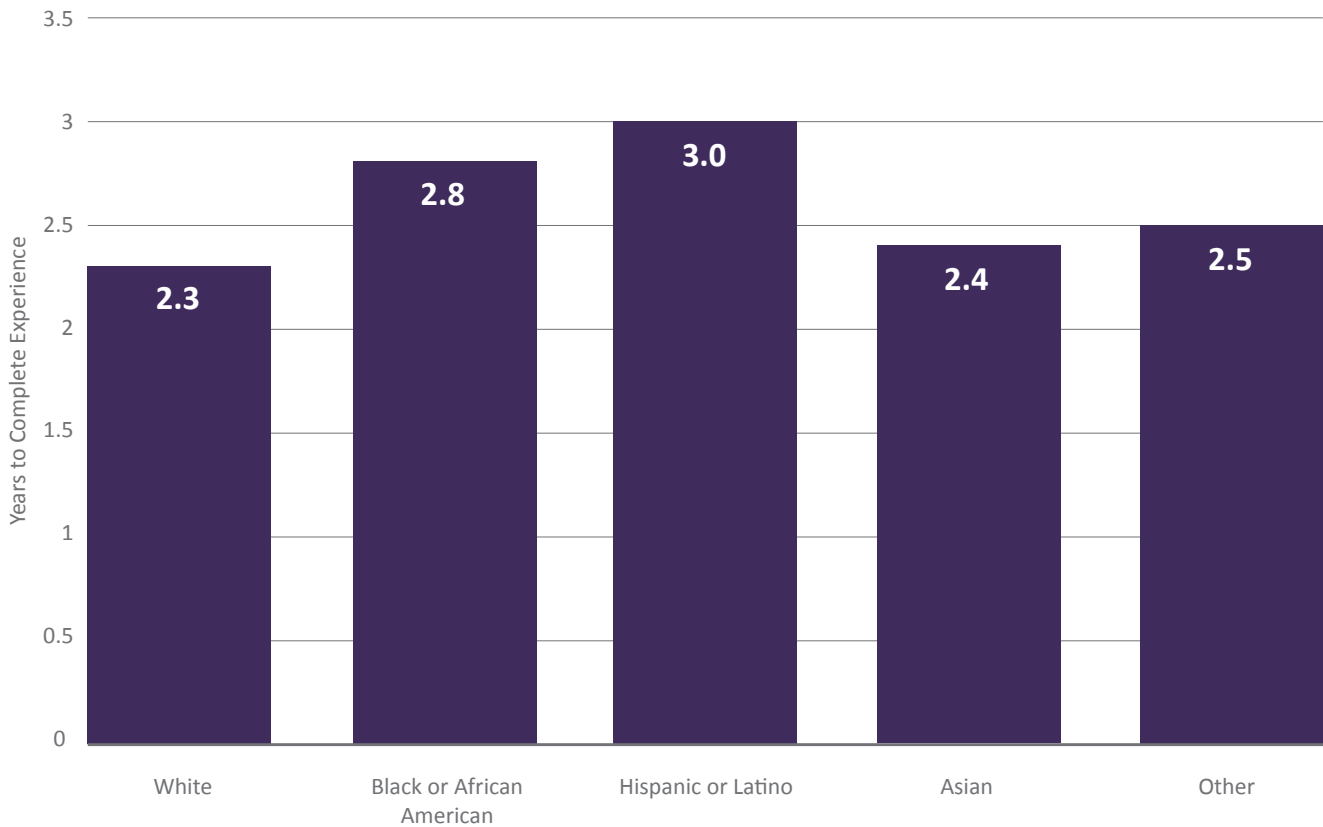


Just over 25 percent (27.9 percent) of candidates who completed the ARE in 2019 were between the ages of 18-29—despite making up 32 percent of the total ARE candidate population. The majority (53 percent) were between 30-39 years old, with only 17 percent between 40-54 and less than 1 percent at age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

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

# Baseline on Belonging: Examination Report

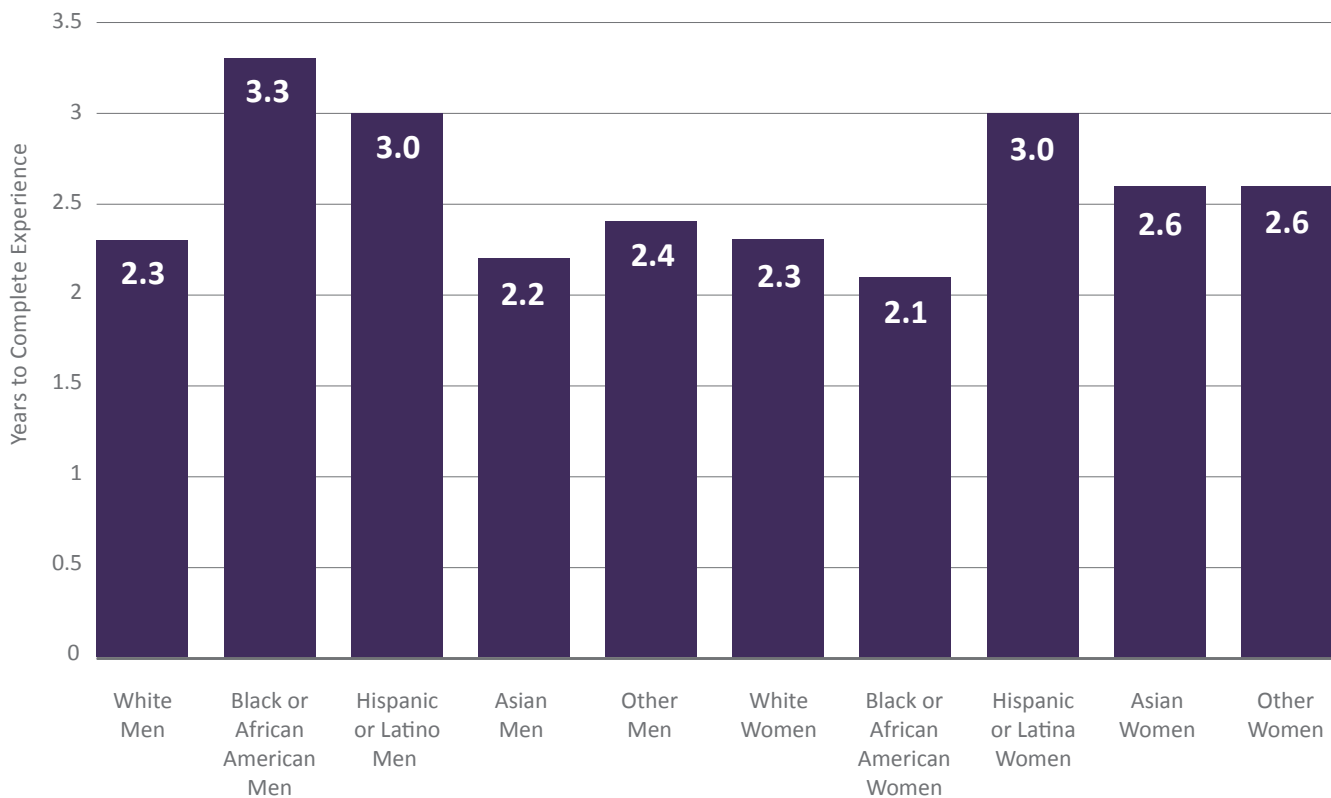
## White Candidates Complete the ARE Soonest



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

# Baseline on Belonging: Examination Report

## African American Men Take Longest Time to Complete ARE

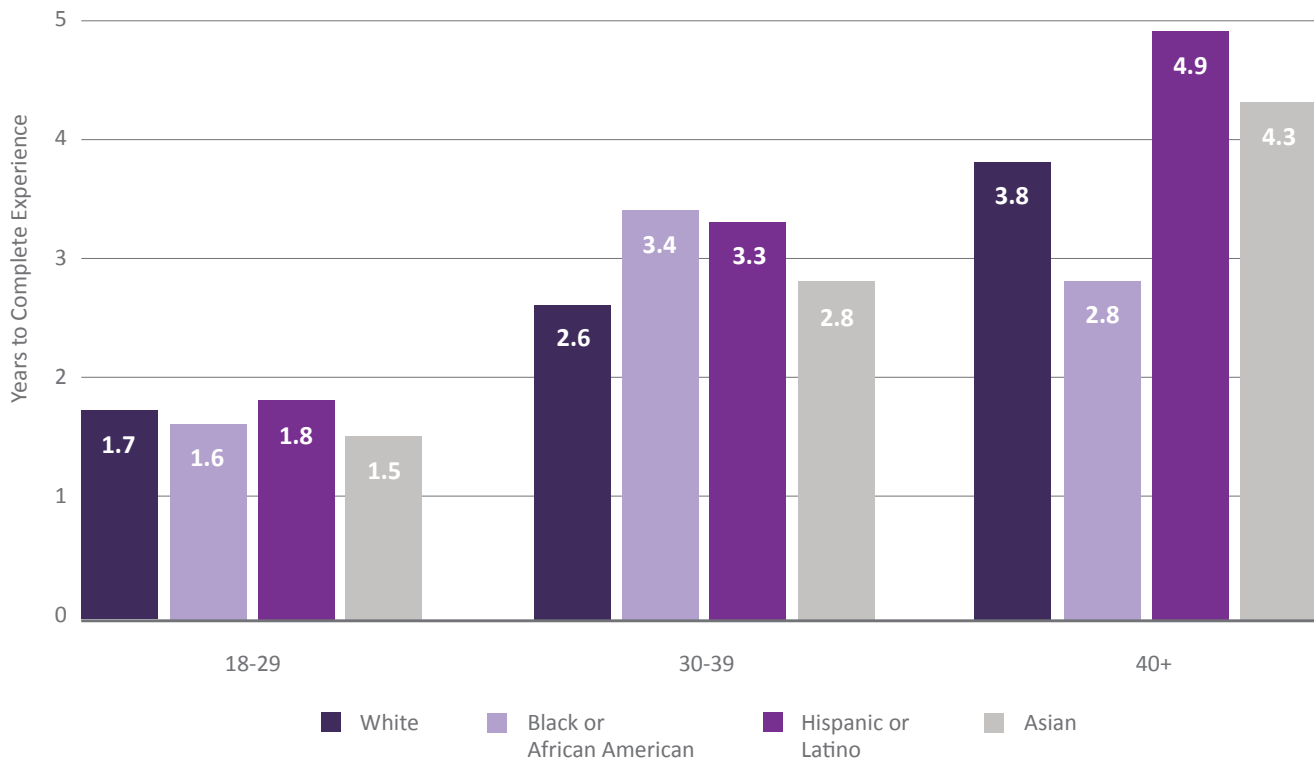


When split by race/ethnicity and gender, women of most demographics complete the exam in the same amount of time as their male counterparts. For white and Latino candidates, for example, there is no difference in time to complete the ARE for men and women. Asian women, however, take approximately five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

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

# Baseline on Belonging: Examination Report

## Time to Complete the ARE Increases with Age

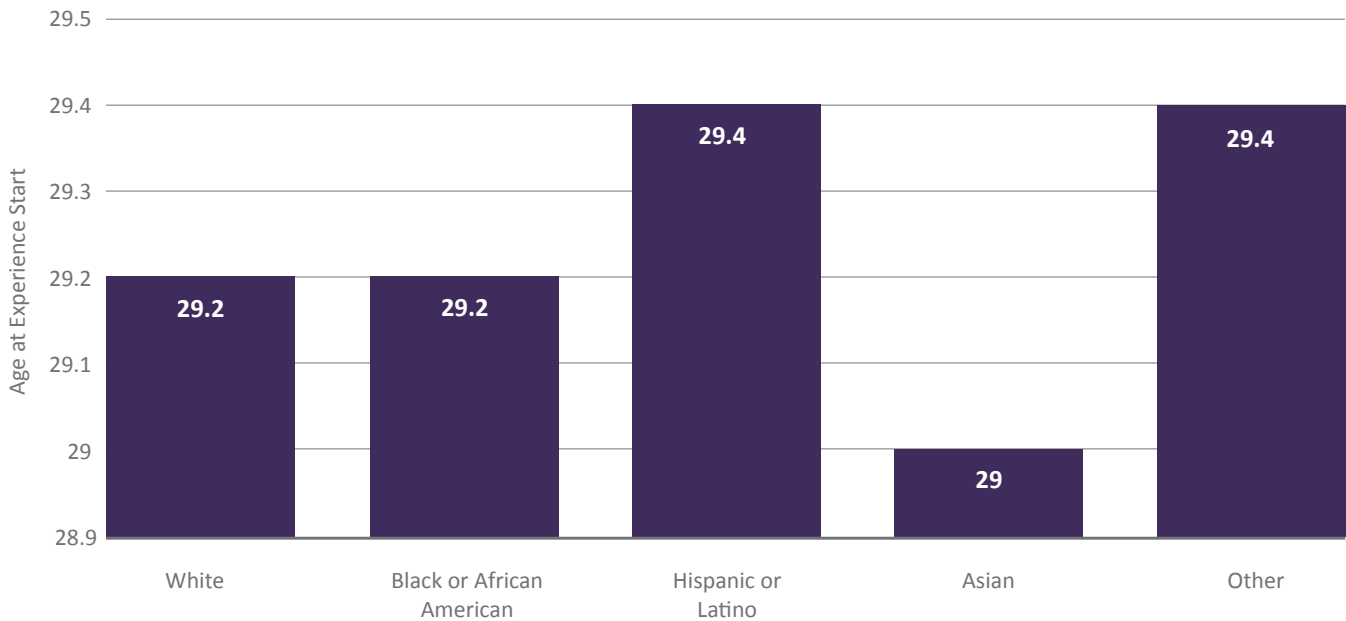


On average, candidates between 18-29 years old of all races and ethnicities took less time to complete the ARE than candidates in older age groups. The median time it takes to complete the exam increased at least 10 months for each race between the ages of 18-29 and 30-39, and at least another 14 months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

In most age groups, white candidates complete the ARE in the shortest average time span. In addition, when comparing white candidates to candidates of other races/ethnicities, the gaps in time to complete the exam widens as candidates age.

# Baseline on Belonging: Examination Report

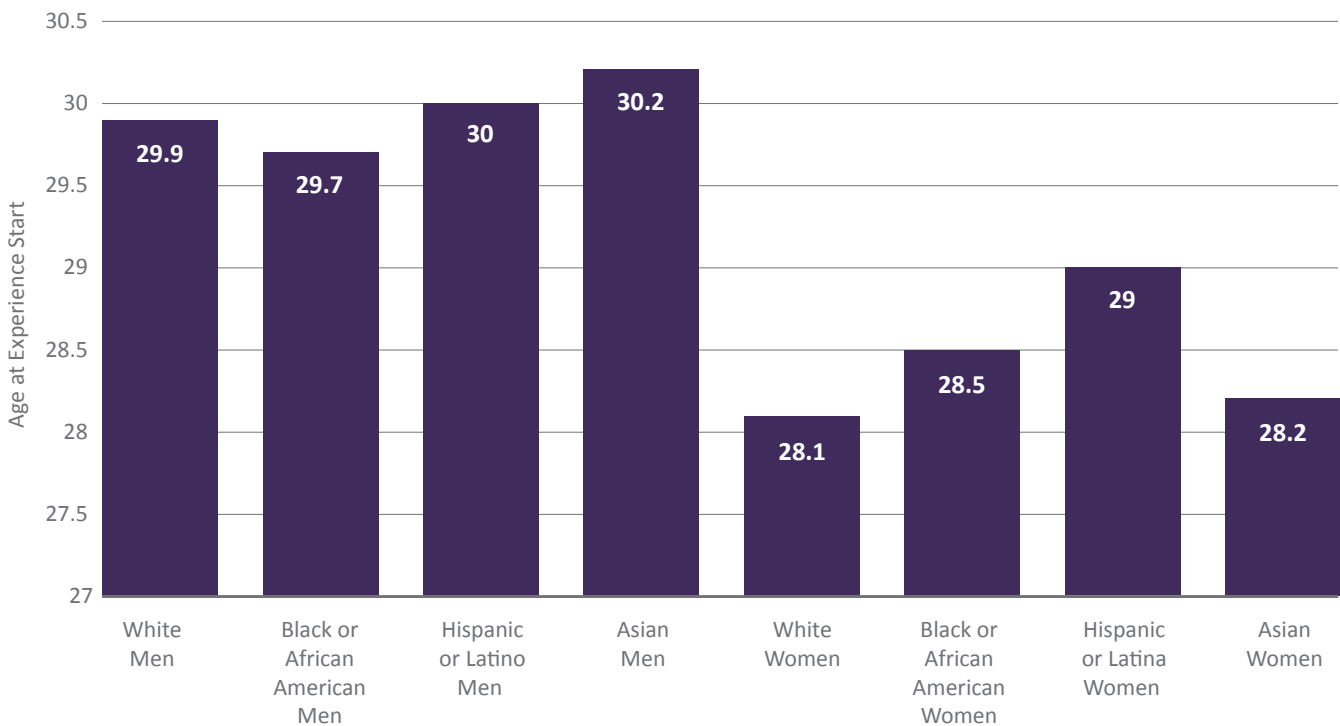
## Race/Ethnicity Has Little Effect on Age of ARE Start



In 2019, candidates of all races/ethnicities started testing for the ARE between the age of 29 to 29.4 years old. Asian candidates started just slightly younger (approximately two months) than most of their peers.

# Baseline on Belonging: Examination Report

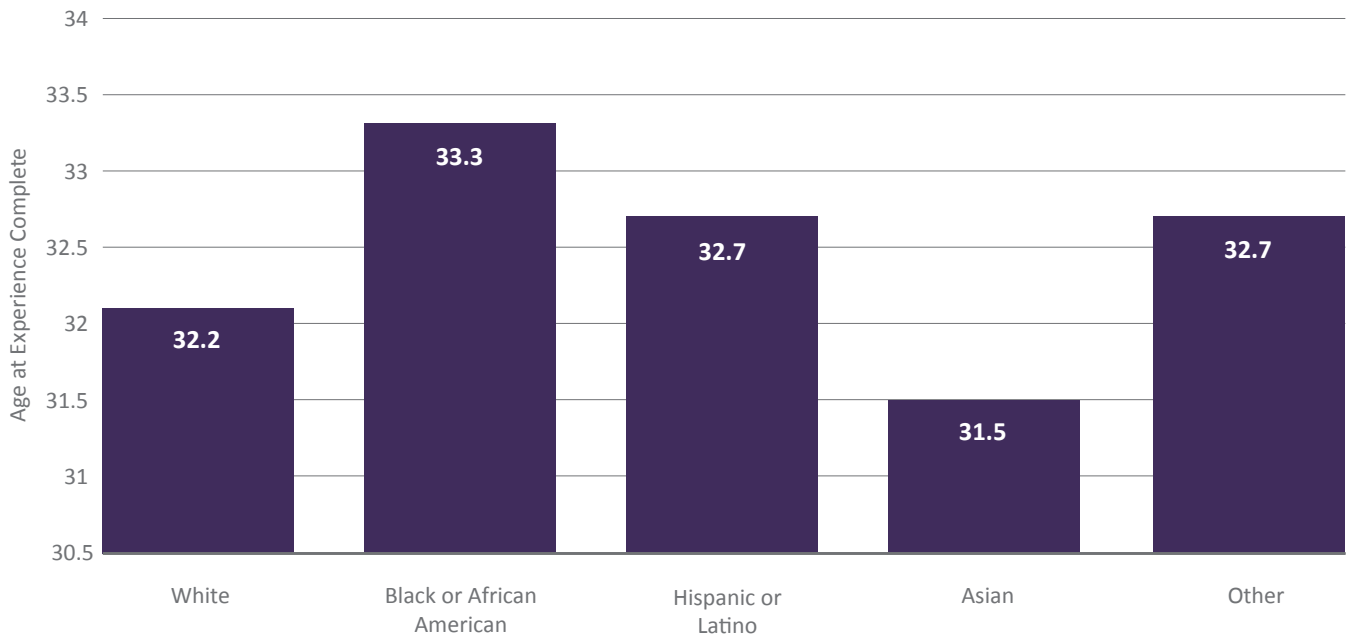
## Women Start the ARE Younger Than Men



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

# Baseline on Belonging: Examination Report

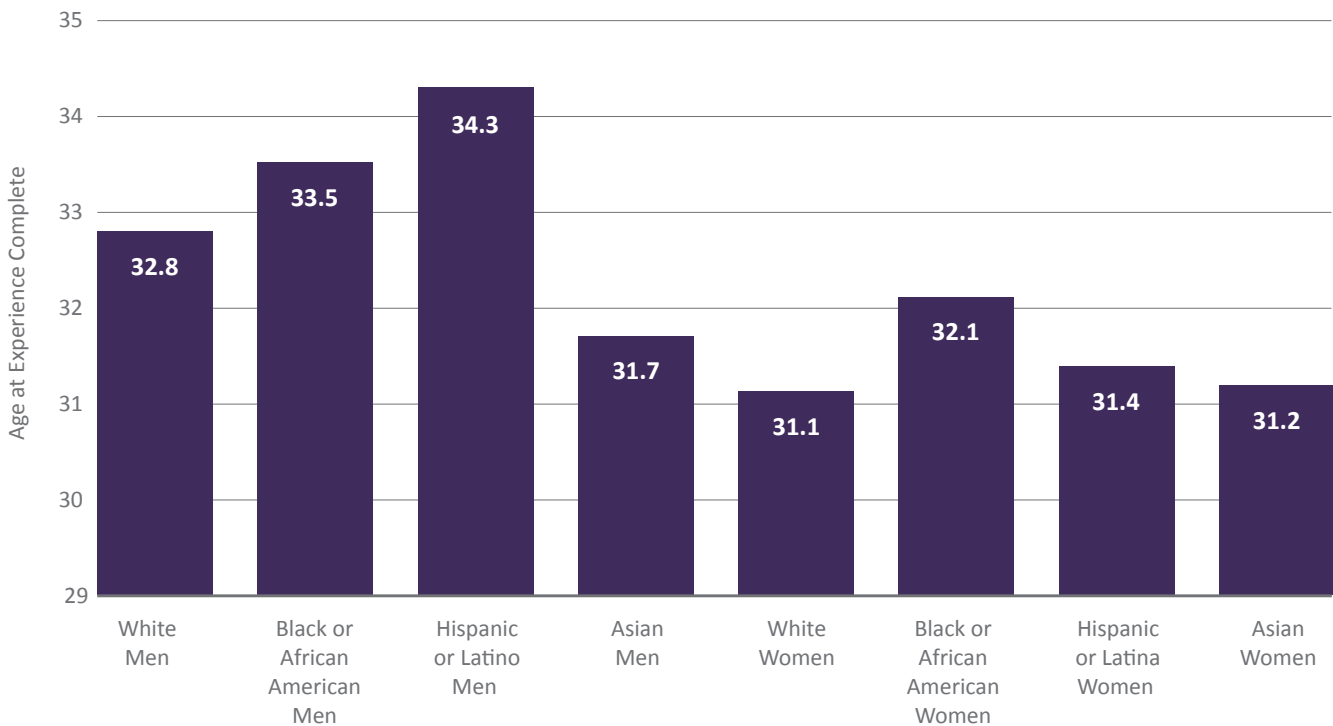
## Asian Candidates Finish the ARE Younger



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


# Baseline on Belonging: Examination Report

## Women Finish the ARE Younger Than Men



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





# Baseline on Belonging: Examination Report

## Setting the Scene: ARE 5.0 Pass Rates

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

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

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

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

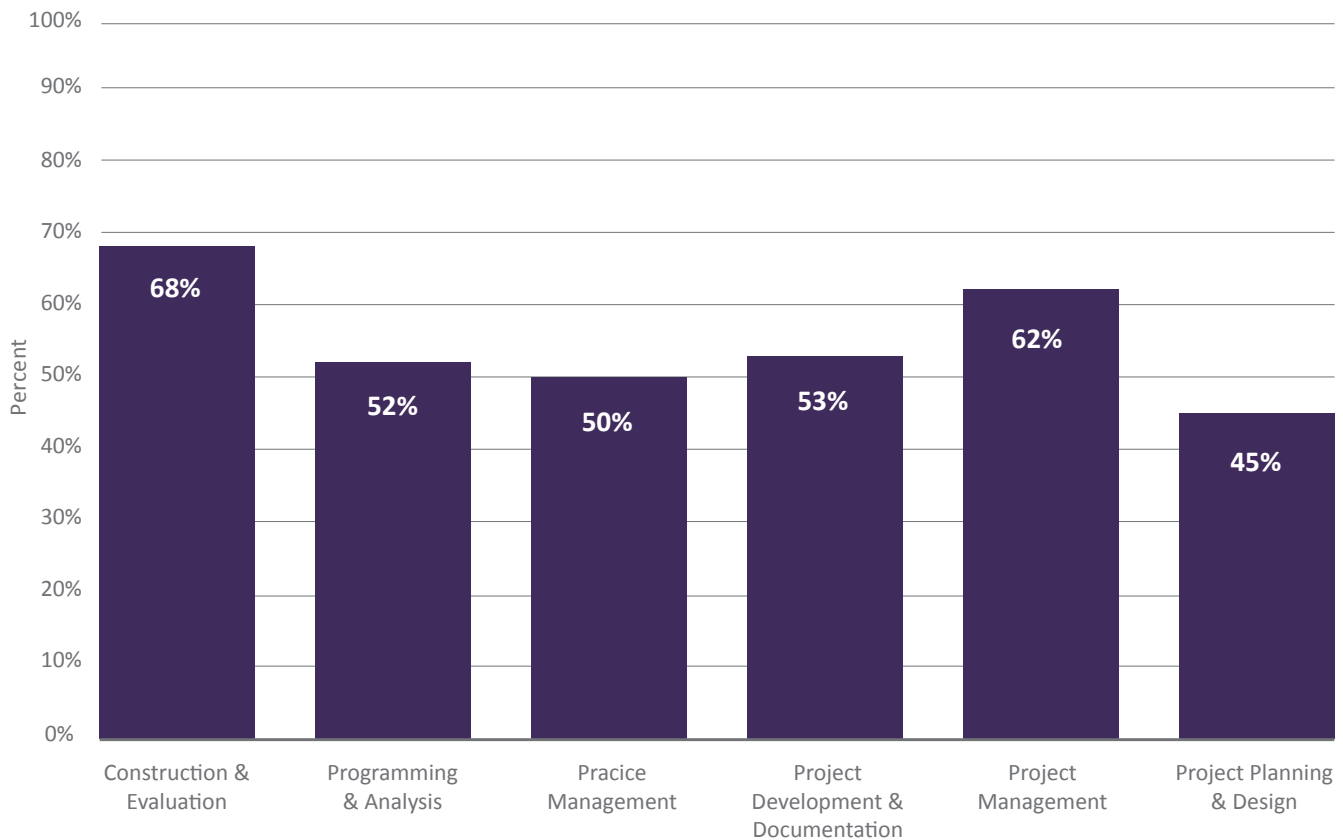
In addition, candidates between 18-29 years old had the highest pass rates on all divisions, although candidates between 30-39 years old made up the majority of the candidate pool.

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

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

# Baseline on Belonging: Examination Report

## Pass Rates for All ARE 5.0 Candidates



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

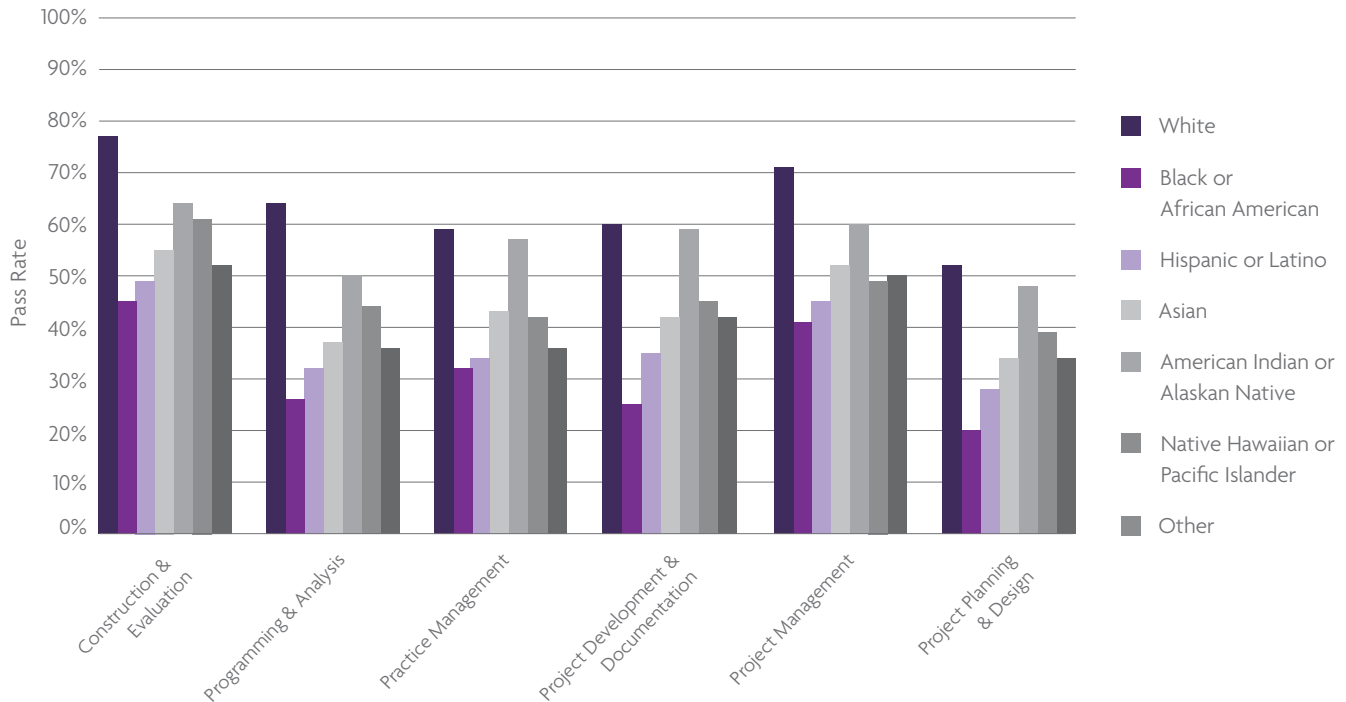
Project Planning & Design (PPD) had the lowest pass rate at 45 percent. The remaining divisions had pass rates in the low 50s, with Project Development & Documentation (PDD) at 53 percent, Programming & Analysis (PA) at 52 percent, and Practice Management (PcM) at 50 percent.

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

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

# Baseline on Belonging: Examination Report

## African Americans Least Likely to Pass All ARE 5.0 Divisions



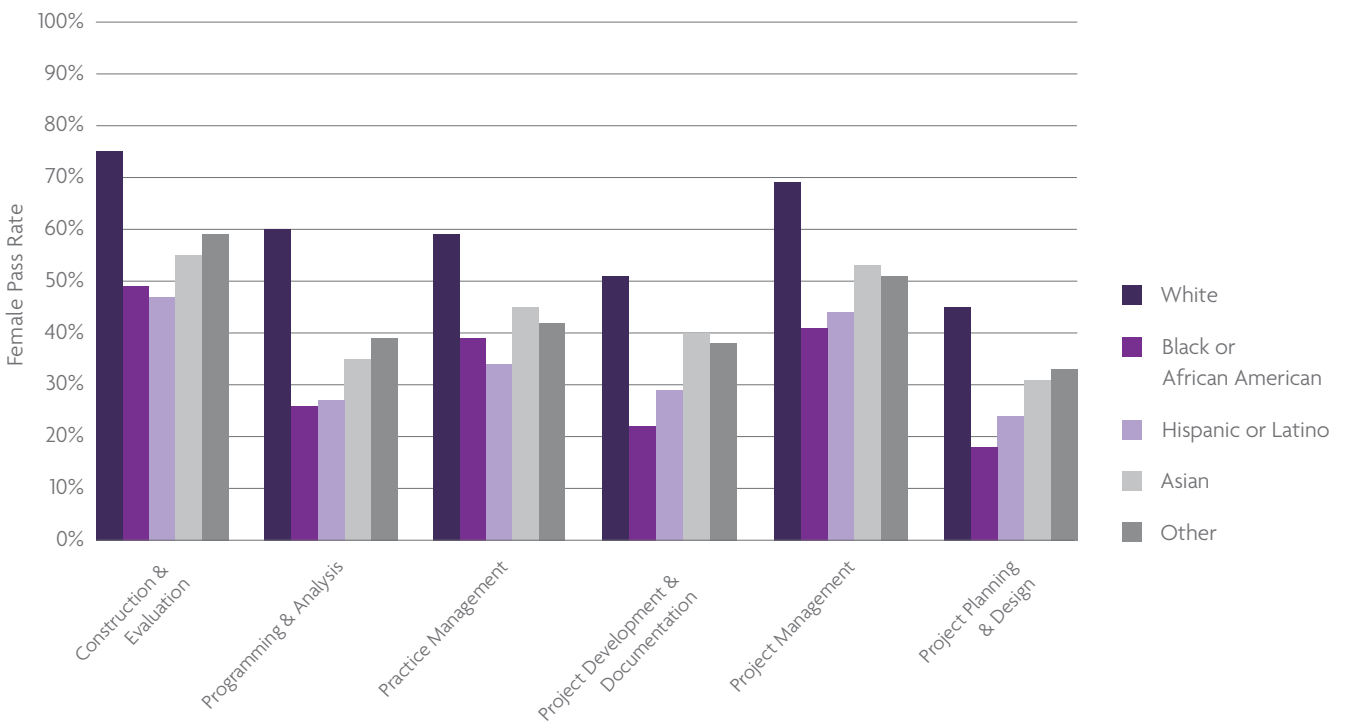
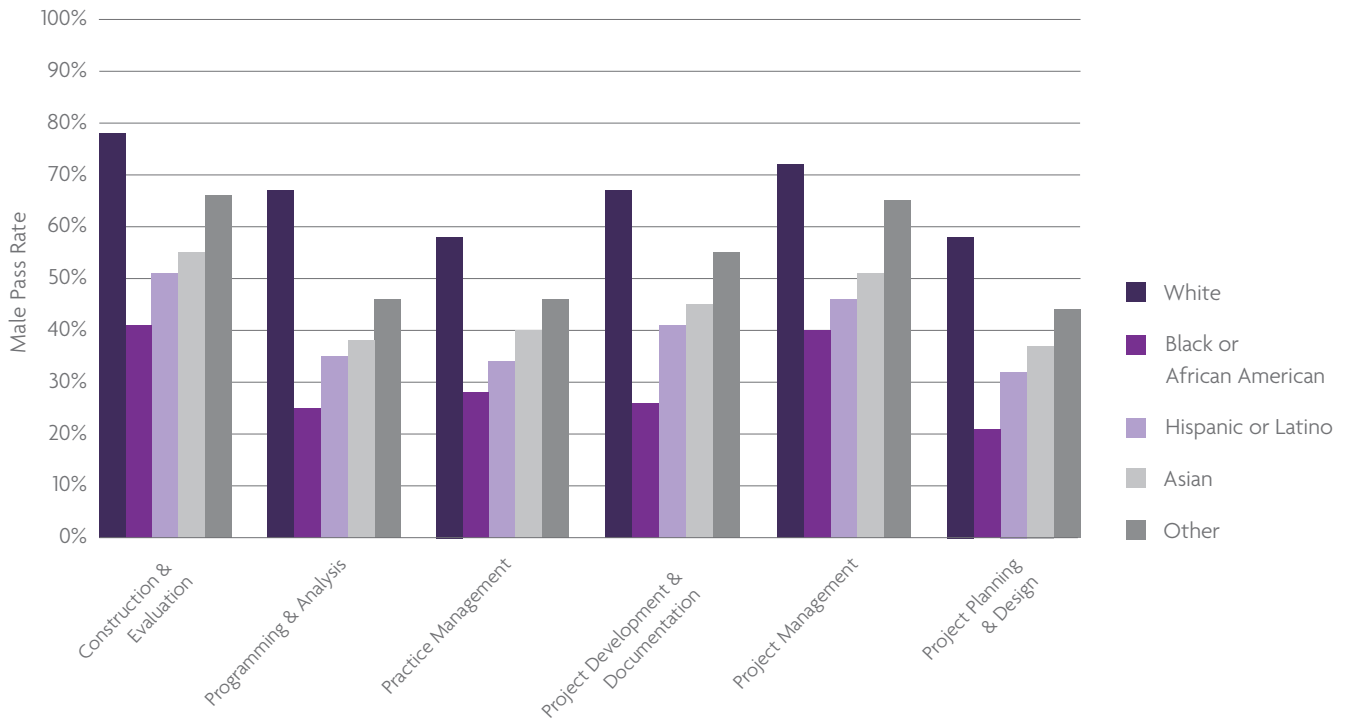
For each ARE 5.0 division, white candidates had the highest pass rates, while Black or African American candidates had the lowest. This disparity is largest for the Programming & Analysis division, where white candidates’ pass rate is 38 percentage points higher than their African American peers. The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

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

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

# Baseline on Belonging: Examination Report

## For Most Races/Ethnicities, Men More Likely to Pass the ARE Than Women



# Baseline on Belonging: Examination Report

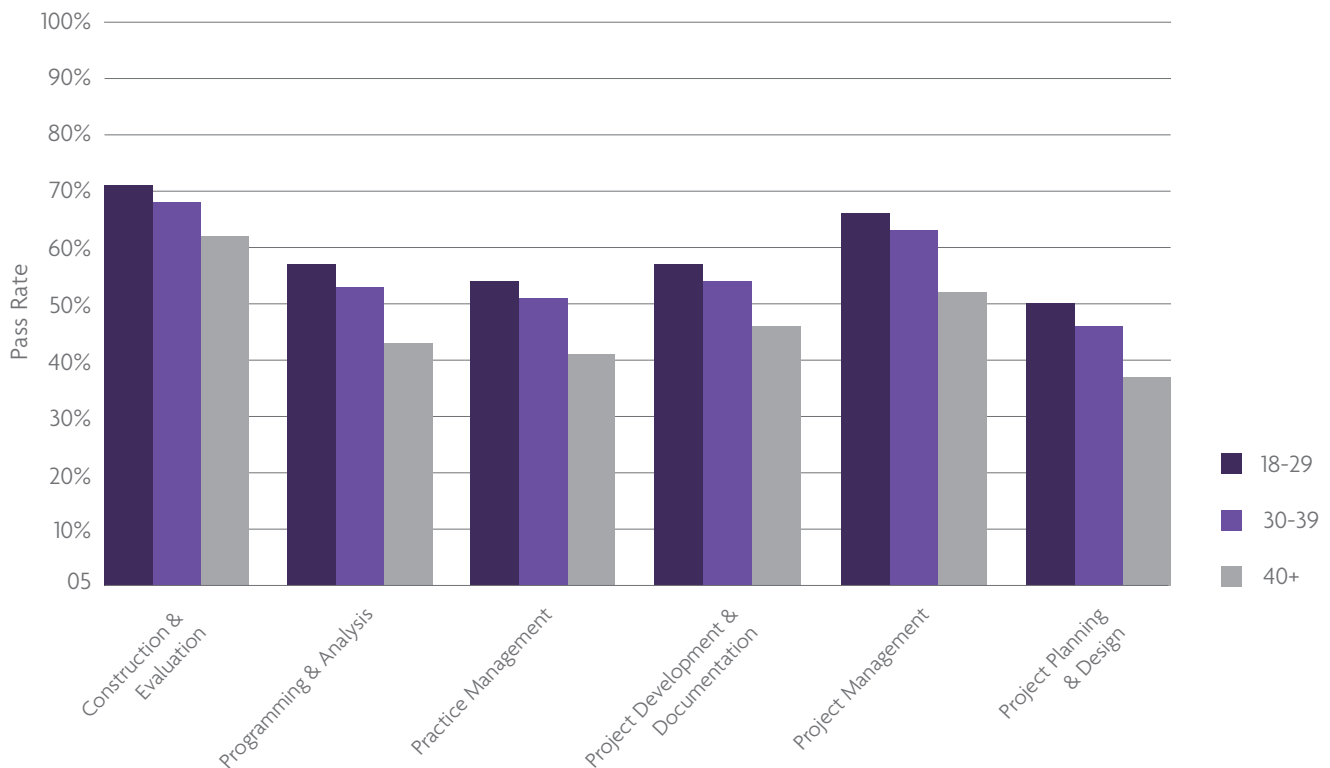
When looking at all candidates (regardless of race/ethnicity), men outperformed women on all ARE 5.0 divisions, with the exception of PcM, where men and women performed equally. The disparity between men and women was greatest on the PPD and PDD divisions, where men performed 12 and 15 percentage points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

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

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


# Baseline on Belonging: Examination Report

## Younger Candidates More Likely to Pass All ARE 5.0 Divisions



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

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



# Baseline on Belonging: Examination Report

## Survey Respondent Progress Toward ARE Completion

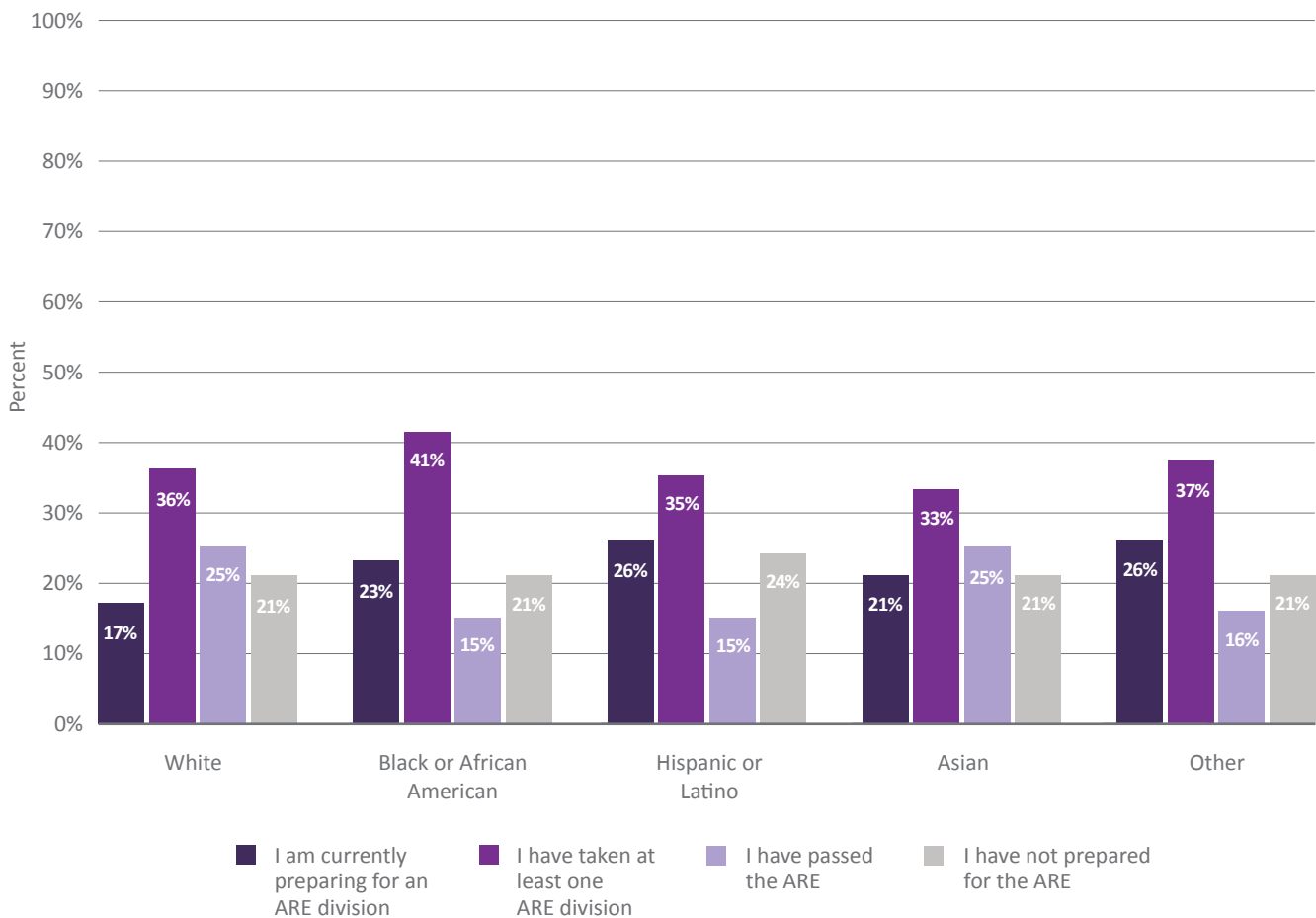
The majority of survey respondents have made some progress toward completing the ARE, with only 22 percent of all respondents reporting that they have not passed the entire ARE, taken an ARE division, or begun preparing to take an ARE division.

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

Race/ethnicity, age, and firm size each have an impact on respondents' likelihood to report they had passed the ARE, with gender compounding the impact for respondents of certain races and ethnicities.

# Baseline on Belonging: Examination Report

## African Americans and Latinos Less Likely to Have Passed the ARE



Most survey respondents indicated they had made progress toward completing the ARE. When segmented by race and ethnicity, Latinos were the most likely to indicate they had not prepared for the ARE at 24 percent—3 percentage points higher than respondents of all other races and ethnicities.

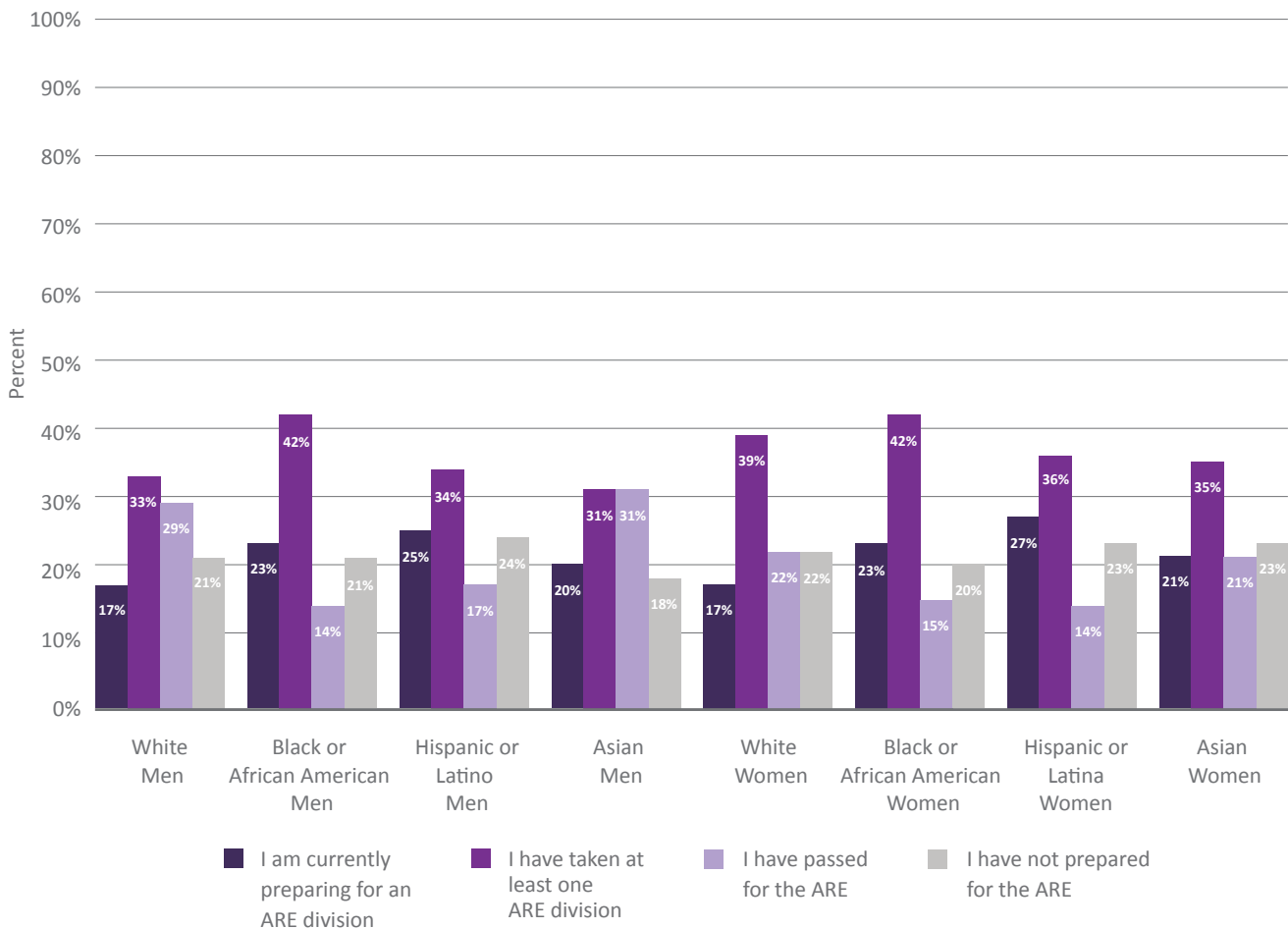
At 25 percent, white and Asian respondents were the most likely to indicate they had passed the ARE, compared to 15 percent of Black or African American and Latinos respondents.

In contrast, African American respondents were the most likely to indicate they had taken at least one ARE division at 41 percent—5, 6, and 8 percentage points higher than their white, Latino, and Asian peers, respectively.



# Baseline on Belonging: Examination Report

## Asian Men Most Likely to Have Passed the ARE

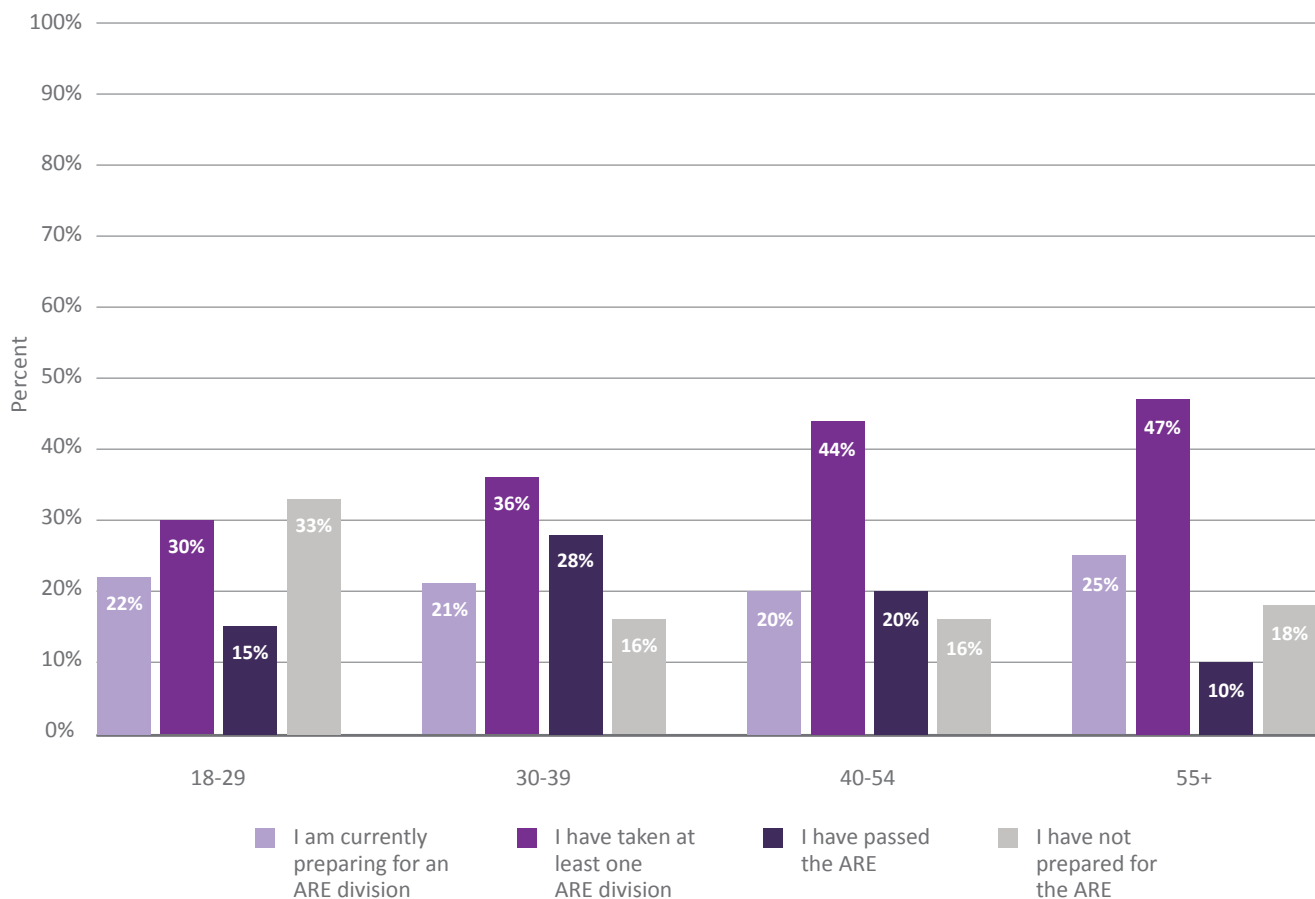


Women respondents of most races and ethnicities were less likely to have passed the ARE than their male counterparts. The largest difference between men and women of the same race was seen in Asian candidates, with Asian men 10 percentage points more likely to have passed the ARE than Asian women. At 31 percent, respondents who identified as Asian men were also the most likely of all race/ethnicities and gender groups to have passed the ARE.

African American women were 1 percentage point more likely to have passed the ARE than African American men—the only race/ethnicity where women respondents were more likely to have passed than their male counterpart.

# Baseline on Belonging: Examination Report

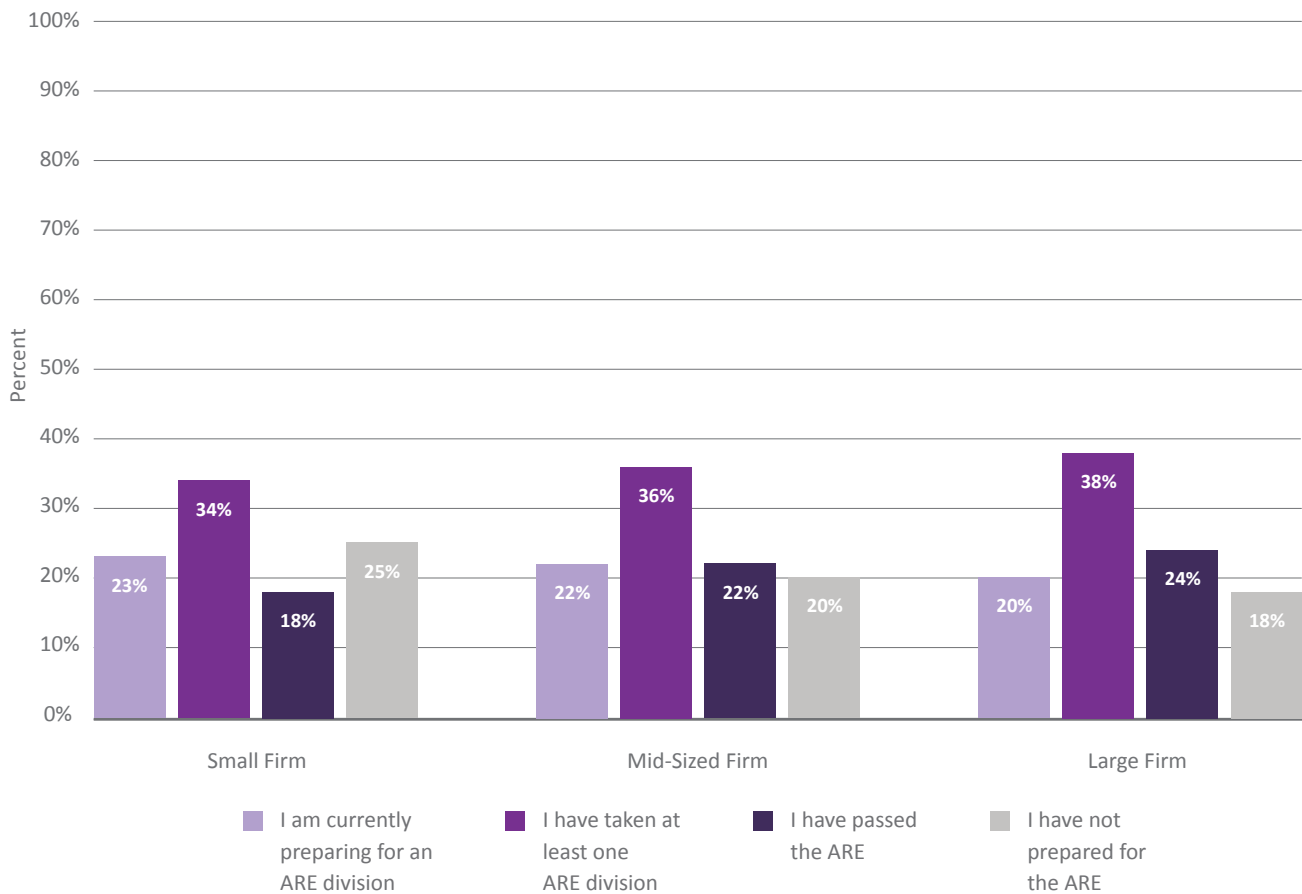
## Candidates Aged 30-39 Most Likely to Have Passed the ARE



Candidates between the ages of 30-39 were the most likely to have passed the ARE at 28 percent; this is 8 percentage points higher than those in the 40-54 age group and 13 percentage points higher than those in the 18-29 age group. Candidates aged 55 or older were the least likely to have passed the ARE at just 10 percent. However, candidates in the 55+ age group were the most likely to have taken at least one ARE division at 47 percent.


# Baseline on Belonging: Examination Report

## Candidates at Large Firms Most Likely to Have Passed the ARE



When segmented by firm size, candidates employed by large firms were the most likely to have passed the ARE at 24 percent—2 and 6 percentage points higher than those at mid-size and small firms, respectively.

Similarly, candidates employed by small firms were more likely to indicate they have not prepared for the ARE at 25 percent—5 and 7 percentage points higher than those at mid-size and large firms, respectively.



# Baseline on Belonging: Examination Report

## Personally Purchased Study Resources

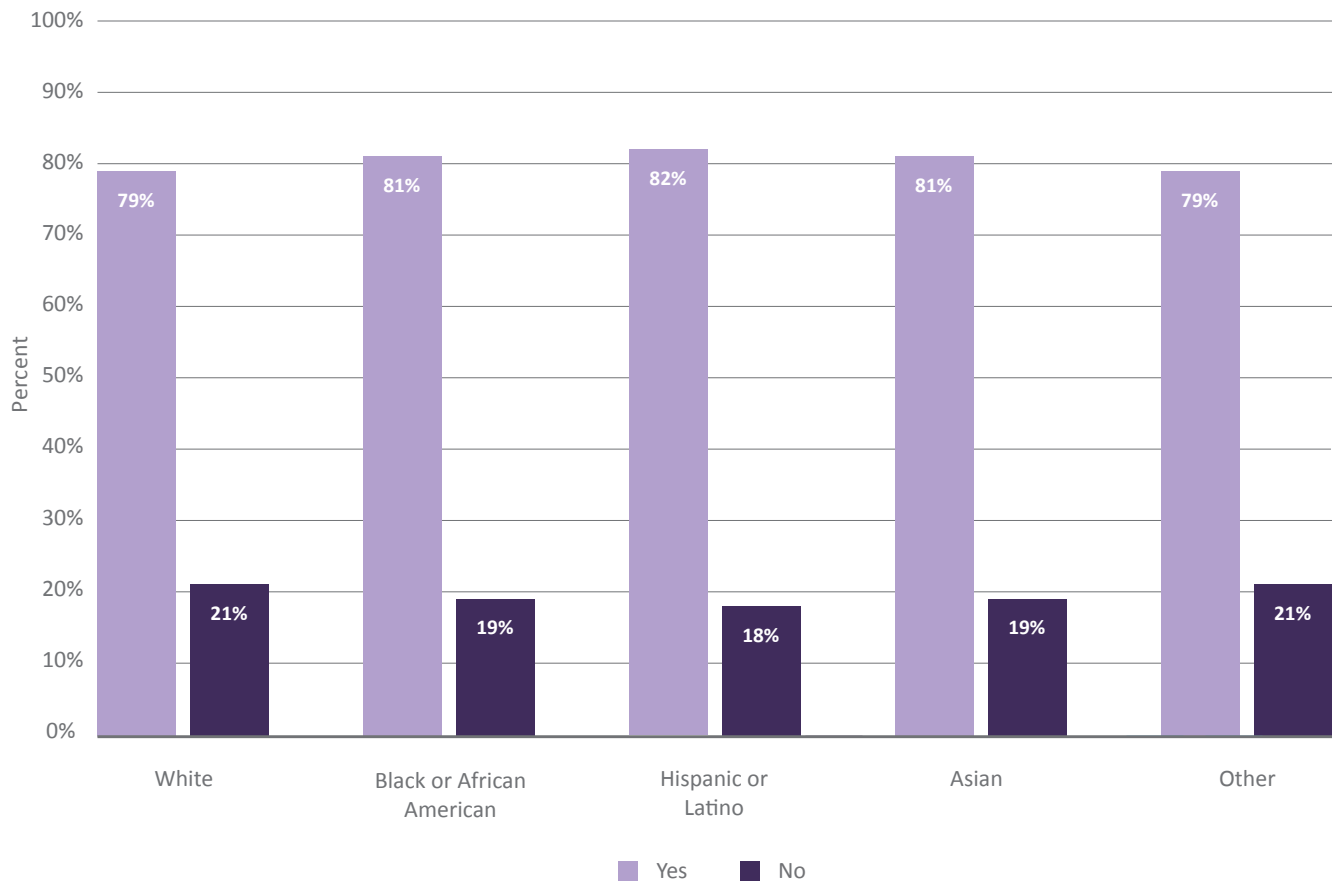
Respondents who indicated they had prepared, were preparing, or had completed the ARE were asked if they had personally purchased study materials to assist with their exam preparation.

The vast majority of respondents, regardless of segment, indicated that they had purchased their own materials. While only slight differences were seen by race/ethnicity, the results showed that women—especially women of color—are more likely to have purchased their own materials than men.

Similarly, age and firm size can impact candidates' likelihood to purchase their own study materials, with older candidates and candidates employed by small firms both more likely to report having personally purchased materials. On the other hand, young candidates employed by large firms are the least likely of all groups to have purchased their own study materials.

# Baseline on Belonging: Examination Report

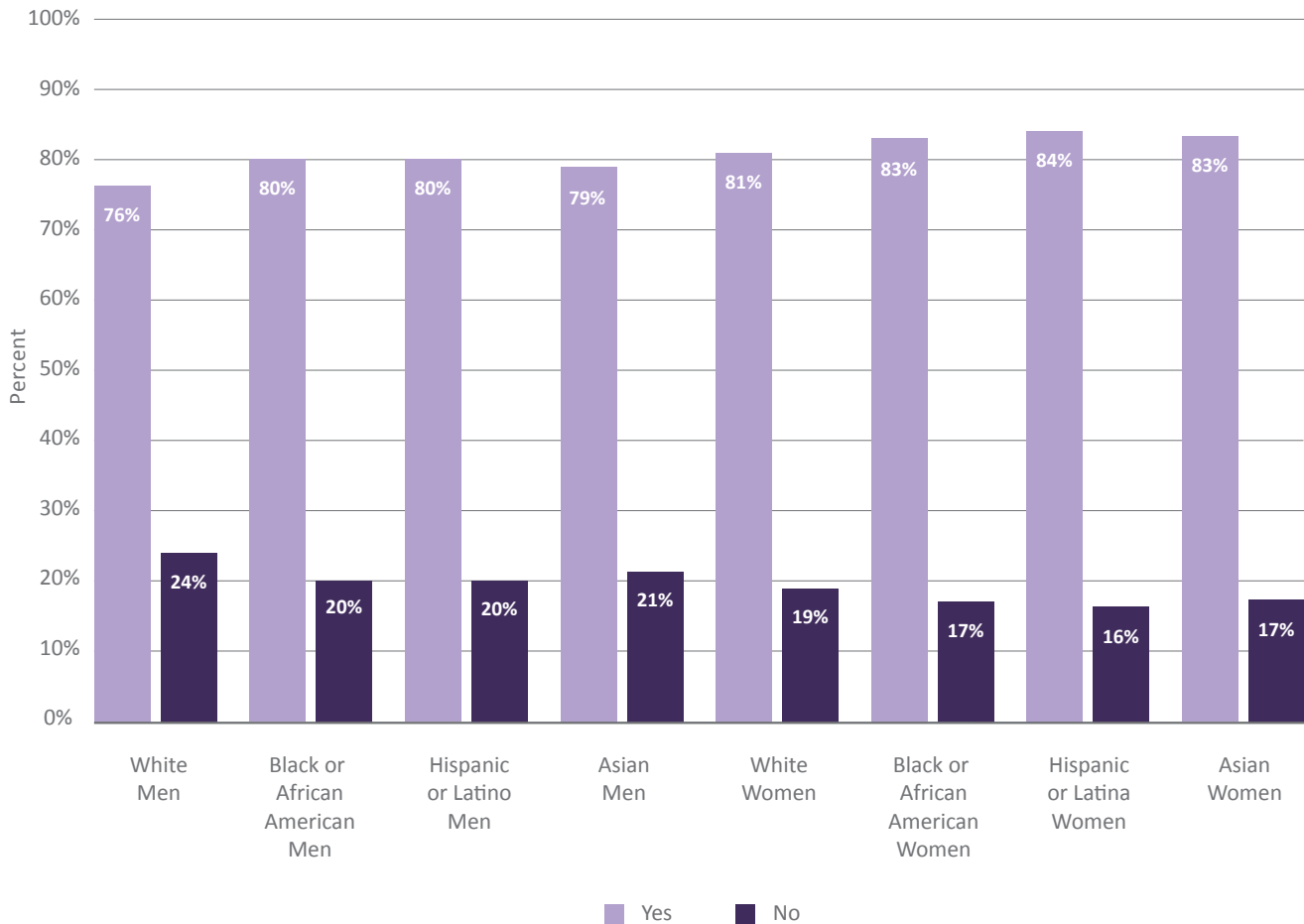
## White Respondents Slightly Less Likely to Purchase Study Materials



Most survey respondents purchased their own study materials for the ARE. But when separated by race/ethnicity, white respondents were slightly less likely than their peers to have purchased study materials at 79 percent—2 percentage points less likely than African American and Asian respondents and 3 percentage points less likely than Latino respondents.

# Baseline on Belonging: Examination Report

## White Men Least Likely to Purchase Study Materials

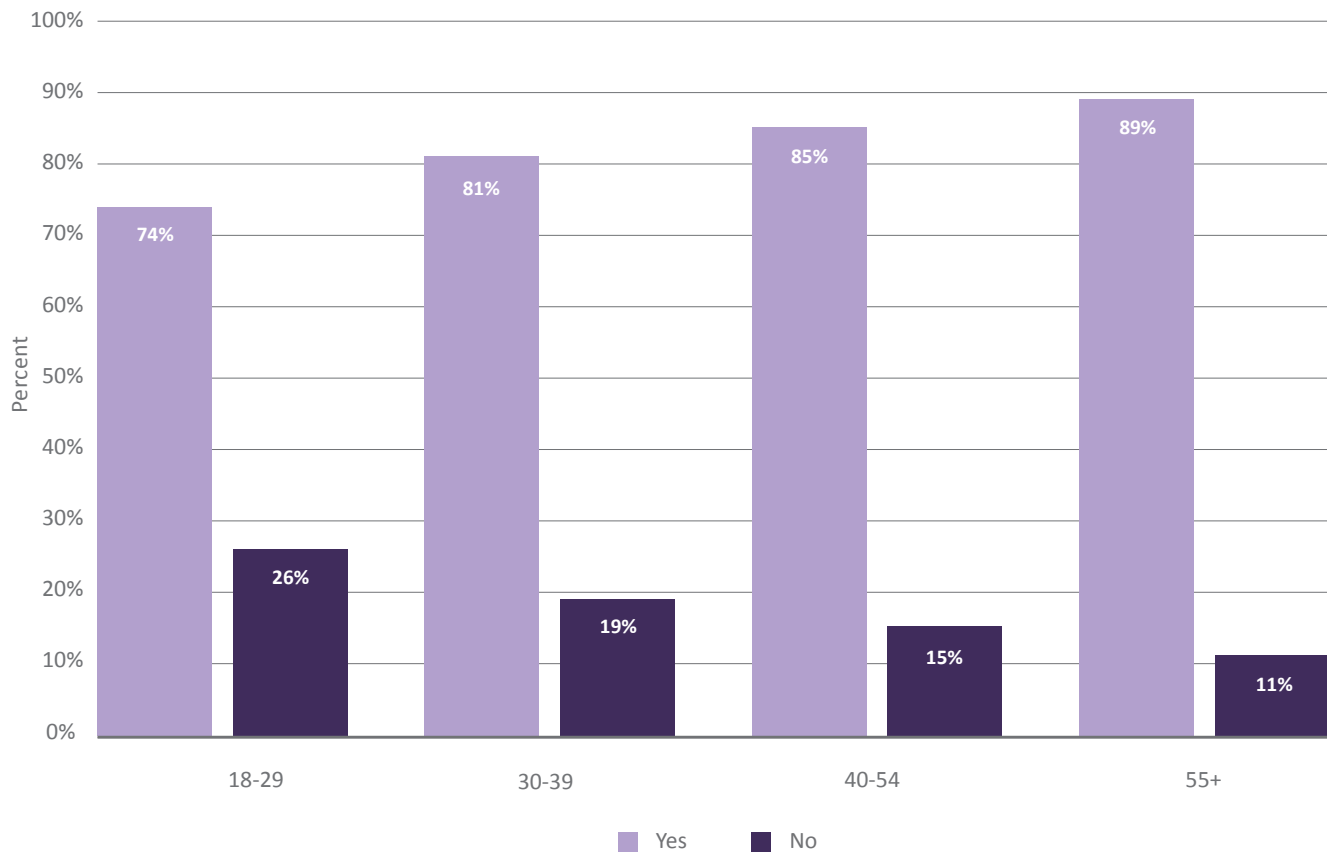


Viewing the responses by both race/ethnicity and gender reveals a slight difference in study material purchases, with women of all races/ethnicities more likely to have purchased their own ARE study materials than men. When compared to men of the same race/ethnicity, women were 3-5 percentage points more likely to have purchased their own materials.

At 84 percent, Latinas were the most likely to have purchased their own study materials—8 percentage points more likely than white men, who were the least likely. For both genders, candidates of color were more likely to have purchased their own study materials than white candidates.

# Baseline on Belonging: Examination Report

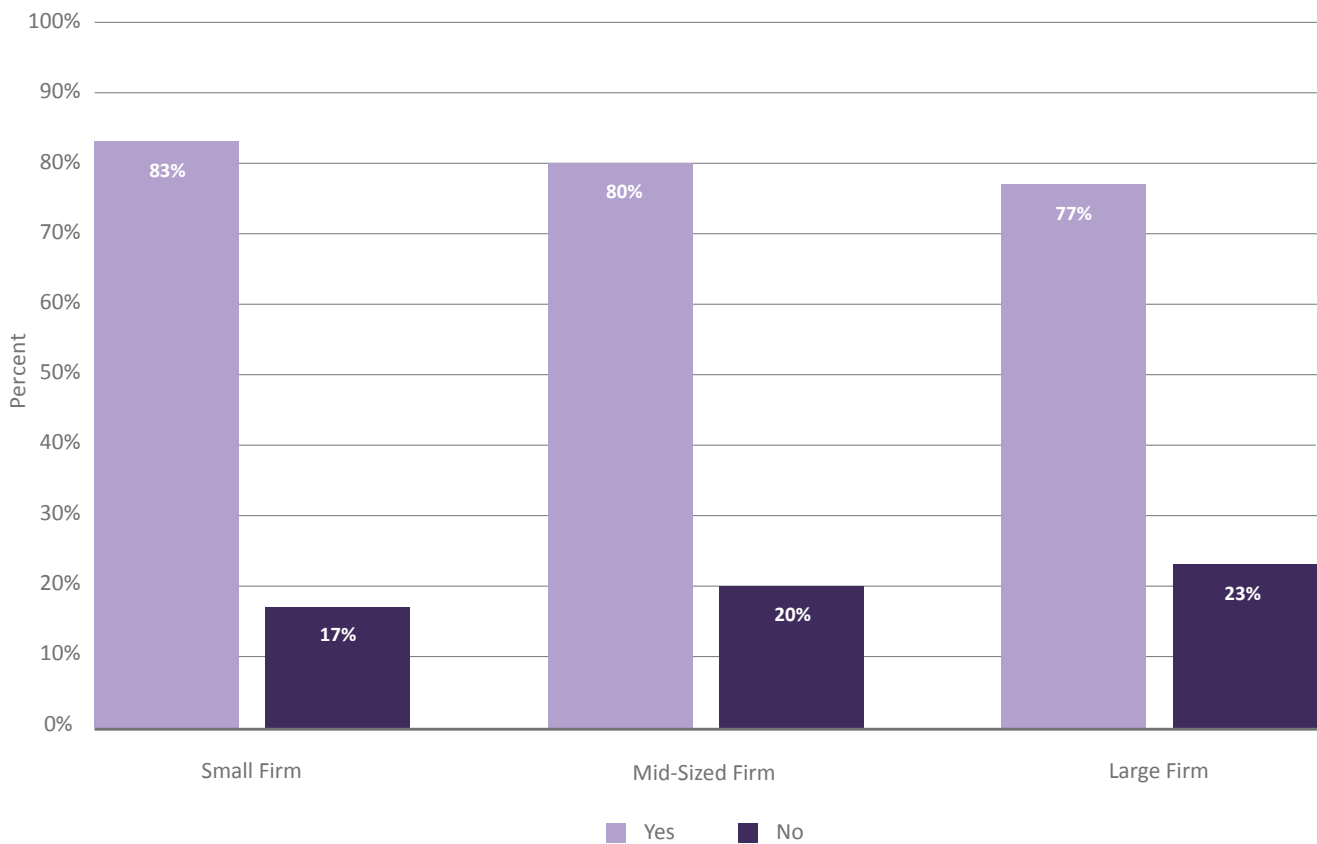
## Older Candidates More Likely to Purchase Study Materials



Candidates' likelihood to have purchased their own study materials increased with age, with 55+ candidates 15 percentage points more likely to have purchased their own study materials than those aged 18-29.


# Baseline on Belonging: Examination Report

## Candidates at Large Firms Less Likely to Purchase Study Materials



When segmented by firm size, candidates employed by large firms were the least likely to have purchased their own ARE study materials at 77 percent—6 percentage points less than those at small firms and 3 percentage points less than those at mid-sized firms.





# Baseline on Belonging: Examination Report

## Amount Spent on Study Resources

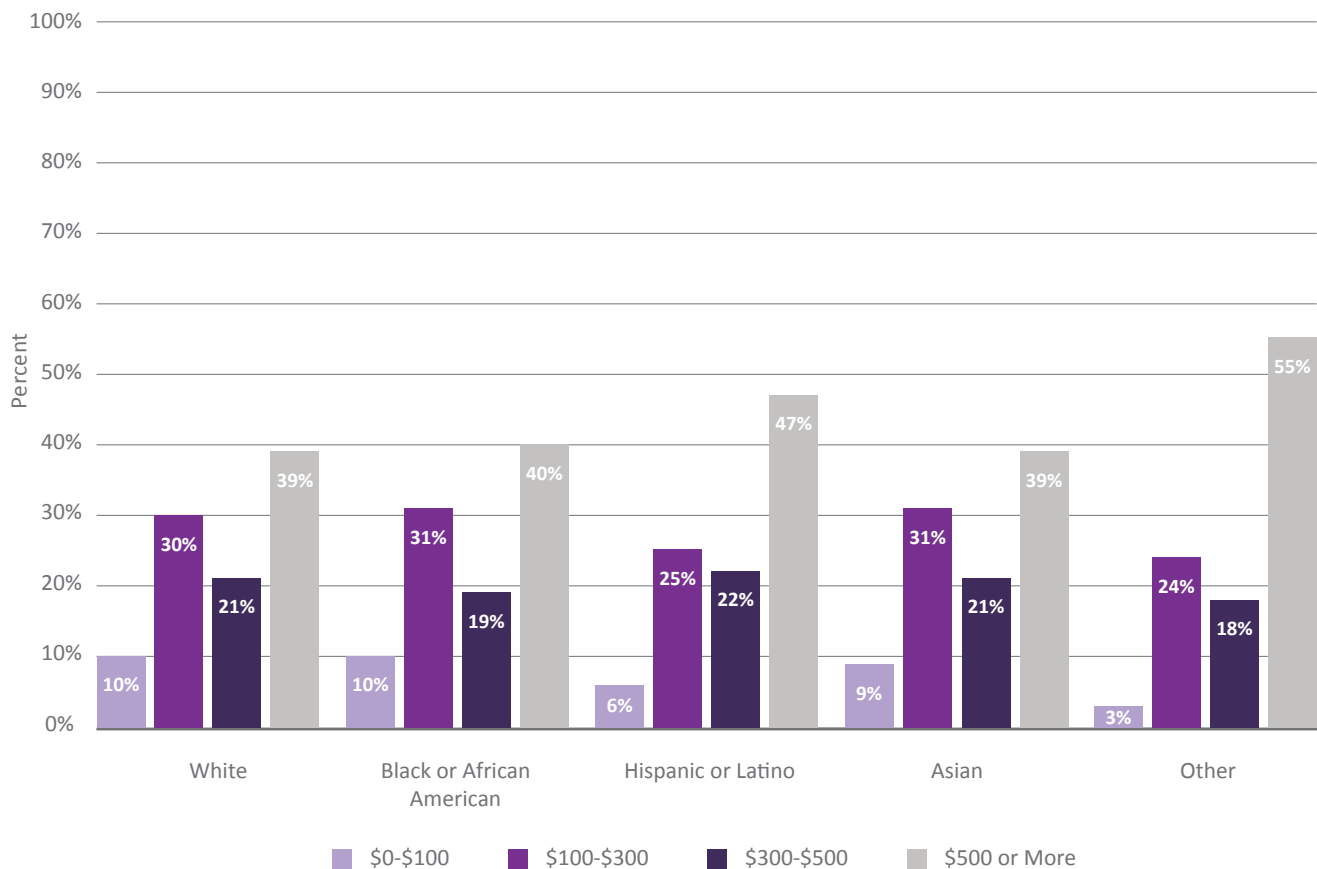
Respondents who indicated they had personally purchased their own study materials were also asked to indicate roughly how much money they had spent on study materials.

Almost half of all respondents indicated they had spent \$500 or more on study materials. Age, race and ethnicity, and gender all impacted a respondent's likelihood of spending \$500 or more, with Hispanic or Latino respondents—especially Latina women—most likely to select this option.

Candidates in the 18-29 age group were far less likely to report having spent \$500 or more on study materials compared to their older counterparts.

# Baseline on Belonging: Examination Report

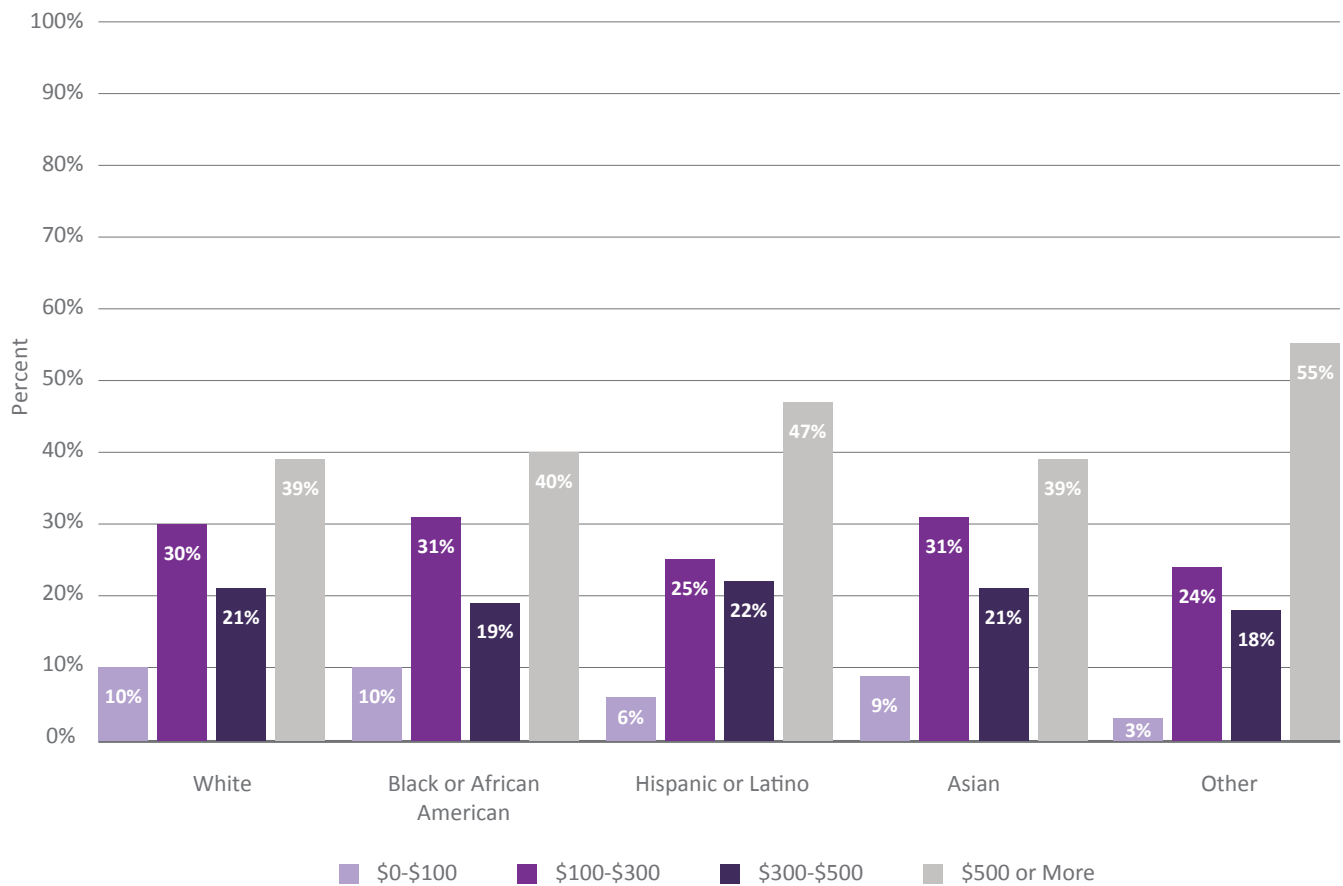
## Latino Respondents More Likely to Spend \$500 or More on Study Materials



When asked roughly how much money they had spent on study materials, 47 percent of Latino respondents reported having spent \$500 or more—this is 8 percentage points more likely than their white and Asian peers and 7 percentage points more likely than their African American peers.

# Baseline on Belonging: Examination Report

## Latinas Most Likely to Spend \$500 or More on Study Materials

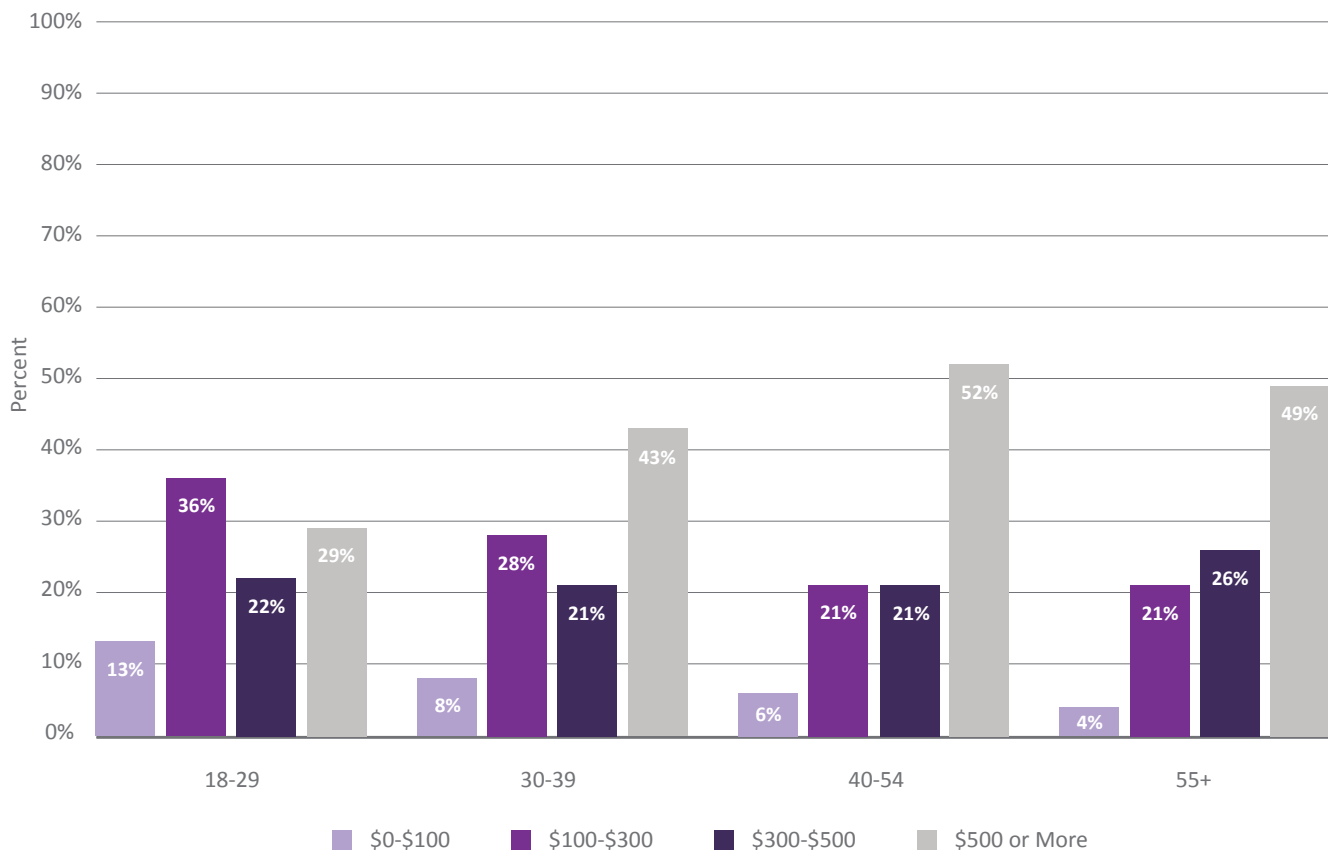


When viewed by both race/ethnicity and gender, women of all races/ethnicities were more likely to spend \$500 or more on study materials than their male peers. This gap is largest, however, for African Americans—where African American women are 7 percentage points more likely to spend \$500 or more than African American men.

Latinas were the most likely of all demographic groups to spend \$500 or more on ARE study materials at 48 percent, followed by Latino men at 45 percent.

# Baseline on Belonging: Examination Report

## Candidates Aged 40-54 More Likely to Spend \$500 or More on Study Materials

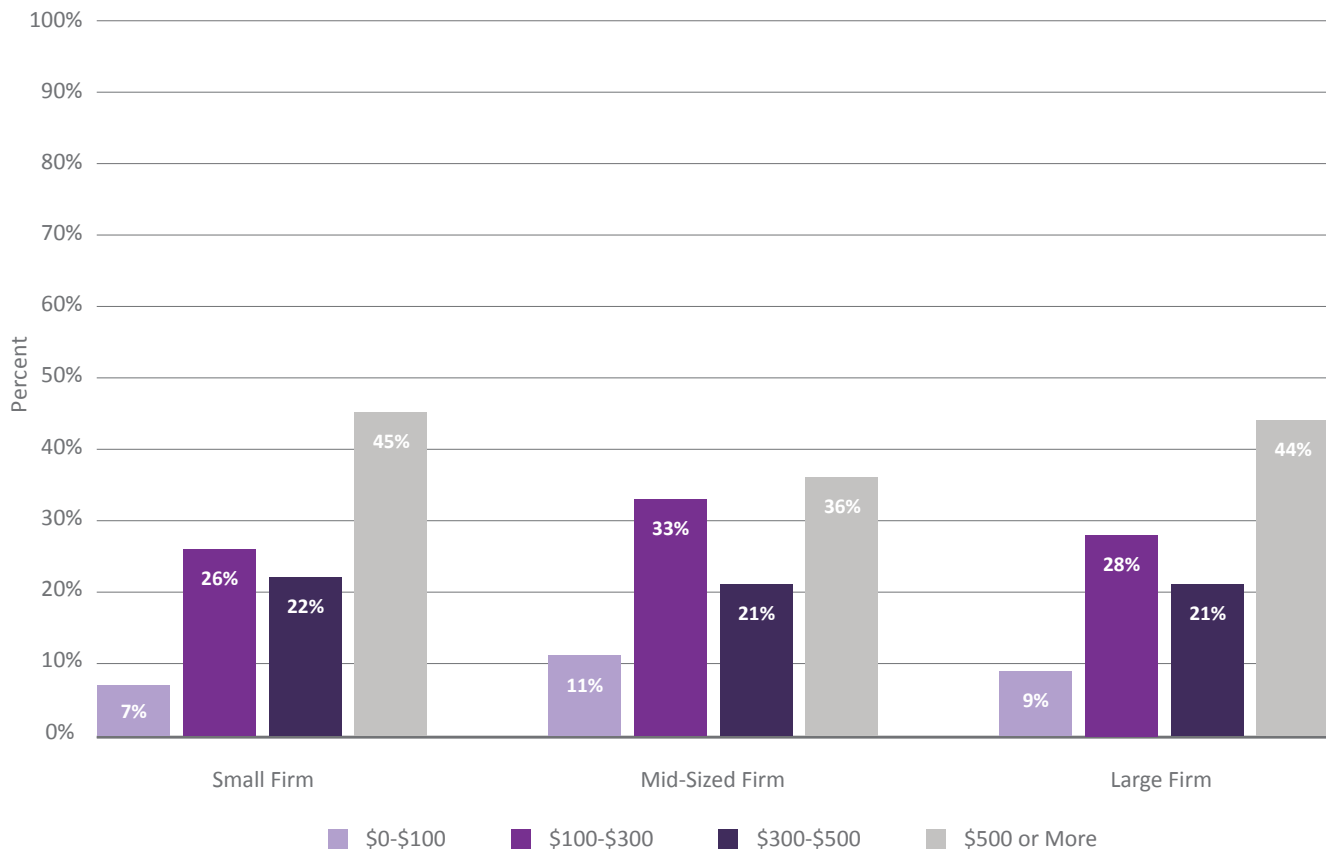


When viewed by age, younger candidates were significantly less likely to spend \$500 or more on study materials; they were also the only group where the majority of respondents selected an option other than \$500 or more when asked how much they spent on study materials.

Candidates aged 40-54 were the most likely to report having spent \$500 or more at 52 percent, with candidates 55+ just slightly lower at 49 percent.


# Baseline on Belonging: Examination Report

## Candidates at Mid-Size Firms Less Likely to Spend \$500 or More on Study Materials



Viewing the data by firm size revealed only slight differences in the amount spent on study materials. Candidates employed at small firms were just 1 percentage point more likely to report having spent \$500 or more on study materials than those employed by large firms, but 9 percentage points more likely than those employed at mid-size firms.

Candidates employed by mid-size firms were slightly more likely to indicate they had spent \$100 or less, compared to candidates at other firm sizes.



# Baseline on Belonging: Examination Report

## Firm's Provision of Study Resources

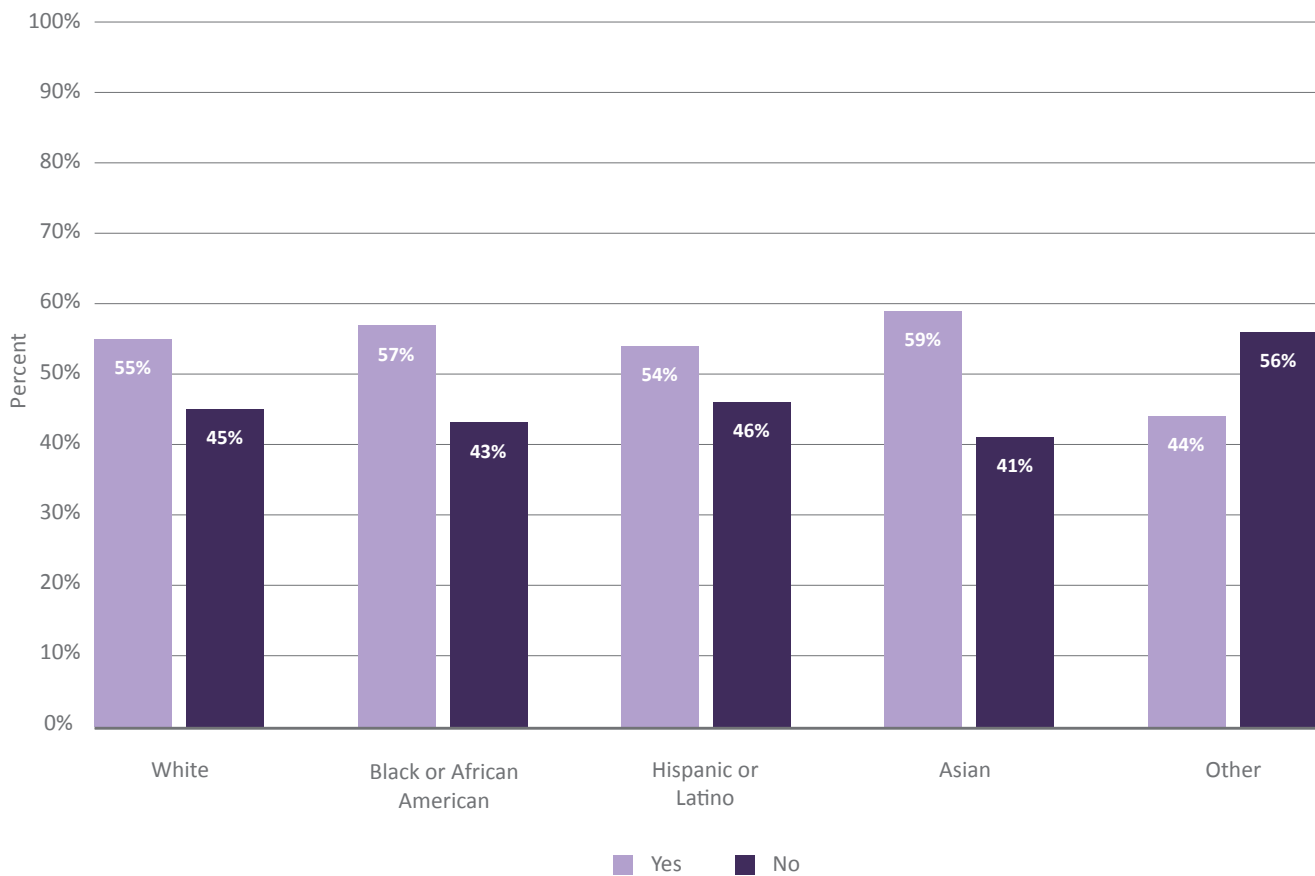
When asked if their firm provided free study materials for the ARE, slightly more than half of all respondents indicated that their firm did supply free study materials.

Viewing responses by race/ethnicity reveals very slight disparities, which grow larger when gender is considered in conjunction with race/ethnicity. Unlike previous exam-related questions, however, women of almost every racial group were more likely to report receiving resources from their firm than their male counterparts.

The most significant impacts on the likelihood to receive free study materials, however, are seen when the data is viewed by age and by firm size, with younger candidates employed by large firms the most likely of all groups to receive free study materials.

# Baseline on Belonging: Examination Report

## Asians Slightly More Likely to Receive Free Study Materials



Compared to respondents of other races/ethnicities, Asian respondents were slightly more likely to report that their firm provided them with free study materials for the ARE. In contrast, Latino respondents were the least likely to report being provided with free study materials at 54 percent—5 percentage points less likely than their Asian peers.

# Baseline on Belonging: Examination Report

## Latino Men Least Likely to Receive Free Study Materials



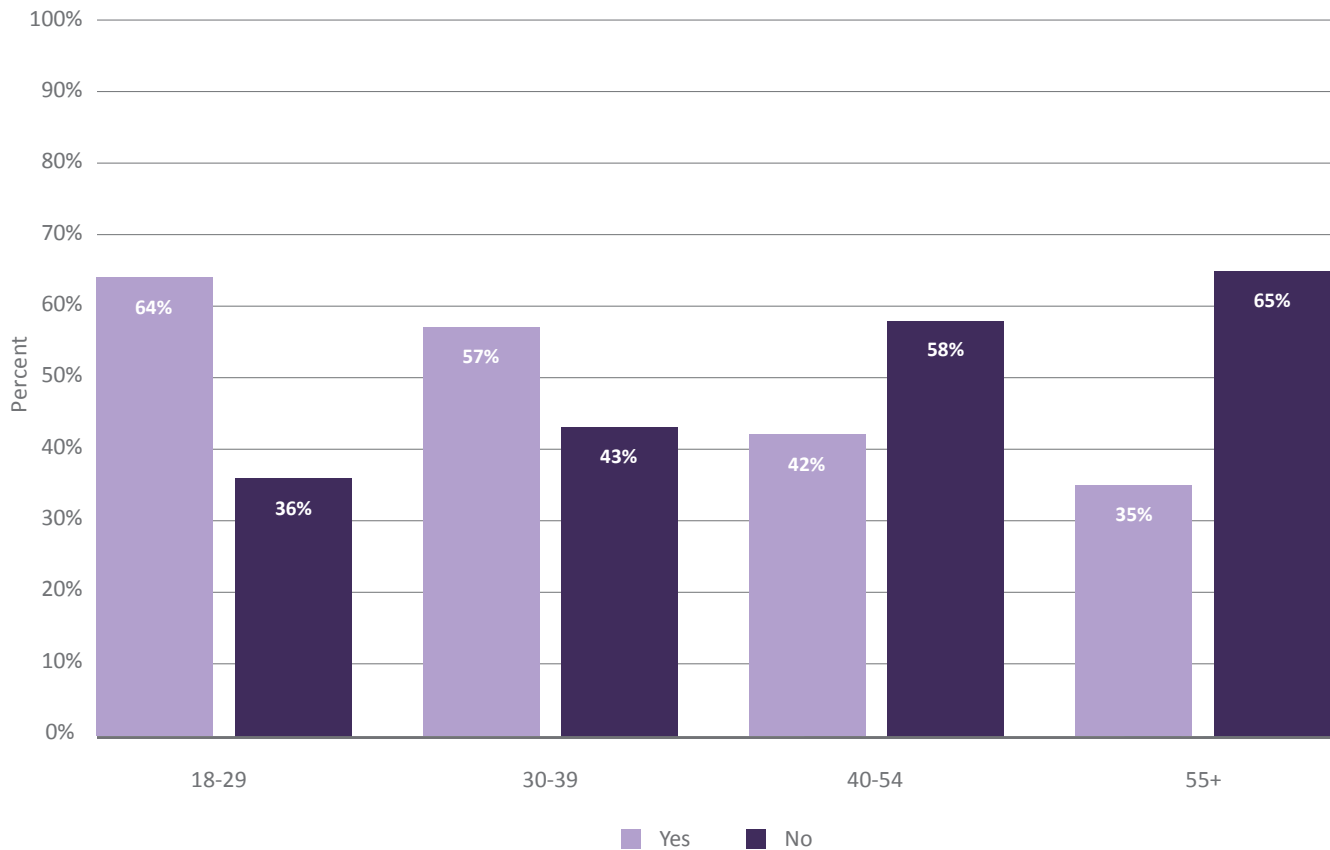
Viewing the responses by both race/ethnicity and gender reveals a larger gap in respondents' likelihood to receive free study materials from their firm. Women of most races/ethnicities were more likely to have received free study materials, with the exclusion of white women, who were just one percentage point less likely to receive free study materials compared to white men.

Asian women were the most likely of all groups to receive free study materials from their firm at 62 percent—10 percentage points higher than Latino men.



# Baseline on Belonging: Examination Report

## Older Candidates Less Likely to Receive Free Study Materials

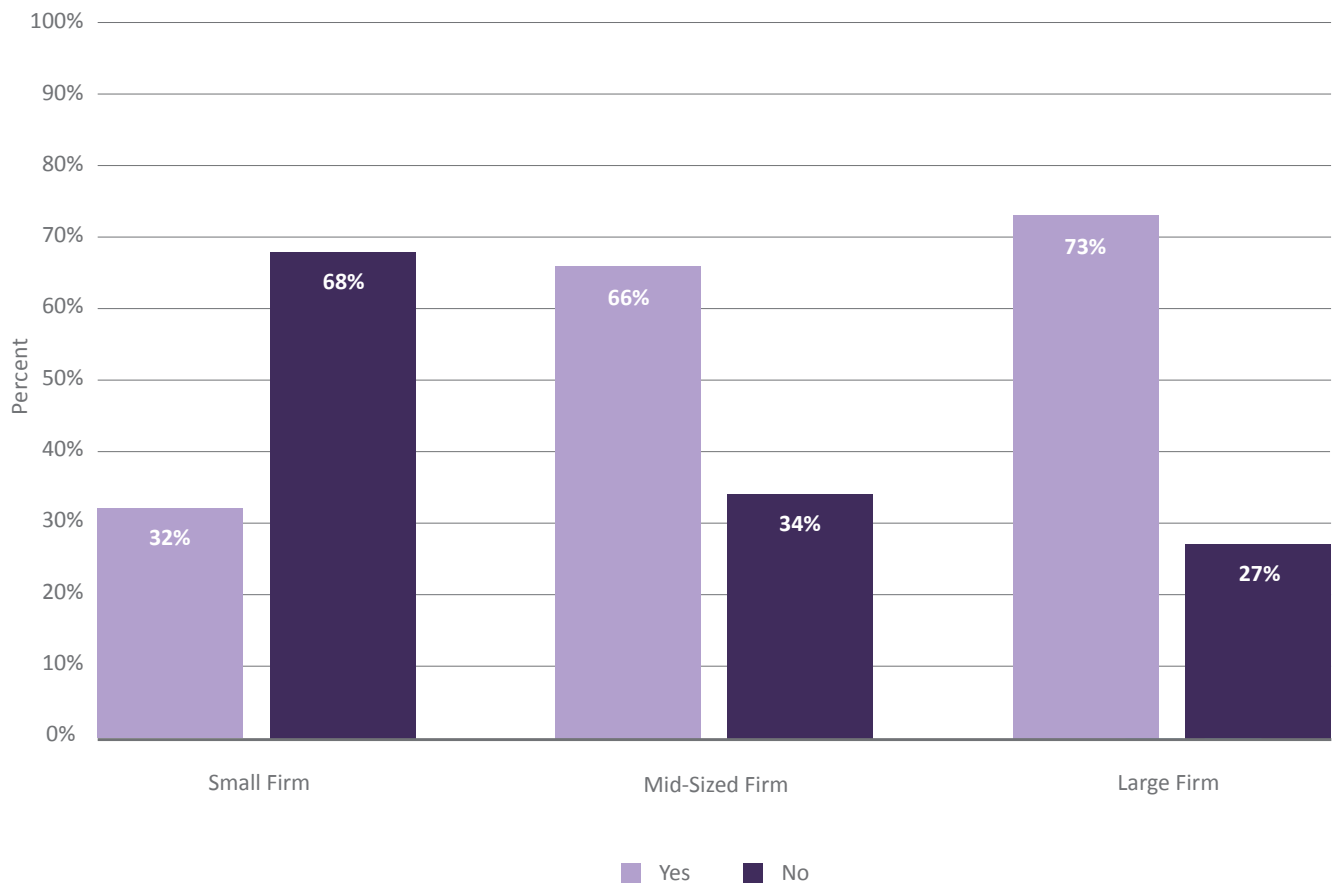


The likelihood that a candidate’s firm provides them with free ARE study materials decreases steadily with age. Candidates aged 55+ were nearly 30 percentage points less likely to report receiving free study materials compared to those aged 18-29.

Even candidates in the 30-39 age group—the age group of the majority of ARE testers, according to NCARB’s data—were 7 percentage points less likely to receive free study materials than their younger peers.

# Baseline on Belonging: Examination Report

## Large Firms More Likely to Provide Free Study Materials



Segmenting the responses by firm size revealed that candidates working at large firms were more than twice as likely to report being provided with free study materials. Nearly 75 percent of candidates at large firms received free study materials, compared to 66 percent of candidates at mid-sized firms and almost a third of candidates at small firms.



# Baseline on Belonging: Examination Report

## Candidates' Confidence in Affording the ARE

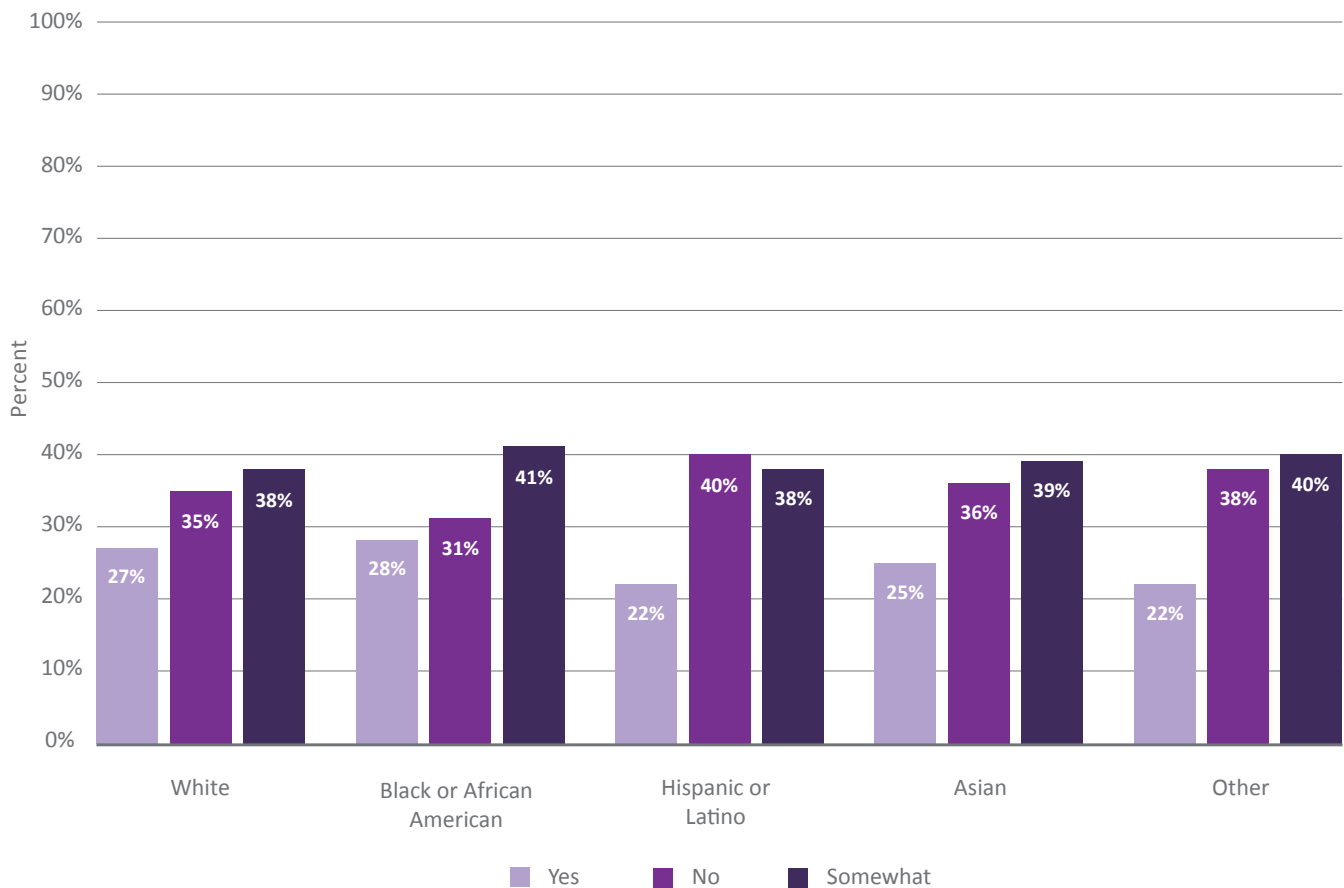
*Note: This question was asked only of respondents who were active ARE candidates.*

Many survey respondents across all demographics indicated the cost of the exam was a significant challenge to practice; however, viewing the data by race and gender reveals that Latino respondents—especially Latina women—may be disproportionately impacted by the cost of the exam.

Unlike previous exam-related questions, candidates' confidence in their ability to afford the ARE showed little change when filtered by firm size and positive change with age.

# Baseline on Belonging: Examination Report

## Latinos Least Likely to Feel Confident in Affording the ARE

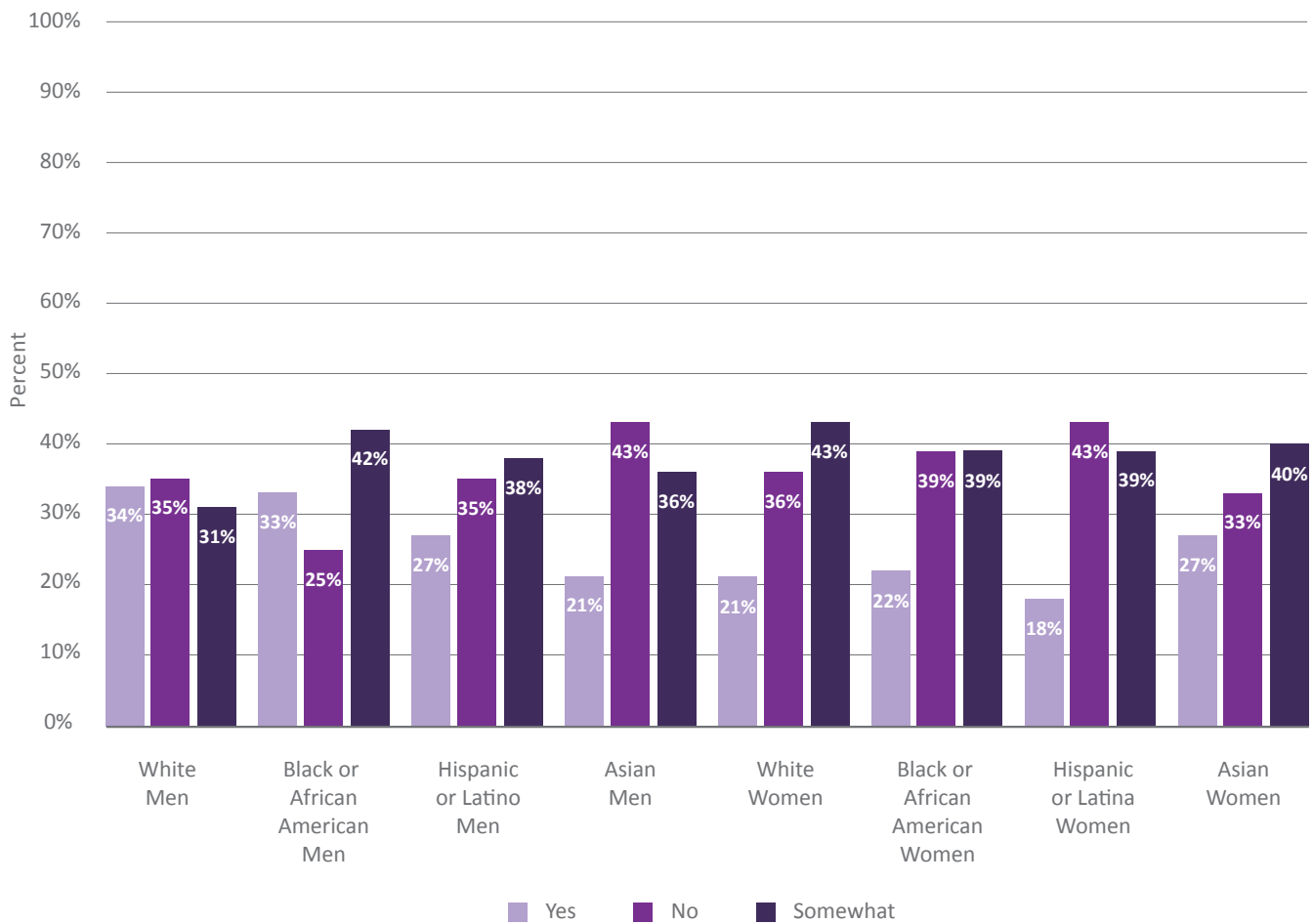


When asked whether they feel confident in their ability to afford the ARE, just 22 percent of Hispanic or Latino respondents said yes—6 fewer percentage points than Black or African American respondents.

For most races/ethnicities, the largest proportion of respondents selected “somewhat.” Hispanic or Latino respondents represent the only ethnicity where candidates were slightly more likely to select “no” when asked if they were confident in their ability to afford taking the ARE.

# Baseline on Belonging: Examination Report

## Latinas Least Likely to Feel Confident in Affording the ARE



Apart from Asian women, women of most races/ethnicities were less likely to feel confident that they could afford the ARE than their male peers. Latinas, for example, were the least likely of all groups to report feeling confident in affording the ARE at just 18 percent. This is compared to 34 percent of white men—who were the most likely to feel confident affording the exam.

Asian men were the least likely of all male groups to indicate they were confident affording the ARE at just 21 percent. This contrasts with Asian women, who were the most likely of all female groups to feel confident affording the exam.

# Baseline on Belonging: Examination Report

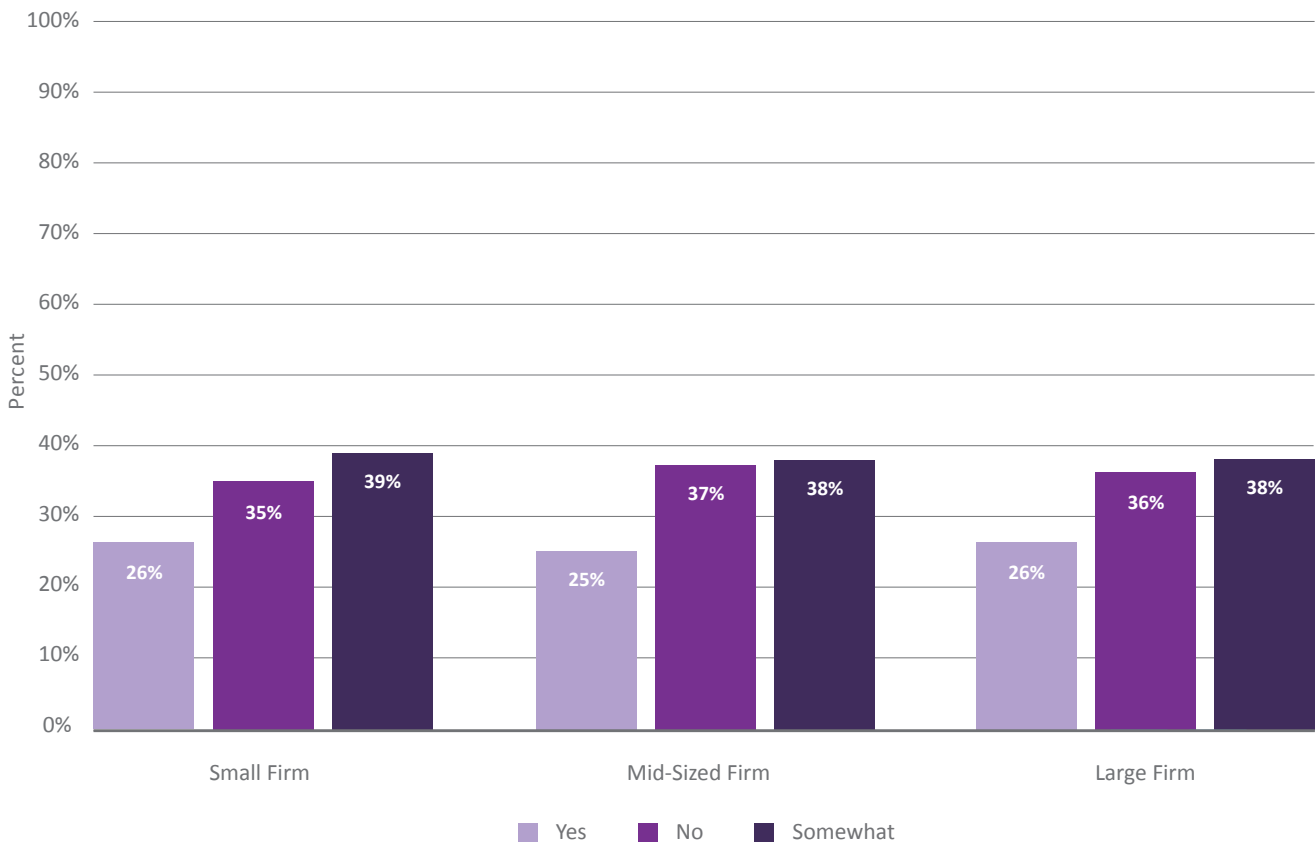
## Candidates Aged 55+ Most Likely to Feel Confident in Affording the ARE



When viewed by age, younger candidates are less likely to feel confident they can afford the ARE, with only 23-24 percent of candidates aged 18-29 and 30-39 selecting “yes” when asked. This is 16-17 percentage points less than those aged 55+.


# Baseline on Belonging: Examination Report

## Firm Size Doesn't Have Significant Impact on Confidence in Affording the ARE



When viewed by firm size, there is little difference in candidates' confidence they can afford the ARE, with candidates at mid-sized firms just one percentage point less likely to select "yes" than their peers at small and large firms.

For all firm sizes, roughly a quarter of respondents said they felt confident affording the ARE. The other three-fourths of respondents for each firm size were nearly evenly split between not feeling confident at all or feeling "somewhat" confident.



# Baseline on Belonging: Examination Report

## Impacts on ARE Affordability

*Note: This question was asked only of respondents who were active ARE candidates.*

When asked to indicate all the factors impacting their ability to afford the exam, nearly 75 percent of all candidates selected income and/or compensation. In addition, 54 percent selected college debt, 47 percent selected family obligations, and 42 percent selected personal debt.

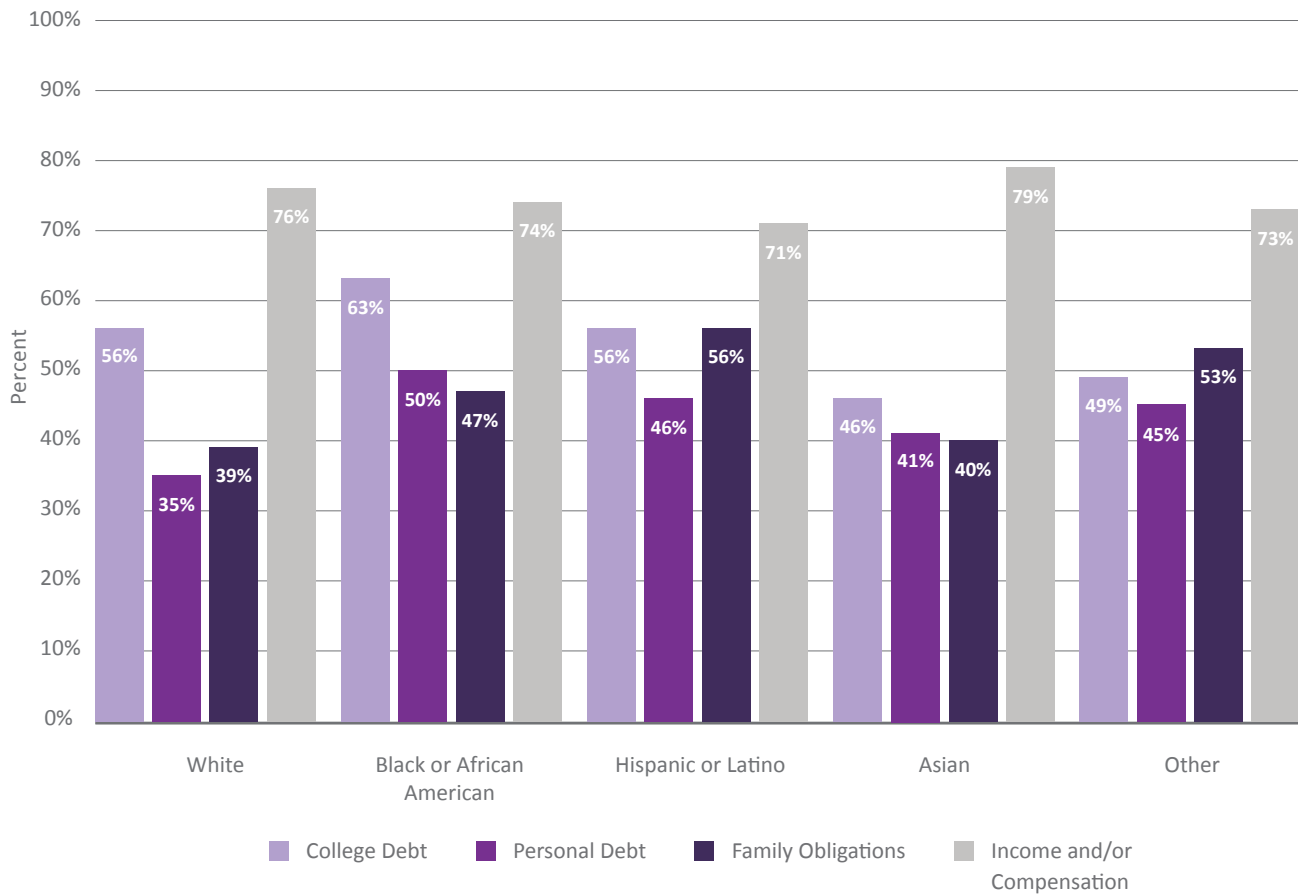
The likelihood of selecting these factors varied slightly by demographic, with candidates of color more likely to select personal debt and family obligations compared to their white peers.

Firm size, however, did not have as large of an impact on these responses as it did on other aspects of exam affordability.



# Baseline on Belonging: Examination Report

## \Black and Latino Candidates More Likely to Indicate Personal and Family Expenses Impacting Exam Affordability

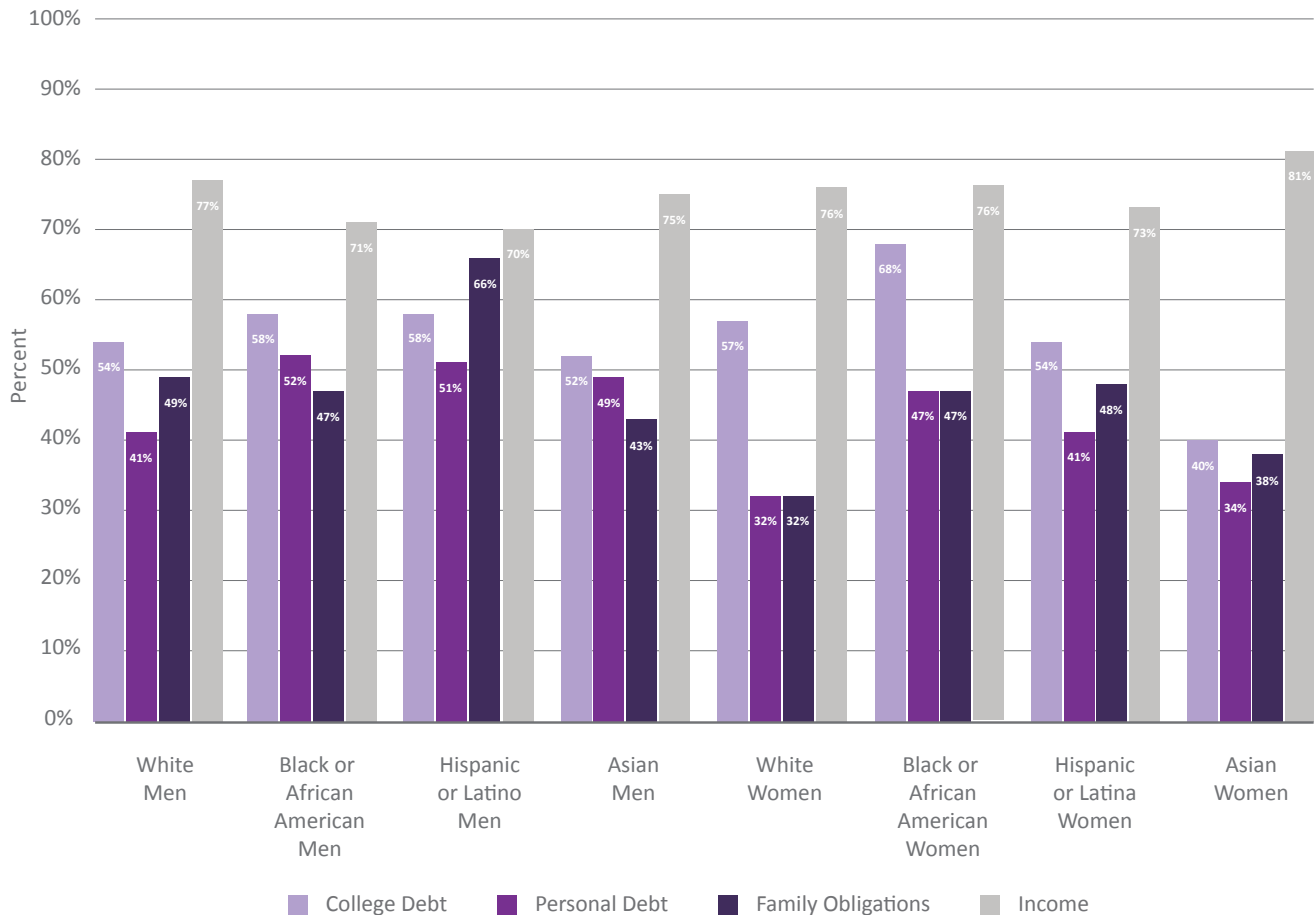


When asked to indicate the factors that impacted their ability to afford the ARE, African American and Latino candidates were more likely to select personal debt and family obligations than their white and Asian peers, with 50 percent of African American candidates selecting personal debt compared to just 35 percent of white candidates. Similarly, 56 percent of Latino candidates selected family obligations, compared to just 39 percent of white candidates.

Asian respondents were the most likely to indicate that their income contributed to their ability to afford the exam—8 percentage points more likely than Latino respondents, who were the least likely. And at 63 percent, African American candidates were the most likely to indicate college debt as impacting ARE affordability—7 percentage points higher than white and Latino candidates and 17 percentage points higher than Asian candidates.

# Baseline on Belonging: Examination Report

## White Women Least Likely to Report Personal and Family Expenses Impacting Exam Affordability



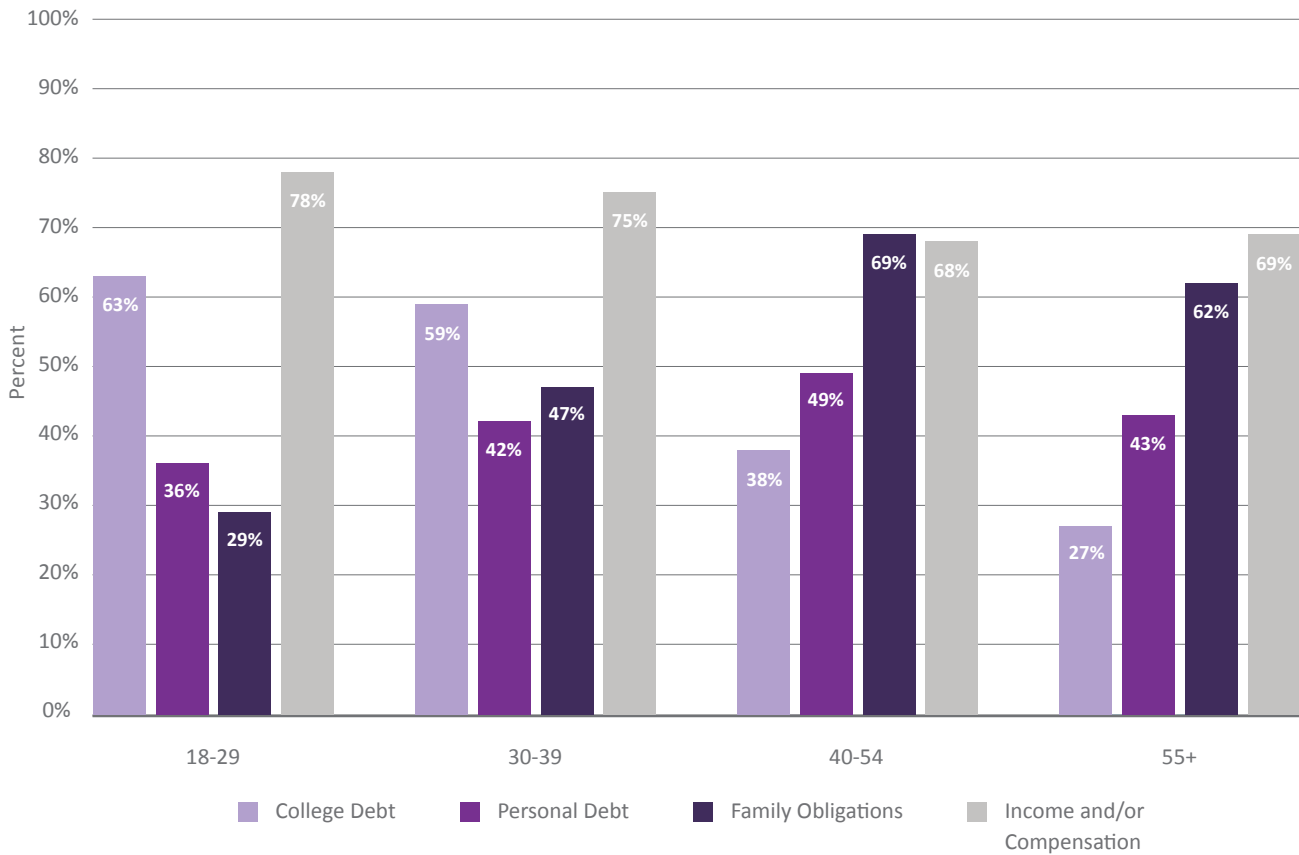
When viewed by both race/ethnicity and gender, white women were least likely to indicate that personal debt and family obligations impacted their ability to afford the ARE at 32 percent.

Asian women were most likely to report that their income impacted their ability to afford the exam—compared to just 75 percent of Asian men. White women were nearly equally as likely to indicate their income impacted their ability to afford the exam as white men, at 76 and 77 percent, respectively.

In contrast, African American women were far more likely to indicate that college debt impacted their ability to afford the exam compared to respondents of other races and ethnicities—14 percentage points more likely than white men and 28 percentage points higher than Asian women, who were the least likely to indicate college debt impacting exam affordability.

# Baseline on Belonging: Examination Report

## Key Factors Impacting ARE Affordability Vary With Age



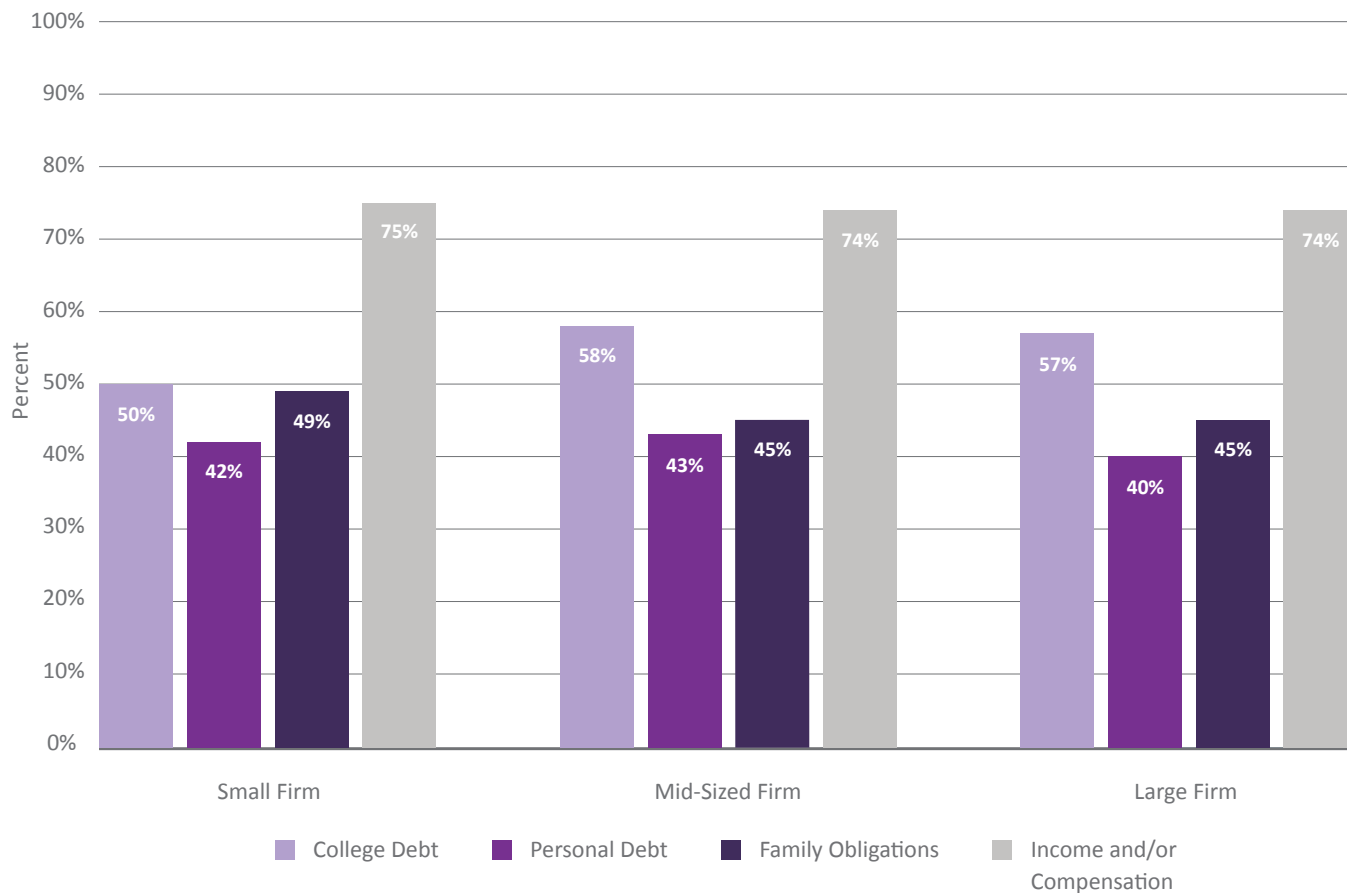
When viewed by age, younger candidates are more likely to report that college debt impacts their ability to afford the ARE compared to older candidates, with 63 percent of those in the 18-29 age group.

However, the reverse is true of family obligations— older candidates are much more likely to indicate that family expenses impacted the exam’s affordability compared to those aged 18-29.

Although candidates’ likelihood to select personal debt rose slightly with age, it didn’t vary as greatly as family and college expenses. Similarly, candidates’ likelihood to select income fell slightly with age, with those in the 18-29 age group 9 percentage points more likely to select this response than those aged 55+.

# Baseline on Belonging: Examination Report


## Firm Size Doesn't Have Significant Effect on Factors Impacting ARE Affordability



Unlike some other areas related to the exam, most factors impacting the exam's affordability did not change significantly when viewed by firm size.

Candidates at small firms were slightly more likely than their peers at mid-size and large firms to report family obligations by 1 percentage point as a factor impacting their ability to afford the exam, but 7-8 percentage points less likely indicate college debt.

Regardless of firm size, candidates were nearly equally as likely to select personal debt and income as factors impacting their ability to afford the ARE.



# Baseline on Belonging: Examination Report

## Expected Contributors Toward ARE Costs

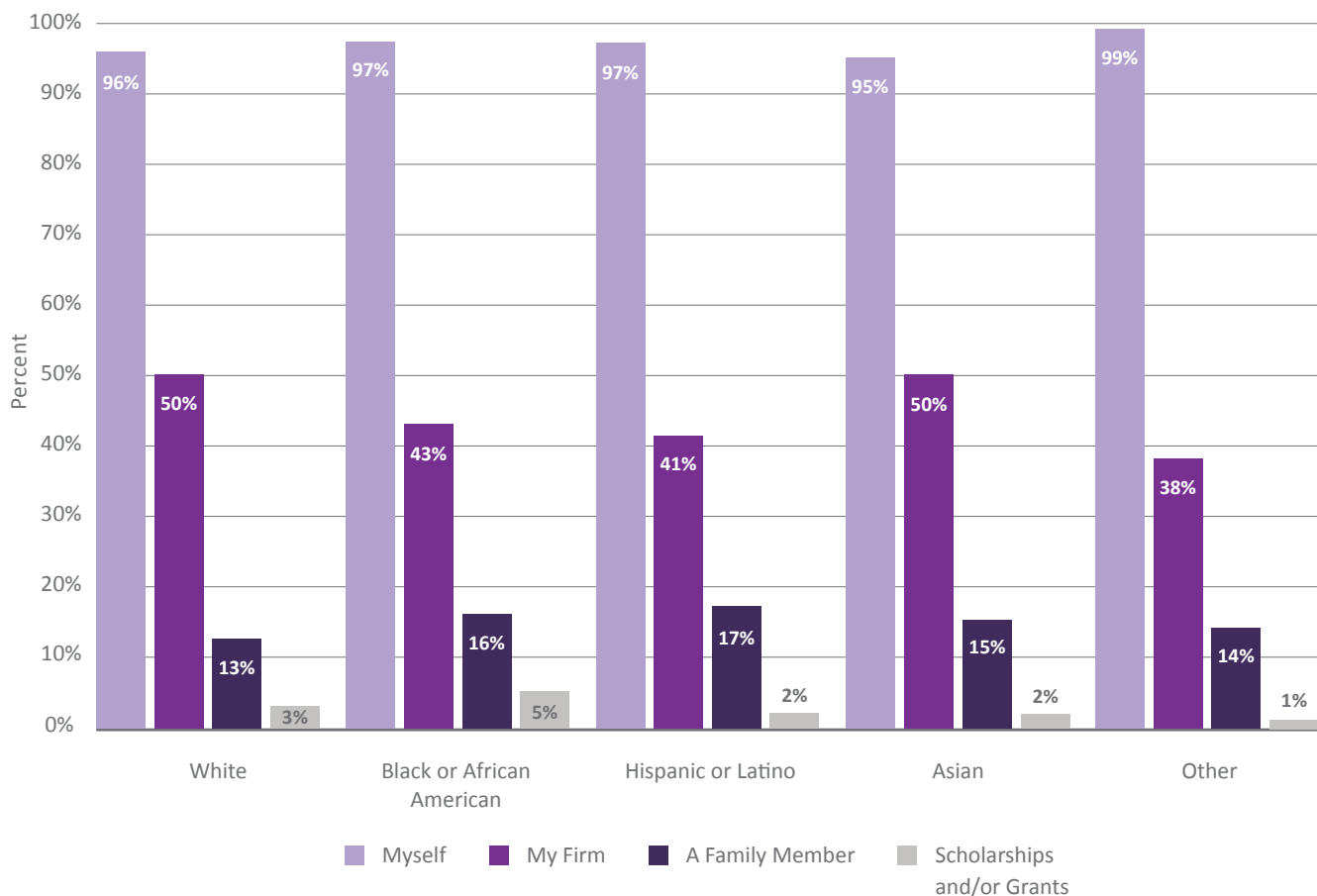
*Note: This question was asked only of respondents who were active ARE candidates. Recently licensed individuals or those who had completed the exam were asked to select the parties that did contribute toward the cost of the ARE.*

When asked to indicate all the parties that would contribute toward the cost of the ARE, 97 percent of all active ARE candidate respondents selected themselves.

Despite anecdotal reports that most firms will help pay for the exam, just 46 percent—less than half—of respondents said that their firm would contribute to the exam’s cost. White and Asian candidates were more likely to report that their firm would contribute to the cost of the exam than African American and Latino candidates. However, the most significant factors in firm support to exam costs were firm size and candidate age, which both saw disparities of over 25 percent.

# Baseline on Belonging: Examination Report

## White and Asian Candidates More Likely to Say Their Firm Will Contribute to ARE Cost

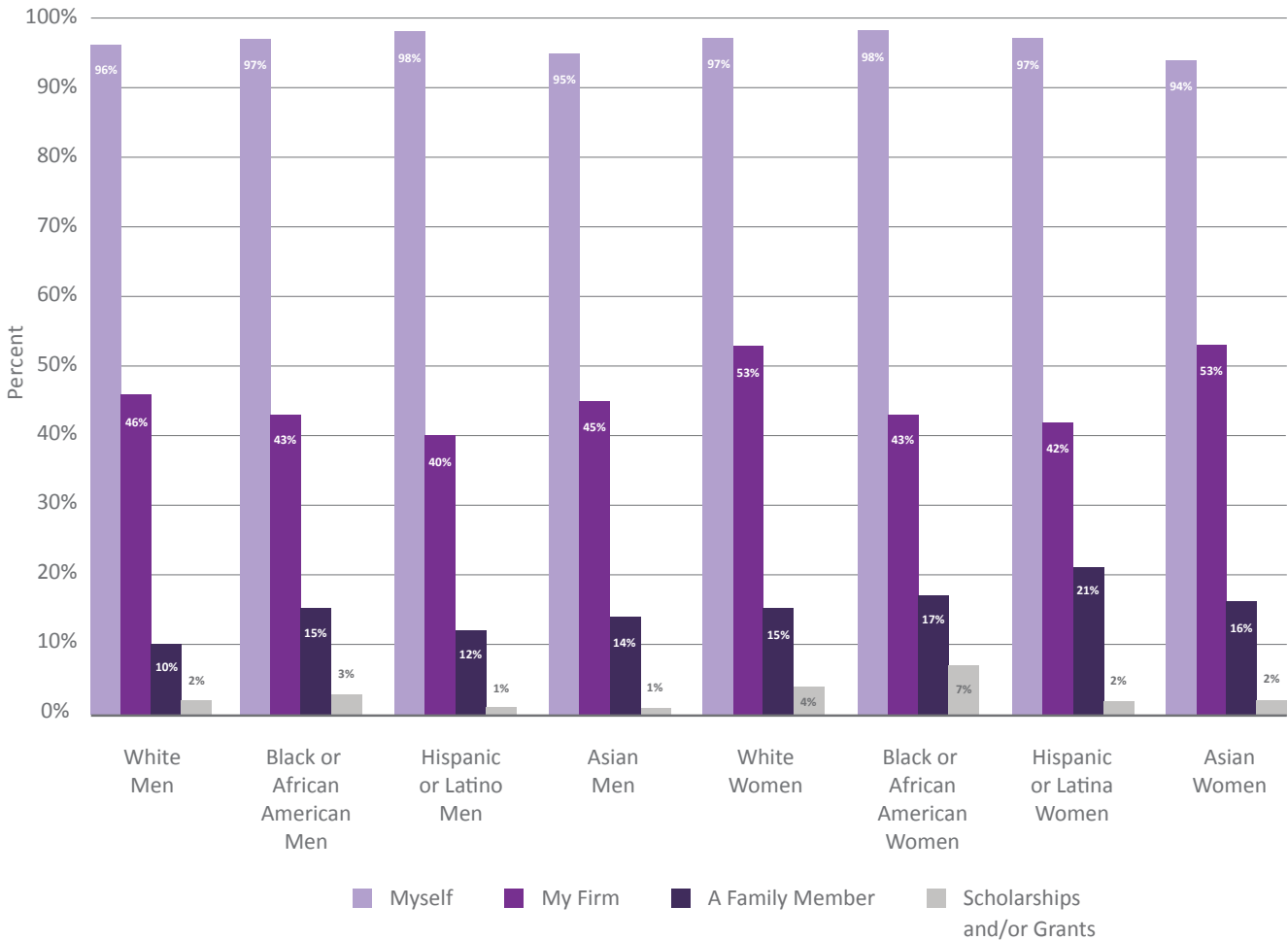


When asked to select all the parties who would contribute to the cost of the ARE, almost all candidates selected themselves, regardless of race/ethnicity. White and Asian candidates were 7-9 percentage points more likely to select their firm as a contributor than Black and Latino candidates.

In addition, candidates of color were slightly more likely to indicate that a family member would contribute toward the exam’s cost compared to white candidates.

# Baseline on Belonging: Examination Report

## White and Asian Women Most Likely to Say Their Firm Will Contribute to ARE Cost



When gender is viewed with race/ethnicity, the disparity between respondents grows when it comes to external parties helping pay for the exam.

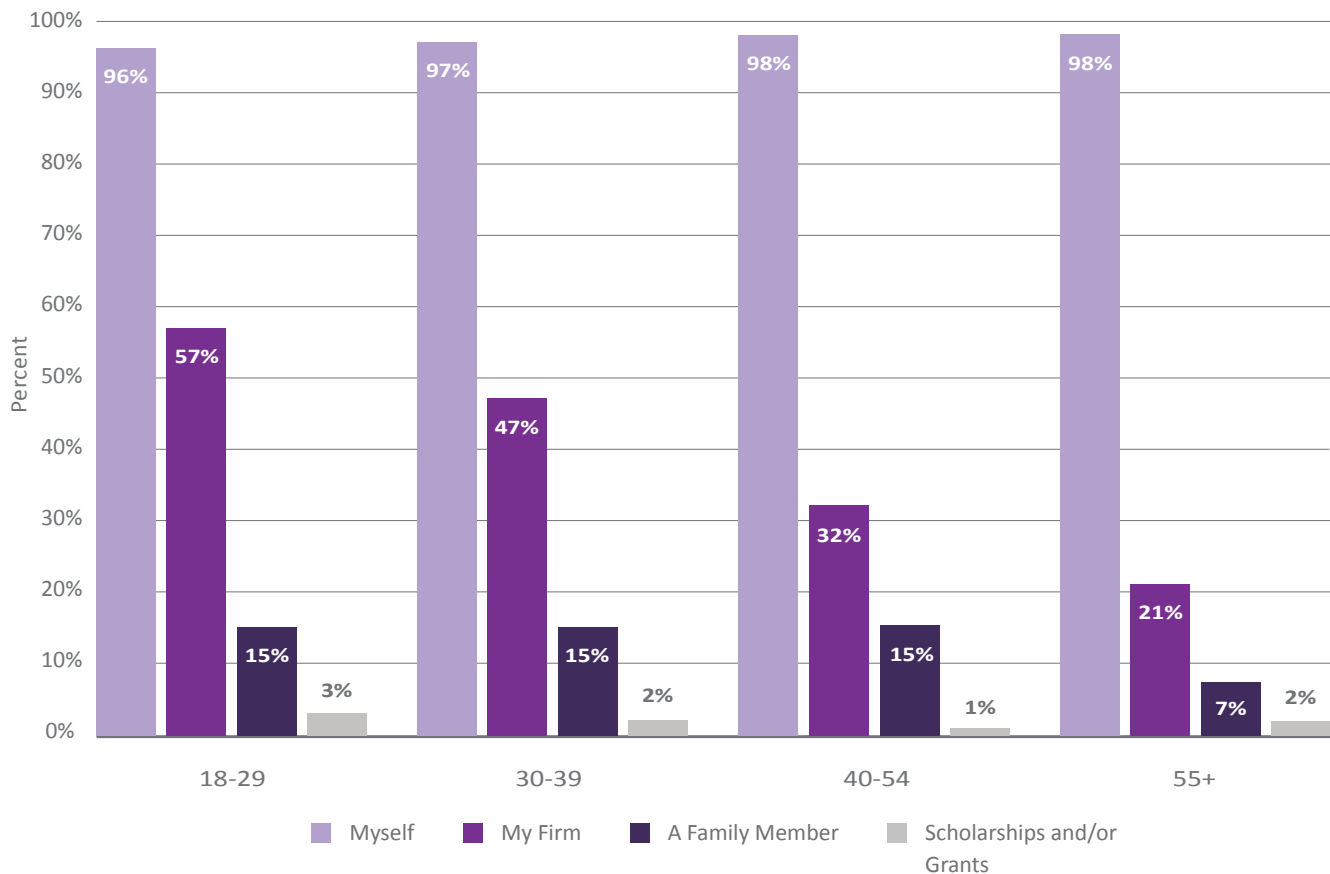
Women of most races/ethnicities were slightly more likely to indicate that their firm would help pay for the ARE compared to their male peers, with the exception of African American women—who were equally likely as African American men to report their firm contributing to the cost of the ARE.

At 53 percent, white and Asian women were the most likely of all respondents to say their firm would contribute to the cost of the ARE—11 and 13 percentage points more likely than Latina women and Latino men, respectively.

In addition, Latinas were the most likely to report that a family member would contribute toward the cost of the exam at 21 percent—11 percentage points higher than white men.

# Baseline on Belonging: Examination Report

## Older Candidates Less Likely to Say Their Firm Will Contribute to ARE Cost

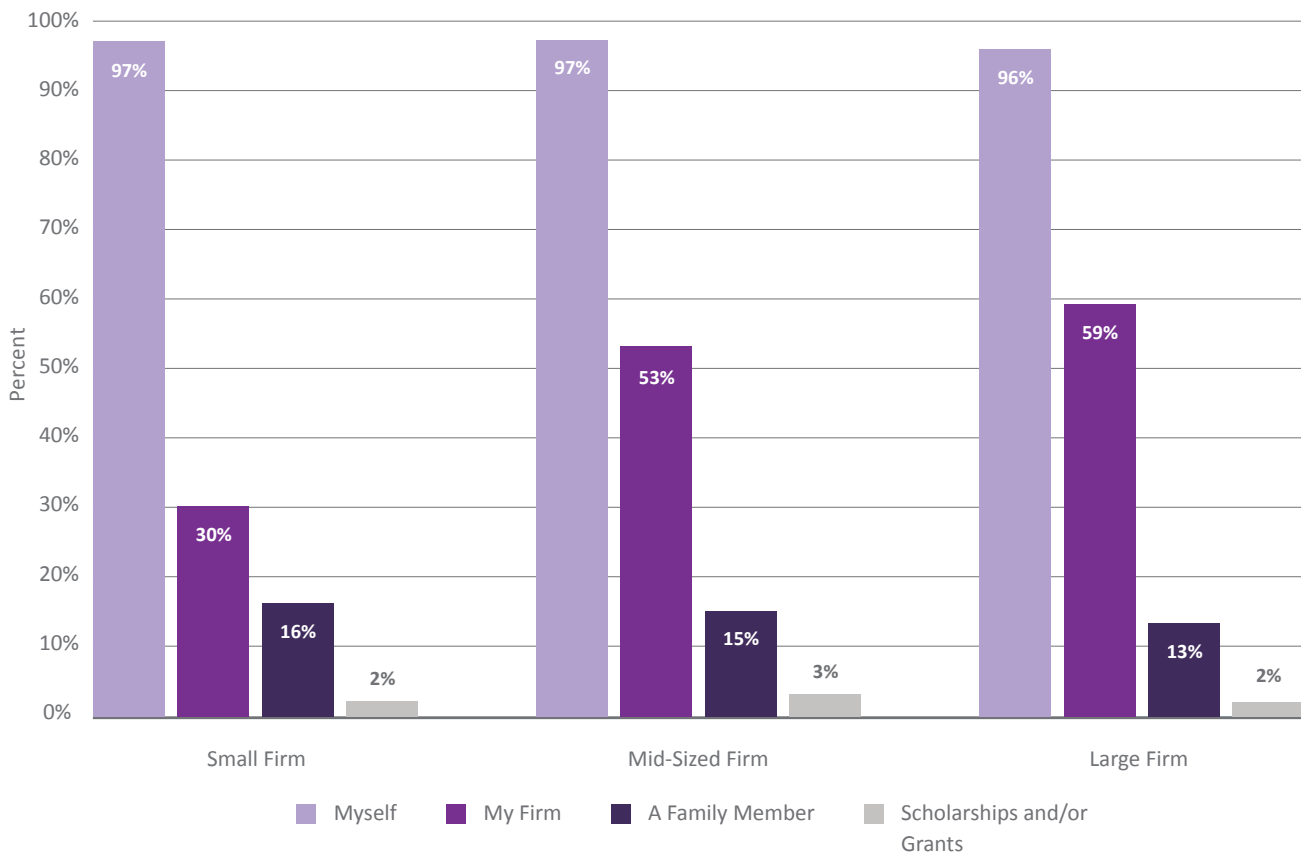


A candidate's likelihood to report that their firm will contribute to the cost of the exam decreases dramatically with age. Nearly 60 percent of candidates in the 18-29 age group report their firm will help pay for the exam, compared to just 21 percent of those aged 55+. Even the 30-39 age group (which represents the largest cohort of exam candidates, according to NCARB's data) is 10 percentage points less likely to report receiving firm support compared to their younger peers.




# Baseline on Belonging: Examination Report

## Candidates at Large Firms More Likely to Say Their Firm Will Contribute to ARE Cost



Segmenting the responses by firm size revealed that candidates working at large firms were nearly twice as likely to report that their firm would contribute to the cost of the exam compared to those at small firms. Nearly 60 percent of candidates indicated their firm would help pay for the exam, compared to 53 percent of those working at mid-size firms and 30 percent of those working at small firms.



# Baseline on Belonging: Examination Report

## Firm Contribution Toward ARE Costs

*Note: This question was asked only of respondents who were recently licensed or those who had completed the exam.*

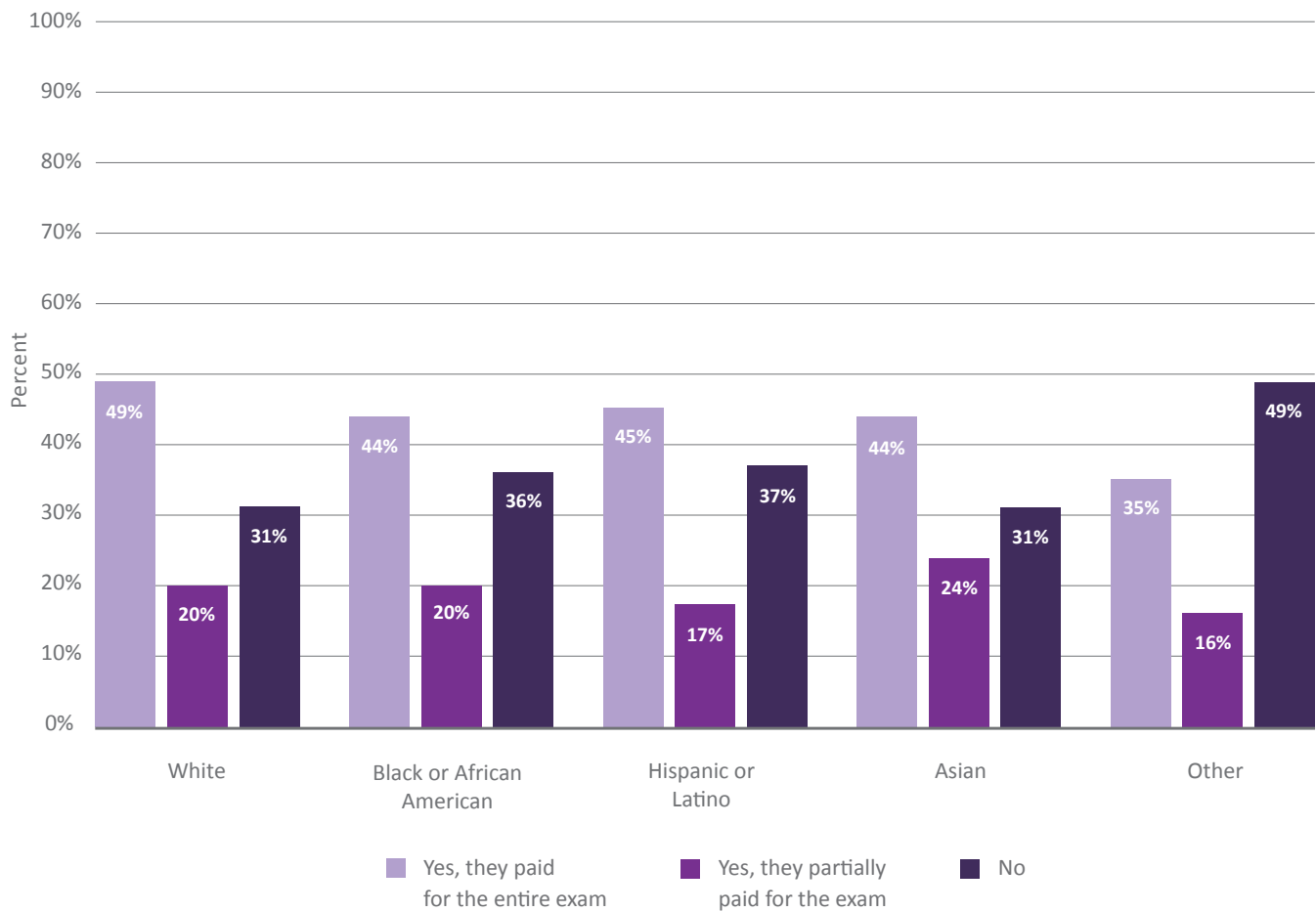
When asked if their firm contributed to the cost of the exam, 45 percent of respondents who were licensed or had completed the ARE reported that their firm paid for the entire exam. Twenty percent reported that their firm paid for part of the ARE, and 34 percent said their firm did not contribute toward the cost of the exam (the remaining 1 percent of respondents were unsure).

Responses revealed some disparities by race/ethnicity and gender, with white respondents most likely to report receiving support toward the cost of the entire exam compared to their peers.

As with other areas related to exam support, age and firm size remained the most significant factors impacting a firm's likelihood to pay for the ARE, with young respondents and respondents employed by large firms far more likely to receive monetary support than their peers.

# Baseline on Belonging: Examination Report

## White and Asian Respondents More Likely to Receive Firm Support Toward ARE Cost



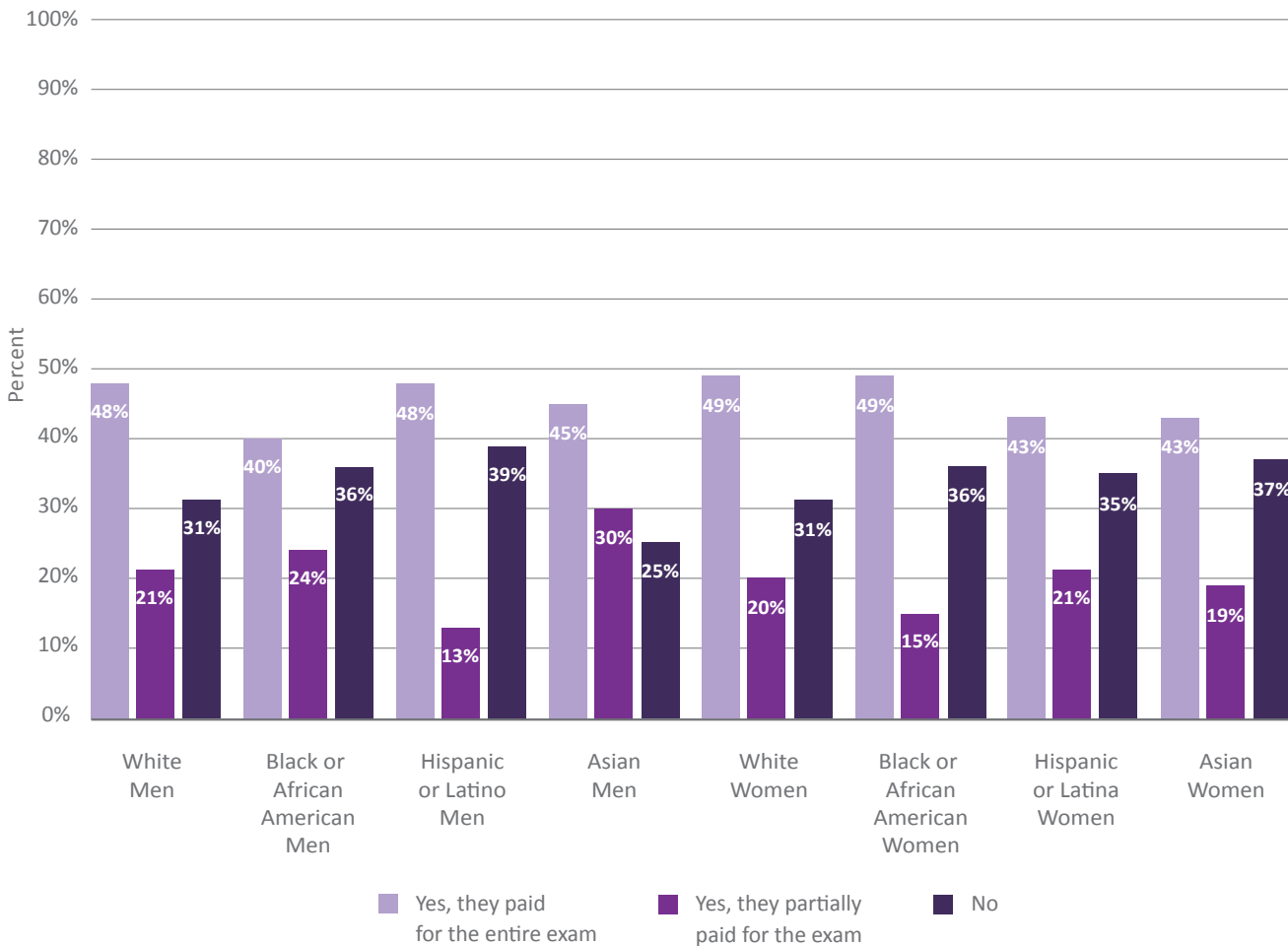
When asked whether their firm had contributed to the cost of the exam, 49 percent of white respondents said their firm paid for the entire exam—4 and 5 percentage points higher than their Latino, African American, and Asian counterparts.

Asian respondents were the most likely to say that their firm partially paid for the exam at 24 percent, compared to 20 percent of white and African American respondents and 17 percent of Latino respondents.

African American and Latino respondents were nearly equally likely to say their firm did not contribute to the cost of the exam at all—5-6 percentage points higher than white and Asian respondents.

# Baseline on Belonging: Examination Report

## Latino Men Most Likely to Receive No Firm Support Toward ARE Cost



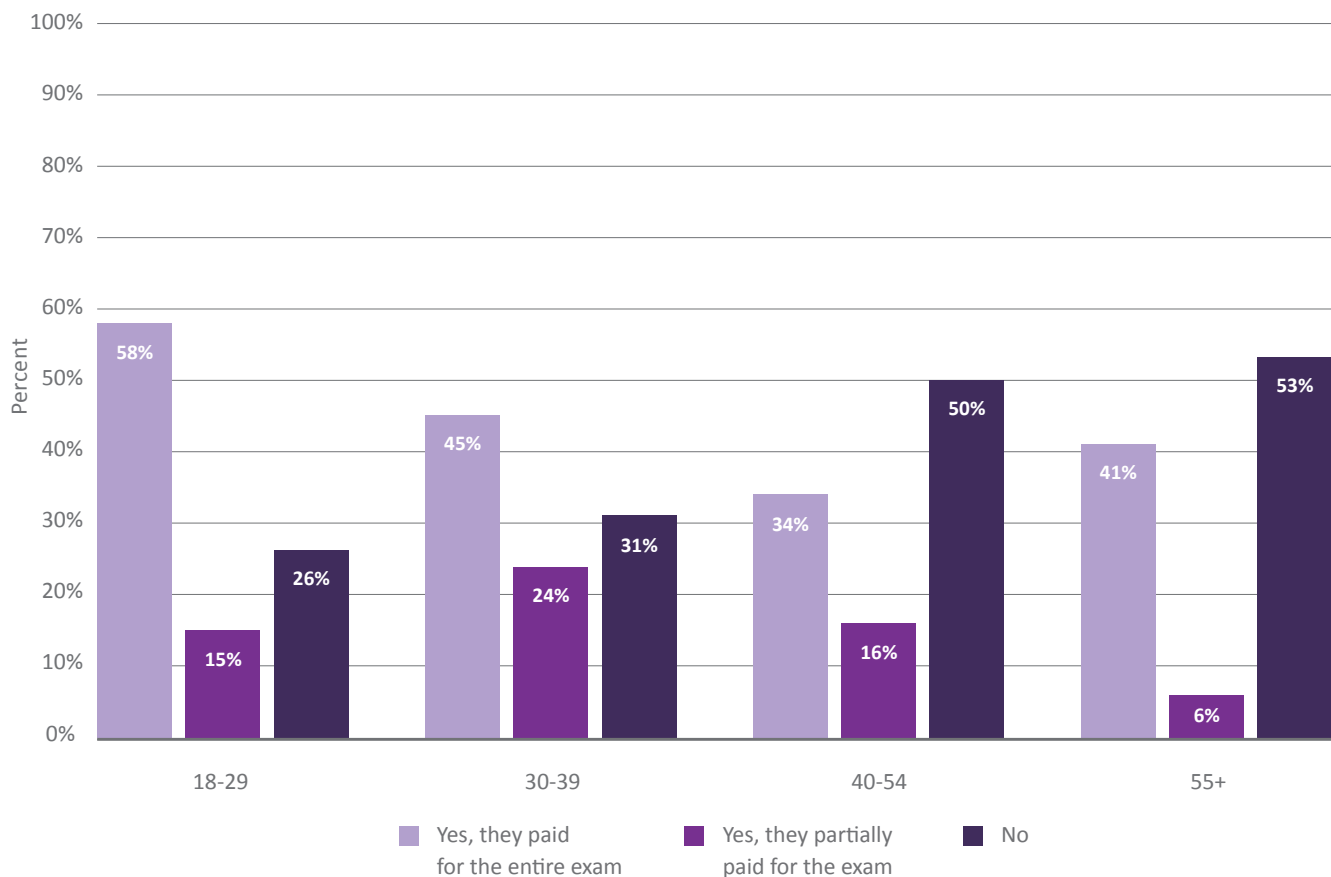
Viewing the responses by both race/ethnicity and gender reveals disparities between genders for people of color, but little difference between genders for white respondents.

White and African American women were the most likely of all respondents to report that their firm paid for the entire exam at 49 percent, with white and Latino men just one percentage point less likely at 48 percent. Conversely, just 40 percent of African American men and 43 percent of Latina and Asian women indicated that their firm would pay for the entire exam.

Latino men were the most likely to report that their firm did not contribute toward the cost of the exam at 39 percent—this is 8 percentage points higher than white men and women and 14 percentage points higher than Asian men.

# Baseline on Belonging: Examination Report

## Older Respondents Less Likely to Receive Firm Support Toward ARE Cost

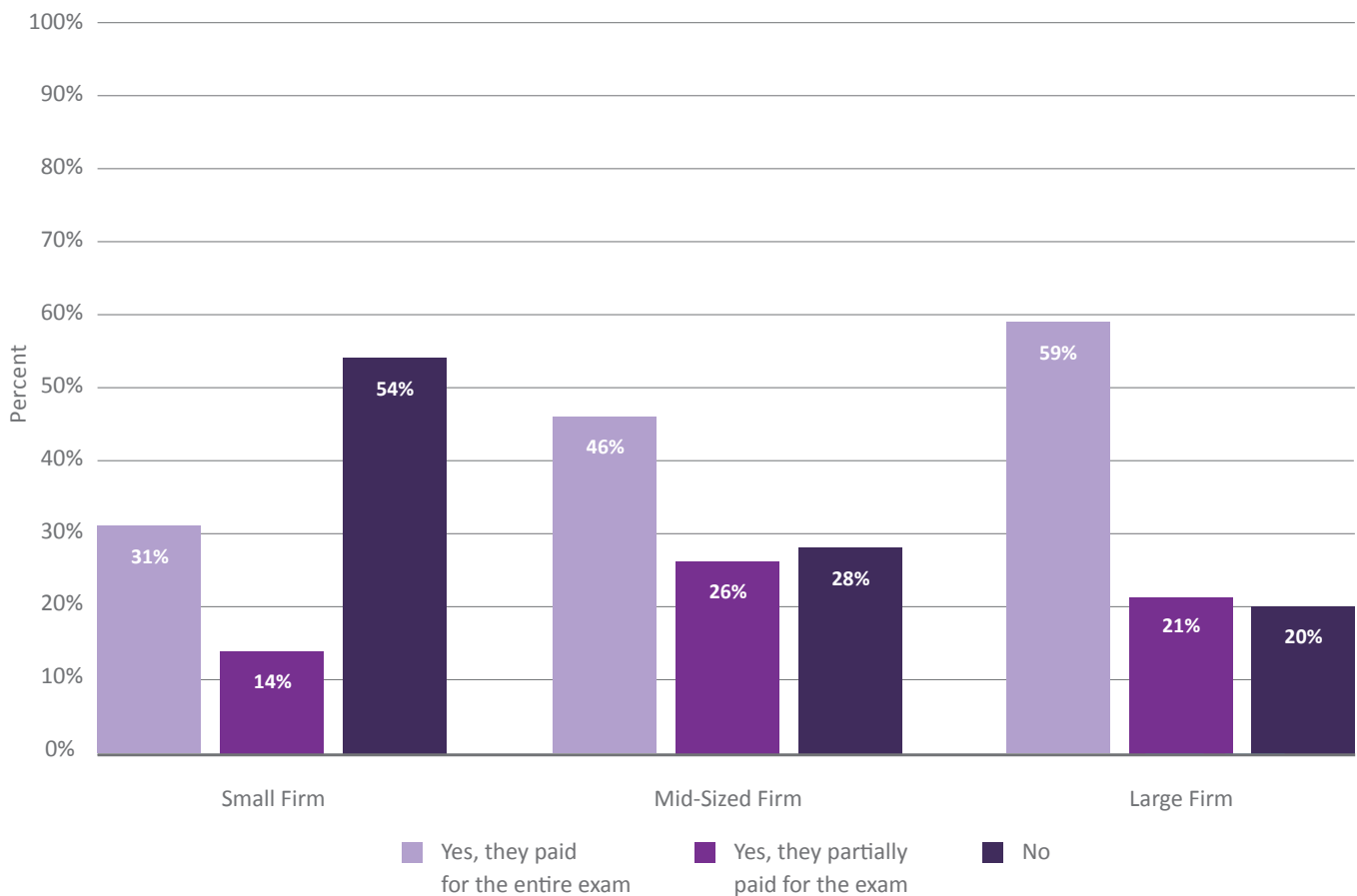


A respondent's likelihood to report that their firm paid the cost of the entire exam decreases dramatically with age. Nearly 60 percent of candidates in the 18-29 age group report that their firm paid for the entire ARE, compared to just 34 percent of those aged 40+.


Half of respondents aged 40+ reported receiving no firm support toward the cost of the exam, compared to 31 percent of those aged 30-39 and 26 percent of those aged 18-29.

# Baseline on Belonging: Examination Report

## Respondents at Large Firms Nearly Twice as Likely to Receive Firm Support for Entire ARE Cost



Segmenting the responses by firm size revealed that respondents working at large firms were nearly twice as likely to report that their firm paid for the entire exam compared to those working at small firms. Respondents at mid-sized firms were the most likely to report that their firm partially paid for the exam. Over half of respondents at small firms reported receiving no firm support toward the cost of the ARE, compared to just 28 percent of those at mid-sized firms and 20 percent of those at large firms.



# Baseline on Belonging: Examination Report

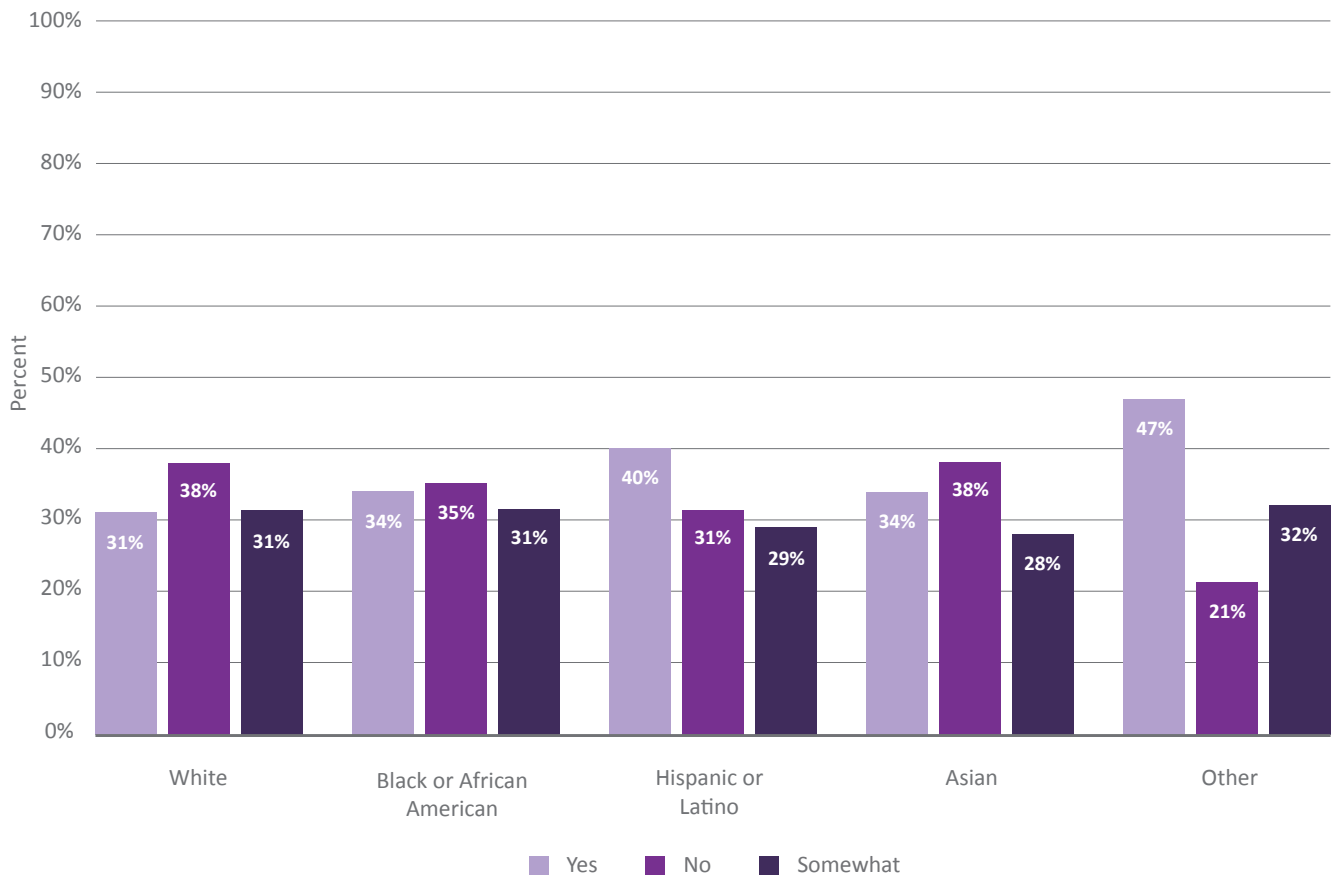
## Difficulty Affording the ARE

*Note: This question was asked only of respondents who were recently licensed or had passed the ARE and reported that they partially or fully paid for their exam cost.*

When asked if they had personally experienced difficulty paying for the ARE, 36 percent of all respondents that completed the ARE or were recently licensed said yes. An additional 29 percent of respondents reported some difficulty paying for the exam and another 35 percent reported having no difficulty affording the exam. Unlike other areas related to the exam, firm size and age did not significantly impact respondents' likelihood to report facing difficulty paying for the exam. Instead, race and ethnicity and gender revealed larger disparities in this area.

# Baseline on Belonging: Examination Report

## White and Asian Respondents Less Likely to Report Difficulty Paying for the Exam



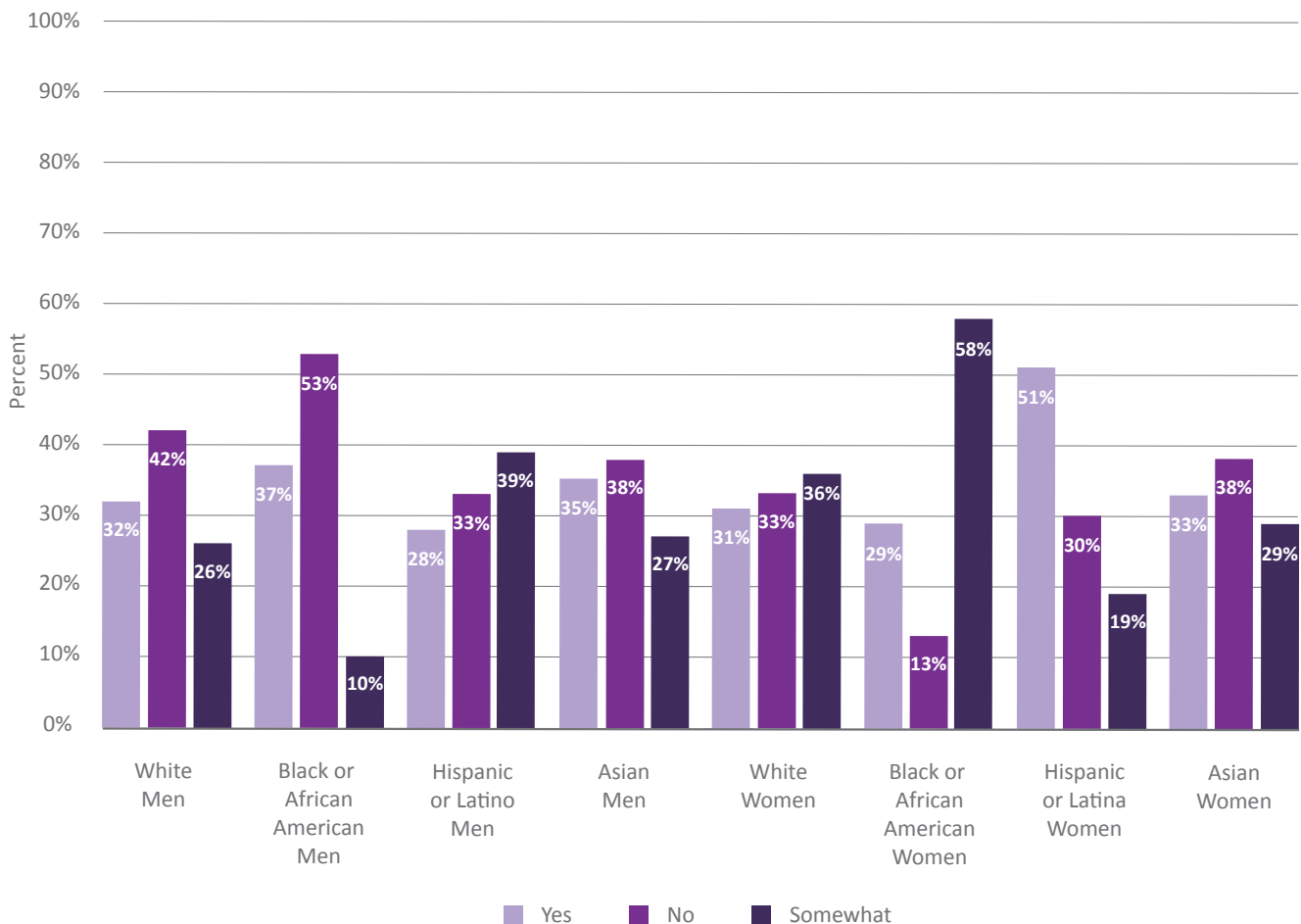
When asked if they had experienced personal difficulty paying for the cost of the ARE, 38 percent of white and Asian respondents indicated they had not—3 percentage points higher than African American respondents and 7 percentage points higher than Latino respondents.

While white and African American respondents were the most likely to report experiencing “somewhat” difficulty paying for the exam, Latino respondents were the most likely to report experiencing difficulty affording the exam—9 percentage points more likely than white respondents.



# Baseline on Belonging: Examination Report

## African American and Latina Women More Likely to Report Difficulty Paying for the Exam



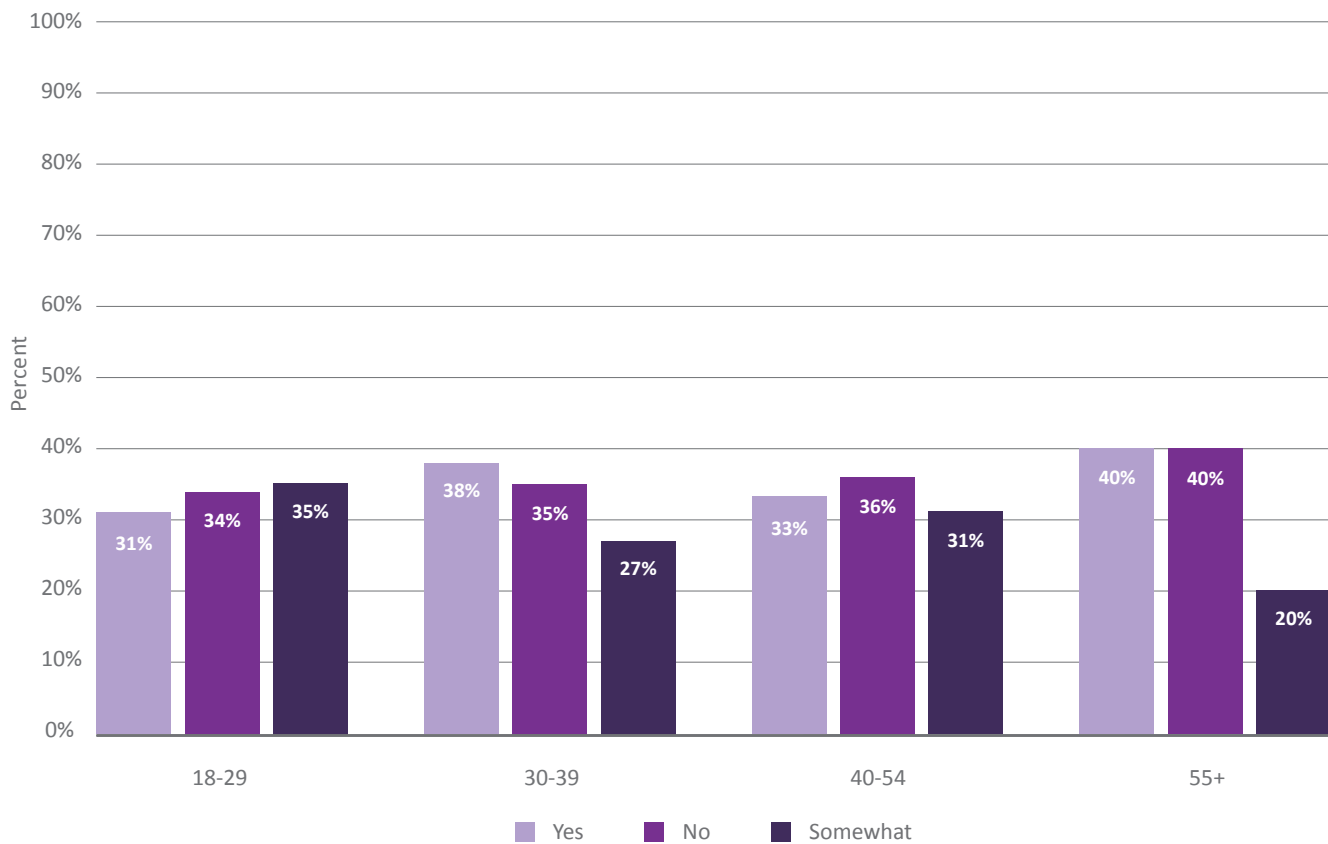
When viewed by both race/ethnicity and gender, women of all races/ethnicities were equally or more likely to report some level of difficulty paying for the cost of the exam compared to their male peers.

When asked if they experienced difficulty affording the exam, Latinas were the most likely to select “yes” at 51 percent, compared to just 31 percent of white women and 28 percent of Latino men.

African American women were far less likely than other groups to select “no” at just 13 percent—29 percentage points less than white men and 40 percentage points less than African American men. African American women, were also the most likely of all groups to select “somewhat” difficulty at 58 percent, compared to white men at 26 percent.

# Baseline on Belonging: Examination Report

## Respondents of All Ages Report Nearly Equal Difficulty Paying for the ARE

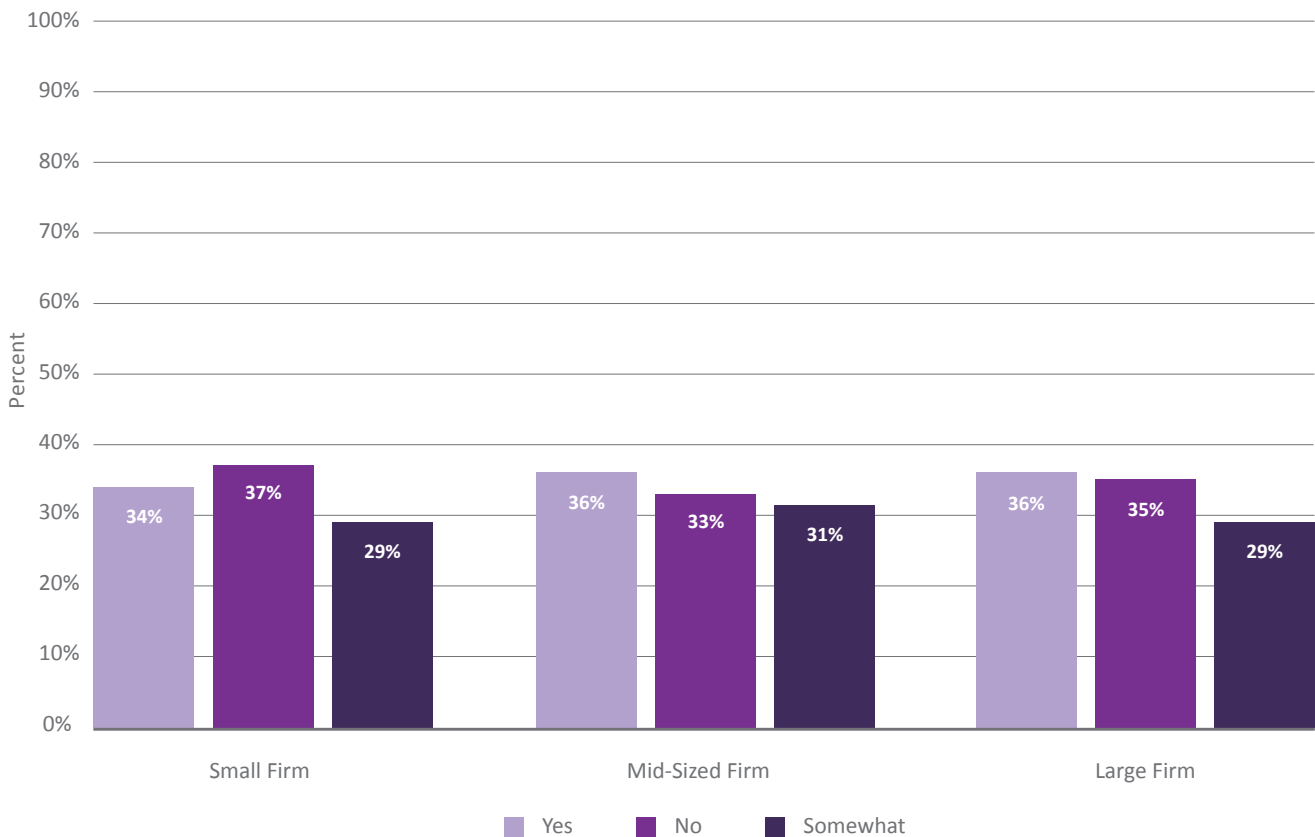


Viewing responses to this question revealed smaller disparities by age compared to other exam-related areas, with respondents in each age group nearly equally as likely to say they did not face difficulty paying for the ARE (ranging from 34-37 percent).

Respondents in the 30-39 age group were more likely to select “yes” than their peers and less likely to select “somewhat.”

# Baseline on Belonging: Examination Report

## Firm Size Doesn't Have Significant Impact on Ability to Afford the ARE



Despite differences in affording the exam across age groups, there was little difference in respondents' likelihood to report difficulty paying for the exam when viewed by firm size. Respondents employed by small firms were slightly less likely to say they experienced difficulty affording the ARE compared to their peers.

# Baseline on Belonging: Examination Report

## Next Steps


Responses to the preliminary study provided insight into candidates' challenges during the examination process and illuminated areas for NCARB and NOMA to pursue for further research. For example, some key insights from the report raise important questions—including why candidates at larger firms are more likely to receive financial support for the exam, or why candidates that identify as racial and ethnic minorities are more likely to spend more on exam-related costs.

- Why are candidates at small firms less likely to receive financial support for the exam and exam-related costs?
  - o Is this purely due to economic affordability for small firms?
  - o Do small and large firms have different perspectives on the value of licensure and the benefit to their firm?
  - o Are small firms more likely to regard licensure as an individual pursuit?
  - o Do small firms have less need or benefit in their employees becoming licensed.
- How do socioeconomic factors faced by candidates of color affect their ability to afford the exam?
  - o How do personal debt and other financial obligations impact a candidate's ability to take the exam?
  - o Are candidates deferring testing due to affordability concerns?
  - o Does affordability slow down the testing process for candidates under financial stress?
  - o Is affordability limiting candidates' ability to access test prep materials?
- Why are candidates of color less likely to receive firm support for the exam and exam-related costs?
  - o Are there examples where a specific firm is treating candidates differently?
    - How might differences in treatment affect a candidates' ability to perform or focus on preparing for the exam?
  - o Are Latino candidates less likely to receive firm support because they are more likely to work in small firms?
  - o Is financial support an established and defined benefit or are candidates having to advocate and negotiate to gain exam support?
    - If the latter, are candidates equally empowered to advocate for support, and are there other influencing factors?

# Baseline on Belonging: Examination Report

- o What is the mechanism for financial support—are candidates being reimbursed, or are they provided funds in advance? Is financial support dependent on successful performance?
- o Does the lack of more senior minority professionals in the profession affect minority candidates' ability to receive firm support?
- Option C: How do women of color navigate facing disproportionate challenges affording, preparing for, and taking the ARE?
  - o How are women of color specifically impacted by the intersection of both gender and race/ethnicity, in a profession historically led by white males?
  - o How do debt and other financial obligations (which disproportionately affect women of color) specifically impact their ability to prepare for the exam.
  - o Does the lack of female, minority mentors impact women of color in preparing for and taking the exam? If so, how?
- Key question- Age (Receiving firm support)
  - o Are older candidates receiving less firm support because they are more likely to work in a small firm?
  - o Are firms regarding older candidates as being more financially self-sufficient and therefore requiring less support?
  - o Are older candidates disadvantaged because firm culture toward licensure focused on recent graduates?
  - o If licensure becomes a recent pursuit for an established contributor, is it harder for that candidate to establish support structures?
  - o Is succession planning within firms a driver for older candidates to pursue licensure?

In Phase #2, NOMA and NCARB will look to further explore these questions by conducting focus groups and follow-up micro surveys to further explore these important questions. By conducting a drill-down study of the disparities revealed in this report, NCARB and NOMA aim to propose targeted actions that will lead to measurable progress in ensuring all candidates can succeed on the path to licensure.



# Baseline on Belonging: Examination 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: Examination 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%
<b>Total</b>	<b>5,004</b>	<b>100%</b>

# Baseline on Belonging: Examination 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: Examination 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%
<b>Total</b>		<b>5,379</b>	<b>100%</b>

## Ethnicity

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

## 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%
<b>Total</b>	<b>4,673</b>	<b>100%</b>

# Baseline on Belonging: Examination 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%
<b>Total</b>			<b>2,982</b>	<b>99.7%</b>

## 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: Examination 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%
<b>Total</b>			<b>2,845</b>	<b>99.9%</b>

## 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: Examination 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%
<b>Total</b>			<b>4,721</b>	<b>99.9%</b>

## 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%
<b>Total</b>			<b>4,739</b>	<b>100%</b>



# Baseline on Belonging: Examination 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: Examination 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: Examination 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: Examination 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
My classmates encouraged me to pursue licensure		
Strongly disagree	7.1%	322





# Baseline on Belonging: Examination Report

Survey Values	Percent	Count
Disagree	17.8%	806
Neutral	34.9%	1,578
Agree	23.1%	1,044
Strongly Agree	12.7%	574
N/A	4.4%	198
My professor encouraged me to pursue licensure		
Strongly disagree	7.2%	326
Disagree	16.9%	765
Neutral	30.1%	1,360
Agree	25.4%	1,149
Strongly Agree	16.6%	749
N/A	3.8%	173
My architecture school values diversity and inclusion		
Strongly disagree	3.4%	156
Disagree	5.7%	260
Neutral	21%	951
Agree	35.4%	1,600
Strongly Agree	32.7%	1,479
N/A	1.7%	76
Which of the following positively impacted you while pursuing a degree in architecture? Select all that apply.		
Architecture school culture	58.2%	2,629
Access to study groups or peers	28.3%	1,277
Access to professors or mentors	47.6%	2,153
Financial support from family	38.7%	1,748
Personal financial stability	17.1%	772
Scholarships	34.6%	1,566
Support from family and friends	62.6%	2,828
Quality of education	56.5%	2,554
Diversity and/or representation in classrooms	23.1%	1,044



# Baseline on Belonging: Examination Report

Survey Values	Percent	Count
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
University/college	7%	65
Urban planning	1.5%	14



# Baseline on Belonging: Examination Report

Survey Values	Percent	Count
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
My firm provided a variety of opportunities to help me gain experience credit in all experience areas		



# Baseline on Belonging: Examination Report

Survey Values	Percent	Count
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
<b>My firm encourages candidates to become licensed</b>		
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
<b>I believe my firm compensates me fairly compared to my peers</b>		
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
<b>I feel valued at my firm</b>		
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
<b>My experiences since working in a firm have motivated me to become licensed</b>		
Strongly disagree	5.8%	233
Disagree	10.1%	407



# Baseline on Belonging: Examination Report

Survey Values	Percent	Count
Neutral	18.4%	743
Agree	34.9%	1,413
Strongly agree	29.5%	1,196
N/A	1.4%	57
Thinking about your relationship with your AXP supervisor, please rate your level of agreement with the following statements.		
My AXP supervisor provided a variety of opportunities to help me gain AXP hours in all experience areas		
Strongly disagree	4.1%	165
Disagree	9.5%	386
Neutral	19.8%	800
Agree	37.1%	1,499
Strongly agree	26.2%	1,059
N/A	3.3%	133
My supervisor was supportive of my path toward licensure		
Strongly disagree	2.5%	100
Disagree	4.2%	171
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



# Baseline on Belonging: Examination Report

Survey Values	Percent	Count
Disagree	2.9%	118
Neutral	11.1%	449
Agree	40.7%	1,643
Strongly agree	40.6%	1,639
N/A	2.6%	107
I can voice contrary opinions to my supervisor without fear of negative consequences		
Strongly disagree	4.4%	178
Disagree	7.5%	305
Neutral	16.7%	676
Agree	38.7%	1,563
Strongly agree	29%	1,170
N/A	3.7%	149
Have you faced challenges that made it difficult for you to earn AXP credit?		
Yes	24.9%	1,005
No	60.3%	2,435
Somewhat	14.9%	601
Please expand on these challenges. [Open Text]		
Thinking about your firm's work culture, please rate your level of agreement with the following statements.		
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



# Baseline on Belonging: Examination Report

Survey Values	Percent	Count
N/A	1.8%	72
My firm culture is diverse and inclusive		
Strongly disagree	4.3%	172
Disagree	11.9%	480
Neutral	21.1%	852
Agree	35.5%	1,436
Strongly agree	24.8%	1,002
N/A	2.4%	98
Employees who are different from most others are treated fairly at my firm		
Strongly disagree	3.1%	124
Disagree	7.4%	299
Neutral	18.8%	759
Agree	41%	1,655
Strongly agree	26%	1,050
N/A	3.8%	153
Employees of different backgrounds are encouraged to apply for higher positions		
Strongly disagree	4.9%	198
Disagree	10.9%	442
Neutral	29.5%	1,190
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



# Baseline on Belonging: Examination Report

Survey Values	Percent	Count
Neutral	21.1%	851
Agree	37.3%	1,505
Strongly agree	25.7%	1,039
N/A	2.5%	103
Diversity is a barrier to progression at my firm		
Strongly disagree	20.4%	824
Disagree	33.1%	1,336
Neutral	22.6%	914
Agree	11.5%	464
Strongly agree	6%	241
N/A	6.5%	261
Have you faced or witnessed prejudice or discrimination in your work environment?		
Yes	28.6%	1,154
No	58.6%	2,367
Unsure	12.8%	519
What types of discrimination or prejudice have you witnessed or faced? Select all that apply.		
Age	48.1%	555
Disability	4.9%	56
Gender identity	42.8%	494
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?		





# Baseline on Belonging: Examination Report

Survey Values	Percent	Count
Yes	20.4%	823
No	72.4%	2,923
Unsure	7.3%	294
In your own words, how did your firm’s culture impact your career in architecture? [Open Text]		
Which of the following best represents your ARE progress?		
I am currently preparing to take an ARE division	21.7%	990
I have taken at least one ARE division	35.8%	1,636
I have passed the ARE	20.9%	954
I have not prepared for the ARE	21.6%	989
In what ways did you prepare for the ARE? Select all that apply.		
Study groups	28%	1,004
Online communities	48.9%	1,751
Study guides or books	95.2%	3,409
ARE Demo Exam in My NCARB	61.3%	2,194
Videos and/or podcasts	69.5%	2,488
I did not study	1.5%	52
None of the above	0.8%	29
Have you personally purchased any materials to prepare for the ARE?		
Yes	80.1%	2,869
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



# Baseline on Belonging: Examination Report

Survey Values	Percent	Count
Select all the parties that will contribute to the cost of taking the ARE. Select all that apply.		
Myself	96.6%	2,537
My firm	45.6%	1,197
A family member	14.5%	382
Scholarships and/or grants	2.2%	58
None of the above	0.3%	9
Other	3.2%	84
What factors impact your ability to afford the ARE? Select all that apply.		
College debt	54.3%	1,060
Personal debt	41.7%	814
Family obligations	46.5%	909
Income and/or compensation	74.1%	1,447
None of the above	4.1%	80
Other	5.5%	107
Did your firm contribute to the cost of the ARE?		
Yes, they paid for the entire exam	45.5%	434
Yes, they partially paid for the exam	20.2%	193
No	33.9%	323
Unsure	0.4%	4
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?		




# Baseline on Belonging: Examination Report

Survey Values	Percent	Count
Entry-level/junior	31.4%	1,477
Mid-level/associate	42.7%	2,004
Manager/supervisor	18.5%	867
Director/vice president	1.8%	83
Leadership/partner	2.2%	102
Firm owner/CEO	3.5%	165
How many people are currently employed at your firm? Please include all staff, not just architects.		
1-19 employees	39.9%	1,859
20-49 employees	19.2%	895
50-99 employees	11.3%	526
100 or more employees	29.6%	1,381
How long have you worked in the architectural profession?		
2 years or less	16.9%	798
3-5 years	29.8%	1,410
6-9 years	20.8%	986
10 years or more	31.5%	1,491
Never	1%	46
How old are you?		
18-24	6.2%	295
25-29	27.9%	1,324
30-34	24.7%	1,172
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



# Baseline on Belonging: Examination Report

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



NCARB

