

## OUR COMMITMENT TO

# Equity, Diversity & Inclusion (EDI)

Since its inception in 1951, Bialosky has employed, mentored, and advanced individuals based on our values. There have always been People of Color, and in recent decades, women, within our team. We have carefully nurtured relationships with MBE/FBE consulting firms, which include Hispanic-owned, African American-owned, and female-owned businesses.

At Bialosky, we know that our greatest asset is our team. We are committed to building a diverse team and an inclusive environment. In our equity best practice research, we discovered that potential Black, Indigenous and People of Color (BIPOC) candidates, were (and remain) severely underrepresented in the pool of applicants at large. Fewer than one in five new architects identifies as a Person of Color. In 2018, only three percent of architects who completed the AXP (Architectural Experience Program for registration) were African American, while fifteen percent identified as Asian, and less than one percent as Hispanic or Latino, according to NCARB. Those numbers become even smaller among African American women, who represent only 0.3 percent of architects, according to the architecture magazine Curbed.

We strongly believe that we have a responsibility to improve the representation of people who have been historically marginalized in our industry. Therefore, part of our mission is to engage as leaders in changing the landscape. We recognize that progress requires intentional and strategic actions, which led us to create a 2020-2022 EDI Action Plan that prioritized equity, diversity, and inclusion as a strategic priority. Here is how we are currently living our mission and implementing that action plan:

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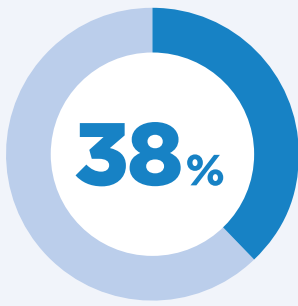
## Pipeline

We encourage and support our staffs' active participation in mentoring and tutoring programs, especially in historically underrepresented communities. This includes partnering with high schools, middle schools, and elementary schools to introduce architecture, planning, engineering, and design to diverse student bodies to positively influence the pipeline. We have robust internship and job shadowing programs that actively seek out and prioritize opportunities for representation in our industry.

Bialosky staff actively mentor students from diverse backgrounds through ACE Mentorship and female students for their 3-year capstone projects in design (Laurel School). Bialosky leaders were critical in sponsoring and designing the "Girls Build! Architecture Day Camp" with Girl Scouts of Northeast Ohio, through

which girls in grades K-8 earn an architecture patch for their day of learning about and creating their own buildings. Bialosky consistently mentors Architecture Explorers participants, a program of Boy Scouts of America that allows young adults ages 14-20, who may otherwise not discover the profession, to explore architecture through drawing, dialogues, and tours.

- ACE Mentor Program (Architecture, Engineering, and Construction)
- Boy Scout Explorers Program
- Girl Scouts of Northeast Ohio
- Greater Cleveland Partnership
- Laurel School Capstone Advisor Program
- True 2 U Mentoring Program
- Believe in Dreams



**38%** of leadership and director positions are filled by female and BIPOC employees.



**100%** of our Principals and EDI Champion Leaders completed the Racial Equity Institute's Groundwater Training.

## Community Outreach + Clients

Community service, philanthropy, and advocacy has always been a backbone of our firm. Annually, we dedicate more than three percent of our resources to pro bono efforts, because community engagement is a core value of our firm. We believe this is how we create a meaningful, and inclusive built environment. Organizations and Community Development Corporations (CDCs) that have partnered and/or engaged with our pro bono to advance equity and diversity in the built environment include:

- Asiatown Cleveland
- Cleveland Neighborhood Progress
- Cleveland Public Library
- The Cleveland Foundation (Common Ground)
- Union Miles Development Corporation

Our commitment to EDI is ongoing, both outward in the community and inward in our practice, culture, leadership, and talent. In the spirit of continuous improvement, we have invested heavily in these focus areas to elevate our practice and people.

## Training

As life-long learners, we invest in EDI training for staff year-round. Courses include:

- Groundwater Training Phase I  
*Racial Equity Institute*
- Groundwater Training Phase II, Two-Day Sessions  
*Racial Equity Institute*
- Gender Communications  
*Employers Resource Council*
- Men As Allies  
*Employers Resource Council*
- Intercultural Competence  
*The Winters Group, via LinkedIn*
- EDI Town Halls, Three Day-Sessions  
*Global Diversity Consulting*
- Women's Retreat  
*Employers Resource Council*
- Gender-Inclusive Allies Workshop  
*Advancing Women in the Workplace*

## Talent, Hiring, and Leadership

- Thirty-eight percent of our leadership and director positions are filled by female and BIPOC employees.
- One hundred percent of our Principals and EDI Champion Leaders completed the Racial Equity Institute's Groundwater Training.

## Practice

**Top Workplace:** Bialosky is consistently recognized a Top Workplace (Energage) and as a Northcoast 99 Winner (ERC), and one of the few design firms achieving these workplace awards. Out of all winners, Bialosky earned the 2020 Special Category Award for Organizational Benefits and Culture, applauding our equitable practices, inclusive culture, early leadership development, and meaningful work for all generations and disciplines.

**Presenters and Panelists:** Many of our leaders are handpicked for equity panels and presentations across the region and nation. Examples include: Women Lead Panel, Akron University's Panel for Women in Construction Week, OSU's Women in Design Week, Equity in Architecture presented regionally to AIA Conferences, and 2019 National Women's Leadership Summit. One of our employees co-founded the AIA Women in Architecture Committee.

**Practice Assessments:** Bialosky continuously participates in pay equity surveys, diversity and inclusion assessments (GCP), and workplace surveys. We continue to inform our practice, programs, and policies from best practice guides, including The Guides for Equitable Practice (University of Washington, University of Minnesota, and AIA Equity and the Future of Architecture Committee).

We are proud of the EDI work we have done, and we are encouraged by our progress. Our commitment to EDI is never incidental, it is strategic. With each step, we are inspired to deliver an industry future that is more equitable, diverse, and inclusive. **Always By Design.**