



ASSOCIATION FOR WOMEN  
IN ARCHITECTURE + DESIGN



**AIA**  
Los Angeles

## MEMORANDUM OF UNDERSTANDING

Between \_\_\_\_\_ (Firm name) and the Association for Women in Architecture + Design (AWA+D) is made in good faith to accomplish gender equity in the Firm structure by way of the **50:50 Initiative** as outlined in the attached Addendum.

**We understand that committing to the 50:50 initiative (the Initiative) means that we, \_\_\_\_\_ (Firm name) will strive towards achieving a 50 male:50 female ratio within our Firm structure by December 31, 2020;** the female ratio to comprise licensed architects, architectural graduates and design professionals in the allied fields of design (interiors, landscape, graphics and engineering).

On a semi-annual basis and as part of our commitment to the Initiative we agree to provide the following to AWA+D. This is for the AWA+D's information gathering and data collection purposes in order to create a data base for information sharing between members of the 50:50 Initiative and ultimately the design community at large.

- Type of firm (architecture, engineering, urban design, landscape, interiors, consulting, multi-disciplinary etc., if non-design, you may specify).
- Firm (or participating branch office) size.
- Current gender make-up of Firm.
- Current make-up of female staff members (as per the definition above).

We understand that the above will be provided in confidence and is to determine the starting point of our efforts.

- Provide input and assist in ascertaining and compiling best practices for profession-wide dissemination.
- Provide input in ascertaining the tangible and intangible value of gender equity within a Firm structure.
- Participate in seminars by experts on gender studies, equity in particular, to garner knowledge for use in practice.
- Participate in a semi-annual gathering of 50:50 signatories for information sharing purposes.
- Assist with the compilation of a final report at the end of 2020 for profession-wide dissemination.
- Provide input for the development of a formalized path to parity beyond 2020 (retention, licensure and work-life balance, continuing education and professional development, path to leadership).

We understand that the AWA+D will lead this effort in its aspirations for the A+D professions to reach gender equity. While we will endeavor to support these efforts, it is understood that the intent of this MoU is for our Firm to work towards a 50:50 ratio by 2020.

\_\_\_\_\_  
(Firm Name)

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

(on behalf of the AWA+D)