

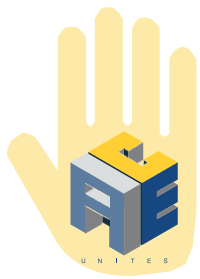


VISION STATEMENT

Elevating the architecture, engineering, and construction industry by driving equity and inclusion for Black talent and Black-owned businesses.

MISSION STATEMENT

AEC Unites facilitates intentional opportunities for Black talent and Black-owned businesses in the architecture, engineering, and construction industry.



PLEDGE

COMMITTED TO CHANGE

MEMBERSHIP PLEDGE

We are better together. As an AEC Unites member, we pledge to undertake the following concrete actions to build a more inclusive and just industry for the Black community:

- Eliminate racist policies and practices, moving the conversation from diversity to racial equity.
- Help close the gender and racial wealth gap by hiring, enabling, and supporting Black-owned businesses.
- Hire, train, retain, and promote Black talent-from entry-level to the C-suite and boardroom.
- Require, promote, and support hiring qualified Black firms as Tier 1 suppliers whenever feasible.
- Enforce strict goals to use minority suppliers on all our projects.
- Encourage usage of Black suppliers in under-resourced neighborhoods.



TALENT

Serve as the premier resource for Black talent to identify pathways to careers and leadership opportunities in the AEC industry.

- **Identify organizations supporting Black students in Kindergarten through College in the STEM and AEC industry.**
- **Build pathways for supporting the talent pipeline. Identify metrics to track success.**
- **Develop partnerships with HBCUs, other colleges and universities, and organizations with STEM and AEC programs.**
- **Collaborate with guidance counselors to support the process and conduct outreach. Outreach may include staff from AEC Unites to support capacity.**
- Identify challenges and gaps where funding is required and seek partners for solutions.
- Develop an AEC Unites app - Serve as a resource for parents, youth, and professionals for industry exposure, to identify pathways and develop the talent pipeline.
- Phase two includes producing Black leaders for the AEC industry to C-Suite and Boardroom.

Note: **Bold** is year one, in order of priority



BUSINESSES

Create sustainable opportunities and support Black-owned businesses to advance their growth and business capacity in the AEC industry.

Encourage our clients (public and private) to provide sustainable opportunities to work with Black-owned businesses.

- Produce a playbook for clients on how to procure sustainable opportunities with Black-owned businesses.
- **Support client commitments with a logo or branding for taking the AEC Unites pledge.**
- Create criteria and provide an award that promotes the client's impact in building sustainable Black-owned businesses.
- **Advocate for changing policies to increase equitable opportunities in support of Black-owned businesses.**

Encourage AEC companies to provide equitable teaming opportunities for Black-owned businesses.

- **Produce a playbook for members on how to procure sustainable opportunities with Black-owned businesses.**
- **Support member commitments with a logo or branding for the AEC Unites pledge.**
- Create criteria and provide an award promoting the company's impact in building sustainable Black-owned businesses.

Prepare Black-owned businesses for scalable growth.

- Connect Black-owned businesses to resources to advance economic opportunities.
- **Identify Top Achievers to highlight.**
- Create a playbook of best practices for Black-owned businesses to support their success and growth.

Create a robust database of Black-owned businesses nationwide. (Login access is a member-only benefit. Black firms can create a profile for free.)

- **Identify all Black-owned businesses in the AEC industry.**
- **Develop criteria and eligibility requirements for Top Achievers.**

Note: **Bold** is year one, in order of priority