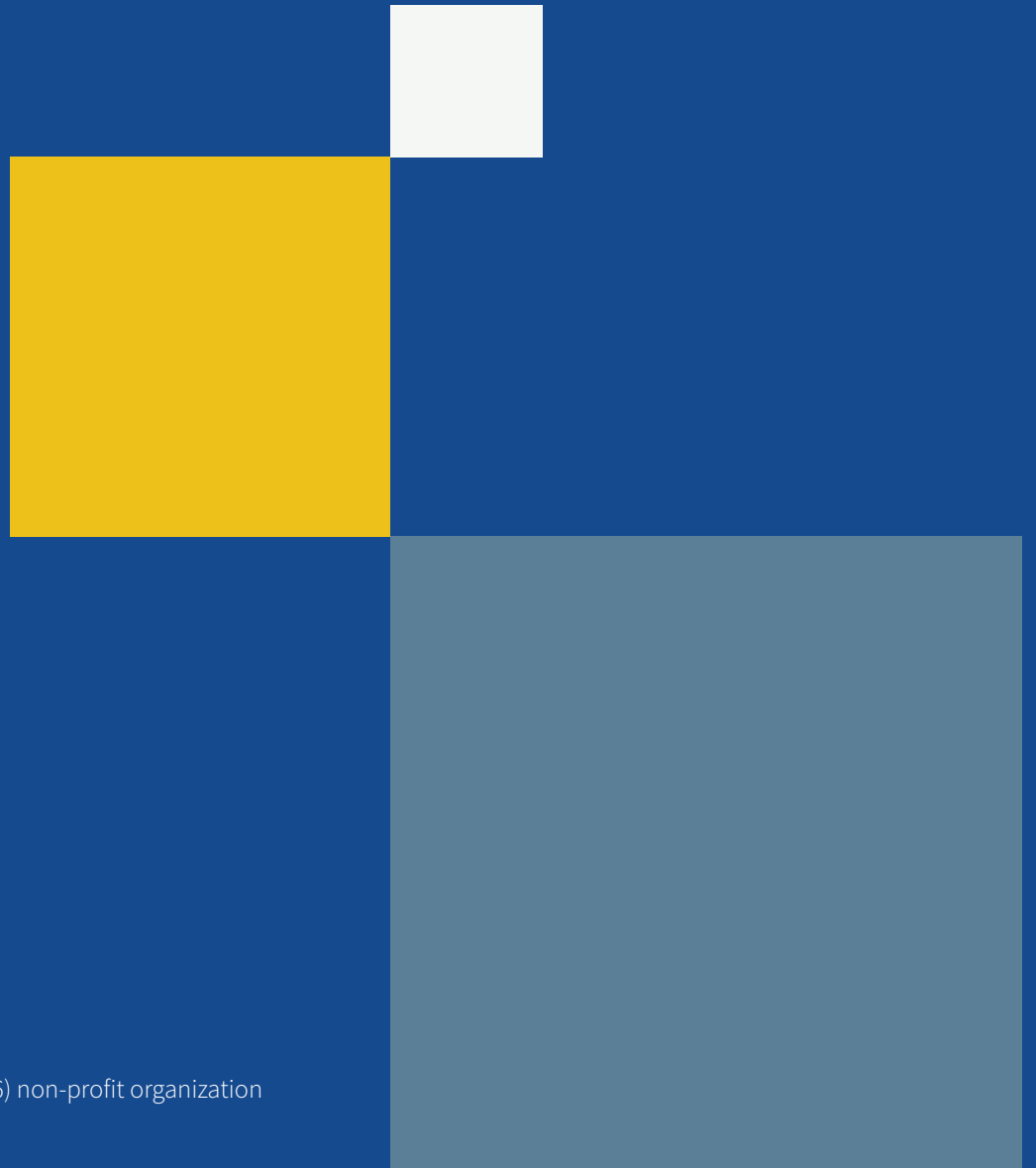




U N I T E S

STRATEGIC PLAN

YEARS: 2023-2026



aecunites.org

AEC Unites, Inc. is a 501(c)(6) non-profit organization



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.



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.

Create a career launch pad including industry exposure, mentorship, professional development, and coaching, with certifications and training for career advancement.

- **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 and other colleges and universities with STEM 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.



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: ■ is year one, in order of priority