



#### AIA Anti-Trust Policy

The Bronx Chapter approved a Chapter Anti-Trust Policy on the November 2018, after a discussion of the procedural/financial actions required to prevent problems that members and the Chapter should avoid. On July 21, 2022, the Chapter held a Strategy session where membership again reviewed the Anti-Trust Policy statement to remind them of the legal and economic responsibilities. In addition, it was pointed out for members that if they would like a copy of the Policy, they should email a request to the Chapter secretary who will provide it.

#### Anti-Harassment Policy

The Bronx Chapter at its July 21, 2022 meeting, reviewed its adopted Anti-Harassment Policy statement to reacquaint and underline members responsibilities. The members discussions reinforced that Chapter's commitment to maintain a workplace free from sexual harassment, as it is a form of discrimination, illegal and inappropriate.

#### Equity Diversity and Inclusion Statement

The Bronx Chapter at its July 21, 2022 meeting, Bob Esnard Chapter secretary, reviewed the Bronx Chapters' specific Equity, Diversity, and Inclusion statement to:

- Identify and reduce existing barriers and inequities that prevent increased racial diversification in our profession.
- Reach out to and engage all young people of color interested in architecture and encourage them to pursue our profession.
- Continue our advocacy for community-based solutions to improving the quality of our immediate built environment.
- Strengthen our resolve by partnering with like-minded professional, community, and educational groups.

- Mentor and develop black, brown, and other disadvantaged student and intern architects as they enter our profession.
- Challenge assumptions, personal and professional, that inhibits our participation in the growth of our community.

These goals are consistent and in keeping with the AIA National Strategic Plan of 2021-2025 which are to:

- Dismantle barriers within the AIA practices and systems that intentionally contributes to injustice and exclusions.
- Expand inclusiveness and diversity wherever possible from kindergarten to higher education to expand the participation of diverse people, women, and other representatives' groups.
- Enhance education and training to increase new resources for the AIA and Chapter activities.