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January 4, 2017

Dear David and Margaret:

**The American Institute of Architects**

1735 New York Avenue NW  
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[www.aia.org](http://www.aia.org)

First, thank you for your upbeat and encouraging letter of November 16. I'm sorry it has taken so long to respond, but I wanted to wait in part until we held our board meetings that began December 9, and the holidays had passed, before answering.

It goes without saying, I hope, that the San Mateo County and Santa Clara Valley AIA components are among the most progressive and dynamic in the country. We are proud to have you in our community. As you note, we took several steps after our post-election statement that I trust will lead us in a positive direction. We issued a strong statement of our values, which have never changed and which we will strive to emphasize in every public communication we undertake going forward. We have been working to move the organization to reflect these values, and now the challenge is to harness all the passions and energies unleashed since the election toward action.

As you may know, we made a decent start last month, when the AIA Board approved providing an additional \$1 million to diversity scholarships through the AIA Foundation. It also endorsed the recommendations of the Equity Commission and a guiding statement for AIA that will provide direction for the coming years. The guiding statement states that the AIA supports the promotion of human and civil rights, the universal respect for human dignity, and the unbiased treatment of all persons in employment, civic, and business transactions.

You are absolutely correct: diversity, inclusion, access, and sustainability are our entire profession's key values. I am eager to work with the both of you as we move forward in 2017 to achieve these common values and goals.

Thanks again for reaching out to me. We can always use strong and innovative voices like yours to keep us on the right track.

With my best wishes,

A handwritten signature in black ink, appearing to read "Robert Ivy". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Robert Ivy, FAIA  
EVP/Chief Executive Officer