

Diversity Plan

DIVERSITY PLAN

The Department of Architecture at the University of Washington is committed to building a faculty, staff and student body that reflects and is responsive to the gender, ethnic and cultural diversity of the broader community served by the University of Washington. Our efforts to achieve this include: effective faculty recruitment, mentoring, and retention; broad outreach to potential student applicants; and teaching courses and studios that work with diverse groups of people in the community.

1. FACULTY HIRING:

- a. Work with the Office of Faculty Advancement to secure funding to support diversity recruitment through the Race and Equity Initiative, which was launched by UW President Ana Mari Cauce in the spring of 2015. (<https://www.washington.edu/raceequity/>)
- b. The University of Washington has produced extensive guidelines and advice for recruitment of faculty from underrepresented groups. The Department will make use of the UW Faculty Recruitment Toolkit in all faculty searches. (<http://www.washington.edu/diversity/avpfa/toolkit/index.shtml>)
- c. The Department's Faculty Search Committee Chair will consult with the Associate Vice Provost for Faculty Advancement in the UW Office of Minority Affairs and Diversity at the outset of all faculty searches to solicit advice on advertisement language and recruitment strategy.
- d. In all searches, the faculty will recruit women and minority candidates using professional and personal contacts.

2. FACULTY RETENTION AND DEVELOPMENT:

- a. Work with the Office of Faculty Advancement to provide women and minority faculty with access to training and workshops in support of their advancement toward tenure and promotion.
- b. The Department will use discretionary funds to support faculty who attend conferences and other external academic events specifically oriented toward diversity issues.
- c. The Department will encourage and support the creation of a Women in Architecture group.
- d. The Department will coordinate with the dean's office of the College of Built Environments to create and support a Diversity in the Built Environments group.

3. STUDENT RECRUITMENT AND SUPPORT:

- a. The Department will host an annual open house, advertised in local high schools and community colleges, to introduce its programs to potential applicants.
- b. Work with the Professionals Advisory Council (PAC) and AIA Seattle Diversity Roundtable, as well as local organizations such as Coyote Central and the ACE Mentorship Program, to promote design education and career opportunities for local middle and high schools students, UW summer students, and UW freshmen and sophomores.
- c. The Department will coordinate with CBE to support student groups and student mentorship across disciplines.
- d. The Department will consult annually with the UW Office of Minority Affairs and Diversity and the Graduate Opportunities and Minority Achievement Program and the UW Dream Project to discuss recruitment and support strategies and resources for women and minority applicants.
- e. The Department will continue to seek funds to support women and minority students. Currently, AIA Seattle provides funds annually to the department to assist minority students through the Student Support Fund for Diversity. The Department also has a number of scholarships that support diverse and economically disadvantaged students as well as issues related to minority and disadvantaged communities. These include: the Department of Architecture Faculty Endowed Scholarship; the Mitsu and William O. Fukui Memorial Endowed Diversity Scholarship, the L. Jane Hastings Endowed Scholarship; the Marga Rose Hancock Endowed Scholarship for Diversity; the Mulvanny G2 Endowed Diversity Scholarship; the SRG Partnership Award; and the Sharon Egretta Sutton Endowed Architecture Fellowship.

4. DIVERSITY IN THE ARCHITECTURE CURRICULUM:

- a. The Department will continue to offer opportunities for students to work with diverse groups of people in local communities. Two of the most important of these are the Howard S. Wright Neighborhood Design Build Studio (<https://ndbs.be.uw.edu/>), which works with local non-profit organizations to build small community projects, and the Storefront Studio (<http://storefrontstudio.org>), which works with local towns to revitalize main street commercial districts.
- b. The Department's Curriculum Committee will review the Architecture curriculum to assess the quality and extent of offerings addressing issues of diversity, and to seek opportunities to improve and expand these offerings.
- c. The Department will continue efforts to participate in national programs supporting diversity in the curriculum.

5. DIVERSITY IN THE PROFESSION OF ARCHITECTURE:

- a. The Department will work with the PAC, the AIA Seattle Diversity Roundtable, and the Northwest Chapter of the National Association of Minority Architects (NOMA) to promote diversity within the profession of architecture, with the specific aim of mentoring women and minority students toward their future careers.

6. DIVERSITY PLAN REVIEW AND REPORTING:

- a. The Department's Faculty will review this plan on a regular basis.
- b. The Department will prepare an annual report to the faculty on the diversity of the faculty, staff, and student body, and diversity issues in the department.

ADDENDUM TO UW Architecture Diversity Plan
September 2021

This addendum reflects several additional commitments that the department has committed to through the adoption of a college-level strategic plan. We intend to replace the Diversity Plan that we have had in place since 2016, but have not yet been able to craft a holistic updated plan to reflect current attitudes and aspirations.

For now, we add these commitments to the older plan.

We are already committed to the college plan which contains numerous strategies and specific actions, including.

- Set goals [or maintain success] for demographics to more closely reflect the racial diversity of the state and nation
- Maintain success in meeting goals of gender diversity
- Identify obstacles to recruiting and retaining students who have non-dominant identities, such as BIPOC or people with different abilities
- Identify and limit the role of bias in student recruiting and admissions
- Create and support affinity groups that serve as safe environments for dialogue, advocacy, and grassroots engagement.
- Continue to support regular and timely group/individual training for faculty, staff, and students on JEDI topics.
- Increase avenues for students to connect with leaders from communities historically underrepresented, marginalized, or excluded based on race, ethnicity, physical ability/disability, or gender identity.

The department will continue to send advisers and students to participate in the annual National Organization of Minority Architects College Fair.

The department will be continuing to focus on recruitment and admissions to meet goals for a more diverse student body.

The departmental SJEDI committee will be charged in AY21-22 with proposing a new equity and diversity plan that is consistent with the CBE strategic framework.

The next Department of Architecture diversity plan will include commitments to tracking the available data more systematically and determine expectations for reporting. It will also consider ways to include qualitative data to get beyond diversity and equity as a question of numbers only. This may include regular climate surveys, focus groups, direct observation, and formal or informal conversations. If it includes targets, it needs to follow the recommendations of the AIA Guides to Equity and Inclusion; that is, to include the means for a deeper understanding of the issues when there is a failure to meet a target: "Getting at the reasons behind any lags is then the more holistic, meaningful, and complex route to creating an inclusive and equitable workplace."