

AIA Seattle Justice and Equity for Diversity and Inclusion (JE:DI) Council Charter

Purpose

AIA Seattle offers a wide array of programming opportunities and benefits to our members and the broader community through educational offerings, design awards, research activities, and advocacy efforts. The Justice and Equity for Diversity and Inclusion (JE:DI) Council seeks to actively engage AIA Seattle programming and activities in justice, equity, diversity, and inclusion. JE:DI Council supports the Board of Directors, staff, task forces, steering committees, and member committees as they align professional knowledge with AIA Seattle's Mission + Vision + Values, and the industry's evolving needs. JE:DI Council facilitates conversations and relationships with other AIA components, NOMA NW, local AIAS and NOMAS chapters, and other affiliated organizations within the region and along the West Coast.

AIA Seattle

Center for Architecture
& Design
1010 Western Ave
Seattle, WA 98104

T (206) 448 4938

aiaseattle.org

Mission + Vision + Values

OUR MISSION:

We champion the central role of architects in creating and sustaining a better built environment.

OUR VISION:

We envision a culture of design that fosters equitable, resilient, and thriving communities.

JE:DI Council interprets this vision to focus on matters of justice, equity, diversity, and inclusion with emphasis on identities including, but not limited to, race, ethnicity, disability status, gender identity, sexual orientation, age, and class, areas where it is well documented that the demographic makeup of the architectural profession does not reflect the demographic makeup of the population of Washington, and in particular King County. We recognize that the intersection of identity presents unique individual lived experiences.

OUR VALUES:

- Demonstrate and promote design excellence.
- Represent our collective design voice, while valuing individual contributions.
- Speak up on important issues, convene courageous conversations, and embrace risk when it serves our mission.
- Advocate for opportunity, diversity, and inclusion in practice and process.
- Consider future generations and elevate sustainability to safeguard our Northwest landscape, community, and climate.
- Foster cross-industry connections and partnerships to magnify our collective impact.

OUR IMPERATIVES:

AIA Seattle commits time and resources to align our work to achieve change in three primary categories:

Justice, Equity, Diversity, and Inclusion: AIA Seattle is committed to identifying, naming, and dismantling systemic discrimination within the architecture community in order to nurture universal inclusion and fairness in the built environment, for the communities we impact, both locally and nationally.

Housing: AIA Seattle is committed to the development of plentiful, quality, diverse, and sustainable housing options for current and future residents of Seattle.

Climate: AIA Seattle commits itself to positive climate action and accelerating our shared goals of a decarbonized, equitable, and resilient built environment that allows future generations and ecosystems to thrive.

Collective Responsibilities

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Strategic Leadership and Responsibilities:

- Anticipate opportunities and challenges facing the practice and profession of architecture and accelerate the advancement and prioritization of justice, equity, diversity, and inclusion in matters of race, ethnicity, disability status, gender identity, sexual orientation, age, and class within AIA Seattle and throughout our community.
- Make recommendations, issue statements, and identify opportunities to and for member committees, steering committees, staff, the Board of Directors, AIA Seattle and other components, NOMA NW, and other affiliated organizations within the region and along the West Coast for policies that will advance historically marginalized identities including, but not limited to race, ethnicity, disability status, gender identity, sexual orientation, age, and class.
- Hold quarterly listening sessions where member and steering committees, staff, AIA Washington Council, other AIA components, volunteer partners such as NCARB, Racial Justice Town Hall Planning Group, and other affiliated professional or student organizations within the region and along the West Coast can converse on matters related to justice, equity, diversity, and inclusion related to programming and/or the advancement and practice of the architecture profession.
- Identify and recommend opportunities for more integration along the full spectrum of AIA Seattle programs including advocacy initiatives and exhibits on justice, equity, diversity, and inclusion.

Stewardship and Guidance

- Observe ongoing committee and organizational activities and review committee annual plans to encourage and inspire overlap of justice, equity, diversity, and inclusion as it relates to programming for all members.
- Oversee and provide recommendations on new initiatives, Board policy and governance, financial and organizational decision-making processes, and programming related to the advancement and prioritization of justice, equity, diversity, and inclusion in all aspects of identity, including, but not limited to, race, ethnicity, disability status, gender identity, sexual orientation, age, and class.
- Review the messaging and language used in AIA Seattle's communication materials, presentations, and publications.
- Continue to inspire, involve, inform, and empower members of our commitment to the advancement and prioritization of justice, equity, diversity, and inclusion throughout the Chapter in all aspects of identity, including, but not limited to, race, ethnicity, disability status, gender identity, sexual orientation, age, and class.

Resource Allocation

The Executive Director will allocate AIA Seattle staff time toward the support of regular meetings of JE:DI Council and additional staffing as appropriate. AIA Seattle staff will also ensure that a physical meeting space is available and that opportunities for equitable remote participation (via conference call or video- or internet-based remote technology) are pursued for all JE:DI Council meetings and activities, and information related to these remote opportunities are shared with Council members and the broader AIA Seattle membership as appropriate.

Key Dates

<p>AIA Seattle</p> <p>Center for Architecture & Design 1010 Western Ave Seattle, WA 98104</p> <p>T (206) 448 4938</p> <p>aiaseattle.org</p>	<p>September JE:DI Council year begins</p> <p>Early September Attend joint kick-off meeting with Membership and Professional Practice Steering Committees to set Committee Chair Orientation agenda + overall steering committee alignment</p> <p>Late Sept/early Oct Review initiatives and imperatives of the Chapter and volunteer partners to create JE:DI Council's action plan and identify priorities for the upcoming year</p> <p>November/December Review committee annual plan documents for JE:DI and provide feedback</p> <p>January Hold listening session for volunteer partners</p> <p>Early April Attend joint meeting with Membership and Professional Practice Steering Committees to set Committee Chair Mini-Retreat agenda + overall steering committee check-in</p> <p>Late April/May Hold listening session for committee chairs the week before or after the Mini-Retreat for mid-year networking / review of activities</p> <p>June/July Hold listening session for volunteer partners</p> <p>July/August Identify new JE:DI Council members for the upcoming year</p>
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Composition

Number

JE:DI Council will be comprised of 7 people and one non-voting former Chair who will serve in an advisory role. The 7-person Council should include one or more representatives from the following list, which includes required core members (*) and at-large members:

- AIA Seattle Membership Steering Committee *
- AIA Seattle Professional Practice Steering Committee *
- AIA Seattle Executive Committee *

- Seattle Design Festival *
- Chair of any AIA Seattle member committee *
- Local chapter of the National Organization of Minority Architects (NOMA NW)
- AIA Seattle Board of Directors (* if not already filled by another core member)
- AIA Seattle Steering Committee(s) including Public Policy Board
- Any AIA Seattle member committee
- AIA Seattle senior staff
- Faculty of the architecture degree programs at the University of Washington or Washington State University
- Local chapter of AIAS or NOMAS (student organizations)
- Seattle Architecture Foundation

Note: *At-large members from Seattle Design Festival, Seattle Architecture Foundation, and architecture faculty may meet with JE:DI Council on a quarterly basis.*

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Term

Members of JE:DI Council shall serve 2- to 3-year terms, beginning in September. Membership shall be confirmed on an annual basis, and members are expected to attend monthly meetings and quarterly listening sessions.

Each year, the leadership positions are as follows:

- Incoming Co-Chair (first year)
- Outgoing Co-Chair (second year)
- Non-voting Former Co-Chair (third year)

Co-chairs will serve one year in each position. Facilitation of JE:DI Council meetings will be regularly lead by the Outgoing Co-Chair, with the Incoming Co-Chair and Former Co-Chair serving as facilitators in the Outgoing Co-Chair's absence. The three co-chairs and staff assigned to the Council are expected to collaborate to develop meeting agendas.

Membership

Members of the Council shall be members of AIA Seattle (Assoc. AIA, AIA, FAIA, Allied, Hon. AIA, or Emeritus) who regularly participate in member or steering committee meetings and activities; or faculty of or students enrolled in architecture degree programs at the University of Washington or Washington State University. Any individual who is otherwise eligible for membership will be required to join at the appropriate category. Exceptions to this membership stipulation may be granted on a case-by-case basis by the Executive Committee of AIA Seattle, understanding that engagement in the work of the Council is a benefit of AIA membership, and due to the nature of this Council's work related to building and mentoring the profession, engagement of students is valued. If needed and/or requested, a scholarship for payment of membership dues may be used, which may be sourced from AIA Seattle's Diversity in Leadership Fund.

Recruitment

Recruitment for JE:DI Council is conducted by current Council members in consultation with Member Advancement Steering Committee. Membership within the Chapter and prior involvement with a member or steering committee is ideal. We seek individuals with varied expertise and lived experience within and adjacent to the architecture profession.



The Council and AIA Seattle volunteer leaders and staff will strive to recruit candidates for the Incoming Co-Chair position in accordance with the AIA Seattle Policy.

[Link to AIA Seattle organization chart](#)

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