

Group 1 – Meredith Everist

Institutional Barriers for Racial Justice

- a. Do the categories we've spoken to reflect needs? YES
- b. What are the roadblocks?
- c. What could accelerate action?
- d. What is the sequence of action, in the categories we've discussed, and other?

NOTES:

How to frame the narrative of racial justice? Radical shift needs radical language – “defund police”

Roadblock – concerns about risk, putting careers on the line if you speak out

Everyone starts from different place – figure out common language

Some Individuals are timid to move to action – fear the conversations

Professional Action to Eliminate Barriers

NOTES:

Create Professional equity panel – how are people dealing with challenge of losing job if they speak up.

How do firms create safe spaces.

Directory of architects of color working for social good.

Programming that encourages difficult conversations

Help architects speak more fluently about the racial justice. Help define common words – allyship, safe spaces, etc

Education, awareness, and knowledge results in stronger allyship – continue AIA programs like this one

Advocate for Policy positions around planning

Ally with Planning in Color

Program Forums that are topical with action

THE ONE IDEA WE WILL SHARE WITH THE GROUP: education

Group 2 – Marijana Mistic

2. Self-Introductions and Personal Reflection

10 mins

- a. Moment of personal understanding/revelation, or
 - b. Name something your firm has struggled with
- Process of reveal was slower; personal need to support but looking for ways
 - Sense of helplessness changing
 - Amount of interest at this time is noticeable and impressive
 - Understanding how little we know; noticing learning about experience is vastly different from lived experience
 - Systemic racism is not new, excited to see the collective voice joining against it
 - Pandemic given more time to reflect on long existing issues
 - Not knowing what to do is no longer acceptable excuse for no action
 - Community outreach groups within work environment, creating more connections within user communities
 - Looking into fixing the pipeline- more kids of color on the path to architecture profession
 - Passive and active roles with regards to racism- individually pushing on leadership group, looking for rooms for improvement
 - We feel/ believe as anti-racists now action
 - Remote environment made it more difficult to reach out to coworkers personally

- Younger staff more proactive
- Experience of oppression but not in context of US racism- any oppression is constant battle
- Understanding what institutional racism is within the work environment is a challenge often
- Do something. Learn something

3. Institutional Barriers for Racial Justice

10 mins

- a. Do the categories we've spoken to reflect needs?
 - b. What are the roadblocks?
 - c. What could accelerate action?
 - d. What is the sequence of action, in the categories we've discussed, and other?
- Roadblocks between schools and leadership
 - Often diverse teams are hired but not advanced, and leadership structure remains
 - Financial impact/ roadblock for people
 - roadblocks diverse professionals face, and lack of support from leadership to help them advance. Audrey has added the lack of BIPOC in leadership positions. Elizabeth talked about disproportionate funding for schools.
 - Expectations to donate time/ competitions can be burden and opportunity
 - Not participating in voluntary opportunities can also be a setback
 - Studying of western/ European architecture is one lens that does not support diversity
 - Western European machismo approach grooms for one type of architect (white women often "learn how to pass" rather than change the paradigm
 - Existing stigma is that architecture is only for elite and good architecture is for people with money
 - People who don't speak out are often interpreted as not interested, or willing to engage
 - Passing = self-preservation
 - Acknowledge differences- everyone processed differently- virtual environment made it difficult for extroverts which shed some light on these difference and needs
 - Large corporations may not allow as much flexibility

4. Professional Action to Eliminate Barriers

15 mins

- a. What are *specific* ideas for future programs, conversations, action?
 - b. How do we draw out these topics and conversations?
 - c. What are out specific ideas for:
 - i. Topic/Content
 - ii. Process
- Mentorship in the firms- fill in the gaps if there are not BIPOC people within the firm, be on a lookout for opportunities
 - Awareness in creating steps towards more inclusive culture within firm AND what are we doing to training future leadership candidates; do we offer support?
 - Re-examining hiring practices; put programs in place to correct
 - Education- reach out to schools, engage young kids; engage community leaders
 - Make architecture school more accessible to wider community
 - State and national policy and role of architects within creating policies
 - How we incentivize culture change of succeeding only by self-promotion (smaller firms may allow more flexibility);

- Require anti-racism training for whole office AND understand it is not comfortable for everyone to share if they are new at the office or surrounded by people that clearly don't want to participate
- 5. Frame Report-Out
- 5 min*
- Mentorship – step #1 since we have people in the firms who can already do that
- Require anti-racism training for whole office

Group 3 - Lisa Sato

Name something your firm has struggled with or a moment of revelation:

- In strongly white male company/industry leadership has struggled not just with how it's appropriate to respond but also how to change. there are moments of listening from them but they struggle with noticeable actions.
- how to respond and WHEN to respond. getting the message right and balancing that with alignment.
 - Firms are having a hard time addressing and having the conversation and sending responses out in a timely fashion.
- seeking actions now that the message is out. do we need to message again about those actions
- small firms - it has often been left to others to do the work if diversification of the industry
- we let other people do the work resonates with multiple folks
- relying on clients for our values rather than ourselves for our values
- canon of architecture doesn't have a lot of built in tools to help us. a lot about erasing and starting over rather than fixing.
- much of our profession is situated AGAINST inclusion.
- generational gap to response and comfort with response.
- especially **younger generation** has an interest in pushing for a more specific response.
- leadership has been more reluctant to make a more outward statement. especially since the there is concern about not being sure about the client expectations and response
- **doing what our clients ask of us...** there is educating ourselves as individuals but we will often also say we are just doing "what the client wants"

Institutional Barriers for Racial Justice

- roadblocks? what could accelerate action? what is the sequence of action?
- Need for activism at firm level and start to addressing legislation
- We need to hold AIA accountable
- increasing pipeline starts NOW since it takes so long to get from zero to ARCHITECT
- k12 especially outreach. custom residential can have a great impact by tapping into the resources they and their clients have with open studios and scholarships. not to reinvent and be a tangent of what they do.
- resources to reach out to 4th and 5th grade classrooms! see Whitworth (name???) outreach to elementary school in Columbia City. Portland AIA has Architects in Schools as well
- NOMA will be doing stuff like that coming up!
- Partnering young individuals with leaders in the firm to get career path support
- categories represent needs that are well framed
- championship and sponsorship etc is critically important! ACE mentorship is a great local platform.

- only one item that is talking explicitly about practice rather than basically focusing on hiring and pipeline approaches
- allyship - AIA specifically focusing on making sure we are diversifying our panels and education particularly. This was successful for bring in more women which seemed impossible at the time when we started doing it but it needs to push harder to be more broad and diverse and push us all to expand our personal networks!!
- **using privilege to speak up** and creating space for BIPOC.
- WFH - living in our workspace and working in our living space is challenging but also an opp to bring more of our personal lives into work. so **we are being more transparent with each other.**
- ALLYSHIP - knowing when and using the right words
 - Allies need to start speaking up for BIPOC communities in our workplaces and at meetings with clients, consultants etc.
- protesting vs client values represents the balance between our individual actions and **how we are PRACTICING equitably.** Working to make sure that we don't forget the importance of bringing our learnings into the realm of practice

ROADBLOCKS -

- need for activism on a community level (re: police brutality) and how firms can be advocates for addressing the kind of legislation needed
- gender and race and planning are all running into a block. AIA is running lobbying efforts that fundamentally come down to keeping down labor costs. We want development but we aren't ready to lobby against gentrification. Grappling with that intersection of development and fee going up with gentrification and
- increasing the pipeline maybe semantically a problem. The "school to prison pipeline" may already have put negative connotations on the term.
- recurring issue related to practice will be coming back to "what our clients ask for and what are their values"

ACTION ITEMS:

- partnerships to help with finding the right words without recreating the box.
- jumping in even though we don't know the right words
- bias training - who are the resources here
- acknowledgement that we aren't just interested in generational change but CHANGE NOW. not just the next generation but investing in the unlearning and breaking down of the existing power structures. consequences to the powers that be. there are consequences for younger staff (esp BIPOC) that are simply not there for those in power without professional push!
- a real timeline not just SOON
- <https://www.nomanw.org/>
- The potential for pushing requirements for fellows and awards etc to HAVE to have. Sim to the sustainability requirements
- Amplifying the good things! We don't have to start from scratch!
- Small firms don't have capacity for "task forces on race" so leaning on prof org is increasingly important.
- How do you advocate for diversity through the RFP process to do the right thing.
- How can you advocate for a "justice center" to become a "work center" or "community center"
- Great project i heard about a thousand years ago about a group of students working on a church in a black neighborhood where they had to connect to the community in a totally different way

- Sim to Tulane URBANbuild where the students need to go out into the community to be involved in community orgs and churches etc to find out what the actual needs are and understand how to have that conversation
- Rural Studio
- Creative Reaction Labs! Will be pushing for helping with providing language for these conversations.

SOURCES!!

- NOMA - <https://www.nomanw.org/>
- Creative Reaction Labs <https://www.creativereactionlab.com/>
- Rural Studio
- Tulane URBAN build
- Architects in Schools in Portland
- Hip Hop Arch Camp
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- Fluer Larson facilitates workshops around equity and social justice, she is very engaging. <https://www.fleurlarsenfacilitation.com/workshops-2>
- Richard Kim with Cultures Connecting <https://www.culturesconnecting.com/about-us>
- Heidi Schillinger with Equity Matters <http://www.equitymattersnw.com/about.html> are great EDI workshop facilitators. Both local POC consulting firms.
- If People's Institute NW is busy/full, the national organization will do trainings for larger groups of companies/organization. <https://www.pisab.org/>
- the People's Institute does anti-racism trainings. <https://www.pinwseattle.org/> Check the "workshops" tab <https://www.aia.org/resources/6246433-guides-for-equitable-practice>
- Kyana Wheeler is another amazing local consultant <https://www.kyanawheeler.com/>

Institutional Barriers

Pipeline

- it takes so long to become an architect, need to remind people that the pipeline is a long-term investment
- Reaching out to K12 and undergraduate; use network of clients and their resources to build scholarship funds with open studio (like Miller Hull)
- Resources to reach out to the 4th and 5th grade classrooms; introduce architecture to elementary/middle school (NOMA working on this)
- "Increasing pipeline" too close to school to prison pipeline language

Mentorship/Sponsorship/and Advocacy

- Firms need to address minority experiences explicitly
- Intersectionality- AIA lobbying efforts are often about keeping down labor costs, developmental mindset, this could be a roadblock to racial justice; how do we hold our organizations accountable to make sure that we are clear in our stances (Activism against gentrification)
- Categories identify needs for action, there are some organizations already doing this ACE mentorship program, partnering with more high schools to provide internships
- Road blocks: the need for activism on a community level- what can our firms and companies do to advocate in our communities and start addressing legislation to make POC in our community feel safe

- How we practice and what we put out into the world- we need to focus on our practice; two areas of work: how we practice and how we relate to each other
- Increasing allyship- what does this mean both internally and externally? programmatically- no more all-male panels; diversify who we see
- Use privilege to speak up, be an advocate and friend to BIPOC encourage them to speak up (privilege should listen more speak less);
- we are in a moment of time that permits us to bring more of our "self" to work- are we able to have more personal conversations? Allyship requires the courage to speak up; use the right language; what can we don't design with implicit bias and racism

Professional Actions

- How do you have a conversation about racial justice? Lean on the expertise that NOMA and other POC led orgs have with the language
- Finding the right words, bias training- understanding that there is a bias, and having the hard conversations; not interested in generational change
- we need to do the work now- unlearning, mindset shifts now; consequences for leaders who don't; specify a timeline of results; how to empower
- leadership to be advocates; new goal sets for established voices to get their engagement; Find resources that are already out there; how can we shift
- the model of how we do and get our work (suggestions to clients to center design justice); If we don't agree with the client, how do we shift that?
- do you not respond to the rfp? how do we work as a larger community of practice?

Group 4 – Rico Quirindongo

Notes

Change is slow. Profession is still predominately white and predominately male

Resistance to change

Where are the BIPOC students in college? We need to be reaching out at earlier ages

Engage with students whenever possible. Small moments matter.

Firms all led by men. Young professionals that receive mentorship and sponsorship are also young white men. This needs to change.

Actions

- Workshop on recruiting
- Make space for youth. Make space in particular for youth of color
- Increase paid internship opportunities for BIPOC community
- Explore barriers to transition from two year Community Colleges to traditional four year colleges
- Explore how profession can provide consistent investment in incorporating architecture into K-12 education.
- Outline what does it look like to be an architect. Amplify diversity. What do we want it to look like? REWORKING what people think of when they think of what is an architect. (Good at drawing and good at math is not enough of a message for the high school counselor). DAY IN THE LIFE OF A REAL ARCHITECT.
- Breakdown who are the decision-makers in the profession and how the barriers need to be broken down
- Allyship training

Group 5 – Jennie Li

Institutional Barrier/Actions

- HR practices – timesheet – volunteering in firm fabric
- Values conversation with owners of a firm/power dynamics
- Encouraging young people to be involved
- Participate in the People’s Institute – undoing institutional systems workshop
- Actual institutional support for BIPOC’s emotional health (taking days off)
- Roadblocks to proposing new ideas, lack of breath or time to reflect on how to approach the conversation
- Figuring out what assigned values are as strategy
- Firms that states values, and holding firms to those values – reminding firms
- Educating clients on firm values

Professional Actions

- Hiring practices/contractors/subcontractor diversity (women/minority owned)
- Young people into firms – hire community young members for input, train to become part of the company into leadership rather than unpaid internships
- Have community input early in the design process
- Free classes for young folks to be introduced to the profession
- Mentorship and scholarship as networking (deep relationship building)
- Benefit of asking for forgiveness – planting an action before asking for permission at a firm
- Followed by reporting back on successes and asking for future compensation
- Making space for conversation – having resources for firms with limited resources
- UW NOMA chapter – support new graduates looking for work
- Finding allies within the firm to have conversations – mid level employees as good mediators between principals and entry level folks for internal coalition building

Report Back:

Internal community organizing – building resources to support mentoring both ways (mentor and mentee cross pollination relationship), resources for internal coalition building

Group 6 – Maisha Barnett

Actions

- Foster non-traditional pathways into the profession
 - Focus on pipeline to practice
 - Focus on internships and/or fellowships
 - Look outside of firms for mentorship positions
- Be action oriented
 - Examine current practices and policies
 - Seek out WMBE and set a target for how much to spend
 - Think about what you do, where you do it, and who are your suppliers
 - Strengthen alliances to NOMA
 - Be intentional: evaluate who we’re hiring
 - Seek out BIPOC
- Engagement
 - AIA student/professional partnership(s)
 - BEEP with AIA
 - Adopt a 4th grade class
 - Engage with a local high school
- DEI & Belongingness

- Providing a safe environment to have these conversations
- Opening up discussions to different voices
- Listen and ask “what can I do?”
- How can we avoid tokenism?
- Resources
 - Guide to Equitable Practice
 - Creating books about the field for younger audiences

Group 7 – Rob Pena

SUMMARY ACTION ITEMS:

1. Participation in **OUTREACH** is something every individual and firm can participate in:
 - Hip hop architecture (NOMA)
 - NOMAS (UW)
2. **INREACH**: Outreach is important AND offices need to actively engage in INREACH:
 - We need to initiate the conversation about **Diversity; Equity; and Inclusion** – and keep it going
 - Firms need to follow-up on the conversations and develop a firm road map and an action plan

We need to get some PERSPECTIVE on our firms from the outside – get an outsider’s view for feedback on whether or not we really are who we think we are. Does our office really feel like a welcoming, inclusive environment to a person (of color)? What does our website really say and look like through the eyes of a person of color.

Group 8 – Kate Simonen

Categories of Ideas/Action

- Creating a sense of belonging
- Increasing pipeline [K12 and undergraduate education]
- Building community
- Building retention and support in firms
- Mentorship, Championship, Sponsorship, and Advocacy
- Increasing and improving community input in design process
- Building allies in the profession
- Recruiting and networking in firms
- Increasing allyship
 - a. Do the categories we’ve spoken to reflect needs?
 - b. What are the roadblocks?
 - c. What could accelerate action?
 - d. What is the sequence of action, in the categories we’ve discussed, and other?
- ?? What are the actual roadblocks?? Bringing this knowledge upfront
- Awareness to increase pipeline-how to identify right communities to engage? Finding the existing programs to support and engage.
- Idea: Engage with students around a project
- What are the ways to provide support within work culture?
- Look to recruit at universities that we have not looked at in the past.

Actions

- UW Making connections/Rainier Scholars program
- Engage with community groups (see above) for summer programs-a week long summer program with curriculum-case studies, tours and a studio project.
- Internal conversations with readings and small group discussions-posted on wall for others to see. Education/space to have conversations. Creating a curated reading list/discussion topics to share with others....Short simple readings and discussions-not overwhelming=easy. Mixing up groups.
- Options for second career/atypical students. Partnerships with other programs outside the region.
- Small firm co-hort/program? How to connect between education/profession to increase pool and community of young practitioners

Group 9 – Simba Mafundikwa

Actions

- > Diversity Equity and Inclusion Training/Planning for different firm sizes to tackle racial justice
- > Peer to peer conversations and grouping of smaller firms to help conversations and take action
- > Owner facilitation workshops & create a place for owners who might not know how to do so - For path to leadership & ownership

Group 10 – Justin Panganiban

Institutional Barriers

Notes

- Creating a sense of belonging that is wide enough range
- Leadership buy-in as office grows (+)
- Making the time for conversations to convene
- Common language and knowledge (same training, facilitator) to create a baseline (+)
- How To Approach
- EDI Task Force
- Seeing definition of baseline through survey to ownership and office to figure out next steps
- Separating religion and politics as topics to discuss in office
- Open line of communication (what is in company statement)
- The People’s Institute Northwest has a great “Undoing Institutional Racism” 2-day training as one resource

Professional Action

Notes

- Limited spots available here but here's another upcoming training!
<https://www.raceforward.org/trainings>
- Survey to owners group and office separately to understand difference in perceptions between both groups
- List of resources
- Opportunities to talk and confront these issues head-on as a dialogue

- From Diversity Roundtable: groups read a chapter of resource or article, and use as starting point of conversation – ensures people are reviewing the resources
- “If you haven’t read the material – you are here to listen” – Do the work ahead of time – participating means being prepared
- Make conversation without making others feel defensive – and also be open
- Honest, constructive dialogue
- Support and make the space for others who want to do the work
- How to have a conversation with management in a manner that is comfortable being able to say what they would like to say?
- Safe group that can communicate to management together

What is one idea *or* area of action from our discussion today that we would like to present to the larger group?

- Management buy-in to facilitate the other aspects:
 - Cultivating the safe space for honest, authentic, and safe communication
 - Developing a vocabulary and common language
 - Dedicated intentional time and space to grow knowledge
- How to build toward what the ideal environment is – what would it be?

Group 11 – Stephanie Velasco

1. Institutional Barriers for Racial Justice

10 mins

- Do the categories we’ve spoken to reflect needs?
- What are the roadblocks?
 - Where to start, in terms of education/awareness, when there’s so much to learn?
 - Expecting more, but not seeing enough, from firm leadership
 - How can we serve other clients (who aren’t the typical clients) – how can we bring architecture and design to communities of color (outside of public projects)?
 - Even for public projects, how do we make sure those who are engaged in the design process better represent the diversity of the community served?
 - Recruitment:
 - Hard to find Black designers
 - Finding support for POC within a mostly-white firm, making the firm attractive to POC
 - How to reach students at High School level or earlier (before college level)?
 - How might scholarship/internship programs work to help overcome barriers to accessing the profession
- What could accelerate action?
 - Work together (in a coordinated movement), as opposed to just one group stepping up
 - Pool resources – time and energy, as well as financial resources

- 2. Coordinated efforts across firms
 - ii. Recognize that change is not inevitable – time isn't enough to solve problems. And remember that progress isn't always linear.
 - iii. Leveraging impactful projects in civic advocacy/institutional changes
- d. What is the sequence of action, in the categories we've discussed, and other?
- 2. Professional Action to Eliminate Barriers

10 mins

- a. What are *specific* ideas for future programs, conversations, action?
 - i. Mentorship, exposing young people to the profession
 - ii. Hear from firms: what's working?
 - 1. Examples: project types that can impact racial equity (Example: DLR Group)
 - iii. How to develop a tool to evaluate projects from a racial equity perspective. Are we doing more harm than good?
 - 1. Seattle's Race & Social Justice Initiative and Racial Equity Toolkit as an example
 - 2. Guideline could also help address situations where client may be guiding the project away from stated ethics/values
 - iv. Resource group – recognizing that we need to work across firms and across the profession to make the most impact
 - 1. List of contacts that firms can run ideas by, ask questions to
 - 2. List of firms that are interested in pooling resources, time, and efforts, especially around racial equity-centered ideas that clients may not push for, but that firms are interested in realizing (Example: Mass Design Group)
 - 3. List of groups or initiatives that we can help support or reach out to for partnership opportunities
 - a. Student organizations
 - b. Non-profit organizations
 - 4. List of resources or guidelines for firms that are working to increase racial equity in hiring, as well as in the way we work on projects and interact with clients
 - a. Example: Seattle's Race & Social Justice Initiative and Racial Equity Toolkit
- b. How do we draw out these topics and conversations?
- c. What are out specific ideas for:
 - i. Topic/Content
 - ii. Process

- 3. Frame Report-Out – Our One Big Idea! (see: "Resource group" above)

5 min

Group 12 – Leon Holloway

Personal Reflections

Listening – Gender Gap

What actions can we take?

Who has a voice?

Something needs to change – the way things are today isn't the correct way of doing things

Institutional Barriers for Racial Justice

- Increasing pipeline [K12 and undergraduate education]
- Building community
- Building retention and support in firms
- Mentorship, Championship, Sponsorship, and Advocacy
- Increasing and improving community input in design process
- Building allies in the profession
- Recruiting and networking in firms
- Increasing allyship
- Creating a sense of belonging

Business case – How can we get people to invest time and money

Engaging diverse communities – How can we get community more involved

Legislation – Building/ land use Code

Professional Action to Eliminate Barriers

Case studies – showing what people have done – show jurisdictions the case to give incentives to create programs

Get involved, - more townhalls – can bring about more community engagement

Focus on Seattle, single family zoning changes

Create support for BIPOC community

Topic of interest: Listening session that professionals can participate in

Group 13 – Rania Qawasma-Dana

- Mentorship,
 - AIA, NOMA and other institutions to expand and advance mentorship programs
 - Encourage firms to participate in mentorship programs
 - Focus on collage seniors and graduates
- Antibias professional training
 - AIA and NOMA training workshops within both design firms and the built environment public entities.
 - Encourage firms to hire 3rd Party antiracist training
- Encourage, support, and elevate more BIPOC into leadership positions in both large/national and small firms and public organizations/entities
- Revisit and change regulations which limited or prevented the advancement and growth of BIPOC owned firms. One example, firms' quantification criteria at Seattle Public Works is based on based on the firm years of experience 15-20-30 years which keep business within dominantly white led firms.
- Revisiting hiring and recruitments process in national firms

Group 14 – Whitney Lewis

General comments:

- Big firms have a lot of work to do – still tend to be homogenous
- Small firms have more flexibility and freedom to act – what are the opportunities to mentor, take political action, be involved in community planning and design

- EDI training at firm - white supremacy term was a road block and produced defensiveness in firm training – lesson is that everyone is in a different place where they can engage
- Difference between intent and impact – it's important to take action while also taking accountability for our impact
- Thanks to Whitney for setting the tone of honesty, willingness to experiment

Mentoring:

- AIA provides mentoring opportunities through committees and personal relationships
- Important to bring that into work environment
- Allow for authenticity and risk-taking and learning
- GGLO has an advocate program to push people into positions of leadership
- Younger staff can opt into 1-year mentorship program, it's formal with mentors self-identifying and assignments
- Self-initiated mentoring – how do people feel empowered to make their own opportunities?
- We can have personal mentors as well as professional mentors

Design process:

- Design training tended to strip out people and be very abstract – maybe this is better now – human relationships and communicating with users is really the interesting valuable thing, not the objects
- Design review and community meetings tend to start with pre-conceived ideas from the firm, allowing for a delta, rather than meaningful up-front feedback
- How can we support people participating and make design practice more inclusive -child care, interpreters

Roadblocks / institutional barriers:

- Seattle / WA used to have WIMBE set-asides but those have gone away, WIMBE firms now have a struggle to get projects
- Work procured through competition in a public sphere, competing against firms that have access to capital or connections
- Firms not understanding what is required of their teams in public procurement process

Actions:

- Johnston Architects has a social responsibility committee that has been wanting to learn resources and find opportunities to bring voices and efforts
- What can we do as architects through how we present ourselves as professionals and within our own firms
- What kind of conversations should we be having with one another?
- Reach out to people in parallel design professions that are more diverse (graphic design etc)
- Focus on hiring practices and recruitment from new audiences, posting jobs elsewhere
- Hip Hop Architecture Camp + King County Equity Now
- Expanding our personal and professional networks, not just particular schools

Seeking more information:

- Appreciated learning about planning in color
- Passionate about youth, want to learn more about youth mentoring opportunities
- What can firm do structurally – hiring best practices, pay equity, retention rates
- Coming as a blank slate – hungry for ideas

Group 15 – Richard Murray

Notes

- Employers be aware and be allies - do employers assign mentors to mentees
- Challenge in bringing up race in the moment. Frustration in fellow designers not speaking up as an ally in the moment.
- Co-conspirator - someone who is willing to put something on the line. White allies need to speak up in the moment so it isn't up to the person of color to speak up. It can be more impactful if it is a white person.
- Is fear of speaking up from judgement? Most likely, yes. In these moments it is not about you, but your community member of color and being in solidarity as a co-conspirator.
- How do we appoint BIPOC designers? Make sure there are processes in place to support this.
 - roadblock is that these processes don't exist
- Given limited number of titles - Are you willing to give up your own advancement for the benefit and sake of community (BIPOC)
- What is the specific role of that BIPOC designer? Are they actually getting leadership practice?
- These systems are engrained long before entering the profession, through education and U.S. culture.
- Diverse representation benefits everyone.
- ACTIONS
- Work with underserved communities at a very young age to start process early. Continue this relationship for the long term (kindergarten... highschool, college, beyond). Long term mentorship
- Partner with existing organizations so that we are not recreating existing structures/efforts.
- Pressure AEC industry as a whole (contractors). Hold consultants accountable
 - Build relationships with communities
 - Meaningful ways to bring MWBE firms onto teams. How do larger firms create opportunities for smaller firms to eventually become a competitor
 - Be mindful of tokenizing
- Be aware

Background:

Actions

- Continue these types of conversations in small groups - Race based caucusing
- Pressure AEC industry as a whole - engage with engineers and contractors and hold them accountable
- Start working with BIPOC youth and communities early and build long term relationships to build up pipeline.