

From Richard Murray (he/him) to Everyone: 05:12 PM

Allyship definition and resource-  
<https://theantioppressionnetwork.com/allyship/>

"an active, consistent, and arduous practice of unlearning and re-evaluating, in which a person in a position of privilege and power seeks to operate in solidarity with a marginalized group"

From grace kim to Everyone: 05:14 PM

Marijana spoke eloquently about what it means to be an ally. We all strive to be an ally. And I also want to introduce you all the concept of being a co-conspirator...as described by Bettina Love in this video. <https://vimeo.com/433544240>  
What are we willing to put on the line?

From katie.sheehy@seattle.gov to Everyone: 06:10 PM

I love the idea of having local jurisdictions learn more from great projects that successfully center community! Africatown's Midtown Center is an example of that <3

From Dan Chandler to Everyone: 06:10 PM

Well said Ted.

From Galen Carlson to Everyone: 06:13 PM

Yes, agreed Ted. I've had several conversations with colleagues about how Architecture is an expensive profession to gain entry to (with the need for additional schooling, studio fees, etc.), but does not offer the allure of a higher salary payout once you are a professional, the way Medicine or Law might. Can we as firms in the industry provide scholarships and mentorship to architecture students of color that may not otherwise be able to afford the high entry-level costs of school training?

From Adrian Ho to Everyone: 06:14 PM

The ACE program! :D Volunteer afterschool program w/ local highschoolers.

From Stephanie Velasco to Everyone: 06:15 PM

Woot! Also a plug for Seattle Architecture Foundation's Youth Programs -- another volunteer opportunity.

From Galen Carlson to Everyone: 06:15 PM

Absolutely. I was an ACE student myself, which was certainly foundational to my eventual pursuit of a career in architecture

From ISAURA, VIA to Everyone: 06:15 PM

same!

From BethStroshane to Everyone: 06:15 PM

My daughter was in ACE and it is awesome

From Stephanie Velasco to Everyone: 06:16 PM

And for the planners out there, APA-WA has the Youth In Planning Task Force. Feel free to message me if you want more info!

From Alicia Daniels Uhlig to Me: (Privately) 06:17 PM

Does AIA still have the Built Environment Education Program (BEEP) for elementary school 'pipeline'?

From Renee Cheng to Everyone: 06:19 PM

Thanks for the shout out Maisha! Current edition is here:

<https://www.aia.org/resources/6246433-guides-for-equitable-practice>

later this summer will be revision, glossary. Executive summaries might be coming out sooner.

From Galen Carlson to Everyone: 06:20 PM

Who facilitates workplace anti-racism training? Is that an outside entity brought in to conduct training, or something done internally? (And what if no one in your office is qualified to conduct such training...)

From Stephanie Velasco to Everyone: 06:21 PM

@Galen, the People's Institute does anti-racism trainings. <https://www.pinwseattle.org/> Check the "workshops" tab

From Jesse Chapman to Everyone: 06:21 PM

We brought in an outside facilitator. I definitely recommend it!

From Rico Quirindongo to Everyone: 06:21 PM

I think anti-racism training has to come from an outside consultant

From Me to Alicia Daniels Uhlig: (Privately) 06:21 PM

Hi Alicia, we don't have an elementary school-centric program at this time--right now Diversity Roundtable committee runs the "Architects in Schools" program each year

From Alicia Daniels Uhlig to Me: (Privately) 06:21 PM

thanks

From Me to Alicia Daniels Uhlig: (Privately) 06:21 PM

I'd encourage reaching out directly to the committee if you would like to get involved!

From grace kim to Everyone: 06:23 PM

If People's Institute NW is busy/full, the national organization will do trainings for larger groups of companies/organization. <https://www.pisab.org/> I would HIGHLY encourage white led companies to provide this training to all of your staff. AND I would urge AIA Seattle to offer this training for our membership. This training should be offered for free to all who want to attend.

From Jen Montessoro to Everyone: 06:24 PM

Richard Kim with Cultures Connecting <https://www.culturesconnecting.com/about-us> and Heidi Schillinger with Equity Matters <http://www.equitymattersnw.com/about.html> are great EDI workshop facilitators. Both local POC consulting firms. .

From Lisa Sato to Everyone: 06:26 PM

<https://www.nomanw.org/>

From Anne Herrick to Everyone: 06:26 PM

Fluer Larson facilitates workshops around equity and social justice, she is very engaging. <https://www.fleurlarsenfacilitation.com/workshops-2>

From katie.sheehy@seattle.gov to Everyone: 06:28 PM

Kyana Wheeler is another amazing local consultant  
<https://www.kyanawheeler.com/>

From grace kim to Everyone: 06:30 PM

Richard's group also talked a lot about Allyship - it is important for everyone everyday to practice this in our workplaces. When you are in a meeting and someone says something that is inappropriate/racist (even if its a microaggression and you are not sure of the intent), it is important to call it out. And EXTREMELY helpful if a white person calls this out rather than waiting for a BIPOC raises the issue. It's hurtful to tell that BIPOC afterwards that you are glad they spoke up in the meeting and you felt the same. As a white person, you can "put something on the line" by stepping up yourself and calling out racist behavior/words.  
lovely!

From Mark Tumiski to Everyone: 06:32 PM

Galen & Ted, continuing the discussion of barriers to the field, there are so many gatekeepers in our field that create barriers to BIPOC rising to leadership and having their design voices being heard. First, in studio, there are no tests like law or medicine to prove your worth - some (likely old white men) will judge you and grant you access to certain opportunities like a desired internship or merit awards. After you graduate, your starting role, advancement opportunities and visibility to leadership will all be determined in a potentially biased way. Then, even when

you do advance, the owners and developers who hire you and your firm are a final gatekeeper, and those who have the resources to hire architects are not a diverse bunch.

From katie.sheehy@seattle.gov to Everyone: 06:34 PM

If anyone wants collaborate on a racial equity project for the Seattle Design Festival, ping me at katie.sheehy@seattle.gov