

Racial Justice Town Hall 6/30/20

Presented by AIA Seattle, University of Washington College of the Built Environment, Planning in Color, NOMA Northwest

Purpose: For this discussion, we pose the question to our community: What are the topics we need to focus our time and energy on to no longer perpetuate systemic racism within the profession, and as design professionals?

Community Norms:

- Respect confidentiality – This session will not be recorded, and individual thoughts should not be shared outside this group
- Share honestly – growth comes from transparency
- Listen carefully & deeply – seek to understand and embrace experiences different than your own
- Assume good intentions, until proven otherwise – respect difference of opinion, but not denial of humanity
- Step up, step back – empower yourself to speak, and be mindful of how much space you are taking up in the group
- Use inclusive language – honor stated pronouns and boundaries, and avoid jargon/acronyms to preserve accessibility of the space
- Commit to learning & growth – lean into discomfort and opportunities to be challenged
- Acknowledge White supremacy – recognize the systemic barriers that exist as we come into this space, and push back against established hierarchies

Part One – 40 minutes

1. Allow committee members and facilitators into Zoom; last minute orientation/coordination
2. Allow all participants into Zoom; ongoing Welcome **by Connor**
3. Welcome/Agenda **by Connor**
4. Town Hall Purpose and Goals **by Rico**
5. Lightning Talks

Meredith Everist AIA, Principal, Baylis Architects; President, Board of Directors, AIA Seattle

Leon Holloway, Project Architect, DLR Group; President, NOMA Northwest

Stephanie Velasco, Strategic Advisor, City of Seattle Office of Housing; Planning in Color Steering Committee

Whitney Lewis Assoc. AIA, Designer II, GGLO; Co-Chair, Diversity Roundtable; AIA Seattle Membership Steering Committee

Marijana Misic AIA, Architect, Mahlum; Co-Chair, Diversity Roundtable

Renée Cheng FAIA, Dean, University of Washington College of the Built Environment

Categories of Ideas/Action:

- Creating a sense of belonging **(Renée)**
- Increasing pipeline [K12 and undergraduate education] **(Stephanie)**
- Building community **(Stephanie)**
- Building retention and support in firms **(Leon, Meredith)**
- Mentorship, Championship, Sponsorship, and Advocacy **(Whitney)**
- Increasing and improving community input in design process **(Whitney)**
- Building allies in the profession **(Meredith)**
- Recruiting and networking in firms **(Meredith)**

- Increasing allyship (**Marijana**)

-----**Connor** Splits into Zoom Teams-----

Part Two – 50 mins

Break Out Groups

1. Clarify Process

5 mins

- a. Review process and goals
- b. Identify Chat Watcher
- c. Identify reporter

2. Self-Introductions and Personal Reflection

10 mins

- a. Moment of personal understanding/revelation, or
- b. Name something your firm has struggled with

3. Institutional Barriers for Racial Justice

15 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?

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 our specific ideas for:
 - i. Topic/Content
 - ii. Process

5. Frame Report-Out

5 min

---Move back into Full Zoom Group----

Part Three – 30 mins

9. Welcome Back and Orientation by Rico

10. *Report Outs* – Share tenor of the group discussion +

- a. Leon Holloway (he, him)
- b. Ted Sive (he, him)
- c. Crystal Day
- d. Jennie Li (she, her)
- e. Justin Panganiban (he, him)
- f. Kate Simonen (she, her)
- g. Lisa Sato
- h. Maisha Barnett
- i. Marijana Mistic (she, her)

- j. Meredith Everist (she, her)
- k. Rania Qawasma-Dana (she, her)
- l. Richard Murray (he, him)
- m. Rob Pena (he, him)
- n. Simba Mafundikwa (he, him)
- o. Stephanie Velasco (she, her)
- p. Whitney Lewis (she, her)

11. Close and Next Steps **by Rico and Connor**