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 Masic 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 (Renee)
- 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 Misic (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