

## Diversity Plan

### DIVERSITY PLAN

The Department of Architecture is committed to building a faculty, staff and student body that reflects and is responsive to the gender, ethnic and cultural diversity of the broader community served by the University of Washington. Our efforts to achieve this include: effective faculty recruitment, mentoring, and retention; broad outreach to potential student applicants; teaching courses and studios that work with diverse groups of people in the community.

#### 1. FACULTY HIRING:

- a. The University of Washington has produced extensive guidelines and advice for recruitment of faculty from underrepresented groups. The department will make use of the UW Faculty Recruitment Toolkit in all faculty searches. (<http://www.washington.edu/diversity/avpfa/toolkit/index.shtml>)
- b. The Department of Architecture Faculty Search Committee Chair will consult with the Associate Vice Provost for Faculty Advancement in the UW Office of Minority Affairs and Diversity at the outset of all faculty searches to solicit advice on advertisement language and recruitment strategy.
- c. In all searches the faculty will recruit women and minority candidates using professional and personal contacts.

#### 2. FACULTY RETENTION AND DEVELOPMENT:

- a. The department chair will use discretionary funds to support faculty who attend conferences and other external academic events specifically oriented toward diversity issues.
- b. The department chair will use discretionary funds for the formation and support of a Women in Architecture group.
- c. The department chair will coordinate with the dean's office of the College of Built Environments to create and support a Diversity in the Built Environments group.

#### 3. STUDENT RECRUITMENT AND SUPPORT:

- a. The Department of Architecture will host an annual open house, advertised in local high schools and community colleges, to introduce its programs to potential applicants.
- b. The Department of Architecture will arrange for a faculty member to present regularly on the subject of architecture at local high schools to raise awareness about the profession among potential applicants to the University of Washington.
- c. The Department Executive Committee will coordinate with dean's office of the College of Built Environment, as well as local organizations such as Coyote Central and the ACE Mentorship Program, to promote design education and career opportunities for local middle and high schools students, UW summer students, and UW freshmen and sophomores.
- d. The Department Executive Committee will coordinate with CBE to support student groups and student mentorship across disciplines.
- e. The Department Executive Committee will consult annually with the UW Office of Minority Affairs and Diversity and the Graduate Opportunities and Minority Achievement Program and the UW Dream Project to discuss recruitment and support strategies and resources for women and minority applicants.
- f. The department will continue to seek funds to support women and minority students. Currently, the Seattle Chapter of the AIA provides funds annually to the department to assist minority students through the Student Support Fund for Diversity. The Mitsu and William O. Fukui Memorial Endowed Diversity Scholarship annually provide funds for minority students. Three departmental scholarships are specifically awarded to women students pursuing the professional program in Architecture.

#### 4. DIVERSITY IN THE ARCHITECTURE CURRICULUM:

- a. The Department of Architecture will continue to offer opportunities for students to work with diverse groups of people in local communities. Two of the most important of these are the Howard S. Wright Neighborhood Design

Build Studio (<http://courses.be.washington.edu/ARCH/hswdesignbuild/>), which works with local non-profit organizations to build small community projects, and the Storefront Studio (<http://www.storefrontstudio.org>), which works with local towns to revitalize main street commercial districts.

- b. The Department of Architecture Curriculum Committee will review the Architecture curriculum annually to assess the quality and extent of offerings addressing issues of diversity, and to seek opportunities to improve and expand these offerings.
- c. The Department of Architecture will continue efforts to participate in national programs supporting diversity in the curriculum. Currently faculty in the department's Integrated Design Lab are working partnership with the College of Engineering to host a summer program for minority students, with support from the National Science Foundation's Research Experience and Mentoring Program for Under-represented Students in STEM.

**5. DIVERSITY IN THE PROFESSION OF ARCHITECTURE:**

- a. The department chair will work with the Department of Architecture's Professionals Advisory Council, the Diversity Roundtable of Seattle Chapter of the American Institute of Architects, and the Northwest Chapter of the National Association of Minority Architects to promote diversity within the Department of Architecture, with the specific aims of creating an affiliated group in the Department of Architecture and supporting at least one annual event related to the issue of diversity in the department.
- b. The Department of Architecture will maintain a prominent display of diversity opportunities in Gould Hall.

**6. DIVERSITY PLAN REVIEW AND REPORTING:**

- a. The Department of Architecture Faculty will review this plan annually.
- b. The Department Executive Committee will prepare an annual report to the faculty on the diversity of the faculty, staff, and student body, and diversity issues in the department.