

Introduction

The need for equitable practice in the architecture profession is becoming ever clearer and more urgent. These guides provide support for informed discussions and concrete next steps to help turn intent into action.

WHY IT MATTERS

Increasingly, architects will be called to lead efforts in finding solutions to many of our world's most pressing issues. Successfully meeting these challenges, and others not yet known, will require the talent, passion, and creativity of a diverse cohort of students, professionals, and leaders.

WE ADVANCE DIVERSE, INCLUSIVE, AND EQUITABLE PRACTICE WHEN...

- we can articulate the reasons why it matters—moral, business, ethical, professional, and societal—to different listeners, in different contexts
- we recognize the many factors that impede equity and that call for solutions
- we realize that the barriers are systemic and that people in leadership are particularly responsible for acknowledging them and making systemic change together
- we attend to the issues at the level of individual employees, managers, firms, and the profession as a whole
- we base solutions in relevant research within and beyond the profession

ACT

Know your motivation

- Understand what best motivates you to make practice more equitable and inclusive.
- Be aware of your own patterns and biases—we all have them.

Consider perspectives beyond your own

- Increase your capacity to acknowledge, value, and work effectively with people who are different from you.
- Try shifting your perspective or frame to test out thinking about issues in new ways.

→ Avoid making assumptions about what others think, want, or are motivated by—ask and listen.

→ Share stories, resources, and knowledge.

Equip yourself and others to make change

- Learn what it takes to contribute to a positive workplace culture.
- Be an advocate for yourself and others.
- Commit to preventing harassment and discrimination.
- Know your rights and responsibilities as an individual and employer.