

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 are being called to participate in solving the world's most pressing problems. 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 EQUITABLE, DIVERSE, INCLUSIVE, AND JUST PRACTICE WHEN...

- we can articulate the reasons why it matters—moral, ethical, business, professional, and societal—to different listeners, in different contexts
- we recognize the many factors that impede equity and justice and that call for solutions
- we realize that the barriers are systemic and that people in leadership are particularly responsible for acknowledging them and dismantling them
- 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 inclusive, equitable, and just.
- 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.
- Learn to be an ally in the movement for social and racial justice.
- Actively prevent harassment and discrimination.
- Know your rights and responsibilities as an individual and employer.