

Continue

to

Show up!

Address my
internal biases
around non traditional
Education Paths

I will meet with our
J.E.D.I. team to create a
toolkit.

SHARE TOOLS

AND RESOURCES

ACROSS COMPONENTS.

I WILL BE MORE CURIOUS
ABOUT HOW OTHERS VIEW
& EXPERIENCE THE
WORLD.

ESTABLISH A
DIALOGUE WITH
LOCAL NDMA AND
ALLY PARTNERS -
LOOKING FOR
PARTNERING OPPORTUNITIES

RAISE THE
ISSUE WITH
THE CHAPTER
MEMBERS

COMMIT TO IMPLEMENTING
AN EDI STATEMENT AT
MY FIRM LEVEL, AND
ALSO RECOGNIZING THE
POTENTIAL FOR EDI
CHAMPIONING AT CHAPTER
LEVEL.

NEULT.

OVERLAY + INTEGRATE

EDI PRACTICES

IN ALL XIA CHAPTER

INITIATIVES

UNDERSTAND

DATA BEHIND

AIA LEADERSHIP/

CANDIDACY

+ CREATE MEASURE-

ABLE GOALS FOR CDC.

KOEN WHITE

I WILL CONTINUE TO
PUSH OTHERS AROUND ME
TO BE WILLING TO BE
OPEN TO LISTEN AND HEAR
FROM OTHERS ABOUT THEIR
CULTURES AND EXPERIENCES

BE A BRIDGE TO
LEARN ABOUT ED!
AND TAKE THAT INFO.
TO THE LARGER BOARD
ORGANIZATION

WORK / VOLUNTEER

FOR JEDI COMMITTEE

ON BOARD TO SET JEDI

GOALS FOR CHAPTER.

Have a board-
wide discussion
on implementing
EDI principals

COURAGE

4

Engage in
discovery of/about
different cultures
in the organization.

The 6 C's of
Inclusive Leadership

"COURAGE"

Have more

difficult conversation.

Reach out to my
Chapter to get
involved in DEI
efforts.

Share the
Theory of Change
Bubbles with
our Board of
Directors

I plan to:

1. Have another conversation with my Board
2. Reach out to local NOMA Chapter.
3. Look at the opportunity to have Chapter reach out to local colleges to look for minority students interested in an internship with Chapter firms

I will ask my board to
take the 6 C's quiz.

I will ask my board to
take the 6 C's quiz
about ME!

~~add~~

Commit to
encourage diversity
in leadership and
panels presenting
seminars and classes.

Promote the
LeaderFlow
Development Program
to more AIA &
NOMA chapters

Survey our
Member Firms
for EDI data

Share the bc's
of Inclusive
ACTION

w/

STAFF / BRD / COMMITTEES

ENGAGE OUR
COMPONENT MEMBER
FIRMS TO PARTICIPATE
IN A ETD. SURVEY

2. PLEDGE FOR
IMPROVEMENT YEAR
OVER YEAR.

MEASURE IN 2004 FOR
GROWTH

BUILD DIVERSE

PIPELINE FOR COMPONENT

LEADERSHIP @ ALL

LEVELS + POSITIONS.

DEVELOP FRAMEWORK FOR

EDI PLEDGE FOR MEMBERS

+ MEMBER FIRMS TO

ENCOURAGE MORE

TRANSPARENCY.

Reach out
to 1 firm leadership
that has not been
engaged with EDI

Implement
Resources
to help bridge
the gaps in the
Architect Pipeline.

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THE CHAPTER
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FEDI PRACTICES

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