

Introduction

Guides for Equitable Practice

Facilitator Notes

The Introduction to the *Guides for Equitable Practice* can be incorporated before any existing presentation to provide additional context, language, and tools that support equity, diversity, and inclusion (EDI) in architecture.

SLIDE 2 INTRODUCTION TO THE *GUIDES FOR EQUITABLE PRACTICE*

- Knowing the issues at hand and how people are affected by them, how to turn intent into action, and how to define success can be challenging. These guides provide support for informed discussions and concrete next steps from intent into action.
- Goal: an equitable and diverse architecture profession
 - Know the issues, challenges, opportunities
 - Define success
 - Turn intent into action

The guides offer:

- Real-world best practices
- Relevant research
- Tools to support equitable workplace strategies

Notes

1. **The guides continue to be relevant, “evergreen,” even when the social and political context change, because progress takes a long time.**
2. **Although architectural education has become much more diverse, the path to licensure and leadership has many dropoffs, Without action for equity, we can’t count on those trained for the profession will stay in it.**
3. **Equitable practices increase the value of architecture by bringing more brain-power and perspectives to the profession, serving more communities, and developing new approaches to design. In this pursuit,**
4. **The guides are grounded in both research and practice.**
5. **The guides aim to bridge the gap between awareness and action.**
6. **Why is equity important?**
7. **What are the risks and rewards from pursuing it?**

Developed in partnership with University of Washington, University of Minnesota, and the AIA Equity and the Future of Architecture Committee (EQFA)

SLIDE 3 STRUCTURE

- The original nine Guides have a consistent format.
- Are all written with the perspective of the individual, the firm, and the profession in mind.
- They provide the moral, ethical, business, professional, and societal cases for equitable practice.

Notes

1. **While the term architect is used throughout the *Guides for Equitable Practice* the term was intended to encompass all architectural professionals.**
2. **Moral case: do the right things for the right reasons**
3. **Ethical case: members should "treat their colleagues and employees with mutual respect and provide an equitable working environment"**
4. **Business case: employees and clients value the benefits of diversity**
5. **Professional case: our profession can be made stronger through innovation stemming from diverse teams and inclusive, equitable behaviors**
6. **Societal case: if architects work inclusively and equitably, we can have a positive impact on society.**

Which case resonates most with you? Which case will encourage the most buy-in? How would you think about tailoring the case to your audience?

SLIDE 4-8 FOCUSED STUDY

- The Guides can be used in groups or standalone resources.
- Example of focused study and combinations include:
 - 1) Foundational Concepts (0,1,2)
 - 2) Value and how to talk about it (0,1,2,3,5)
 - 3) People and how to attract and retain them (0,1,2,4,6,7)
 - 4) Community and how to engage (0,1,2,8)
 - 5) Progress and how we measure it (0,1,2,9)

Notes

1. **Which of these topic areas resonate most with you or your firm?**
2. **What questions or challenges are you currently facing that one of these clusters might help address?**

SLIDE 9 COMMON UNDERSTANDING• **Equity**

- The state in which everyone is treated in a manner that results in equal opportunity and access, according to their individual needs. Equity in the workplace requires identifying and eliminating barriers that have disadvantaged nondominant identity groups to ensure that all individuals receive equitable treatment, opportunity, and advancement.

• **Diversity**

- A mix of people with a wide range of visible and invisible personal and group characteristics, backgrounds, experiences, and preferences.

• **Inclusion**

- Inclusion is manifested in an environment in which everyone feels welcomed, respected, supported, safe, and valued. In the workplace, inclusion generally results in everyone developing and contributing to the best of their ability. Inclusion is distinct from but related to equity and diversity.

Notes

1. **It's really important to have a common language and understanding when moving forward with these discussions in order to avoid confusion and misunderstanding.**
 2. **Definitions are from the Glossary section. While these definitions may be debated, they were the working definitions used for the purposes of developing the Guides and guiding these discussions.**
 3. **Examples of equity in architecture include:**
 - Providing exposure to architecture and scholarships for students from underserved communities
 - Making design accessible, in consultation with people of different physical needs
 - Mentorship programs for specific groups that are underrepresented in the profession or leadership structures
-

SLIDE 10 ADDITIONAL RESOURCES

- In addition to the nine chapters, the *Guides for Equitable Practice* include an Introduction (Chapter O), ten one-page executive summaries, and a glossary. Two additional supplements, Justice in the Built Environment and Equity in Architectural Education, have been added since the completion of the original chapters.

Notes

1. **Additional learning can be done through AIAU courses as well as reading the guides and supplements in full.**
 - <https://aiau.aia.org/course/details/implementing-justice-in-the-built-environment>
 - <https://aiau.aia.org/course/details/implementing-the-guides-for-equitable-practice>
-

SLIDE 11 LET'S GET STARTED**Notes**

1. **Use this as a transition slide and then continue with the appropriate chapter.**