

MASTER OF ARCHITECTURE DIVERSITY EQUITY INCLUSION STATEMENT (DEI)

Diversity is defined as the state or quality of being different, and as individuals we are all uniquely different. Diversity, therefore, is considered a great asset to any organization, including RIT and the RIT Master of Architecture program. The following Goals and Plans are intended to be followed to maintain or increase the diversity of its faculty, staff, and students during the next two accreditation cycles as compared with the existing diversity of the faculty, staff, and students of the institution. These goals are made expressly to create an equitable and sustainable future for all.

GOALS

- Create and reinforce an inclusive and equitable studio environment by encouraging all members to celebrate their differing perspectives and cultural backgrounds of students, faculty and staff.
- Continue to build cultural awareness through our Global Experience and through local projects which highlight different cultures and backgrounds.
- Continue to take into consideration differing cultural, racial, ethnic and other backgrounds in hiring processes through active recruitment practices for both students, faculty and staff.
- Incorporate and closely model the most current **RIT Action Plan for Race and Ethnicity**, currently underway and updated March 15, 2021 - [RIT Action Plan for Race & Ethnicity](#)
- Creating a metrics reporting system to hold ourselves accountable to these goals. These metrics will include: data on increased diverse backgrounds of recruitment to faculty positions, data on increased diverse backgrounds on recruitment of students, data on increased graduation rate of minority students, data on increased participation of minority students in student organizations, and creation of future plans for diversity and inclusion in keeping with the RIT goals and Action Plan. Metrics reporting will occur each year during the department's annual Advance/Retreat.

CURRENT PLANS FOR IMPLEMENTATION

Current plans for implementation include both broad and focused initiatives at the GIS and departmental level, the student level, the curriculum level, the professional engagement level, and the public engagement level. This includes:

- The creation of a student chapter of NOMA (National Organization of Minority Architects) on RIT campus to add to the work that AIAS is accomplishing (<https://www.noma.net/>)
- Work with RIT to become a part of its Future Faculty Career Exploration Program (www.rit.edu/diversity/ffcep)
- Work within the professional community (AIA Rochester) to establish a "Diversity in Design" series
- Identify 2-3 local architectural firms to serve as mentors specific to a diverse student population

- Work within the local community, and civic groups to provide scholarship of engagement opportunities focused on diversity and equity
- Re-energize our K-12 outreach, specific with Charter and public schools in diverse community neighborhoods – such as Rochester Prep High School and The Harley School
- Continue with the Explorers, BOCES, Children and Architecture and Education Series in collaboration with AIA Rochester
- Establish an endowed diversity scholarship for student recruitment and retention
- Expand articulation agreements with feeder schools to include diversity initiatives
- Maintain professional development program for diverse students when in program
- Engage existing architecture students in all outreach activities focused on DEI initiatives

16 March, 2021