

77 things YOU can do to make architectural education more diverse

1. Reach out to your school's AIAS to start a discussion about K12 involvement.
2. Ask your school's Dean to reach out to your local school district's Superintendent to foster K12 relationships. Reaching students early will help diversify the pipeline.
3. Use the #studyarchitecture hashtag on social media to reach wider audiences.
4. Find a local school to exhibit your student's work.
5. Consider design problems that engage communities of color.
6. Use the #imadethat hashtag on social media to reach wider audiences.
7. Start a conversation with graduating students about equitable practices in architecture firms.
8. Contact your local community college to jointly pursue a workforce grant.
9. Invite community college faculty and students to lectures/juries on campus.
10. Invite community colleges to exhibit student work at your school.
11. Invite community colleges to use physical resources (e.g. jury rooms, galleries, etc. as appropriate) at your school.
12. Develop joint activities such as charrettes, lectures, or field trips with your local community college.
13. Connect with a local community college faculty member to discuss curriculum, pedagogical goals, and student needs.

14. Offer to visit local community colleges to discuss how transfer credits are evaluated.
15. Be an advocate for transfer students by ensuring they get connected with the college's student services (e.g. advising, career services, tutoring...etc.).
16. Highlight the success of a transfer student.
17. Share course content for an entry level course with a community college faculty member.
18. Spend some time becoming familiar with the articulation agreement for the school that garners the most transfer students.
19. Talk with the programs admissions panel to discuss transfer guidelines.
20. Approach the program chair about creating a curriculum philosophy if your school doesn't have one.
21. Share alumni's exemplary work as examples of success for current students to see.
22. Collect and share benchmark data with colleagues to monitor curriculum effectiveness.
23. Incorporate collaborative practices in all classes (not just studio).
24. Identify and teach topics and projects that relate to specific community groups.
25. Work with program administrators to develop curriculum tracks that serve students with alternative schedules.
26. Seek out a teaching workshop on the topic of transparency in learning.
27. Develop and distribute a simple exit survey for graduating students.

- 28.** Create a safe-zone where respectful discussions about difference can take place in a power neutral space.
- 29.** Advocate for the inclusion of an ombudsperson position in your program.
- 30.** Engage in discussions about diversity with program administrators to gauge student perspective.
- 31.** Increase the content of a single course so that it highlights various forms of difference and how these link to the design of the environment.
- 32.** Begin developing a workshop for program administrators and faculty about ways to change program climate.
- 33.** Offer to lead a program town hall meeting to develop a program diversity philosophy.
- 34.** Recruit a diverse team of studio jurors.
- 35.** Brief jurors about expectations surrounding the studio review atmosphere.
- 36.** Teach teamwork.
- 37.** Diversify lecturers and lecture topics.
- 38.** Facilitate diverse student teams.
- 39.** Facilitate peer-to-peer mentoring.
- 40.** Reward a diverse set of design projects.
- 41.** Offer to lead a program town hall meeting to discuss the climate around difference.
- 42.** Offer to lead a program town hall meeting to develop a supportive and productive approach to diversity in the studio.
- 43.** Evaluate studio project programs on the projects ability to support differences.

44. Diversify methods used for studio reviews, i.e. try something other than a traditional jury.
45. Develop healthy and inclusive community building events.
46. Play music and host a dance break to support community building within the program.
47. Sponsor the public presentation of manifestos on difference in architecture.
48. Evaluate studio desk arrangements and shift them often.
49. Let students redesign the studio desk arrangements throughout the semester.
50. Host *diversity dialogues* (interactive group discussions) on polemical current issues such as rights of LGBTQ. (“Speak with, rather than talk at...”)
51. Take a *listening tour*. Find out what students are thinking, what they are looking for. Some students don’t know what they need, and don’t know how to look for a job.
52. Advocate for the hire of diverse faculty. Diversifying faculty will attract diverse students.
53. Bring in a diverse set of speakers throughout the year.
54. Invite practitioners with a variety of backgrounds and expertise to class to talk about their work.
55. Share and disseminate personal stories that speak about diverse experiences and mindsets.
56. Create projects that immerse students in unfamiliar environments.
57. Develop a list of potential mentors that is demographically diverse, and involve alumni. Students benefit from open conversations with professionals, and exposure to work in a diverse professional setting.

58. Develop a list of potential critics that is demographically diverse.
59. Build capacity via workshops on oral communication including how to present to a prospective employer (such as portfolio, resume writing).
60. Encourage portfolio reviews for all students.
61. Host a workshop or panel discussion, e.g. "Career Hack, Create Your Own Career: Design Off the Beaten Path."
62. Provide opportunities for students to take a minor in another subject.
63. Develop minors in architecture to attract new (diverse) students within the discipline.
64. Develop a 1-credit course for job shadowing. Shadowing programs promote mentoring opportunities, at the same time as student and firm learning.
65. Ensure students schedule one-on-one meetings with career advisors.
66. Encourage and facilitate student travel.
67. Cultivate relationships with local/ regional firms.
68. Host joint job fairs with other schools. Coordinate student attendance to other career fairs.
69. Invite firms to visit the classroom to increase student exposure to the profession.
70. Host a Career Fair for students. Consider career fairs with recent alumni (less pressure, learn and exchange).
71. Offer firm tours for students to visit offices (15 students, take their resumes, ask firms to critique their work...etc.).

- 72.** Encourage students to participate in the NOMAS competition and support them to attend the annual conferences that include practitioners and students (good opportunity for mentorship).
- 73.** Train firms by exposing them to a diverse body of students.
- 74.** Advocate for a school specific career advisor to maintain records of available jobs, students' placement, firm internship history, etc. Program effectiveness and impact data can be used to support accreditation requirements.
- 75.** Compile data for international students to find firms that support visa applications.
- 76.** Identify and share information with students about firms with diversity scholarships/ fellowships. (Perkins + Will, Gensler, others?)
- 77.** Identify and share information with students about firms that have diversity and inclusion policies and plans.