

Date: December 1, 2021

Subject: Graduate Architecture Diversity, Equity and Inclusion Plan

The Architecture Graduate Program in the School of Architecture + Design values diversity and inclusion and recognizes the merit of preparing architecture graduate students to make their chosen profession better by making it more inclusive.

Principles of Community

As referenced in the document **Commission on Graduate Studies and Policies Resolution 2017-18A**, graduate students in our program are expected to uphold the Virginia Tech Principles of Community. All students will be made aware of the Principles at their orientation in August before the start of the semester.

School of Architecture + Design Graduate Program Diversity Initiatives, Activities and Ongoing Efforts

- 1) The Architecture Graduate Program recognizes the importance of having minority students see themselves represented in the profession. To that end we have collaborated with the undergraduate program in bringing a diverse group of speakers to campus this past academic year; this is an ongoing effort.
- 2) Architecture graduate students participate in our active chapter of the National Organization of Minority Architecture Students.
- 3) Our CAUS Director of Diversity maintains a newsletter website, Inside CAUS that includes a resource guide for diversity, equity and inclusion; the section presents news, event announcements, information, tips and ideas with regard to DE&I issues.
- 4) Working Party on Diversity, Equity and Inclusion was formed in the summer of 2020 to address the racial makeup of the student body, the racial makeup of the faculty and to investigate possible biases, prejudices and exclusions that are built into the curriculum. The Graduate Program has benefited from their report submitted in February 2021 through increased awareness of how the curriculum might be affected by bias and

by offering insight to faculty about student perceptions and experiences of bias, exclusion, racism and sexism. Findings with specific regard to the curriculum are being addressed through the addition of new courses and the inclusion of new material in existing courses. For example, ARCH 5134 is a required course for Architecture graduate students. The course addresses questions of diversity, equity and inclusion by covering “historical injustices stemming from the history of colonialism, the global balance of power between the West and the East, the treatment of women, wider issues around intersectionality, and the discrimination [against] different groups, particularly African Americans.” Additionally, many of the design labs use project assignments as vehicles for focusing on such issues as inequality and exclusion.

- 5) Ongoing effort to recruit graduate students from undergraduates at HBCUs. attended the HBCU Summit, Fall 2020; currently working on contacting appropriate administrators at HBCUs for recruiting purposes. There is the recognition that these graduate students will be a pipeline for diversifying faculty in the future.
- 6) Applications made for architecture graduate students for Dean’s Diversity Scholarship and other scholarships intended for underrepresented groups.
- 7) Graduate student participation in MAOP (Multicultural Academic Opportunities Program).

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