

OUR IMPACT AREAS

OUR COMMITMENTS

1 Access to the Profession

Dismantling systemic racial injustices in the architecture profession must include reshaping our workforce across all experience levels – from internship to fellowship – to better reflect the communities we serve. Surveys and studies by NCARB and NOMA continue to identify pinch points and barriers to education, licensure, and firm leadership that disproportionately affect Black, indigenous, and people of color (BIPOC). To diversify the future of the profession, we must ensure that our work be outwardly perceived as a noble calling that is welcoming, attainable, and rewarding.

AIA Oregon is committed to supporting the entire pipeline to the architecture profession for our BIPOC communities, beginning with our youngest learners. By actively engaging with K-12 education programs, we can help students understand the role of design in placemaking. We are also committed to support architecture students at the undergraduate and graduate level as they navigate school applications, overcome financial barriers, acclimate to the studio environment, and transition into the workforce. We will advocate for those whose may need an alternate path to licensure. Lastly, we will celebrate and promote our members and firms that join us in these commitments because we believe these efforts will ultimately lead to us to the diverse and inclusive profession we need to become.

2 Expand and Enhance Community Relationships

We must build stronger bridges with our communities by expanding relationships with other organizations with a central focus on Equity, Diversity and Inclusion within the AEC community to amplify and promote BIPOC voices through the work of outside organizations.

AIA Oregon is committed to supporting BIPOC organizations who are working towards a more equitable environment. By actively engaging with these programs, we can help amplify the work that is already being done by promoting events and elevating BIPOC voices to a wider audience. AIA Oregon acknowledges that there are organizations that are focused on providing and expanding the Equity and Social and Racial Justice discussions throughout the AEC community. We believe that by promoting and partnering where appropriate with these organizations, the efforts will ultimately lead to us to the diverse and inclusive profession we need to become.

3 Continuing Education Training

The events of 2020 have highlighted the link between systemic racial injustices and the built environment, raising awareness of our profession's potential to better serve the communities we live and work in. Continuing education is a defining feature and requirement of AIA membership, allowing members to maintain and improve their professional competency and expand their knowledge base and skillset in a constantly evolving industry. Expanded training is an opportunity to advance our profession's understanding of justice, equity, diversity, and inclusion (JEDI) and how design can contribute to a more equitable and spatially just world.

AIA Oregon continues to support continuing education for its members by providing relevant learning opportunities that comply with the AIA's Standards for Continuing Education Programs. To support this Action Plan, AIA Oregon is committed to providing EDI-focused programming accessible to all members, providing tools for professionals to integrate EDI frameworks into everyday practice, and provide learning opportunities to build skillsets that can improve workplace culture and community engagement. In addition, we are committed to increasing the diversity of presenters at AIA Oregon-sponsored events and training sessions.

4 Advocacy

We must activate and support our members in their commitment towards promoting a more equitable society. Bold and decisive actions towards dismantling injustice can be achieved by influencing decisions within political, economic, and social institutions.

AIA Oregon acknowledges the ties between racial segregation and urban planning policies, as well as our role in this discrimination commonly understood as by-design segregation. As an organization we are committed to promoting change in our communities by actively participating in urban planning meetings as advocates denouncing by-design segregation. By promoting community outreach and multi-stakeholder collaboration we support actions impacting urgent critical issues related to the housing crisis, incarceration design, justice reform and the climate crisis.

5 The Organization - AIA Oregon

As a professional organization, AIAO plays an important role in raising the cultural competency of all our members. We can achieve this by evaluating and modifying the structure, operation, and goals for the organization to eliminate elements of system racism and barriers that prevent individuals from participating. By doing this, we will raise the core competencies of all members and elevate the understanding and practice of JEDI principles.

AIA Oregon is committed to expanded representation of the BIPOC community in the organization, including leadership at the board and committee levels, the staff team, vendors, and consultants. This commitment includes evaluating the processes in place to recruit, select, and retain people in these roles, to eliminate the barriers restrict people's access to opportunities, and to reach out to underrepresented communities when opportunity become available. We are committed to evaluating our educational and event programs to expand access to JEDI principles and training. We will encourage our member firms through programs and incentives to improve justice and equity in the work place.

6 Celebration of Architecture and Architects

We need to increase the diversity of the architectural content that we showcase. Celebrating the work of minority architects and projects that serve historically under-represented groups will help all architects gain a better understanding for the true breadth of the communities we serve.

AIA Oregon is committed to celebrating projects from and for all communities in Oregon. We acknowledge the role that we play in selecting projects for public discourse through our events and publications. By committing to increased diversity in the cultural backgrounds of the architects and projects we showcase, we will give a voice to minority communities and inspire a the next generations of architects from these communities.