The School of Architecture’s Inclusion + Equity Plan was crafted through multiple meetings over the course of the academic year 2017-2018 by the I+E committee made up of faculty, staff and students working with various groups and key individuals across the School. Students members of the committee (Ucha Abbah and My-Anh Nguyen) spearheaded a series of focus groups with student leaders and student groups. The chair of the committee met twice with the A-School’s Staff Council, as well as individually with the deans and directors of Admissions and Communications. The 2018-2019 academic year was the first year of plan implementation, and this process was continued in the 2019–2020 academic year, while initiating our next phase of planning, in concert with the Inclusive Excellence @ UVA initiative. (Note: In response to the COVID-19 global pandemic, the University of Virginia moved to online instruction for all courses, starting March 19, 2020 through the end of the semester.)

Inclusion + Equity Mission Statement
The School of Architecture is committed to democracy. We recognize our own privileges as an institution, and we honor the consequential responsibilities to move our society towards an inclusive future that recognizes and serves all people, regardless of gender, race, sexuality, religion, nationality, citizenship status, ability, or socioeconomic standing. We have inherited the structures of power and inequity that have shaped the University of Virginia, in the past and in the present. As an educational community, we commit ourselves to the sustained, critical rethinking of our institutional policies, practices, structures, and culture. The School of Architecture’s Inclusion + Equity Committee is comprised of faculty, students, and staff charged with articulating and guiding our collective commitment to building, promoting and sustaining a culture of inclusion and equity within and beyond the University.

Theory of Change
The Inclusion + Equity Committee followed a Theory of Change methodology, through which we aimed to identify our core values and the necessary preconditions that would best support these values, in order to then clearly identify a series of needs and priority goals and actions that will directly address these needs.

<table>
<thead>
<tr>
<th>Core Values:</th>
<th>Democracy as a Right + Responsibility</th>
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<tbody>
<tr>
<td><strong>Fundamental Principles</strong></td>
<td>Culture of Accountability</td>
</tr>
<tr>
<td>Attendant Needs</td>
<td>Redress Inequities</td>
</tr>
<tr>
<td>Priority Goals + Actions</td>
<td>Racial Equity Impact Assessment</td>
</tr>
</tbody>
</table>
Immediate Recommendations that we have implemented

1. **Enhance visibility of Inclusion + Equity efforts on the School of Architecture’s website**
   The Inclusion + Equity landing page on the School’s website can be accessed within the “About” section, concurrent with the School’s overall mission. This navigational structure aims to align the communication of the School’s Inclusion + Equity efforts with the core values of the School. The landing page serves as a platform for the dissemination of the Plan, Updates, Related News and Events, and an acknowledgement of key individuals who are leading these efforts.

   [https://www.arch.virginia.edu/about/inclusion-equity](https://www.arch.virginia.edu/about/inclusion-equity)

   **Enhance structures for faculty governance by working with our Faculty Council and work toward inclusive governance with the School’s Leadership of Deans, Chairs, and Directors.** Work to date has focused on the annual review process for faculty.

2. **Make information about the School of Architecture’s programs more readily accessible**
   This has been accomplished through launching online information sessions, in addition to on-site information sessions. In coordination with the Admissions Office, enhanced opportunities for online information sessions throughout the academic year provided access to information about our programs to students who were unable to visit Charlottesville in-person.

3. **Strengthen advising, mentoring, conflict resolution, and support systems for students**
   A dedicated staff position for Student Advising was established in June 2019. The Assistant Director of Advising and Academic Support fills an essential role at the School in directing all activities related to students’ course enrollment, degree completion, and affairs. The Assistant Director of Advising works directly with the Associate Dean of Academics to address all student issues on an individual basis. In addition, faculty in all departments provide sustained academic and career mentoring in coordination with curricular planning and oversight provided by the Assistant Director of Advising in consultation with the Associate Dean of Academics.

   **Conflict Resolution**
   In cases requiring conflict resolution, strict confidential coordination is maintained between the Associate Dean of Academics, the Office of the Dean of Students (ODOS), the Office for Equal Opportunity and Civil Rights (EOCR), and the UVA Police Department. All incidents, regardless of type, location, or involvement of students, faculty or staff are immediately reported to ODOS and EOCR and monitored in regard to compliance with policy guidelines and planning of action items. In addition, follow-up communication and meetings with the Associate Dean of Academics and the Assistant Director of Advising are maintained with all parties involved throughout the process, including ODOS and EOCR.

   **UVA Counseling and Psychological Services (CAPS) at SARC**
   SARC is in the planning process to embed a CAPS clinician specifically dedicated to School of Architecture students. The CAPS clinician is scheduled to be in place to serve all A-School students at the beginning of this fall semester, 2020. More information as well as the location of the CAPS office at SARC will be forthcoming as soon as all details are finalized.

   **SARC Support Funds**
   Financial assistance is available through the Deans’ Office to students experiencing financial hardship. A-School support funds can be used to purchase materials, supplies, computing software and hardware, and miscellaneous necessities associated with academic activities. A straightforward and confidential application process is being developed and will be in place for the fall term 2020.
4. **Launch the Deans Forum Inclusion + Equity lecture series**

With support from the Dean’s Office, the Inclusion + Equity lecture series was launched in the spring 2019 semester. In addition to a public lecture each semester, invited speakers selected by the I+E committee comprising of students, faculty and staff, also conduct workshops or smaller engagement sessions, to work directly with students when at UVA. The School has welcomed Bryan C. Lee and Sue Mobley of Colloqate Design (Spring 2019) and Deanna Van Buren of Designing Justice + Designing Spaces (Fall 2019). Sue Mobley continued her engagement with the school in Elgin Cleckley’s ARCH 3500 6D Course, advising for Paper Monuments: Charlottesville, recently approved for a UVa Arts Council Grant ($10,000).

https://www.arch.virginia.edu/about/inclusion-equity/deans-forum-dei-lectures

**Priority Goals + Actions underway (with first steps launched)**

1. **Project Pipeline: NOMAS Architecture Mentorship Program**, launched Summer 2019

   Faculty members Elgin Cleckley (Architecture + Design Thinking), Jeana Ripple (Architecture), and Barbara Brown Wilson (Urban & Environmental Planning) combined funding and project aims of a Jefferson Trust Grant and a National Endowment for the Arts grant to conduct an Architecture mentorship program with area minority youth. This was the first iteration of a program, continuing in an online format with returning Charlottesville youth this August 2020 in collaboration with the Equity Institute. The project impetus came from Audrey Oliver and the Public Housing Association of Residents (PHAR), who were coordinating with city officials on both the future redevelopment of housing at South First Street. Project Pipeline also provided opportunities for the School’s current students (NOMAS leaders, Brandon Eley and Lauryn Downing) to serve as mentors to high school participants. PhD student Alissa Diamond and planning students, Kellen Dunnivant and Hunter Berry also supported the program. An exhibition of Project Pipeline was on display at the School during the fall 2019 semester and in coordination with the School’s Centennial events.

   https://www.arch.virginia.edu/news/project-pipeline-makes-architecture-more-accessible-to-high-school-students

   **NOMAS Peer Mentoring**

   NOMAS students established a peer institution support network (first convening and participating in the 2019 Inclusion and Equity Open House) with chapters from Virginia Tech, James Madison University, Morgan State University, and students from Virginia Commonwealth University. NOMAS plans to establish an internal School of Architecture peer mentoring program in fall 2020, and visits to local Richmond high schools to inspire the next generation of design students.

2. **Equity Institute**, launched August 2019

   In August 2019, the University of Virginia Board of Visitors voted to approve the UVA 2030 “Great and Good” Strategic Plan, which includes the Equity Institute as one of its key initiatives. The Equity Center will be part of the UVA Democracy Initiative—“Democracy Initiative Center for the Redress of Inequity through Community-Engaged Scholarship.” The Equity Center is led by a local steering committee of Charlottesville-area leaders, UVA faculty leaders and nationally recognized leaders like Willie “J.R.” Fleming, the center’s national board member and Chicago community leader. This cross-University initiative was co-founded by Urban and Environmental Planning Professor Barbara Brown Wilson who spearheaded the “Democratization of Data Initiative” and is, as of July 1, 2020 following the departure of Dayna Matthews, is now the Director of the Equity Center. The Equity Center seeks to build better relationships between UVA and the Charlottesville community and tangibly redress racial and socioeconomic inequality. As a leader in this arena, Barbara Brown Wilson is also one of three people at the University heading up the Racial Equity Task Force.


3. **Implicit Bias + Cultural Competency Training**, initiated Spring 2019 + Fall 2019
We have held Groundwater trainings for School of Architecture leadership, as well as Cultural Competency Training sessions for student leaders and for faculty & staff, with Crossroads Antiracism Organizing & Training. Deena Hayes-Greene and Deborah L. Stroman, PhD, led the Racial Equity Institute’s Groundwater Training which is designed to help institutions and practitioners to internalize the reality that we live in a racially structured society, which in turn creates racial inequity. Three sessions were held in spring 2018. Two Cultural Competency training sessions were held in Fall 2019, one for all staff and faculty, the second for leaders of student groups in the School of Architecture. Both sessions were facilitated by Kelly Hurst and Noah Kruis, national organizers and trainers from Crossroads Antiracism Organizing and Training.


4. **Racial Equity Audit, Fall 2019**

The Inclusion + Equity Committee is working with Dr. Deborah Stroman, who has deep expertise in leadership as well as racial equity training and auditing, on a racial equity audit of the School of Architecture, assessing our curriculum, policies, community, and climate. Dr. Stroman shared her conclusions at an all-faculty and staff meeting, and an overview of her conclusions was submitted to the I+E chair and the Dean’s Office that is available through the I+E website. While Dr. Stroman offered a robust endorsement of the Inclusion + Equity Committee’s plan, it was clear that more detailed study would be necessary for the in-depth review of curriculum, policies, budget allocation, and climate that is required.

5. **Curricular Programming**

A core objective of this initiative falls under the I+E Plan’s goal of “Curricular and Programming Assessment” in order to enhance coursework within the School that explicitly addresses systemic inequities in the built environment, both historically and contemporaneously. Current courses include: Thomas Jefferson & American Architecture (ARH 2700/7700); Arts and Cultures of the Slave South (ARH 2753); Theories and Methods in Architectural History (ARH 8001); Archives & Evidence (ARH 3003/8003); Foundation Studio III (LAR 7010); Design Research Methods (LAR 8102); Theorizing Landscape Architecture (LAR 7110); Cultural Landscapes (LAR 5230); Modeling Indigenous Practice (LAR 5550); Space of Race (LAR 7500); Relational Care (LAR 7550); Empathic Design (ARCH 3500); Design Thinking Studio: Critical Cartographies (ARCH 3070); Mapping as Critical Practice (ARCH 5500); Technology, Urbanization, & Design (ARCH 5500-005); Collaborative Planning (PLAC 5240); Introduction to Urban and Environmental Planning (PLAN 1010); Housing and Community Development (PLAN 5400); Environment and the Economy (PLAN 3870/5870); Neighborhood Planning Studio (PLAN 4010/5610), Race and the American City (PLAN 3011/6011); Neighborhoods, Communities, and Regions (PLAN 3030), Law, Land and the Environment (PLAN 3060/6050); Gender, Sexuality and the Built Environment (PLAN 3811/6811); Healthy Cities (PLAN 5452/LAR 5452); Ethics of Cities and Environment (PLAN 5840); Transportation Policy and Planning (PLAN 5740); Introduction to Quantitative Method (PLAN 6050); Methods for Community Engagement and Research (PLAN 6030). A number of ongoing research studios (ALAR 4020/8020) such as those in the Arctic (Shishmaref, Alaska), Africa (Winneba, Ghana), and India (Delhi and Jaipur) have also focused on social and environmental justice issues and the engagement of local indigenous communities in their work. In addition, much research conducted by students in the PhD program addresses issues of equity through in-depth examinations of systemic features that either openly practice discrimination or tacitly offer institutional support for discrimination. A list and short descriptions of current courses can be found on the I+E website. In the 2020-21 year, the School leadership of chairs and program directors, in collaboration with faculty, will undertake a full audit of existing coursework with the goal to generate explicit recommendations to expand social justice-based pedagogy and classes, coursework and discourse related to anti-racism and racial equity, nonwestern scholarship, and those that address inequities related to race, ethnicity, religion, gender and class.

6. **Inclusion + Equity Scholarships, inaugurated in 2019 for 2020 Admissions process**

In October 2019, the School of Architecture established four Inclusion + Equity graduate scholarships, the Edward Wayne Barnett Scholarships, named after the first African American male student to earn a Bachelor of Architecture from the UVA School of Architecture in 1972, and the Audrey Spencer-Horsley scholarships, in honor of the first African American female student to graduate from the School in 1975 with a Bachelor of Urban and Environmental Planning. $20,000 funded by the Dean’s office is currently supporting four incoming fall 2020
graduate students named as the inaugural recipients of the DEI Scholarships – Andrea Aragón, Maria Huerta, Christine Nguyen, and Alexa Patel who were selected by a committee of faculty and staff based on best exemplifying a commitment to increasing the benefits of a diverse, equitable, and inclusive learning environment and society. In an effort to enhance the newly established DEI Scholarships and as a core priority of the School’s Next100 Campaign, the School of Architecture has set a goal to raise a $1 million endowment in support of our underrepresented students. Recent fundraising results in this area include: Donor bequest for additional $50,000 toward already existing $750k+ scholarship fund with a preference of awarding to minority students; $40,000 pledge to the Diversity, Equity and Inclusion Scholarship Fund (new fund being created at the Foundation to support the Diversity scholarships at the School); $80,000 bequest to a Diversity scholarship endowment, the earnings of which will go to fund diversity scholarships in coordination with the School’s offerings; $5,000 raised for this year’s Project Pipeline

http://www.arch.virginia.edu/resources/dei-scholarships

7. Inclusion + Equity Leadership: New Associate Dean of Diversity, Equity and Inclusion
The Inclusion + Equity Committee has galvanized extraordinary energy across the School, however, it is clear to us that our efforts would be magnified considerably by having someone in place who could oversee the sustained implementation of our plan and our future initiatives, in tandem with the A-School’s Inclusion + Equity Committee. This is a priority Action Item for the AY 20-21. The Dean’s office and School leadership recognize the significance of this leadership position to support the School’s central mission of Inclusion + Equity in all aspects of its operation. This includes ensuring the success and well-being of BIPOC, Latinx and LGBTQ+ students; improving the recruitment and retention of BIPOC students and faculty; fostering the centrality of anti-racism education, equitable learning environments, and inclusive perspectives within our curriculum and programming; ensuring the communication of I+E efforts to the broader community; collaborating and coordinating with University-wide Inclusive Excellence efforts; and collaborating with key institutions and organizations that support and advocate on behalf of the BIPOC community among other endeavors. This position will be immediately implemented (summer 2020) as an internal faculty administrative academic appointment with a targeted search planned for 2020-21 (pending Provost approval) for a BIPOC faculty member whose expertise will contribute to racial equity in our pedagogy and research.

8. Student Recruitment for Inclusion + Equity
Our efforts to increase the diversity of our student body has improved but remains a critical area for more concerted investment. The incoming 2020 graduate student cohort at the A-School includes the largest number of underrepresented BIPOC students that the School has ever had at the graduate-level—28% of the incoming 2020 graduate class as compared with 6%-11.5% in previous 5 years, in part due to initiatives launched by the I+E Committee, such as the Inclusion + Equity Open House with NOMAS and support through the inaugural DEI Scholarships funded by the Dean’s office. At the graduate level, 15% of our total student body are BIPOC, 44% are White, and 41% are International. Over the last five years, at the undergraduate level, the total number of incoming BIPOC and first generation-college students has more than doubled. 12.8% of our 1st year undergraduate students are first-generation, and 17.5% of our new graduate students are first-generation. 36% of our total undergraduate students (which includes continuing and new students) self-identify as BIPOC, 52% as White, 8% as International, and 4% non-self-identified. Our outreach efforts focused especially on NOMAS chapters in area colleges and universities, including Morgan State University. As we plan for next year’s Inclusion + Equity Open House, we plan to build on these connections, with an eye to bolstering our connections with area HBCUs.

http://www.arch.virginia.edu/events/inclusion-equity-open-house
http://www.arch.virginia.edu/resources/dei-scholarships
Graduate Admissions
With leadership from the Director of Admission, in consultation with the School of Architecture’s Deans Office, Department Chairs, and Graduate Program Directors, and with guidance from the UVA Office for Equal Opportunity and Civil Rights, the School developed and implemented a holistic admission review process. The new admission strategy used best practices in admission to create transparency, consistency, and equity in the graduate admission review process for master’s applicants during the 2018-19 academic year. The process and metrics used to train reviewers to evaluate applications are documented annually. In 2020, training was enhanced to include the impact of implicit bias in the decision-making process.

The Director of Admission developed the School of Architecture’s first Master’s Programs Annual Report to document the effects of our recruitment, admission, and yield outreach efforts. This report was shared with the Deans, Chairs, and Program Directors in November 2019, and was used as the foundation for our 2020 initiatives. Documented above, the School of Architecture anticipates enrolling its most racially and ethnically diverse graduate student cohort in 2020 (see below chart).

New Student Engagement
Launched in summer 2020, the Admission Office developed and is overseeing a comprehensive plan to meet the needs of our new students. This strategy, which focuses on community building through student engagement, involves faculty, staff, current students, and members of the leadership team. Initiatives completed thus far include a new student needs assessment survey, Town Hall with the Deans, new student private Facebook groups, invitations to lectures, current-to-new student peer mentoring and the first of four undergraduate on-boarding workshops developed by the Assistant Dean of Academics to address specific needs identified from the needs assessment survey.

For more information:
- Sheila Crane, Chair of the School of Architecture’s Inclusion + Equity Committee, scrane@virginia.edu
- School of Architecture’s Inclusion + Equity website: https://www.arch.virginia.edu/about/inclusion-equity