



We _____, in support of promoting diversity, equity, and inclusion in the education of architecture, committed to principles and actions that will steer our institution towards a more inclusive and equitable education experience for students of color and underrepresented groups. We will promote access and equity in architecture by taking responsibility to affect positive change from within by creating a culture of inclusion.

ACTION ITEM	POINTS
<p>YEARLY REPORTING</p> <ul style="list-style-type: none"> Conduct an annual diversity survey, of an architectural education institution detailing the current size of the school or department; <ol style="list-style-type: none"> Size of the faculty ethnicity, gender, and age Size of the student body ethnicity, gender, year and age Report to SoCal NOMA annual diversity statistics of the school/department including all staff, faculty, students, fellows, and leadership. 	MANDATORY
<p>RECRUITMENT</p> <ol style="list-style-type: none"> Promote equity and pursue inclusion for those most underrepresented in architecture by seeking out and recruiting students of color and underrepresented groups. Provide need-based support and scholarships to students of color and underrepresented groups. Engage in community outreach programs that promote and introduce architecture to underrepresented groups and students of color. 	20 POINTS EACH, MAX 60 PTS
<p>INSTITUTIONAL CULTURE</p> <ol style="list-style-type: none"> Require diversity education and training for all faculty, staff, and the Board of Trustees starting this upcoming academic year and on a biennial basis. Engage in inclusive hiring and recruitment practices for all faculty and staff. Giving weight to and support applicants from underrepresented groups with regard to race and ability. Commit to diversify the points of view within your school or department across juries, public programs, and reviews to represent the broad range of races, ethnicities, religions, and gender of people in the world. Encourage diversity among the voices invited, including non-academics, practitioners, non-architects, and community leaders. 	15 POINTS EACH, MAX 60 PTS
<p>CURRICULUM</p> <ol style="list-style-type: none"> Identify and implement curriculum changes to prioritize an inclusive and anti-racist learning environment. Diversify the race, ethnicity, and nationality of reading lists, precedents, and significant artists and architects shared in the studio environment. Reshape curricula to reflect and honor the contributions of indigenous and people of color. Promote and provide incentives for students and faculty research across broad cultures, communities and geographies to benefit underrepresented communities. 	10 POINTS EACH MAX 40 PTS
<p>ENGAGEMENT</p> <ol style="list-style-type: none"> Support Black and underrepresented people of color in their career development within the profession through mentorship. Connect students to an existing program or establish a new one. Increase level of engagement between faculty, staff, students and the community. Create opportunities for developing active partnerships with institutions, schools, and organizations that serve underrepresented communities in your area. Engage with the student body for feedback and accountability regarding all actions taken toward diversity equity and inclusion in the architecture education at your institution. Provide access to tools and school resources that support academic and professional growth black students and underrepresented people of color. 	5 POINTS EACH
<p>CONNECTION</p> <ol style="list-style-type: none"> Join NOMA and establish a campus student club NOMAS that supports national and local initiatives. (Yearly membership renewal of club members) 	5 POINTS

We acknowledge that by committing to the SoCal NOMA DEI Challenge C+U, our college or university will make good faith efforts to achieve all of the action items listed above and voluntarily report progress on each item to SoCal NOMA as requested. Furthermore, we acknowledge that our school's name, logo, and program statistics may be shared with the SoCal NOMA membership, NOMA National, and outside entities for marketing, media, and research purposes.

School Name

School Representative / Phone Number / Email

Date