Black Lives Matter Task Force
Recommendations:

September 18, 2020.

Members:

1. Vuthy Lay, Assoc, AIA  Chair
2. Roni Phipps, AIARI Executive Director
3. Jonathan Bell, AIA  Board Liaison
4. Aaron Forrest, AIA  Board Liaison
5. Ryan Haggerty, AIA  Board Liaison
6. Nicole Hetherington, Assoc, AIA  Board Liaison
7. Teisha Bradley, RISD NOMAS
8. Rebeccah Trefethen, RWU AIAS  Board Liaison
9. Vada Seccareccia, Assoc, AIA
10. Brigid Capicotto, Assoc, AIA
11. Linda Penaloza, Assoc, AIA
12. Kaitlin DeGregorio, Assoc, AIA
13. Neal Bijlani,
14. Manuel Cordero,
15. Lexi Whipple,
16. Yash Mehta,
17. Haley Witman,
18. Josue Vides-Erazo,

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2. Proposal for the Justice, Equity, Diversity, Inclusion Standing Committee:
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1. Public Statement for Adoption by AlAri:

The Rhode Island Chapter of the American Institute of Architects recognizes that there is significant work to be done to make our profession more diverse, inclusive, and anti-racist. The national movements in 2020 following the deaths of George Floyd, Breonna Taylor, Tony McDade and countless others reminds us of the necessity for urgent action on issues of racial injustice in our country.

Systemic racism continues to impact the profession of architecture in terms of representation, opportunity & equity. Architecture is never neutral: part of our code of practice mandates improving the public health, safety, and welfare of our society. These are goals that architects do not always meet. Work has begun locally to improve the way our Chapter serves its community, by celebrating and connecting to the incredible efforts already being made by other local groups.

To this end, AlAri has adopted an action plan to integrate & build upon the anti-racist and equitable practices we seek to make integral to our organization’s values, culture & actions. There are four areas that this plan is designed to impact:

1. expand access to membership in and activities of our local Chapter;
2. strengthen relationships between the profession and the communities that we serve;
3. advocate for just practices within the profession at a local and national level;
4. promote justice within the built environment for Black, Indigenous, and People of Color communities.

The AlAri has developed a series of action items and long term initiatives that constitute the first steps in this process. Which may be found here:

Immediate Actions:

- Create a standing committee on Justice, Equity, Diversity, and Inclusion to maintain long-term visioning within the AlAri.
- Incorporate a statement on racial justice and equity into the AlAri Strategic Plan for long-term visioning within the AlAri.
- Develop an AlAri-specific code of ethics that includes a commitment to anti-racism and to disavow professional activities that support or profit from brutality against BIPOC communities.
- Immediately lower the bar to access AlAri resources by establishing a low-cost Community Associate membership tier for non-professionals.
Long-Term Commitments:

- Review and advocate for the removal of barriers to participation in the architectural profession.
- Establish mentoring and networking opportunities to connect students and recent graduates from under-represented communities with professionals and potential employers in order to increase diversity within the profession.
- Partner with local colleges and high schools from underserved communities to offer accessible educational outings and opportunities for young aspiring architects.
- Provide CE programming to educate the membership on best practices for inclusivity in practice and design.
- Celebrate work based on social impact through design awards, CE, and other chapter activities, with a focus on projects that serve BIPOC communities.
- Establish stronger communications and partnerships with the public and social impact organizations in Rhode Island, and increase opportunities for AIAri members to engage with social impact organizations.
- Develop and communicate advocacy positions on local, regional, and national policy issues in support of underserved RI communities and architects.

The AIAri Board of Directors hereby commits to working to transform the Chapter into an anti-racist organization. The Board further recognizes that change is ongoing, and commits to continually revisiting all of its practices relative to the commitments made herein.

Please join AIAri in embracing this plan of action, and helping to enact these necessary and ongoing changes.

Signed,

The Rhode Island Chapter of the American Institute of Architects

Kara Babcock, AIA
Jonathan Bell, AIA
Michael Farris, AIAS
Aaron Forrest, AIA
Mark Halle, AIA
Ryan Haggerty, AIA
Paul Hauser, AIA
Nicole Hetherington, Assoc. AIA
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Rebeccah Trefethen AIAS
2. Proposal for the Justice, Equity, Diversity, Inclusion Standing Committee:

Justice, Equity, Diversity, Inclusion Committee

The Committee provides ongoing review of and response to issues of systemic racism, inequity, and justice in the AIA, the profession and the built environment.

2020-2021 Charges:

1. Review and propose amendments to AIAri Board practices, bylaws, committee charges and strategic plan to ensure equity and inclusivity within the chapter and its activities.
2. Promote and strengthen relationships between the profession and the communities that we serve.
3. Develop advocacy positions regarding just professional practices.
4. Develop advocacy positions regarding justice in the built environment.
3. Action Items:

Immediate Actions:

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- Incorporate a statement on racial justice and equity into the AIARI Strategic Plan for long-term visioning within the AIARI.
- Develop an AIARI-specific code of ethics that includes a commitment to anti-racism and to disavow professional activities that support or profit from brutality against BIPOC communities.
- Immediately lower the bar to access AIARI resources by establishing a low-cost Community Associate membership tier for non-professionals.

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- Establish mentoring and networking opportunities to connect students and recent graduates from under-represented communities with professionals and potential employers in order to increase diversity within the profession.
- Partner with local colleges and high schools of underserved communities to offer accessible educational outings and opportunities for young aspiring architects.
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