



Diversity at Design



PennDesign Open House Spring 2018

PennDesign

- ▶ PennDesign is committed to creating an educational setting in which all students, faculty members, and staff members are valued.

We strive to create an inclusive culture that celebrates difference and is strengthened by contributions from people of all races, religions, countries of origin, genders, ages, sexual orientations, physical abilities, learning differences, and socioeconomic backgrounds.

We aspire to support and retain a student body, faculty and staff who are representative of the multiple communities and publics with which we collaborate and work.

A diverse community at PennDesign enhances our ability to prepare the next generation of artists, architects, landscape architects, planners, and preservationists to become leaders and innovators in a multicultural society.



PennDesign Student Organizations

- ▶ Urban China Collective
- ▶ QueerDesign
- ▶ Women in Architecture
- ▶ DiverseDesign



PennDesign Diversity Committee

- Began as Work Group & became a Committee – made up of faculty, students, & staff
- Committee considers and makes recommendations, typically in these areas:
 - Student Support + Recruitment
 - Programming
 - Faculty Support + Curriculum
 - Faculty + Staff Recruitment
- Committee organizes events and encourages discussions of diversity across the school community



2017-2018 Initiatives

- ▶ **Diversity & Interdisciplinary Elective Event** – Held each term, this showcases electives that feature social impact, interdisciplinary, or social justice topics. Student groups share their events.
 - ▶ **Diversity Town Halls** – Opportunity for students to share their experiences and to have a forum to engage
 - ▶ **Faculty Diversity Training** – PennDesign has brought in speakers to work with faculty on creating an inclusive classroom environment for all students
 - ▶ **Implicit Bias Training** – For faculty on search committees, this workshop helped members recognize implicit bias
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2017-2018 Initiatives

- ▶ Faculty Chats regarding diversity in curriculum – Finding ways for faculty to consider and share with each other as they bring more diverse voices into syllabi
- ▶ LGBTQ in the classroom workshop – Helping faculty and students consider ways to build a more inclusive classroom space
- ▶ Diversity at Design website showcasing lectures and events across the school



PennDesign Recent Highlights

- ▶ Women in Architecture hosted two highly successful symposiums
- ▶ Increased the number of full diversity fellowships
- ▶ Recruited two postdoctoral students through the Provost's Postdoctoral Diversity Program
- ▶ Designated a Diversity Coordinator



PennDesign Ongoing Goals

- ▶ Increase outreach to institutions serving under-represented minority (URM) students to grow the number of minority applicants
- ▶ Increase the number of full diversity fellowships
- ▶ Increase the diversity of lecturers, guest speakers, critics, and part-time faculty
- ▶ Expand curricular content to reflect the diversity of scholarship in the design fields, including the inclusion of more diverse scholars
- ▶ Commit to regular school-wide discussions about diversity and the School's progress toward achieving these goals





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