



Spring 2019 Open House

April 8, 2019

Karyn Tufarolo

www.design.upenn.edu/diversitypenndesign

Stuart Weitzman School of Design

Commitment to Diversity Statement:

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.

Weitzman School of Design Student Groups:

- *Inclusion in Design* - intends to foster an environment in which students of color, marginalized identities and allies can thrive at Weitzman Design. (Marginalized identities include: racial, ethnic, sexual minorities, disabled students, international students etc.) (inclusionindesign@gmail.com)
- *QueerDesign* - builds a community of LGBTQ+ designers to support a space of exchange and judgment free collaboration
- *Women in Architecture* - mobilizes a community of designers and thinkers with the purpose of increasing the incidence and visibility of women in architecture.
- *Women in Planning* – builds a community with the purpose of increasing the incidence and visibility of women in city and regional planning.
- *Design in Latin America* – shares the vibrant, diverse, and singular Latin American cultures with students, faculty members, staff, and community at Weitzman Design.
- *Urban China Collective* - fosters understanding of China's urban development and strengthens the network of scholars, practitioners, and students devoted to studying China's urbanization across disciplines.

Data Snapshot

Student Data: Fall 2018 – (% of US students, self-identified)

- Minority students: 33.2%
- Underrepresented minority (URM) students: 20.6%
- Female students: 59%

Faculty Data: Fall 2018 – (self-identified)

- Minority faculty (all faculty): 16% (Standing: 15%)
- URM faculty (all faculty): 11% (Standing: 7%)
- Female faculty (all faculty): 36% (Standing: 39%)

(University definitions:

“Minority” includes those that identify the following races/ethnicities: Hispanic/Latino/a; African American/Black; Asian/Pacific Islander; Native American/Alaskan Native. “URM” Underrepresented Minorities excludes Asian/Pacific Islander from that list. *Data from Annual Provost Faculty Trend Report, Nov 2018)*

Progress in recent years:

- Designated a Diversity Coordinator & Diversity Committee
- Expanded recruitment to HBCUs
- Encouraged department faculty to expand curricular content to reflect more diverse perspectives and address issues of equity/social justice
- Expanded Diversity at Design website
- Various school-wide discussions:
 - Students of Color Breakfast with the Dean
 - Student Diversity Town Halls
 - Events promoting courses with a focus on social impact, equity, interdisciplinary study, and inclusion
 - Invited speakers for faculty & staff meetings: *LGBTQ in the classroom*, *Cross-Cultural Communication*, *Creating an Inclusive Classroom*, and implicit bias workshops for search committees
 - Civil Conversation Series: Sidling up to Difference
 - Learning from LGBTQ Places: Thoughts on Heritage and Preservation
 - Portraits of Justice Symposium

A few sample courses:

- *Interdisciplinary Studio: Sites of Convergence & Hybridity*
- *Place, Taste, and Urban Change: Integrating Equity and Creativity*
- *Photography and the City: The Visual Construction of Urban & Suburban America*
- *Architectures of Refusal: On Spatial Justice in the South Bronx and Designing for Equity*
- *Life on the Border: the Architecture of Trans-boundary Urban Space*
- *Readings in Race, Poverty, and Place*
- *Topics in Architectural Theory: Designing for Equity*
- *Topics in Architectural Theory: Architecture & Feminism*
- *Philadelphia: Urban Experience and Public Memory*
- *Detroit's Spatial Imagination: Architectural Translations of Grassroots Networks*
- *Interpretation in the Future Tense*
- *Landscapes of Extraction and Sequestration*
- *Art & Resistance*
- *Cultural Landscapes and Landscape Preservation*
- *Social Impact in Practice*
- *Politics of Housing & Community Development*

Highlights of this spring 2019 term:

- *Inclusion in Design* lunchtime talk
- *Inclusion in Design* discussion of financial resources
- *Women in Planning and Social Justice Group* hosting panel talk
- Civil Conversations: featuring Harris Sokoloff, Founder and Director of the Penn Project for Civic Engagement (PPCE)
- Wikipedia Edit-a-Thon Series at Fisher Fine Arts Library
- Career panel: Minority & Underrepresented Professionals in City Planning Discussion
- Women in Architecture event
- Design in Latin America happy hour
- Staff trainings re: Professional & Respectful Behaviors
- Black Urbanism exhibition

Highlights of this spring 2019 term:

- Faculty Meeting featuring presentation by Marybeth Gasman, Director of Penn Center for Minority-Serving Institutions
- Panel Discussion: Change Over Time Dialogues: Gentrification and Heritage Conservation
- Panel Discussion: Monuments and Memorials
- Increased the percentage of our financial aid allocated for minority students (\$1.38 million or 23% of our total master's aid budget in FY 19)
- Welcomed two women into the standing faculty (Architecture) and two *Post-Doctoral Fellows for Academic Diversity*
- Added more assertive language in faculty postings, expanded implicit bias training in faculty searches, increased targeted ads as such as in the *Journal of Blacks in Higher Education*
- Presented at NOMA conference



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