

Weitzman Justice & Belonging (JxB) Outcomes Dashboard for Fiscal Year 2022

Goal	Performance Measure	Outcome/Results	Change
Recruit more diverse faculty, staff, and students	Increase the percentage of BIPOC and URM students	<ul style="list-style-type: none"> % of BIPOC US students increased from 38% in Fall 2020 (FY 21) to 42% in Fall 2021 (FY 22) % of US URM students increased from 25% in Fall 2020 (FY 21) to 27% in Fall 2021 (FY 22) 	+4% +2%
	Increase the percentage of BIPOC and URM standing faculty	<ul style="list-style-type: none"> % of BIPOC standing faculty increased from 13% in FY 21 to 17% in FY 22 % of URM standing faculty Increased from 9% in FY 21 to 11% in FY 22 	+4% +2%
	Increase the percentage of female standing faculty	<ul style="list-style-type: none"> % of female standing faculty remained at 43% in FY 21 and FY 22 	--
	Increase the percentage of BIPOC staff	<ul style="list-style-type: none"> % of BIPOC staff increased from 16% in FY 21 to 24% in FY 22 	+8%
Create a more inclusive community	Hold dedicated events for BIPOC alumni	<ul style="list-style-type: none"> Held two BIPOC Alumni Career Conversation Series (BACCS) events in 2021 	✓
	Develop and implement programs to promote a culture of inclusion	<ul style="list-style-type: none"> Curated the Hometowns Project, an exhibit of photographs from faculty, staff, and students picturing public spaces and structures from neighborhoods across the globe 	✓
	Increase engagement with West Philadelphia community	<ul style="list-style-type: none"> Received \$7.5 million gift (endowed) to continue Design to Thrive, which offers design education and career exploration opportunities to high school students 	✓
	Provide better community engagement training to students	<ul style="list-style-type: none"> Launched Studio+, a Praxis-run interdisciplinary studio designed to better prepare students to engage with communities 	✓
	Incorporate more discussion of Justice & Belonging in new student orientations	<ul style="list-style-type: none"> Incorporated Penn Experience 2.0 video modules, which focus on racism, inequity, and reconciliation, into departments' New Student Orientation (NSO) schedules Included keynote presentation on Design for Belonging in schoolwide New Student Orientation Conducted Hidden Histories tour of Penn as part of NSO 	✓

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<p>Prepare students to excel in multicultural world and advance the design professions</p>	<p>Host equity course review workshops facilitated by the Center for Teaching and Learning to review & restructure curriculum</p>	<ul style="list-style-type: none"> • Presentations to Weitzman School full faculty and to the Department of City and Regional Planning 	<p>✓</p>
	<p>Review of voices presented, community engagement, and research agenda setting process at all Weitzman research centers</p>	<ul style="list-style-type: none"> • PennPraxis increased engagement with West and Southwest Philadelphia; received Penn Projects for Progress Award to continue work with West Philadelphia and Sayre High Schools • The Kleinman Center continued to implement its DEI Plan, including increasing research, papers, podcasts, and events from a wider group of authors/presenters and supporting research related to justice and equity in energy 	<p>✓</p>
	<p>Diversify Weitzman’s partners and critics</p>	<ul style="list-style-type: none"> • Increased BIPOC studio critics and guest speakers 	<p>✓</p>
	<p>Develop additional center(s) and sponsored research focused on issues affecting BIPOC communities</p>	<ul style="list-style-type: none"> • Center for the Preservation of Civil Rights Sites (CPCRS) established; Director position endowed • Center for Architectural Conservation received \$1.3M from the Getty Foundation to help preserve sacred places of the indigenous people of the Southwest, working with the Hopi Nation and the National Park Service 	<p>✓</p>
<p>Provide greater financial support to students</p>	<p>Continued to administer the Weitzman Student Emergency Fund</p>	<ul style="list-style-type: none"> • Continued to distribute funding to students in need during the second year of the Student Emergency Fund 	<p>✓</p>
	<p>Increase financial aid for BIPOC students</p>	<ul style="list-style-type: none"> • Increased the total amount of diversity scholarships by 19% from FY 21 to FY 22 • Offered the first Julian Abele Fellowship in Architecture 	<p>✓</p>
<p>Strengthen DEI/JxB infrastructure and increase transparency</p>	<p>Dedicate more resources/establish a more robust infrastructure to support DEI initiatives</p>	<ul style="list-style-type: none"> • Hired the School’s first Director of Justice & Belonging (JxB), Dr. Matt Kenyatta 	<p>✓</p>
	<p>Hold ourselves accountable and measure performance related to DEI initiatives</p>	<ul style="list-style-type: none"> • Established a detailed DEI/JxB workplan with clear outcomes; completed JxB dashboard for FY22 	<p>✓</p>