

Weitzman Inclusion & Belonging (IB) Outcomes Dashboard 2023–2024

Goal	Performance Measure	Outcome/Results
Recruit more diverse faculty, staff, and students	Increase the percentage of Asian, Black, Hispanic, & Indigenous (ABHI) students	<ul style="list-style-type: none"> • % of ABHI US students increased from 42% in Fall 2022 to 42.7% in Fall 2023 • % of US BHI students increased from 27% in Fall 2022 to 28.6% in Fall 2023
	Increase the percentage of ABHI standing faculty	<ul style="list-style-type: none"> • % of ABHI standing faculty increased from 26% in Fall 2023 to 31% in Fall 2024 • % of BHI standing faculty decreased from 18% in Fall 2023 to 16.4% in Fall 2024
	Increase the percentage of female standing faculty	<ul style="list-style-type: none"> • % of female standing faculty increased from 46% in Fall 2023 to 47% in Fall 2024
Create a more inclusive community	Develop and implement programs to promote a culture of inclusion	<ul style="list-style-type: none"> • Held welcome receptions for students of color and LGBTQ students • Hosted open house for students with the Pan Asian American Community House (PAACH) • Facilitated workshops for students using the “Penn Experience” videos which focus on racism, inequity and reconciliation • Provided <i>Inclusion and Belonging at Weitzman</i> overview to faculty, staff, and students • Formed schoolwide Inclusion & Belonging Committee
	Increase engagement with West Philadelphia communities	<ul style="list-style-type: none"> • PennPraxis, Weitzman, GSE, PSOM and the Netter Center partnered with Sayre High School faculty, staff, and students to turn a neglected outdoor school space into a vibrant, functional spot designed to enhance student well-being and foster community: the <i>Breathing Room</i>
	Provide better community engagement training to students	<ul style="list-style-type: none"> • Continued to run Studio+, a Praxis-run interdisciplinary studio designed to better prepare students to engage with communities • Awarded scholarships for Weitzman students to attend the <i>Design Futures Forum</i>, the <i>National Organization of Minority Architects Conference</i>, the <i>Harvard Black in Design Conference</i>, and the <i>Pathways to Equity (P2E) Program</i>, which focus on leadership, methods for equity in practice, and strategies for community engagement
	Incorporate more discussion of Inclusion & Belonging in new student orientations	<ul style="list-style-type: none"> • Included keynote presentation on Inclusion & Belonging and design justice in schoolwide New Student Orientation

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Prepare students to excel in multicultural world and advance the design professions	Host equity course review workshops facilitated by the Center for Teaching and Learning to review & restructure curriculum	<ul style="list-style-type: none"> Workshops with faculty in the Departments of City & Regional Planning and Landscape Architecture
	Review of voices presented, community engagement, and research agenda setting process at all Weitzman research centers	<ul style="list-style-type: none"> PennPraxis continued engagement with West and Southwest Philadelphia; continued 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
	Diversify Weitzman’s partners and critics	<ul style="list-style-type: none"> Increased BIPOC studio critics and guest speakers
	Increase research focused on issues affecting BIPOC communities	<ul style="list-style-type: none"> Funding awarded to support “<i>Black Memoryscapes Think Tank</i>” to convene underrepresented faculty at Penn for a series of lectures and workshops to foster interdisciplinary research
Provide greater financial support to students	Continued to administer the Weitzman Student Emergency Fund	<ul style="list-style-type: none"> Continued to distribute funding to students in need during the fourth year of the Student Emergency Fund
	Increase financial aid for BIPOC students	<ul style="list-style-type: none"> Increased the total amount of Weitzman Scholar scholarships by 11% from FY 23 to FY 24
Strengthen Inclusion & Belonging (IB) infrastructure and increase transparency	Dedicate more resources/establish a more robust infrastructure to support IxB initiatives	<ul style="list-style-type: none"> Hired new Director of Inclusion & Belonging in March 2024
	Hold ourselves accountable and measure performance related to IxB initiatives	<ul style="list-style-type: none"> Completed IB dashboard for 2023–2024