

VISION STATEMENT

The environment in which we live is becoming increasingly multicultural, multiethnic, and diverse. Texas' population is fast-growing, becoming younger, and more diverse. These rapid changes present challenges and possibilities for the future. As a school within a flagship public institution, we understand the responsibility of connecting our values and mission to the current and anticipated needs of the state and the nation.

We strive for a diverse and equitable community that fosters an open, enlightened, and robust learning environment. The necessity for creating an inclusive community on college campuses is supported by several national education association reports, which suggest that in order to create a vital community of learning, the academy must create an environment that cultivates diversity and celebrates difference.

The School of Architecture uniquely touches the lives of people and communities in a lasting manner. Present and future societies are shaped by the excellence and innovation brought to our craft and enhanced by our respect for diverse individuals, perspectives, and ideas.

MISSION + GOALS

The University of Texas at Austin School of Architecture upholds the belief that diverse values and beliefs, interests and experiences, and intellectual and cultural perspectives define and contribute to the excellence of our institution.

The University of Texas at Austin School of Architecture holds that a well-designed environment is a fundamental human right and enables communities to develop in healthy and sustainable ways. By embodying a diverse constitution in its population, we hold that our School will be able to better serve the community at large.

The University of Texas at Austin School of Architecture is committed to creating a workplace in which all faculty, staff, and students are valued for their contributions to accomplishing the School's mission. We strive to create an equitable and inclusive environment for all people regardless of race, religion, national origin, gender, age, sexual orientation, level of physical ability, or socioeconomic status.

GOAL 1: CREATE AND SUSTAIN A CULTURE OF RESPECT, SUPPORT, AND INCLUSIVITY FOR ALL PEOPLE IN THE SCHOOL.

Enhance extracurricular activities that promote diversity among individuals, thoughts, and practices.

Improve programs of scholarship, teaching, and service that support diversity.

Provide guidance, support, and mentoring to incoming students to maintain an inclusive environment.

Encourage community engagement among students and faculty through improved communication and involvement.

GOAL 2: ACTIVELY ENGAGE, RECRUIT, AND RETAIN INDIVIDUALS FROM ALL POPULATIONS TO THE SCHOOL.

Enhance recruitment, support, and retention of faculty and staff members to create a diverse and equitable community.

Enhance recruitment, support, and retention of undergraduate and graduate students to create a diverse and equitable community.

Improve communication and publicity to reach and engage a diverse audience.

GOAL 3: PREPARE STUDENTS IN ALL DEGREE PLANS WITHIN THE SCHOOL TO UNDERSTAND, ADDRESS, AND SOLVE ISSUES FOR PEOPLE AND COMMUNITIES OF ALL BACKGROUNDS.

Support educational methods and content that encourage diverse perspectives and ideas.

Create and support relationships with communities of diverse populations.

Encourage interdisciplinary professional and academic opportunities.

GOAL 4: DEVELOP AND STRENGTHEN RELATIONSHIPS WITH DIVERSE CULTURES AND SOCIETIES.

Engage and serve diverse communities through teaching, research, and service.

Increase student, faculty, and alumni involvement in organizations in support of diversity.

Improve communication and accountability to acknowledge efforts and achievements in diversity and equity.

Increase opportunities and support for study abroad experiences.

BACKGROUND

In 2008, Dean Fritz Steiner commissioned a Diversity Task Force with the charge of gathering feedback from students, faculty, and staff, presenting a report of its findings, and drafting a strategic plan for addressing diversity and equity within the School.

The impetus for the Diversity Task Force began when students of the Community and Regional Planning Program presented the 2007 "State of CRP" report and asked the program leadership for a holistic analysis of diversity and inclusion conditions of the School of Architecture.

From 2008 to 2010, the Diversity Task Force was comprised of representatives from the various programs in the School, including students, alumni, faculty members, and staff members. Two school-wide forums were held in 2008 to solicit input on three general topics – Recruitment, Curricula, and Cultural Competency. Each forum generated streams of thought and ideas about the challenges, consequences, and implications of achieving greater diversity and equity within each program and the School as a whole.

The "Framework for Diversity" was approved unanimously by the faculty and implemented in 2010.

Diversity Task Force Members: Kent Butler and Nichole Wiedemann (co-chairs); Talia McCray, Carl Matthews, Wilfried Wang, Jeanne Crawford, Chaz Nailor, Brandy Carroll, Alex Gilliam, Christina Wild, Andrew Houston.