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# Call-To-Action Commitments

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## Call-To-Action Pledge

On **October 11, 2023** - in alignment with the [NOMA National Conference in Portland](#) - we invite all individuals and firms/organizations who are ready to affect real change to join us for a two-year initiative by adding your name as a signatory to this Call-To-Action Pledge.

We would like to acknowledge and thank [NOMA NW](#) for sharing the original Call-To-Action Pledge and resources with us.

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## Prerequisites

***(These are requirements that should be met before proceeding with the pledge commitments. The prerequisites lay down the foundation for what it means to work towards a more just, equitable, diverse, and inclusive workplace)***

1. Conduct office-wide EDI training to establish a benchmark metric for your firm. Conduct cultural competency interviews, starting with leadership. Know where you and your office stand before engaging in the subsequent pledge (from individual employees to policies and practices). This is a pivotal first step for any entity looking to make effective change.



2. Start this Call-to-Action by creating a safe space for current and future BIPOC staff. Openly state that **Black Lives Matter**, and follow through with actionable systemic changes. Work towards transforming the workplace into a safer space not just for BIPOC, but for all staff. When all staff feel valued, seen, and heard, employee retention is improved.
3. Acknowledge that systemic racism/anti-black sentiment and gender inequality have historically existed within the United States, and continue to persist in new forms in the present day. Holistic buy-in from leadership, middle management, and staff on the reality and urgency of this issue is critical in establishing a common point of reference for which to begin the work ([see Appendix](#)).
4. Be a co-conspirator everyday by speaking up and showing up for BIPOC colleagues. This includes, but is not limited to: acknowledging, listening to, validating, valuing, supporting, and amplifying the voices of BIPOC professionals both inside and outside of your firm/organization's domain (i.e. at formal and informal meetings, on job sites, in front of clients, within your communities/homes, in private and public spaces).



## Foundation Commitments

**(Once the prerequisites have been established, firms/organizations should move onto these commitments. This is a starting point for actionable items within your firm/organization)**

1. Conduct at least (2) annual\* open-to-all, firm-wide workshops on cultural competency. Secure the services of a BIPOC expert/specialist on anti-racist educational initiatives.
2. Develop a mentorship program within your firm/organization and/or participate in an external mentoring program to connect and support BIPOC staff in their career development within the profession.
3. Integrate BIPOC books, materials, and vendors into the office's circulation of reference materials. Acknowledge and support the BIPOC community's contributions to architectural history and the built environment.
4. Develop, publish, and uphold clear metrics with path-to-leadership job descriptions, made accessible to all staff.
5. Develop collaborative partnerships with HBCUs, MSIs, and/or local community colleges, universities, affinity groups, and BIPOC-focused organizations, to attract Black or underrepresented BIPOC interns. Provide a competitive salary and benefits.
6. Actively recruit and provide equal opportunity for underrepresented BIPOC professionals for the firm's primary services. Provide a competitive salary and benefits.
7. Develop an equitable, diverse, and inclusive workforce. This means:



7a. Diversifying recruitment and hiring: Create a hiring committee, which includes senior underrepresented BIPOC staff. All voices within this committee should be listened to ([see Appendix](#)).

7b. Diversifying staff: Increase recruitment and retention of underrepresented BIPOC to contribute in primary staff roles.

7c. Diversifying leadership: Exercise intentional promotion and retention of qualified BIPOC staff to leadership positions (i.e. Partner, Principal, Senior Associate, Executive board, etc.).

*\*Please note that, at this time, non-BIPOC individuals do not satisfy this or any of the commitments in the CTA.*

## Ongoing Commitments

**(These commitments should be established throughout the duration of the pledge. They can also be used as a foundation for continuing to integrate EDI policies and systems into your practices beyond the 2 years of the pledge)**

1. Actively work to increase the presence of underrepresented BIPOC professionals and provide clear path-to-leadership framework for:
  - 1A. Primary service roles – such as Project Manager, Senior Associate, Principal, and Partner positions.
  - 1B. Secondary support roles – such as head of Human Resources, head of finance, head of marketing.

*\*Please note that, at this time, non-BIPOC individuals do not satisfy this or any of the commitments in the CTA.*



2. Partner and/or collaborate annually on projects with at least (2) Black or Minority Woman-Owned\* businesses, or businesses owned by underrepresented people of color, within the AEC Industry.

*\*Please note that, at this time, non-BIPOC/BIWOC (Black, Indigenous Women of Color) individuals do not satisfy this or any of the commitments in the CTA. For MWBEs, businesses/individuals must be >75% Women of Color-owned.*

3. Provide pro-bono design and/or consulting services to BIPOC-owned organizations or businesses\* from historically disinherited communities of color each year.

*\*Please note that working with non-BIPOC-owned organizations or businesses does not satisfy this commitment. This amendment will take effect from reporting periods #2, 3, and 4.*

4. Become engaged at the state and local levels in public housing and education policy. Advocate for policies that promote integrated neighborhoods; legislation that benefits the growth, resources, infrastructure and, therefore, prosperity of all communities and demographics.
5. Support BIPOC students in HBCUs, MSIs and higher education institutions through mentorship, advocacy, scholarship, etc.
6. Establish and uphold safe, professional work environments for BIPOC staff by ([see Appendix](#)):



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- Creating and distributing clear protocols for actively and judiciously addressing microaggressions and implicit biases against race, sexual orientation, and religion.
  - Compensating a BIPOC professional when asking for EDI or other consultation/advice.
  - Creating project teams that include Black and underrepresented women and people of color in prime management, partner, or consultant roles.
  - Allowing BIPOC and minority women employees equal opportunity to make mistakes, learn/grow, and feel fully supported/valued while doing so.
  - Be respectful and accommodating of the needs of BIPOC cultures and religions.
7. Be intentional when including BIPOC staff in your firm/organization's marketing materials, social media, and other professional publications ([see Appendix](#)).
  8. Commit to ongoing cultural competency learning, work, and long-term transformation, both at the individual level and organizational level.



Thank you for taking the time to review these commitments.

[Sign the Pledge here.](#)

WE ARE ALL IN THIS TOGETHER

