SCI-ARC

SCI-ARC DIVERSITY INITIATIVE

INSTITUTION EQUITY & DIVERSITY GOALS

SCI-Arc has worked to redefine the Institute's Diversity Initiative as it relates to the overall strategic plan of the Institute. The SCI-Arc Diversity Committee, including representatives from throughout the Institute, works to help solve the challenges associated with creating a diverse community on campus. These representatives include members of the administration and staff -- as well as select faculty and student representatives. It is through these discussions that the following short term and long term goals for both student and faculty recruitment and retention have been established:

- Attendance by the admissions department, key members of faculty and administration to conferences and seminars focused on improving campus diversity and retention of students and faculty. SCI-Arc believes its presence at these events is critical to staying informed of the current and changing best practices in diversity recruitment and retention, as well as important for establishing relationships with other higher education diversity professionals.

- Increase the presence of minority architects and related professionals in SCI-Arc's public program events, gallery exhibitions, and annual lecture series. Nurturing relationships with current and future minority alumni and faculty, as well as through the building of new relationships with the National Organization of Minority Architects (NOMA).

- Work closely with the offices of Alumni Relations, Communications, and Academic Affairs to regularly feature the work and accomplishments of minority alumni, faculty, and students on SCI-Arc's website and internal or external publications and communications where appropriate.

- An expanded Admissions department to include a Director of Recruitment and Outreach, with an emphasis on diversity recruitment. This recruiting position travels across country on recruiting trips, in cities such as Chicago, Atlanta, and New York, where SCI-Arc can reach a broader applicant pool. SCI- Arc has also reached out to minority faculty and alumni to serve as recruitment representatives for the Institute.

- Utilize the Jenzabar data integration software, to assist with the collection and assessment of data from student application through retention and graduation. This more efficient tool for institutional research will improve understanding of the students and faculty who choose to join the educational experience at SCI-Arc.

- Educate hiring managers on hiring practices and diversity goals.

- Maintain job descriptions, and search for faculty according to SCI-Arc policies on Equal Opportunity /Employment

STUDENT EQUITY & DIVERSITY INITIATIVES

- SCI-Arc hosts a new series of recruitment events, called *Trans(fer)mation Days* designed to strengthen relationships with local universities and community colleges from which significant numbers of minority applicants express interest in transferring into the Undergraduate program. During these events, students from participating colleges spend the day participating in the student life at SCI-Arc. While here, they learn about our programs, see reviews or other curricular events in action, and most importantly, present their own work to SCI-Arc faculty for review, advice, and guidance on how to best showcase that work in a portfolio.

- The admissions and academic counselor's office continue to assess and revise existing articulation agreements with community colleges, as well as developing new articulation agreements with area schools, like East Los Angeles College, which enroll a high number of minority applicants.

- Continue to review SCI-Arc's strategy for increasing funds available for use with student scholarships,   including scholarships earmarked for improving diversity in admissions, such as the Diversity Scholarship, and retention.. One of the key goals of the restructured and expanded Development Office is to raise additional funds to increase scholarship opportunities for students.

- Attending college fairs at or near Historically Black Colleges and Universities (HBCU's) across the country, as well as marketing SCI-Arc's admissions opportunities and publications to these colleges and   nearby high schools.

- SCI-Arc has created a summer architecture program for High School students called *Design Immersion Days (DID)* designed to introduce to these students the career possibilities in the fields of design and architecture. The program helps to establish a greater understanding of the built environment in the community, and for some, open up the possibility of becoming a student at SCI-Arc.   With the help of philanthropic support 50% of the available seats each summer in the DID program are reserve for students on full financial needs scholarships.

- *Pop-Arc* community engagement program with high school students both locally and internationally. Each Pop-Arc grows out of an institutional partnership and is developed to expose youth to architectural and design thinking. Each workshop is tailored to a specific student population, and above all, encourages students to think critically about formal decisions, take risks, and have fun.

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FACULTY EQUITY & DIVERSITY INITIATIVES

When looking at the broad diversity of SCI-Arc faculty, the Institute compares favorably to the national averages of faculty from other architecture programs as provided by the annual *NAAB Statistical Report on Accreditation in Architecture Education.* SCI-Arc believes it important to recruit a diverse community of faculty at the Institute. As a result, SCI-Arc is working on the following strategies for the continued recruitment of a diverse faculty:

- Require all faculty and staff to complete the federally required Sexual Harassment Training program conducted every 2 years. This requirement is coordinated through the Human Resources office each year.

- Work to build and foster relationships with the National Organization for Minority Architects (NOMA), as well as within its own network of minority alumni in order to identify and recruit potential qualified instructors. SCI-Arc feels that fostering these relationships will only help build a natural pipeline when recruiting new faculty for the Institute.

- Work with local community college career centers and post jobs with local colleges and universities.

- Post job openings on the SCI-Arc website, Higher Ed jobs, The Chronicle of Higher Education, Archinect, and California Architects Association (CAA). All job postings include SCI-Arc policy on Equal Opportunity/Employment.

- Target diverse candidates with focused websites and organizations such as The Black Collegian Online, diversity.com, Historically Black Colleges & Universities Career Center, latpro.com and the Los Angeles gay and lesbian center.

- Use resources of professional organizations such as CASFAA (California Association for Students and Financial Aid Administrators) WASFAA (Western Association for Students and Financial Aid Administrators) and NASFAA (National Association for Students and Financial Aid Administrators), AACRAO (American Association of Collegiate Registrars & Admissions Officers), NAGAP (The National Association of Graduate Admission Professionals), NACAC (National Association for College Admission Counseling), NACUBO (National Association of College and University Business Officers) and ACSA (Association of Collegiate Schools of Architecture).

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EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION POLICIES (EEO/AA):

SCI-Arc Equal Opportunity, Harrasment, And Nondiscrimination Policy:
SCI-Arc promotes an open and ethical environment in which to work, teach, and study. SCI-Arc expects all members of the SCI-Arc community to uphold the values of honesty, respect, trust, tolerance, and civility in dealing with one another.

SCI-Arc adheres to all federal and state civil rights laws banning discrimination in institutions of higher education. The Institution will not discriminate against any student, applicant for admission, employee, applicant for employment, vendors, or contractors, on the basis of race, religion, color, ethnicity, national origin (including ancestry), citizenship status, marital or familial status, physical or mental disability, medical condition, pregnancy, age, sex, sexual orientation, gender, gender identity, gender expression, veteran or military status, predisposing genetic characteristics or any other protected category under applicable local, state or federal law, including protections for those opposing discrimination or participating in any resolution process within SCI-Arc or within the Equal Employment Opportunity Commission or other human rights agencies.

This policy covers nondiscrimination in employment and in access to educational opportunities including, but not limited to admissions, financial assistance, education programs, academic counseling, activities, or employment. Therefore, any member of the campus community, guest or visitor who acts to deny, deprive or limit the educational, employment, residential and/or social access, benefits and/ or opportunities of any member of the campus community on the basis of their actual or perceived membership in the protected classes listed above is in violation of SCI-Arc's policy on nondiscrimination. When brought to the attention of the Institution, any such discrimination will be appropriately addressed.

SCI-Arc does not discriminate on the basis of sex in its educational, extracurricular, or other programs or in the context of employment. Sexual misconduct, including sexual harassment, is a form of sex discrimination that unjustly deprives a person of equal treatment and is prohibited by Title IX of the Education Amendments of 1972. No person shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

Accommodating Disabilities
SCI-Arc complies with federal regulations concerning access for physically challenged students. Reasonable efforts will be made to accommodate individual needs. Applicants with disabilities who request special accommodation in the application and pre-admission process should provide notification and make a written accommodations request to the admissions office. Applicants who do not need accommodations during the application

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process, but who anticipate the need for accommodations during their education, need not submit a request for accommodations until after admission to the Institute.

The challenge of achieving a diverse community on campus is not new, especially for architecture programs across the country. In fact, the NAAB visiting team commented to SCI-Arc regarding its diversity recruitment efforts after their most recent team visit in 2008:

"While this cause for concern remains, the [NAAB] team acknowledges that SCI-Arc has moved to address the issue of racial diversity. The team also is aware that the issue is one that affects all aspects of the discipline of architecture, from schools to practice, and will not be solved with local solutions"