

 <b>SOCIAL JUSTICE ACTION PLAN   FRAMEWORK</b>													
Goal	Task	Impact Group	Envisioned Outcome	AIAO Initiative	Bend	Eugene	Portland	Salem	SO	Com- mittee	Firm Initiative	Leader	Support
<b>1 Access to the Profession</b>													
	Increase impact of AFO Architecture in Schools	Primary and Middle School	Students understand the roles architects play in shaping spaces, places										
	Increase support of Hip-Hop Architecture (7-12th grade)	High School											
	Increase support of and participation in ACE	High School											
	Increase support for internship / externship programs	Post High School - Pre-Architecture School											
	Provide mentor guides to help students navigate school application process	Post High School - Pre-Architecture School											
	Reduce financial barriers to education	Architecture School											
	Promote and Support alternate paths to licensure	Licensure Track											
	Support Diversity in the Professional workplace	Career Support											
<b>2 Expand External Relationships - Building Stronger Bridges with Our Communities:</b>													
	<b>Better understand the context of our state currently</b>												
	Partner with and Promote BIPOC Organizations	Design and Construction											
	Grow relations with other architecture-based organizations	Design and Construction											
	Increase engagement and participation in METRO programs	Public Agencies											
	Architecture and Design Schools	Architecture Education											
	Identify local organizations with opportunities for shared goals	Community Organizations											
<b>3 Continuing Education Training</b>													
	Develop resources to assist AIAO program planning	Members and allied partners/professionals											
	<b>Increase diversity of voices at AIA events</b>	Members and allied partners/professionals											
	Increase access to equity training	Members and allied partners/professionals											

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	Encourage equity training for all members (combine with goal above)	Members and allied partners/professionals											
	Increase awareness of Spatial Justice in planning and design (make broader by including structural racism, EDI, intersectionality?)	Members and allied partners/professionals											
	Increase awareness of AIA resources related to equity, diversity, and inclusion												
<b>4</b>	<b>Advocacy</b>												
	Advocate for EDI content to be part of mandatory CE training	AIAO Organizational Structure											
	Acknowledge & educate ourselves on the ties between racial segregation & urban planning policies	EDI Lens for AIAO Advocacy											
	Participate in urban planning meetings as advocates against by-design segregation	EDI Lens for AIAO Advocacy											
	Identify necessary actions & (if necessary) expand committee structure to increase impacts focusing on the housing crisis, incarceration design, justice reform & the climate crisis	Community Development and Housing											
	Promote community outreach & multi-stakeholder collaboration by utilizing graphic problem solving in service of society	Community Development and Housing											
<b>5</b>	<b>The Organization - AIA Oregon</b>	<b>Curt</b>											
	Formulate paths towards increased revenue earmarked for financial support of identified actions			x								Curt	
	Create toolkit of resources for firms & members			x									
	Increase opportunities for BIPOC voices and experiences to be heard			x									
	Incorporate EDI Principles in Hiring Process	Professional Culture		x								Amy, Curt	
	Incorporate Equity Staff Training Program	Representation		x								Curt/EVP	
	Apply EDI Lens to Procurement Standards	Business Practices		x								Curt/EVP	
	Expand number of volunteers to implement the Action Plan	Local Sections											
	Broaden understanding of EDI and Social Justice Principles at Section Level	Local Sections			x	x	x	x	x			Section Directors	
	Expand Social Justice Resources Available	Resources		x								Curt/EVP	
	Align with AIA National Planning	AIA Coordination		x								Curt/EVP	

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	Share Best Practice with other Components			x								Curt/EVP	
	Increase revenue for financial support	AIAO Organizational Structure										Curt/EVP	
6	Celebration of Architecture and Architects												
	Promote Minority Owned Firms	Architectural Community											
	Apply EDI Lens to Design Recognition Programs	Architectural Community											