I. Diversity Statement: A Discussion
8:15-9:30 (Do Kim leads):

II. Successes dealing with diversity: A Conversation
9:45-11:00 (Cecilia Giusti leads)

Cecilia Giusti, Ph.D.
Texas A&M University
Chair, ACSP Committee on Diversity

ACSP Administrator's Conference, Minnesota, March 16, 2019
Diversity: Discussion Points

• There is NO one-only solution

• Do all chairs / deans find the issue of Diversity & Inclusion relevant? Do all agree that a problem exist?

• How to define the problem?

• How the Committee on Diversity define it?
COMMITTEE ON DIVERSITY

• Chair: Cecilia Giusti, Texas A&M University,
• Past Chair: Jeffrey Lowe, Texas Southern University
• Secretary: Michelle Thompson, University of New Orleans,
• Ann Forsyth, Harvard University,
• Jacob Wagner, University of Missouri
• Tom Sanchez, Virginia Polytechnic Institute and State University,
• Charlie Warnken, University of Oklahoma,
• Do Kim, California Polytechnic Institute, Pomona,
• Nabil Kamel, Western Washington University,
The purpose of the ACSP CoD is to carry on the work of the Diversity Task Force by working with and encouraging planning schools to develop specific programs and incentives for increasing faculty and student diversity as well as expanding diversity in the curriculum.
Committee on Diversity: Tasks

- to continue to assist programs in efforts to enhance faculty and student diversity;
- to assist programs in including diversity-related issues in curricular offerings;
- to provide reports back to the Governing Board in the fall of even-numbered years on the composition of faculty and students related to issues of diversity (using PAB and other data collected by outside entities); and
- to conduct other activities that could enhance ACSP's commitment to diversity in education and research.
CoD & Interest Groups

• POCIG: People of Color Interest Group
• FWIG: Faculty Women Interest Group
• GPEIG: Global Planning Educator's Interest Group

As of today there has been a close relation between the CoD and POCIG. It is my focus to ensure the other two Interest Groups find our committee relevant

POCIG Mission
The mission of the Planners of Color Interest Group (POCIG), is to advance the interests and concerns of people and communities of color within the planning academia and the profession.
Pre-Doctoral workshop for people of color

- 2013  USC
- 2014  USC / UCLA
- 2015  Univ. Oklahoma & Texas A&M
- 2016  USC
- 2018  Univ. Buffalo (*)

We are to reflect on how this workshop is impacting the recruitment efforts of applicants of color

(*) First time DURING ACSP Conference
# Pre-Doctoral Workshop

<table>
<thead>
<tr>
<th>Year</th>
<th>Host</th>
<th>Host Funding</th>
<th>ACSP Funding</th>
<th>Total Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>2013</td>
<td>USC</td>
<td>$13,757</td>
<td>$7,400</td>
<td>$21,157</td>
</tr>
<tr>
<td>2014</td>
<td>USC-UCLA</td>
<td>$34,484 / $10,100</td>
<td>$7,500</td>
<td>$51,984</td>
</tr>
<tr>
<td>2015</td>
<td>Texas A&amp;M-Univ Oklahoma</td>
<td>$4,000 / $20,000</td>
<td>$7,500</td>
<td>$31,500</td>
</tr>
<tr>
<td>2016</td>
<td>USC</td>
<td>$30,000</td>
<td>$7,500</td>
<td>$37,500</td>
</tr>
<tr>
<td>2018</td>
<td>Univ. Buffalo</td>
<td>$13,802</td>
<td>$7,500</td>
<td>$21,302</td>
</tr>
</tbody>
</table>
CoD: Focus ahead

- Research: key to get -and advance in- tenure
- Course content / curriculum / methods
- Recruitment / Retention
- Campus Climate
- Network / support systems / mentoring
- Healthy body / mental & personal balance
- Training: implicit bias / micro-aggressions / harassment...
TAMU demographics - brief history

A&M - historically white & male

- 1866 Established
- 1876 Segregated
- 1878 Separate school for African American students (Prairie
- 1891 First known Hispanic student

TAMU demographics - brief history

- 1925 - Prohibition of women
- 1934 - Limit enrollment to men

1963 - First African American students; women permitted to enroll

1968 - First female faculty

TAMU demographics - brief history

- 1988 - First African American woman to become a full professor at A&M
- 1990 - First woman to serve as a Dean at A&M
- 1992 - First Latina woman to become full professor at A&M

TAMU demographics - brief history

- 2011 - First woman to serve as the Provost
- 2011 - Diversity Council established at the College of Architecture
Landscape Architecture and Urban Planning

2011: First Female Associate Dean (Cecilia Giusti)

2016: First Female Executive Dean (Dawn Jourdan)

2018: First Female Department Head (Shannon Van Zandt)

7 new women tenure-track faculty

Active engagement: Texas Target Communities Lecture Series

Research new areas: from African American to Latinx issues
TAMU student demographics - Now

- Enrollment by gender: 52.5% male
- Enrollment by race/ethnicity:
  58.6% White (headcount: 35,736)
  3.75% Black (headcount: 2,287)

Source: https://accountability.tamu.edu/All-Metrics/Mixed-Metrics/Student-Demographics
COA student demographics - Now

- Enrollment by gender: 65.4% male
- Enrollment by race/ethnicity:
  - 60.4% White (headcount: 1,804)
  - 2.74% Black (headcount: 82)

Source: https://accountability.tamu.edu/All-Metrics/Mixed-Metrics/Student-Demographics
COA student demographics - Now

Student Headcount by Term

<table>
<thead>
<tr>
<th>Term</th>
<th>Student Headcount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall 2014</td>
<td>2,466</td>
</tr>
<tr>
<td>Fall 2015</td>
<td>2,684</td>
</tr>
<tr>
<td>Fall 2016</td>
<td>2,985</td>
</tr>
<tr>
<td>Fall 2017</td>
<td>3,151</td>
</tr>
<tr>
<td>Fall 2018</td>
<td>3,135</td>
</tr>
</tbody>
</table>

Select a term on the left bar chart to update the term on the 2 charts below

Headcount by Gender for Fall 2018

<table>
<thead>
<tr>
<th>Gender</th>
<th>Total</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>All</td>
<td>3,135</td>
<td>2,015</td>
<td>1,120</td>
</tr>
<tr>
<td>Male</td>
<td>3,135</td>
<td>2,015</td>
<td></td>
</tr>
<tr>
<td>Female</td>
<td>3,135</td>
<td></td>
<td>1,120</td>
</tr>
</tbody>
</table>

Ethnicity Breakdown for Fall 2018

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hispanic</td>
<td>727</td>
</tr>
<tr>
<td>Asian</td>
<td>1,192</td>
</tr>
<tr>
<td>White</td>
<td>1,902</td>
</tr>
</tbody>
</table>

Difference From Term to Term by Ethnicity

- American Indian:
  - Fall 2014: 0
  - Fall 2015: 11.2%
  - Fall 2016: 14.3%
  - Fall 2017: 8.0%
  - Fall 2018: 0.1%

- Asian:
  - Fall 2014: 0
  - Fall 2015: -2.0%
  - Fall 2016: 19.2%
  - Fall 2017: 13.4%
  - Fall 2018: -8.9%

- Black:
  - Fall 2014: 0
  - Fall 2015: 10.4%
  - Fall 2016: 14.2%
  - Fall 2017: -2.8%
  - Fall 2018: -6.0%

- Hispanic:
  - Fall 2014: 0
  - Fall 2015: -2.0%
  - Fall 2016: 11.2%
  - Fall 2017: 4.3%
  - Fall 2018: 1.1%

- International:
  - Fall 2014: 0
  - Fall 2015: -0.4%
  - Fall 2016: 0.8%
  - Fall 2017: 0.0%
  - Fall 2018: -0.1%

- Multi-racial excluding Black:
  - Fall 2014: 0
  - Fall 2015: -0.4%
  - Fall 2016: 0.8%
  - Fall 2017: 0.0%
  - Fall 2018: -0.1%

Headcounts less than 5 are not displayed on the line graph.
Texas A&M's Diversity Plan

In 2010, Texas A&M University embarked on an ambitious Diversity Plan designed to enhance accountability, climate, and equity. The structures and systems that guide our established institutional processes have created the infrastructure to facilitate steady progress toward greater inclusion and academic excellence.

ACCOUNTABILITY

We establish **accountability** within the institution by developing strategies, plans, and processes that promote progress and create an environment that fosters success and achievement.

CAMPUS CLIMATE

We develop a supportive **campus climate** that values and integrates diversity in the pursuit of academic excellence by identifying aspects of Texas A&M's community that foster or impede an inclusive working and learning environment.

EQUITY

We integrate into the mission and goals of the institution, the assurance that students, staff, and faculty, regardless of identity, are all treated equitably.
College of Architecture
Diversity Council (COA – DC)

• Is an executive advisory council composed of faculty, staff, undergraduate, and graduate students representing every department housed by the College.

• The council convenes biweekly and since its establishment in 2011, it has emerged as an integral part of the COA which discusses, plans, and executes diversity initiatives as well as provides a safe space

• According to the Campus Climate Survey, the majority of students and faculty feel comfortable within the college and that is our goal!
COA–DC Forms of Operation

Outreach and engagement
- Collaboration with community
- Through design, planning, construction, VIZ, and the arts

Administrative
- Conflict resolution
- Curriculum amendments
- Work with student organizations

Monitoring
- Climate survey
- ‘Platform’ to listen to students > Hackathon

Safe Space
- Place to exchange views in a “welcoming” environment
- Test ideas, share fears, and develop strategies around them
DIVERSITY - College of Architecture

• Diversity is meant to encompass the full spectrum of characteristics of our community including (but not limited to) ethnic background, religious beliefs, age, political beliefs, socio-economic status, sexual orientation, physical ability and gender.

• We believe that a diverse college is one that embraces the richness of this variety and provides an environment in which each individual is respected and celebrated.

Diversity Council, 2011

The Diversity Council, Faculty, Staff and Students of the College of Architecture want to reassure our commitment to diversity. We seek, welcome and support diversity of all races, genders and backgrounds. Diversity is essential to your and our continued success.

Diversity Council, 2016
Climate Survey

In 2013 / 2017

Applied to Faculty / Students / Staff

Similar questions and improvement

Results were given / presented to each group and specific proposals were discussed on how to improve issues related to:

- Under represented minorities
- LGBTQ
- Women
Women and the “Me-too” movement... in academia

**FIRST** .... We listened

- Breakfast with Faculty women
- Lunch with women staff
- Coffee with female graduate students

- **AFTER** learning from women from all groups in the college ... the DC intervened at many levels (Spring 2018)
CELEBRATING WOMEN
COLLEGE OF ARCHITECTURE
CELEBRATING WOMEN

COLLEGE OF ARCHITECTURE
Specific actions:

• During the Back to School meeting....
  • We had a Workshop about Harassment in the work place
  • This was an “intervention” === given to **ALL** (not just those registered)

• The DC organized a series of workshops during lunch time
  • Provided healthy lunch
  • Invited speakers from the many units in campus to train our faculty/students/staff
    • about all the services we have access to and all the current regulations
    • about what is inclusion from a variety of perspectives
Training Workshops— Fall 2018

Friday 9/14: Office of the Dean of Student Life: *Tools for Inclusiveness*

Thursday 9/27: Office of Public Partnership & Outreach: *Community of Respect*

Friday 10/12: Dep. of Multicultural Services: *A Multicultural Campus*

Thursday 10/25: Dep. of Disability Services: *Facilitating Access*

Friday 11/9: Title IX: *What is Title IX? Implications for Students, Faculty and Staff*

Diversity Certificate (learning component)

• Partnership with the Department of Multicultural Services
  • First year 2015: 1 / ….. 2 / 8 / and
  • …..
  • 2018-2019: More than 30 students registered!
• There is interest & appetite for this type of programs!!
  And they work!
“It was a personal goal of mine. I've always been passionate about bigger causes like disabilities and speaking through my art about racism. I think completing the certificate has given me another perspective on how to look at things. It was definitely a good thing to be a part of.”

Carolina Pereira ‘17
On participating in the Diversity Certificate
CARC 101  CULTURAL DIVERSITY IN THE BUILT AND VIRTUAL ENVIRONMENTS
Approved - to be offered Fall 2019

• During 2018 faculty worked on this
  • The proposed syllabus was also consulted with students who gave their feedback
  • The syllabus has improved

• Ready to partner with the Center for Teaching Excellence to ensure instructors + TAs (COA graduate students) are trained on how to lead inclusive and diverse discussions
Wright Gallery

The gallery is dedicated to showcasing the visual arts with a commitment to honoring diversity in all its forms; providing a venue for emerging and established artists, architects and designers of local, regional, national and international acclaim; featuring works by women artists and artists from other underrepresented groups, artists whose works promote dialogue on topics of social and cultural importance, and artists whose work challenges conventional art practice; and serving as a center for campus and community visual arts engagement, education and enjoyment.
Wright Gallery (sample)

- Aún Recordamos Aquel Hogar
- RESPECT
- Gathering
- She Matters
Wright Gallery – Aun Recordamos Aquel Hogar
Recordamos Aquel Hogar
I wish Texas was more....

Lively

Inclusive

CLOSE

Traditional

Accepting

#lovewins

Gay!

Sustainable
SHE MATTERS
Regina Agu • Rabéa Ballin • Ann Johnson
Autumn Knight • Lovie Olivia • Kaneem Smith
Monica Villarreal • Rosine Kouamen
DIVERSITY Hackathon

- 2014: Diversity Open Data Hackathon
- 2016: B/CS Diversity Hackathon: Build Day
- 2017: Diversity Accessibility Hackathon
- 2018: Diversifying Space & Place Hackathon
- 2019: Diversity Hackathon: Bridging Differences
TAMU – COA - Diversity Hackathon
Conversation Partners
Diverse and Inclusive Thanksgiving Dinner
1. Reflects on the year. Evaluates what worked and what needs improvement.

2. Awards “Excellence in Diversity Awards” to students from all four departments and the College.
Research Week
1st. Place

ACE Awards
(Accountability Climate Equity)
Thank you!

Questions?

Cecilia Giusti, Ph.D.
Associate Dean for Outreach & Diversity
College of Architecture, Texas A&M University