

NATIONAL ORGANIZATION OF MINORITY ARCHITECTS | FALL 2020

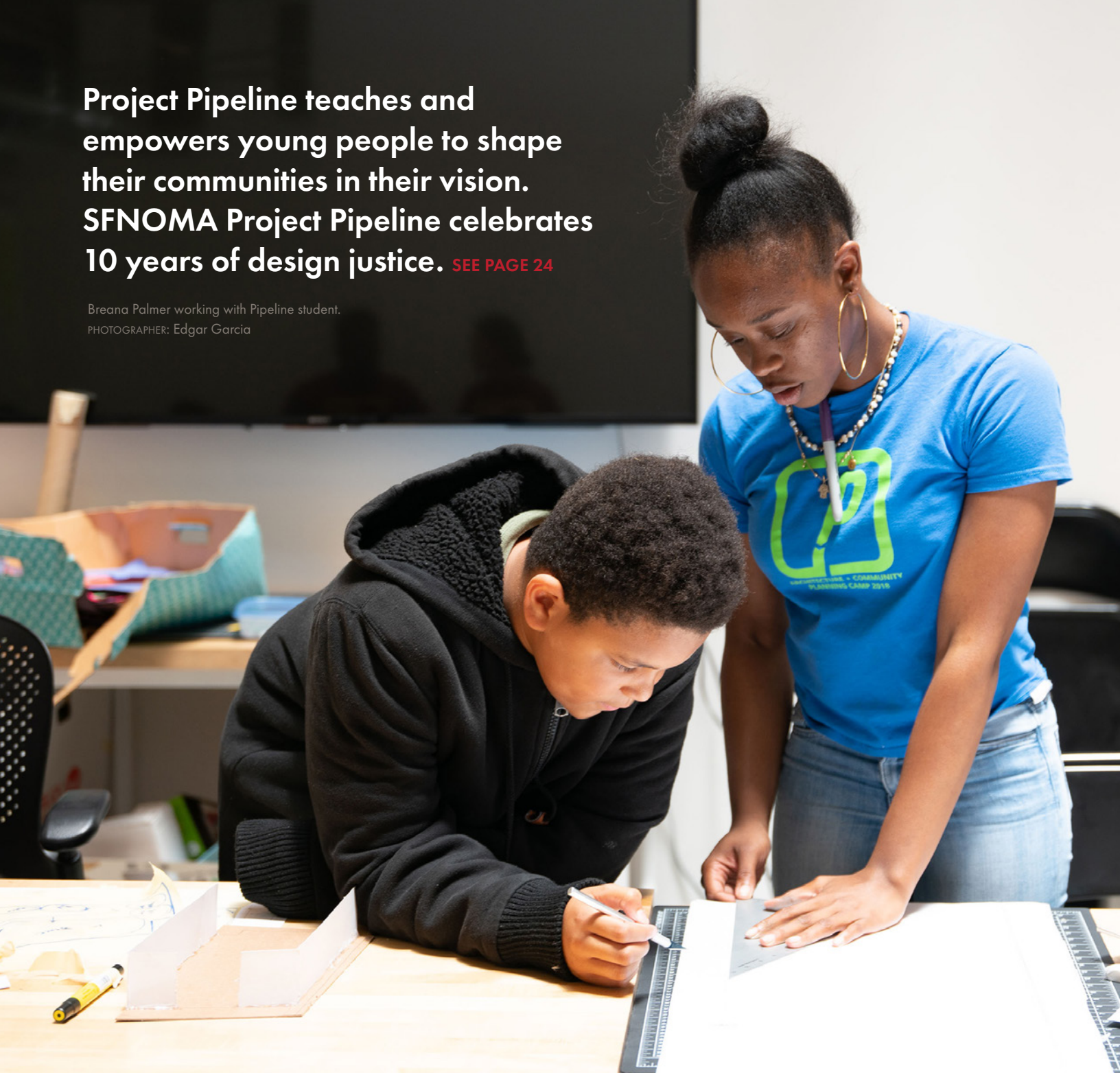
NOMA

M A G A Z I N E

CONFRONTING
THE
DUAL
PANDEMIC

Project Pipeline teaches and empowers young people to shape their communities in their vision. SFNOMA Project Pipeline celebrates 10 years of design justice. [SEE PAGE 24](#)

Breana Palmer working with Pipeline student.
PHOTOGRAPHER: Edgar Garcia



NOMA MAGAZINE, FALL 2020

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COMPENDIUM FOR DESIGNERS**

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LETTER FROM THE PRESIDENT
FALL 2020

Where Do We Go From Here?

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Dear NOMA Family:

I write this message to you with just over 100 days remaining in my two-year term as president. It has truly

been an honor to serve and grow as a leader during such uncertain times, while also seeing our membership double in the process. I cannot thank you enough for either remaining committed to NOMA, re-engaging with us, or joining NOMA for the first time. I firmly believe that there is strength in numbers and that our organization will continue to thrive and flourish with a robust and diverse membership. Again, thank you for being ALL in for NOMA!

In case you are wondering what happens when I leave office on December 31st, I'd like share some insight and confidence in the future of NOMA. My successor, Jason Pugh, is an amazing leader who is committed to advancing the initiatives that we have worked on together over the past two years. We are very much aligned in our philosophy on how NOMA can not only serve our members, but also how we may enhance the potential of our great profession. You will hear more from Jason soon, but suffice it to say that NOMA will be in good hands.

The bigger question that I'd like to address is where we will go from here as a community of architects, designers and built environment professionals who wish to design a better future for everyone. It goes without saying that 2020 has challenged us in ways that we never imagined would be possible. We are encountering inconvenient truths about our society that we must

confront head on. In response to the murder of George Floyd, NOMA's leadership mobilized quickly to finalize a revamped mission statement on May 31, 2020:

NOMA's mission, rooted in a rich legacy of activism, is to empower our local chapters and membership to foster justice and equity in communities of color through outreach, community advocacy, professional development and design excellence.

While these words are important, they are empty without action. This is why we provided some very specific action items for your consideration, calling on everyone to be **B.R.A.V.E.**

Banish racism

Reach out to those who are grieving

Advocate for the disinherited

Vote in every American election

Engage each human you meet as you would want to be engaged

While all of the above action items are important, the one that I must emphasize for the sake of time is **VOTE IN EVERY AMERICAN ELECTION**. Our nation is more polarized than we have ever been in history. Our democracy depends on informed citizens exercising their right to vote. This November, you must vote and do your research prior to casting your ballot. While we are voting for the presidency, there are also many other important seats that our votes will determine. Please study your ballot in advance and learn about all of the candidates. This is our civic duty and I implore you to take this seriously.



One very important issue that often remains unaddressed is the mass incarceration that takes place in the United States. There is no other country in the world that incarcerates citizens at the rate that our nation does. This burden of over-incarceration is largely shouldered by the Black community, destroying the fabric of so many American families. According to the U.S. Bureau of Justice Statistics, Black males accounted for 34% of the total male prison population. In architecture, Black males account for just over 1% of the full population of licensed architects in the U.S. These are both unacceptable disparities.

NOMA is actively working on the architecture disparity by building bridges with new and existing partners in the profession, including ACSA, AIA, AIAS, NAAB, NCARB and others. On the mass incarceration front, this is where we need to get more involved in vetting our elected leaders, which is why being an informed voter is so important. We must look closely at our judges, district attorneys and sheriffs, who all have the authority to move the needle on sentencing reform and decreasing incarceration rates. I encourage all NOMA chapters to work together to help people register to vote, study the ballots carefully and actually vote on or before November 3, 2020. So, where do we go from here? **The polls.**

ALL the best,

KIMBERLY DOWDELL

2019–2020 NOMA National President



How does the human “fight or flight” response work when you’re being attacked on multiple flanks by two formidable adversaries? By definition, we experience fight or flight as a physiological reaction that occurs in response to

a perceived harmful event, attack, or threat to our survival. The challenge is that at the moment there are few places to which we can flee, and the only people around to fight are the loved ones we’re lucky enough to share space with throughout these times of the dual pandemics—COVID-19 and systemic racism.

Tragically, it appears to have taken the murder of brother George Floyd to reveal to all those who witnessed the graphic event, as captured by the ubiquitous cell phone video, the brutal ways that systemic racism continues to keep a knee on the collective neck of Black people, not only here in America, but around the entire globe. As many try to convert their outrage into constructive action, questions abound as to how and where to direct their energy and resources. Meanwhile, time has seemingly accelerated as many of us work from home, isolated from physical contact with our friends and colleagues. The worst thing that any of us could allow to happen is paralysis or fatigue that would stand in the way of our individual and collective responsibilities to “get into good trouble,” so that the death of Floyd and countless other Black people at the hands of law enforcement will not have been in vain.

But out of tragedy comes opportunity. The NOMA Magazine was originally conceived to address the lack of coverage given to our members by the mainstream

architectural press, no matter the excellence of our projects and accomplishments. Thankfully, the profession, led by NOMA, the AIA, and the AIA Large Firm Roundtable has changed course and made significant commitments to move onto a righteous path that is just, equitable, diverse and inclusive. Today, we are noticeably present and accounted for in such publications as *Architecture Record*, the Architects Newspaper, and *Architect Magazine*. For us, this represents opportunity. There is a heightened interest in building teams that represent a diversity of thought, expertise, and frankly, lived experience. Whether you’re a firm owner or an employee, this is the time to seek new opportunities where they are being created, and to refocus on the ones you might have pursued in the past with only limited success. The decision-making lens is expanding, so what was seemingly out of reach before, may be attainable now, if for no other reason, we are being seen and heard differently at this moment in time, and hopefully as evidence of an altered paradigm by mainstream society. Lastly, this is the time when we need to make significant inroads within our own client base. Black clients need to know who we are, what we’re about, and what their responsibility is to support and work with us. All things considered, we will turn tragedy into opportunity as we enter this brave, new world.

R. STEVEN LEWIS

FAIA, NOMAC, LEED AP Principal
Urban Design at ZGF Architects

“There is a heightened interest in building teams that represent a diversity of thought, expertise, and frankly, lived experience. Whether you’re a firm owner or an employee, this is the time to seek new opportunities where they are being created, and to refocus on the ones you might have pursued in the past with only limited success.”



SPATIAL SHIFTS

RECLAIMING
OUR CITIES

OAKLAND+

*The 48th Annual NOMA
Conference + Expo
Online*

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Oct

the NATIONAL
ORGANIZATION
of MINORITY
ARCHITECTS



EVENT SCHEDULE

Note: Schedule is subject to change. For all final events and times, see the Conference on-line website.

C21 / P21	P21	Tours	ALL TOURS/EXPO ON DEMAND		Tours	ALL TOURS/EXPO ON DEMAND			
11:00 - 12:00 PM (1HR)	8:00 AM- 9:00 AM (1HR)	SESSION # 1	ROOM 1	NYC Health + Hospital Centers for Excellence: Redefining the Critical Path. Presenter: Perkins Eastman (263-T1) 60min.	SESSION # 5	ROOM 1	Global Grassroots 2.0 - The International efforts for the NEXT GENERATION of ARCHitecture. Presenters: Daniel Cesarilo, Tosin Oshinowo, Alanna Cordova. (229- T4) 90min.	PHIL FREELON PROFESSIONAL DESIGN AWARDS BRUNCH (8am - 10:30 am)	
		ROOM 2	Cultural Districts: Revitalizing Cities and Preserving Community Integrity. Presenter: Janey Madamba (260-T2) 60min.	ROOM 2		Transit Oriented Communities - Shaping Ecosystems of Equity, Health, and Affordability. Presenters: Perkins+Will, Geelti (262-T1) 60min.			
		ROOM 3	Building Sustainability in Urban Sprawl: History, Preservation, and Development in Forney, Texas. Presenters: Diane Allen and Kathryn Holliday (44-T2) 30min.	ROOM 3		Urban Evolution By Housing. Presenter: Tya Winn - Semi live + Q/A (256- T3) 60min.			
		ROOM 4	The Texas Southern University Library Learning Center: Comprehensive Community Engagement Manifested. Presenter: Antoine Bryant (54-T4) 45min.	ROOM 4		Black is Not the New Green yet, But It Can Be!. Presenter: Lance Collins (180-T5) 60min.			
12:00- 12:30 PM (30min)	9:00- 9:30AM (30min)	opt chat lounge							
12:30 - 1:30 PM (1HR)	9:30- 10:30 AM (1HR)	SESSION # 2	ROOM 1	Urban Infill. Presenter: Kenneth Johnson and Karen Anderson (197-T3) 60min.	STUDENT DESIGN COMPETITION FINALISTS (LIVE)	ROOM 1	The Pandemic Reveal: American Housing Policy, and its Lasting Impact on the Black Community. Presenters: Jerrod Delaine, Pratt School of Architecture, Carthage. (184-T3) 60min.	YOGA WITH NOMA	
		ROOM 2	The Need for Rural Resilience in America's Black Belt: A Case Study of Princeville, NC. Presenter: NC State College of Design (39-T1) 60min	ROOM 2		The J.E.D.I. Agenda: An Intersectional Approach to Designing a Just and Equitable Future. Presenter: Rosa Sheng. (204-T4) 60min.			
		ROOM 3	How to start a NOMA Chapter A Tale of Two Cities! Presenter: Gary J Nelson and Phil Dougherty (157-T6) 30min.	ROOM 3		Changing the Narrative: The Black Architect-Removing Obstacles, Creating Opportunities. Presenters: Rico Quiridongo, Sharon Sutton, Michael Willis. (76-T6) 90min.			
		ROOM 4	Lessons Learned: Growing through associations with larger firms. Presenter: Yakun Askew (280-T6) 30min.	ROOM 4		NOMA + AIA Large Firm Roundtable (101-T6) 60min.			
1:30- 2:00 PM (30min)	10:30- 11:00 AM (30min)	opt chat lounge							
2:00- 3:00 PM (1HR)	11:00- 12:00 PM (1HR)	SESSION # 3	ROOM 1	SoCalNOMA Presents: The DEI Challenge. Presenter: Lance Collins. LIVE (178- T1) 60min	EXPO/ GRAD FAIR (2HR) 11am-2pm	ROOM 1	Protecting Black Museums and Cultural Institutions in Time of Crises. Presenters: De Nichols, Michelle Joan Wilkinson - LIVE (147- T2) 60min.	ON DEMAND SDC PRESENTATIONS AND SEMINARS	
		ROOM 2	Worker-Owned Firms; Cooperative Networks; Unions; Employee Stock Ownership Plans (ESOPs). Presenter: Quilian (248-T6) 60min.	ROOM 2		Power to the People: Translating Resilience through Culture v.3. Presenters: Venesa , Pascale, Ellie. (139- T5) 75min.			
		ROOM 3	Now What Do I Do? Presenter: Lisa Chomondeley, Gensler (105-T6) 60min.	ROOM 3		The ABCs of Critical Design: Making your practice more critical. Presenter: Dr. Lesley-Ann Noel. (111-T6) 60min.			
		ROOM 4	WATER BLOCK Kids: Re-imagining and Reclaiming Black Futures. Presenter: Alanna J. Cordova (171-T5) 30min.	ROOM 4		Play as Public Forum Workshop. Gaming as Urban Design and Planning Community Tool. Presenter: Jeanette Kim (35- T7) 60min.			
3:00- 3:30 PM (30min)	12:00- 12:30 AM (30min)	opt chat lounge							
3:30- 4:30 PM (1HR)	12:30- 1:30 PM (1HR)	SESSION # 4	ROOM 1	Las Adelitas: organizing, development and design for Housing Justice in Portland. Presenter: Salazar Architect - LIVE (037- T3) 75min.	HAPPY HOUR	ROOM 1	NOMA + AIA In Conversation. Presenters: Kimberly Dowdell, NOMA President, Jason Pugh, NOMA 1st Vice President, Jane Frederick AIA President, Peter Exley, 1st Vice President. Semi Live + Q&A. (291- AIA-1)	ON DEMAND SDC PRESENTATIONS AND SEMINARS	
		ROOM 2	Decolonizing Identity in Practice. Presenters: Patricia Acevedo, Yiselle Santos Rivera, Zaida Basora Adrian, Venesa Alicia Chuqui (269- T1) 90min.	ROOM 2		DAP Collective. (800-) 60min.			
		ROOM 3	Murmuration: A Space for Student Solidarity. Presenters: Michelle Barrett, Chris Daemmrich (050- T4) 60min.	ROOM 3		Vortex: Rising Beyond Practice. Presenters: Riding the Vortex Collaborators - Semi live + Q/A. (103- T4) 90min.			
		ROOM 4	Rebuilding Community: History as a Framework to Design an Equitable and Culturally Sustained Future. Presenter: Zena Howard (112-T4) 90min	ROOM 4		In Search of African American Space. Presenter: Scott Ruff - (202- T2) 60min.			
4:30- 5:00 PM (30min)	1:30- 2:00 PM (30min)	opt chat lounge							
5:00- 6:00 PM (1HR)	2:00- 3:00 PM (1HR)	HAPPY HOUR		HAPPY HOUR		NOMA NAACP SEED AWARDS: Structures for Inclusion (1:30pm-3pm)			
6:00PM - 7:30PM (90min)	3:00PM - 4:30PM (90min)	Fireside Chat 1: Unbuilding Racism		Fireside Chat 2: Leading with Art + Protest		Fireside Chat 3: Building the Future			
Panelists: June Grant, Liz Ogbu, Deanna Van Buren. Moderator: Fay Darmawi		Panelists: De Nichols, Fabiana Rodriguez, Darryl Shack. Moderator: Bryon C. Lee		Panelists: Noni Session and others Moderator: Jason Pugh.					
7:30- 8:00 PM (30min)	4:30- 5:00 PM (30min)	BREAK		BREAK		COCKTAILS WITH NOMA			
8:00 - 10:00 PM (2HR)	5:00- 7:00 PM (2HR)	HOST CHAPTER PARTY		BRO'S ARTS BALL					
TOTAL CEU		12		6		9		27	
LIVE		4 seminar tracks an hour		4 seminar tracks an hour		3 seminar tracks an hour		12 total CEUs live	
		4.5		3		4.5		15+ additional On-demand	



The 48th Annual National Organization of Minority Architects Conference & Expo

SPATIAL SHIFTS - RECLAIMING OUR CITIES





DESIGN FEATURE

GOVERNMENT OF JAMAICA NEW HOUSES OF PARLIAMENT

By **DAIMIAN S. HINES** AIA, NOMA

In 2018, the Government of Jamaica, acting through the Ministry of Economic Growth and Job Creation, launched an international competition to design a new parliament building. Since securing its independence in 1963, the country's parliament has met at a temporary location, Gordon House in Kingston, the capital city. The Government envisioned a state-of-the-art facility that will signify its independence and stable democracy. For all competitors, teams were required to include a registered Jamaican architect and also a minimum of fifty percent Jamaican citizens or those of Jamaican diaspora.

Jamaican-born Gordon Gill of ASGG served as the competition patron in promoting the design process's transparency. The Urban Development Corporation of Jamaica managed the competition process which was comprised of a distinguished jury of design industry leaders throughout the island and other Caribbean

countries. Subsequently, the jury and separately the voting public made final selections and rankings for competitors in this two-stage process. Our team consisted of four individuals: **Daimian S. Hines**, AIA, NOMA; **Christopher Bent**, Assoc AIA; and **Gregory Lake**, AIA, who are all Jamaican born and now residing in Texas. Additionally, the team included **Evan Williams**, JIA, a practicing architect in Kingston, Jamaica. Some 37 proposals were submitted, and five shortlisted. Among the entrants was British architect David Adjaye.

In March 2019, the Honorable Prime Minister Andrew Holness announced the winning teams. Our team—named after the country's motto, "Out of Many, One People"—won both the coveted People's Choice and Design Jury first-place selections. Hines Architecture + Design (design architect) joint-ventured with Design Collaborative Ltd. of Jamaica (architect of record) to deliver the building design as well as a comprehensive campus masterplan. Our team also collaborated with the office of Adrian Smith + Gordon Gill, who was commissioned to deliver a masterplan for a government oval project which is adjacent to our project's 52-acre site. As our site was the focal point of the larger master plan, the work of the two teams needed to be a confluence of themes. *Continues on next page >*



PROJECT NAME

Government of Jamaica
New Houses of Parliament

COMPANY NAME

Hines Architecture + Design
WWW.HINESAD.COM
DAIMIAN.HINES@HINESAD.COM

PROJECT LOCATION

National Heroes Park, Kingston,
Jamaica W.I.

COMPLETION YEAR

On the Boards, Estimated 2023

OTHER PARTICIPANTS

Hines Architecture + Design (HINESAD)
ROLE

DESIGN ARCHITECT: Programming, design
and construction documentation services

US TEAM

PIC: Daimian S Hines, AIA, NOMA,
LEED BD+C

PM: Christopher Bent, Assoc AIA

PA: Nico Stearley AIA, LEED BD+C

PD: Chris Oliver, AIA

BIM MANAGER: Logan Kemp

ID DESIGN MANAGER: Juliana Touma, RA

DESIGN SUPPORT: Juliet Serem, AIA, NOMA

DESIGN SUPPORT: Clayton Fry, AIA

CONSULTANT: Gregory Lake, AIA

INTERN: Antonio Perez

INTERN: Kenny Nguyen

INTERN: Maggie Au

INTERN: Jhamaria Hewell

STRUCTURAL ENGINEERING: Burohappold

CIVIL ENGINEERING: Vogt Engineering

MEP ENGINEERING: DBR Engineering

LANDSCAPE ARCHITECT: OJB

ACOUSTICS: Bai

FOOD SERVICE: FDP

SUSTAINABILITY: Syncrho

FAÇADE: MGI

SPECIFICATIONS: Lisa Murray & Associates

INTERIOR DESIGN: SPADPS

LEGAL: Egbuono Law

Design Collaborative Ltd (DCL)**ROLE**

Architect of Record

JAMAICA TEAM

PIC: Evan Williams, JIA

ARCHITECT: Jason Scott

SENIOR ADMINISTRATOR: Abigail Evans

STRUCTURAL ENGINEERING: Hue Lyew Chin

CIVIL ENGINEERING: Hue Lyew Chin

MEP ENGINEERING: Satyn

LANDSCAPE CONSULTANT: Maryanne

Twymann

QUANTITY SURVEYOR: Handel Bowen,

Burrowes & Wallace

TRAFFIC ENGINEERING: Premier Land & Water

ENVIRONMENTAL: Environmental

Solutions Ltd.

LAND SURVEY: GEO Graphics Ltd.

GEOTECH: NHL Engineering

PHOTO CREDITS:

Hines Architecture + Design



The building program centers on two debate chambers. The spaces are the House of Representatives and Senate debate chambers. The balance of the program includes other parliamentary support spaces, offices, a museum, a library, visitors accommodations, and other amenities. Critical adjacencies drove the program development to support various user interfaces while simultaneously segregating government and visitor circulation and access protocols.

The project site is quite significant in the collective history of the island nation. The site resonates as a reminder of the island's colonial past. The site is currently underutilized as downtown Kingston experienced a substantial exodus of commerce to New Kingston, which is the new central business district. The design solution is a circular building that is legible at both urban and human scales. In analyzing the oval site, a former colonial-era horse racing track, coupled with the notions of the country's motto "Out of Many, One People," suggested a circular building that would have no perceived front, back, rear, or side profiles. The building form would always present a front while the landscape would define the vehicular and pedestrian site access and circulation pathways.

HINESAD collaborated with OJB Landscape architects whom without hesitation signed on early during the competition stage of the pursuit. Through a series of workshops with local stakeholders and government officials, our team developed an informed site program that captured the imagination of our client. Our vision was a dynamic park that included a series of outdoor rooms that formalize a variety of functions and activities.

Some of these functions included a national memorial shrine area where the country's national heroes are or will be interred, a plant

nursery, a public amphitheater, formal parliament access and demonstration areas, an extensive water wall plaza, and a walking trail loop with defined areas for future art installations. The site, therefore, is divided into three primary zones. The site to the north includes a large flexible community space for activities such as the annual kite festival. The center of the site consists of a civic plaza with community amphitheaters and a featured water wall in addition to the parliament building and parking garages capped by planted roofs. The southern campus contains a formal and historic program. This space includes a renovated shrine area for national heroes including interred prime ministers, governors-general, and historic figures as well as a new heroes pavilion.

The building shape resulted from the analyst site and historical notions. During the competition stage, I felt it was important, as Design Architect, to query team members regarding their childhood memories as well as their aspirations for the island nation. The expression of the building façade is envisioned as a series of precast concrete X-shaped columns. The column shape was derived from a study of geometries contained within the Jamaican flag. We wanted the flag to be experiential as an occupiable space. We also wanted the columns to be a metaphor for the relationship between the island's citizens and their elected representatives as inter-connected pillars that form the foundation of the country's system of parliament. The building plan maintains a clear circulation strategy with a central circulation boulevard and circular loop around two interior gardens which introduce natural light from rooftop skylight glazing systems. Rich woods, stones, planting, and feature walls to incorporate local art define the main circulation routes throughout the building.



ARCHITECTURE OF EMOTION

It is not often that architects have an opportunity to work on a transformational design such as the Jamaican parliament building.

Prime minister the Honorable Andrew Holness, noted that this project will be the most important in the history of the country. I had the opportunity to study in India where I was able to visit Chandigarh, the country's capital. There I was able to experience the masterwork of Le Corbusier's designs for the buildings that comprised the Indian parliament. This was a magnificent experience and was made even more profound as I was able to build a relationship with one of the country's most notable architects Balkrishna Doshi, a protege of Le Corbusier.

I also had the opportunity to study in Berlin, where I and fellow students toured the then under construction iconic German Chancellory, which spans the Spree River, with the lead Architect Axel Schultes.

I did not imagine that in 2018 I would be conceptualizing a modern vision for my country of birth. This experience was both surreal and a source of great pride. I was extremely emotional during the entire design process. When I was eight years old, my family migrated to America so that my sister and I would have a chance at a better education. After graduating from university and practicing in Chicago, Houston, and Southeast Asia, I returned to Houston where I started a boutique design office. I leveraged relationships across the world to compete with notable competitors as British architect David Adjaye and French architect Hugh Dutton.

My emotions were fuel during this almost one-year-long international competition. The process included several trips to the island

Commentary by **DAIMIAN S. HINES AIA, NOMA**



which were educational, enlightening, and in some cases, a trigger for memories long forgotten. Never did I think our team would sweep the competition awards nor did I allow myself to dwell on the possibilities. My core focus was on producing the body of work required to compete.

As a small office, I was confident we could compete. I had studied at a top college for architecture, I had worked in large scale competitive design firms, and I had recently built a sixty-person office in Southeast Asia with a long time cohort Daniel West, AIA.

Since winning the commission, I have been asked to speak about the competition process and the design of the Government of Jamaica's new parliament building. I often start a speaking engagement with a preemptive disclaimer noting that I may become emotional.

I have since abandoned the disclaimer and embraced the notion that architecture should and can be emotional.

I, therefore, implore our NOMA design community to seek and deliver projects that evoke strong emotion, challenge traditional forms of practice and endeavor to compete whenever an opportunity arises.



UPDATE ON LFRT COMMITMENTS AND PARTNERSHIP WITH NOMA

By **TIM DUFAULT** FAIA, LEED AP®

In our June 5th open letter to the members of NOMA, the member firms of the AIA Large Firm Roundtable (LFRT) committed to work in partnership with NOMA to create meaningful change, equitable work environments, and build systems which will make real our core values of Equity, Diversity, and Inclusion. Since the member firms of the LFRT represent the 60 largest architectural firms in the country, we have a unique platform and opportunity to make a difference, and we are committed to doing just that. In the last several months, we have engaged our member firms in activities designed to facilitate that change, including:

Committed \$250,000 over five years to found the NOMA Fellows program. 2020 represents the second year of that commitment and we look forward to continuing to invest in the bright future of our profession;

Committed over \$127,000 in member and general fund contributions to the seven HBCU Schools of Architecture to fund student support programs that provide relief for high need students as they return to campus/classes under difficult economic conditions;

Committed over \$88,000 in member and general fund contributions to NOMA to expand and support the NOMA fellows program for emerging professionals working in internships at architecture firms across the country;

Committed over \$88,000 in member and general fund contributions to the Architects Foundation to fund ARE grants for African American young professionals as they study and take the licensing exam;

Formulated contract language denouncing racism and discriminatory practices that architects face in client, contractor, and vendor interactions;



Hosted forums on justice and equity in design including a webinar led by Bryan Lee Jr., of Colloqate Design ([view here](#));

Hosted a forum of Deans of the Colleges and Schools of Architecture around the country in which 110 participants including 32 deans and

Ayers / Saint / Gross	Jacobs Global Buildings
Beck	JLG Architects
BIG	Kirksey Architecture
BWBR Architects, Inc.	Kohn Pedersen Fox Associates, P.C.
Callison RTKL Inc	KTGY Group, Inc.
Cannon Design	Leo A Daly
CBT	Little
Clark Nexsen	LPA
Cooper Carry Inc.	LS3P
Corgan	MG2
Cunningham Group Architecture, Inc.	Moody Nolan
DLR Group	NBBJ
EYP	NELSON
Ennead Architects LLP	Page, Inc.
EwingCole	Perkins + Will
Flad Architects	Perkins Eastman Architects, PC
FreemanWhite, Inc.	Populous Group, LLC
FXCollaborative	Quinn Evans
Gensler	RAMSA
Gould Evans, Inc.	RS&H
Gresham Smith	Shepley Bulfinch
Hammel, Green and Abrahamson, Inc. (HGA)	Skidmore, Owings & Merrill LLP
HDR Architecture, Inc.	SmithGroup
HED	Solomon Cordwell Buenz
HKS, Inc.	Stantec Architecture
HLW International LLP	tvdsdesign (tvs)
HMC Architects	WATG
HNTB Architecture	Woods Bagot
HOK Group, Inc.	ZGF Architects, LLP
Hord Coplan Macht	
Huckabee	
Huitt-Zollars	

their students in a dialogue on the virtual practice, how justice and equity are being addressed in their schools, how to increase the number of black architects, and what additional actions we can take together to achieve a JEDI profession;

Supported the founding of the NOMA President's Circle with more than half the member firms committing across all levels of the Circle;

Our HR leaders are working on sharing processes in recruitment, interview, and hiring practices that reduce the impact of implicit bias in the hiring process;

Penned an open letter to producers of digital media content on the lack of representation of people of color, especially black people, in digital entourage and demanding they immediately correct the problem;

Began a program with the seven HBCU Schools of Architecture to bring additional resources and content to support their students through mentorship, shared instruction, seminars, and dedicated internships;

Holding a joint meeting of the LFRT and NOMA leadership in conjunction with NOMA's national virtual conference, October 14–18, 2020.

These activities are only the start. Our Justice and Equity = Diversity and Inclusion (JE=DI) task force continues to meet monthly to develop strategies and tactics we can implement in our firms, develop language we can adopt across the profession on justice and equity, and promote broader and deeper discussions on race, racism, and architecture's role in solving the problems in our profession and in our built environment. In support of this goal, we are developing programs for the senior leadership of our member firms to evaluate the culture of architecture with a focus on building intercultural humility, self-awareness, and opportunities for all.

The LFRT remains committed to ongoing support and partnership with NOMA leaders locally and nationally to achieve our shared vision of a profession that embraces all people of color and creates opportunities for the growth and development of a new diverse generation of firm leaders. As the CEO's of the largest architecture firms in the country, we are committed to making a difference in our own firms, holding each other accountable, leveraging architecture as a tool to break the chains of systemic racism, and continue to build our partnership with NOMA to double the number of licensed black architects by 2030.



UPGRADE YOUR SOFTWARE: TIPS FOR MASTERING THE VIRTUAL WORKPLACE

By **JOEL AVERY**, NOMA

If there were a singular instance demonstrating the poignance of our current technological climate it would've been this past Saturday when, at the end of our weekly family get together, my eighty-four year old father bowed his head in prayer and thanked God for Eric Yuan and the digital marvel he founded in 2011. The praying is a habit of Dad's but the vocalized gratefulness for Zoom or any technology is a very new thing. Did the crippling, global effects of COVID-19 bring something new out of Silicon Valley; new

enough to change a luddite octogenarian's heart? Or was there really a more profound software shift that took place?

You can still do well at your business without knowing the difference in the answers to that question, but your life, and the life of your teammates will be easier if you know that the real answer is the latter. Mastering the virtual workplace isn't as much of a tech challenge as it is a matter of objective analysis. Here are some key points that hinge on our brains (the ultimate software) and way of thinking more so than digital wizardry.

YOUR WORKSPACE OR YOUR LIFE

One of the newest realizations is that people who work from home often work harder and longer hours. This means you need to take greater care of the space you'll be occupying. Use all of your ergonomic skills to optimize desk and chair height particularly to minimize stress on your wrists, arms and back. Standing desks offer the most documented health benefits.

Minimize clutter and distractions as far as possible while providing a range of focal points. Having places for the eyes to rest near, distant, and

everything in between, provides good exercise for ocular muscles and can help ease the effects of chronic screen time.

Standing workstation benefits

Resting your eyes

MEETING SKILLS ON FLEEK

Avoid the business productivity killer: bad meetings. The only thing worse than a face to face, terribly designed conference is the same thing but with a screen, bad audio and an extra 20 minutes tacked on to make sure everyone

knows you're the boss and they better still be working hard!

If you are the one leading the meeting do everything within your power to make sure it is not a waste of time. Remember, people are working too long as it is. Meetings need to be more concise and impactful than ever. Agendas, inviting only the needed individuals and setting time limits can vastly improve workplace moral.

After content, using the best *virtual* meeting tips is key. Having a good camera is almost as important as having a good microphone. After that, lighting might be the most important element. Avoid strong back lighting as much as possible. Eye contact with the camera and not staring at your own screen will create a better connection with your colleagues.

Lastly, GoToMeeting, Teams, Zoom, Join.Me all have their dark side. Part of it is really the extra stressful reality of the current world but research has shown "Zoom Fatigue" is a real thing that many of us battle every day. Mindful individuals will make the best use of the technology while using it sparingly.

[5 steps to great meetings](#)

[25 tips for remote meetings](#)

[Zoom Fatigue](#)

[Really, it's a real thing](#)

REDUCE RELIANCE ON EMAIL

That's right. Email, the 30 year old technology has been outdated for at least a decade. These days most of us have more than one email address to keep track of and we spend as much as an hour a day simply sorting, reviewing, responding to and searching for that one specific message.

If your office is already part of the Microsoft Office 365 environment then Microsoft

Teams is the clear and easy choice for a communications upgrade for your team. Slack, Asana and many other products provide the same critical concept: hierarchical organization for collaboration and centralized critical data. 30 project emails with 4 different recipients sent at various times with multiple copies in the body of the text produces a digitally dead product that can only be resuscitated with either a brilliant memory for what and where things exist in your inbox or via constant searchings. The collaborative tools obviate that by simply putting all of the messaging in a logical location accessible by all.

[Be creative, ditch email](#)

[No, really, research shows email is evil](#)

[All about Microsoft Teams](#)

[An overview of multiple collaboration platforms](#)

REDUNDANCY

This is another area that hasn't changed just because the workplace is mostly virtual. All core business processes need to have a "Plan B" especially in the middle of a pandemic. If 2020 has taught us anything, it is that anything can and will go wrong. Already having a plan in place for what to do when it does will not only ease stress but it may save your company.

How do you keep you and your team productive when the office internet is out? How about when their home internet is out? Redundancy like that used to be something for large enterprises. These days most metropolitan areas and even the suburbs have multiple ISP's. In the remote economy two hours of downtime could easily equate to the cost of an entire year of duplicate high-speed internet bills. For best protection choose different technologies and providers

for your Internet service.

For example, you can have a Comcast cable service and a fiber service from Spectrum. This will put your critical Internet service needs into two different technologies with two different providers requiring multiple types of failures to completely disconnect you.

SAVE AND SAVE YOURSELVES

All of your data everywhere needs to be backed up. It's very possible, now that you've got so many people working from home, there's a chance you've got data outside the office that is not a part of your standard backup routine. There are far too many options for replicating your files for this to be a real problem.

Seriously, at this stage even home users should be backing up their data both locally (to a cheap external hard drive) and remotely to one of the many total cloud backup services like Backblaze or iDrive.

It's important to mention here that OneDrive, Dropbox and similar technologies can help replicate individual files but in their most common configurations they are sharing tools and not backup tools.

[Backblaze home \(single price "unlimited" cloud backup\)](#)

[Backblaze business](#)

[iDrive home](#)

[iDrive business](#)

[Local Mac backup via Time Machine](#)

[Review of multiple services](#)

Almost every tech noted here has been around for over a decade. Leveraging the capabilities of the best while limiting the usage of the marginal requires an upgrade to our critical thinking but the benefits will live well beyond the end of the pandemic.



JOEL AVERY is the principal of the design and technology consulting firm CREATiVENESS. He's worked with architecture firms, advancing their understanding and use of technology—keeping clients coast to coast informed, empowered and secured for more than a quarter century. NOMA brought Joel on board officially as Chief Information Officer in 2018. joel@CREATiVENESS.com

35 WORDS

BLACK SPACE



"When I think of black spaces I think of the opportunity for spatial freedom. Where one's black identity is celebrated... comfortable. Spaces and places where one can exist without the fear of having to wear a façade or fear for your safety. This was the first year of my life I realized it may be a constructed, collective mythology."

**TYA WINN, NOMA,
DARK MATTER UNIVERSITY**

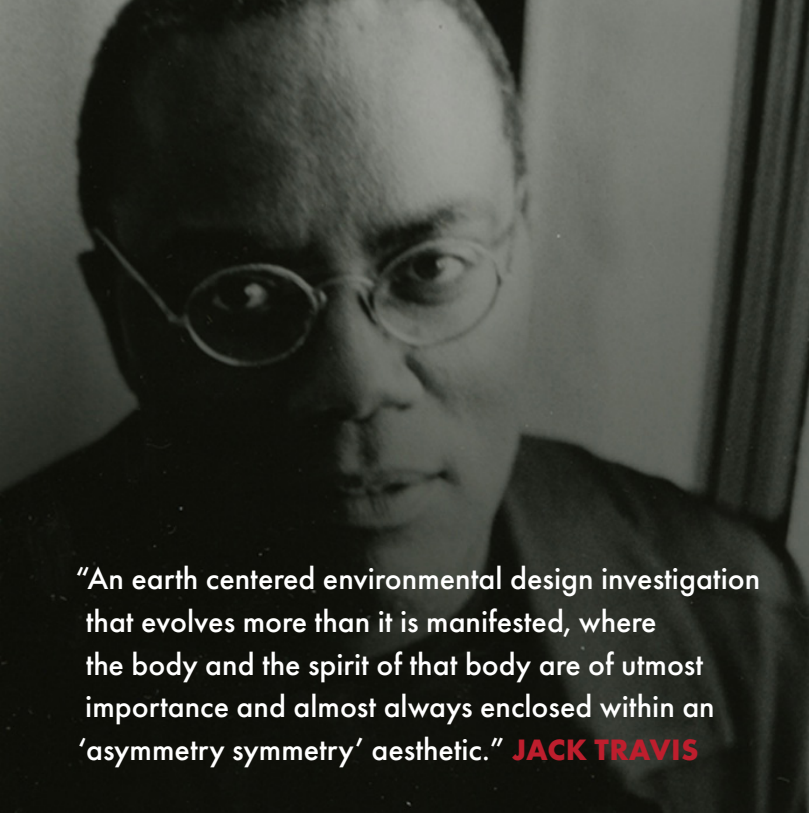
"Black space is in part a place of celebrating and sharing how we can thrive in the face of anti-Black racist practices that perpetuate the cultural, economic, and political harm enabled by our built environmental work on our communities."

KOFI BOONE



"Freedom is often haphazardly construed by the misgivings of independence, and both are lost to an instability founded on the inability to find something of value in ourselves. The failure to achieve freedom comes from a personal perspective that you, yourself, can not willingly share equitably. True freedom flourishes with trust, which flows from interdependence—an interdependence with others. We have lost the ability to blissfully trust one another in the places that we've grown accustomed to, the places that we love, and the simple being that comes from this. Interdependence cannot exist until racism is removed, and therefore, freedom, true freedom cannot be obtained until racism is removed. The poorest of people in their darkest hour seek to trust in our society. What COVID-19 has taught us is that even in the most gloriously rich in our culture, seek to trust. Trust is equitable interdependence."

ULYSSES SEAN VANCE



"An earth centered environmental design investigation that evolves more than it is manifested, where the body and the spirit of that body are of utmost importance and almost always enclosed within an 'asymmetry symmetry' aesthetic." **JACK TRAVIS**



"Black space to me is a space of Pride without boundaries set by physical or mental constraints. Within our dual pandemic Black Space has transformed to be a fragile yet critical space where I must protect my peace while continuing to push for a better future for black and brown Architects."

SAMANTHA JOSAPHA, RA, NOMA, NCARB



"We must imagine and build spaces of liberation, where black life can thrive, but this will be only be possible if we first abolish the (institutional) spaces where black life does not matter."

MABEL O. WILSON



"The train of capitalistic exploitation of black bodies has come to crashing halt. COVID-19 has exposed white America's infatuation with historical erasure. The act of rebellion is generations of triumphant survival and a reckoning that silenced voices have not forgotten their past and predetermined future. Sacred black space is defined by the culture of resilience, because around these parts, this train will result in not 6 feet apart but 6 feet under."

CHRIS LOCKE

LEED FOR DIVERSITY

By **MICHAEL MARSHALL**



A

s a practicing architect for almost thirty years, who happens to be an African American, I would like to share my thoughts on the need for diversity in our profession, and a few ways to possibly achieve it. It has been noted

by economists and other international thinkers that all trends and indicators predict that in the next 50 years 75 percent of the world's population will live in urban settings. There is obviously an advantage here, as we evolve on our planet and as resources become increasingly scarce, sustainable, cultural and racially-diverse environments will be necessary to achieve an equitable balance, bringing people from different backgrounds and ethnicities together in peaceful coexistence as this migration to urban centers occurs. Architects, planners and designers who share the same backgrounds of the various people coming together in urban environments will need to function as mediators to convey the nuances of the different groups that

have been traditionally separated by socioeconomic and other factors. Diversity in the profession of architecture is an imperative.

As it stands now, minorities are woefully underrepresented in the field and practice of architecture. From my perspective I can see that there are steps being taken to correct this imbalance but it will take perhaps a few generations to achieve effective results. I think there are some "affirmative" steps that can now be utilized to correct this present day disparity of representation in the practice of architecture.

There are two areas I see where corrections are needed: 1) inside large corporate architectural practices where there should be more advances in the hiring and promotion of women and minorities at meaningful levels, and 2) in the need for collaboration between woman- and minority-led firms teamed with larger mainstream corporate practices. This must occur not only where there are public-private partnerships,

Just as there is certification of buildings that are LEED CERTIFIED (Leadership in Energy and Environmental Design), I propose an institutional rating system or certifications for architectural firms that will establish what are good standards in achieving diversity and inclusion.



per government policy, but also for local and federal government projects for economic development. This goal of equity should also be the target in the private sector where, unless there is some mandate for inclusion, it is never considered as a positive means to bring in new voices for the design of our communities.

I would like to offer a solution that is more “carrot” than “stick” as a possible remedy to this situation that I have witnessed, personally and professionally.

In my past experience the sharing of services and, in particular, fees for an architectural project, depending on the scale of the project, can result in push back from larger corporate architectural practices to collaborate with woman- and minority-owned small businesses, even when there is a call for inclusion as part of a mandate to achieve diversity. In addition to the sharing of fees and services, there is also the sensitive subject of artistic authorship of the design of a project. The titles of “Design Architect” and “Architect of Record” usually settle this issue, but with true collaborations in the design of projects this can sometimes result in a difficult call. I have found that M.O.U.s at the start of the project is highly recommended for clarity of tasks and responsibilities of the teaming and is now a standard practice of our collaborations.

So here is my pitch for the “carrot”.

Just as there is certification of buildings that are “LEED Certified” (Leadership in Energy and Environmental Design), I propose an institutional rating system or certifications for architectural

firms, monitored by a group outside of the normal professional organizations that architects are associated with that will establish what are good standards in achieving diversity and inclusion. I propose that these agencies, similar to Standard and Poor’s or Moody’s would function not unlike these rating systems: as recommendations for understanding the diversity and inclusions intent of particular architectural practices.

This rating can be leveraged in a competitive fashion for winning commissions in the private sector or public sector. For the private sector developers of public or private projects, they can achieve certification for being good corporate citizens for bringing together diverse design teams, in return for regulatory approvals, as the LEED ratings are now a bonus and are sometimes mandatory depending on the jurisdiction. I think this can be a certification that will allow private sector firms to brand themselves as making socio-economic inclusion a normal “business as usual” process. Collaborations with small businesses, and woman- and minority-owned architectural practices could then have a business development advantage nationally.

In conclusion I want to see diversity and inclusion “monetized.” I want to show that diversity is a great investment now and for our future.

Respectfully,

MICHAEL MARSHALL, AIA, NOMA, NCARB



30+ STUDENTS AWARDED VIRTUAL RESEARCH FELLOWSHIPS TO SUPPORT PROFESSION'S DIVERSITY EFFORTS

By **AMBER LACROIX**

The National Organization of Minority Architects (NOMA) recently announced the placement of 30 architecture students as the inaugural cohort of the NOMA Foundation Fellowship (NFF). The NFF is a two-month virtual research fellowship hosted over the summer at leading architecture firms across the country. Fellows engage in design research and benefit from firm mentorship. Amidst COVID-19 and record unemployment, NFF provides professional experience to underrepresented students with the goal of keeping them engaged in the profession and providing a pipeline to eventual employment. In all recessions, including the current one, minorities are often the most adversely impacted by job loss.

"During this time of economic uncertainty, we have an imperative to support the next generation of minority architects looking to find their way in the profession

and the NOMA Foundation Fellowship program, funded by the American Institute of Architects Large Firm Roundtable (AIA LFRT), is helping us to achieve that," said NOMA President and HOK Principal, Kimberly Dowdell, NOMA, AIA, LEED AP. "Mentorship, experience, and exposure are all key to the success of any architect. NFF formalizes that support structure for minorities and connects NOMAS members to firms expressing an interest in supporting the next generation of architects, recognizing the growing importance of diversity to the field."

NOMA originally launched the NFF as a three-month summer design fellowship; however, COVID-19 forced the redesign of the program to ensure that fellows and firms were availed of meaningful experiences while protecting their health and wellness.

"The new NOMA Foundation Fellowship program is the first initiative to launch since we announced the AIA Large Firm Round Table 2030 Diversity Challenge, which calls

GABRIEL ANDRADE
University of Virginia
ENNEAD ARCHITECTS

STORM CAMPO
Woodbury University
CUNINGHAM GROUP

CARL'DRAIL CANNON
Kent State University
ZGF

IN-SAN CHIANG
Illinois Institute of Technology
GRESHAM SMITH

NGOC LINH DANH
Morgan State University
GOULD EVANS

TAKUMI DAVIS
Carnegie Mellon University
DESMOND ARCHITECTS
Davis will also participate in the ZGF INSTITUTE.

JAMEICA DEMERCADO
California Baptist University
HORD COPLAN MACHT

AARON DEROUX
University of Illinois at Urbana-Champaign
HED

MONIQUE DORROH
Penn State University
FXCOLLABORATIVE

KERISTEN EDWARDS
Tulane University
ENNEAD ARCHITECTS

DESIREE GREEN
Ball State University
GENSLER

NANCY GUERRERO
Prairie View A&M
CANNONDESIGN

DAMION HARDY
Mississippi State University
WIGHT & CO.

DIANA HERNANDEZ
Serrano California Baptist University
HED

WALTER HUNT
Kent State University
CANNONDESIGN

SAMI JABER
University of Louisiana at Lafayette
NBBJ

ROBERTO MEDINA
Ball State University
COLLOQATE

CHRISTINA MEYER
North Dakota State University
LS3P

NIMAH MOHIUDDIN
Illinois Institute of Technology
MASS DESIGN GROUP

BARBARA NASILA
University of California, Berkeley
CUNINGHAM GROUP

KENNY NGUYEN
University of Houston
MOODY NOLAN
He will also participate in the remote SHEPLEY BULFINCH Summer Experience Program.

OLAOLUWAPO ODUKOYA
Illinois Institute of Technology
CALLISONRTKL

HIMESH PATEL
New York Institute of Technology
AYERS SAINT GROSS

MALACHI PURSLEY
Louisiana State University
ENNEAD ARCHITECTS

ROSARIO ROJAS
California Baptist University
ROTHSCHILD DOYNO
COLLABORATIVE

SYDNEE SAMPSON
Tuskegee University
EYP
She will also participate in the remote ZGF INSTITUTE.

TYLER SAUTER
Illinois Institute of Technology
CANNONDESIGN

DEJANAE WRIGHT
Morgan State University
KGTG ARCHITECTURE + PLANNING

for us to increase the number of licensed Black architects from 2,300 to 5,000 by 2030, expanding representation from 2 percent to roughly 4 percent Black licensed architects in the U.S.," said Carole Wedge, FAIA LEED AP, President of Shepley Bulfinch and AIA LFRT Chair. "It's more important now, than ever, that we find meaningful mentorship, growth and job opportunities for students and recent graduates so that we may continue to diversify the field of architecture and reflect the race and gender of the communities that we serve. We are inspired to learn about the experiences of the fellows and the professionals who will mentor them will have. We have much to learn from our younger generations for they are the future of our profession and built environment."

The fellowship application process was open to any National Organization of Minority Architecture Students (NOMAS) members in good standing. The virtual program ran for eight weeks from July 6–August

28, 2020. The fellowship funding is paid for in large-part by the AIA-LFRT donations to NOMA. Fellows' work is capped at 100 hours for a \$2,000 stipend; however, host firms offered additional funding to supplement the fellows' work and hours.

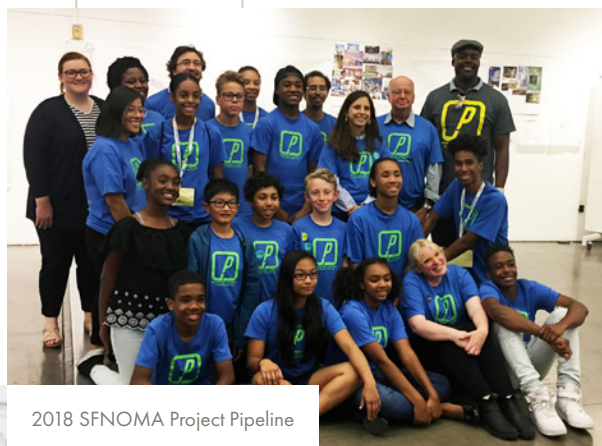
In addition to the fellows and firms matched above through the NFF, KGTG Architecture + Planning extended internships to two additional finalists, Zai Cook of Virginia Tech and Ferdinem Bartolon of University of Detroit Mercy. Aaron deRoux, a 2020 M.Arch graduate of University of Illinois at Urbana-Champaign, placed at HED, was also named the 2020 Kenneth E. Casey Fellow. Kenneth E. Casey, AIA, NOMA passed August 3, 2019. NOMA honored Casey with the creation of a new fellowship named in memory of his legacy.

Most NOMAS students who accepted the fellowships are seeking full-time employment, post-graduation, from their architecture programs.

"The uncertainty of COVID-19 has caused so much stress in the lives of degree-seeking students. I'm extremely grateful for the NOMA Foundation Fellowship paired with the support of AIA firm members and others. It is an opportunity and privilege that truly keeps me engaged in the profession," said Monique Dorroh, a third-year M.Arch student placed at FXCollaborative, and part of the NOMAS Penn State chapter. "I've spoken to firms who offer professional development to students by providing advice and hosting summer workshops. This is an amazing first step! However, I pray that students are able to find additional ways to become engaged in the profession. As young designers we can change the future, designing more each day with safety, sustainability, and justice in mind. We only need the opportunity to show what we are made of. This is mine."



Presentation on
restorative justice.
PHOTO BY EDGAR GARCIA



2018 SFNOMA Project Pipeline



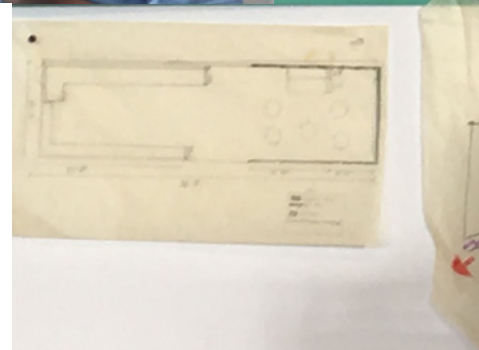
Model of third floor of Center for Civil
Action and Equity. PHOTO BY LEAL ULLOA



2018 Project Pipeline Student presents 1/4"
model of 'Youth Restorative Justice Project.'
PHOTO BY PRESCOTT REAVIS



PHOTO ABOVE BY
ASNASANIQUE FOUNTAIN





SFNOMA PROJECT PIPELINE

By **PRESCOTT REAVIS**

10 YEARS OF DESIGN JUSTICE



2020 marks the celebration of the 10th anniversary of the San Francisco Chapter's Project Pipeline Camp. Initially developed by Deanna Van Buren, Rommel Taylor, and I in 2009, we envisioned a camp where middle school students would have a similar studio experience to college students. The camp was founded on four main pillars 1) Engaging young people on real-world community based projects. 2) Cultivating future visionary minds and civic leaders. 3) Teaching critical thinking and problem solving skills to build communal connections in neighborhoods. 4) To have young people become active participants in shaping their communities. Along with our pillars, we supplemented all our camp design projects over the last decade to have a clear focus on projects that deeply incorporate integrated sustainability and issues which resonate with young people, their needs, knowledge base,

SFNOMA learning parklet. PHOTO BY PRESCOTT REAVIS

and interest. Our first camp held the summer of 2010 on the campus of California College of the Arts in San Francisco, started with two days, moving to a four day camp over two consecutive weekends and, now, a five-day week-long camp. We curated an experience of skill-building and learning how to use design tools inclusive of practicing public speaking throughout. It also consisted of how to approach a design problem, site analysis, community engagement, conceptual design, design development, and concluded with a final public presentation and exhibition. The first several projects our young designers worked on were small scale projects, an urban kiosk located in a community plaza at a subway stop in the mostly Latino neighborhood of the Mission District in San Francisco; a redesign of a public plaza in the Bayview area, one of the last predominately Black neighborhoods in San Francisco, and a pocket park on a long time vacant site along a central corridor in the same area.

PHOTO BELOW BY ASNASANIQUE FOUNTAIN



Students build a model of a pocket park.
PHOTO BY SHIRL BUSS

Romel Taylor working with students.
PHOTO BY PRESCOTT REAVIS



Deanna Van Buren working with students.
PHOTO BY PRESCOTT REAVIS



Project presentation.
PHOTO BY PRESCOTT REAVIS

“Our pipeline students have proven to be able to meet any challenge we create for them. . . .

These young designers attentively integrate sustainability and provide unique and intelligent designs rooted in the communities’ thoughts, ideas, and needs while showcasing their individual style.”



Urban Kiosk Model. PHOTO BY PRESCOTT REAVIS

Five years ago, we added two additional pillars; all our projects would be rooted in design justice and would integrate former pipeline students into leadership positions for developing and implementing the camp. Our shift to a week-long camp allowed students more time for design iterations and deeper integration of cultural, sustainability, and craftsmanship. With a robust pipeline of students who had completed the camp multiple times, we hired our first trio of Teaching Assistants (TA). The TAs were paid to help organize, run, and teach the camp as well as a way to develop future leaders in the profession. Two years ago, we elevated Breana Palmer and Cameron Clarke to be Assistant Camp Directors who have now been with us since 2012 and 2013 respectively, they both have helped to shape the program to have an integrated youth perspective and voice in the entire camp process, including curriculum development, leading teaching sessions, developing projects, providing the latest in teaching themes and methodologies occurring at the university level. They have become integral to making sure we have a successful camp from design mentors to our young student designers.

Our project focus has increasingly integrated justice, equity, and inclusion in

the design problem; four years ago, our students worked with the non-profit Urban Ed Academy, which focuses on delivering new models of the academic programming for black males and provided options for an outdoor learning parklet. Three years ago, the students in groups built upon a community plan to develop a new sustainable neighborhood on a former power plant site, then the students chose one building within their community plan to design out, including building ¼” scale models. Two years ago, we made a profound shift and had our students design a youth restorative justice center as an alternative to the soon to be closed Juvenile Hall in San Francisco. We charged our young designers to create a safe space to heal, build trust, and provide career opportunities.

This year due to COVID-19, we crafted our first virtual eight-day camp; the design problem was based on the civil unrest throughout the country in response to the killings, excessive violence, and mistreatment of Black citizens by police enforcement. One of our newest TAs Umi Green came up with a Center for Civil Action and Equity located in East Oakland. Umi viewed the center as a space for in-depth discussion on civil and righteousness teachings as well as the untold

history of Black Americans. The center will train people in methods of peacefully protesting, provide a deeper understanding of Oakland and its role in advancing civil rights globally.

Our pipeline students have proven to be able to meet any challenge we created for them. On all the design projects, they have delivered solutions that were thoughtful in understanding the issues, taking into account the information they learned from visiting the site, and talking with the community. These young designers attentively integrated sustainability and provided unique and intelligent designs that were rooted in the communities’ thoughts, ideas, and needs while showcasing their individual style.

We are looking forward to the next decade, to see how our students will help to shape our local communities, profession, and the world, while upholding our mission of being Design Activists who education youth and empower under-resourced communities by creating a cadre of Spatial Activists.

PRESCOTT REAVIS, NOMA, LEED AP, SEED, NCARB, Co-Founder and Director SF Project Pipeline



RESOURCES

The Inclusion and Diversity Compendium for Designers is intended to equip designers to take action in order to support more inclusive and diverse workplaces and communities.

Many, but not all, of the resources have a design lens. They were compiled by Marissa Louie (UX Design Director at Expedia) and recommended by dozens of diverse designers and design leaders from **Designers Guild**, Expedia, and other members of the design community.

We welcome you to help build out this document. Feel free to **message Marissa Louie on LinkedIn** with any suggestions for resources and topics to add.

THE INCLUSION & DIVERSITY COMPENDIUM FOR DESIGNERS



Our industry must respond to the racial awakening that is emerging across America in 2020. **The National Organization of Minority Architects (NOMA)** is working to bridge the cultural gaps that exist in the workplace by serving as a resource for firms, companies and institutions that have sought support with enhancing their diversity, equity and inclusion (DEI) efforts. To help address the heightened demand for corporate engagement and DEI consulting services, we have created the **NOMA President's Circle (PC)** corporate membership program.

PC CHAMPIONS · AMERICAN INSTITUTE OF ARCHITECTS · BJARKE INGELS GROUP · CANNON · CUNNINGHAM GROUP ARCHITECTURE · DLR GROUP, INC. · ENNEAD ARCHITECTS LLP · ENTERPRISE COMMUNITY PARTNERS · GENSLER · HOK · KOHLER CO. · MOODY NOLAN · NCARB · PERKINS & WILL · POPULOUS · QUINN EVANS ARCHITECTURE INC. · ZGF

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BUILDING CULTURAL CHANGE / JOIN US

Many thanks to our inaugural cohort of NOMA PC members for committing to build a future that is more diverse, equitable, inclusive and harmonious.

With our nation trending towards the majority of citizens being people of color by 2045, the time to foster cross-cultural understanding and respect is now. NOMA is proud to lead the charge in this important work within our field through a diverse membership roster of talented professionals and students along with a corporate membership community of forward thinking companies and institutions.

We sincerely appreciate our individual and corporate members for being #ALLinforNOMA.

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OH NOMA | Cincinnati, OH
NOMA CLE | Cleveland, OH
NOMA Colorado | Colorado
DFW NOMA | Dallas-Fort Worth, TX
NOMA Detroit | Detroit, MI
H-NOMA | Houston, TX
IndiNOMA | Indianapolis, IN
NOMAKC | Kansas City, MO
SoCal NOMA | Los Angeles, CA
WiscoNOMA | Madison, WI
NOMA Memphis | Memphis, TN
SoFlo NOMA | Miami, FL
MSP-AoA NOMA | Minneapolis, MN
NOMAnash | Nashville, TN
NJ NOMA | Newark, NJ
Louisiana NOMA | New Orleans
NYCOBA NOMA | New York, NY
NOMA Orlando | Orlando, FL
PhilaNOMA | Philadelphia, PA
NOMAArizona | Phoenix, AZ
NOMA PGH | Pittsburgh, PA
STL NOMA | St. Louis, MO
SF NOMA | San Francisco, CA
NOMA NW | Seattle, WA
VANOMA | Virginia
DC NOMA | Washington, D.C.

NOMA STUDENT CHAPTERS

Auburn University
 Ball State University
 Bowling Green State University
 California Baptist University
 California College of the Arts
 California Polytechnic State University
 Carnegie Mellon University
 City College of New York
 Clemson University
 Cornell University
 Florida Intercontinental University
 Georgia Institute of Technology
 Hampton University
 Houston University
 Howard University
 Illinois Institute of Technology
 Iowa State University
 James Madison University
 Kansas State University
 Kean University
 Kennesaw State University
 Kent State University
 Lawrence Technological University
 Louisiana-Lafayette University
 Louisiana State University
 Massachusetts Institute of Technology
 Memphis University
 Mississippi State University
 Morgan State University
 New Jersey Institute of Technology
 New York Institute of Technology
 North Carolina State University
 North Dakota State University
 Northeastern University
 Ohio State University
 Pennsylvania State University
 Prairie View University
 Pratt University
 Rensselaer Polytechnic Institute
 Rhode Island School of Design
 Savannah College of Art and Design
 School of the Art Institute Chicago
 Southern Illinois University
 Syracuse University
 Temple University
 Thomas Jefferson University
 Tulane University
 Tuskegee University
 University of Arkansas
 University of British Columbia
 University of Buffalo
 University of Detroit Mercy
 University of Florida
 University of Hartford
 University of Houston
 University of Illinois, Chicago
 University of Illinois, Urbana-Champaign
 University of Kansas
 University of Louisiana at Lafayette
 University of Maryland
 University of Memphis
 University of Michigan
 University of Minnesota
 University of Nebraska
 University of North Carolina at Charlotte
 University of Notre Dame
 University of Southern California
 University of Tennessee
 University of Utah
 University of Virginia
 University of Wisconsin at Milwaukee
 University of Oklahoma
 University of the District of Columbia
 Virginia Tech
 Washington University at St Louis
 Wentworth Institute of Technology
 Woodbury University
 Yale University



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