



Noteworthy Practices – Student Diversity

Appendix

2.B. Student Diversity – University of Texas at Austin

Initiatives used over the past seven years to address diversity and inclusion:

1. In the last year, the School of Architecture (SoA) and the CRP Program have both embarked on a diversity initiative, involving students, faculty and staff. A school-wide faculty, student and staff diversity and inclusion task force was formed in the fall of 2015. The task force collected data, conducted outreach and held a large town hall meeting in November of 2015. A number of actionable tasks were suggested at this lively and intense forum. As a result of the task force activities and the action items suggested in the town hall meeting, the following initiatives were undertaken. First a Diversity Committee was established in December of 2015 as a permanent standing committee of the School of Architecture (the CRP Program Director is a member of this committee). With a stronger and more durable institutional profile this committee, comprised of students, faculty and staff, is tasked with dramatically improving the atmosphere of the School and the diversity of the student body and faculty. Along these lines, the committee developed a prominent space and presence on the SoA website and revised the 2009 SoA strategic plan for Diversity and created a new “Framework for Diversity and Inclusion” that will be adopted officially by the SoA faculty. In the coming year the Diversity Committee work will focus on discussions of diversity and equity in the curriculum of individual programs, connecting with organizations and forums across campus addressing diversity issues, holding additional events and colloquia in the SoA, and developing more focused and sophisticated approaches to recruiting students from diverse backgrounds (see [SoA Framework for Diversity](#)).
2. The UT-CRP program is a dedicated partner in these school-wide initiatives and also engages in a number of program-focused initiatives. The CRP student organization (CRPSO) has long history of engagement with diversity and equity issues and has a “diversity and inclusion” officer as part of its governance structure. CRPSO is active as an organization in sponsoring diversity events, having a representative on the school-wide committee, and in energetically recruiting minority students. CRP students actively engage in an array of issues and opportunities, including faculty and student composition, recruitment, retention, programmatic and curricular considerations, academic enrichment opportunities, and securing additional resources in support of diversity.
3. As part of our recent strategic planning process the CRP faculty, students and alumni focused on issues of diversity and equity in our curriculum and in the broader culture of our school and program. These discussions influenced the goals and measures of our new strategic plan. Specific commitments include incorporating at least one learning objective in all CRP core and elective courses that deals with issues of diversity, organizing four specific events addressing some dimension of diversity and inclusion in planning, and sponsoring two major events at our City Forum speaker series on diversity topics. We strove to weave a number of elements throughout our strategic plan aimed at making the overall program and environment more open and engaging for students from diverse backgrounds.
4. The CRP program attempted to target our recruiting efforts more effectively toward students from minority communities. We have used the McNair Scholars database for outreach, have reached

out to UT undergraduate programs with significant minority representation and attended conferences with underrepresented groups (e.g. the past two years we attended the National Organization of Minority Architects). We have also attempted outreach to HBCU and Hispanic-serving universities on several occasions.

Our annual open house for admitted students plays an important role in our current efforts to recruit a more diverse student cohort. Each year, current students help organize the open house events, respond to questions from admitted students via phone and email, and host visiting students during the open house. They are unquestionably the best ambassadors for the program.