

NCARB POLICY ON DIVERSITY AND INCLUSION

(Revised June 2021; last updated in 2014)

Our Commitment

NCARB is committed to creating a diverse, inclusive, and equitable organization where customers, volunteers, and employees, whatever gender, race, ethnicity, national origin, age, sexual orientation or identity, experience, backgrounds, perspectives, education, or disability, feel valued and respected. We respect and value diverse life experiences and heritages and want to ensure that all voices are valued and heard.

We are committed to a nondiscriminatory approach that provides equal opportunity for advancement in all our programs, in appointment to Member Boards, committees, or other organizational components as well as in employment.

We are committed to demonstrating diversity and inclusion toward the entire architecture community, as well as toward the Member Boards and public that we serve, and to maintaining an environment of equitable treatment for all.

Our Focus

NCARB identifies the following actions and ongoing focus areas to help promote authentic leadership for cultural equity, diversity, and inclusion in our organization:

- Seek to identify and dismantle any inequities within our policies, systems, programs, and services, and continually update and report organizational progress.
- Explore potential underlying, unquestioned assumptions that interfere with inclusiveness.
- Advocate for and support board-level thinking about how systemic inequities impact our organization's work and how best to address that in a way that is consistent with our mission.
- Help to challenge assumptions that pose obstacles for access to leadership as well as to all aspects of NCARB-designed programs on the pre- and post-licensure path.
- Practice and encourage transparent communication in all interactions.
- Commit time and resources to expand more diversity within our Board, regional leadership, jurisdictional boards, and committee/advisory body membership.
- Lead with respect and open-mindedness in all aspects of the NCARB community, ranging from official interactions to everyday practices.
- Pursue cultural competency by creating substantive learning opportunities and formal, transparent policies, including:

- Pooled resources and expanded offerings for underrepresented constituents by connecting with other organizations committed to diversity and inclusion efforts.
 - Development and presentation of sessions on diversity, inclusion, and equity to provide information and resources to volunteers and Member Boards, as well as the greater architecture community.
- Improve our cultural leadership pipeline by creating and supporting programs and policies that foster leadership reflecting the diversity of American society.