



AIA
Michigan

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Hi folks,

If you think back to all the different 2020 Visions we had over the past years, I think it's safe to say none of us saw this year coming. Although it has been a rough year so far, I believe we will all come out of these hard times stronger and with a better understanding of who we are as a community of Architects. We may be involved in a very competitive industry, but seeing us all come together to get through these difficult times is something we should all be proud of. But there is still much to do and I have a lot to cover so I'll get right to it.

In response to the recent events that took place, many of us are asking what we can do to improve racial equality in this world. The YAF has held several meetings on this very topic and below are just a few examples of what several organizations and firms are doing to identify and correct the racial imbalances in our policies, laws, and overall outlook on life.

- Some firms have elected to have the NAACP audit them to help them find any racial inequality in the framework of their hiring practices, promotion policies, and diversity among their employees company-wide.
- The National Organization of Minority Architects (NOMA) is an organization that everyone should become familiar with. NOMA's mission is to remove the barriers minority Architects face to give them the opportunities many take for granted. The YAF and NAC have recently held several meetings with representatives from NOMA to align efforts in this mission. In recent NOMA news, the AIA Large Firm Roundtable (LRFT) has expanded their commitment to NOMA in making this industry more inclusive and diverse. Check out the NOMA website for more information on how to join the movement.
- Others have formed more informal platforms via social media and online meetings to allow for a safe space for individuals to discuss this sensitive topic. Whether it's a happy hour after work, or a book club at lunch time, there are many different ways for us to connect with one another to find our commonalities rather than dwell on our differences.

Remember that registration is still open for the AIA MI Mid-Summer Conference. Please visit the AIA MI webpage for more information. This will be my first year attending this event and I hope to see you there.

Finally, don't forget to check out the 2020 2nd quarter release of Connection. You can find it on www.issuu.com

So, with that, please remember to stay safe, stay informed, and feel free to reach out to me with any questions about the topics listed above.

Jonathon Jackson, AIA, CDT