



AIA San Antonio

June 18, 2020

The unspeakable recent murder of George Floyd and other Black lives lost in similar, senseless situations, has catapulted us into a world of much needed self-reflection. The pain, frustration and systemic inequality that the Black community has experienced is intolerable and shameful. AIA San Antonio is here to listen and be active seekers of change during this critical time.

These deeply rooted injustices must be addressed with immediate action. San Antonio, a city heavily composed of minorities, has a unique responsibility to respond to the call to action. Effective immediately, the AIA San Antonio Chapter Board of Directors is announcing the following steps:

- **Introduce the AIA San Antonio Diversity Scholarship Endowment in Memory of Norcell D. Haywood, AIA**
 - This permanent endowment will provide annual scholarships to minorities seeking an architectural education at an accredited Texas university. Norcell Haywood was a pioneer - the first licensed African American architect in San Antonio, and the second African American architecture graduate from the University of Texas at Austin's School of Architecture. In Norcell's words, "*[minority architects] should be able to beneficially serve their profession and community at the same time without having to serve one at the expense of the other*". AIA San Antonio is proud to honor his legacy as a community architect and advocate for minority communities.
- **Increase Outreach to the Mayor and City Leadership**
 - AIA is committed to leading positive change in our society. We pledge ourselves as stewards of the built environment on efforts that address historically underserved and minority populations in San Antonio. As architects we should engage with the minority communities we serve and, through their input and collaboration, propose solutions that not only solve their needs but create spaces that bring them dignity and respect.
- **Forge local relationships with NOMA (National Organization of Minority Architects)**
 - This will help AIA San Antonio expand its network and offer more diversity within the profession.
- **Urge TxA prioritize CEU sessions and tours that address inequality and racism at the 2021 TxA Convention in San Antonio.**
 - Tours will showcase projects throughout the City of San Antonio designed by minority architects.
- **Leverage and Amplify our Knowledge Communities' mentoring efforts.**
 - Seek initiatives in partnership with local school districts, so that middle and high school students, in particular minorities, can learn about the architectural profession. In the words of African American activist for children's rights Marian Wright Edelman: "*You can't be what you can't see*".
 - Create and expand mentorship and internship programs in collaboration with local entities and architectural firms, to support minority emerging architects and increase diversity within the profession.
- **Prioritize Diverse Board Selections and implement implicit Bias Training for our Board**
 - We will highly consider the voices that lead us into the future

The American Institute of Architects
AIA San Antonio
1344 South Flores Street, Ste. 102
San Antonio, Texas 78204
210-226-4979
www.aiasa.org



AIA San Antonio

We urge our membership to enact similar actionable measures immediately, such as actively seeking to diversify staff and pursuing the design of projects that help address systemic inequality and racism. Our efforts today will forge a path towards a more just future that embraces and is enriched by our differences.

Finally, we would like to share this quote from our AIA National Board Leadership:

*“Eric Garner. Sandra Bland. Michael Brown. Shantel Davis. Atatiana Jefferson. Laquan McDonald. Tony McDade. Pamela Turner. Korryn Gaines. Trayvon Martin. Tamir Rice. Walter Scott. Breonna Taylor, Ahmaud Arbery, and George Floyd, the more than 1,250 souls lost to police brutality, and the thousands throughout our history who were killed and injured because of racial animus, **deserve nothing less than our best efforts.**”*

Respectfully,

Federico Cavazos, AIA
2020 Chapter President

Adrianna Swindle, AIA
2021 President-Elect

Aline Yoldi, AIA
Treasurer

Stephen Williams, AIA
Secretary

Adam Reed, AIA
2020-2021 TxA Director

Lindsay Oppelt, AIA
Emerging Professionals Director

Brady Dietert, AIA
Director

Mario A. Peña, AIA
Director