

## 2.

## HIRE MORE BIPOC, WOMEN, AND LGBTQ+ FACULTY AND STAFF

**HIRE MORE BIPOC, WOMEN, AND LGBTQ+ FACULTY AND STAFF WITH A SPECIFIC EMPHASIS ON RECRUITING THOSE WITH EXPERTISE IN DIVERSE RESEARCH INTERESTS AND GEOGRAPHIES AND/OR SOCIAL JUSTICE PROJECTS. WE CANNOT ACHIEVE THE ABOVE CURRICULUM REFORMS WITHOUT PROFESSORS KNOWLEDGEABLE OF THE DISCUSSED TOPIC AREAS, INCLUDING AFRICAN ARCHITECTURE STYLES, SOUTH AND CENTRAL AMERICAN ARCHITECTURAL STYLES, AND AFFORDABLE HOUSING INITIATIVES, TO NAME A FEW. FUTHERMORE, THIS POLICY INCLUDES THE RECOGNITION AND PROMOTION OF WORK DONE BY FACULTY AND STAFF IN THESE AREAS. WHERE INADEQUACIES IN CURRENT FACULTY IN SUCH AREAS EXIST, THE SCHOOL IS TO HIRE BIPOC, WOMEN, OR LGBTQ+ SCHOLARS IN THEIR RESPECTIVE AREAS.**

While guest-lecture series in diverse topics and social-justice projects are a valuable resource for the community, they do not suffice to structural change in the curriculum and community due to the fact that students self-select to attend these lectures and the lectures are held outside of normal school hours such that students may not be available to attend