



# RACIAL EQUITY AND ENVIRONMENTAL JUSTICE

## Waterloo Architecture

The School of Architecture is committed to increasing understanding and addressing systemic barriers to equity and inclusion in all facets of its operations. We are committed to removing obstacles for Black, Indigenous peoples and people of colour, individuals in the 2SLGBTQ+ communities, women, persons with disabilities, and people in financial need. We recognize that a wide range of voices and perspectives enrich our teaching, learning and research, and we are committed to supporting those voices and perspectives. Placing equity and environmental justice at the core of everything we do, we work to advance inclusion and sustainability in our curriculum, policies, practices, spaces, and operations. We pledge to create a School where everyone belongs, where we all work toward equity, and strive for a culture of authentic inclusion, even when it is complex and challenging.



UNIVERSITY OF  
**WATERLOO** | SCHOOL OF  
ARCHITECTURE



"REEJ INITIATIVES WERE DEVELOPED AS COMMITMENTS TO CHANGE, AND I HAVE WITNESSED THIS CHANGE PUT INTO MOTION.

*Since the REEJ Task Force was established two years ago, significant and encouraging developments to both our course offerings and the content that is delivered across the curriculum have begun. With fascinating courses, an expanded range of instructors to build on existing expertise, and a specific budget to bring in REEJ-related guest lecturers, this is only the beginning of the many exciting and important developments underway at the School".*

FIONA LIM TUNG, ADJUNCT PROFESSOR

# The Work

The School of Architecture's [Racial Equity and Environmental Justice \(REEJ\)](#) Task Force was established in summer 2020, in response to renewed calls by groups within and outside the School to address racism. The REEJ Task Force was mandated to look across areas of the school to make recommendations to changes and commitments towards equity and environmental justice. From these discussions, a living document was formed that charts the work ahead - mapping our collective responsibility to place equity and environmental justice at the core of everything we do.

These documents, referred to as REEJ Plan [Vol.1](#) & [2](#), represent the work of the Task Force, its Advisory Board, and the Working Groups that were brought together in November and December 2020 to address specific sections of the plan. It also includes input from students, staff and faculty which were gathered through open format

discussions and anonymous feedback surveys. After presentation of the REEJ Plan to the School community in May 2021, the School of Architecture established a Racial Equity and Environmental Justice Standing Committee composed of representation from faculty, staff, alumni and students. In November 2021, faculty and staff at the School of Architecture formally voted to accept the REEJ plan and to move forward with School-wide work towards these commitments.

REEJ Plan Vol.1 & 2 offers a foundation and structure for our commitment to do the hard work necessary to change the School's culture, curriculum, hiring and admissions, outreach, and accountability.

## \$62,800+

COMMITTED THROUGH GIFTS & PLEDGES AS OF 2022



## Our Values

- We believe in meaningful architectural teaching, learning, and research that emerge through deeply valuing the approach of people of different identities and the ecological wealth of the planet.
- We believe in providing students, faculty, and staff with tools and opportunities to critically engage with architecture's roles in both perpetuating and readdressing systemic racism, environmental degradation, and the legacies of colonization.
- We believe in providing equity deserving students, faculty, and staff with the specific supports needed to thrive at the School.
- We believe in safe spaces and relationships of earned trust between students, faculty and staff as the ground on which these complex issues can become ongoing subjects of discussion—and lead to meaningful action—within all aspects of the School.

## Our Plans

Funds raised thus far have supported a range of new initiatives, such as: honorariums for lecturers & critics delivered by individuals belonging to equity deserving groups and those delivering content related to REEJ; student engagements awards chosen by students granted based on activities over academic averages; and financial compensation for students & alumni sitting on the REEJ Standing Committee, and adjunct faculty members & alumni sitting on the REEJ Advisory Board - all of whom actively contribute to this important work.

In order to move forward with our plans towards Racial Equity and Environmental Justice at the School of Architecture we require additional financial support.

# 34 donors

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# Your Support

With your continued support, Waterloo Architecture will deliver impactful and meaningful results throughout the School, continuously building towards an authentically inclusive learning environment for all of our students.

Please consider making a pledge or one-time gift towards the [Racial Equity and Environmental Justice Fund](#) at Waterloo Architecture, or get in touch with us today about named Partnership opportunities in support of REEJ work.

# Our Future

Funds raised will also go towards the development of new initiatives throughout the School. Waterloo Architecture will work with our donors and partners to deliver financial resources towards the areas of greatest need geared towards racial equity and environmental justice. Initiatives may include fellowships for Black & Indigenous Faculty, new student awards and scholarships, themed lecture series, student-led initiatives, workshops, and more.

[JOIN US IN OUR WORK TOWARDS EQUITY AND INCLUSION AT WATERLOO ARCHITECTURE.](#)



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