

EDI ACTION PLAN 2022

OVERVIEW

Through a year-long series of workshops and guided discussions with YW Boston, Bruner/Cott Architects has crafted a firm-wide **Equity, Diversity, and Inclusion (EDI) Action Plan** to hold us accountable and initiate necessary cultural shifts to support inclusive policies and practices.

GOAL #1

Break through complacency, fear, and hesitancy related to Equity, Diversity, Inclusion (EDI), and Racial Justice at Bruner/Cott and in the Architecture, Engineering, and Construction (AEC) industry.

GOAL 1 ACTIONS:

- **Action 1.1:** Prioritize racial justice advocacy in EDI initiatives
- **Action 1.2:** Participate in the removal of industry-related barriers for underrepresented communities
- **Action 1.3:** Form partnerships with thought leaders at the intersection of design, architecture, and Racial Justice
- **Action 1.4:** Promote internal awareness of Racial Justice
- **Action 1.5:** Implement standard practices to break down barriers to an actively anti-racist and anti-oppressive firm culture

GOAL 1 OUTCOME:

EDI and anti-racism are normal and essential subjects at Bruner/Cott, the firm reflects society and our community, and we influence others to follow our lead.

GOAL #2

Develop cohesion between Bruner/Cott's implementation of core work as an architecture firm and our commitment to EDI and Racial Justice work.

GOAL 2 ACTIONS:

- **Action 2.1:** Develop expertise to attract clients and acquire work dedicated to Social Justice and Equity
- **Action 2.2:** Prioritize Racial Justice and Equity goals in all phases of project delivery
- **Action 2.3:** Participate in network of minority internship programs and BIPOC professional organizations
- **Action 2.4:** Engage clients and communities beyond current constituents and demographics
- **Action 2.5:** Document and report challenges and progress

GOAL 2 OUTCOME:

Expand Bruner/Cott's participation in designing equitable architecture in partnership with other industry leaders.

GOAL #3

Create internal and external quantitative and qualitative Equity, Diversity, and Inclusion benchmarks and metrics for individual and collective accountability.

GOAL 3 ACTIONS:

- **Action 3.1:** Create EDI benchmarks and include in firm's Guiding Principles and annual goals
- **Action 3.2:** Develop EDI marketing, branding, and public outreach initiatives
- **Action 3.3:** Establish equitable hiring and retention goals
- **Action 3.4:** Celebrate milestones and success stories along the firm's EDI journey

GOAL 3 OUTCOME:

Meaningful benchmarks, supported by data, help evaluate and guide Bruner/Cott towards a more diverse, equitable, and inclusive architecture firm with greater representation of BIPOC and other underrepresented populations at all levels.