

## EQUITY INITIATIVE

When you're passionate about your work, it's because you know the "why" behind it. As architects and interior designers, it would be easy to assume our "why" is great design. But great design is nothing without people to experience it, interact with it, and connect with each other because of it. People are our why. And we're proud that this singular focus has been shaping our work since we were founded in 1993. We call it people-first design. It's our promise to our clients, our community, and each other.

Narrate's work is about more than buildings, structures, and inside spaces. It's about connecting people and creating community. It's about giving people a place to be and belong. Ideally, our team would reflect the communities we serve. However, our industry severely lacks diversity at all levels. There are systemic reasons for this inequity ranging from a lack of representation to the high costs and accessibility of training and education. Although we can't directly influence university program fees and admission policies, we can make our industry more equitable closer to home and work to be actively anti-racist as we consider decisions in hiring, donations/financial support, and employee relations.

We are committed to improving access to the field of architecture for underrepresented populations including BIPOC, women, LGBTQ+, and low income through the following actions:

### SUPPORTING FUTURE ARCHITECTS

1. Awarding our annual Equal Opportunity Scholarship. This scholarship includes a one-time award of \$2,500 and a paid summer internship at our office in Tulsa, OK. **Learn more at: <https://narratedesign.com/equal-opportunity/>**
2. We will actively seek diverse architects-in-training for experiences and opportunities at our firm (e.g. internships, student projects).
3. We are improving our grassroots K-12 campaign to be more strategic, reach more students, and have a greater impact. We believe introducing design and architecture to children as young as elementary school can open their eyes to career opportunities. **To coordinate a field trip, classroom visit, afterschool partnership, or learn more, please email: [wstauffer@narrate.design](mailto:wstauffer@narrate.design).**

### GROWING TOGETHER

1. We have created an anti-racism section in our professional library stocked with books that focus on systemic racism and the experiences of Black People. Our employees are encouraged to read, learn, and develop an understanding of what it means to be anti-racist.
2. We are adding Implicit Bias training to our onboarding process to ensure our entire team understands the impact that bias has on their work, designs, communication, etc.
3. And most importantly, we are going to work harder on diversifying our own team. We are going to increase our recruitment channels, modify our job descriptions, and proactively seek architects from underrepresented populations for every single job opening we have in the future until our organization more accurately reflects our community.