

Diversity, Equity, and Inclusion Statement

SUNY College of Technology at Alfred State School of Architecture, Management and Engineering Technology Department of Architecture + Design

Alfred State is first and foremost an institution of learning and teaching, committed to serving the needs of society. Our campus community reflects and is a part of a society comprising all races, creeds, and social circumstances. In accordance with the college's Student Code of Conduct and Principles of Community, the Alfred State Department of Architecture + Design pledges to maintain an intentional, active, and ongoing commitment to issues of diversity, equity, and inclusion. This is done through various venues including, but not limited to, teaching with continual improvement and adaptation of courses to current issues, service to the community and campus with student involvement and exposure, and outreach and networking with local and regional stakeholders.

Architecture has the potential to affect undeserved and underrepresented communities at a much larger scale than any other profession. Therefore, diversity, equity, and inclusion are subjects essential at the College, School and Department level. The following values are central to our pursuit of design innovation, excellence, and leadership in a multifaceted and changing profession:

- We affirm the inherent dignity in all of us, and we strive to maintain a climate of justice marked by respect for each other. We acknowledge that our society carries within it historical and deep-rooted misunderstandings and biases, and therefore we will endeavor to foster mutual understanding among the many parts of our whole.
- We affirm the right of freedom of expression within our community and affirm our commitment to the highest standards of civility and decency toward all. We recognize the right of every individual to think and speak as dictated by personal belief, to express any idea, and to disagree with or counter another's point of view, limited only by College regulations governing time, place, and manner. We promote open expression of our individuality and our diversity within the bounds of courtesy, sensitivity, and respect.
- We confront and reject all manifestations of discrimination, including but not limited to unjust or prejudicial treatment based on age, sex, marital or military status, race, color, creed, religion, national origin, disability, or sexual orientation. This policy of nondiscrimination extends to admission, financial aid, housing, counseling, educational programs, athletic activities, and placement, as well as to all aspects of employment. We recognize and cherish the richness contributed to our lives by our diversity. We take pride in our various achievements and we celebrate our differences.
- We recognize that each of us has an obligation to the community of which we have chosen to be a part. We will strive to build a true community of spirit and purpose based on mutual respect and caring.
- We acknowledge that our continual improvement is a process that requires constant investment and effort. We continue to enact policies and practices in pursuit of the above stated values. These practices include, but not limited to, those listed below:
 - Actively promoting diverse speakers and presenters in our public programming
 - Actively promoting a broader diversity in invited studio reviewers
 - Requiring faculty to participate in diversity training each year
 - Encouraging faculty to incorporate a more diverse range of precedents/designers in their course content
 - Providing students with opportunities to interact with local and national organizations focused on our area of expertise.
 - NOMAS (National Organization of Minority Architecture Students)
 - AIAS (American Institute of Architecture Students)
 - WINS (Women in Non-Traditional Studies) and WEP (We are Pioneers)

Additional College Resources:

[Student Code of Conduct](#)

[Principles of Community](#)

[Center for Equity, Inclusion and Title IX](#)

[Title IX](#)

[The Center for Intercultural Unity](#)