

LMN 2022
**DIVERSITY,
EQUITY,
INCLUSION
ACTION PLAN**

MUKILTEO MULTIMODAL FERRY TERMINAL MUKILTEO, WA

LMN

LMN Architects is committed to naming and dismantling systemic racism and all forms of discrimination. This commitment extends to our workplace practices, our leadership within the architectural profession, and the communities we impact.

We are committed to leading with dignity at both the individual and organizational level to support our staff, collaborators, and clients.

LMN is dedicated to supporting new ideas and ways of working to create an inclusive and equitable built environment. We believe design should stem from diverse collaboration, a commitment to fairness, and embody our collective aspirations for the future.

*This document represents the hard work led by LMN's Equity and Inclusion group and celebrates the diverse voices within our office. We acknowledge it is a work in progress, which **MUST** be strengthened over time. We will step back, we will listen, we will learn and unlearn, and we will adapt. We accept this responsibility with humility.*

Julie Adams ~~Erin~~ Jani [scribble] [signature]
Mark Reddington Georrian [signature] Son [signature]

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** Statements and goals throughout the Action Plan with an “**” indicate an area where LMN is incorporating its Pledge to NOMA NW’s Call-To-Action. More information about the Call-to-Action is available at nomanw.org/call-to-action.*

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DEFINITIONS

DIVERSITY

The differences amongst people, including race, socio-economic status, culture, age, education, sexuality, gender, etc.; all the ways in which each person is different from another.

EQUALITY

The state of having the same rights, status, and opportunities regardless of an individual's identity.

PoC

Acronym for People of Color. LMN acknowledges that all People of Color, even when there may be commonality, experience racism, discrimination, and prejudices differently. In an effort to be inclusive, not to minimize an individual's lived experience, this Action Plan uses the broadest term: People of Color (POC).

INCLUSION

Authentically having all people and their unique identities part of every-day activities, decision making, and contributions of the group. Acknowledging that the group is not complete without active contribution from dominant and non-dominant identity groups.

EQUITY

Acknowledges that identity affects equality. Different people have different needs to be able to obtain the same rights, status, and opportunities afforded to others.

DEI

Acronym for Diversity, Equity, and Inclusion. The specific order of diversity, equity, and inclusion does not imply that one component is more important or necessarily precedes another component.

LGBTQ+

Acronym for Lesbian, Gay, Bisexual, Transgender, Queer and/or Questioning, and a "+" to acknowledge that there are identities not included in the acronym.

BUILT ENVIRONMENT

Environments created or modified by humans that provide the setting for human activity. This includes buildings, parks, bridges, transportation systems and their supporting infrastructure.

A/E/C

Acronym for Architecture, Engineering, and Construction.



SEATTLE ASIAN ART MUSEUM SEATTLE, WA

HIGHLIGHTS

These highlights allow an opportunity for self-reflection on areas where LMN has taken steps towards a more diverse, equitable, and inclusive firm and the ways in which we engage with our community partners in recent years.

- Equity + Inclusion Group established
- On-going DEI training at least 2 times per year*
- First Intercultural Development Inventory firm-wide assessment
- All-office open dialogs (BLM, anti-racist allyship, AAPI violence, BIPOC affinity group)
- Estelita's Library update
- Featured Projects: Mukilteo Multimodal Ferry Terminal, Seattle Asian Art Museum, Seattle Aquarium Ocean Pavilion
- Tactile design media for an inclusive agency collaboration to meet individual needs
- Adjusting to working from home during COVID-19 pandemic
- Self-directed mentorship program



OCTAHEDRON SEATTLE, WA

OPERATIONS

LMN's day-to-day operations include policies and procedures that impact the work experience of its employees and the ways in which LMN engages and represents itself within our profession and communities. Firm operations are especially relevant to the long-term impact on the careers of POC, women, LGBTQ+, and other underrepresented professionals. LMN's operations have a meaningful impact on both current professionals and young people contemplating their future career opportunities within the profession.

WE COMMIT TO

- Utilizing and annually updating our vendor list to intentionally include companies owned/operated by PoC, women, and LGBTQ+.
- Producing inclusive and representative marketing materials, social media, and professional publications.*
- Utilizing inclusive recruiting practices that encourage underrepresented professionals to apply for employment with LMN. This includes working with HBCUs, MSIs, and other institutions serving underrepresented professionals.*
- Supporting employee career development by providing training, mentorship, and path to leadership opportunities.
- Seeking out and make available technology that supports the various ways in which people can accomplish their work tasks.
- Providing flexible working arrangements, including hybrid work schedules and core hours, to accommodate the widest range of employees and their individual personal and professional needs.



DESIGN WORKSHOP

TRAINING + EDUCATION

As individuals, within our practice areas, and as a firm we commitment to ongoing personal and professional growth. We acknowledge that continuous learning and development allows us to apply new ideas to our work and improve the ways in which we engage with each other, our community, and clients.

WE COMMIT TO

- Office-wide diversity, equity, and inclusion training facilitated by professionals within their fields, at least twice per year.*
- Providing a mentorship program that facilitates employees finding a mentor in whatever capacity is most helpful to them in their professional growth.*
- Providing professional development opportunities that reach the broadest range of interests and experience. These include annual education allowance for self-directed learning, Project Design Reviews (PDR)s, vendor presentations, forums, and other firm provided learning opportunities.
- Seeking out experts and thought leaders within our profession to help inform an inclusive design process.
- Providing a variety of library materials that do not centralize white/European contributions.*



COLLABORATIVE MODEL BUILDING

COLLABORATIVE DESIGN

LMN finds success in collaborating with new partners, diverse project teams, and the variety of local communities. An inclusive design process is one in which programming and planning includes diverse stakeholders, project partners, and consultants at the earliest stages of design. LMN acknowledges that this is an ongoing learning process that is adaptive and based on the particular project and our ability to incorporate new ideas into our work. An inclusive design approach produces a better work environment and a better project outcome for our clients and the communities we serve.

WE COMMIT TO

- Annually partnering with at least 2 POC or women owned businesses with the AEC industry.*
- Demonstrating the benefit of an inclusive design approach with potential and current clients.
- Seeking opportunities for input from diverse partnerships, community engagement, and creative collaborators.
- Analyzing how our completed projects impact communities and their ability to create a sense of belonging.
- Creating project teams with the intention of having a diverse group of perspectives and experiences.
- Identifying people within the office who want to help drive inclusive design throughout the various market sectors.
- Implementing a process for sharing the challenges and successes in the inclusive design process.





ACE MENTORING

OUTREACH + ADVOCACY

LMN acknowledges that it is only a single member within the broader AEC industry. For long-term and meaningful changes to the diversity, equity, and inclusion of the design profession, LMN must be actively involved in our geographic and professional communities. Working within a larger cohort of professionals provides LMN the opportunity to provide broader representation that is need to draw new professionals into careers within AEC. In this community engagement we are not only able to improve our professional outlook but also enrich our own firm's practice with a better understanding of the needs of upcoming professionals and the broader AEC community.

WE COMMIT TO

- Acknowledging that LMN may not be part of the community in which we are serving. We must rely upon local partners to provide firsthand knowledge and experience to make meaningful contributions to the community.
- Continuing partnerships with school-aged programs, such as the ACE Mentorship program and Sawhorse Revolution.
- Developing collaborative partnership with Historically Black Colleges/Universities (HBCU), Minority Serving Institutions (MSI), and local groups through mentorship, advocacy, scholarships, internships, etc.*
- Providing pro-bono design/consulting services to historically disinherited communities of color each year. *
- Engaging at state and local levels in public, housing, and education policy discussions. *
- Continuing partnerships with professional organizations, such as NOMA NW and AIA, committed to the diversity, equity, and inclusion of the design professions.
- Encouraging the participation of all LMN employees to engage in outreach and advocacy as their interests and experiences inspire them.



SEATTLE ASIAN ART MUSEUM SEATTLE, WA

EVALUATION + REPORTING

Being transparent with our periodic evaluation and reporting is how we will hold ourselves accountable to continuous growth and improvement. Intentional reflection allows LMN to be responsive to the changing needs of the industry, our communities, and the people within our firm.

WE COMMIT TO

- Demonstrating that LMN offers equitable pay amongst similarly situated employees.
- Reporting out by the Equity + Inclusion Group to the office, at least annually, about the Action Plan progress and work being completed.
- Signing the NOMA NW Call-to-Action Pledge and actively working to meet the requirements.
- Reviewing the number of partnerships with WMBE organizations and continuing to seek out new opportunities with these organizations as they arise.
- Participating in ongoing Intercultural Development Inventory (IDI) assessments every 2-3 years (as recommended by IDI, LLC.).*
- Annually reviewing and update DEI Action Plan to highlight our most recent accomplishments, gain feedback from employees, and update the Plan to reflect the changing needs of our industry, communities, and people within the firm.