



# DESIGN FOR EQUITY MEAL

## INTENTIONAL MEAL KIT

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Design for Equity is an initiative of Enterprise Community Partners to address issues of equity through design, and within design of the built environment. The Design for Equity Meal is a multi-course intentional meal designed to address racial equity in the design field, and each of our own individual experiences with issues of race in our work. Design for Equity is built on the premise that this topic can be hard to address so we need to make time, space, and a supportive environment to have these conversations. Breaking bread together is one of the best ways to build trust and generate an atmosphere in which we can be vulnerable and honest together.

This meal kit is both a plan and a kit of parts. It lays out a structure for having these important conversations, items to dress your table beautifully and intentionally, and a way to capture and communicate the breakthrough moments you generate. We hope you will use this meal kit to have these conversations in your office, project teams, and community.

## INSTRUCTIONS

**1. Invite your guests.** Pick a time and place to host your meal and invite your guests. You can use the invitation text below. Note: You can download this entire meal kit in digital form at [www.designforequity.org/meal-kit.html](http://www.designforequity.org/meal-kit.html).

*Design for Equity is a multi-course intentional meal to address racial equity in community design, and each of our own individual experiences with issues of race in our work. Over the course of the meal through participation, discussion and sharing, we will get to know each other, discuss our own personal experiences with issues of race in our community design careers, and commit to ways we can return as more active agents of greater racial equity.*

**2. Plan your course activities.** The Design for Equity Meal combines conversation-based courses with presentation-based courses. The suggested plan is below but feel free to adjust the course activities to suit the needs of your community. There are prefilled menu cards in the meal kit online as well as a blank one you can use to design your own meal courses, activities, and guest roles from scratch.

**Welcome:** Welcome guests to your meal. Introduce yourself and explain the intention of the meal. Explain that the first course will be “storysharing” in which table members will share a time that issues of race and equity intersected with their work. Model vulnerability by sharing a story yourself or pick out a few people in advance and ask them to share their stories.

**First Course:** “Storysharing” Table members respond in intimate conversation: Tell us about a time issues of race and equity intersected with your work.

**Second Course:** Presentation. This is a good time for the guests to be exposed to other examples of designing for equity, or other efforts that might inspire them. You could invite someone in from your community to give a talk, or put together a panel or presentation on the issues of equity in your community. This meal kit contains a document of inspiration projects that leverage design for equity that you can present and discuss, and a powerpoint of these projects can be downloaded at [www.designforequity.org/meal-kit.html](http://www.designforequity.org/meal-kit.html).



**Third Course: Brainstorm:** This is where guests look at their own work and get creative on issues of racial equity. The table should select an ongoing project, or a new initiative to brainstorm how a racial equity lens could be added to it. You may want to preselect a project or initiative for your office or team, or if guests come from different organizations or communities, table members should share initiatives or projects they are working on, and select one or two to brainstorm in depth on. On the back of the menu card is a space to record notes and sketches for the brainstorm.

**Dessert: Commitments.** This is when guests make specific commitments to be active agents of greater racial equity. Over dessert, ask the table to break up into pairs and ask each other “What are you going to do about it?” This may be a specific role on the project you discussed, or a personal project or commitment. Ask each person to record their commitment on the “How will you design for equity?” cards.

**3. Choose your menu:** Design for Equity is intended to be a family-style meal, served in courses. Multiple courses communicate that this meal is an experience to be fully present for, rather than to drop into on the way to something else. Choose the food for your courses. It doesn’t need to be fancy, but having multiple courses will engage people in your meal.

**4. Prepare the menu cards:** Write your chosen menu in the open spaces provided on the menu cards included in this meal kit, either digitally or by hand. There are eight cards included in this meal kit. If you need more, or you would like a digital copy to edit, you can download them at [www.designforequity.org/meal-kit.html](http://www.designforequity.org/meal-kit.html).

This meal is meant to be participatory, with each guest playing a role in making this wonderful experience all it can be. This increases conversational buy-in and transforms participants from passive to active roles. Each guest at the table should be assigned a role—whether that is to serve a course, or to facilitate a specific course conversation by checking the appropriate box in the “your role” section of the meal card. Fold the cards and put one at each place setting of the table. You can print the menu cards on thick paper or card stock if you like, and they will stand up like table tents, adding to the visual impact of the table. Print out and cut the “How will you design for equity?” cards. Leave one at each place setting.

**5. Decorate your table:** Make it beautiful! A beautiful table communicates to your guests that this is a special experience. Can you decorate with something from your local community that is tied to the theme of the meal? Or cut out the votive candle wraps in this meal kit and wrap them around glass votive candles.

**6. Facilitate your meal:** Have your meal! The meal works best when there is a facilitator or emcee who keeps the meal running and tells people when to serve courses.

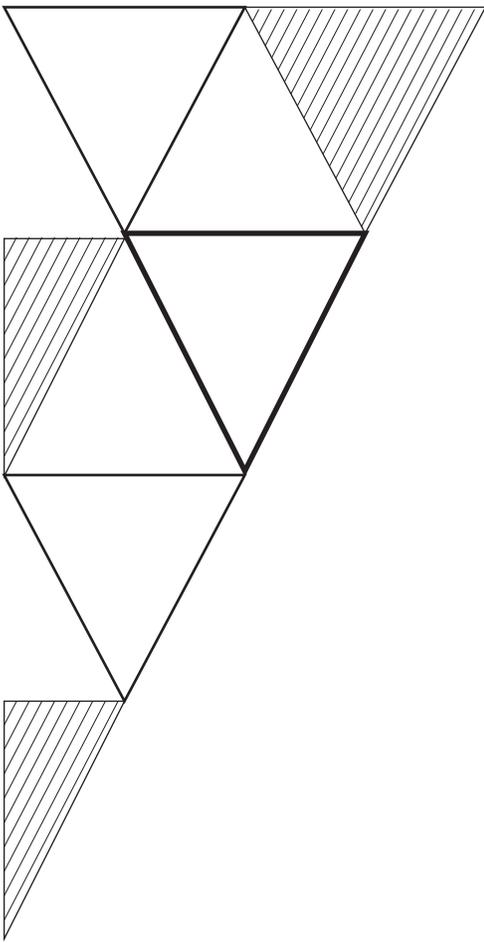
**7. Document your meal and commitments:** Photograph your meal, and at the end of the meal, photograph everyone’s commitment cards. You may want to send them out by email to share them as a reminder or have them posted up on a wall in a well-trafficked place. You can also capture notes and sketches on the brainstorm sides of the menu cards.

**8. Share your meal:** Please upload your photos to Instagram and Twitter tagging Enterprise Community Partners at @rosefellowshi, with the hashtag #DesignforEquity to share your meal with our team, and the wider community.

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**Thank you for being part of Design for Equity!** We would love to hear about your experience or any questions you have. You can reach our team at [design@enterprisecommunity.org](mailto:design@enterprisecommunity.org).

*Enterprise Community Partners is a proven and powerful nonprofit that improves communities and people’s lives by making well-designed homes affordable. We bring together nationwide know-how, partners, policy leadership and investment to multiply the impact of local affordable housing development. We run the Enterprise Rose Architectural Fellowship, the premier career path for social impact architecture. Learn more at [www.enterprisecommunity.org/rose](http://www.enterprisecommunity.org/rose).*



What are you working on?  
How could you add a racial equity lens to that project or a new initiative?

FOLD

# DESIGN FOR EQUITY MEAL

an intentional meal  
on racial equity in design

## your role

Server

COURSE 1	COURSE 2	COURSE 3	DESERT
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Conversation Facilitator

<input type="checkbox"/>	<input type="checkbox"/>
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welcome:

first course:

### CONVERSATION PAIRING:

Tell us about a time issues of race and equity intersected with your work?

second course:

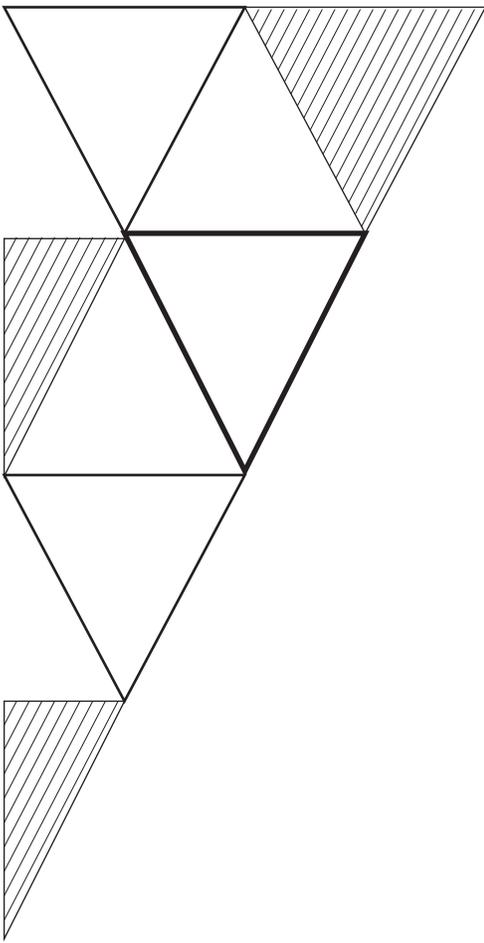
PRESENTATION

third course:

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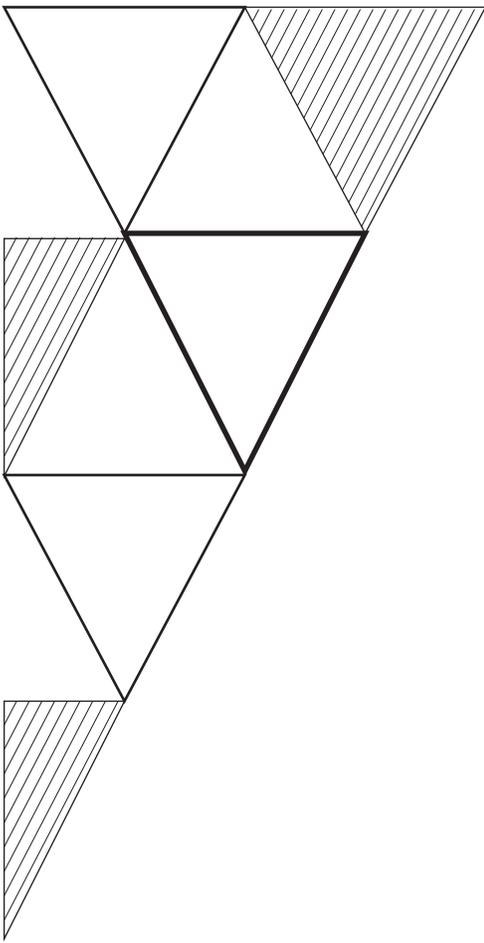
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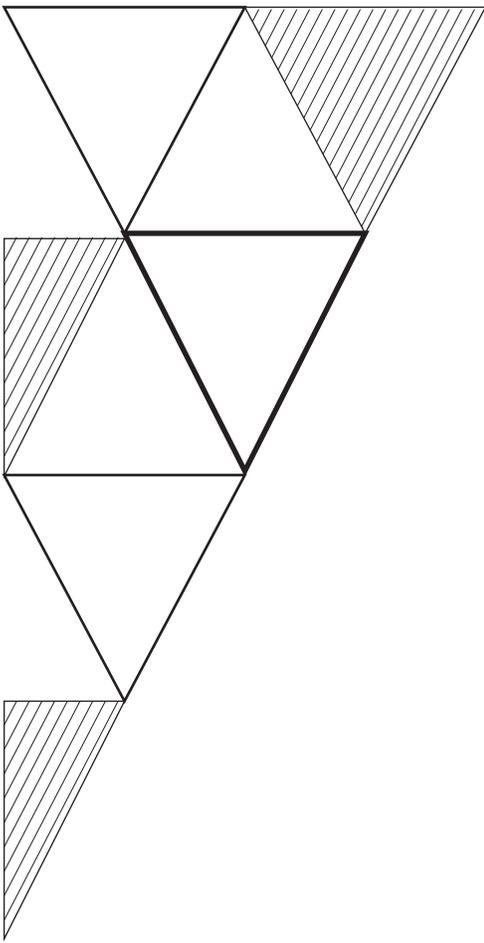
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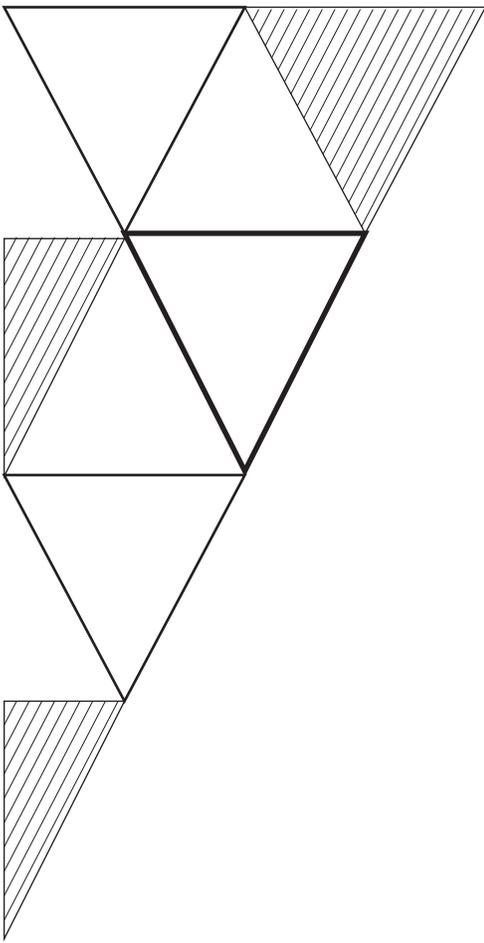
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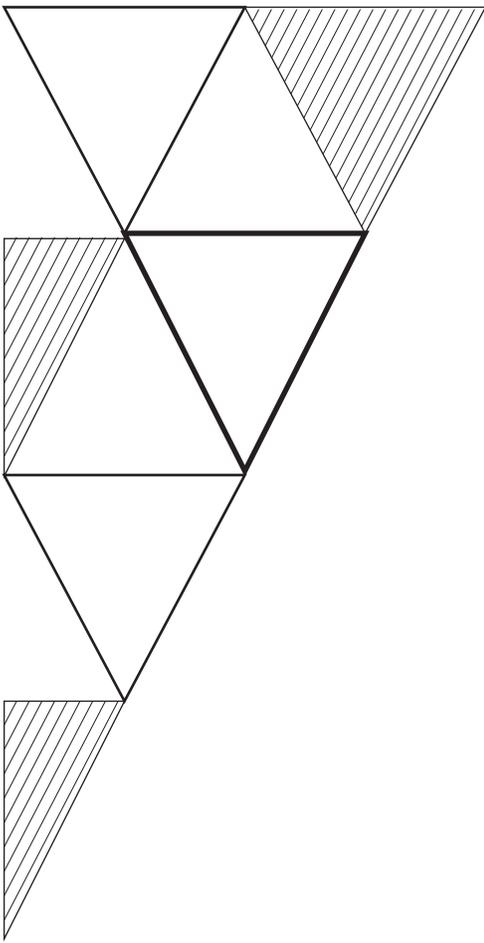
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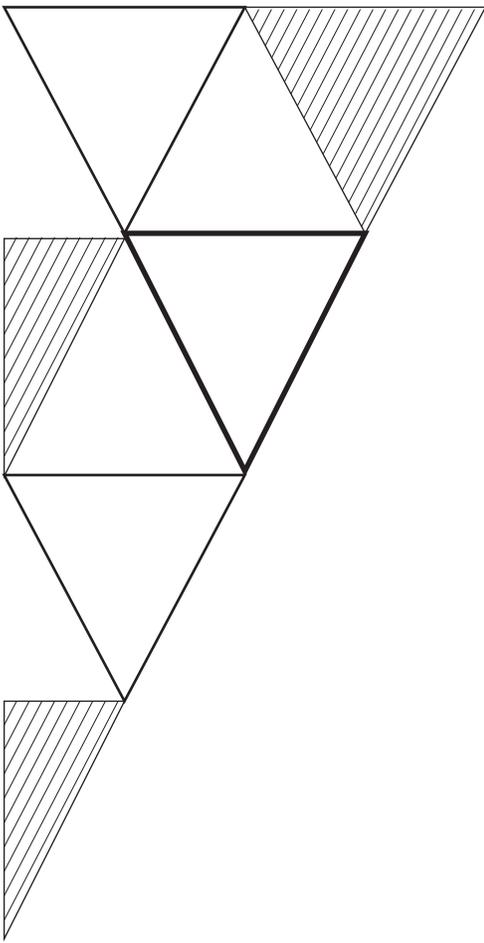
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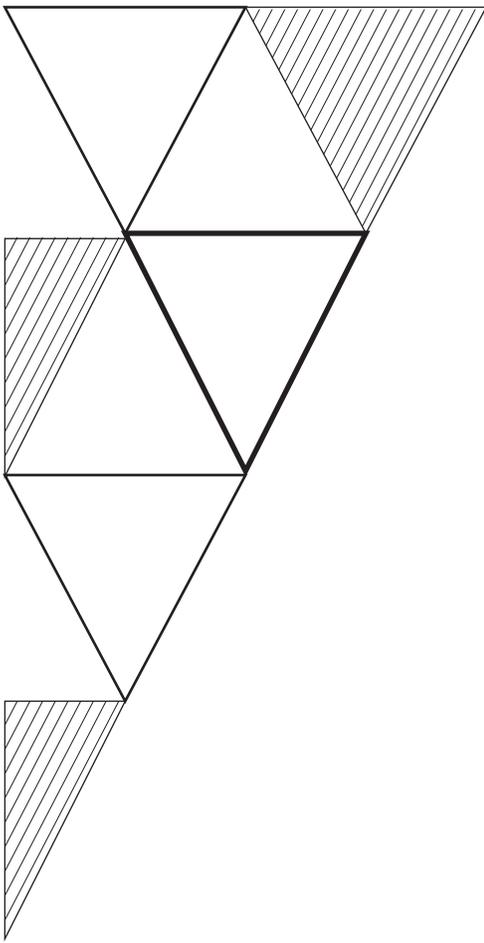
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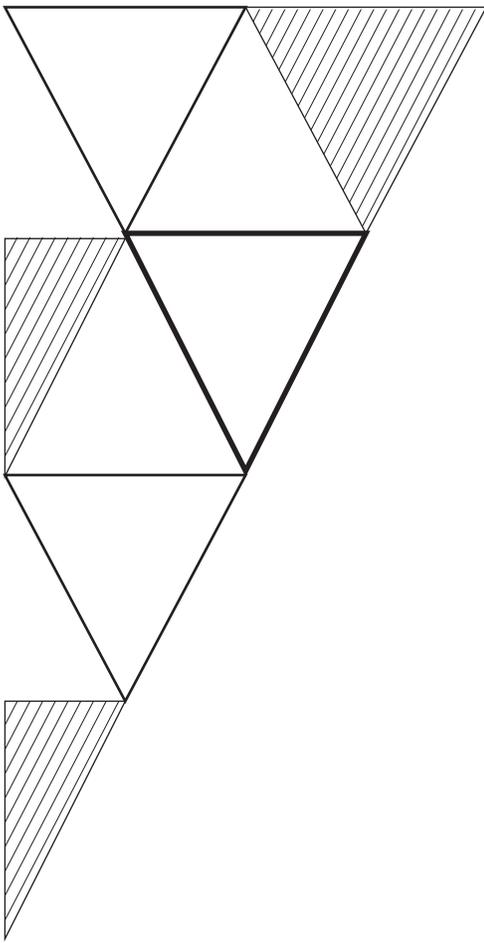
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# LIBERTY BANK

CAPITOL HILL HOUSING, SEATTLE, WA

When Liberty Bank originally opened in 1968 it represented a community's response to systemic racism and redlining. The first black-owned bank west of the Mississippi, Liberty Bank provided essential financial services to people and businesses who were otherwise unable to obtain them for 20 years.

In 2018, when the Liberty Bank Building opens as affordable housing and local business space, it will send a similar message about a community's response to a different set of pernicious forces: gentrification and displacement. Through art and design, Liberty Bank Building will bolster community placemaking efforts to preserve and expand the cultural legacy of the African American community in Seattle's Central District.

Architects drew upon principles of Afrocentric design to inform the balanced asymmetry of the building's exterior. An advisory board that included descendants of founders of the bank provided guidance to help honor the site's legacy through the incorporation of the bank's original vault door, logo, and brickwork. Nine artists were selected to bring to life the history of Liberty Bank as well as the story of the African-American community in the neighborhood. Through it all, multiple art open houses allowed the community to provide feedback on the artists' vision. The result is a truly one-of-a-kind building, one the nonprofit partners involved in the project hope becomes a beacon for the community for years to come.

Learn more at [www.libertybankbuilding.org](http://www.libertybankbuilding.org)



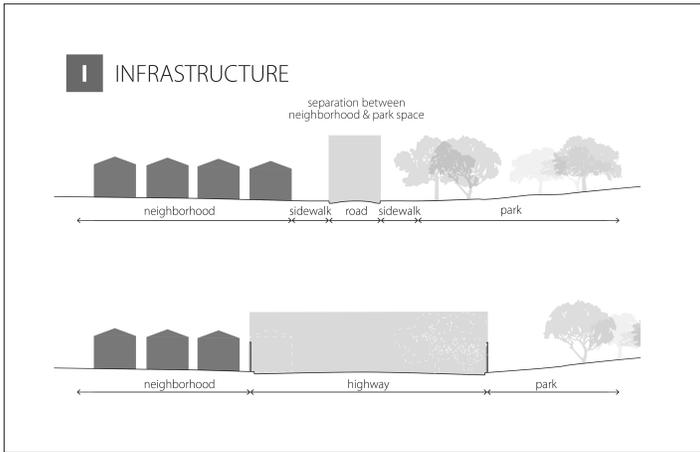
# JUST NØT THE SAME

ROSE FLORIAN, KORDAE HENRY & COLLABORATORS

JUST NØT THE SAME is a digital catalog of architectural cutouts of the misrepresented under-acknowledged, and otherized populations that are so often absent in traditional design imagery.

Architectural renderings are often representations of a perceived reality, either that of the present or that of an idealized future. They have the power to inspire us, limit us, lift us, and oppress us. They have the power to shape not only how we see ourselves in the present, but to define the limits of what we can reach in the future. Therefore architectural cutouts—the human figures that populate those images—have power, and we need a diversity of faces, bodies, and individuals at the forefront of our collective imagined future.

Learn more at [www.justnotthesame.us](http://www.justnotthesame.us)



# CUP Fellowship for Change in Design

## RACE AND THE CONTROL OF PUBLIC PARKS

buildingcommunityWORKSHOP, DALLAS, TX

Race and the Control of Public Parks is an exhibit of graphical and historical research detailing the 100-year history of the relationship between racial migrations in Dallas and the development of the city's park system. The effort shows that while parks are technically public and that all citizens are, in theory, automatically welcome, we must recognize the ways in which the design, construction, programming, use, and alteration/renovation of public parks can reinforce divisions, both physical and perceived, between populations.

To provide a comprehensive understanding of how the racial makeup of the city has shaped the design and use of public space, the exhibition was composed of four parts: a series of ten historic maps and one contemporary map that trace residential patterns by race and the parks system; an annotated timeline of the evolution of Dallas parks and park typologies over the last 100 years; a series of diagrams that illustrate parks as tools for or sites of nine types of social, economic, infrastructural, and civic controls; and a series of snapshots that illustrate the impact of these controls as they relate specifically to parks and race in the city of Dallas. The exhibition was launched to coincide with the Facing Race Conference, a national assembly tackling racial justice.

Learn more at [www.bcworkshop.org/posts/race-and-the-control-of-public-parks](http://www.bcworkshop.org/posts/race-and-the-control-of-public-parks)

## FELLOWSHIP FOR CHANGE IN DESIGN

CENTER FOR URBAN PEDAGOGY, NEW YORK, NY

As many recent surveys have noted, the design world has been slow to incorporate people from historically under-represented communities into its ranks, particularly in leadership positions. While a variety of causes lead to this, and greater efforts are required to address it, CUP is committed to using its resources to contribute to and catalyze that change in design.

The CUP Fellowship for Change in Design supports the development of a pipeline of talented individuals from historically under-represented communities into the design fields, and to dismantle the systemic biases that stand in the way of their advancement as leaders in these fields. The fellowship, which is a paid, year-long, full-time, training program, is designed to promote and support individuals in gaining the skills, contacts, and experience to help them excel in their design careers.

Learn more at [www.welcometocup.org/NewsAndEvents/ChangeInDesignFellowship2017](http://www.welcometocup.org/NewsAndEvents/ChangeInDesignFellowship2017)



# UNDESIGN THE REDLINE

DESIGNING THE WE, NEW YORK, NY

Undesign the Redline is an interactive exhibit, workshop series, and curriculum that explores the history of structural racism and classism, and how these designs compounded each other from 1938 Redlining maps until today.

The signature piece of the project is a traveling exhibit that invites participants to learn the history, interact with the stories, and invent the future of undoing structural inequities. The exhibit covers how explicit racism became structural, and its impact on local maps and area descriptions, and how it was part of a history of devaluing and disenfranchisement. It includes stories from the line: experiences of those affected by redlining which humanize the lessons of history. It also presents alternative models, and inspirational stories, and asks viewers to participate in inventing the policies, practices and entities that could undesign this legacy.

Many of the elements of the exhibit have been inspired by and added to by those who have visited previous installations. The exhibit has been in pop-up store fronts, abandoned buildings, social impact conferences, corporate headquarters and on the street. To Undesign Redlining, we need to connect all of these people and places.

Learn more at [www.designingthewe.com/undesign-the-redline](http://www.designingthewe.com/undesign-the-redline)



# 11TH ST. BRIDGE PARKS

BUILDING BRIDGES ACROSS THE RIVER, WASHINGTON DC

The 11th Street Bridge Park, a project of nonprofit Building Bridges Across the River, will be Washington, D.C.'s first elevated public park, located on the piers of the old 11th Street Bridge. The park will span the Anacostia River, connecting the low-income, predominantly African American community east of the Anacostia river with the Capitol Hill neighborhood. The park, to be designed by OMA+OLIN will be a new venue for healthy recreation; environmental education, and the arts.

The park has been shaped by extensive community outreach and consultative process, anchored by more than 1,000 stakeholder meetings for design development and impact. The project is guided by an equitable development plan which leverages the bridge planning and construction process to achieve social outcomes and address the threat of gentrification and displacement: Community workforce agreements ensure project hiring benefits Ward 8 residents, and the park's services and kiosk opportunities will give preference to local businesses. Building Bridges Across the River also started a local homebuyer club to increase homeownership of locals living east of the river, is advocating for preservation of affordable housing in the neighborhood, and is developing a community land trust. Cultural organizing initiatives such as a lantern walk that commemorates African American families who built their homes in by candlelight after returning home from a long day's work, also leverage arts and culture to strengthen the existing neighborhood identity.

Learn more at [www.bridgepark.org](http://www.bridgepark.org)



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ENTERPRISE COMMUNITY PARTNERS



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