

DAVIS PARTNERSHIP ARCHITECTS

Summary - Equity, Diversity, & Inclusion Commitment

As a member of the design industry, Davis Partnership Architects is driven to elevate the joy and dignity of the human experience. We believe in an environment of expression and collaboration that is based upon mutual respect, equality, and acceptance. Davis Partnership Architects is committed to fostering, cultivating and preserving a culture of diversity and inclusion.

Our human capital is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and company's achievement as well.

We embrace and encourage our employees' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.

We acknowledge as individuals and as an organization that we are imperfect and need to do more. Believing that our actions will speak louder than our words, we seek to make a difference in these areas of influence:

**“Together we are driven
To create places that inspire,
Elevating the joy and dignity
Of the human experience”**

Within Davis

Davis Partnerships diversity initiatives are applicable—but not limited—to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:

- Respectful communication and cooperation between all employees.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- Work/life balance through flexible work schedules to accommodate employees' varying needs.
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for the diversity.

All employees of Davis Partnership Architects have a responsibility to treat others with dignity and respect at all times. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events.



Examples:

- We hold bi-weekly forums to allow staff with different backgrounds, and with different life lenses the opportunity to educate and be educated, to listen, to speak, to be heard, to elevate and uplift each other around the topics of social justice, diversity, equity, and inclusion.
- We host regular speakers and presentations on topics that give staff opportunities to strengthen meaningful participation in acknowledging historical barriers, challenging assumptions, confronting bias and privilege, and identifying strategies that work to affect positive change.
- In a series of staff discussion forums called “Conversations Worth Having”, there is no need to be an expert, nor is there any blaming, shaming, or trying to change people’s minds. We’re there to talk and learn from those around us and try to make everyone better for it. We’re doing these in hope we can all walk away having learned something. Some of the recent topics for these forums include:

- Allyship
- Cultural Appropriation vs Cultural Appreciation
- Types of Bias
- Juneteenth
- Domestic Terrorism
- Gentrification
- Developing Denver: A History of Five Points with Terry Nelson
- Albus Brooks: Inclusive Cities
- Haroun Cowans: Developing Denver
- Environmental Injustice



- A monthly film series started by our Social Justice Focus Group shares videos on topics such as early African American Architects in “Hollywood’s Architect: The Paul R. Williams Story.” This film series, open to all staff, leads to engaging discussions following each film.

Community Outreach

We have a long and proud history of working with clients and institutions dedicated to making positive change in our community. We are equally grateful to have a passionate and caring staff that constantly seek opportunities to further our community impact through volunteer efforts focused on making a difference in the lives of the underserved and those most in need within our community.

Examples:

- We have partnered with Denver Public Schools work-based learning program, CareerConnect where we will give student exposure to the Architecture & Design profession through job shadowing and internships. Our goal is to help a diverse student body identify a passion for design, explore it, and give them the tools to help them make a career out of it.
- We encourage staff participation in the ACE mentor program with the mission of engaging and enlightening high school students to pursue careers in architecture, engineering, and construction. Many of our staff volunteer as mentors acting as practicing professionals in the field of architecture.
- Our Community Outreach Focus Group participates in the Cleworth Architecture Legacy project (CAL), enlivening local elementary school classrooms with architecture learning, inspiring learners to think critically about the built environment. For the last few years, we’ve been paired with Bradley International School, where our Architects and Design Professionals lead students through a multi-week curriculum packed with hands-on activities that build critical thinking, creativity, collaboration, and communication skills.



Davis Partnership Architects participation in the Cleworth Architecture Legacy

- In addition to the programs we've outlined, our Community Outreach Focus Group actively helps coordinate and organize staff volunteers for a large variety of amazing initiatives. Here is a small list of the community activities we've participated in recent years.

- Denver Rescue Mission
- Habitat For Humanity
- Furry Scurry
- Shiloh House Fundraiser(s)
- Mile High United Way
- Dining Out For Life
- Denver Children's Home Fundraiser
- Project Cure
- Colorado Coalition For the Homeless
- Courage Classic - Children's Hospital
- Court Appointed Special Advocate (CASA)
- Project Angel Heart
- Action Center
- Denver Human Services
- Doors Open Denver
- Toys For Tots
- Bike For Change
- Urban Peak Meal Service
- A Cleaner Clear, River Cleanup
- Delores Project
- Warm-A-Heart
- Newborns in Need
- We Care - Boys & Girls Club Metro Denver



Design Influence

We are committed to learning and practicing inclusive design, by addressing systemic issues that exist in the built environment and bridging cultural boundaries.

Examples:

- NOMA (National Organization of Minority Architects): As corporate members, Davis Partnership has partnered with NOMA to help consult us on how to better our internal processes, practices, & culture to support our efforts in DEI (Diversity, Equity, and Inclusion) to help foster a supportive and safe environment for our minority talent. For over 50 years, NOMA has been an organization dedicated to the development & advancement of minority architects. Their purpose is to work together to fight discriminatory policies, generate supportive environments that inspire young minority students to join the profession, create opportunities for young professionals, & help support each chapter's local communities. The NOMA - Colorado chapter launched in August 2020, and Davis Partnership has made it its goal to help support the chapter in any way it can. Davis staff is so dedicated to this cause, we have two committee chairs represented on the Co-Chair boards; the Membership Committee & the Community Outreach/Historical Committee. While Davis is dedicated to NOMA Colorado's success, we also look forward to joining together with additional industry members to create a strong and prominent voice of change. We encourage all to continue their support of NOMA and stay in the fight for justice, equity, diversity, and inclusion.

DIVERSITY PROGRAM CONTACT

Our Human Resources Manager, Liz LoSasso, coordinates our company diversity program. She can be reached by phone: 303-308-2693 or email: Liz.LoSasso@davispartnership.com.