

# **2024 TIP Winner Stacked Mentorship Model, A New Model of Mentorship for Equity in Architectural Education**

Irene Hwang  
Architecture

The Equity in Architectural Education Consortium  
(EAEC)



# Motivation for the Project

The Equity in Architectural Education Consortium (EAEC) was founded in 2018 with the mission to build equity by harnessing the collective, complementary resources at all eight of our member institutions.

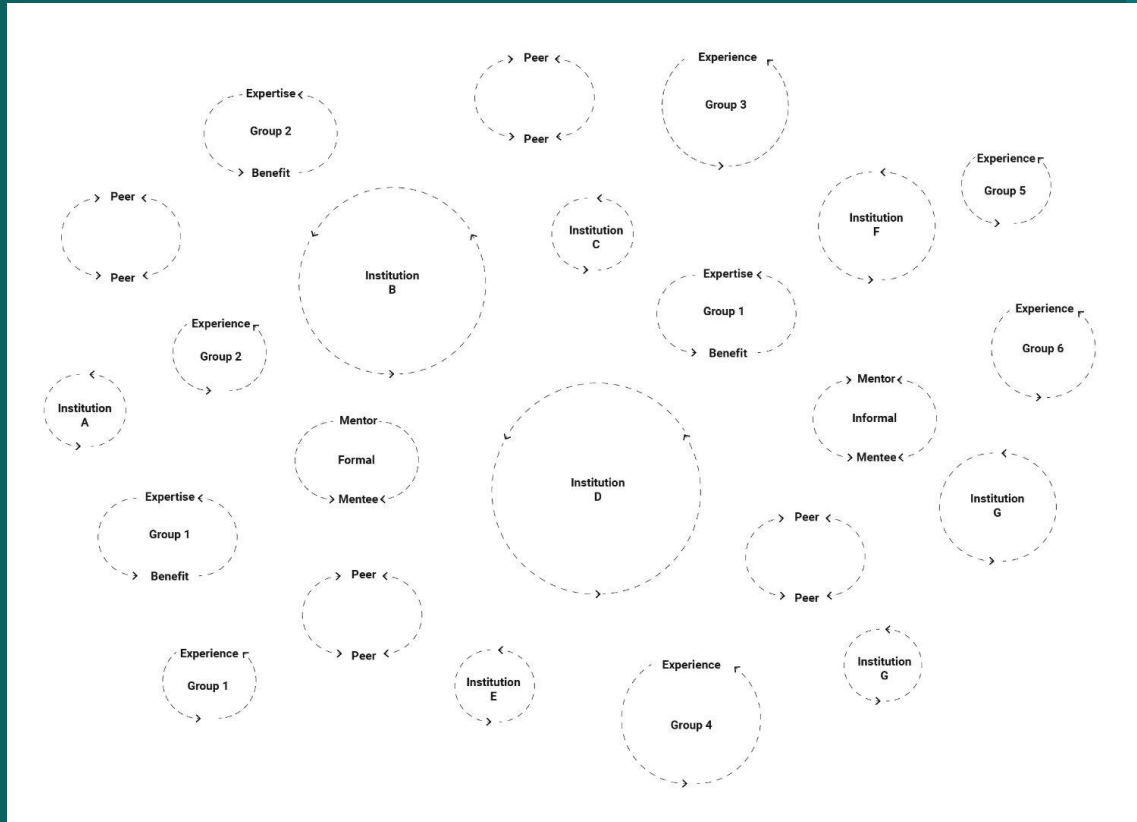
Our consortium's core initiative, the Stacked Mentorship Program (SMP), was not developed for only one discipline, one single course, or one type of student. Rather, it is an innovation that can be grafted onto any course in any discipline to "boost" and amplify the student learning impacts and teaching effectiveness

# Motivation for the Project

The SMP has developed with the goal to leverage various resources and forms of capital to collectively reduce inequities and disparities for current students of color and other underrepresented groups in undergraduate, graduate, and professional programs of architecture.

As a comparatively small-sized STEM professional field, architecture is characterized by a strong, rigid culture dominated by its legacy as a “gentleman’s profession.” Of licensed architects in the US, 75% are male and 83% are white (where two-thirds of the total are white men); as of fall 2023, 1.9% are Black, with only 570 total Black women architecture license holders, or ~0.04% of the total number of US licensed architects, reported as 121,997 in 2021.

# Motivation for the Project



# What is the project?

The EAEC's principal innovation, the SMP, is a new model of mentorship that supports and creates a framework for:

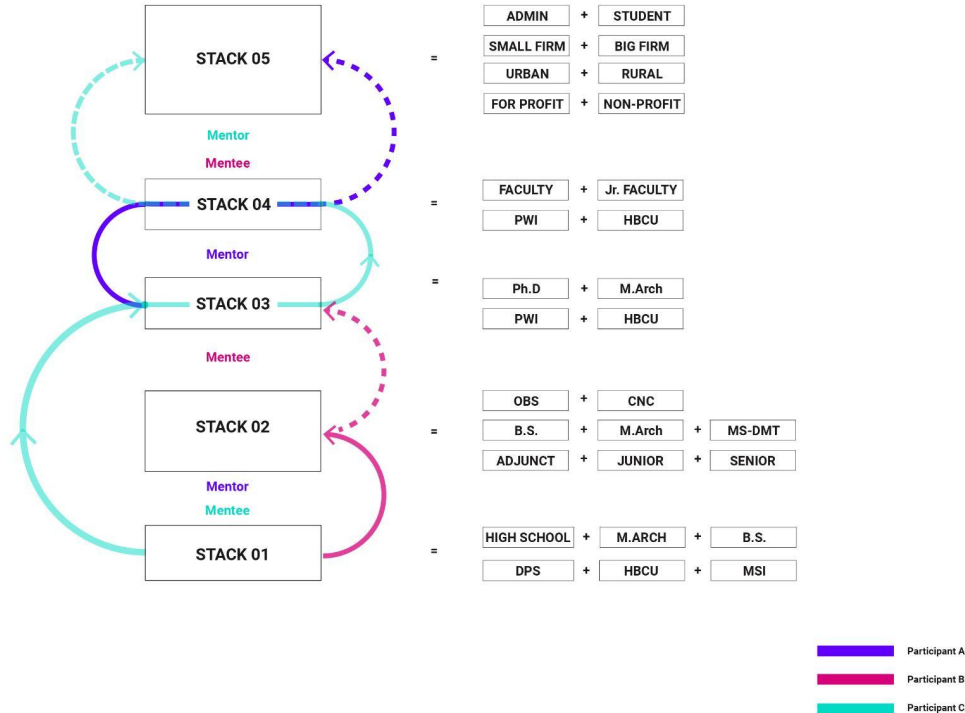
- increased learning access
- increased representation
- increased self-efficacy
- increased exposure to diverse teaching and learning contexts
- new remote teaching and learning methods
- advances in inclusive pedagogy
- the development and implementation of co-curricular learning activities

# What is the project?

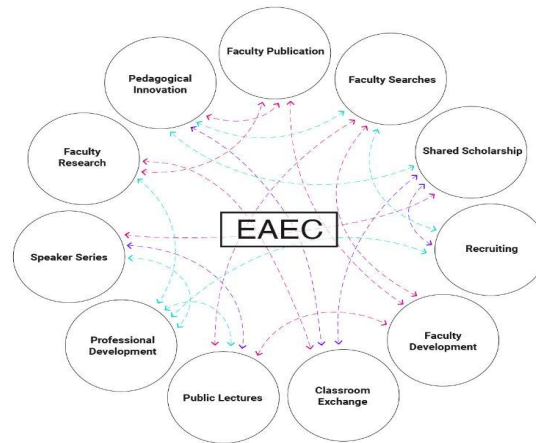
The EAEC's principal innovation, the SMP, is a new model of mentorship that supports and creates a framework for:

- a meta-mentorship, education-focused community consisting of current students, faculty and alumni of Color and other underrepresented groups in secondary, college, associates, graduate, postgraduate, post professional, doctoral, postdoctoral, junior faculty, senior faculty, new professional, advanced professionals at PWI, MSI, HBCU, HSI, public, private, small and large, urban, suburban and rural institutions of teaching and learning.

# What is the project?



# What is the project?



# Outcomes

The outcome of the EAEC's SMP has been a meta-mentorship community composed of very different and varied institution types.

In addition to the core mentorship "stacks", which has included ~650 participants from nearly 20 institutions, the EAEC includes several co-curricular events series: two, student-led speaker series, *Under Consideration* and *Inspired By*, two discussion series, *the EAEC Spotlight Series* and *EAEC Focus Group Conversation*, student exchange through our *Thesis Connection Sessions*, and one symposium, which combined have hosted 57 guest speakers at approximately 30 separate events.

Overall, the EAEC collaboration of eight core institutions collectively work with up to 350 students, faculty, and staff each year to build equity and collaboration.

# Outcomes

To address the challenges of inclusive teaching (e.g., over-burdening, imposter syndrome, lack of bandwidth), the EAEC consistently leverages our collective resources in complementary ways. This approach allows individual mentors and mentees to benefit from the entire mosaic of knowledge and expertise held in our consortium, by creating access to both the institution's and the individual's capacity to foster innovation and impact in teaching and learning. This serves to amplify the resources of all, especially URM and historically under-resourced institutions.

An example of this amplification is the EAEC's current efforts to accomplish a substantial grant initiative for the National Science Foundation (NSF). In brief, our initiative looks to transform the EAEC from a disciplinary specific endeavor to a nation-wide framework for broadening the national research enterprise through inter-institutional collaboration of mixed-institution types.

# Outcomes

## Institutional Leads and Institutions:

- **Dr. Carla Jackson-Bell**, dean, Tuskegee University (TU) Taylor School of Architecture and Construction Science
- **Andrew Chin**, dean and associate professor, Florida A&M University (FAMU), School of Architecture + Engineering Technology (SAET)
- **Bradford Grant**, interim chair and professor, Department of Architecture, Howard University College of Engineering and Architecture
- **Coleman Jordan**, assistant professor, Morgan State University (MSU), School of Architecture and Urban Planning
- **Dr. Stephanie Pilat**, director and associate professor, University of Oklahoma (OU) Christopher C. Gibbs College of Architecture
- **Dr. Carmina Sánchez-del-Valle**, professor, Hampton University, School of Engineering, Architecture and Aviation
- **Elisa Silva**, associate professor, Wolfsonian Public Humanities Lab, Florida International University (FIU), College of Communication, Architecture, and The Arts
- **Akima Brackeen**, assistant professor, University of Illinois Urbana-Champaign

# Outcomes

## U-M faculty + staff (past and current) :

- McLain Clutter, associate professor in architecture
- Catie Newell, associate professor in architecture
- Zain AbuSeir, lecturer III in Architecture
- Torri Smith, lecturer in Architecture
- Edmund Graham, associate director NCID

## U-M student team members (current) :

- Trinity Anderson, M.Arch 2024
- Zione Grosshuesch, M.Arch 2024
- Tara Mehta, M.Arch 2024
- Sophie Mỹ Hạnh Nguyễn Trần, M.Arch 2024
- Valeria Velázquez, M.Arch 2024

## U-M student team members (past) :

- Madison Rogers, M.Arch 2022
- Olivia Raisanen, M.Arch 2022
- Maya Fraser, M.Arch 2023
- Walter Hunt, M.Arch 2023
- Joshua Powell, M.Arch + MUP 2023
- Gabriel Monett, MUP + MSW 2024