

## Worksheet for Centering Equity in Passive House

**Our Vision** is a Passive House community that reflects the diversity of the society it serves and operates within - leading the building design and construction industry in social transformation.

### The Centering Equity in Passive House Challenge

We ask members of the Passive House community to challenge themselves, their companies and organizations, to take on self-identified commitments which build up the next generation of Black, Indigenous, and People of Color (BIPOC) professionals in the design, engineering, construction, and management of the Passive House movement across North America.

The Centering Equity in Passive House Challenge asks the Passive House architecture and building community to self-identify and adopt an action plan, guided by the following questions:

#### WHAT CAN YOU PROPOSE TO YOUR FIRM / COMPANY / ORG?

Hiring Practices	Dedicating Funds	Internal Transformation

#### HOW WILL YOU ENSURE THESE COMMITMENTS ARE CARRIED THROUGH?

Projects need instigators, and they also need leaders who can rally the group together, and help overcome obstacles. What strategies can you imagine would work to see that your proposed actions are either carried out, or substituted by another more viable plan?

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#### HOW WILL YOU MEASURE PROGRESS? AND HOW OFTEN?

This work is a journey, not a destination. We need to find a way to define success in your chosen actions, to know when we can celebrate progress and when to change course.

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## Ideas & Options for Action Plans

- Dedicating Funds:
  - Develop funds for scholarships awarded to young, BIPOC (Black, Indigenous, People of Color) professionals to attend Passive House training and earn Passive House professional certification
  - Carry out anti-oppression training for staff of your organization
  - Establish mentorship relationships with young, BIPOC professionals
  - Dedicating a percentage of revenue and/or pro-bono hours to supporting Passive House projects in low-income and BIPOC communities on an annual basis
- Implement Hiring Practices:
  - Creating paid internship/fellowship programs opportunities for young, BIPOC professionals
  - Committing to hiring goals and intentional recruitment strategies to increase BIPOC representation and leadership within your organization
  - Hiring a Diversity, Equity, and Inclusion (DEI) Officer
  - Establishing ways to have an equity-first approach to bringing in BIPOC contractors and partners
  - Concept of cluster hiring - define and introduce  
<https://hrdailyadvisor.blr.com/2020/02/06/what-is-cluster-hiring/>
- Internal Transformation:
  - Undertaking internal, collective analysis to identify and transform systemic barriers and cultural characteristics that reinforce exclusionary outcomes
  - Acknowledging that building is not a neutral act, and that it is our job as designers and developers of Passive House projects to measure the social impacts of our work in the communities we work
  - Identifying and connecting with existing BIPOC-led organizations in the communities we work to provide popular education, youth programs, and support for people to implement and experience Passive House projects in action
  - Advocating for protective and proactive policies that center racial and economic justice in all legislation and standards guiding development, housing, and planning processes.

## Select Training / Tools

- Institute for Market Transformation (IMT) is creating resources and tools to promote [High Road Contracting Standards](#) in partnership with Emerald Cities Collaborative
- [AORTA](#) is the **Anti-Oppression Resource & Training Alliance**, currently working with NESEA
- **Equity Meets Design** - [online course](#)
- **Partners for Collaborative Change**, [Pivoting to Principled Practice Worksheet](#)
- International Living Futures Institute - [Intro to Just Program](#)
- **Movement Strategy Center**, [The Spectrum of Community Engagement to Ownership](#)
- **National Association of Climate Resilience Planners**, [Community-Driven Resilience Planning: A Framework](#)
- American Institute of Architects, [Guides for Equitable Practice](#)
- U.S. Green Building Council Social Equity Working Group, [LEED Project Team Checklist for Social Impact](#)
- Design Corps, [Public Interest Design Institutes](#)
- Democracy at Work Institute, [Resource Guides](#)
- [B Corporation Certification](#)
- Emerald Cities Collaborative, Energy Democracy [Scorecard](#) and [Flipbook](#)
- Institute for Local Self-Reliance, [Community Power Interactive Toolkit](#)
- American Council for an Energy-Efficient Economy, [Local Clean Energy Self-Scoring Tool](#)
- HomeFree, [Products Guidance](#)

## People, Programs, and Organizations

**BlackSpace Urbanist Collective** - <https://www.blackspace.org/> brings together planners, architects, artists, and designers as Black urbanists, people who are passionate about the work of public systems and urban infrastructures.

**Women of Color / Collective in Sustainability** - <https://www.woccs.co/> - Connect to share job opportunities

**Hip Hop Architecture** the [Hip Hop Architecture](#) Camp® positions Hip Hop culture as a catalyst to introduce underrepresented youth to architecture, urban planning, and design.

**National Organization of Minority Architects** <https://www.noma.net/> - great spot for news & information and to connect with local chapters

**Build Out Alliance** - <https://buildoutalliance.org/> promotes and advocates for the lesbian, gay, bisexual, transgender, and queer (LGBTQ) community within the building design and construction industry

**TransCanWork** - <https://transcanwork.org/>

**Beyond the Built Environment**, [Great Diverse Designers Library](#)

**AIA, Next2Lead Program** - Leadership training for ethnically diverse women in architecture

**NAACP Centering Equity in the Sustainable Building Sector**, contact Mandy Lee [slee@naacpnet.org](mailto:slee@naacpnet.org)

[Blue Green Alliance](#) - The BlueGreen Alliance unites labor unions and environmental organizations to solve today's environmental challenges in ways that create and maintain quality jobs and build a clean, thriving, and equitable economy.

[Black Landscape Architects Network](#)

[Open Architecture Collaborative](#)

[Architects/Designers/Planners for Social Responsibility](#)

[Black Artists + Designers Guild](#)

[National Society of Black Engineers](#)

[National Association of Minority Contractors \(NAMC\)](#)

[The Asian American Architects and Engineers Association \(AAAESC\)](#)

[National Association for Latino Community Asset Builders \(NALCAB\)](#)

The [Just City Lab](#) @ Harvard Graduate School of Design

[HBCU Architecture Schools](#)

[HBCU Engineering Schools](#)

**University of New Mexico**, [Indigenous Design and Planning Institute \(iD+Pi\)](#) and  
[Design and Planning Assistance Center](#)

**Arizona State University**, [Indigenous Design Collaborative](#)

[Sustainable Native Communities Collaborative](#)

**Tulane School of Architecture**, [Small Center for Collaborative Design](#)

**Soul Fire Farm**, [Building Immersion](#)

[National Minority Supplier Development Council](#)

[Creative Reaction Lab](#)

**NAACP** Afro-Academic, Cultural, Technological and Scientific Olympics (ACT-SO),  
2020 Sustainable Building Competition [Guidelines](#)

**Deep South Center for Environmental Justice**, [Environmental Career Worker  
Training Program](#)

**Clark Atlanta University** [HBCU Green Fund](#) and [HBCU Green Report  
Green 2.0](#)

[Green Leadership Trust](#)

Environmental Leadership Program, [Roger Arliner Young \(RAY\) Clean Energy  
Diversity Fellowship](#)

American Association of Blacks in Energy, [Scholarships](#)

[Energy Justice Network](#)

[Association for Energy Affordability](#)

**Partnership for Southern Equity**, [Just Energy Academy](#)

[US Architects Declare Climate, Justice, and Biodiversity Emergency](#)

[The Untokening](#)

[Hester Street](#)

[Kounkuey Design Initiative](#)

[Ubuntu Architecture Summer Abroad Program](#)

Enterprise Community Partners, [Rose Fellowship](#)  
[Sasaki Foundation](#)  
Building Skills Partnership, [Green Janitor Education Program](#)  
Guildford College, [Wiser Justice Program](#)  
[Green The Church](#)  
[African American Design Nexus](#)  
Habitat for Humanity, [Sustainable Buildings](#)  
YouthBuild, [Green Building](#)  
[Project Destined](#)  
[PolicyLink Legal](#)  
[Center for Community Progress](#)  
[African American Alliance of CDFI CEOs](#)  
Center for Community Investment, [Fulcrum Fellowship](#)  
Dream Corps, [Green For All](#)  
[Interfaith Power & Light](#)  
[Interfaith Partners for the Chesapeake](#)  
[GRID Alternatives](#)  
U.S. Department of Energy, [National Community Solar Partnership](#)  
[BUILD Health Challenge](#)  
The Schumacher Center for a New Economics, [Community Land Trust Directory](#)  
[People of Color in Environmental & Climate Justice](#)  
Climate Justice Alliance, [Speakers Bureau](#)  
Grace Farms Foundation, [Architecture + Construction Working Group](#)  
[Decolonizing Architecture Art Residency](#)  
[The People's Institute for Survival and Beyond](#)  
[The Black Urbanist](#)  
[Black Land and Power](#)  
[National COVID-19 Outdoor Learning Initiative](#)  
[SAGE's LGBT-Friendly Housing Developer Resource Directory](#)  
[Blacks in Green](#) (Chicago, IL)

[PUSH Buffalo](#) (Buffalo, NY)

[The Pratt Center for Community Development](#) (New York, NY)

[Sustainable South Bronx](#) (NY)

Built Environment Plus, [Green Building Training Program](#) and [Workforce Training Fund Program](#) (MA)

[Fairmount Indigo CDC Collaborative](#) (Boston, MA)

[Energy Coordinating Agency](#) (Philadelphia, PA)

[Neighborhood Design Center](#) (Baltimore, MD)

[DC Grassroots Planning Coalition](#)

The Equity Center at UVA, [Project Pipeline Architectural Summer Camp](#) and [Equity Atlas](#) (VA)

[Creative Community Leadership Institute](#) (MN, ND, SD)

[The Uprooted Project](#) (Texas)

EcoRise, [Green Building Internship Program](#) (Texas)

[Workers Defense Project](#) (Austin, TX)

[Community Resource Design Center](#) (Houston, TX)

Homeboy Industries [Solar Panel Training Program](#) (Los Angeles, CA)

[People of Color Sustainable Housing Network](#) (San Francisco Bay Area, CA)

Causa Justa Just Cause, [Black Priorities Project](#) (San Francisco Bay Area, CA)

[Moms 4 Housing](#) (Oakland, CA)

[Liberty Hill](#) (Los Angeles, CA)

[From Lot to Spot](#) (Los Angeles, CA)

[ACE Mentor](#)

[Louisiana Bucket Brigade](#)

[Slate Z](#) (Los Angeles, CA)

Rate It Green, [Equity in Green Building Directory](#)