



Harvard University  
Graduate School of Design

## Racial Equity and Anti-Racism Fund (REA Fund)

Raising awareness of how race, racism, and racial injustice affect society and promoting a culture of anti-racism at the GSD



*"You belong here."*

- Naisha Bradley, Assistant Dean of Diversity, Inclusion and Belonging

*"We are committed to a broad and diverse student body since we believe in the value of a variety of opinions and life experiences, knowing that these are the building blocks of creativity and innovation."*

- Sarah M. Whiting, Dean and Josep Lluís Sert Professor of Architecture

## **Harvard University's Graduate School of Design**

The Harvard Graduate School of Design (GSD) aspires to educate a diverse group of leaders in design, research, and scholarship, with the hope that they will directly impact and improve the built environment in ways that create a resilient, just, and beautiful world, now and in the future. We want our students to see this, to believe this and to experience working with a wide range of people from different backgrounds.

The GSD has a legacy of design leadership and innovation, pushing the frontiers of knowledge and research across all design disciplines for more than 80 years. As a leading global design school, the GSD offers programs in architecture, landscape architecture, urban planning and design, design studies, and design engineering. And as a global leader in each of these fields, the GSD is redefining design as a critical response to increasingly complex issues faced by people and cities and ecologies, across the United States and around the world.

## **We Must Do More**

*"Any man's death diminishes me because I am involved in mankind, and therefore never send to know for whom the bell tolls; it tolls for thee."*

- Poet John Donne, 1624

*Man is "tied in a single garment of destiny," and what affects one affects all.*

- Rev. Martin Luther King Jr.

In May of 2020, our nation, confronted the brutal killing of George Floyd with protests occurring in over 200 cities across the United States and igniting movements around the world. The intensity of these protests inspired a global reckoning with racism, and forced us as a community to turn inward and reflect.

The GSD believes in equipping students with the skills to design spaces for all. To accomplish this, we work to prioritize the innovation and reflection that comes from recognizing diverse perspectives and experiences and creating space for them in our community.

In alignment with our community values, we seek to increase diversity, deepen inclusion, and advance a sense of belonging among students, faculty, staff, and our extended community. Our Diversity, Inclusion, and Belonging priorities include recruitment and retention, community engagement, representation, and assessment.

Now and into the future, the GSD community can help address the very real issues of race and racism in the design fields where we are training our students to become future leaders.

## **Purposeful Action Today: Racial Equity and Anti-Racism Fund (REA Fund)**

In recognizing that the design fields have a cultural obligation to address injustice and discrimination, Dean Sarah Whiting launched the Racial Equity and Anti-Racism Fund (REA Fund).

Commenced in September 2020, this fund is first of its kind to support racial equity and anti-racism not only at the GSD or Harvard University but for all peer design schools. It's also the first fund at the Harvard GSD to ignite cross departmental collaboration and call on all three key stakeholders - students, faculty, and staff - jointly for change at all levels across the institution. This unprecedented fund provides grants for a variety of initiatives, from mentorship and conference speakers to faculty course work, to ensure that the values of diversity, inclusion, and belonging are imbedded in the fabric of the school's community.

The REA Fund offers project grants twice a year to students, staff, and faculty. Proposals are submitted with a focus on initiatives that promote a culture of anti-racism at the GSD. Distribution of the grants is overseen by Naisha Bradley, Assistant Dean of Diversity, Inclusion, and Belonging at the Graduate School of Design, along with support from an internal review committee, who together determine the amount of these grants through a proposal review process. With decisions on grants grounded in a review committee, we work together to ensure an equitable grant decision making process.

### **Partnerships**

We are looking for corporate and design firm partners and propose a total gift of \$50,000, payable over five years.

We also encourage individuals to join us at this same level, \$50,000 at \$10,000 per year payable over five years.

Our goal is to secure \$200,000 to be distributed annually to the dozens of students, staff and faculty that submit proposals that they feel will create a sustainable opportunity and advance the Diversity – Inclusion and Belonging efforts in the GSD.

Your gift to the Racial Equity and Anti-Racism Fund will help to raise awareness of how race, racism, and racial injustice affect society (with a focus on the design fields) and promote a culture of anti-racism at the GSD.

### **Opportunities and Visibility**

#### **All Donors (individuals, firms, and corporations)**

- Be informed of the impact of the REA grants through an annual REA Fund update email
- Receive the GSD's annual Giving Report (digital) with information on philanthropy at the GSD and the impact of giving
- View updates on the REA Fund through the Office of Diversity, Inclusion, and Belonging's webpages and read how donor support matters
- Information on the GSD's bi-annual Black in Design conference

#### **Gifts from firms or corporations**

- All of the opportunities of the "All Donors" category
- Firm logo to be placed on the GSD's Racial Equity and Anti-Racism Fund webpage as part of the Office of Diversity, Inclusion, and Belonging
- Get information on the impact of the REA grants through an annual REA Fund update with content that can be repackaged by firms to share on websites, email, and social media
- Facilitated access to world-class faculty, students, and a broad network of internal stakeholders

**It's a movement, not a moment. Thank you for your consideration.**

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