

UDESIGN JUSTICE INITIATIVE

CO-DESIGN
WORKSHOP #1

Verbatim Comments

IN-PERSON SESSION:
June 24th, 2025

ONLINE SESSION:
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NOTE:

* **Black texts** represent notes taken from the **conversations** in the **in-person** session.

* **Blue texts** capture the notes from **guidebooks** and the **sticky notes** on flipcharts during the **in-person** session.

* **Green texts** represent conversations and notes of the **online** session.

Activity 1

Co-Creating the VISION: Imagine the Future

Imagine it's five years from now, the UDesign has become everything you hoped it could be. Spend a few minutes reflecting. Then, express your visions.

1.1. Postcard from the Future:

Using your provided postcard, write a short message from the future.

- Communities feel welcoming and vibrant
- Every voice is being heard and expressed
- Billionaires don't exist
- Money stays in the community
- Instigating community change
- Housing, food security, inclusive recreation, safety, education
- Calgary is a welcoming city
- Bridged different sectors of Calgary with a common goal
- Long enough for change, what strategies and tactics to implement
- Orient it towards a group that handles the decisions themselves or relation to the client and funding
- Tracking is important, the importance of including data and tracking information
- Mentioning example of 4 health staff to 120 staff, occurred in a 5-year period
- As quickly as things can change, they can also change for the better
- A period as small as 5 years can create new changes
- Marginalized communities now shape the communities which they live
- Easier said than done, hearing some folks talk about their background is a tool
 - 6 different buildings all serve the same function, 1-1 assumptions
 - Assumes everyone lives in occupied dwellings in the same way
 - Abbeydale: homeless service; the highest tier of care has come back in the architectural challenges
- 5 years is a short time; you can do structural systemic change in 5 years
 - Building and organizing an engaged community
 - Foundation to build momentum is important
- Open communication
- Accountability of leadership and decision-making
- Various ages and experiences engaged and actively involved
- How is this information communicated?
- Is the info readable?
- Most spaces are more diverse (in many ways)

- All city leaders (e.g., City councils) know about design justice and have demonstrated a commitment
- We understand more about who is involved and where the (?) (better social data)
- Our work acts as a connector for:
 - Community
 - Decision makers
 - Workers
 - Organizations
- UDesign Justice has become:
 - Inclusive
 - Place-based
 - Respectful
 - Place-keeping
 - Gathering/visit space
- Space of:
 - Fun
 - Flora/Fauna
 - Family
 - Flexibility
- Has become a pathway forward for truly inclusive design, rooted in justice. The landscape has shifted, and opposed to housing decisions made on our behalf, marginalized communities now shape the way systems are designed.
- Has become a platform for non-experts
- Local community(s) in Calgary, not exclusive to designers
- Has become a celebration and tool to advance the values and goals of marginalized communities in Calgary. We don't just serve a select few but are a collective advocating for one another. The UDesign Justice initiative ultimately brings the power, joy, and love back to those who need it the most
- Has become a powerful initiative in the city. This initiative was able to fix and decentralize the concentration of equitable design outside downtown focuses in places that aren't under the same while also supporting the growing young demography.
- Calgary is a welcoming city where everyone has access, opportunity, and equality in the pursuit of housing, food, education, work, medical/social assistance, and recreation.
- Has become a widespread + decentralized network of designers, practitioners, citizens. And marginalized voices that meet on a regular basis to provide input into activities happening in the city. The initiative takes an iterative approach to understanding the impact (or not) of its various initiatives. The connection to the U of C allows for a CRITICAL feedback into pedagogical strategies not only to shape

city-building initiatives but also to foster EMPATHY and to shape the leaders of tomorrow by (?) a respect and celebrating difference and diversity in students.

- Has become a successful initiative that has bridged different sectors in Calgary with the common goal of inclusion and diversity. Built environments in Calgary now foster safety and give marginalized communities a place to grow.
- Has become a leading organization in instigating community change and bringing people together across backgrounds. Projects are widespread and leave lasting change, tackling various issues including housing, food security, safety, education, and inclusive recreation.
- Connection and communication between those who have power with those who do not. A simple way for groups with privilege to reach out to groups that need more representation so that their voices can be amplified. And learning rather than othering can happen.
- We are on the way to ability justice, calling out ability privilege that defines design, calling out terms that are used to hide double standards (accommodation), de-disabling the design system, dealing with the lack of literacy around ability judgement, and dealing with attitudinal inaccessibility.
- Community first - the UDJI has become a place/space/hub that centers communities, in advocacy and change transformation. Addressing the nuances and cultural diversity.

Humanist approach

Advocacy group - how to create communication and viewpoints to the city and other stakeholders.

Building relationships - meetings - bringing in communities, grassroots, and policymakers. E.g., round table, conference, voicing out issues.

Continuous, open round table

- We envision a commitment for the future, a place where projects are monitored, evaluated, and informed. Everything has to have a follow-up
The architect's role - focus away from end-user - profession needs to become facilitators and less sole owners of the design. How to convince clients - profession should feel more open - architects are removed.
Redefining the role of an architect to empower and facilitate
- Has evolved to become focused on continuity of care, not just one-time supports, and has become a model for a Community First approach model ensuring trauma-informed care, cultural healing, and accountability.
- The UDesign Justice Initiative has evolved architectural education and the profession towards the role of facilitator. Architects have shifted their focus from 'designing for other architects' or being the sole author of a design towards designing for and with the community. Architecture is a collaborative act, where the

community feels empowered and has access to education and the opportunity to participate.

1.2. Vision Web:

Please use your sticky notes to respond to the following categories, and post your responses on the flip chart.

What Is It?

- A hub
 - People come together, gathering resources, doing things together, for everything
 - An approving body – this hub should approve designs and buildings, similar to LEEDs or green buildings, etc.
 - Looking at creating proper policies, people, laws, etc., and correct implementation
 - Focus on removing red tape
 - Intersectional and transdisciplinary work (not “one size fits all”) – we have so many different expertise
 - Focus on the design of the future as well, not just current times, to prevent pitfalls
 - Better accessibility design and thinking in accessibility for disability in various fields like architecture, building design, and features
 - General disability: as an example, accessing places despite economic circumstances
- Consultation is key
 - Proper and comprehensive consultation in every single process that is undertaken by all stakeholders
 - Multiple puzzle pieces come together to make things
- Education
 - Educating students while at the same time, being informed by students and helping students build connections to individuals/organizations across Calgary
- Weave in justice and equity
 - Planning decision making is resting upon capital, that's where things get challenging
- Celebration and tool to advance marginalized communities and bring power and joy back to communities
- Speaking and talking about justice and how we can incorporate those ideas and move beyond those norms and stereotypes
- How can we move beyond discussions
- Huge gaps between what can be used (grassroots initiative)

- Think about the actors and the relations between the actors
- Diversity of experiences in what the initiative is capable of
 - How to establish the vision and create what this initiative could be
 - What the initiative could become and how it can manifest itself in 5 years
 - What are the core values that are included within imagining the initiative
- “A full-blown narrative shift is required, and it must come with momentum.”
- It’s not just about representation, are we replicating dominant systems, or are we challenging them to accommodate diverse knowledge systems and support the sustainability of local economies?
- The term "just" is better than "justice" to avoid triggering political biases (e.g., right-wing pushback).
- Challenging anti-ableist should be the priority, would help for the other
- Welcoming to everybody to participate, inclusive, equal, we are not all starting from the same place, things are so embedded that we forget there are other ways of doing things.
- Spaces in which you can have a conversation. Everywhere should be accessible.
- Integrate everyone where everyone can come together! Look at who's there, what's changed, and who benefits.
- Challenges cookie-cutter housing and segregated planning (e.g., Calgary's NE vs. NW disparities).
- We should focus on placekeeping (working with what already exists in communities) rather than placemaking (imposing new systems). We need flexibility to adapt to people and honor the ecosystems that already exist. Indigenous ways of doing things are valid, colonial constructs tell us our traditional ways are wrong, but for example, bamboo construction withstands earthquakes.
- Justice emerges when people interact; design should be a flexible canvas for communities to finish.
- Central hub – public hub, conversations, discussions, in person, open door policy, Intersectional planning
- Open spaces that everyone can use, where decision making can be open, and ideas shared
- Central resource hub where all information and data, and resources are held
- Non-judgmental and open area (maybe it isn’t a building/room)
- Inclusive space for everyone: bringing in children, families, single parents
- Place of conversation with people who have different lived experiences
 - Bridging the gap between sympathy and empathy
 - Explore out of your own bubble
- Collaboration between designers, policy makers, students, and community members
- Narrating stories

- A space to gather, a place to visit (?)
- Space to inform people
- Building (?) cognitive of the systems that are embedded
- Influence hearts and minds
- Influence decisions, welcoming people
- A hub (not just a physical space) to store and action ideas
- Knowledge manager
- A place/platform that helps provide an equal opportunity for communities to participate and take ownership of what impacts them
- Storytelling
- Central research + resource hub
- Idea testing lab by/from
 - Community
 - Industry
- A third place
- Responsive
- A collaborative approach
 - Comprised of all typical parties in the design process, with a decentralization of decision making
- Mixed-income and low-income housing that combines residential and commercial that promote entrepreneurial and artistic spirit
- A third place that doesn't rely on consumerism
- Ground level (?) commons
 - Public access
 - Free programming zone
 - Indoor/outdoor gallery
- Organization/ the ongoing building of an engaged community with shared values and goals
- Challenge systemic inequalities
- Initiative focused on people to have a quality of life through extensive research precedent form. Bridge between funders, developers, and the city.
- Continuity of care and benefits community, and we fail to realize this
- When we are doing the work we do, we are doing it for the continuity of care and setting them up for success in the long term
- Address the whole picture that shapes the whole individual to get them where they need and that's what we need to do as service providers
- Looking at the individual's perspective and experience should inform these systems, programs, and policies
- Community first

- A space of network where we give these connections, and being proactive and building relationships and continuous conversations where we are really learning from each other
- Not isolating disciplines and bringing everyone to the table
- A connector, a place where we identify who is missing at the table, and give them access to these networks
- A place that centers us, that doesn't have to be physical, but a place that brings us together and feel connected to the folks that are part of it
- All ability infrastructure
- What could the space at the bottom of the building be Community hub accessible to other initiatives and community folk
- An egalitarian community-driven project where, at each stage, there are mixed committees and democratic values.
- A functional community
- " CONFERENCE " - City-wide, Nation-wide,
- A collaborative
- Quality design
- Advocacy following the people's needs first approach
- Embedding values and principles to inform decisions
- Accountability
 - Pushing us as individuals to be accountable for our actions
- Educational+ informing students in design about local, national, global design history
- Empowering students to get involved and connected with organizations across Calgary to further develop the vision
- (no training) safety protocols
- Consultation
- Value each person, remove bias
- Process for any- designing justice
 - Should be inclusive
 - Community consultation
- Diverse lenses, equity
- Involve all the parts, professionals, community, members who are part
- Better accessibility in architecture

Who Does It Serve?

- Disability community
- Students
- Marginalized communities

- Indigenous, black, and racialized groups
- Geographic injustice
- [Something that] anyone can experience
- Is who the wrong question? Or should it be what?
- Climate as an entity
- Where are the blind spots?
- Children, people aging in place
- Who is benefiting from the existing system right now?
- Those conversations are limited to the downtown environment, lack of initiatives in new communities
- They need support and to be able to understand what the initiatives are
- Focus on a more equitable approach, there's only been a focus on equality, equity looks different in every individual
- Canada is so diverse that equality is impossible; everyone does not have the same experiences and expectations
- Not for everyone, basic needs are not met
- Design right now is for those in power
- Policy change is probably more impactful than a singular piece of work
- We are trained in the ivory tower
 - Our histories are rooted in the Westernized thought process
 - How do we understand that we are not the masters
- Lifting everyone up rather than self-actualizing themselves
- Making people part of the process and co-creators
 - How can we approach projects from other perspectives
- How do we make influential decisions on who needs the most
- How do we expand engagement practices to further include more voices and keep it centered
- Do they even want help?
 - How does this help these communities look?
 - What is working at the community level?
- Everyone
- Marginalized communities
- Grassroots communities
- Seniors
- Refugees, asylum seekers, and recent immigrants
- Historically disadvantaged people (Indigenous, Black, and racially diverse people)
- Youth, children, students and children in the foster system
- Ages:
 - Children

- Aging in place
- Neurodivergent
- Barrier-free
- People who face disabilities
- Socially disadvantaged people
- Racialized people
- Disabled folks
- Neurodiverse
- Those physically marginalized
- The climate/ “nature”
- The more-than-human
- People who aged out of the foster system
- Centers community voices and marginalized voices
- Indigenous
- Black communities
- Newcomers
- Refugees
- Everybody
- Marginalized communities (avoid centring the views of those who are already privileged)
- All communities need to be involved and in dialogue
- People & planet
- All those who wish to be heard
- Kids
- Multi-generational
- DIALOGUE: marginalized x privileged
- People who are typically left out of the design process
- Data-informed decision making
- Serves those who need it the most
- Communities at the margins of society
- Reflect lived experiences of low-voices
- It serves the upcoming creator economy that also diversifies our narrative and our identity as an oil-based economy
- The Indigenous communities were among the most underdeveloped parts of Brazil, and it was surprising
- Elderly people also need accessible housing
- We are often designed for “the average able man,” which means we are leaving out women, children, and disabled people

- When thinking about accessibility, we need to make a whole community accessible, because you have to have access to your whole community, not just your house
- We need to consider people living not just for the short term, but for the long term
- Some people might also be temporarily disabled, which is also important to consider
- No one will care about people in a wheelchair if you do not know anyone in a wheelchair, and knowing is different than seeing
- You are given a spot at the table, but are given no authority or voice
- Indigenous communities
- We talk about mobility, diversity, and disability as if they are two different things
- If you are bringing a term to celebrate the fact that no one has the same set of abilities, maybe it is too broad, and it would be nice to say “everyone,” but it is not always possible
- “I don’t like the term neurodivergent,” it seems separating, and we should consider more of a circular shape, rather than needing to diverge or converge...
- Community first approach, where they have the voice and power to inform these policies and practices
- Diversity and how we have continuously excluded other people in our approaches, and how we bring them in and understand the barriers that they are experiencing
- Important to have folks in the conversation
- Everyone
- Neurodivergent groups
- Indigenous groups
- All people
- A collective community
- Indigenous Community Members away from their reserves
- Individuals who are not used to reaching out for support/Help, as society has made it "approach us versus us approaching you" as the norm
- Landed Immigrants/New Commers to Canada who have missed supports and are actively in shelter systems of care
- Front Line workers and Care Providers by providing them with realistic education and awareness
- Marginalized/Isolated Communities
- Who is not in the room?
- Students
- Marginalized communities
- This helps people with disabilities; able bodied people will have a greater appreciation of accessibility. Designers and their clients are key to this.
- Who it serves: all living creatures

- Those marginalized within Calgary + Canada by design injustices (hostile architecture, transit inaccessibility, lack of third spaces)

What Does It Change?

- Changing the community that is involved that was consulted
- Changing various aspects of various individuals' lives – ex. Economics, health, etc.
- Give back independence to people who face barriers
- Fundamentally, how we design things
- Influencing people early on to foster critical thinking (pedagogy)
- Expand unlimited
- That's who city officials are listening to (builders and developers)
- How do you see the city expanding?
- They don't care how we live; they care about how they live
- Questioning code
- Pushing back
- Yes, there is a code that we have to abide by, but let's be realistic about who it's applied to
- Constraining capitalist structures
- Stakeholders wear the crown
- What is your life worth in dollars?
- Everyone should have the right to use the bathroom whenever they need it
- Being conscientious about who we're voting for
- It's policy, but it's also changing the narrative
- It can be scalable and adapted
- Building more momentum on narratives that are serving communities
- Approval ratings differ according to communities
- 22-unit building: 2 identical blueprints, one came online a year earlier
- Rent buildings out no more than 30% of their income
- Pathway forward in inclusive design rooted in justice
- The idea of the master bedroom was constructed in 1848, constructed through racial biases
- Architecture doesn't overthrow power, it normalizes power relations, a nuclear family (conducive to Western European methods)
- Vulnerable Calgarians, from a policy perspective, feel like a game
 - A distraction tactic to keep individuals busy
- Emergency shelter:
 - Calgary drops in center
 - Calgary had the largest homeless shelter in North America
 - Research data and evaluation

- Costs are an issue
- Turnarounds on the budget
- That's where it gets tricky
 - Anything we try to build in affordable housing
 - Serving the most vulnerable: there's a monopoly in that space
 - Calgary hasn't seen a project like that come online since 2018
 - Edmonton 580 units
 - We're not building anything more than 35 units
- Legislation and organization, funders, and developers have different agendas
- Being uncomfortable is good, destabilizing to ensure change ensues
- Step into the uneasy space for change
- Projects take a very long time to complete
- Narratives; they're able to transform perceptions quicker, whether they stick or not
- Strategic around what narratives we construe
- Producing desire around these is important
- Current structures are very rigid
- The atmosphere of high rises creates a dominant narrative
- Downtown is very rigid
- Fix and decentralize equitable design in downtown while focusing on places that lack attention
- Downtown lacks vibrancy
- Kensington Market, Toronto: Culture is prominent; in return, it is becoming gentrified, it's a push and pull between different factors systemically
- A way to destabilize structures and ensure that communities stay centered in the decision-making process
- Starting from the bottom up and visualizing a world where starting small continues to create long-term impact
- If we can't get people to consider alternatives, we continue to reproduce the same biases that are constantly perpetuated
- Deciding on what project, we will engage with different professionals in establishing what the design initiative will be like
- "Shifting narratives in what place is."
- "There is life in here, once work is done, people leave downtown."
- Inequity in transit infrastructure (e.g., Martindale's neglected stations vs. Tuscany's "beautiful" ones).
- Change people's connection to their communities
- Infrastructure reflects priorities (e.g., transit inequity in Martindale vs. Tuscany).
- How do we get it into action? We have all the knowledge, I would say.
- [Data access and understanding data, how can UDesign include this in their process](#)

- The power of developers & builders to influence the city officials to build unchecked and expand unlimited
- Change the way RESEARCH is done/research model
- Not just data collection
- How we view and solve problems in society
- The narrative!
 - Especially about who/what is “dangerous” or “scary”, (e.g., downtown at night. (?) in the N.B., etc.)
- How do we humanize the marginalized?
- How architecture is practiced
- Remove bureaucracy and barriers to basic needs
- Develop a process of
 - Authority having jurisdiction
 - Stakeholders
- Investment in communities, jobs, and opportunities
- Strength-based language
- Build relationships
- Change people’s connections to their communities
- Listening first
- Builds community
- How we gather and discuss our ideas
- Hierarchical to flat organizational structures
- Accountability
- Decision-making process
- Knowledge transfer
- Communication
- Permeate existing forms of media/ knowledge transfer
 - Boards
 - Socials
 - Meetups
 - Pariers
 - Online games
 - News
 - Mail
 - Plazas
 - Online forums
- Perceptions
- Creative design innovation
- Linear to circular thinking

- Decision-making processes in communities
- From zero-sum to regenerative
- Design process
- Every design project
- Increased awareness
- Shared messaging
- Established community
- Policy framework
- Every single apartment should be accessible
- More care for the maintenance of the spaces and Indigenous reserves
- The space has an agency that helps to build a community
- 15-minute cities have been done for quite a while, but it is an idea of how we communicate with each other through a space
- How resources are distributed
- Not all areas of Calgary are very community-like
- We talk a lot about housing, but when we talk about community, we should also consider other things, like churches. We should consider designing public community spaces for different groups of people with different needs that can really serve everyone. A church itself is a useless building, until people are in it and have faith in it.
- Being from the Global South, we have multigenerational housing, and it is culturally expected for multigenerational housing to exist to provide housing for everybody, including the aging community, which ties into 15-minute cities as we need close resources in proximity.
- We need to build housing for the long term, rather than what we are doing now, which is building houses for stages, such as early adulthood, students, etc.
- The known spaces are where people can congregate together and share a common interest; however, they can be really expensive to build or maintain. This is a problem in Brazil, and it is also starting to be a problem in Canada.
- We can consider building spaces that are social gathering spaces that serve a wider variety of people.
- In large spaces where people don't know anyone, and don't want to know anyone, it is a different perspective to design spaces where one is known by everyone, vs one that is not known by anyone
- How do we make room to include people, but not exclude people, because the cost suddenly goes up
- Small towns bring a sense of security and safety in knowing you are being known
- In England, they check on houses a year after they are completed to see how they are being lived in, and I think that would be a great thing to do in Canada, and would

motivate architects because none of them want to be known for a “useless building design.”

- People think everything is accessible because they see the wheelchair sign everywhere, but it may not necessarily be true
- In my hometown in Brazil, in public establishments, there are no accessible or gender toilets; they are just toilets, so it is possible
- I know a wheelchair user who only has one arm that he can use, and because the handrail in the handicap bathroom is on the other side, he has to go outside and to the other building to use the bathroom
- We cannot just change a door; we have to change the whole building to be able to fit that door
- When we created designs as architects in Iran, we used guidebooks from America, which were not suitable because of the difference in average height
- Challenge: constantly looking for programs that apply systems thinking
- Reconnected to cultural roots, not just fulfilling what needs to be fulfilled
- Surveys on what's working, but where do we go from there
- Surveys are going out regarding concerns, yet there is no application; we see them as individuals who only need support, rather than recognizing that they do not need to support clinical norms
- Chinatown: last 20 years, Chinese culture has been a very passive group, so many of the problems were not presented, communications with the police and to the city, we have not expressed at all or correctly
How to create that communication and viewpoints to the city and institutions
- Last 2 years Chinatown ambassadors
 - No communications, the achieved goal
 - Quarterly meetings with the police and the city
 - Continuous communication (conference or roundtable) that brings the community or grassroots into the policy-making process
 - How can we ensure that you can voice issues, and where mandates are made to achieve the goal
 - It's not about the discussion of the problem, but rather about continuous open dialogue to achieve the needed change
- Missing people from conversations and a lack of representation
- Conduct and build environments, we forget afterwards, there is no step or commitment for the future, with future evaluations
- Funding for maintenance, understanding how facilities interact with communities' overtime
- Everything needs follow-up; we don't just create masterpieces, we create a commitment to long-term change

- Iterative process and coming back and monitoring, and it is not rigid, and it is flexible
- As architects and designers, we design for other architects
Starts with architectural education and publications
 - Pressured by these norms that take the focus away from the user
 - Become more facilitators and less sole owners of the design and invite more of a collaborative process
- Public clients: easier to justify collective community engagement, but not the same with private clients
- If the profession feels more open and feels less removed, or if not everybody can participate in
- Ways to empower the public to speak about architecture
- What is the role of the architect?
 - We forget that these spaces are for people to use
 - Looking at it, how do we educate differently, reinforcing the role as a facilitator and broadening it to the community, and how to ensure we are looking at what they all use and what our role is in facilitating that
- There are issues in the communities themselves, building a temple and a place to practice
- People don't necessarily need to connect with other people, or why it's important
- Not separate entities, and we need a community, exclusive
- If outside connections are important within the community itself
- How do we build connections, and are people coming from different lifestyles than the culture here in Canada?
- Changing people's mindset, a barrier to getting a space for them
- Challenges within communities
 - How do we also become more open and be more of a collective?
 - Looking at ourselves and how we foster relationships
 - Recognition
- Individual level, not just a bird's eye view
 - Don't consider how that impacts people and individuals, and families
 - Looking at the hierarchy and looking at the individual's point of view
 - Not just a statistical point of view, how do we engage with storytelling, and how does it inform our practices?
- How people are treated.
- Use of space.
- How we use language and the narratives we push to ensure we continue to center community voices
- Perceptions
- Design awareness and opening barriers for younger generations
- Education

- Processes
- Environments
- Access to services
- Ways of thinking
- Ideas
- Standards
- How we work together
- Independence for disability
- Our well-being
- Make life better
- The disabled community would be better integrated into society. It would make our society better, (?), more equitable
- More informed students in design applying design justice principles in professional practice and public
- Remove red tape, to implement policies and lives
- Approving body

How Does It Feel?

- Sense of empowerment
- Welcoming environment for all
- We don't see it at a system level
- Implementing more systems thinking
- A source of inspiration is seeing the change come from a group
- Momentum is important, and enthusiasm about the messaging
- Softness, flexibility
 - An initiative that is flexible depending on what is happening
 - Meaning on its own, how we deal with people and stakeholders during the design process
 - Hear different voices from different backgrounds
- A place where everyone wants to be a part of
- Feels welcoming
- Unbiased
- Curiosity
- Accessible and responsive space
- PEOPLE FIRST, it does not need to be profitable
- Radical, but grounded!
- It feels compassionate & ultimately HUMAN
- It feels like everyone not only has a "voice" but also a share in "power"
- Both:
 - Pragmatic "now"
 - "future" aspiration

- Change now (in the system)
- (?) FUTURE (break system)
- Aspirational
- Visionary
- Uncontained
- Systems-thinking mindset
- “An educated man cannot be oppressed because he thinks for himself.”
- Feels welcoming, inclusive, for everyone
- Feeling good
- Understanding each other's perspectives & respecting
- Purposeful
- Like touching grass
- Welcoming & safe
- Joyful
- Hopeful
- From sympathy to empathy
- Responsive
- Adaptable
- Welcoming
- Inclusive
- Accessible
- Sense of belonging
- Continuously improving:
 - Processes, insights, approaches, lessons learned
- More inclusive
- Welcoming (reduced NYMBYism)
- Revolutionary
- Soft!
- Empowering, warm, loving
- It feels exciting and that the future can be equitable
- Activist burnout
- We would have no problems with accessibility if we had thought about disability 30 years ago
- Having accessibility everywhere is nearly impossible, but we should have started decades ago
- 15-minute cities have been done for quite a while, but it is an idea of how we communicate with each other through a space
- Continued care, expected to incubate without community healing
- Inclusive

- Kind
- Safe
- Inclusive
- Fitting & harmonious
- Valued
- Helpful
- Empowering
- Putting humans in design
- Changing the norm
- Transformative and inspiring
- Everyone being able to get everywhere would look and feel great.
- Welcoming to everyone
- Inclusive- do cost spaces
- Intersectional
- Liberating
- If it designed with justice, inclusivity life will improve
- Well- being
 - Economic
 - Mental health
- Empowering
- A hub for any city initiative
- Comfortable

Activity 2

Co-Creating the MISSION: What We Do, and How We Do It

- *What is the purpose of the UDesign Justice Initiative?*
- *What communities or groups should always be centered in our work?*
- *What kind of impact do we want to make, and how do we make it?*

2.1. Mission Mapping:

[Purpose] We exist to...

- Accessible for all
- Not make people feel like a burden
- Help people live a comfortable and healthy life and reach their full potential, and not feel scared/feel unwelcome
- Create change within current design practices
- Think about designing for the climate
- Focus on colonization and how it impacts design and how we can move on from it (i.e., decolonization)
- Regenerative thinking fosters liberating and comfortable feelings, and improves quality of life
- “We exist to research, identify, and challenge how different communities are involved in the process.”
- Critical research, challenging current pedagogies and opening outreach
- Paying attention to what is working at a community level
- We become an eco-chamber of these issues and buy into certain narratives that continuously perpetuate
- Rendering our own agency by becoming an eco-chamber of these issues
- Promote citizens and educate citizens
- We exist to ensure that cities are equitable and welcoming
- Make sure the design meets the criteria
- Educational institutions continue to embrace change
- Extensive research and oversee architectural initiatives
- Educate younger students, opening barriers to younger generations to create interest
- Research and understanding terrain
- Purpose: incorporate marginalized communities, hopes, and potentials, and uncover hidden layers

- Challenge frameworks that intend to silence or divide
- Having everyone share their perspectives, between the public and private sectors
- Once you get to know people as people, you find more similarities than differences
- To facilitate and activate communities
- Challenging systems, Nelson Mandela quote from Long Walk to Freedom: An educated man cannot be oppressed because he knows how to think for himself
- Bridge and connect
- Challenge frameworks that were made to intentionally silo or divide
- Create inclusive places and spaces
- Empower amplify
- Reimagine the role of design in shaping more just, inclusive, and regenerative environments. Our work challenges dominant paradigms in architecture by centering lived experience, dismantling systemic inequities, and building toward collective liberation through space making.
- Rethink/define the concept of design justice in the context of Calgary or beyond.
- Incorporate marginalized communities' potential and hopes into the research/design process.
- Prepare and test a range of design methods to tackle inequalities.
- Research, identify, advocate, and challenge oppressive and unjust systems/structures impacting communities in Calgary and beyond.
- Create change within current design practices that are regenerative to communities that have been impacted by design injustice, foster communities, and also include them in the conversation.
- Challenge systems that have historically excluded, silenced, or erased marginalized communities, specifically in the context of designing our lived environment.
- Make justice and empower others.
- Decolonize processes, systems, and ideas in design.
- A critical generative approach
- Critique to “see” differently and identify issues
- Generative to propose alternate solutions (as an optimistic perspective)
- Be actionable
- Challenge narrative
- Promote and facilitate actionable programs across communities
- Engage with diverse groups
- Gather information/insights
- Make decisions that address justice issues
- Measure the effectiveness of decisions

- Live a comfortable life, healthy and enjoyable cities, that serve everyone, including all people, and a supportive economy
- Engage, inform, deliver change
- “The purpose is to amplify the voice of the community, to build a social contract for what we are going to accomplish together.”
- Bringing in the voices of those who have been excluded
- Our role is to bridge the connections between communities
- Co-develop spaces and places where everyone can thrive, where we may encounter each other in communal experiences.
- Remove personal car space to create space for many modes of transportation that are more accessible to all, such as people who are too young to drive, not physically able to drive, can't afford the cost of driving, or just want other options other than driving.
- Amplifying the voice of communities to build a social contract for what we are going to accomplish together.
- Collective representative of grassroots communities - it can be expanded and act as a collective voice to inform policies.
- Bring people together to collectively solve challenges
- Empower and advocate for voices who are otherwise silent or unwanted.

[Audiences/Communities] We work with...

- Everyone (not just for a specific population)
- Ex. Immigrants, disabilities, newcomers, racialized communities, professionals, artists, and architectural backgrounds
- Where is the medium of defining and not defining something? By defining something, it can seem exclusive, but not defining it can make something too intangible
- People will be coming and going to the lab
- Should we take a community-centered approach?
- You can't include everybody all the time
- Marginalized communities, but everyone should feel that we are strong, the strength in diversity
- We need to work together; if we don't work together, we cannot serve those we're here to help
- Historically marginalized, there is specificity in their experience
- Marginalized people, everyone to feel we are strong, strength in diversity
- Everyone

- Communities historically excluded from design decision-making processes: including racialized groups, Indigenous nations, houseless populations, people with disabilities, QSLGBTQ communities, and all those impacted by colonization, gentrification and displacement.
- SAPL, UCalgary, Downtown, Local craftpersons, Neighbourhoods, Other labs
- Historically marginalized communities within the local Calgary context, such as the unhoused, queer youth, Indigenous and Black, and other racialized individuals/communities.
- People with lived experiences and artists
- Communities that are often not heard from. Newcomers and folks who have been here for generations. Coming not just from the academic background, but from all across different backgrounds.
- Everyone.
- Communities that are currently on the Equity Index that are lacking resources/ infrastructures/ services.
- We don't work with the "normal/normative"
- Does the focus/ target demographic shift based on a project basis? "Centering" some means "marginalizing" others by definition
- Authorities having jurisdiction
- Elected officials
- Communities
- Diverse groups
- Building community
- City planners
- Other universities
- Community members, policy makers, professionals, and everyone who participates in UDesign process
- People/ (?)
- Who should we involve
 - Each design for a specific need requires a specific group that can be at the table
 - From the center to the outside, and include all communities
 - Communication and consistency, and deliver on honesty and what we are trying to accomplish
- Communities - broadly recognizing the diversity that exists.
- Stakeholders, with a focus on those who are typically underrepresented
- Anyone who is not heard.

- Those with a voice to get to know groups of people who are not always heard.

[Methods/Actions] We do this by...

- Involve people from different backgrounds, disciplines, disabilities, and experiences
- More community-based approach instead of academia
- Supportive environment
- Listening and working with various community members (i.e. consultation) and using resources and looking at stories from the past (i.e. storytelling)
- Teaching and education – making curricula, holding workshops and events
- Embracing diversity
- Empower under-represented voices
- Have tangible measurements of the impacts from the UDJI
- Leave room for change, so if something comes up that we didn't think of, we can adjust
- Think creatively
- Critical generative approach
- Hearing all the voices
- You feel it when you experience it yourself
- We have to make it tangible
- If we are coming from different sectors and socio-economic backgrounds, it is hard to bridge the same intention
- We don't think about very diverse types of inclusion/exclusion. We always refer to our personal experiences and are not always aware of different types of exclusion
- Inviting people and asking what type of spatial justice they are experiencing
- We should start with “How can we help you?”
- Trying to include people can unintentionally be excluding, intimidating, or alienating
- A lot of people have different definitions of feminism, but when people hear of it, they assume it is the radical type of feminism
- People say “that's radical” to kind of silence you
- Co-designing with not for, embedding justice into the design process
- Educating and practicing decolonial practices that we learn
- Involving more folks in the process, making them feel like they're being heard
- In relation to other entities and stakeholders, focus needs to be narrow, research, etc.
- Is community outreach about research, pedagogy, and how do we branch into different stakeholder groups to ensure that the problem is approached through a systems thinking process?
- “Ensuring that communities are consulted in what is working at their level and producing a continuous feedback loop for communities to constantly reach out to.”

- Language is power; we are producing a language that talks about capital, change, and building awareness around these terms
- Power in language and narratives, and ensuring that the narratives we push are helpful to marginalized communities
- “Not just academic backgrounds, projects that invest in people rather than extract, giving them the dignity that they deserve.”
- Investing rather than extracting, trickle-down economy
- Educating and mentoring the next generation
- Bottom-up decisions
- Designing processes rather than physical
- Problem with tokenism in the industry
- Design is expansive, what is the power of architecture
- How we represent and challenge building conventions
- Design awareness and concern for younger generations
 - Opening barriers
 - How do you make them feel like they have agency
 - Reaching out to and folding into the process
 - Dubious of the systems that they are a part of
- Testing; different methods depending
- How do you do equitable testing, proper research, and implementation, and does it have room for failure
- How we design and what sort of methodologies we incorporate
- Justice in the context of Calgary, focusing on communities
- Defining marginalized communities
- Idea of methods: we can't take an existing methodology; how do we go about designing methods WITH communities
- We do this by listening
- We need to work together
- Design canvas - let communities finish spaces based on their needs
- Collaborative grant-seeking, blast opportunities so funds get used collectively
- Interactive language: no jargon, simple, entry level, anyone can participate
- [Listening first](#)
- [Co-designing with -not for communities, embedding justice and accessibility into our design processes, amplifying underrepresented voices, sharing power through participatory methods, and continuously educating ourselves on decolonial, anti-oppressive, and land-based practices.](#)
- [The key question/action is how UDJI will use the methodology and methods that are well known \(e.g., codesign, participatory design, etc.\) in the context of design justice, to propose context-specific methods/actions?](#)

- Critical research, challenging current/ historic design pedagogies, and specialized community engagement and working groups.
- Educating design students to apply this in professional/public practice
- Doing projects that invest in people rather than extract. Giving them the dignity they deserved. Redistributing power by supporting a community-led design process.
- Educating and mentoring to grow the enthusiasm of the next generation.
- Storytelling
- Data to theory
- Dismantle old systems.
- Prioritizing inclusivity and an anti-racism lens in our work and service provision.
- Taking stock on a regular basis of oppressions and injustice that are “falling through the cracks” - Let the community inform what issues are important?
- Against conversations?
- Designable/malleable
- Fostering a platform for different voices
- Inclusivity by diversity
- Constant engagement
- Legislation
- Education
- Consultation
- Resource
- Stakeholders
- Community members
- Artists, architecture, etc.
- Listen- Respect
- Having a space that is actually welcoming should be a key point
- The executive of the process matters
- Something that would be nice about the new space in downtown would be having self-defence classes, where women outside who are struggling are also invited
- We often center what the funders want rather than centering communities
How do we center community voices, and how do we recognize that, and what impact do we want to make? How do we immobilize it?
- Collective representative of many other smaller grassroots communities, can be expanded and be a collective voice, and bring that to the policymakers
- Building those relationships and making sure we remain accountable to making those connections
- Continuous work and we are broadening and bringing people in, we are able to make direct connections and know how they should be brought to the table
- And who needs to be at the table

- Relationship building
- Shared understanding as to how this would work, and mistakes will be made, and how we move forward as a collective
- Co-developing inclusive and egalitarian organizational structures where people may voice opinions, have challenging conversations, reach consensus, and participate in the designing process at each stage
- Hearing each other's stories.
- Relationship building - Culturally appropriate ways of engagement, specificity in approaches, go from the center to the outside and include all communities, communication, and consistency - clarity, honesty, and responsibility for what we are trying to accomplish.
- Creating space and building community
- Creating valuable connections and environments. Understanding all the perspectives at the table.

2.2. Mission Draft Starter:

The UDesign Justice Initiative exists to...

By ...

In order to ...

- The UDesign Justice Initiative exists to -didn't hear- by constant communication and engagement and maintaining accountability to policy makers and academia in order to improve policies, legislation, places, and education/training.
- Exist to challenge current design methodologies within academia and practice, by co-creating new community-engaged initiatives, in order to create a more equitable, just, and inclusive way of doing and being.
- Exist to decolonize processes, systems, and ideas in the planning, design, and development of cities, by understanding oppression, exclusion, racism, and their limiting aspects, in order to create equal, inclusive, and just societies.
- Exist to
 - identify design injustices
 - question existing and accepted ways of doing things,
- by
 - going out INTO community
 - understanding the narratives around marginalization and how society frames how we see marginalized folks
- in order to

- have conversations with marginalized populations on their OWN terms and shape the UDesign Justice Initiative's mission/vision
 - deconstruct societal biases around marginalization (“why” and “how” people come to be marginalized- often because of the system) and re-frame how we perceive marginalized populations (e.g. The idea that you “just need to get a job”)
- Exist to challenge narratives, change systems + processes, by taking back what “radical” idealisms are, voting intentionally, in order to invite different people to the decision-making process.
- Exist to provide a platform and testing ground for new ideas that directly address community issues through design
- Exist for all diverse + underrepresented communities, by constant consultation + engagement, in order to create better legislation, (?), built space, where everyone feels safe.

Activity 3

Co-Creating the GUIDING PRINCIPLES: The Ethical Foundation

The principles should reflect values in action: not abstract ideals, but commitments to how the initiative behaves, builds relationships, and holds itself accountable. What is the purpose of the UDesign Justice Initiative?

- *What values must guide everything the Initiative does?*
- *How should we treat one another as collaborators?*
- *How should this initiative be held accountable, and by whom?*

3.1. Naming Values:

Please use your sticky notes to write down your ideas, and post your responses on the flip chart.

- Accountability
- Data-driven
- Community-driven
- Responsibility
- Lived experiences
- Kindness and compassion
- A lot of the narrative is driven by fear, which is really isolating
- Nothing about us without us
- A form of care and unconditional hospitality
- Empathy
- What else is impacting you, and are you impacting future generations?
- Commitments to how we hold ourselves accountable
- Feedback loops, reciprocity, transparency, clear and accessible communication, consensus, longevity, grounded, outcome, sincerity, ingenuity, respect, compromise, continuity, change
- How do we have a way to see if it's not working, building in contingencies
- Design as an open source
- Mixed and residential, and commercial, introducing what is working at the community level
- Commercial is a bougie coffee shop
 - If it is a mixed market model, putting appropriate models for different communities
- How do we design in a way that it can be modular and reprogramming
- What is the process of design, and how does it go out there

- How has this impacted certain communities
- Accountability = learning from mistakes, not punishment
- Justice must include sustainability (just transition for economies + ecology)
- Make accessibility the baseline
- Integrity
- Kindness
- Transparency
- love
- Accountability, recognizing people come to ideas from different places, quick to welcome, not just dismiss
- Inclusivity, when we meet people, we understand more connects than divides us, and humility across cultural backgrounds
- Adaptable, how to approach those who fundamentally disagree
- Respect, humility goes with innovation
- Reciprocity
- Humility
- Inclusivity
- Curiosity
- Joy
- Revolutionary
- Safe
- Welcoming
- Respect + reciprocity
- Inclusive
- Trust
- Nothing about us, without us
- Transparency, e.g., Researcher Code of Ethics
- Accuracy in data and info
- Kindness & compassion
- Distribution of access to resources
- Care & unconditional hospitality
- Empathy
- Not for profit
- Invest back into the community (Calgary Dollar!)
- Communism (meaning owned by nobody & everybody)
- Long-term communities, long-term investment, ROI
- Equality
- Access
- Acknowledge privilege

- Strength-based
- Respect
- Reciprocity
- Humility
- Self-reflection
- Grace
 - Learning opportunity
 - The heart of how we work
- Adaptable
 - Meeting people where they are at
- Flexibility
- Innovation: different ways of communication
- Inclusivity: whoever it may be
- Accountability:
 - Recognizing different perspectives
 - Self-accountability
 - Grace
- Transparency
- Reciprocity
- Accountability
- Justice
- Openness
- Collaboration
- Stewardship
- Curiosity/ wonder
- Integrity
- Accessible
- Honest
- Grounded and (?)
- Respect
- Integrity
- Dignity
- The initiative should be held accountable for the people who are directly impacted
- Accountability to the community, not just institutions
 - Prioritize relationships over bureaucracy
 - Hold power accountable through community-led- feedback loop
- Consent and continuity
 - Design in ways that seek meaningful forms of informed consent
- Nothing about us, without us

- Embed lived experiences and community voices beyond consultation stage
- Discomfort as a catalyst: welcome discomfort (productively)
- Knowledge sharing inspiration, meaningful connection
- Respect: Commit to respect everyone from all backgrounds
- Accuracy in data and information
- Transparency
- Clarity in vision and mission
- Responsible: everyone should be responsible
- Data & Information
- Equality
- Accountability
- Transparency
- Respectfulness
- Innovative: innovation is accessibility
- Inclusive and belonging (lived Experiences)
- Collaborative: Continuous consultation
- Creative: out of the box
- Independence/ Community
- The language we use is important and it is never neutral
- Including people in every part of the process is important
- Sometimes you feel alone in activism and like you are the only one thinking about a certain idea, but it is motivating to see other people have more ideas and ones that are similar to your own
- Accountability
 - Pushing us to be accountable for our actions that affect communities
 - How we might cause harm, and our passion for advocating has often left individuals who might need my care
 - Also missing individuals whose voice is not heard
 - Pointing fingers, but we make up the system, and we make up the communities
 - Looking at ourselves as individuals and how my own biases impacted those that I have worked for
- Sense of tolerance

When we are engaged with communities, we don't expect that level of sophistication on language and the complexity, and interact and receive the level of understanding
- How do we communicate that works for the person, and being flexible when we're trying to engage with communities

- Understanding that our ways of doing things might not be the same, and how we adapt
- Policing conference
 - “Systems need to speak with my heart before extending their hand.”
 - About the connections we build, not about control
 - Restorative rather than extractive
- Intersections and similarities between cultures come from the person, who you are as a person, we think that we can separate ourselves from our professional and personal selves
- Authenticity vs acceptance
 - Staying true to our authentic selves and formulating initiatives in the sake of being accepted
 - Not being authentic and taking care of every single person regardless of status of life
 - Working towards being accepted and removing our authentic values
 - How do we challenge these status quos and be an individual who raises our voice
 - Being quiet so as not to rock the boat
 - How do we make sure we stay true to who we are
- Accountability
- Transparency
- Sense of tolerance
 - When we are communicating with marginalized communities, we need to be tolerant to get to the level the person is to learn and communicate, and reach a level of understanding.
- Speak with my heart before extending my hand - how are we focusing on restorative rather than punitive - we are speaking with our heart - makes us more genuine
- Clarity
- Vulnerability
- Authenticity vs acceptance - staying true to our values - e.g., taking care of everyone
- Active listening - the community would like to know their voices have been heard.
- Honesty
- Trust
- Solidarity and care
- Community-focused
- Empathy and understanding
- Easy to understand.
- Put effort into engagement with those that are hardest to engage.

3.2. Turn Values into Principles

What do these values look like in action?

Value Statement:

We believe that...

We commit to...

- We are committed to respecting everyone
- We are committed to gathering accurate data and being transparent
- We are committed to being inclusive and fostering a sense of belonging
- We are committed to collaboration
- We are committed to innovation
- We are an independent body/organization
- You shouldn't be the main person making decisions about something that's not about you
- Distribution of resources as another form of spatial injustice
- Investment doesn't have to be profitable
- Taking care of the full human
- Social justice application
- Accessible language and frames of thinking
- One thing that is appreciated in all of Cecile's events is that there is food; it's a human thing and ensures we take care of people's needs before actually doing the work
- We can bring real experiences into pedagogy, but we can also bring pedagogy into the world
- How can we create positive change and connect people without making them worry about having to pay back?
- Revision and utilize technology as tools to further include communities
- Government appointed, producing biased outcomes
- Accountability: How do we evaluate success
- More opportunities with inclusion and opportunities
 - Integrating the virtual world through images and visual
- We commit to continuously evaluating our values and principles
- Hold ourselves and each other accountable
- We will stumble along the way, and that's part of the journey, self-reflection
- How to reconcile harm when it happens

- Be gracious to yourself: My first boss taught me "give yourself grace," it's okay to make mistakes
- Planning has no equity; we must be very intentional
- Reciprocity
- Communication
 - Clear
 - Open
- Leadership
- Accountability
- Accessibility
- Bringing ideas
- Community engagement – hearing from wider groups and implementing their ideas
- Community design
- Interactive activities
- Common ideas: better knowledge management, communication, dialogue
- Hope it can change people's perception of design and how it is more fun/playful/creative
- We believe that “human-centred” is foundational to procedural and social justice application
- We commit to putting humanity into our decisions and planning
- We believe that people are worthy of care and empathy in order for them to “show up” as their “best” selves.
- We commit to “feeding + watering” (taking care of collaborators’ needs BEFORE we ask them to co-create with us.
- We believe that there is always a seat at the table
- We believe that accountability is paramount.
- We believe that collaboration is the key to compassion and change
- We lead with who we are as a person
- We commit to open and clear communication at every stage of our work, which helps inform, shape, and modify
- Accountability
 - Sometimes it scares people
 - Developing a safe space where people are allowed to make mistakes
 - Mistakes at the early stages it is easier to manage and control rather than being afraid of consequences
 - Where people are comfortable sharing their experiences, welcoming that principle
- Vulnerability

- Design is a vulnerable act, because we are opening ourselves up to creating the wrong solution
 - Holding that accountability, easier to be vulnerable when the collective group has an understanding to be vulnerable together
 - Being vulnerable and being open to being educated and being accountable
 - Bringing in folks that understand and seek answers and nurture that safe space
- We believe that solidarity and care should be at the center of this initiative
- We believe in Collective accountability. We believe that we have to develop a safe space that recognizes that mistakes will be made, we recognize that when mistakes are made, we are gracious and learn from it and address the mistakes.
- We commit to Co developing equitable points of entry for different peoples to come and collaborate from where they are at.
- We commit to acknowledging our vulnerabilities and being open to learning and sharing.

Activity 4

Co-Creating the FOCUS AREAS: Key Domains of Work

Focus areas are the key themes or domains that define what the UDesign Justice Initiative actually does. They help turn our commitments into action.

Let's think about where this initiative should focus its energy:

- *What are the community needs and lived experiences?*
- *What are the systemic gaps in design and planning?*
- *Where is design most failing marginalized communities, and how could we intervene?*
- *What is this initiative uniquely positioned to do?*

4.1. Possible Focus Areas:

Brainstorm possible focus areas, write them on sticky notes, and post them on the flip chart.

- An approving body
- Design education + curriculum
- Policy advocacy
- Accessibility
- Community partnerships
- Connection to intersectionality and lived experiences
- What are the community needs and lived experiences, and how should they be incorporated
- How do we limit the scope
- Incorporating lived experiences, rather than producing academic outcomes
- Cultural storytelling and bringing in as many diverse voices as possible
- "Design is a right that should not be dictated by dominant narratives."
- Teach oppressive histories of planning (e.g., racial segregation in Calgary's neighborhoods).
- Advocate for inclusive zoning, anti-ableist infrastructure.
- Capacity-building, mentorship for marginalized leaders, especially youth.
- Context-sensitive design (e.g., reject one-size-fits-all housing)
- "Show me the funding, I'll show you your priorities" – redirect resources to marginalized groups
- How to diversify funding. Not competition but opportunities
- Intentional leadership diversity (e.g., TRC advocacy in municipal roles)

- Practice
 - Academia >< practice relation
 - Connecting people across communities
 - Lunch & learn with industry
 - Advertisement and awareness
 - Create more community opportunities & positive changes
 - Social justice amplification
 - Frame values for the profession
 - Accessibility
 - Accessible language
 - Who are our funders
 - Networks and sharing resources
 - Not a competition
 - Build capacity + support leadership of youth
 - Advocacy informs policy
 - Giving people the resources to do the work
 - Funding + helping the community get funding
 - Library of info to share & communicate
 - The community knows more than policy matters
 - Meaningful measurements of social (?)
 - Capacity building
 - Spatial agency
 - Knowledge management of (?)
 - The bridge between
 - Design education
 - Policy advocate
 - Community partnerships
 - Etc.
 - Winterproofing our community spaces (having more than 9 months of winter)
 - Less NIMBY/ restriction regulation
 - Mixed commercial, residential, cultural hub, ex, Kensington Market, TO, or Art hub, like Granville Island, VA
 - Treat housing as a human right, not a commodity
 - Design Reparations
 - Addressing historical harm caused by design
 - Bio mimicry organic design. Modular/ agility
 - Indigenous land + design (?)

- “cultural” storytelling
- Having personally experienced homelessness, specifically youth homelessness, is a huge problem, and these youth, if given a chance, could be helped by putting energy into something positive like arts, culture, and sports, as part of the design.
- Storytelling
- Advisory committee
- Place-based participatory research
- Creating a process for intentional community engagement. (?) this within school
- Advisory committee education (?)
- Verbal, non-language dependent communication research/practice
- Design justice in education
- Central data resource
- Iterative
- Physical, non physical space
- Convening other orgs in this space
- Addresses issues of Calgarians, we want this to be connected internationally
- Challenges we experience are shared across different cities across the world
- Root causes and tackling those from the point of view
- Design Education (who participates, how is it evaluated)
- Outreach programs for youth - design as a right, rather than a privilege. Breaking down barriers.
- Education and advocacy
- Industry partnership & evolution
- Influence practice - making knowledge accessible - research - surveying underrepresented communities, making data easier for practitioners to access information and apply to projects.
- Encouraging communities to share lived experiences
- Program sustainability
- Informing policies and advocating for culturally appropriate policies
- Research- applied research - evolving the standards and mobilizing the research. Storytelling - client success stories - staying true to integrity.
- Funding - how do we prove worth (value) Needs of people - talking about the stories.
- Building allyships - broadening your scope and making these connections.
- Decolonizing practice and approaches
- Responsiveness is important - acknowledging and receiving the request, even if you don't know the answer, responding, and acknowledging.
- Establish an annual conference
- Community capacity building

- Addressing the educational gap (the politics of language) and how that affects participation from all groups
- Policy Advocacy
- A place to learn what is happening on the land we reside on.
- Policy advocacy
- Community partnership
- Sponsorship/ Funding
- Design Education Curriculum
- Working body, approving body (different communities)
- Connecting intersectionality
- Policy & advocacy
- Accessibility: how we develop & plan our city urban planning, not reactive
- Storytelling education consultation

4.2. Cluster and Name the Themes:

Cluster similar ideas on the flip chart. Name and describe each cluster/theme.

- research and engagement
- design of the built environment
- storytelling
- education
- Law + Government
- Education
- Health + Wellness
- Policy
- Pedagogy
- Community partnership
- Practice
- Design education
- Community partnerships
- Design & built environment
- Storytelling
- Research + engagement
- Education
- Design education
 - Where are we teaching from, how are we ensuring we are normalizing centering the voices of communities, rather than an add-on or check mark
 - How do we ensure that we educate and instill these values in how we teach
 - How education is delivered and addressing the narrative, and how we influence the minds that are being shaped in educational institutions

- How can we engage younger people in design to empower them to be active participants in the design of their communities
- What does post-secondary design education look like? How are we evaluating projects, and how do we encourage the evolution of the architecture and planning industries?
- Recentering courses beyond design, just for architects, and designing for communities
- How to reach out to industries and approach challenges in equitable design, especially in private sector projects
- Evolve design standards
- Architect's lens and perspective
- Funding
 - How can we action with funding
 - With communities and these gaps, how do we form partnerships, and who funds these projects
 - What kind of structures can we put in place
 - Job is based on stats, the need for the position
 - Funding opportunities through grants
 - Talking about the stories and reports
 - Capture what is being done behind the scenes and the value of the initiative, not just statistically based
 - Decolonizing practice
 - Extractive data and forget that they are people behind those numbers
 - How did this change a person's life
 - Funding strategies and partnership plans, and identifying next steps
- Policy
- Connections and Networks
- Programs
- Practice
 - How can we influence practice within the private sector
 - Collecting knowledge for information and making it accessible
 - Research, surveys, and sharing that data with the industry, and making it easier for industries to act on and deploy this data into practice
- Research
 - Practice informed research
 - Practice applied research
 - Evolving the standards of practice
 - Bringing people from different disciplines and learning from our perspectives
 - Understand these different perspectives
- Fostering Relationships
 - Social Events, potlucks

- How various groups connect rather than a blanket way of doing things
- Community Associations
- Responsiveness is important
 - When people send a request, responding and receiving the request is important even without knowing the answers
 - Active listening: tap into that aspect and prompt questions, and the person appreciates that, not to respond but to hear what is being said, reading between the lines. Not being defensive - Why are they frustrated?
 - Acknowledge that their voices are heard, they are not designers, they are stating what they are challenged with in their environment
 - Communities have lost their hope in these engagements, consistently checking with communities and building those relationships
 - Committed to, not just to extract, but because you are committed to change
- Establishing Conference
 - How do we network (a symposium, conference, event)

4.3. Vote/Prioritize:

Vote or prioritize which ones should be top 3–5.

- Real-world and university partnership
- Practicality
- Social justice amplification
- Pedagogy
- Accessible language
- Accessibility
- Centralized hub
- Teaches design education
- Can be/have events similar to ‘pint of science’
- Transdisciplinary
- Inclusive
- 1. Language accessibility, 2. Social justice application, 3. Practicality
- Real-world and university partnership
- Practicality

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