

# Threshold Acoustics Social and Environmental Justice Mission Statement

Threshold as a company works to create spaces that are free of distraction, ones wherein we are immersed in each other's presence and can build authentic human connections. It is with this ethos in mind that we now make a deliberate effort to do our part dismantling the undeniable inequality in our profession and in our society. Our manifesto is a conscious call to action, both as individuals and as a company. It is a way to further our original mission to create spaces where people can be heard by listening to underrepresented people and communities. As representatives of Threshold, we will endeavor to speak up respectfully, with civility, if and when we notice inappropriate behavior or micro-aggressions around us, at the office, at a site visit, and at conferences.

We will empower employees to build relationships with diverse and/or historically underserved communities and individuals in the building industry. We will do this through a series of actions that focus inward as well as outward. Inwardly, we will publicly post our paid internships and job opportunities and actively reduce conscious or unconscious gatekeeping for our workplace. Outwardly, we will seek out opportunities within our varied memberships and organizations to partner with internships and bootcamps aimed at inclusion. These organizations include but are not limited to CPS, ASA, NCAC, AIA, and National Organization of Minority Architects.

We will acknowledge that spaces become privileged in at least two distinct manners: restricted access through ableism and restricted access through cultural gatekeeping. We will encourage each other to find empathetic answers to design questions that unwittingly promote ableism. We design for the ear but the ear does not exist in isolation, nor is perfect hearing accompanied always by perfect understanding. We will consciously program accessible, inclusive spaces that address our society's physical and mental diversity. We will do more to combat Western architecture thought in order to design more inclusive buildings – inclusive in the manner previously addressed within this paragraph and inclusive in the manner of actively deconstructing the cultural citadel. The Victory Gardens Theatre's Access Project cast light on an underserved community and in doing so created a new audience. We are grateful for that experience, especially as we work with The Playwrights Center and address similar, radical issues, and we intend to bring those considerations to more projects.

Social justice also means environmental justice and we will consider environmental ramifications of our decision, from office supplies to best practices among collaborators. We will seek to be mindful tenants in the Chicago Board of Trade building, or any future shared office space, by requesting and questioning recycling and waste management accountability. As consultants we will move forward with a mindfulness over the company's carbon footprint, using methods such as the Triplt App, and inter-office transparency, to hold ourselves accountable. We will support, with our continued business, office supply companies and food services that share our environmental and social ethos. While working we will endeavor to steer clients towards materials and practices that do the least long-term harm to the environment.

We will participate and call attention to the environmental and social impact of our incoming contract opportunities. We will consider the social justice issues surrounding projects and actively voice concerns regarding gentrification, displacement, greenwashing tactics, and others. We will feel empowered to voice concerns early and often, within the staff meetings during BD updates upon hearing a project that raises red flags with the understanding that we cannot always affect the change we seek. We will actively pursue projects that have social justice and environmental goals at their core, even as we work to be more selective to avoid those that are unwilling to include this awareness, avoiding those that are actively counter to our values. We will dedicate time to Events of Interest that build our understanding of social and environmental justice. As we expand our social network, we will build in MBE/WBE certification within our contact database as a jump-off point for engaging with new collaborators.

We do not expect perfection immediately, but rather first and second steps that walk in the right direction towards equality for all. By turning these thought exercises into habit-forming actions and by asserting these goals as a company, we seek to create a collaborative office environment of individuals committed to a more just and inclusive industry and society.