

# 2025 CHAPTER REPORT

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# TABLE OF CONTENTS

**01** Who We Are

---

**02** Letter from HNOMA President

---

**03** Core Values

---

**04** Impact

---

**05** By the Numbers

---

**06** Financials

---

**07** Sponsors & Partners

---

**08** Demographics

# 01

## WHO WE ARE

### MISSION STATEMENT

The Houston Chapter of the National Organization of Minority Architects (HNOMA) empowers its members by being their S.O.U.R.C.E. of support through Solidarity, Opportunity, and Unity by providing them with Resources, Connections, and Engagement.

HNOMA strives to create a supportive community that promotes diversity, equity, and inclusivity. The organization's mission is to help minority architects, design professionals, and industry partners achieve their full potential and advance in their careers.

The Houston Chapter of the National Organization of Minority Architects (HNOMA) is a dynamic and inclusive community that empowers minority architects to succeed in their professional careers and make a positive impact in their communities. By providing Resources, Connections, and Engagement, HNOMA is committed to being the S.O.U.R.C.E. of support for its members. The organization believes in Solidarity, working together to build a strong and unified community of minority architects, design professionals, and industry partners. HNOMA is dedicated to providing Opportunity, creating pathways for its members to succeed and advance in their careers. And finally, HNOMA values Unity, fostering a sense of belonging and community among its members and promoting diversity and inclusivity within the industry. With its commitment to being the S.O.U.R.C.E. of support, HNOMA is dedicated to providing its members with the resources and opportunities they need to succeed and thrive in their careers and communities.

### VISION STATEMENT

To create an environment where minority architects are recognized, valued, and respected as key contributors to the advancement of the architecture industry. The Houston Chapter of the National Organization of Minority Architects (HNOMA) seeks to create an environment where diversity and inclusivity are at the forefront of the architectural industry. The organization will provide the platform and opportunities where marginalized architects, communities, and people are empowered to reach their full potential, professionally and personally, so they are recognized for their unique contributions to the field. With the support provided by HNOMA, minority architects will have resources needed to succeed and make positive impacts in their communities and beyond. The vision of HNOMA is to create a future that celebrates diversity and equal opportunities amongst minority architects and design professionals to thrive in their careers and contribute to the advancement of the industry as a whole.

01

# 2025 BOARD MEMBERS

The NOMA Houston Board of Directors is committed to ensuring that NOMA Houston remains a vital and empowering resource for architects across the Houston area.”



**MICKI WASHINGTON**  
NOMA, AIA, NCARB, IIDA, RID,  
NCIDQ, LEED® AP

PRESIDENT



**JAVIER E. GUERRERO**  
ASSOC. AIA, NOMA

VICE-PRESIDENT



**FALLON BARRETT**  
ASSOC. AIA, NOMA

SECRETARY



**SYNTHIA WALTON**  
NOMA, LEED AP

TREASURER, SPONSORSHIP CHAIR  
PROJECT PIPELINE CO-CHAIR



**PTAH HARDING**  
ASSOC. AIA, NCARB, NOMA, HREC, NAIOP, ULL,  
BACRE GREATER HOUSTON PARTNERSHIP

TREASURER



**REUBEN CHEEKS**  
WELL AP™, NOMA

PARLIAMENTARIAN



**CAMILLE JACKSON**  
ASSOC. AIA, NOMA

PROFESSIONAL DEVELOPMENT CO-CHAIR/  
SCHOLARSHIPS & GRANTS



**SARAH WHITE**  
APX, NOMA

UNIVERSITY LIASON REPRESENTATIVE



**JAYLA HUSEYN**  
Assoc. AIA, NOMA

COMMUNICATIONS CO-CHAIR



**JANEE THOMPSON**  
NOMA

PROFESSIONAL DEVELOPMENT CO-CHAIR



**ISABELLE NDOUMY-KOUAKOU**  
NOMA

PLANNING & PROGRAMS CO-CHAIR



**KAYLYN NICHOLAS**

EXECUTIVE DIRECTOR

# 02

## LETTER FROM HNOMA PRESIDENT

Dear HNOMA Members and Partners,

2025 has been a defining and celebratory year for the Houston Chapter of the National Organization of Minority Architects. As we marked 20 years of impact, advocacy, and service, we not only honored our legacy—we elevated our presence, expanded our reach, and strengthened our voice within the profession and our community.

Grounded in our mission to serve as the S.O.U.R.C.E.—through Solidarity, Opportunity, and Unity, and by providing Resources, Connections, and Engagement—our chapter continued to advance meaningful opportunities for our members while deepening our impact across Houston’s built environment.

### **A Year of Recognition and Milestones**

This year, HNOMA’s impact was recognized at both the local and national levels. We were honored to receive the AIA Houston Presidential Citation, a reflection of our chapter’s leadership, advocacy, and commitment to advancing equity within the profession.

Our presence was also felt on the national stage through HNOMA member representation and speaking engagements at the NOMA National Conference, reinforcing our role as thought leaders and contributors to critical industry conversations. In celebration of our 20-year milestone, we hosted a sold-out 20th Anniversary Gala, bringing together members, partners, and leaders from across the industry to honor our history and invest in our future.

This milestone year was further commemorated through multiple Proclamations from the City of Houston, including the official designation of September 13th as Houston NOMA Day—a lasting recognition of our chapter’s contributions to the city and the advancement of the profession.

### **Strengthening Our Impact**

HNOMA experienced continued growth in both membership and engagement, reflecting the strength of our programming and the value of our community. Through intentional outreach and expanded initiatives, we have continued to build a more inclusive and accessible pipeline into architecture and design.

Our cornerstone programs remained central to this effort. Project Pipeline introduced students to the possibilities within design, while our HNOMA Student Career Fair connected emerging professionals directly with industry leaders. Through our ARE Scholarship Program, we proudly awarded three recipients with scholarships to support their licensure journey, helping to remove barriers and advance representation within the profession.

# 02

## LETTER FROM HNOMA PRESIDENT

### **Expanding Representation and Community**

Our commitment to representation and belonging was further realized through impactful programming that created space for visibility, dialogue, and connection. This included the launch of our first Women of Color Brunch, in partnership with Women in Architecture (WiA), alongside the continued success of the Black Women in Architecture (BWA) Brunch. These initiatives provided meaningful platforms to celebrate and support women across the profession. We also expanded our outreach to younger generations through the inaugural ARCHertect Camp, in collaboration with Kids + Architecture, introducing young girls to design and empowering future leaders.

### **Engagement, Wellness, and Connection**

In addition to our signature programs, 2025 introduced new opportunities for engagement and connection. The launch of our monthly chapter newsletter strengthened communication across our membership, while events such as our Men's Happy Hour and ongoing ARE Study Sessions created spaces for both professional development and community building. We also continued to prioritize wellness through participation in the Texas NOMA Wellness Retreat, reinforcing the importance of supporting the whole individual within our profession.

### **Leadership and Gratitude**

The success of this year is a direct reflection of the dedication and leadership of our Board of Directors, Executive Officers, Committee Chairs, volunteers, sponsors, and members. Your commitment—often behind the scenes—has shaped a year of meaningful progress and lasting impact.

### **Looking Ahead**

As we close this milestone year, we do so with momentum and purpose. The foundation we have built over the past 20 years—and the progress made this year—positions HNOMA to continue expanding its impact, strengthening its pipeline, and elevating the voices of minority architects and designers.

Thank you for your continued support and engagement.

**Together, we will continue to inspire, connect, and elevate.**

In solidarity,

**Micki Washington, NOMA, AIA, IIDA, LEED AP**  
Houston NOMA Chapter President  
2025–2026

# 03

## CORE VALUES



1. **Promote** diversity, equity, and inclusion in the AEC industry.
2. **Advocate** for the professional advancement of minority architects and design professionals.
3. **Provide** opportunities for professional development, mentorship, and networking.
4. **Facilitate** access to industry resources and information.
5. **Build** strong partnerships with other organizations and institutions.
6. **Foster** a sense of community and solidarity among members.
7. **Promote** public awareness and understanding of the contributions of minority architects and design professionals.

# 04

## IMPACT | PROJECT PIPELINE

We guide students through all stages of design using provoking and fun exercises. Students investigate through drawing and model building, analyze through diagramming and research, and engage through interviews and site visits. By the program’s conclusion, students present a fully realized project that addresses an issue in their city. Project Pipeline serves a diverse population of students, all of whom are underrepresented in the design field.

Our program better prepares students for college and life beyond. Through Project Pipeline, young people grasp the significance of architecture in their daily lives, as well as the broader cultural, social, and historical implications. They develop skills and tools to contribute to their community critically and constructively.

**Project Pipeline has served more than 10,000 students over the last decade.**



# 04

## IMPACT | CAREER FAIR

The HNOMA career fair was a vibrant crossroads where aspiring architects, engineers, and design professionals met the industry’s leading voices. It wasn’t just about handing out resumes – attendees dove into a world of possibilities, discovering career paths, internship openings, and mentorship opportunities while engaging in lively conversations that revealed the heart and culture behind each firm.

For employers, the fair was a chance to uncover fresh talent brimming with passion and new ideas, eager to shape the future of the built environment. This dynamic event sparked connections and collaborations that fueled growth, turning career dreams into real opportunities and building a stronger, more diverse community ready to innovate and lead.



# 04

## IMPACT | WOMEN'S BRUNCH

The Women's Brunch was a vibrant and inspiring gathering that brought together women across the architecture, engineering, and construction industry to celebrate community, leadership, and shared experiences. The event created a welcoming space for attendees to connect and engage in meaningful conversations centered on professional growth, representation, and empowerment within the field.

The brunch highlighted the strength and impact of women shaping the built environment, while offering opportunities to build new relationships, reconnect with peers, and exchange insights that support both personal and career development.



# 04

## IMPACT | END OF YEAR CELEBRATION

The Houston NOMA Annual End of Year Celebration is a meaningful moment for reflection, recognition, and community. Serving as the chapter’s final General Body Meeting, it also marks a key leadership transition—honoring outgoing board members while welcoming the next term.

The event highlights both collective and individual achievements. In 2025, several members received ARE scholarships and chapter nominations, recognizing their dedication, leadership, and professional growth. It also fosters connection, offering members a chance to network, share experiences, and close the year with a renewed sense of pride and momentum.

The 2025 celebration was hosted by Goree Architects, who graciously welcomed the chapter into their space, creating a warm and fitting environment for the occasion.



# 04

## IMPACT | TX WELLNESS RETREAT

The Wellness Retreat was a restorative experience for AEC professionals, providing a much-needed break from the intense demands of architecture, engineering, and construction work. Focused on mental and emotional well-being, the retreat offered a supportive and nurturing space for attendees to decompress, reflect, and recharge.

Through guided activities such as meditation, mindfulness exercises, yoga, and stress-management workshops, participants were encouraged to cultivate balance, develop sustainable self-care habits, and regain a renewed sense of focus. The event also fostered meaningful connections among peers, creating opportunities for networking, shared experiences, and mutual support.

As an annual initiative, the Wellness Retreat rotates among Texas NOMA chapters—Central (Austin/San Antonio), Houston, and DFW—ensuring broader access and engagement across the region. By combining relaxation, learning, and community connection, the retreat promotes resilience, overall well-being, and a refreshed perspective that participants can carry into both their professional and personal lives.



# 04

## IMPACT | 20TH GALA CELEBRATION

The 20th Anniversary Gala, *The Blueprint: 20 Years of Design, Diversity, & Dedication*, marked a major milestone—celebrating two decades of advancing equity, representation, and excellence within architecture and the built environment. Centered on the theme “The Collective,” the evening honored the community and shared vision that have shaped the organization’s legacy.

The event brought guests together in an atmosphere of elegance and purpose, creating space for reflection, recognition, and connection. Attendees celebrated past achievements while looking ahead, with the evening also supporting the John Chase Memorial Scholarship Fund and continued investment in emerging designers.

In recognition of this milestone, Houston NOMA received proclamations from the City of Houston, the Houston Controller’s Office, and Harris County Precinct 2, with September 13th officially declared Houston NOMA Day.



# 04

## IMPACT | CHAPTER QUARTERLY GENERAL BODY MEETINGS

We regularly come together in engaging gatherings designed to keep members informed, inspired, and connected. These events provide a space for sharing updates, celebrating achievements, and discussing initiatives that advance professional growth and impact. They also create a welcoming environment where members can exchange ideas, seek guidance, and support one another in their careers.

More than just informational, each gathering offers opportunities for networking, idea-sharing, and collaboration with peers across the architecture, engineering, and construction fields. By participating, members stay connected, gain valuable insights, and help shape the direction and vision of the network, while building lasting relationships that extend beyond the events themselves.



# 04

## IMPACT | DEVELOPMENT & COMMUNITY PROGRAMS

The community is uplifted through intentional events that emphasize unity, professional growth, and representation. From skill-building sessions and networking meetups to panels featuring experienced architects from diverse backgrounds, these initiatives create opportunities for members to gain knowledge while feeling seen, supported, and celebrated at every stage of their careers. By fostering connections and sharing experiences, these events also inspire collaboration, mentorship, and lasting professional relationships.

Some of the signature events include ARE Study Groups, which provide focused support for licensure preparation; Mentorship Meetups, offering guidance and insights from seasoned professionals; and Men’s Night, a space for networking, dialogue, and camaraderie among members. Each of these gatherings strengthens the professional community, encourages growth, and ensures that every member has opportunities to thrive both personally and professionally.



# 04

## IMPACT | SOCIAL EVENTS

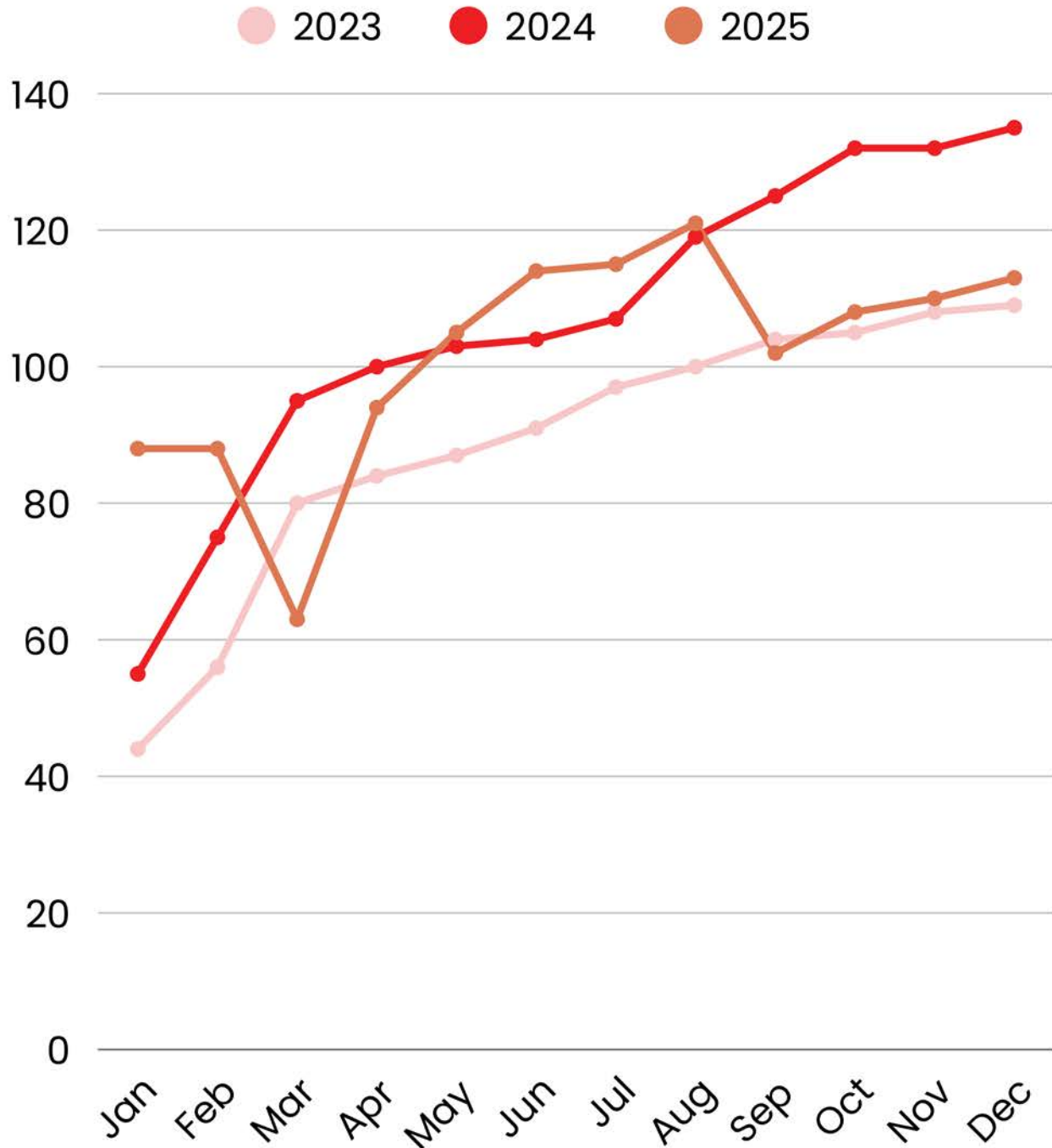
NOMA Houston expertly blends professional engagement with celebration, creating a calendar full of lively social events that bring members together. From casual happy hours and networking mixers to annual holiday parties and member award nights, each gathering is designed to foster connection and camaraderie.

These events go beyond fun—they're opportunities to strengthen relationships, celebrate accomplishments, and honor the individuals who contribute to the chapter's energy and impact. By combining networking with shared experiences, NOMA Houston cultivates a sense of community where members can relax, connect, and create lasting memories while reinforcing the bonds that make the chapter vibrant and resilient.



# 05

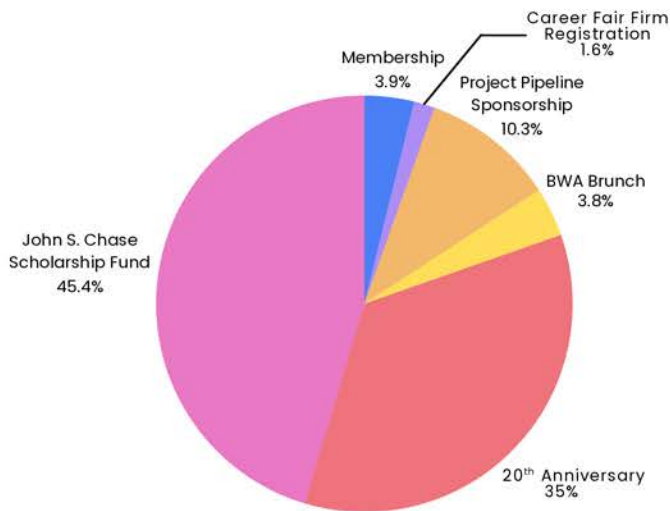
## BY THE NUMBERS



# 06

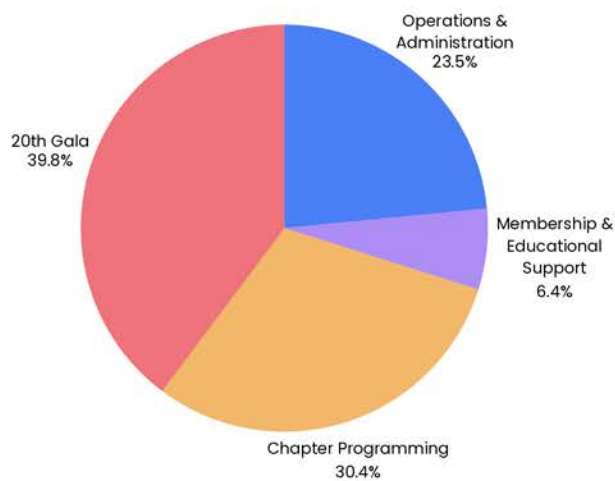
# FINANCIALS

## 2025 Revenue



Career Fair Firm Registration	\$1,690.36
BWA Brunch Sponsors	\$3,999.09
Memberships	\$4,035.00
Project Pipeline Sponsors	\$10,832.40
20 <sup>th</sup> Anniversary	\$36,618.18
John S. Chase Scholarship Donation	\$47,500.00
<b>Total</b>	<b>\$104,675.03</b>

## 2025 Expenses



Membership & Educational Support	\$4,440.00
Operations & Administration	\$16,203.15
Chapter Programming	\$20,983.54
20 <sup>th</sup> Gala	\$27,466.08
<b>Total</b>	<b>\$69,092.77</b>

# 07

## SPONSORS & PARTNERS

### PROJECT PIPELINE SPONSORS

#### Diamond



#### Platinum



#### Silver



#### Individual



### 20TH ANNIVERSARY GALA SPONSORS

The John S Chase Memorial Scholarship  
Endowment Sponsor

TONY CHASE & SAUNDRIA GRAY

#### Gold



#### Silver



# 08

## DEMOGRAPHICS

### ETHNICITY/RACE

Group	Quantity	Percentage
African	5	4%
Asian	14	12%
Black/African American	57	51%
Hispanic/Latino	21	19%
Other	4	4%
Did not Disclose	3	3%
White	8	7%
<b>Total</b>	<b>113</b>	<b>100%</b>

### MEMBERSHIP LEVELS

Status	Quantity	Percentage
Allied Professional	8	7%
Associate (3+ years)	20	18%
Emerging Professional (0-3 years)	35	31%
Licensed Professional	34	30%
Student Member	16	14%
<b>Total</b>	<b>113</b>	<b>100%</b>

### GENDER

Identity	Quantity	Percentage
Male:	51	45%
Female:	53	47%
Non Binary/Did Not Disclose:	9	8%
<b>Total</b>	<b>113</b>	<b>100%</b>

**KEEP IN TOUCH!**

