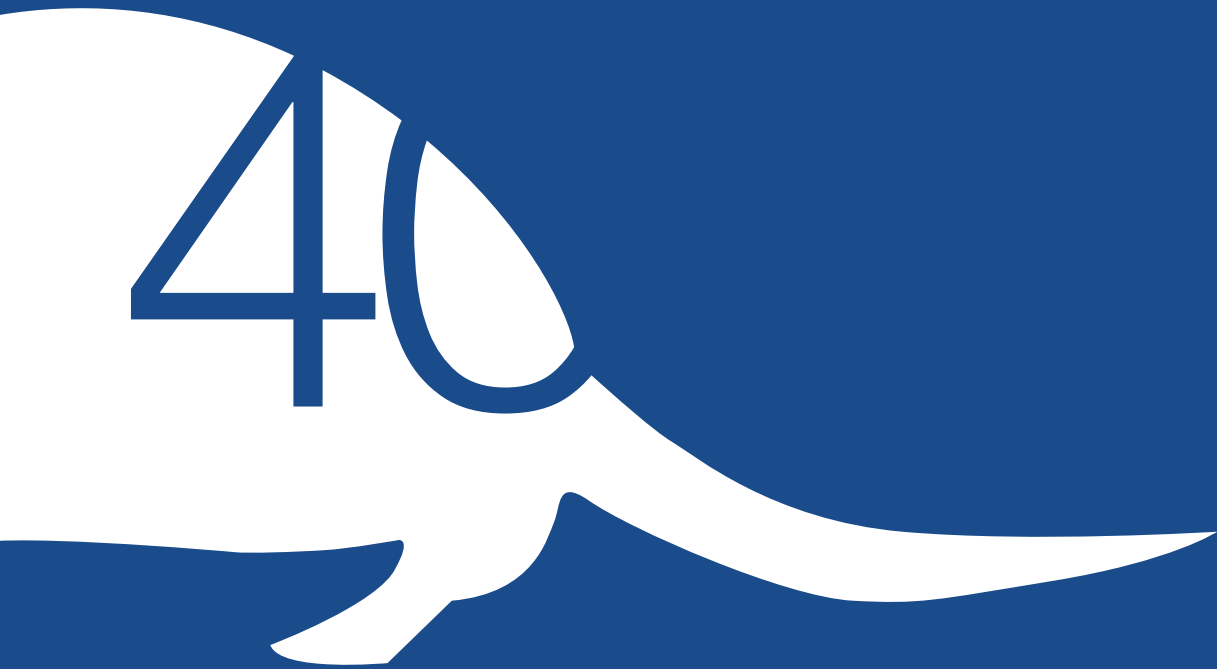


#ACD40

CONFERENCE

REPORT





Introduction

buildingcommunityWORKSHOP hosted the 2017 Association for Community Design conference in Dallas, Texas. As a member of the Association for Community Design, [bc] feels it is important to advance the practice of public interest design through sharing our story and convene others to tell theirs. We approached the conference by reaching out to local chapters of design professional organizations in Dallas and around Texas to highlight their support of forwarding community design work. We brought together the public and private sectors to advance discourse around our profession. And we explored the many models of practice - the academic studio, the for profit practitioners of public interest design and stand alone non-profit design centers - that have informed how we, as well as other design centers, operate and continually challenge notions of what it means to practice in the public interest.

As ACD turns 40, it is a good time to reflect back on the why, how and what of ACD's mission. It's also a good opportunity for every organization connected with ACD to do the same, whether they are turning 50 next year like Pittsburgh, closing in on 10 like [bc], or just gearing up like many across the country. It is time to come together to reflect on what has and has not worked, and what is and isn't currently working, so that we can all advance our practices, theories, teaching methodologies and general notion of what community design actually means.

To do this, [bc] envisioned a conference that connects people working in and around public interest practices such as: community members (local and from across the country), academics, practitioners, nonprofits, cdc's and local government. We focused on business models, ethics, and funding mechanisms for project implementation to share best practices, create connections, and improve practice.

We believed all sessions should be about people, community, equity, empowerment and capacity building. We believed we could learn from each other beyond highlighting successful projects and that we could be honest about why and how we do this work.



Conference Supporters

FUNDERS

Enterprise Community Partners, Inc.
Surdna Foundation

DONORS

UT Arlington, College of Architecture,
Planning, & Public Affairs
Mallory Baches
Jessica Blanch
Thor Erickson
Gilad Meron
Nikia Hill
Theresa Hwang
Mark Matel
Kevin Singh
Edward Orlowski
Stephen Goldsmith
Alex Salazar

VENUES

AIA Dallas / Dallas Center for
Architecture
CallisonRTKL
Dallas Public Library
HKS
Thanksgiving Square

PROMOTIONAL PARTNERS

AIA Austin
AIA Dallas / Dallas Center for
Architecture
APA North Texas Chapter
LRGV AIA
SMU Design Council
USGBC Texas

VOLUNTEERS

Bi'Anncha Andrews
Farida Rafique
Hannah Plate
Shani Dixon
Victoria Brown
[bc] Staff & FELLOWS
Neighborhood Design Center

Conference Summary

DATE: JUNE 22ND - 25TH, 2017

LOCATION: DOWNTOWN DALLAS, TX

THEME: COMMUNITY: EXCHANGE, EXPLORE, ENVISION

ACD40's theme, CommUNITY, sought to ignite conversations about the different models of practice that the field of community-engaged design uses to operate successfully. We envisioned a conference that would connect people from across the country who are working in and around public interest practices - including community members, academics, practitioners, nonprofits, CDC's, local government, and students.

This conference ENGAGED seasoned and new practitioners to support the creation of new connections, the sharing of best practices, and trainings and workshops; it EXCHANGED ideas and methods that will improve professional, academic, and personal practice; and it ENVISIONED equitable neighborhoods, ethical practice, new business models, and funding mechanisms to strengthen the field to thrive for another 40 years. In ACD's 40th year, we reflected on its foundation, why it was formed, and how it serves its members today.



202 Attendees

27 STATES REPRESENTED

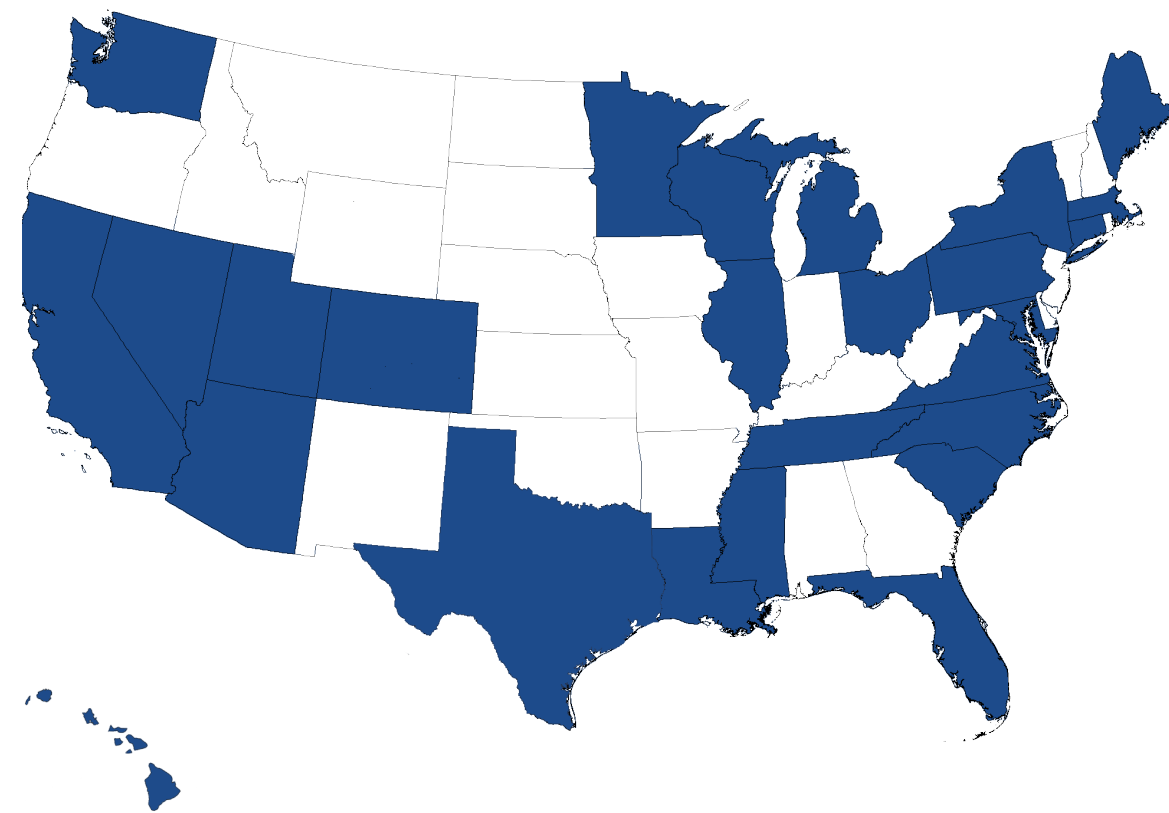
Arizona, California, Colorado, Connecticut, DC, Florida, Hawaii, Illinois, Louisiana, Massachusetts, Maryland, Maine, Michigan, Minnesota, Mississippi, North Carolina, Nevada, New York, Ohio, Pennsylvania, South Carolina, Tennessee, Texas, Utah, Virginia, Washington, & Wisconsin

108 ORGANIZATIONS

A Community of Friends, Advocates for Community Transformation, AIA Austin DesignVoice, Architect, Artist Boat, Asakura Robinson, ASSIST Inc, Austin Community Design and Development Center, Austin Energy Green Building, Ballard Architectural Studio, LLC, Bon Secours / Rose Architectural Fellow, Borough + Block, BRAZENarchitectureINC,

buildingcommunityWORKSHOP, Capitol Hill Housing, Carnegie Mellon University, CCA's Center for Art + Public Life, City College of New York, City of Dallas, City of Farmers Branch, City of Fort Worth, City Visions, Inc., Colorado Center for Community Development, Columbia University, Community Design Activism Center (CDAC), Community Design Center of Fort Worth, CORNERSTONE COMMUNITY DEVELOPMENT CORP., INC., Creative Agency, DC Office of Planning, Deep Ellum Foundation, Dept. of Places, Design Corps, DESIGNVOICE, Detroit Collaborative Design Center, Dorgan Architecture & Planning, East Bay Asian Local Development Corporation, East Tennessee Community Design Center, Environmental Works, Gensler, Gulf Coast Community Design Studio, Gulf Coast DesignLab / The University of Texas at Austin School of Architecture, HA Architecture, Halff Associates, Inc., Hennepin County Medical Center Upstream Health Innovations, Hinge Collective, Hudson River Housing, Independent Bank, Institute of Urban Studies, JHP Architecture/ Urban Design, Just Design, Kaplan Thompson Architects, LA-Más, Low Impact Development Center, Mathes Brierre Architects, Matthews Southwest, Module, Neighborhood Design Center,

Nick Dean Architect, PLLC, OLIN Studio, Open Architecture Colaborative, Open Architecture Collaborative / Austin, Open Architecture Houston, OurKodus.com, P+D Design Studio, Page, Participation Studio / Overland, Paul Quinn College, Penn State University, Public Space East, R Studio (Richardson High School), Radian Inc., S&ME, Small Center, SmithGroupJJR, SMU New Cities Institute, society of something, Studio Outside, Surdna Foundation, Texas A&M Student/AIAS, Thanks-Giving Foundation, Thanks-Giving Square, The Blue House, The Cornerstone Group, the Neighborhood Design Center, The Trust for Public Land, The University of Texas at Austin, Transform Global, TRIO DEVELOPMENT, TS3 Architects, Tulane University, University of Arizona, university of hawaii community design center, University of Texas at Austin, University of Virginia, UNT, Urban Edge + Jamaica Plain Neighborhood Development Corporation, UrbanTech, UrbanWorks LTD, UT Arlington College of Architecture, Planning, and Public Affairs (CAPPA), UT Austin | GO collaborative, UT Austin, School of Architecture, UTSOA, Westwood Professional Services, Wisznia Architecture+Development, Within Formal Cities, Workshop Architects



Racial Justice by Design

June 22nd, 2017

AIA Dallas/Dallas Center for Architecture

FACILITATORS

Theresa Hwang

Molly Kaufman

Kiara Nagel

As community designers, we are dedicated to improving the everyday experience and built environment for people. Our projects often aim to increase capacity and assets in communities through increased economic development, civic participation, political representation, and affordable housing stock. The list of desired outcomes go on and on. Many of these social issues the result of racism and racial inequality.

We can redefine the practice of Community Design to impact more upstream on the spectrum of oppressive systems to think about how we can combat racism on a systemic level, in addition to the issues they produce on the ground.

The Racial Justice by Design workshop included critical and honest conversation around the possibilities and challenges of this work, while creating the beginnings of a shared analysis to explicitly think about the integration of racial justice practice into the Community Design practice.



UNDER THE BRIDGE

2

4

6

CONCERNS:

- 1- Access?
- 2- Safety?
- 3- Help out?
- 4- Incorporated?
- 5- Operations?
- 6- Cleanliness?
- 7- Preserve historic part

PUBLIC COMMENTS: OPPORTUNITIES

- 1- Build a national model for urban reuse of highways
- 2- Enhanced Lighting
- 3- Murals for Public to change & Participate
- 4- Build with solar & water absorbing concrete
- 5- Community ceremonial space
- 6- Self sustaining plant life
- 7- Incorporate residents into the security plan
- 8- Healthy eating space

HKS

UNDER THE BRIDGE



ACD40, Day 1

WELCOME TO ACD40

Theresa Hwang, Brent Brown, & Thor Erickson
Located at the Dallas Public Library
9:00am - 10:00am

THE BETTER TO SEE YOU WITH

Jennifer Goold (Neighborhood Design Center)
Located at the Dallas Public Library
10:15am - 10:45am

DESIGN FOR EQUITY: NOVEL ENGAGEMENT STRATEGIES FOR INCLUSIVE COMMUNITY BUILDING

Allan Co (Hudson River Housing) & Erin Porter (Mathes Brierre Architects)
Located at HKS
10:15am - 11:45am

GOING COASTAL: DESIGNING FOR ECOLOGICAL LITERACY

Eric Leshinsky (Asakura Robinson); Coleman Coker (UT Austin School Of Architecture) And Karla Klay (Artist Boat)
Located at Thanksgiving Square
10:15am - 11:45am

bcHEROES

Lisa Neergaard (bcWORKSHOP)
Located at buildingcommunityWORKSHOP
11:00AM - 12:00pm

DESIGN WITH EQUITY (LUNCH)

Enterprise Community Partners, in Partnership With Café Momentum And ACD
Located at Dallas Public Library
12:00pm - 1:45pm

COMMUNITY DESIGN + CITY GOVERNMENT: LESSONS FOR MEANINGFUL PARTNERSHIPS

Ceara O'Leary (Detroit Collaborative Design Center)
Located at CallisonRTKL
2:00pm - 2:30pm

ESSENTIAL ASPECTS OF AN INTERNATIONAL DESIGN/BUILD PROJECT; THE STORY OF YAXUNAH CENOTE RENOVATION

Grace Lloyd Bascope, Iona Bruckner, Lauren Rochelle, And Josie Lawler (Maya Research Program)
Located at HKS
2:00pm - 2:30pm

PARK DESIGN THERAPY

Allison Hu (P.S. East), Nicolas Rivard (PARTs)
Located at CallisonRTKL
2:30pm - 4:00pm

THE CEDAR CREST GATEWAY: USE IMAGERY AND INFRASTRUCTURE TO CONNECT AND CELEBRATE COMMUNITY

Lenny Hughes and W.J. "Bud" Melton (Halff Associates, Inc.)
Located at HKS
2:30pm - 4:00pm

FOCUS GROUP: GENDER EQUITY IN ARCHITECTURE/DESIGN

Lizzie MacWillie (bcWORKSHOP)
Located at Dallas Public Library
2:45pm - 3:45pm

FOCUS GROUP: FELLOWSHIPS & PUBLIC INTEREST DESIGN

Elizabeth Jones (bcWORKSHOP)
Located at Dallas Public Library
3:45pm - 4:45pm

DEALING WITH BIG SYSTEMIC PROBLEMS

Kevin J. Singh (Louisiana Tech University School of Design)
Located at Thanksgiving Square
4:15pm - 4:45pm

DESIGNVOICE: ENGAGING CITIZEN ARCHITECTS IN COMMUNITY DESIGN

Beau Frail (Michael Hsu Office of Architecture), Kristina Olivent (hatch + ulland owen architects, DesignVoice) and Shelby Blessing (Page, Design Voice)
Located at HKS
4:15pm - 4:45pm

KEYNOTE: BRYAN C. LEE, JR., NOMA, AAIA

Bryan C. Lee, Jr., NOMA, AAIA (Colloqate Design)
Located at HKS
5:00pm - 6:00pm

MOVIE PRE-SCREENING: WITHIN FORMAL CITIES

Located at Better Block
8:00pm - 10:00pm



Design for Equity

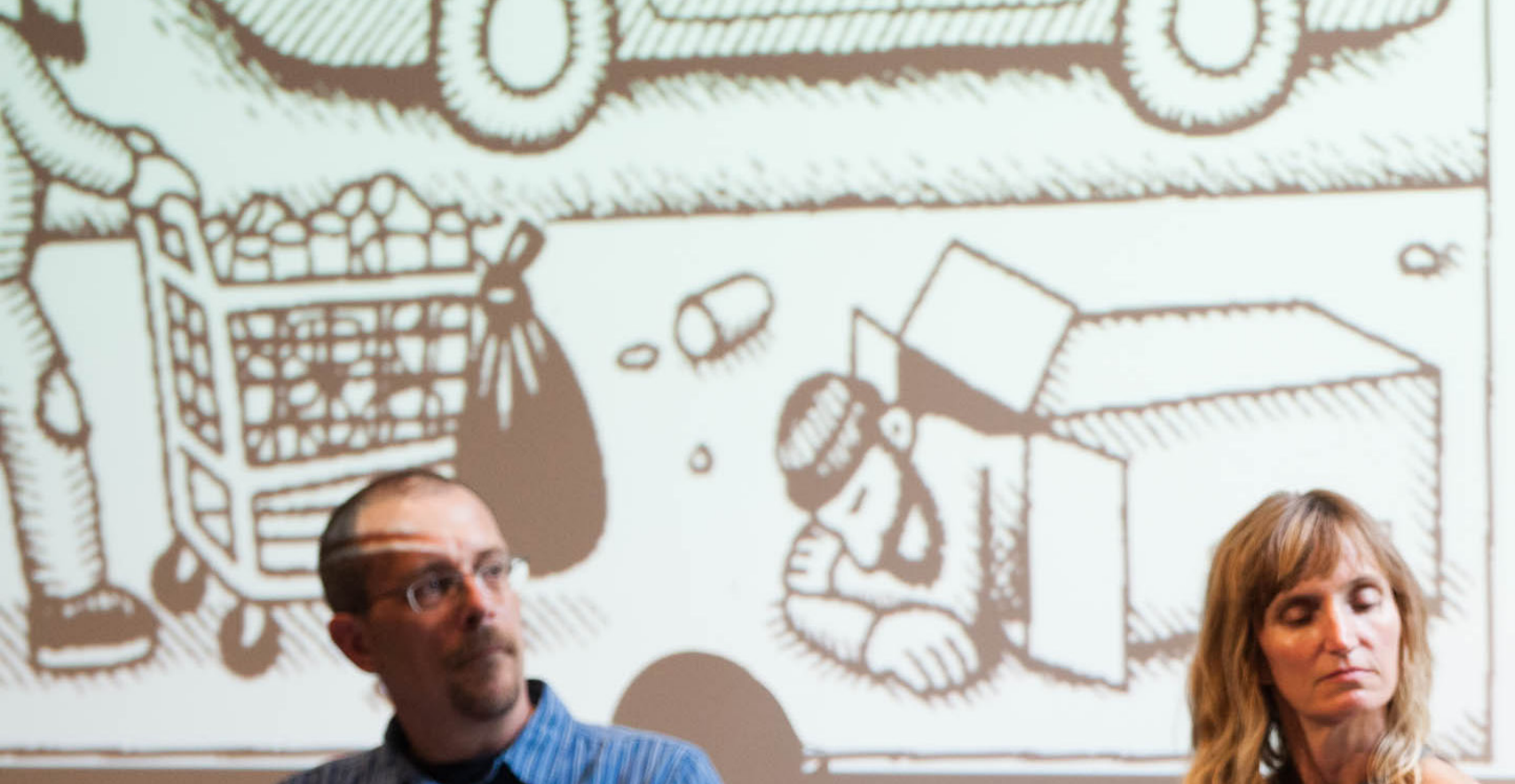
June 23rd, 2017
Dallas Public Library

FACILITATORS
Mia Scharpie
Cafe Momentum

The Design for Equity Meal is a vehicle in which communities and designers can address racial equity in their field and each contribute individual experiences with issues of race in their work through an intentional meal.

Design for Equity is a multi-course intentional meal to address racial equity in community design and each of our own individual experiences with issues of race in our work. Over the course of the meal through participation, discussion and sharing, we discussed our own experiences with issues of race in our community design careers, and committed to ways we can return as more active agents of greater racial equity.





ACD40, Day 2

ACD MEMBERS MEETING

Located at [bc]
8:00am - 9:00am

OVERCOMING DISPLACEMENT IN DENVER, CO: HOW TO MITIGATE MARKET ISSUES THROUGH RESPONSIBLE AND CREATIVE COMMUNITY BENEFICIAL DESIGN

Tim Reinen (Radian Inc.) And Megan
Yonke (Denver Shared Spaces)
Located at Thanksgiving Square
9:00am - 9:30am

JUST DESIGN FOR CHANGE

Maria Bergh, Sunni Wissmer, and Frank
Bergh (Just Design)
Located at HKS
9:00am - 9:30am

COMMUNAL INNOVATION: PLANNING FOR NEIGHBORHOODS TO ACCOMMODATE KNOWLEDGE SHARING AND INNOVATION MAKING

Shima Hamidi, Ph.D and Ahoura
Zandiatashbar Ph.D Candidate (UT
Arlington)
Located at HKS
9:30am - 10:00am

MENTORING THE NEXT GENERATION OF COMMUNITY DESIGNERS

Garrett Jacobs (Open Architecture)
Located at Thanksgiving Square
9:45am - 10:15am

PORT TOWNS ECODISTRICT

Nancy J. Meyer (Port Towns CDC), Kelly
Fleming (Low Impact Development
Center, EcoDistrict Stormwater Master
Plan), Marita Roos (Neighborhood
Design Center, Art Walk)
Located at HKS
10:15am - 10:45am

SUSTAINABLE DESIGN AND PERCEPTION

Cole Cappel (LEED AP ND)
Located at Dallas Public Library
10:30 - 11:00am

COMMUNITY COLLABORATION TO ENABLE CREATIVE PLACEMAKING

Betsy del Monte (Transform Global; ULI
Urban Plan)
Located at HKS
10:45am - 11:15am

POSITIONING YOURSELF ON THE SPECTRUM OF IDENTITY, POWER AND PRIVILEGE

Shalini Agrawal (California College of
the Arts)
Located at Dallas Public Library
11:00am - 12:00am

ACD SHOWCASE SERIES

- Community Powered Design - Kate
Cairoli and Kim Hanschen (Open
Architecture Houston)
- Liquid investigations from an
interstitial approach - William
Sarradet (Virtual Conference 2017)
- Advocates for Community
Transformation - Teddy Brookins
(Advocates for Community
Transformation)
- NYC Million Trees, and an open
Urban Forest - Avi Nagel (M.Arch
Candidate at City College of NY)

Located at Thanksgiving Square
11:15am - 11:45am

CITIES, LAND, & SEA: THE LANDSCAPES OF COMMUNITY DESIGN

Shannon Arms (OLIN)
Located at HKS
11:30am - 12:00pm

UNIVERSITY-BASED DESIGN OUTREACH AS INTERMEDIARY BETWEEN CAPITAL FUNDING AND UNDER-SERVED COMMUNITIES

Christopher Koziol (University of
Colorado Denver)
Located at Dallas Public Library
1:15pm - 1:45pm

THE ALLEY FLAT INITIATIVE: A GREEN, AFFORDABLE, INFILL- HOUSING MODEL

Nicole Joslin and Marla Torrado (Austin
Community Design and Development
Center)
Located at HKS
1:15pm - 1:45pm

TENTH STREET HISTORIC DISTRICT NEIGHBORHOOD RESOURCE CENTER

Skyler Fike & Evan Hildebrand
(bcWORKSHOP)
Located at Thanksgiving Square
1:15pm - 1:45pm

ACD40, Day 2

COMMUNITY PARTICIPATION IN HEALTHCARE: A DESIGNER'S INSIDE VIEW OF THE LINK BETWEEN AUTHENTIC CO-CREATION AND HEALTH EQUITY

Samantha Dempsey (Upstream) and Andrea Thomas Brown (Mayo Clinic)
Located at Dallas Public Library
2:00pm - 2:30pm

REIMAGINE CROWDUS

Jessica Burnham and Emily Vanderstraaten (Deep Ellum Foundation)
Located at HKS
2:00pm - 2:30pm

2057: PREDICTING THE NEXT 40 YEARS OF COMMUNITY DESIGN

Peter Aeschbacker (PSU), Kathy Dorgan
Located at Thanksgiving Square
2:15pm - 3:15pm

INTRODUCING THE MICROCLINIC: BRIDGING GAPS IN HEALTHCARE DELIVERY

David Lopez, Ana Castillo-Deutch, Juan A. Navarro and Elaine Lu (SmithGroupJJR)
Located at HKS
2:30pm - 3:00pm

SEED EVALUATOR AND INTANGIBLE OUTCOMES EVALUATOR

Sue Therine (Design Corps)
Located at Dallas Public Library
2:45pm - 4:15pm

WITHIN FORMAL CITIES: TACTICAL URBANISM IN SOUTH AMERICA

Brian Gaudo (Module Housing) and Abe Drechler (Kieran Timberlake)
Located at HKS
3:15pm - 4:30pm

FROM COMMUNITY DESIGN TO PUBLIC INTEREST DESIGN: THE NEXT GENERATION(S)

Peter Aeschbacker (PSU), David Perkes (Gulf Coast Community Design Studio), Jennifer Goold (Neighborhood Design Center), and Mia Scharphie
Located at Thanksgiving Square
3:15pm - 4:15pm

BACK TO THE FUTURE: COMMUNITY DESIGN AND PUBLIC INTEREST DESIGN IN A NEW POLITICAL CLIMATE

Peter Aeschbacker (PSU), David Perkes (Gulf Coast Community Design Studio), Jennifer Goold (Neighborhood Design Center), Kathy Dorgan
Located at HKS
4:30pm - 5:30pm

CONFERENCE FAREWELL

Thor Erickson, Briony Hynson, and Theresa Hwang
Located at HKS
5:30 - 7:00pm



Survey Results

POST-CONFERENCE SURVEY RESULTS

Take the survey here: <https://bcworkshop.typeform.com/to/yQPzZZ>
35 responses

Overall, how satisfied were you with	Average	Median
... #ACD40?	4.20	4.00
... The Racial Justice Summit	4.10	4.00
... the sessions you attended?	3.86	4.00
... Saturday's Keynote?	4.76	5.00
... Sunday's Keynote Panel?	3.26	3.00
... Dallas Center for Architecture as a venue?	4.44	5.00
... Dallas Public Library as a venue?	4.37	5.00
... HKS as a venue?	4.62	5.00
... CallisonRTKL as a venue?	4.16	4.00
... Thanksgiving Square as a venue?	3.87	4.00
... the lunch at the Racial Justice Summit?	4.41	5.00
... the Design with Equity lunch?	4.61	5.00
... [bc] as a host?	4.58	5.00
How well did the #ACD40 meet your expectations?	4.37	5.00
How likely is it that you would recommend it to a friend or colleague?	4.49	5.00

ACD 2017 QUESTIONNAIRE

What is the best publication(s) about community design?

1. Arch Daily
2. Atlantic Cities
3. City Lab
4. Cityscope
5. Community Design: Idealism to Entrepreneurship (Mary C. Comerio)
6. Creative Placemaking (NEA)
7. Design Advisor
8. Expanding Architecture: Design as Activism (Bryan Bell, Katie Wakeford)
9. Exploring Our Town (NEA)
10. Governing The Commons: The Evolution Of Institutions For Collective Action (Elinor Ostrom)
11. Habits of the Proactive Practitioner (Mark Francis)
12. Housing As if People Mattered (Clare Marcus, Wendy Sarkissian)
13. Impact Design Hub
14. Leadership Without Easy Answers (Ronald A. Heifetz)
15. Next City
16. Proactive Practices (Mia Sharpie, Gilad Meron, Nick McClintock)
17. Public Interest Design Practice Guidebook (Lisa M. Aberdroth, Bryan Bell)
18. PUBLIC Journal
19. Spaces of Insurgent Citizenship (James Holston)
20. Spatial Agency: Other Ways of Doing Architecture (Jeremy Till, Nishat Awan, Tatjana Schneider)
21. Teen Vogue

22. The Assist Guidebook to the Accessible Home (ASSIST Utah)
23. The Community Design Handbook
24. Urban Land Institute, Planning
25. Various Publications (Detroit Collaborative Design Center)
26. We Have To Be Able To Do It Ourselves (film)
27. Where If Not Us? Participatory Design and its Radical Approaches: A Visual Journey (Mathias Heyden, Ines Schaber)

Who is your community design practitioner hero(s)?

Organizations

1. buildingcommunityWORKSHOP
2. CUP
3. DCDC
4. GCCDS
5. Hester Street
6. MASS Design Group
7. SPARE organization working in Mumbai
8. Tulane Studio
9. Pomegranate Center
10. Latent Design

Individuals

1. Andrew Freear
2. Anne Spien
3. Arturo del Castillo
4. Austin Allen
5. Betsy McClean
6. Brent Brown
7. Bryan Lee, Jr.
8. Ceara O'Leary
9. Christine Gaspar

10. Christopher Leinberger
11. Chuck Turner
12. Connie Chung
13. Dan Pitera
14. Dasjon Jordan
15. David Perkes
16. Emilie Taylor
17. Emily Pilloton
18. Eric Shaw
19. Erin Porter
20. Evan Sheets
21. Gilad Meron
22. Hassan Fathy
23. Jamie Blosser
24. Jane Jacobs
25. Jeff Hou
26. Jess Zimbabwe
27. Joe Fama
28. John Cary
29. John Sharratt
30. Katherine Darnstadt
31. Kathy Dorgan
32. Larry James
33. Mike Pyatok
34. Milenko Metanovic
35. Milton Curry
36. Patrick Mouchain
37. Rebecca "Bucky" Willis
38. Reid Ewing
39. Rick Lowe
40. Roger Borgenicht
41. Ron Shiffman
42. Samuel Mockbee
43. Scott Furr
44. Steve Luoni
45. Steve Suzuki
46. Sue Mobley
47. Theaster Gates

48. Theresa Hwang
49. Thor Erickson
50. Tom Dutton
51. Walter Human
52. Whitney Young Jr.

Other

1. everyone here at ACD40
2. our partners on the ground who make this projects and programs possible

What is an example(s) of the best examples of community design projects, plans or programs?

1. "Expanding Homes" in South America
2. 11th Street Anacostia Bridge
3. ACCDC
4. Addressing systemic problems through local tangible actions
5. Anything that communities feel they designed, own, love & continue to use in vital ways
6. Asian Neighborhood Design
7. Assist
8. Bayou work of GCCDC
9. bcWORKSHOP
10. bcWORKSHOP - Congo Street
11. bcWORKSHOP - FELLOWS
12. bcWORKSHOP - work in RGV
13. bcWORKSHOP - Your Vote, Tu Futuro
14. BMike in NOLA
15. Bruner has many examples
16. CitySquare
17. collaboration in public space
18. CUP
19. Dallas CityDesign Studio

- 20. DCDC
 - 21. DCDC - How-To Guides (Enterprise)
 - 22. Design Futures
 - 23. Downtown Dallas 360
 - 24. Early Hester of Work
 - 25. Environmental Works
 - 26. ExhibitBE - Brendan Odum
 - 27. Exploring Our Town, a resource of the NEA featuring 70+ case studies (my biz made this in collaboration w/ Jason Schupbach)
 - 28. GCCDS
 - 29. getting more people engaged in community design
 - 30. Guadalupe neighborhood corporation - Austin
 - 31. Guardians Institute & Mardi Gras Indian Studio, Tulane University 2008-2015; Avgall(sp?) of Fashion, DCDC,
 - 32. Gulf Coast
 - 33. Hester Street
 - 34. Ken Reardon's P.A.R. work
 - 35. Kounkouey Design Initiative
 - 36. LA MAS
 - 37. Locus/SGA
 - 38. MASS design group
 - 39. NACTO Guide/Complete Streets
 - 40. Olympic Planning
 - 41. Ones that don't impose predetermined ideas on the project.
 - 42. Philadelphia Community Design Collaborative
 - 43. Project Row Houses
 - 44. Public Architecture
 - 45. Rebuild by Design - Hunts Point
 - 46. Rebuild Foundation, Theaster Gates, Dance Space added to housing
 - redesign in Chicago Southside
 - 47. Rose Fellowship
 - 48. Rural Studio
 - 49. SEED
 - 50. SNCC
 - 51. SPUR
 - 52. Studio H
 - 53. Swan's Market
 - 54. Those dedicated to in-place training, edu./employment...
 - 55. Tiny Homes - San Antonio
 - 56. UACDC
 - 57. UACDC - Rock Street Pocket Housing
- What is new in community design?**
- broader definition = more interdisciplinary but also sometimes watered down. many things are not new, just revisited, which is important and appropriate.
 - connecting good design and the financial bottom line. teaching how good design can be less expensive in the long run.
 - the focus on creative placemaking - continued trend in interdisciplinary work
 - travelling up from bottom up
 - technology
 - recent change (or recognition) from my perspective of the designer role as advocates facilitator, and technical support - not driver
 - web portals
 - broad interest & enthusiasm by a younger generation by seeking more pathways
 - better integration of multi-

- disciplines in recent years
- equity, outcomes, more press/ recognition in mainstream media
 - has it in place before?
 - "mainstreaming"
 - currently just language
 - i am told there are more women/ minorities in visible positions, a little more than a few decades ago"
 - i have no idea
 - the power of the millennials
 - big data analysis --> verified with analog/digital means
 - project evaluation
 - digital tools... i can only imagine what these might be
 - new terminology (creative placemaking, tactical urbanism...) for the same thing
 - racial justice outcomes
 - context sensitivity, transit-oriented (re-)development, "trails oriented development (the other tod)"
 - public interest design language
 - new [illegible] under "pid" banner, better [illegible] new wave of volunteer activism
 - topic of racial inequity
 - not "new" but a return to its roots (whitney young 1968): an explicitly activist consciousness. best exemplified by design justices, design as protest & their recent projects.
 - availability of open information through data
 - public interest design - for profit and nonprofit community design firms

- (not centers)
- documentation of impact as a tool. it requires more strengthening
 - bring human senses to scale the projects
 - bridging gaps in gentrification - though not necessary new it is focused on new
 - thousands of organizations every year are interested in their values infusing their work, a public consciousness

What are the strengths of community design?

- macro & micro movement is growing
- outreach is crucial. all of us can benefit from good design, but few can really do it. we who are not designers need you to be the association for (not of) community design.
- welcoming, diverse, interdisciplinary
- engagement, education, advocacy
- people engaged
- is relevant and is constantly filling gaps from other practices and platforms to meet the community's needs.
- participation
- locally driven
- listening to & helping amplify voices & thoughts of the community; working with & not at
- leveraging community input and assets to magnify development and revitalization efforts
- passionate people, good stories

- provide better understanding of what is needed
- recognition of different types of expertise agnostic, not super structured yet...(ideological)
- choice, people have a voice
- the effort to make architecture and planning less esoteric
- engaging all voices in the community design process
- development for long lasting + pre existing communities. strengthens alleys, and people empathizing with each other. beloved neighborhood.
- facilitation, allow a place for residents to be heard and legitimized
- practical implementation/solutions to issues - inherently optimistic
- works as a bottom-up project rather than top-down
- empowerment of communities/ users/people...
- ability to put resources towards community identified issues in a community-led framework
- inclusivity
- willingness to talk about justice + equity
- non-designers at table
- cohesive values and ideals
- respect for others
- meaning w/change & professional opportunity; opportunity to apply design to public problems of common concern
- it is people/human centered more socially resilient design

- by valuing the spaces and voices of all people, not just wealthy white male clients, we produce spaces and places authentically for everyone.
- the ability to do something by and for the people that it affects
- giving voice to residents & value to ideas
- morality and justice - we must leverage these traits to build and expand the visibility and recognition and presence of the practice
- being able to harness people's vision of place. opportunity of design given to.
- the network/empathy toward human beings
- the cohesive approach and sustainability of human perspectives for generation
- interdisciplinary collaboration in practice, not value neutral

What are the opportunities for community design?

- be engaged with the movements of our time & systemic issues.
- continue to work w/communities on local challenge
- where aren't the opportunities? please keep fighting for multi-modal and green.
- become more mainstream... raise the value of design in american society.
- smart city, big data integration w/ participating processes. participation in different mediums
- greater impact through more

- national discussions
- too many opportunities in our different geographies, it's more about showing the value of design to work w/the needs, priorities, opportunities
- seeking more and different voices for meaningful input
- broader understanding of its value by anon-design, non-activist audience
- continue integration of professionals from other fields - planning, land arch, etc...
- figuring how to pay for our work in a sustainable way (new business models)
- what isn't
- affordability economic opportunities
- political / biz. leadership positions for those who work in the space.
- shared space, different professions
- establishing community design as "mainstream" practice
- advocating for community design center legislation (student loan credits if you work for cdc)
- participation amongst diverse people + foundations that won't be moved
- echoed this weekend again and again... community design teaches about processes and reveals the power of decision makers - could be focused on non-designers as well
- remedying resource inequities in cities specifically racial inequality

- incorporating health as an essential component of community, design, and neighborhoods
- context & culturally specific design
- "new" design ideas
- infiltrate traditional practice
- getting rid of the "community" design, title and working on having "design" embody the community + ethos that the comm. design field tries to operate with.
- flexibility of identity to foster more people to join
- human services & facilities - healthcare is a real struggle for many people and this struggle is worsened with low income, [illegible] barriers; it seems much more can be done to improve these disparities as designers
- reach back further in history to discover cultural connections and ideals
- local needs - everywhere
- greater public presence and legitimacy for the benefits the work offers
- greater activism among public on common issues that they do not yet know how to connect to design or built environment.
- combining our professional efforts among disciplines, thinking about the value of "community" being more than social and economic capital
- an implicit assumption that this is about community - a broader groups

of people than just designers or those in the room.

- ability to collaborate with a huge group of experts
- changing the way that design is practiced in professionally to align with acd values
- rural spaces and universities that are not as well funded as larger city
- invigoration, health, conservation, and reintroducing community in automobile driven society
- to create stronger associations for doing the work through high-level partnership

What immediate steps should ACD take as an organization?

- cleaning house for info on comm design
- continue to convene
- continue to push the field in terms of accountability/relevance (ie. racial justice)
- continue to define our terms and work."
- more outreach, more elevation, more storytelling. community designers works more behind the scenes - even at large gatherings - than you think.
- elevate good design principles and work to get political support for good design. w/o this, for example, "transportation" steps away from multi-modal complete streets and back to resurfacing projects, for example.

- advocate for cdc's [illegible] + promote requirements in architecture programs
- hire staff!
- talk to funders
- direct people to existing resources
- *build capacity of pid community through trainings, workshops, and more explicit showing of current work, lessons learned and strategies
- networking / rudat-like city visits; connecting to new media eg. design impact hub, curry stone podcast, "social design insights"
- better & more frequent connectivity
- better integration with aia and other professional organizations - to serve as a reminder that community design isn't (or shouldn't be) an insular movement but is a responsibility as an architect ("welfare")
- recruiting + engaging people outside of community design.
- biz. organizations/resources for the "industry" ... those with social justice goals...
- outreach to universities, board growth
- engaging and recruiting new members
- establish funding to get a part-time executive director
- engage, learn, listen some more. offer positions of knowledge for allied groups. offer advanced engagement roles to community members. keep on keeping on

- i would personally love more promotion/sharing news of each other's work, because i feel like you really have to dig to find out what design center's are doing. a great example: every member should be sent the 40 year history graphic + write up to share with their boards and members
- make sure conversation isn't too insular
- who are the policymakers, community members, artists, legal minds, activists - who need to be included?"
- keep the conversation going & continue to share best practices/ lessons learned
- provide resources & training to emerging practitioners
- more interactive and collaborative in network between conferences
- outreach, i'm fairly new to the concept of "community design" (and conference) but it so clearly weaves into my professional and personal passions. i'm not sure why i haven't heard of the conference before but i'm happy there is this collection of design professionals.
- become advocates for more educated, informed members, work to embed community designers at city hall's everywhere
- work to be more "association" and take a leadership role
- pathway to practice for newcomers (what is cd/pid, how do i get

involved and start/sustain a practice?)

- connect people to depth and tools for the work they are doing
- develop public presence / [illegible] support for systemic and larger scale issues, the public part of design, as [illegible] the specific communities that are the direct collaborators"
- define 1 concrete, clear objective that membership can unite around & make a focused effort, as a group to work towards on.
- expand conscious activist commitment to racial justice, equity and representation in the field, through work with orgs like noma & noma's project pipeline projects.
- create more opportunities to distribute & share knowledge between orgs
- policy to facilitate grow not entirely relying on administration help
- compile and share information on practice; document practitioners, education programs, resources, media outlets, etc...
- provide better platforms for publications
- exchange of people/skill resources amongst the various organizations under acd
- be more present in architecture schools & openings studio where the interest of the community comes first, and before the "pretty" [illegible], or innovative design concept/aesthetically)

- expanding on funding opportunities and grant education for those in the private sector new to this concept
- profile members; have a podcast; develop funding partnerships & solicit legacy; hire a staff person / champion to do more for the association

What would you like to work on with ACD?

- continue to convene + reinforce acd as a “talk shop” lessons sharing opportunity
- i’d be happy to talk w/anyone about what my user (not practioner) experience is.
- charting history + impact of community design. mentoring those designers just getting started.
- open source network
- bringing in founding generation
- helping make connections for others & being acd’s host
- i’m an incoming board member of acd so i will need to better understand roles to develop my niche in the months ahead!
- public school curriculum?
- present next year
- #communitydesignday
- community development not re-development - providing knowledge to oppressed. offer knowledge from oppressed to privileged, they need to learn!
- i want to share the stories i’ve heard this weekend, probably write a blog post
- fostering upcoming practitioners
- yes! already am
- neighborhood planning; civic engagement
- connect acd with other organizations
- more non-designers, more young people involved.
- more opportunities to learn from community design experts
- expansion of affordable housing incentives
- research
- improving network in under represented universities & cities

FELLOWSHIP SURVEY RESULTS

Take the fellowship survey here: <https://bcworkshop.typeform.com/to/N2Tivp>
12 responses

Have you been or are you a fellow in a community-design related program?

Yes	9
No	3

How long did the fellowship last? (years)

Average	1.625 years
Longest	3 years
Shortest	.25 years
Median	1 year

Is this fellowship full or part time?

Full time	10
Part time	0

What city/state is the fellowship located in?

Boston, MA	1
Dallas, TX	2
Johnson City, TN	1
New Orleans, LA	2
NYC, NY	1
National	1
Oakland, CA	1
(no response)	1

Is the fellowship paid? If so, what is an estimated hourly rate?

Paid	9
Unpaid	0
Average hourly rate	\$13.80
Highest hourly rate	\$29.00
Lowest hourly rate	\$4.49
Median hourly rate	\$11.25

How is/was your fellowship funded?

AmeriCorps	4
Lily Endowment	1
Section 4	2
Local Foundation	1
School	1
Various Grants	2

Would you classify your fellowship experience as entry-level, early professional, or mid-professional in your career?

entry level	5
early professional	1
early/mid-professional	3

How would you define what a fellowship is?

- ?...short term employment?
- a person just entering the community design field working on a special project(s)
- fellow - an individual interested in exploring career paths +
- living/working intentionally with community you serve
- a short term staff member with more latitudes and freedoms, and typically with lower pay
- a structured learn/work experience that serves community and fellow concurrently, alongside peers
- time-limited job with professional development built in & network of fellows
- an infusion of talent and passion who believes in taking the mission of the organization to the next level
- a fellow is someone contracted for a temporary position. there is an aspect of learning from the host organization
- ...a trial period to be a full time employee - maybe with more training wheels, but not fundamentally different

What are the benefits of fellowships in the community design field?

- career path
- network/relationship expanders; university resources; access to community design ideas/history
- explore your career options; level of participation varies
- understanding where traditional design/planning professions miss/exclude people/communities.

- given the limited career path currently, it allows for options now + thinking about options in the future
- creates more positions in community design
- grow skills, grow #s in the field
- is a reliable pipeline for careers in the field, strengthens networks, builds professional field at large
- lots of shared experience; many people touched; opportunity to launch many new initiatives; opportunity to grow fast; enthusiasm
- young, eager people with new ideas; opportunity to train in the field so they are prepared to do public interest work
- allow people to deep dive into a project + way of working they may not experience otherwise, bring that forward

What are the drawbacks of fellowships in the community design field?

- what do you do after?
- not sust. pay; not clear career pathway; still pretty white
- experience community engagement fatigue
- big commitment, also may hit when young professionals are trying to settle down.
- if the fellow is inserted into an org. there can be a misunderstanding of the fellows roles most of the positions are short-term - not enough full time with benefits positions to go around
- cost, loss of continuity/trust in community; can't pay fellows what they worth
- short term (sometimes), have become a main way to enter career in field instead of normalizing
- lack of continuity; challenged relationship stewardship; fatigue, forgetting to treat fellows as an investment; institutional amnesia; orphaned projects
- impermanence - don't necessarily have time to continue to fully integrate into the community, community might feel that they are being abandoned; job insecurity for fellow
- not paid enough
- potential of not valuing workloads - what's the difference between fellow and person is hired as a full time employee?

What are the benefits/drawbacks to the hosts organizations of fellowships?

- new blood, lots of training, administration of application
- benefits: cheap labor; young/excited talent; fresh look at old problems.
drawbacks: burnout; sustainability? what happens when you run through 200

fellows in 9 months? also for relationships

- benefits: test time to exploring alternatives to status quo of organizations/ projects/goals/ideas
- expanded thinking
- having a resource they may not have access to otherwise - then the resource goes away - additional question for the survey: Did your fellowship become a permanent position?
- problem: lack of next steps; entrepreneurship
- lots of prof. dev't time out; they get a smart, committed fellow! special treatment is tough. no longevity
- low commitment in hiring; long "interview" process; institutional amnesia (or need to create structures to avoid this); fatigue/lack of attention to continuity and individuals experience; high power location "perm" staff; opportunity to influence many; opportunity to create a network (do these increase or decrease impact)
- not permanent if it's not a good fit, they can part ways
- people coming in and out, hard to maintain momentum on projects
- benefits are the changing experience brought to an organization - but for community partnerships built on relationships, starting new each time and keeping momentum are a challenge.

GENDER EQUITY SURVEY

Take the survey here: <https://genderequitystrategy.typeform.com/to/KPgjza>
65 responses.

Type of office/firm

architecture	48
design museum/gallery	2
design/planning school	2
landscape architecture	2
urban design	4
other	4

What is your job title?

ad designer	1
architect	1
architect + engagement associate	1
architect ii	1
architect/project manager	1
architect/urban designer	1
architectural designer	1
associate	6
certificate specialist	1
design & engagement associate	1
design coordinator	1
design intern	1
design strategist	1
designer	10
director	1
education director	1
exhibition designer	1
founder	1
intern	1
it director	1
managing principal	1
owner/architect	1
partner and architect	1
president	1
principal	2

project architect	3
project coordinator	1
project manager	4
project manager / project architect	1
senior architect	1
senior architect / project manager	1
senior associate	2
senior designer	1
senior landscape architect	1
senior project architect	1
staff designer	2
team leader	1
technical designer	1
ux researcher	1
vice chair	1

What is your age?

21-25	3
26-30	15
31-35	21
36-40	9
41-45	7
46-50	3
51-55	3
56-60	2
61-65	1

Which option below best describes your annual salary?

Less than \$25,000 a year	1
\$25,000 to \$50,000 a year	17
\$50,000 to \$75,000 a year	22
\$75,000 to \$100,000 a year	15
\$100,000 to \$150,000 a year	8
More than \$150,000 a year	1

Would you identify your gender as...

Female	49
Male	19

How would you describe your race?

Asian	3
Black or African American	3
Other	4
Two or More Races	1
White or Caucasian	53
Hispanic	8

How many years have you worked at your current place of employment?

less than 1 year	8
1 to 5 years	39
6 10 10 years	6
11 to 20 years	9
21 years or more	2

How many times have you been promoted at your current place of employment?

0 times	34
1 time	15
2 times	4
3 times	2
4 times	4
5 times	0
6 times	1
7 times	1

Which option below best describes the size of your firm or organization?

2-5	8
6-10	4
11-15	4
16-30	4
31-50	5
51-100	9
101-200	21
201-500	2
500+	6

What is the City and State of your place of work?

California	9
DC	17
Illinois	2
Maryland	1
Massachusetts	2
Michigan	6
New York	4
Pennsylvania	1
Texas	17
Virginia	1
Washington	1

Is your place of work a non-profit?

no	57
yes	6

Does your office identify as a social impact design / public interest design firm?

no	38
yes	15
don't know	6

Does your organization have a written gender policy that affirms a commitment to gender equity?

no	24
yes	13
don't know	25

Does staff feel these policies are being carried out effectively?

no	2
yes	8
don't know	3

Does your organization's gender policy have an operational plan that includes clear allocation of responsibilities and time for monitoring and evaluation?

no	8
yes	0
don't know	5

Does senior management takes responsibility for the development and implementation of the gender equity policy?

no	1
yes	10
don't know	2

My office has (check all that apply) Total

...child care and dependent care leave policy	18
...paid paternity leave policy	20
...paid maternity leave policy	33
...flexible work arrangements (work from home, flexible hours, etc.)	44
...a women's affinity group	2
...a professional development program/group geared specifically toward women	1
...a gender equity task force/committee	0
...a diversity/inclusion officer or dedicated position	2
...unconscious bias training	6

Other:

- lactation room
- none
- none of the above! we just got a vpn connection so we can access work files outside of the office. this has not been paired with flexible policies yet.
- not that i am aware of
- specifically includes adoption and foster care in the fml policy.

Are gender issues taken seriously and discussed openly by both men and women in your organization?

no	19
yes	29
don't know	15

Do you believe there is a gap between how women and men in your organization view gender issues?

no	19
yes	35
don't know	8

What do you think your organization should do to fully integrate gender equity into its day-to-day practices?

- a decent paid parental leave policy - right now you get 3 month off but it's unpaid
- a diversity group with sponsored events (lunches, breakfasts, etc) would be a good start. an audit of the salaries to investigate pay disparities would be another. education towards gendered communication patterns would help, as well as posted 'conference room rules' that create a more productive meeting environment.
- allow women to work on typically male-defined scope, ie, non-interior design and finishes.
- as a startup, we need to establish and formalize policies that don't yet exist. would love to have a mandatory 50% women/men ratio ala olin, for example. realistically we are still a few years off from putting such measures in place.
- as small design practice, to identify and engage other women-led practices to collaborate with.
- be transparent about pay. actively pursue and grow women into leadership positions.
- become more transparent in its overall approach to gender equity
- consideration for everyone's individual needs, and scheduling as such?? i honestly do not see gender discriminatory practices in my office, that my perception
- continue to treat each employee with dignity and respect.
- create a committee to review best methods for engaging members of the organization on the gender equity issue
- create intentional spaces of dialogue around this issue.
- deconstruct hierarchical title structures
- equal leadership and mentoring rolls.
- equal pay.
- equal work for equal pay. no equity in workload, status or pay.
- gender awareness/bias training for all levels of staff
- gender equality group

- gender is only one of various issues that should be fully integrated in ours, or any other firm. i think as a firm, the partners and associates support each other in our leadership and philanthropy very well.
- have more open dialogue on the topic. it doesn't seem to be discussed often.
- have the leadership go to a training specifically about gender equity, diversity, and emotional intelligence.
- hire more women!
- i am doing already what is possible
- i don't know
- i think it goes without saying however, having a protocol for new hires would not be a bad idea.
- i think that having paid paternity/maternity leave would be great but since we are such a small firm that would be difficult.
- i think we are an exception and equity is pretty fully integrated.
- i think we have done that. our firm is transitioned from 100% male owned to 45% female owned over the last 25 years. we expect ownership to be majority female in the next five years. 2 of 5 members of our board of directors are women and the managing principals of two of our three offices are women.
- identify a female leader to help elevate female voices in the firm. identify best practices to get the most quality not quantity out of the employees. educate the men on gender equity issues
- make sure every team is diverse (includes women & men) and encourage that diversity in all levels of leadership within the firm, from principals down.
- my firm is fairly equitable in terms of female leadership. i think any professional development geared towards women would be great, but not exactly necessary in this environment.
- ours is a 100% women owned and operated firm
- pay male and females equally. make their actions the same as their words.
- practice equity - select the right person for the right job - ignore gender stereotypes.
- promote more (any!) women into leadership roles, provide paid maternity leave, be mindful not to single women out on the basis of appearance (because i've never heard a man's appearance commented upon)
- quit relying on overtime to make a profit, or enhance increase the level of profit.
- read Iris Bohnet's book, reconfigure interviews to eliminate unconscious bias, track diversity data better and share results/progress regularly. there has been a negotiation workshop for female students, but it wasn't attended by high level staff... so the information was limited in impact. there is also a survey we conduct

of student salaries, but plans to address inequities fall short.

- speak openly and hire equally
- talk about it.
- the upper level positions at our company are dominated by men. all 4 partners and all project managers are male and predominantly white. hiring and elevating women would be a good first step. and despite having otherwise good benefits, both maternity and parental leave policies are very minimal.
- they have begun to address the issue but there is still further work to do
- we are a women-run organization, and i feel issues of gender equity permeate much of our work and our office culture. i do not feel it's a problem at our organization.
- we have women in leadership positions and it seems that because of that the office feels we have addressed gender issues. i think we need more gender, race, and class bias training and conversation.
- we should formalize hiring procedures. currently, in the rare instances when we need an additional employee, we do not post job openings publicly. our pool of applicants is limited to those friends/peers we contact personally. this inevitably creates a closed feedback loop of mostly white, middle class men. opening the applications process to all architect citizens of dallas would eliminate our current handicap by ensuring we are not a priori excluding some of the best talent available. unfortunately, our practice is not in a period of growth, and we cannot allocate substantial time toward instituting an open and organized application process. most small firms fly by the seat of their pants. their/our contribution to systemic discrimination and general inequity in the field of architecture is more often than not inadvertent and committed in the name of expediency.
- we want to write policy or community agreements about this but we have been practicing. there are currently no white cis males who work here...
- written commitment and regular open discussion, need to start with the basics changing culture of sexist jokes, idea of men as the all-knowing genius designers, etc

Please describe any successes or challenges you have experienced in integrating gender equity in the work of your organization.

- ? we pay and promote and hire people not based on gender ? maybe we did focus a bit the past year to hire more men to work to have a more even gender balance.
- a few of our offices are run by women, but it almost seems like management sees that as them doing enough regarding gender equality instead of continuing the

conversation.

- as a small office, we don't have the resources to implement many of the suggestions or programs mentioned so far in this survey
- attempted to add gender equity and egalitarianism to school bylaws. they were opposed due to reference to gender binary.
- avoiding hiring men whenever possible.
- being taken seriously
- challenge: "we all have to make sacrifices"... being a common response from woman leader to other women. success: my m:f hiring ratio is 50:50, although pay structure is not quite at that level which i need to work on.
- challenges have been faced in situations with romantic entanglements between opposite genders at different stages of work authority.
- challenges. how to handle degrading comments. changing the vernacular of the environment.
- diversity panel at the company conference this year (mainly focused on women in tech)
- getting acceptance from men that inequality exists
- great mix of gender at all levels within the org.
- i have always been given opportunities to grow and lead - gender did not play a role in this.
- i notice that the opinions of female staff aren't always treated with as much respect as those of male staff
- i think some women in our firm feel hostile towards the idea that there may be inequity, because to be successful you need to be seen as confident and capable and not blaming outside forces for your failures.
- i've asked about parental leave and it's a policy/ process that isn't even mentioned in our employee manual. they said it's a case by case basis and you can ask to speak to the partners about it.
- i've not specifically tried.
- it is challenging to promote equality in the workplace when statistical ratios are prioritized over an individual's professional credentials. this can happen anytime, but particularly in hiring decisions.
- it is considered a joke, "pc", men roll their eyes and laugh if gender is mentioned at all. this discourages anyone from challenging the unfair pay discrepancies, promotions, etc. this is the atmosphere at nearly every other firm in my city. i'm considering leaving the profession because of it.
- it's not even talked about at the firm, and unfortunately some of the partners have a "good old boy" attitude towards women. women with performance

issues have been fired much more quickly than men with similar or worse job performance, making me think that they are not afforded as many chances to improve.

- men don't think there is an issue
- more than half our employees are women, and approximately half are senior management/principals.
- my firm provides a lot of flexibility for staff to work around family life so that many employees can balance work and life effectively. additionally, there's a fair number of women at the highest levels of the firm all the way through which provides a number of great role models.
- my language and behavior has been targeted as being too soft, and feminine.
- none
- our ceo has recognized the importance of having women in leadership positions. several men in leadership positions do not acknowledge gender gaps.
- people in our firm are not afraid to speak their minds. we encourage debate and work hard at providing a safe environment for challenging social norms.
- see above for women in ownership and leadership positions. occasionally there is some resentment from the males (or at least they're getting used to working for a woman). i think we are helped in that everyone understands that we are a meritocracy. you move ahead by doing better work - responsibility and titles aren't given without being earned. i do think we have developed an environment that allows opportunity for whomever is interested in shining to shine. i think most of leadership is gender neutral.
- success: all levels of the company have women and men
- success: collaborating with other women-led businesses or enterprises provides an organic/informal mentorship experience.
- the assumption that because we have 50% women in our firm, we are doing okay and that there is nothing to "complain" about.
- the firm is relatively balanced from a gender perspective, but i have seen senior male colleagues treat junior female colleagues with a lack of respect.
- the team has felt open to discussing gender equity when i bring up issues surrounding sexism, bias, etc.
- they say they are open to flex hours for parents and open to extended maternity leave, but when a situation comes to surface, they are not as flexible as they say they are.
- a male boss openly said he takes into account when hiring any female 'of childbearing age' because it costs the firm more to hire a female than it does a male.

- they firm did allow me to take time out of my to pump breast milk for my baby.
- we are women led which makes a bit difference.
- we have not made any significant effort to address this condition during my tenure, because no new hires have been made since i joined. our one female employee is our office manager, and she is the wife of the proprietor. she only occasionally visits the office and is not subject to any concerns about workplace gender equity.
- we have three registered women out of six registered architects in our office. we also have three male interns. i feel that we are all treated as equals in our firm as far as policies go and that there is no direct bias. i'm not sure about the pay equality though. that is something that i think varies and concerns me.
- when i had my first child, i went on maternity leave (unpaid) for 3 months. upon my return, men that were younger and less experienced than me had leaped over me and i was treated differently. i have been in a leadership role in the company for years but have not yet been promoted to principal. my peers (all men) have all been promoted. i believe, and i expressed this to my boss, that i was not promoted because i needed to grow and to therefore earn the promotion while my male peers were given the promotion to allow them to grow.
- women can't put in the amount of time that men do because they are off on maternity leave and then taking care of their children - being the primary parent.

Are there articulated strategies implemented to recruit or promote women into senior management positions?

no	34
yes	6
don't know	24

Please describe some of those strategies

- hire women
- i am the boss and i am trying to make sure to continuously promote people who identify as non-dominant
- there are many women leaders and owners and we are on the cusp of being a women owned company - to make that complete would open up additional project opportunities

Are all candidates for a position assessed using clearly defined criteria and exposed to similar interview processes to guard against unintentional bias?

no	12
yes	28
don't know	24

Does your organization have a gender disparity in staff retention?

no	35
yes	8
don't know	21

Are female staff made responsible for organizing or leading gender awareness or equity trainings?

no	18
yes	8
don't know	10
not applicable	28

Is there training of senior management and members of your board to institutionalize gender equity in management?

no	20
yes	2
don't know	25
not applicable	17

Management is committed to promoting female representation at senior levels of my organization.

strongly agree (5)	11
agree (4)	10
neutral (3)	21
disagree (2)	6
strongly disagree (1)	16

Is data collected and monitored regarding the application, selection, and acceptance rates of male and female job applicants?

no	26
yes	4
don't know	33

Do you or your colleagues have strategies that you employ to promote gender equity in your work (in the office, with partners, with clients)?

no	41
yes	23

Please describe these strategies.

- "strategies" may be too formal a description, but women in our office are given the same responsibilities and opportunities, and a seat at the table with the client and partners
- address gender-based issues when they arise with management.
- during interviews always include female employees in hiring process
- employee agreements outline measures and the conversation is had at time of hire
- encouraging young women to negotiate job offers and salaries, to take charge of their own destiny, to speak up for what they want out of a job, to speak up about needs for new mothers.
- hire people who already have equity at the front of their minds so that we don't have to constantly worry about whether employees are giving the issue adequate consideration. that approach may fall apart as we grow to more than a few people.
- i point out other leaders bias when evident
- informally, i try to help women working towards licensure
- make sure to always give priority to those who are representative those who are are working with the best.
- publicly identifying successes of both male and female staff
- read books on gender bias. take external workshops. i have not formalized any one strategy though. :(
- rotating roles and contacts with leadership and clients to prevent territoriality
- we actively support each all the efforts of our associates and groups promoting diversity and equity in and outside of architecture.
- we discuss how to communicate with clients (ie word choice) how to dress and body language on job sites

If you are male, are there strategies you employ to ensure that your female colleagues are being treated equally, or interventions you make when you recognize they are not?

no	4
yes	13
not applicable	47

Please describe these strategies

- common guidelines
- ensure that female representation is equal and their voices are heard
- i have the privilege of being surrounded by women working in a female led, majority female staffed office so it's not incredibly difficult to ensure my female colleagues are being treated equally. working in this environment has definitely made me more aware and ready to make sure female voices are being heard and promoted both inside and outside the office.
- i haven't consciously adopted strategies although i'm aware of gender biases and am conscientious to avoid leveraging gender based power imbalances that exist in my workplace (being a patient listener, not talking over other people, etc)
- i pay attention to the way female employees are spoken to and treated, and make a point to listen to their concerns and needs. i advocate for them where necessary, in meetings and conversation.
- i treat every co-worker with dignity and respect.
- i would like to learn these strategies
- if i notice a comment or opinion is unnecessarily overlooked i make an attempt to reinforce that point and to credit the person who made the suggestion
- place emphasis on the outcome of work rather than the individual doing it.
- request the advice/input from male and female colleagues when reviewing work.
- see previous answer
- since i am the only male employee, holding myself accountable for treating female collaborators as equals is the main strategy.
- speak out when necessary.
- the real answer is not really. occasionally there may have to be a reminder on how we treat people but that doesn't happen very often. early on there was some vigilance to make sure that women were given equal assignments and with those assignments, an equal chance to shine; however, we have long since moved past that.

Please make a comment or tell us any stories about gender equity in the workplace that you would like to share.

- as a woman, sometimes clients and consultants seem to look past me or through me, while they engage my male peers. i do not experience this from my colleagues at my place of employment, but i see it happen when we are outside of the office.
- as noted above, we have a high percentage of female employees at our office, at all levels of employment, and from new hires up to employees with 15 or 20 years or more.
- being told by a female senior leader you have to "lower your voice, like a man, to be taken seriously. if your voice is too high it can be irritating and grating."
- comments made by coworkers that are not taken seriously when being addressed or brought to attention to upper management.
- huge change in last 5 years we have overall pretty even gender ratio overall but lag in leadership as many women are younger
- out of 7 shareholders 2 are women
- i am concerned at times when three of our team show up for a meeting and we are all women that we may be discounted. we have strategized in recent interviews to make sure we have a male in the interview team.
- i chose to the office i am at, in part, because of their strong culture of equality.
- i find it more subtle in a museum organization. it's more of a societal issue - where construction people assume you don't know because you're a woman.
- i had a teacher who worked for us who was cis white male who complained that everyone else (who was either white female, transitioning, or a person of color) were getting more privileges than them.
- i think education around communication and leadership is the 'low-hanging fruit'. men and women typically have different ways that they communicate. most resources encouraging women to 'speak up', 'lean in' etc are basically encouraging women to communicate in male ways. same with leadership...if you ask a man or a woman what leadership looks like they will describe traditional male characteristics. but good leadership can be quieter and behind-the-scenes and still be effective.
- idk, i had to tell a coworker not to be vulgar to female coworkers one time. our best ae is female though, and it is acknowledged throughout the office.
- my last design job was at an architecture firm comprised of 7 white christians, 6 of them male. i have very little confidence in the ability of a group like that to make quality decisions that benefit everyone in their firm. gender equity at the employee level was somewhat better, but retaining women until they matured

into leadership positions was a challenge for the office. the reasons for that are many, but i don't think they did enough to make it palatable for women to simultaneously raise a family and continue their careers when they came to that fork in the road.

- our office has all men at the top, but in recent years we have hired a number of women into the firm, and the firm has taken a very progressive stand on equity - instituting 1 month maternity/paternity leave, hiring someone directly into a senior position. i'm proud to work at my firm
- our organization is so small and new, and has more female than male employees, so some of these questions don't quite apply to our specific situation.
- providing with constant and intentional moments of mentorship is key for women development in the workplace. as possible, i try to include that as part of workshops and other collaborative moments of the project development & team building process.
- some women at a previous employer actively avoided pregnancy to consolidate power when other women became pregnant.
- the c-level hr person is starting to get the conversation started around these issues, but sometimes i feel it's a bit fake.
- the milieu in which we operate tends to be an overt good old boys club. our clients, consultants, company leadership and associated peers appear to find comfort in the shared chauvinist attitude they have contrived. occasionally, though, this has alienated important parties to the detriment of our business. i have contested this pattern of behavior by simply refusing to participate in conversations of which i do not approve.
- the project that i'm currently working on is almost entirely female, including the managing partner, project manager and our client pm.
- our principle has mentioned during a staff meeting that he went searching through the list of firms near one of our other offices, specifically to see the breakdown of female leadership and stated his disappointment in the lack of women at the higher levels in other firms.
- that being said, there have been discussions among female staff about dissatisfaction with another principle, in terms of being treated differently, possibly because they were women.
- there is definitely a "boys club" in the office with certain individuals, particularly in architecture (we are multi disciplinary). i feel men's voices often are heard over women's. we also have few women architects - vast majority of interior designers are women.
- there is not a disparity in the number of men vs women at my firm, in fact

women outnumber men. all senior designers are men however, and use women as their personal cad drafters. at another very prominent la firm it is well known that the principal sexually harasses female staff and fires them if they don't allow it. women are payed as much as \$10k less than men with the same experience and position. i am shocked at the mad men atmosphere in this industry, especially after working in a "normal" (non design) office prior to my la career. we have so far to go.

- we are flexible with work rules and environment for all staff and this flexibility is now ingrained in our culture. i imagine there is still some disgruntlement by all genders in the office but very little of it trickles up to me. i think most of it is dealt with by the staff in a self-policing way. i think when you have a culture of advancement based on merit and equal opportunities are given to all then there can't be too much quibbling on the results by the staff. the key is giving equal opportunities to all.

Summary of results:

OBSTACLES

Industry and Office Norms

- Beliefs : Disagreement in Perception of Equity/ Inequity
 - Gender inequity not taken seriously or being dismissed.
 - Presence of female leadership being interpreted as evidence of gender equity i.e. we have achieved gender equity
 - Women policing other women's gender performance ("being too soft"), encouraging them to "make sacrifices" or being "hostile towards idea that there may be inequity" for fear of backlash
 - Industry Challenges/ Outside the Office
 - › Some design roles (i.e. construction) falling outside of gender normative career paths
 - › Clients ignoring female voices and only acknowledging male leadership
- I / We have not had the time, resources, knowledge or interest to take initiative.
- Language: handling degrading comments
- Culture: disagreement about whether gender equity is a problem, boys club mentality
 - I have to intervene on behalf of co-workers when they are being treated inappropriately based up on their gender
 - Sexual harassment is pervasive and openly tolerated
 - The acceptance of gender inequity is much worse than in other industries

- Social relationships between male decision makers that intentionally or unintentionally exclude women (“boy’s clubs”)
- Some people do not see or recognize gender disparity
 - › Initiatives or actions to address inequity do not seem genuine
 - › Jokes by co-workers
 - › Belief in reverse affirmative action “cis white males are being discriminated against”
- Behavior: women not paid equally, not hired as frequently, not given as much attention/ speaking time or respect in meetings, fired more frequently, power imbalances in office dating; gender being prioritized over achievements in hiring process (outlier); Despite having the same number of women and men at our organization, women and men are not equally represented in leadership roles

Maternity/ Paternity

- Unclear/ Unequal Implementation of Policy
 - Unwritten maternity/ paternity policies that are implemented at discretion of management; discriminatory hiring practices that penalize women who may have children in the near future
- Implications of Maternity Leave
 - Not having sufficient benefits for mothers when taking time off, mothers missing out on promotion opportunities because of time off, insufficient scheduling flexibility to accommodate parent needs
 - Difficulty retaining women when or if they had a family

NO PROBLEM

There Isn’t a Problem/ The Problem Has Been Addressed

- Gender inequity does not exist at my organization because:
- I have not experienced or witnessed it
- My organization is a meritocracy; we make decisions based on achievements not gender
- We have female leadership
- Everyone is comfortable speaking their mind
- People listened to me when I wanted to talk about gender equity

RECOMMENDATIONS

Group Discussion/ Community Buy-In/ Culture of Improvement

- Culture of Follow Through: Commitment to Continued Advancement of Equity
- Structured and Informal Opportunities to Foster Open Dialogue and Non Judgement

- Establishing Norms
 - Modeling Behavior and Commitment from Leadership
 - Developing Shared Language, Goals and Sense of Accountability
 - Develop Standard Practices and Strategies to Encourage Equitable Behavior
 - Culture of Transparency and Openness

Company Policy and Professional Practice

- Develop Formal Written Policies to Support Gender Equity
 - Develop and Incorporate Written Commitments and Community/ Organizational Agreements into Organizational Policy
 - Develop Equitable Strategies and methods for hiring practices, division of labor and tasks, processes for assignment to project teams
- Organizational Transparency
 - Gender Equity Policies
 - Maternity Leave Policies
 - Pay Structures
 - Gather Data and Share Data, Track Organizational Equity Success and Places for Improvement
- Develop a Workplace that Responds to Family Needs
 - Room for nursing mothers
 - Flexible scheduling
 - Maternity and Paternity Leave Policies
 - › Sufficient time off
 - › Sufficient pay
 - › No penalty in workplace hierarchy or promotions for needed leave of absence
- Groups, Committees and Collaboration
 - Develop an Informal Internal Group
 - Create an External Leadership/ Advising Group
 - Seek Out Feedback from Peer Initiatives
- Training, Professional Development and Skill Implementation
 - Mentoring programs
 - Professional Development for Women to Address Equity Gap
 - All Staff Equity, Bias and Awareness Training
 - Training Specific to Gender or Positionality (ie. training specifically for men or people in leadership)
- Power, Leadership and Defining Roles
 - Cultivate and Train Women for Leadership Roles

- Practice Gender Equity in Management Hierarchies
- Evaluate and Question Power Structures that Enforce Inequity

EXISTING SUCCESSFUL STRATEGIES

Formal Strategies/ Policies and Organizational Norms

- Written Gender Policies and Employee Agreements
- Rotating Clients, Projects and Positions to Promote Equity
- Creating Official Pathways for Communication on Issues of Gender Equity
- Maternity/ Paternity Policies
- Equity in Hiring and Leadership

Informal Strategies

- Identifying Or Building Peer Support and Training Networks
 - Collaborating with other women-led and gender equity initiatives
- Mentorship
 - Supporting peers to seek licensure, negotiate salaries, job offers and benefits
- Self Education
 - Reading books and attending workshops
- Identifying and Addressing Biased Behavior as it Arises
- Reinforcing Behavior that Support Equity
 - Hiring people who share the organization's beliefs on gender equity
- Social Support
 - We actively support each all the efforts of our associates and groups promoting diversity and equity in and outside of architecture.

Male Strategies To Identify And Correct Behaviors That Perpetuate Inequity

- I observe: I pay attention to the way female employees are spoken to and treated
- I speak up: I speak up when I see practices that reinforce inequity
- I listen: I make conscious efforts to listen to the concerns and needs of my female coworkers, if a woman's comments are being overlooked I repeat her point and give her credit for the idea
- I advocate: I advocate for women in meetings and conversations and make sure their voices are heard
- I take action: I ensure that female representation is equal

ADDITIONAL RESOURCES

Gender Equity In The Design Fields:

- [http://bloomingrock.com/2015/04/13/why-everyone-not-just-women-architects-](http://bloomingrock.com/2015/04/13/why-everyone-not-just-women-architects-should-see-making-space5-women-changing-the-face-of-architecture/)

- <http://bloomingrock.com/2015/12/19/how-to-build-confidence-as-an-architect-part-i/>
- <https://www.aiga.org/gender-equity-toolkit>
- <http://www.aia.org/aiaucmp/groups/aia/documents/pdf/aiab108736.pdf>
- <http://wp.architecture.com.au/news-media/wp-content/uploads/sites/9/2013/12/Gender-Equity-Policy-Final-131206.pdf>
- <http://archiparlour.org/gender-equity-in-architecture-what-can-we-do/>

Gender Equity In The Workplace

- https://www.washingtonpost.com/opinions/women-work-and-the-art-of-gender-judo/2014/01/24/29e209b2-82b2-11e3-8099-9181471f7aaf_story.html?utm_term=.a55c8e3237ad
- <https://hbr.org/2013/11/what-men-can-do-to-help-women-advance-their-careers>
- <http://www.nytimes.com/2014/12/07/opinion/sunday/adam-grant-and-sheryl-sandberg-on-discrimination-at-work.html>
- http://www.nytimes.com/2015/01/11/opinion/sunday/speaking-while-female.html?_r=1
- <https://www.dol.gov/oasam/programs/history/reich/reports/ceiling2.pdf>
- http://www.huffingtonpost.com/entry/how-the-women-on-obamas-staff-made-sure-their-voices-were-heard_us_57d94d9fe4b0aa4b722d79fe
- <http://www.catalyst.org/blog/catalyzing/womencan-importance-male-advocacy>
- <http://www.aauw.org/research/the-simple-truth-about-the-gender-pay-gap/>
- <https://www.nytimes.com/2017/05/13/upshot/the-gender-pay-gap-is-largely-because-of-motherhood.html>

Gender Equity In Nonprofits

- <http://www.chooseust.org/2016/blog/nonprofit-equal-pay-based-on-gender/>
- <https://nonprofitquarterly.org/2016/02/25/the-power-of-one-and-the-power-of-community-part-1/>
- <https://nonprofitquarterly.org/2015/06/01/study-of-women-on-major-nonprofit-boards-in-massachusetts-shows-no-progress/>
- <https://www.fastcompany.com/3069018/the-nonprofit-industry-has-a-big-wage-gap-problem>

Blogs/Websites:

- <http://www.catalyst.org/zing>

- <http://everydayfeminism.com/>
- <https://themissing32percent.squarespace.com/>
- <http://buildyourselfworkshop.com/>
- <http://architecture-lobby.org/>

Books

- Men Explain Things to Me - Rebecca Solnit
- <http://leanin.org/>
- Feminism is for Everybody - bell hooks
- What Works: Gender Equality by Design - Iris Bohnet
- <http://leanin.org/>
- Daring Greatly - Brene Brown

Intersectional Racial Justice Resources:

- <http://everydayfeminism.com/2015/06/navigating-whiteness-feminism/>
- <https://www.racialequitytools.org/home>
- <http://www.racialequityresourceguide.org/guides-workshops/racial-equity-tools>
- <https://www.raceforward.org/>
- <http://www.colorlines.com/>

COMMUNITY DESIGN SURVEY

Take the survey here: <https://bcworkshop.typeform.com/to/kypar1>
0 responses.

1. What type of organization do you work for?
2. How long have you been practicing/teaching?
3. Are you familiar with your organization policies?
4. Do you have a gender equity policy?
5. If, yes please share how you approached this.
6. How do you approach hiring in terms of diversity and skillset?
7. How do you promote staff?
8. Do you have criteria you use?
9. For staff reviews, do you do 360 reviews, have performance criteria, or use another system?
10. What is your governing structure?
11. What is the role of your board?
12. Have you recently been through a strategic planning process?
13. If yes, what were the outcomes?
14. Who makes project decisions?
15. Who makes strategic organization decisions?
16. What is your organization structure? (titles / roles)
17. How do you plan for organizational growth?
18. Do you operate on calendar year, academic year, or set fiscal year?
19. How is your budget written?
20. What is your earned vs contributed split?
21. Do you operate on a cash or accrual basis?
22. How do you track your organizational / project impact?
23. What would help you do your job better?
24. What is community design?



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