

Agents of Change: When Women Lead

TH408

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1.50 LUs

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Learning Objectives

- Identify how to leverage one's skills to succeed in a leadership role.
- Explore recommended strategies for promoting change within an organization.
- Identify strategies to make space for varied skill sets at the top.
- Develop strategies for tackling issues facing women in architecture.



Emily Heller ✓

@MrEmilyHeller



trying to explain the patriarchy to men
feels like telling someone who has
never heard of bones that there's a
skeleton inside their body

12/27/16, 4:45 PM

Where we stand

5.4%

CEOs at Fortune 500
companies are female

1/3

of global businesses had no
women in senior management
(as of 2017)

35%

of the average company's
workforce is female at the
professional level and above

Where we stand

27%

of those who are paid \$100,000 or higher are women

4%

of the 9 million U.S. workers who make \$100,000 or more annually are black and latina women



Elizabeth Nyamayaro

@e_nyamayaro

Following



#GenderChallenges: The gender pay gap stands at 23 per cent globally and, without decisive action, it will take another 68 years to achieve equal pay. **#GenderEquality**
#EqualPay #PayGap #SDGs

6:00 AM - 30 May 2018

20 Retweets 29 Likes



20

29



Where we stand

31%

of all architecture
staff are women

38%

non-licensed architecture
staff are women

40%

of interns on the path to
licensure are women

Where we stand

60%

of interior design
practitioners are women

25%

of firm leaders are women

Where we stand

2%

of all licensed architects in
the U.S. are african american

0.2%

less than 0.2% of all licensed
architects in the U.S. are african
american women

Where we stand

According to the National Architectural Accrediting Board (NAAB) in 2013, **43%** of architecture students in the US were women. This number has risen from **6%** in 1972. However, in 2014, the AIA reported only **15%** of their licensed members were women. Since 2000, there has only been a **2%** increase in female licensed architects. **At this rate, there will not be a 50/50 split of licensed architects until 2093.**

“Women have always been there — as recent histories have shown them to have been in computing, the sciences, and a host of other male-dominated fields — but we have overlooked their contributions.

Alexandra Lange, “The Hidden Women of Architecture and Design,” **The New Yorker** (June 4, 2018)

“ hidden biases are capable of guiding our behavior without our being aware of their role.”

Anthony Greenwald & Mahzarin R. Banaji, **Blindspot: Hidden Biases of Good People** (p. xii)

“Stereotypes do not take special effort to acquire. Quite the opposite — they are acquired effortlessly, and take special effort to discount.”

Anthony Greenwald & Mahzarin R. Banaji, **Blindspot: Hidden Biases of Good People** (p. 109)



@bymariandrew

Men can experience the damaging effects of the patriarchy but do not experience sexism; white people can experience the damaging effects of white supremacy but do not experience racism. Dismantling these structures helps everybody, and ignoring them in the name of "unity" just keeps them standing tall.

“In fact, the only reason my hand shot up in that class is that we live in a culture that tells white heterosexual men they always have something valuable to say and the right to say it first and loudest.”

Steve Almond, “Privileged Like Me,” **The Boston Globe Magazine**

“... being the only one in the room often means being constantly on guard, policing your attire, aesthetic, tone, speech, and mannerisms.

The Boston Globe, Spotlight Team, **Boston. Racism. Image. Reality**

Myths

Myth #1: Leaders are born (male).

Myth #2: Leadership is new for women.

Myth #3: Women can have it all.

Myth #4: Women must work harder at learning to lead.

Myth #5: Women will never be paid as much as men.

Panel

Carol Ross Barney, FAIA

Design Principal, Ross Barney Architects, Chicago, IL

Gabrielle A. Bullock, FAIA

Principal, Director of Global Diversity, Perkins+Will, Los Angeles, CA

Andrea Love, AIA

Principal / Director of Building Science, Payette, Boston, MA

Karen Robichaud – moderator

Director of Creative Engagement, Payette, Boston, MA

Thank you!