



By Carmen Evans, AIA, LEED AP BD+C, O+M | Epsten Group &
Jessica Thompson, AIA, NCARB | BLUR Workshop
January 11, 2019

Equity, Diversity, & Inclusion

SESSION #4

@ Kimball Showroom
2282 Defoor Hills Rd., Suite 150, Atlanta, GA, 30318



Equity, Diversity, & Inclusion

PROGRAM SUMMARY:

This session will explore the topics of equity, diversity, and inclusion relative to the design profession and the AEC industry. The next generation of leaders, including the CKLDP scholars, will be critical in promoting inclusion, equity, and diversity at the firm and industry levels. While none of these issues will be new to our participants, this session will focus on identifying issues/situations and developing the tools needed to start (or advance) conversations on the subjects. We recognize that these issues cannot be solved in one day, let alone one 5-hour session - but we can all strive to do better every day.

LEARNING OBJECTIVES:

1. Examine the effects of unconscious bias on our interactions, and learn how to recognize our own unconscious biases and counteract them. Understand how bias by leadership can affect the overall firm structure.
2. Identify the benefits of diversity in the workplace and in the profession. Understand how to value individual contributions and barriers that may be present for people from different backgrounds.
3. Describe the differences between the concepts of equity and equality. Understand the AIA's commitment to equity and the development of the Equity and Future of Architecture Committee (EQFA).
4. Learn inclusive decision-making skills and how to use them to become an effective leader.

PROGRAM ABSTRACT:

In the week prior to the session, participants will take one (or more) Implicit Association Test(s) to evaluate and understand an area where they might have some unconscious bias. Participants will also familiarize themselves with the AIA Guides for Equitable Practice and read a few articles relating to equity and diversity.

The session will open with a review of A Seat at the Table, a survey by the Equality in Design student group at the Yale School of Architecture, that assesses gender diversity in architectural education. The group discussion will be led by scholars Carmen Evans, AIA, and Jessica Thompson, AIA. This will be followed by a presentation from Annelise Pitts, focused on the current AIA initiatives in the realm of equity, diversity, and inclusion. Annelise will review the results of the latest AIA Equity by Design survey and discuss trends in the industry relative to previous survey results.

In the second part of the session, scholars will divide into pairs to discuss and role-play scenarios from the AIA Guides for Equitable Practice. Mentors, speakers, panelists, and special guests will be available to circulate and ask questions of the different groups. The group will reconvene to share observations from the activity and ideas about how to implement the guides in their own firms. After the activity, Ganesh Nayak, AIA, will present on emotional intelligence and how to be more inclusive in the workplace. This segment is meant to press the scholar to think harder about their own bias and how to make changes for the better.

Equity, Diversity, & Inclusion

PROGRAM ABSTRACT:

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The session will conclude with a panel discussion featuring several AEC community members of different backgrounds. Pre-prepared questions will address niche topics, the roles of individuals and leaders in promoting equity, and initiatives the panelists have undertaken to promote inclusivity. Scholars will be encouraged to ask additional questions and create a dialogue. The goal of the session is to become aware of our own biases, strengths, and tools for making the profession more equitable, diverse, and inclusive.

Equity, Diversity, & Inclusion

Date: 11 January 2019

Location: Kimball Showroom, 2282 Defoor Hills Rd., Suite 150, Atlanta, GA, 30318

Time: 12:00 pm – 5:00pm

AGENDA

12:00 – 1:00	Lunch Reception / Viewing of Yale Study Pin-up
1:00 – 1:15	Discussion - A Seat at the Table by Carmen Evans and Jessica Thompson
1:15 – 1:55	Presentation #1: Reframing the Narrative: Our Voices as a Catalyst for Culture Change in the Profession by Annelise Pitts
1:55 – 2:05	Break (10 minutes)
2:05 – 2:45	In Depth Activity - AIA Guides for Equitable Practice Scenarios moderated by Carmen Evans and Jessica Thompson
2:45 – 3:40	Presentation #2: Emotional Intelligence, Disability, and Inclusion by Ganesh Nayak
3:40 – 3:45	Break (5 minutes)
3:45 – 5:00	Panel Discussion moderated by Carmen Evans and Jessica Thompson
5:00 - 5:15	Conclusion & Housekeeping Carmen Evans, Jessica Thompson & the CKLDP Executive Committee
5:15 – 6:30	Happy Hour @ Kimball Showroom 2282 Defoor Hills Rd., Suite 150, Atlanta, GA, 30318

Presentation #1:

Reframing the Narrative: Our Voices as a Catalyst for Culture Change in the Profession

The 2018 Equity in Architecture Survey is the largest and most comprehensive national study to date on the topic of talent retention within Architecture. We will review the results of the 2018 survey, compare them to previous surveys, and discuss industry trends to build a deeper understanding of our strengths and challenges as a profession.



Annelise Pitts, AIA

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Annelise Pitts, AIA

Research Chair, Equity by Design

Annelise Pitts is an associate with Bohlin Cywinski Jackson. She recently moved from San Francisco to New York, where she's been helping the firm to build their new office. As Research Chair for Equity by Design, she has led three national surveys exploring the professional experiences and aspirations of graduates of architecture programs. She is also a member of AIA's Equity and the Future of Architecture Committee, where she is collaborating on the development of the Guides for Equitable Practice, which will offer practical advice to firms and individuals aiming to build equitable workplaces.

Presentation #2:

Emotional Intelligence, Disability, and Inclusion

Empathy and emotional intelligence are the bridge to "otherness". When we practice a "people first" philosophy and put a person before a disability, we can move beyond ADA and code-mandated accessibility standards to design spaces that are truly inclusive for all.



Ganesh Nayak, AIA, LEED AP (BD+C)

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Ganesh Nayak, AIA, LEED AP (BD+C)

Principal, Metier Consulting, Inc.

Ganesh Nayak, AIA, is a Principal at Metier, Inc. in Atlanta, consulting on sustainable design. An architect with over twenty years of varied experience, he has led teams in the master planning, design and documentation of major projects. He was awarded the Charles Trainor Team Award by the Corps of Engineers, Savannah District, for his role in LEED program management for a large project on base. He has a Masters' degree from Kansas State University.

Ganesh has published and presented extensively on architecture, urbanism and sustainability. He was a founder-editor of 34 AR, the magazine of AIA Kansas. He and his wife Sitara have a teenaged son Ishan, who has developmental disabilities and who constantly imparts life lessons to his parents. Ganesh presently serves on the State Advisory Panel for Special Education in Georgia. Aside from work, he constantly writes on diverse subjects as disability, leadership, critical thinking, architecture, cities, cricket. and music.

Panel Discussion:

Equity, Diversity, and Inclusion in Practice

Several AEC community members of different backgrounds will participate in a panel discussion. Pre-prepared questions will address niche topics, the roles of individuals and leaders in promoting equity, and initiatives the panelists have undertaken to promote inclusivity. Scholars will be encouraged to ask additional questions and create a dialogue.



Nicole Hilton, AIA, NOMA, NCARB

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Nicole Hilton, AIA, NOMA, NCARB

Co-Founder, Cole Hil

Nicole Hilton, AIA, NOMA is one of the founding Partners and Design Architects for Cole Hil, an emerging full service architectural design firm with a focus on education, aviation, and commercial project types. Nicole is originally from Austin, Texas and received her professional architectural degree from Louisiana State University. Upon becoming licensed, this flagship institution recognized Nicole as the first African American female graduate of LSU School of Architecture to become a licensed architect. This historic recognition is highly valued by Nicole and contributes to her goals of being a catalyst in the field of Architecture. She attributes her successful career and knowledge to her trailblazer mentors found in Cheryl McAfee, FAIA and John Busby, FAIA. A few of Nicole's achievements and leadership roles include the AIA Georgia John A. Busby medal, Director at Large for AIA Georgia Board of Directors, participated on the Atlanta Regional Commission Millennial leadership committee, 2016 Young GameChanger, and Cole Hil being nominated by the Douglas Chamber of Commerce for the 2017 Small Business of the Year.

"We are excited about the potential of Cole Hil. Our firm strives to be an innovative design firm, fully committed to exploring new ways of sharing the innovation of architecture. We aspire to design spaces that transform experiences and enhance the environments and communities we serve." ~ Nicole Hilton

When Nicole is not leading a firm, and giving back, she simply enjoys her time with her husband and children, and continues to be inspired by her faith.

Karen Jenkins, PE, AIA

Co-Founder + Managing Partner, Shear Structural

Karen has over 30 years of experience in structural engineering and design. As a licensed engineer and architect, her background in both disciplines gives her a unique perspective for solving problems and understanding client needs. Karen's experience includes the design of corporate headquarters, mission critical, laboratory and research facilities, educational facilities, faith-based buildings, and a wide variety of adaptive reuse projects.

Karen holds a Bachelor of Design from the University of Florida and a Master of Architecture and a Master of Science in Engineering from Georgia Tech. She is highly active in the industry and is involved with ACEC Georgia Structural Forum, American Institute of Steel Construction, GAPPA, Structural Engineering Association of Georgia, and AIA Atlanta. Karen currently sits on the Executive Board of AIA Atlanta as the President-Elect. In 2018, Karen was named one of the "100 Influential Women in Engineering to Know" by Engineering Georgia Magazine.



Karen Jenkins, PE, AIA

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Panel Discussion:
Equity, Diversity, and Inclusion in Practice
-continued



Annelise Pitts, AIA

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Research Chair, Equity by Design

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Principal, Metier Consulting, Inc.

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We want to thank all of our sponsors for generously helping us develop CKLDP for the future success of our emerging leaders in the State of Georgia.

SESSION / VENUE SPONSORS

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Thank you to Kimball International for hosting the session at their Atlanta showroom, as well as providing our lunch and happy hour.



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SESSION 4 PARTICIPANTS



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Acknowledgements

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