

## AIASCV Directive

### Women in Architecture Committee:



#### 1. Description of Women in Architecture (WIA) Committee

This committee is composed of women architects and allies in the Chapter for the purpose of increasing the incidence and visibility of women in architecture and in related design and construction industries.

We exist to bring awareness to the gender disparity that exists in the profession in order to achieve equality.

We exist to empower women by fostering growth, building leaders and role models, promoting the success of women architects, being a catalyst to equality and fair treatment, bringing about balance in the profession, and by redefining success.

The WIA Committee will commence as a group that supports equality and women's issues. As our group gains momentum, grows and diversifies we welcome the notion of evolving into a Diversity Committee, of which the WIA committee and other similar minority committees would become subgroups as suggested by the AIASCV Board.

#### 2. How does the WIA Committee support the Mission, Vision and Purpose of the AIASCV?

##### Education, Networking and Socialization

The WIA Committee exists to start the conversation of equality in the profession, and bring about much-needed change to benefit the profession as a whole. Through regularly scheduled events, the WIA will create a framework for education, networking and socialization.

##### Enhanced Work and Enhanced Lives

By aiding in the growth and development of women in architecture, a segment of the profession that is known to be under-represented, the WIA committee will enhance the quality of the work and professional lives by making it possible for a greater variety of architects to contribute to the chapter, the profession and the community.

##### The Value of Architects

The WIA Committee will celebrate its members' successes as well as the successes of women in architecture as a whole, and will draw attention to the value that women architects bring to the community.



## Longevity and Prosperity of the Profession

The WIA Committee will provide a forum for advocacy within the community, specifically related to equality and fair treatment. By promoting equality and fairness, it is the goal of the WIA Committee to retain women in architecture, thereby promoting the longevity and prosperity of the architecture profession.

### **3. Goals**

The goal of the WIA Committee is to stimulate women's growth in the profession through sustained activities that provide mentorship and networking opportunities that enable women in architecture to reach their full potential. The WIA Committee will strive to support the natural progression, from student to registered architect, to leaders in the profession and community. The WIA will foster women leaders in the profession and allow all women architects the ability and opportunity to give back to the profession and the community.

### **4. Activities**

#### Meetings & Programs

Hold regular committee meetings each month

Hold quarterly programs highlighting the accomplishments of women. One program each year will be family-friendly. Programs will also serve as an opportunity where women in architecture and allies can meet to exchange ideas, find solutions, and offer support to one another.

Provide content for at least one AIASCV Program each year highlighting the accomplishments of women architects.

#### Tracings

Provide content for 2 Tracings articles each year emphasizing the committee's activities and the accomplishments of women architects.

#### Leadership

Facilitate leader-building to continue the committee's efforts and create leaders from within to ensure the committee continues successfully.

#### Recognition of Women

Promote the accomplishments of women architects/designers for past and present achievements, on a local and global scale. Nominate women architects/designers for architecture and design awards.

#### Women Fellowship Development

Increase the number of women Fellows by leading an introduction to the benefits of becoming a Fellow and the process of becoming a Fellow. The committee will develop a support network for women in pursuit of Fellowship over the course of their careers.

## Collaboration within AIASCV

Work closely with other AIA Committees to support shared initiatives and areas of common interest.



### **5. Benefits of Involvement**

- a) Professional Development
- b) Education on issues related to equity in the profession and in the country
- c) Networking and Camaraderie with other like-minded individuals, networking
- d) Potential for improving the work of the individuals involved
- e) Leadership Development
- f) Satisfaction from promoting equality and fostering the growth of a diverse community by supporting women of all ages and experience levels in the architectural profession.

### **6. Criteria for Membership**

- a) AIASCV Associate, Basic or Student Members, Professional Affiliates, Corporate Sponsors, etc. Community members are welcome under special circumstances
- b) Interest and desire for involvement
- c) Commitment to the regular meetings and participation
- d) Passion for achieving gender equality in the profession
- e) Passion for achieving fair treatment in the profession
- f) Individuals with varying skill levels from novice to expert are welcome

### **7. Members' Roles**

All WIA board members will support the goals of the committee.

- a) Teams and organization determined by our individual events. Participate in regular meetings, assignments, and tasks, as determined with the group.
- b) Protect the Committee budget
- c) Maintain a connection to the Board
- d) Positions: Chairperson, Vice Chairperson and Board Liaison

### **8. Check-Ins with The Board**

- a) The Chairperson will maintain records of all committee activities and maintain communication with a designated Board Member, the Board Liaison. The Chairperson will prepare an annual report for the Board of Directors.
- b) Board Liaison and Chairperson will keep the Board informed of projects/activities.

## 9. Committee Members Directory



Name	Role	Email Address	Phone Number
Patricia Ortega	Chairperson	patricia@davidwhitneyarch.com	650.391.7606
Pamela Anderson-Brule	Vice Chairperson	pamela@aba-arch.com	408.298.1885
Katia McClain	Board Liaison	kmclain@lpainc.com	408.780.7200
Britt Lindberg	Member	britt_lindberg@gensler.com	408.885.8188
Stephanie Silkwood	Member	ssilkwood@rmw.com	408.755.3112
Brigitte Williams	Member	bwilliams@steinberg.us.com	408.295.5446

## 10. Budget

\$1,000, annually. Funds will be used to purchase beverages, appetizers and supplies for WIA Programs.

## 11. Documents in Support of Directive

Equity by Design Summary and Full Report

<http://eqxdesign.com/survey-fullreport/>

5 Facts about the Gender Pay Gap

<https://www.whitehouse.gov/blog/2015/04/14/five-facts-about-gender-pay-gap>

Gender Pay Gap Worst in America

<http://www.architectsjournal.co.uk/home/events/wia/gender-pay-gap-worst-in-america/8657355.article>