
MONTHLY COMMITTEE MEETING AGENDA**16 November 2022****1. UPCOMING WIA PROGRAMS AND EVENTS | November, December, and January 2023**

- Saturday, 19 November 2022 | **Girls Build!**
 - Time: 11:30 am – 1:30 pm
 - Center for Architecture
 - Presenters:
 - [Cheriyah Wilmot](#) | B-Arch Candidate, City Tech
 - [Maya Paklar](#), AIA | Associate, Beyer Blinder Belle
 - [Sara Ngan](#), AIA | VP of Design & Development, Alpine
 - Facilitator:
 - [Kerry Nolan](#) | Senior Associate, Beyer Blinder Belle
 - [Mindy No](#), AIA | Principal, Perkins Eastman
 - [Maggie Holsinger](#), AIA | Steven W. Spandle Architect
 - [Chelsea Browne](#)

- Thursday, 1 December 2022 | **WIA Professional Development Workshop: The Promoted to Principal Methods**
 - Time: 6:30 pm – 8:00 pm (Webinar)
 - Presenter: [Maya Sharfi](#) | Career Coach & Founder, Build Yourself+

- Wednesday, 7 December 2022 | **Speed Mentoring**
 - Time: 6:30 pm – 8:00 pm (in-person)

- Wednesday, 18 January 2023 | **WIA Monthly Committee Meeting | Design Presentation: Learning from the BIPOC Experience in Designing Educational Spaces**
 - Time: 6:30 pm – 8:00 pm (in-person)
 - Location: Center for Architecture
 - Presenters:
 - [Maggie Kleinman](#) | Gensler
 - [Sara Silverstri](#) | Live Nation

- Thursday, 26 January 2023 | **12th Annual Recognition Award & Holiday Party**
 - Time: 6:30 pm – 8:30 pm (in-person)
 - Location: Brickworks Showroom
 - <https://www.aiany.org/architecture/competitions-grants/wia-recognition-award/>

2. AROUND TOWN & RELATED EVENTS

- **Slade Architecture 20 Years** | 17 November 2022 at 6:30 pm EST
 - Location: 77 Chambers Street, 5th Floor
 - RSVP: https://docs.google.com/forms/d/e/1FAIpQLSfB3gtIAUvQdamzpUgHOhtMazNt2PP_Ydqyxp-5eHFctfvRig/viewform

- **Angelique Pierre New Beginnings** | 17 November 2022 at 6:30 pm EST
 - Location: Anik Pearson Architects, 49 West 38th Street
 - RSVP: Anik@aparch.net

- **Developing Your Career: Real Life Stories from Women Leaders** | 30 November (2 pm – 3 pm EDT)
 - Fairygodboss Webinar
 - https://fairygodboss.com/events/?utm_source=sendgrid&utm_medium=email&utm_campaign=events11.09.22
- **Miami Design Week** | 29 November – 4 December 2022
 - Lexus partners with the Institute of Contemporary Art Miami and [Suchi Reddy](#) to present a new installation
 - <https://pressroom.lexus.com/lexus-partners-with-ica-miami-and-suchi-reddy-to-present-new-installation-during-miami-art-design-week-2022/>
- **AIANY Cocktails and Conversation with Sarah Williams** | Friday, 2 December 2022 (6:30 pm – 8:00 pm)
 - [Sarah Williams](#), Director of the Civic Data Lab at MIT, will discuss data visualization and recent projects. A data visualization leader, Sarah Williams combines her training in computation and design to create communication strategies that expose urban policy issues and lead to civic change
 - In 2021, she collaborated with AIANY on "[Visualize NYC](#)" and recently released a tool with Transportation Alternatives called "[Spatial Equity NYC](#)." This conversation will focus on her latest exhibition, "[Distance Unknown](#)," which explores the risks and opportunities of migration to urban America
 - <https://calendar.aiany.org/2022/12/02/cocktails-conversation-sarah-williams-with-brad-samuels/>
- **Professional Women in Construction Holiday Party** | Thursday, 8 December 2022, 5:30 pm EST
 - Annual Holiday Party to celebrate and toast the PWC 20 under 40 recipients
 - Register & Sponsorships: <https://events.r20.constantcontact.com/register/eventReg?oeidk=a07ejg8cqhuc8cbf6c0&oseq=&c=&ch=>
- **Mentorship for Women in Architecture** | Wednesday, 18 January, 6:30 pm – 8:30 pm EST
 - Speakers:
 - [Nina Kinoti-Metz](#) | Founder, Studio Parallel
Creating Your Own Opportunities and Path to Success
 - [Julie Nelson](#), AIA | Partner, BSKS Architects
Things My Students Taught Me
 - Register: <https://www.womeninarchitecture.net/programs>

3. TOPICS

- **12th Annual AIANY Women in Architecture Recognition Award**
 - The Women in Architecture Recognition Award honors one recently licensed woman architect who demonstrates strong leadership skills and a commitment to the growth and advancement of our profession. The selected recipient receives a \$1,000 stipend towards travel and miscellaneous expenses at the AIA Conference on Architecture, which will be held in San Francisco, on June 7-10, 2023.

- **Eligibility**
 - Eligible candidates must have achieved licensure between December 2021 - December 2022 and live in New York City
 - **How to Enter**
 - One essay of not more than 500 words describing your leadership role in the professional community
 - 2 letters of recommendation
 - Proof of licensure
 - **Submission Deadline**
 - The submission deadline is **January 6, 2023**. The entry package must be submitted as one pdf file (max 6MB) to WIA@aiany.org
 - **Announcement**
 - The winner is announced during the WIA Annual New Year Party (confirmed date and venue to be released soon)
 - **A'23 Call for Proposal | Equity in Architecture: A Coast-to-Coast Exchange**
 - With the encouragement of Lakisha Woods, the AIA Executive Vice President/CEO, and the leadership drive of Emily Grandstaff-Rice, the AIA 2023 President-Elect, at the 2022 AIA Women's Leadership Summit, it is time for our profession to collectively push an impactful agenda to promote, elevate, and advance women in architecture. This session will engage members from Women in Architecture (WIA), Women in Design (WID), Women in Leadership, and Equity, Diversity, and Inclusion Committees in a dialogue about Equity, Diversity, and Inclusion (EDI) initiatives being successfully implemented at chapters and firms across the country through powerful, inspirational and motivative initiatives
 - Representatives from multiple organizations will illustrate effective programs and events and demonstrate how they can improve the workplace to foster a more inclusive and equitable environment. A moderated roundtable discussion will afford attendees intimate dialogue with WIA, WID, and EDI leaders from across the country. Through this lively exchange, the session will inform and inspire the participants to develop initiatives and be involved as agents of change, contributing to establishing Equity in Architecture based on the pertinent issues of Design & Leadership, Workplace Culture, Professional Practice & Development, and Advocacy & Activism.
 - Women in Architecture, Women in Design and Equity, and Diversity & Inclusion Committees across the country will share their experiences and initiatives to advance women in our profession. By exchanging information, resources, ideas, and best practices, these groups can lay the groundwork for building a network to strengthen the collaborative effort in elevating women in design and leadership roles. Three (3) WIA committees will present their chapters' most impactful programs focused on the topics of Design & Leadership, Workplace Culture, Professional Practice & Development, Advocacy, and Activism. Twenty (20) WIA/WID/EDI committees will participate in a moderated panel, followed by discussions in smaller groups, and roundtable summaries
- 4. GOOD READS, PODCASTS, FILMS, AND RESOURCES**
- **ArchDaily | Documentary: Women in Architecture**
 - Directed by Boris Noir
 - [Toshiko Mori](#), [Gabriela Carrillo](#), and [Johanna Meyer-Grohbrügge](#), are three architects in three different countries, in different contexts, at different stages of their life and career, but with a lot in common: recognized practitioners, with a passion for education, working
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with communities, and a sensibility towards the needs of society and the built environment.

- <https://www.archdaily.com/991640/premiere-documentary-women-in-architecture>

- **ArchDaily | Women in Architecture**

- [Beyond the Triple Journey: What is Expected of Women in Architecture?](#)
- [Architect Elissa Aalto's Centenary Exhibition Opens in Finland](#)
- [Johanna Meyer-Grohburgge and the Spatialization of Content](#)
- [Women in Construction Sites: Our Community Shares Their Thoughts, Concerns, and Outlook for the future](#)
- [Toshiko Mori and Good Curiosity in the Exercise of Architecture](#)
- [Bringing Intersectional Feminism into Architecture and Urbanism](#)
- [Women Architects: Gabriela Carrillo](#)
- <https://www.archdaily.com/tag/women-in-architecture>

- **Madame Architect | Interviews**

- Changing Narratives: MASS Design Group's [Noella Nibakuze](#) on Pioneering Paths and Shaping a Rwandan Architecture
- Discovering Cities: Sasaki's [Mary Anne Ocampo](#) on Teaching and Practicing Urban Design and the Radical Possibility of Embracing the Marging
- Nobody Likes a Critic: McMansion's Hell [Kate Wagner](#) on Her Fondness for Modernism, the Evolution of Her Writing, and Following in the Footsteps of Architecture's First Critic
- <https://www.madamearchitect.org/interviews>

- **Design the Future Podcast** with Hosts: Kira Gould and Lindsay Baker

- A podcast about the future of the built environment, as told from the perspectives of women leading the way
- #71 [Nakita Reed](#) on preservation, sustainability, and dissolving silos
- <https://www.designthefuturepodcast.com/>

- **Practice Disrupted Podcast** with Hosts: Evelyn Lee and Je'Nen Chastain

- #95 Voices of Mothers in Practice | [Jennifer T. Mathews](#), and [Christina Cho Yoo](#)
What can architecture firms do to support mothers in practice
- #94 The Design for Freedom Movement | [Sharon Prince](#), CEO & Founder Gracefarms
How can architects eliminate forced labor in building material supply chains to create a more equitable future?"
- #93 Design Technology Management & Training | Jeames Hanley & [Christina Diego](#), Puksand
- <https://practiceofarchitecture.com/podcast/>

- **Architect My Life Podcast**

- Host: Aya Shlachter
- #27 A Design journey with [Jenika Gonzals](#): Her Heartwarming party
- #26 Discovering your "ONLY" factor with [Jing Lauengco](#) of Jing Inc and Other Brown Girl
- #25 Making Sustainability the Standard with Ecotecture Design Studio's [Lisa Morales](#)
- <https://podcasts.apple.com/dk/podcast/architect-my-life/id1575638268>

- **Design Voice Podcast | Conversations with Womxn Who Shape the Built Environment**

- <https://www.designvoicepodcast.com/>
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5. MEMBER ANNOUNCEMENTS

- **Job Opportunities**
- **Knowledge Sharing**
- **Programs & Events**

6. WIA WOMEN SENIOR LEADERSHIP ROUNDTABLE

Roundtable with invited architecture firms' senior members to engage in a focused conversation. They will define the challenges, share advice and guidance, and build a positive workplace culture to sustain a successful, supportive, and inclusive firm. We will aim to learn how to lead others more effectively, improve the ability to make tough decisions, and identify the everyday moment of impact.

Heidi Blau, FAIA, Partner, and COO of FXCollaborative will facilitate the discussion topics to align with WIA's four pillars: Design & Leadership, Workplace Culture, Professional Practice & Development, and Advocacy & Activism.

- **Topics**
 - **Design**
 - Elevate more women design leaders
 - Promote and inspire design ethos
 - Provide a platform to showcase women designers
 - Celebrate diverse design inspiration and experience
 - Seek design ambition and confidence
 - **Leadership**
 - Vision and style
 - Communication skills
 - Identify and nurture leadership qualities
 - "Glass Ceiling" and the "Glass Cliff"
 - Retaining firm culture during change or growth
 - Alignment of client and firm missions
 - **Professional Practice & Development**
 - Build future pathways for project teams' growth
 - Business Development, Marketing, and Communication
 - Financial strategies and project pipeline
 - Professional Development process
 - IT & technology skills and training
 - Professional organizations and mentorship
 - **Workplace Culture**
 - Recruitment and retention
 - Hybrid work model
 - Competitive salary and benefits
 - Team engagement
 - Support and allies
 - Recognition and appreciation
 - Pipeline activities to engage members of diverse communities into our profession

- **Advocacy & Activism**
 - Sustainability and environmental initiatives
 - Employee Resource Groups (ERG)
 - Community services and outreach
 - Collaborate with legislators on policies and bills that impact the built environment
 - Social justice
 - Environmental justice

- **Leadership Skills**
 - Leadership style
 - Networking
 - Develop your emotional intelligence
 - Lead teams more effectively
 - Bring fresh perspectives
 - Women are more empathic
 - Women are better communicators
 - Women handle crises better
 - Women leaders can help bridge the gender pay gap
 - Women make amazing mentors

- **Resources**
 - **McKinsey & Company | Women in the Workplace 2022**
<https://www.mckinsey.com/featured-insights/diversity-and-inclusion/women-in-the-workplace>

 - **10 Reasons Why the World Needs More Women in Leadership Roles**
<https://www.naturalhr.com/2021/03/23/10-reasons-why-the-world-needs-more-women-in-leadership-roles/>

 - **Why Women in Leadership Roles Are More Likely Than Ever to Quit**
<https://www.cnn.com/2022/10/18/success/women-leaders-workplace-mckinsey-lean-in/index.html>

 - **HBR Research: Women Are Better Leaders During a Crisis**
<https://hbr.org/2020/12/research-women-are-better-leaders-during-a-crisis>

 - **HBR Research: How Women End Up on the “Glass Cliff:**
<https://hbr.org/2011/01/how-women-end-up-on-the-glass-cliff>

 - **HBR Research Roundup: How Women Experience the Workplace Today**
https://hbr.org/2022/03/research-roundup-how-women-experience-the-workplace-today?ab=at_art_art_1x4_s02

Competencies	Ratings	
	WOMEN	MEN
• WHERE DIFFERENCE IS STATISTICALLY SIGNIFICANT		
• Takes initiative	60 	50 
• Learning agility	59 	50 
• Inspires and motivates others	59 	52 
• Develops others	58 	49 
• Builds relationships	58 	51 
• Displays high integrity and honesty	57 	49 
• Communicates powerfully and prolifically	57 	52 
• Collaboration and teamwork	56 	50 
• Champions change	56 	51 
• Makes decisions	56 	49 
Innovates	56 	53 
Solves problems and analyzes issues	56 	53 
Customer and external focus	56 	54 
• Drives for results	55 	48 
• Values diversity	55 	45 
• Establishes stretch goals	55 	50 
Develops strategic perspective	55 	54 
Technical or professional expertise	53 	55 
Takes risks	52 	51 