



WOMEN IN ARCHITECTURE

IS A GLOBAL INITIATIVE TO ACCELERATE THE
PATHWAY FOR WOMEN IN ARCHITECTURE TO AMPLIFY
THE IMPACT OF THE DISCIPLINE WORLDWIDE.

KICKOFF

BIL-T Conference | 10 November 2022



Discussion Topics

- What is Women In Architecture?
- Why Does Women In Architecture Matter?
- What Does Women In Architecture Focus On?
- How Can I Participate In or Support Women In Architecture?
- Leadership Committee Panel + Q&A

The Women In Architecture Leadership Committee



Gurpreet Bal



Cary Brown



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Grant Ecker



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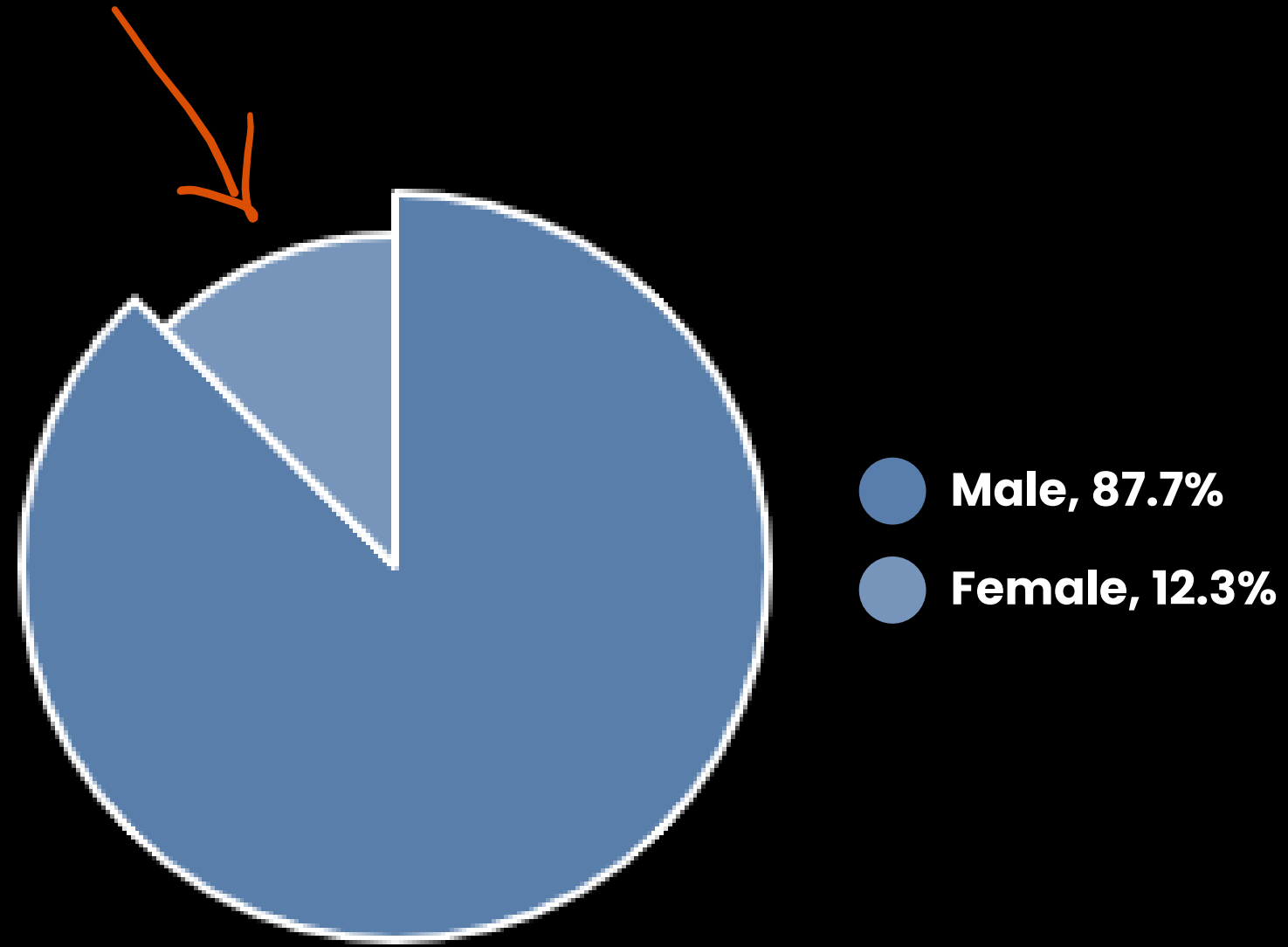


Paul Preiss



Whynde Kuehn
(Chair)

Just over 10% of enterprise architect roles are performed by women.*



* Based on the data here: <https://www.zippia.com/enterprise-architect-jobs/demographics/#gender-statistic>. While limited, we still believe that the data is directionally accurate and indicative of the gender gap across all domains of enterprise architecture worldwide.

What is Women In Architecture?



WOMEN IN ARCHITECTURE (WIA)

is a global initiative to accelerate the pathway for women in architecture to amplify the impact of the discipline worldwide.

OUR MISSION

To drive the expansion of women in architecture roles towards an equal balance and enable women to thrive and contribute with impact.

Why Does WIA Matter?

WIA matters because...

- **ARCHITECTURE MATTERS.**

- The role of architecture has never been more critical, and we need every single one of us + everyone to be at their best, both individually and together.
- Our opportunity is to scale and amplify the impact of the architecture discipline worldwide to meet the needs of our organizations and societies.

- **ARCHITECTURE CAN HELP LEAD CHANGE.**

- Worldwide, architects are many, often working in a transformational capacity within our organizations, in leadership roles (e.g., Chief Architect). Through our efforts, we can serve as role models and together be a force for change to facilitate diversity in our discipline.

➔ More women *are* becoming architects and moving into leadership roles. They are strong contributors and are shaping architecture in new and unique ways that expand and enhance the entire discipline. Now we just need to take it to the next level with intent and commitment.

Our Approach

WE'RE CREATING A MOVEMENT.

This is a movement named after the mission we are trying to achieve collectively. This means that regardless of your gender, if you are an architect or an advocate for architecture, you play a critical part in this movement.

WE FACILITATE ACTION AND SERVE AS A FOCAL POINT FOR CHANGE.

Women In Architecture is the catalyst and focal point to:

- Centralize and coordinate efforts and partnerships
- Create a unified voice for education and advocacy
- Facilitate meaningful and actionable dialog
- Drive action that creates the pathway for women in architecture

WE WORK IN AN ECOSYSTEM OF PARTNERS.

We partner and collaborate with many other organizations to build awareness and advocacy and deliver our mission.

What Does WIA Focus On?

Supporting **women** to advance and thrive | Building the **pathway** for women in architecture | Creating **dialog** and awareness



Initial Year 1 Focus →

WIA Membership

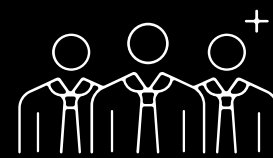
WIA focuses on special concerns and complimentary topics pertinent to women working in architecture (e.g., leadership, confidence, awareness). WIA partners with IASA and other professional organizations to teach and mentor on the architecture discipline itself.

Our initial WIA membership offerings are below, which we will continue to expand and shape together!



WIA COMMUNITY.

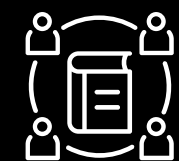
An online community (Mighty Networks) for discussion and connection, with a growing set of content available.



EVENTS

Quarterly WIA meetings for learning and exchange. Monthly 30-minute welcome meetings for new members. More to come!

*Join our first meeting
16 December!*



COACHING CIRCLES.

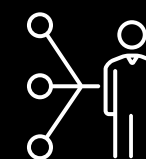
Small group coaching on specific topics provided by experienced architects and leaders.

- Transformational Leadership in Hybrid world
- Shift minds, hearts, gain 'action confidence'
- Stop worrying and Just Try & See
- Architecting for a sustainable planet
- Getting a seat at the Board of Directors



MENTORING.

Focused mentoring for individuals on women in architecture-related topics. Architecture mentoring is also available through IASA.



JOB POSTING.

Share and find job opportunities with the WIA community for mutual benefit.

WIA Membership

WIA BENEFITS

For Individuals

- ✓ Access to mentors and coaches
- ✓ Career guidance
- ✓ Professional development
- ✓ Platform to showcase and present
- ✓ For experienced architects: give back, mentor, coach
- ✓ Access to job opportunities
- ✓ Networking, community, and support
- ✓ Strong affiliation with WIA and its partners

For Organizations

- ✓ Access to new talent
- ✓ Team development (upskilling and interactions)
- ✓ Access to subject matter experts
- ✓ Strong affiliation with WIA and its partners

EXAMPLE WIA TOPICS

- ✓ Building confidence and resilience
- ✓ Recruiting and hiring (organizations and candidates)
- ✓ Awareness of unique differences and gender bias
- ✓ Discussing the hard questions

WIA Sponsorship

The aim of the WIA sponsorship model is based on true collaboration. We are looking to partner with organizations based on a shared commitment to furthering the progress of Women in Architecture.

We offer two types of involvement for WIA sponsors.



WIA FOUNDER COLLABORATOR

COMMITMENT

Involvement with WIA programs, provide mentors and coaches, speak at key events, share stories of your women architects as role models. Support the wider community.

BENEFITS

Build organization image and raise brand awareness, connect with a group of senior technical professionals and leaders, contribute to ESG, and help address gender disparity in senior roles by encouraging technically capable women to pursue architecture. Allow your team to benefit from membership.

SPONSORSHIP LEVELS

- ✓ **Gold** (typically global/large organization > \$100B) – Annual Investment: 20K USD
- ✓ **Silver** (typically regional/large organization > \$1B) – Annual Investment: 10K USD
- ✓ **Bronze** (typically country/medium organization > \$100 million) – Annual Investment 5K USD
- ✓ **Non-Profit/Academic** – Annual Investment 500 USD



WIA EVENT COLLABORATOR

COMMITMENT

Presence at event including speaker slot (aligned with values of WIA) and inclusion in attendee materials.

BENEFITS

Raise brand awareness to a large pool of senior technical professionals and leaders for recruiting team members and creating sales opportunities.

SPONSORSHIP LEVELS

Investment: 2K USD per event

How Can I Participate In or Support WIA?

PARTNER

Create a mutually beneficial relationship with WIA

ENGAGE

Join WIA to participate and help us shape the program

SUPPORT

- ✓ Post a job
- ✓ Hire a WIA member
- ✓ Ask a WIA leader/member to speak at an event

SHARE KNOWLEDGE

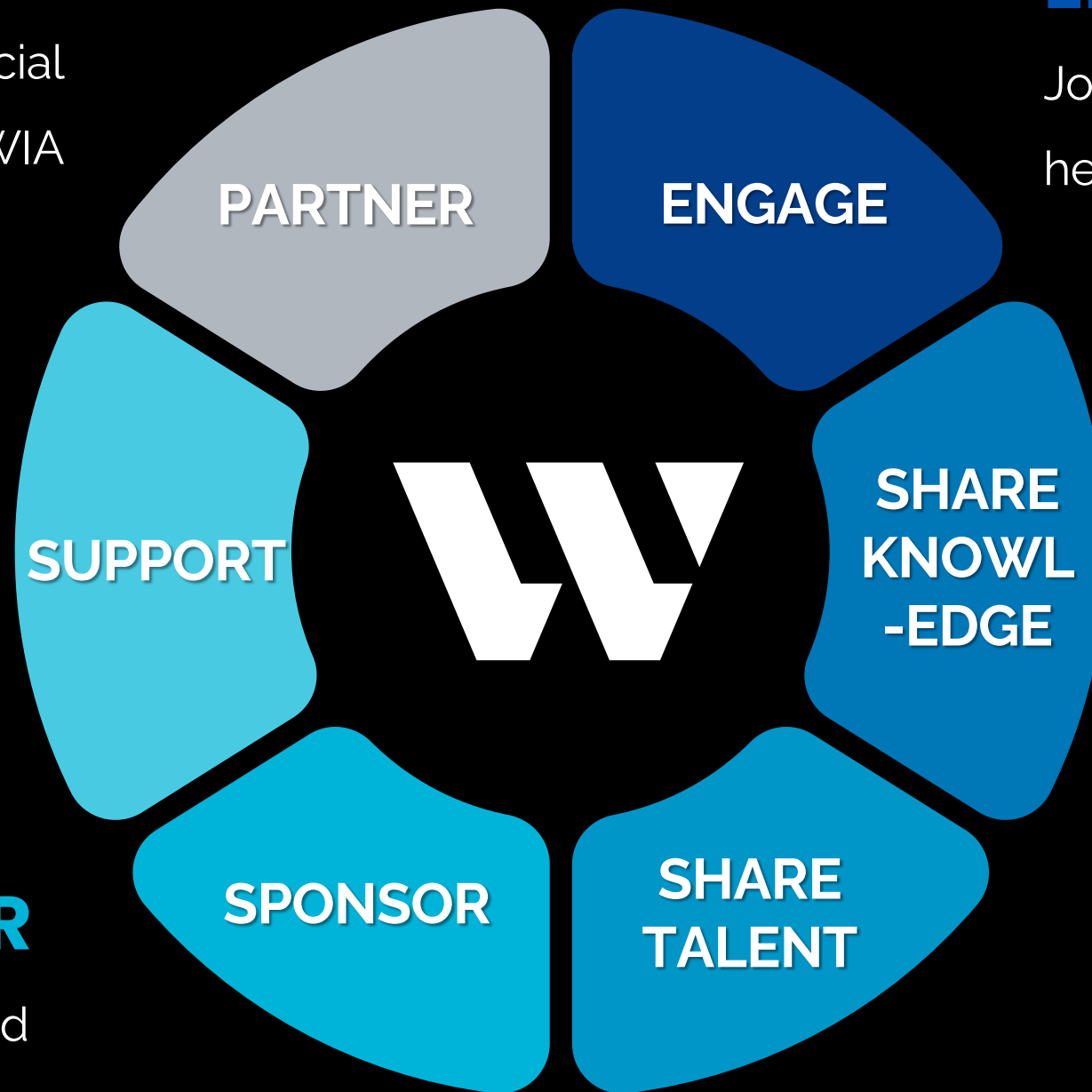
- ✓ Present at a WIA event
- ✓ Be a Coach in a Coaching Circle
- ✓ Be a Mentor

SPONSOR

Support WIA monetarily and receive benefits and affiliation

SHARE TALENT

- ✓ Help run the program (e.g., project management)
- ✓ Offer your skills (e.g., marketing, design)



Getting Involved

- Join WIA and start engaging! (First quarterly meeting is 16 December)
 - Mighty Networks (free): <https://women-in-architecture.mn.co/>
- Volunteer your time and talent (lead a coaching circle, be a mentor, present, share skills)
 - Complete the WIA Volunteer Survey (see Mighty Networks)
- Sponsor WIA
 - Contact us at sponsor@thewomeninarchitecture.org
- Request a speaker, post a job, discuss partnership, or share other inquiries
 - Contact us at contactus@thewomeninarchitecture.org



We have an opportunity for the entire architecture community to come together – leveraging our own diversity as the way forward to build unity and harness the full power of architecture to make a difference for our organizations, societies, and world.

Thank You!



Contact Us.



Email

contactus@thewomeninarchitecture.org

Website

thewomeninarchitecture.org

