Women in Architecture
March 15, 2019
AIA Connecticut, 370 James Street, Suite 402
New Haven, CT 06513 203-865-2195

In attendance: Jennifer Huestis, Karen Parzych, Ming Thompson, Jennifer Shea, Andrea Boyle, Katelyn Chapin, Omarys Vasquez, Jenna McClure, Michelle Newman, Meagan Lang, Masha Nazarko (AIA Program Manager), Pat O’Brien (AIA Membership Manager), Kristen Leigh (AIA Program Director)

Program Ideas:

Pay Equity/Pay Negotiation Workshop – discussion of how this is the responsibility of firm leadership and how to call attention to any pay gaps; also, discussion of creating a survey to analyze the data of pay rates per experience level per gender; is there another resource with this data? Committee members will explore this, acquiring this information from National may or may not be possible. Discussion of whether this should be at the conference or other date. The group talked about how the conference might be the best venue due to the amount of people who will already be there (captive audience).

Discussion of bringing in authors of equity survey through Rosa Sheng’s efforts as a supporting, ancillary conference program to her (Rosa’s) keynote. (Rosa Sheng is delivering the keynote one of the conference days. Announcement coming soon.)

What to expect at your first job
What are the traits of a successful job captain, designer, etc
Create a forum for people to be able to ask questions
Create a forum for people at all stages of their careers to find collaborators, mentors, and intellectual/professional development resources

Panel Discussion April 23:

1. Create a photo sheet of WiA members, list 5 traits/professional strengths of each person and their contact info to hand out at the event to generate mentorship relationships
2. Have interactive activities, such as the Charge Statement on a white board with attendees invited to respond to the statement using provided Post-It Notes

Antitrust Compliance Statement:

It is the policy and practice of The American Institute of Architects and its members to comply strictly with all laws, including federal and state antitrust laws, that apply to AIA operations and activities. Accordingly, this meeting will be conducted in full compliance with those laws.
3. Invite students from U of Hartford and Yale to attend
4. Ask Amy (AIA Communications Manager) to create an independent graphic for the panel incorporating the charge statement

**STEMagination Girl Scouts Event April 5th**

1. Volunteers can reach out to Andrea Boyle or Lori Donadio
2. Last event was a success, with many girls participating in the design challenge. Discussion of using something other than 3Dux for the next event since many of the same girls will attend and the group would like to offer a different design challenge experience this time.
3. This event will be at the Housatonic Community College, again in the evening (6-8?)

**Discussion of Emerging/Young Professional Conference Attendance Sponsorship:**

1. The idea of creating a sponsorship package for firms to commit to that will enable a young/emerging professional to attend the conference. The package will cover the cost of travel, lodging and registration.
2. The idea of creating a sponsorship package for vendors to commit to that will enable a firm to attend the conference. This will create a relationship between the vendor and the firm. This could also be a sponsorship for a different kind of fundraiser – model competition? – instead of conference attendance/participation.

Anyone interested in joining a Revit study group please reach out to Shamila Zubairi (shamilazubairi@msn.com)

Kristen will share public garden volunteer information once she receives it from the New Haven Land Trust.

Next meeting will be April 26, 2019 at 8am

Topic for next meeting: Pascale Sablan “Say It Loud” exhibit at the next panel discussion

---

**Antitrust Compliance Statement:**

*It is the policy and practice of The American Institute of Architects and its members to comply strictly with all laws, including federal and state antitrust laws, that apply to AIA operations and activities. Accordingly, this meeting will be conducted in full compliance with those laws.*