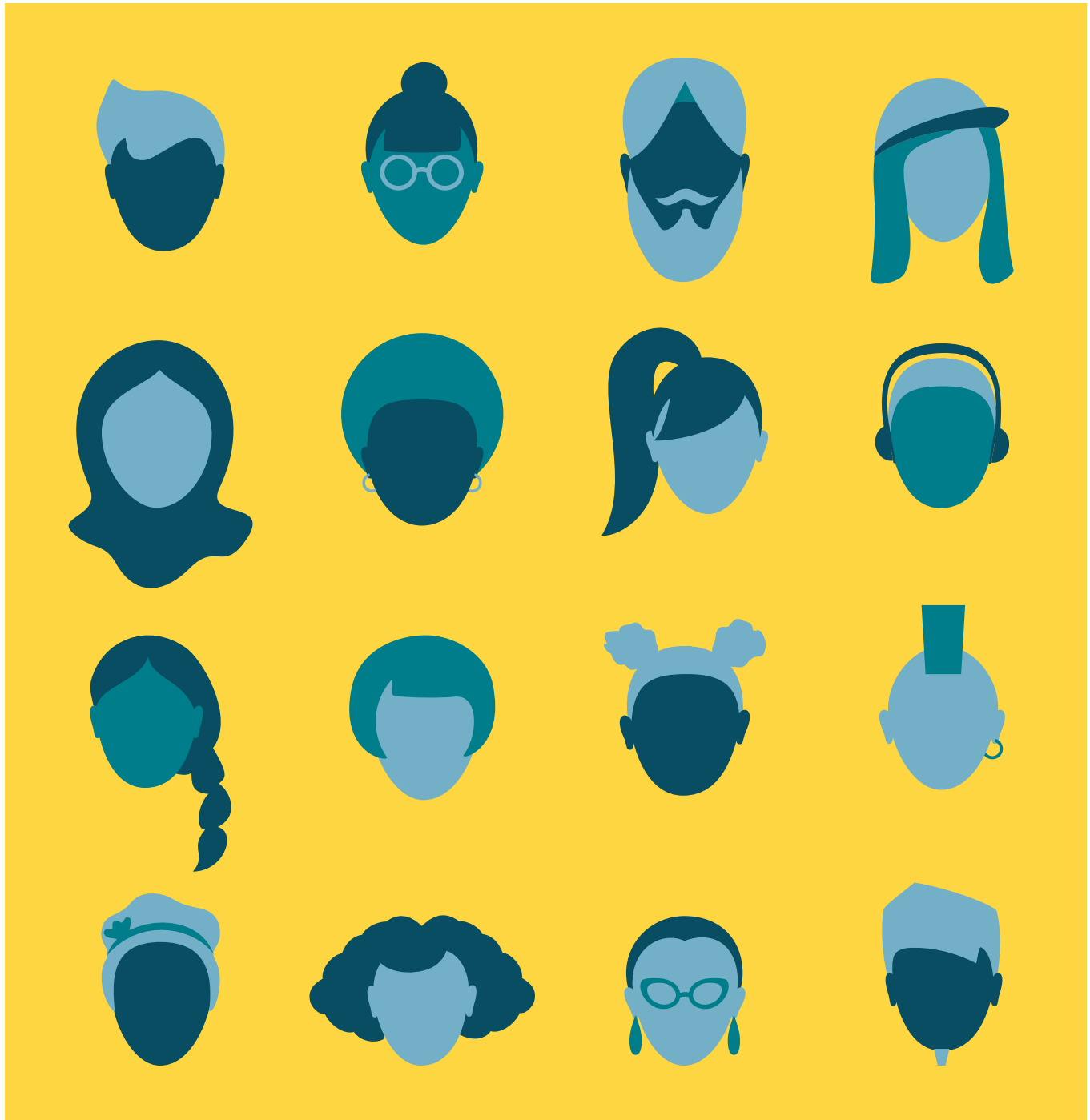


INVESTING IN DIVERSITY

Architects Foundation Diversity Advancement Scholarship



Leadership in design and construction requires collaboration. Architects must encourage and celebrate the contributions of those who bring diverse experiences, views, and needs into the design process.

Foreword

Message from Architects Foundation Scholarship committee chair

In early 2016, The American Institute of Architects unveiled one of the most comprehensive studies on diversity in architecture to date. Although as a profession we have made progress, we have much more work ahead to make architecture more inclusive, more mindful and more representative of the nation as a whole.

While equality remains a struggle for the field, the AIA diversity report shows us that architects themselves are ready and willing to swing open the doors to the profession. They resoundingly support mentorship initiatives, firm hiring reforms and—perhaps most importantly for our committee—scholarship programs.

For almost 50 years, the Architects Foundation Diversity Advancement Scholarship has brought young designers from underrepresented ethnic minorities and communities to the front lines of architecture. In looking to the education system, this scholarship program aims to shape the profession from its source, uniting many perspectives to build a better tomorrow.

This report compiles data and details that stretch from the scholarship's beginnings during the 1960s Civil Rights movement to the present day. We're proud to be a part of that historical legacy and are striving to bring back some of the original energy that brought this incredible program into being.

Our commitment is steadfast and our passion is stronger. We are very serious about increasing diversity in architecture to carry forth the challenge that Whitney Young Jr. so clearly spoke of over 50 years ago. We have fantastic momentum to move things forward on an even greater level; please join us in supporting and securing the Diversity Advancement Scholarship for future architecture students.

James Walbridge, AIA



A steady march

A scholarship to change the face of architecture

For nearly half a century, the Diversity Advancement Scholarship has introduced fresh voices and new viewpoints into the field of architecture. Led today by the AIA's philanthropic partner, the Architects Foundation, the scholarship supports students from minority groups as they make their way through the rigors of architecture school.

With more than 2,300 recipients since 1969, the program continues to advocate for young designers looking to advance the power and social value of architecture.

Portland, 1968: A wake-up call

Legendary civil rights leader Whitney Young Jr. didn't mince words during his keynote speech at the 1968 American Institute of Architects national convention in Portland, Ore. The preceding decades witnessed monumental progress in America's troubled road toward racial equality. But as he stood at the podium before the nation's leading architectural organization, Young gazed upon a sea of almost entirely white, male faces. He saw an AIA that appeared unfazed by the changing world around it and seized the opportunity to start a conversation that carries to this day.

"One need only take a casual look at this audience to see that we have a long way to go in this field," he told a crowd teeming with some of the most prominent figures in architecture. "You are not a profession

that has distinguished itself by your social and civic contributions to the cause of civil rights . . . You are most distinguished by your thunderous silence."

These pointed remarks hit home as Young spoke in June of '68. Just weeks before the AIA convention, presidential hopeful and noted civil rights supporter Robert Kennedy was gunned down in California. And earlier that spring, an assassin's bullet took the life of Martin Luther King Jr. in Memphis, sparking race riots and violent protests in more than 50 U.S. cities. Even the specter of late John F. Kennedy loomed at the convention, with Ladybird Johnson herself making an appearance to promote environmental conservation.

At the heart of Young's frustration with architecture was the ongoing growth of stark highrise housing projects towering above the nation's toughest urban neighborhoods. For him, these "vertical slums" marked a failure not only for city governments, but for the field of architecture as a whole.

"I can't help but wonder about an architect who designs some of the public housing that I see in the cities of this country," he lamented. "That architects as a profession wouldn't as a group stand up and say something about this is disturbing to me."

But as he wrapped up his fiery speech, Young offered a positive way forward — a dedicated scholarship program aimed at reshaping both the profession and the communities it serves. AIA would take his words to heart.

An educational legacy

In the weeks following Young's speech, AIA officials moved to form a task force on equal opportunity that would find ways to open the profession to minority groups and develop architecture programs to improve lives in impoverished urban neighborhoods. The group worked with VISTA, a precursor to AmeriCorps, to create dozens of community design centers in U.S. cities, while coordinating with the National Urban League to bolster professional opportunities for minority architects.

Launched in 1969 in partnership with the Ford Foundation, the Minority Disadvantaged Scholarship proved the most lasting piece of AIA's early diversity efforts. Program leaders not only supported new talent, but also aided the accreditation process for a number of architecture schools serving minority populations.

By 1973, when AIA became sole organizers and fundraisers for the program, the scholarship helped realize the dreams of nearly 100 future architects once largely cut off from the field. The diversity scholarship would evolve through the decades with increased efforts to bring more women into the profession alongside an ever-widening range of ethnic and minority groups. Renamed the Diversity Advancement Scholarship in 2014 to better reflect the mission and scope of the initiative, the program continues to groom designers committed to using architecture to build safe and thriving communities.

While the number of recipients has dropped in the last decade, the AIA Board of Directors recently recommitted itself by investing \$1 million in the program. Thanks to the generosity of the Institute and other partners, including Benjamin Moore & Co. Foundation and the AIA Custom Residential Architects Network, AF is able to award 20 new scholarships for the 2018-2019 academic year.

BELOW: Whitney Young Jr. during a press conference at the 1968 AIA Convention



The challenge today

Despite slight gains, women and ethnic minorities remain underrepresented in the field of architecture

While women and minority architects have seen slight demographic improvements in the last decade, industry data reveals a long road ahead for bringing the field in step with the population it serves. Only one in four architects is a woman. And though minority groups make up nearly 40 percent of the U.S. population, the architecture profession remains 80 percent white.

In 2015, the American Institute of Architects and its partner organizations examined what architects believe is causing these ongoing disparities and how they might be addressed. The resulting report, “Diversity in the Profession of Architecture,” reveals that architects see considerable need for improvement at the educational level, particularly for minority students, and feel that scholarships are one of the best ways forward.

The National Architectural Accrediting Board (NAAB), in its 2015 annual report on U.S. architecture schools, highlighted similar trends. Though minority representation for degree-earners remains increasingly equitable, women receive fewer architecture degrees than men, 43 percent to 57 percent. Student enrollment growth for African Americans — who represent 12 percent of the U.S. population — appeared to have plateaued since 2009, staying flat at 5 percent. Meanwhile, enrollment for international students, whose

ethnic backgrounds are not recorded by NAAB, has tripled over the same time period from 6 percent to 18 percent.

**The Architects Foundation
Diversity Advancement
Scholarship supports
gender and racial equality in
architecture at the source,
fostering an architecture
student population that
reflects the nation as a whole.
For more information, please
visit architectsfoundation.org.**

DATA RESOURCES

American Institute of Architects, “Diversity in the Profession of Architecture”

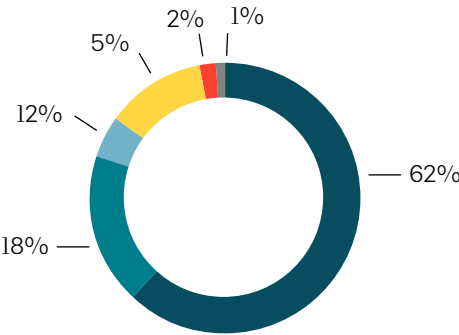
National Architectural Accrediting Board, 2015 Annual Report

National Endowment for the Arts, Profile 2006-10

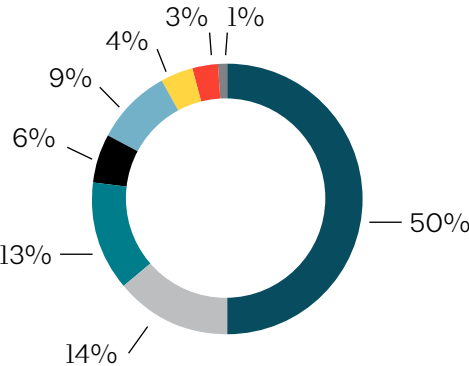
Demographic Representation in the Profession of Architecture



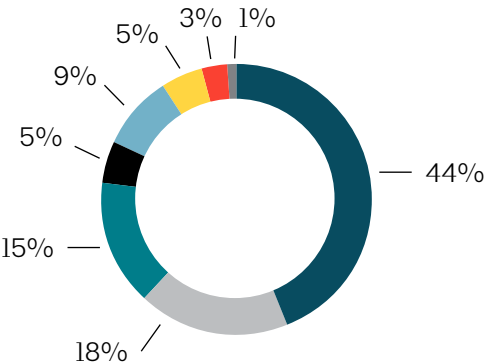
Total population
in the United States



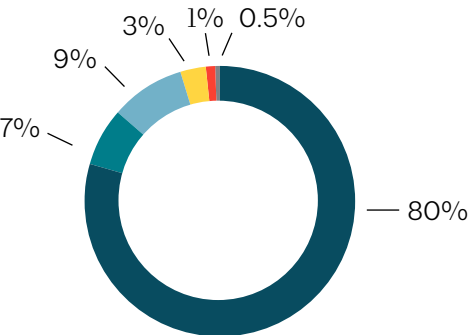
Degrees awarded
B.Arch., M.Arch. and D.Arch.



Student enrollment
B.Arch., M.Arch. and D.Arch.



Working architects
in the United States



Meet Our Scholars



Anjali Grant

LIVES AND WORKS: Greater Seattle area

CURRENT POSITION: Owner and Principle, Anjali Grant Design, LLC

EDUCATION: B.A., University of Chicago, 1990 M.Arch., University of Washington, 1996

SCHOLARSHIP RECIPIENT: 1993-94

A New York native based in Seattle for nearly two decades, architect Anjali Grant makes what she calls “the human factor” a central focus of her design career. Owner and lead designer of her eponymous studio, she today concentrates primarily on educational and cultural projects.

“I’ve always been interested in taking architecture beyond style and trying to make a difference with it,” she explains. “For my own work, it’s ultimately how people or communities use and experience a particular space.”

Grant began her path to architecture as an art and design student at the University of Chicago, where she initially hoped to pursue a career as a visual artist. But it was a post-college trip through India, where her mother was born and raised, that opened her eyes to the power and potential of architecture.

“After undergrad, I found myself a fine art major living in New York, trying to figure out how to make a living. I wanted to support myself, but I was looking for a way to do solid work in the public sphere. In the end, I saw that architecture would give me that opportunity.”

With financial support from the Architects Foundation Diversity Advancement Scholarship, Grant traveled west to the University of Washington for a graduate degree in architecture. She returned to the East Coast to work with Manhattan-based firm Mitchell Kurtz, which specializes in public buildings and arts facilities, before settling permanently in Seattle to continue working on public projects at firms Schacht Aslani and Mahlum.

Grant launched her own firm in 2014, focusing on sustainable spaces for early education while also incorporating interior architecture, master planning and installation art projects into her services. She is an active volunteer for Architects Without Borders and a member of the Downtown Design Review Board for the Seattle Department of Planning and Development.



ANJALI GRANT PROJECTS (from top): Exploration Academy preschool, Ballard, Wash.; "Birds on a Wire" installation, Seattle; St. Luke Youth Center, Seattle (Images courtesy of designer)



Donald I. King

LIVES AND WORKS: Seattle

CURRENT POSITION: Owner and Principal, Mimar Studios Affiliate Professor of Architecture, University of Washington College of Built Environments

EDUCATION: B.F.A., Wayne State University, 1975
M.Arch., University of California, Los Angeles, 1978

SCHOLARSHIP RECIPIENT: 1970-71

One of the first recipients of the Architects Foundation Diversity Advancement Scholarship in 1970, Donald I. King has put community-based architecture at the heart of his four-decade career in design. A fellow and at-large board director for the American Institute of Architects, he remains a powerful advocate for diversity throughout the profession.

“A diverse field of architects promotes new ideas in design that are informed by a greater variety of cultural experiences, art forms and lifestyles,” he says. “Diversity broadens the number of participants in the design process . . . More inclusionary practices stimulate creativity and foster innovation.”

As women and people of color still remain underrepresented in the profession, he notes that efforts to expand the variety of architectural voices are more crucial than ever.

Raised in Detroit by two creatively-inclined parents— his mother a deep art aficionado and his father an amateur builder — King became interested in architecture from a young age after reading about Oscar Niemeyer’s designs for Brasilia, the then-new capital of Brazil. “Neither of my parents were able to fully achieve their dreams of construction or art,” he says, “but their encouragement led me to a commitment to become an architect.”

With help from the Architects Foundation Diversity Advancement Scholarship, King worked part-time to pay his way through Wayne State University’s interior architecture program. He then pursued a master’s in architecture from the University of California, Los Angeles.

Currently principal architect for Mimar Studio in Seattle, Donald previously led DKA Architecture, the community-based practice he founded in 1985 to specialize in healthcare, education and affordable housing. The 28-person firm completed more than 400 projects during his tenure. In 2015, he received the 2015 AIA Seattle Medal of Honor, the chapter’s highest award. King is a 2016-2018 at-large director of The American Institute of Architects.

King also teaches as an affiliate professor of architecture at the University of Washington.



DONALD KING PROJECTS (clockwise from top): Bellingham Dental Clinic, Bellingham, Wash.; Reviewing documents; Northwest African American Museum, Seattle; Imani Village Apartments, Seattle (Images courtesy of the designer)



Dahmahlee Lawrence

LIVES AND WORKS: Greater New York City area

CURRENT POSITION: Architect, Handel Architects, LLP

EDUCATION: B.Arch., New Jersey Institute of Technology, 2004 M.S., Columbia University, 2005

SCHOLARSHIP RECIPIENT: 1999-2000

“Seriously, I think I wanted to be an architect since I was about 7 years old,” laughs Dahmahlee Lawrence from the offices of Magnusson Architecture and Planning in New York City. “I was a very idealistic kid and wanted to help people. I was convinced architecture could save the world.” As a high school student in the greater Orlando area, Lawrence followed her longstanding design interests into art and drafting classes and then eventually into an internship with a local architecture firm.

With the constant encouragement of family and friends, she immersed herself in the New Jersey Institute of Technology’s undergraduate program in architecture, supported in part by the Architects Foundation Diversity Advancement Scholarship. Even working part-time during her time at NJIT, she still managed to graduate ahead of schedule.

“Undergrad was great — a time when I could really engage with my architectural work. Even as a student, I never had any interest in being a starchitect. I was always more focused on community projects rather than designing skyscrapers.”

Lawrence continued her work with community-based designs in the urban design program at Columbia University’s Graduate School of Architecture, Planning and Preservation. As a graduate student, she explored architecture and the city and agents of change, a perspective she carried with her into positions at Gensler and Magnusson, where she led design projects for several affordable housing efforts. Lawrence now works for Handel Architects, LLP.

“It’s been important for me to do projects that matter and I’m doing some very fulfilling work now,” she says. “But there’s so much more that can be done in the field, and architecture needs as many boots on the ground as possible.”



DAHMAHLEE LAWRENCE PROJECTS (from top): Bea Arthur Residence for homeless LGBT teens, New York; Acacia Gardens affordable housing, New York; Lawrence at Magnusson, New York (Images courtesy of Magnusson Architecture and Planning)



Rodolfo Rodríguez

LIVES AND WORKS: Denver

CURRENT POSITION: Urban Health Equity Consultant, Mithun, Inc.

Urban Planning Advisor, City of Denver

EDUCATION: B.S., University of Texas at Austin, 2013
M.U.R.P., University of Colorado–Denver, 2018 M.P.H.,
University of Colorado–Anschutz, 2018

SCHOLARSHIP RECIPIENT: 2008–09, 2009–10

Raised along the border in West Texas, Rodolfo Rodríguez witnessed firsthand the striking effects of educational and economic disparity — a perspective that led him to search for ways to use the built environment as a means to create healthier and more equitable communities.

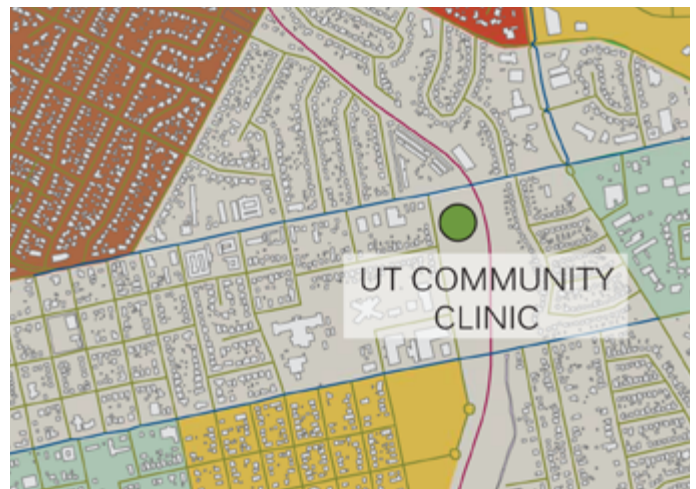
Awarded two years of funding from the Diversity Advancement Scholarship program, Rodríguez took his experience to the University of Texas at Austin, pursuing architectural studies alongside a rigorous pre-medicine path. An active member of the American Institute of Architecture Students and Habitat for Humanity, he continually brought his studies beyond the classroom and studio to find real-world solutions for ongoing social problems.

“I definitely broke from the traditional architecture path,” he explains. “At the time I got the scholarship at UT, I was taking some pre-med classes and tried to address health care needs for my studio work. I looked at how neighborhoods might be healed through design.”

Upon graduation, Rodríguez set his sights on Southern California, accepting a position to direct a healthy communities initiative in the small city of Lancaster, just north of Los Angeles. Partnering with the mayor and the city urban planning council, he worked to incorporate architectural approaches to foster safe, walkable streetscapes.

“Civic engagement has allowed me to see how design truly can shape our lives,” he says. “And diversity — among architects, educators and political leaders — ensures spaces are created for an entire community, not just one dominant group.”

Rodríguez has continued his studies at the University of Colorado–Denver, tackling graduate degrees in both public health and urban planning. He currently serves as a policy aide for the City of Denver and as an Urban Health Equity Consultant with Mithun, Inc.



RODOLFO RODRÍGUEZ PROJECTS (clockwise from top left): Collaborative urban design proposal for HKS Architects, Dallas; Public health design project for St. David's Foundation, Austin, Texas; Student team design project for health clinic, Austin; Community meeting for the City of Denver (Images courtesy of the designer)



Constance Lai

LIVES AND WORKS: Washington, D.C.

CURRENT POSITION: Historic Preservation Architect,
Grunley Construction

EDUCATION: B.A. Rice University, 1996
S.M.Arch.S, Massachusetts Institute of Technology, 1999

SCHOLARSHIP RECIPIENT: 1995-96

“When I was 8 years old, my dad saw me drawing house floor plans, each one being a new version of my dream house, shares Constance Lai. “He immediately told me that I could ‘get paid to do that.’ I was shocked. Someone would pay me to draw floor plans? From that day forward, I knew I wanted to be an architect.”

Constance received one year of funding from the Diversity Advancement Scholarship while she was studying at Rice University, and remembers using the funds to help with the costs of architectural studio materials. She received her bachelor’s degree from Rice and then went on to study at the Massachusetts Institute of Technology’s History, Theory and Criticism of Architecture and Art program.

Constance credits her interest in historic preservation as a logical progression from having grown up in two historic, small towns that were committed to preserving architectural and cultural heritage—Holland, Michigan and Eaton, Pennsylvania.

“When I enter an historic building, I am drawn not only to the beautiful spaces designed by the architect, but also to the care and skill that went into constructing the walls, ceilings, and floors. I can also envision the care and skill that it will take to bring the structure back to life. What might seem old and outdated to some, I see a living, breathing structure spanned, and will continue to span, generations.”

Since 2007, Constance has been working in construction, when she came to DC to work on the Eisenhower Executive Office Building modernization project. In 2009, she joined Grunley. Her favorite structure to work on is the Washington Monument—from 2012–2014, she worked on the Washington Monument Earthquake Repairs project, and is currently working on replacing the Visitor Security Screening Facility.

“I hope that my contribution to architecture will be creating an appreciation for and acknowledgment of all the energy of those who built the structures we inhabit, whether they were the clients, architects, engineers, contractors, or crafts-workers. Many of their stories are ones of immigrants, of minorities, of the disenfranchised ... which we must not forget because it is these stories that make our collective history that much stronger, and our world, that much better.”

Constance is active member in the architecture, preservation, and construction communities. She serves on the Board of Directors of Architects Foundation, is a 2017 Richard Morris Hunt Prize Scholar, and is an alumna of the AIA/DC Chapter’s Christopher Kelley Leadership Program.



CONSTANCE LAI PROJECTS (clockwise from top left): Washington Monument Earthquake Repairs Project, U.S. Capitol North Extension Stone and Metals Restoration Project (images courtesy of the designer)

Diversity Advancement Scholarship recipients: Geographic and university representation

STATES WITH LEAST NUMBER OF MINORITY ARCHITECTS

Arkansas, N. Dakota,
S. Dakota, Wyoming

STATE WITH MOST MINORITY ARCHITECTS

Hawaii

STATE WITH MOST SCHOLARSHIP RECIPIENTS
(CURRENT RESIDENCY)

California

UNIVERSITY WITH MOST SCHOLARSHIP RECIPIENTS

University of
California, Berkeley

Where recipients chose to study, 1969–present

University of Kansas (62)
University of Illinois at Urbana–Champaign (57)
California Polytechnic State University,
San Luis Obispo (54)
Howard University (46)
Kansas State University (46)
University of Oregon (46)
University of Southern California (44)
Southern California Institute of Architecture (44)
Syracuse University (43)
University of Texas at Austin (43)
University of Michigan (40)
University of Minnesota (39)
University of Pennsylvania (39)
University of Houston (38)

Where recipients reside and practice today

California (195 recipients) 12.36%
New York (150) 9.51%
Texas (113) 7.16%
Illinois (93) 5.89%
Ohio (64) 4.06%
Pennsylvania (64) 4.06%
Florida (59) 3.74%
Kansas (52) 3.30%
Michigan (50) 3.17%
Washington (50) 3.17%
Massachusetts (42) 2.66%
Arizona (38) 2.41%
Virginia (37) 2.34%
North Carolina (36) 2.28%
Louisiana (35) 2.22%

Geography of women and minority architects

STATE WITH MOST WOMEN ARCHITECTS

Massachusetts

STATE WITH LEAST WOMEN ARCHITECTS

Arkansas

States with most and least women architects

MOST

Massachusetts	34.4%
Maryland	32.3%
Montana	32.3%
Delaware	32.2%
Washington	31.7%

LEAST

Arkansas	6.5%
Wyoming	7.4%
West Virginia	10.3%
Iowa	12.3%
Nebraska	3.3%

States with most and least minority architects

MOST

Hawaii	67.9%
DC	32.5%
California	31.5%
Florida	30.5%
New Jersey	29.2%

LEAST

Arkansas	0% tied
N. & S. Dakota	0% tied
Wyoming	0% tied
Montana	1.1%
Vermont	1.8%
Idaho	3.0%
South Carolina	3.4%

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