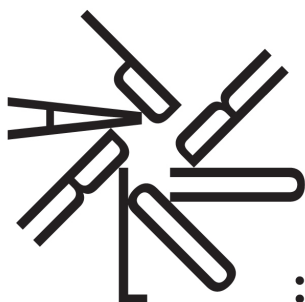**Appendix D**

Background report into equity and diversity policies in architecture and associated professions, in Australia and abroad

Draft for discussion, submitted to the project Steering Committee and the National Council of the Australian Institute of Architects

Equity and diversity in the Australian architecture profession: women, work and leadership
Australian Research Council linkage project (2011–2014)

September 2013

: women, equity, architecture.

Credits and Acknowledgements

TABLE OF CONTENTS

EXECUTIVE SUMMARY

This report forms part of the research work undertaken as part of the Australian Research Council Linkage Project *Equity and diversity in the Australian architecture profession: women, work and leadership* (2011–2014). The primary aim of this report is to locate the current efforts to examine and promote the gender diversity of the Australian architecture profession within a wider context. This report is in three parts. The first section gives an overview of the history of gender equity research in Australian architecture practice; the second part examines how international architectural organisations have worked towards increasing the number of women participating in the architectural profession and extracts key recommendations for application in the Australian context; and the third part of the report examines how law, medicine and engineering professions and their membership organisations in Australia have responded to gender equity concerns as institutions.

To date there have been three research reports on women in architecture in Australian (published in 1986, 1991 and 2005 respectively). Over time as the numbers of women students increased, the focus of the reports has shifted from education and the recruitment of women to study architecture, towards workplace challenges that limit the attractiveness of the profession for women, especially those who have caring responsibilities. These challenges include long hours, a lack of flexible and part time work opportunities and disrupted or 'a-typical' career paths. These findings are largely congruent with other research being conducted through the current ARC project.

All the international jurisdictions examined (Britain, New Zealand, the USA and Canada) had undertaken research which revealed a broadly similar trend: decades of increasing numbers of women students of architecture has not been matched with increasing number of women architects. Broadly, international initiatives to increase the number of women have focussed on recruiting more women students, improving retention and return during the years that coincide with family formation and increasing the visibility of women within the profession. Twenty one suggestions and lessons from international groups are listed in a single location at the end of the section and include promoting new membership categories, appointing a high level champion, preparing tip sheets for practitioners running university studios, providing training for Institute members elected to committees, collating lists of professional women willing to participate in public culture, ensuring that an accountable body has carriage of equity goals and running return to work programs.

In addition to examining architecture and gender equity in an international context, a comparison with other Australian professions (law, medicine and engineering) was also undertaken. While the demographics of these professions varies considerably, some specific initiatives undertaken by the professional bodies in each of these fields are suitable for application in architecture. Twenty five recommendations and lessons from other professional bodies in Australian are listed at the end of the third section. They includes specific local initiatives (such as running mentoring and networking events) as well as higher level considerations for developing a body to address gender equity concerns within a wider membership organisation, such as clear terms of reference and budget autonomy.

INTRODUCTION

This report forms part of the research work undertaken as part of the Australian Research Council Linkage Project *Equity and diversity in the Australian architecture profession: women, work and leadership* (2011–2014). The primary aim of this report is to locate the current efforts to examine and promote the gender diversity of the Australian architecture profession within a wider context. This is done using three main approaches: summarising preceding work on architects and gender equity within Australia; identifying research, recommendations and initiatives used by comparable international architectural institutions to promote women's participation in architecture; and comparing women's participation in architecture with other Australian professions. Where professional membership bodies (architectural or otherwise) have made concrete recommendations for supporting or encouraging women's professional participation or retention, these strategies have been analysed for their possible use by the Australian Institute of Architects (AIA) and the wider profession.

A HISTORY OF ARCHITECTURAL GENDER EQUITY RESEARCH IN AUSTRALIA

The gender profile of the architectural profession in Australia has been the subject of investigation and institutional concern for over two decades. Despite this interest, women remain underrepresented in the upper levels of the profession.

1986: RAIA report to Human Rights Commission

Women's participation in architecture was first the subject of formal inquiry in 1986. At this time, the then Royal Australian Institute of Architects (RAIA) prepared a report to the Human Rights Commission. This report surveyed the architectural profession in Australian and then followed with a student survey. The survey found that women architects were present in low numbers and exhibited "distinctly different" characteristics to those of men in terms of income level, employment type and status.[1] The report left open the question as to whether these differences were due to "socialisation, discrimination, or for other reasons".[2] It was also noted that women's graduation rates were trending upwards (for example 18.3% of 1984 graduates were women, up from 9.3% a decade earlier) as were enrolment rates.[3] Partially due to the focus on students, the recommendations on this report focussed on the indirect barriers to women entering architectural education and therefore the profession, addressing subtle harassment and discrimination found in architectural courses, and providing clear and visible methods for students to pursue instances of harassment and discrimination. A full copy of the recommendations is located in Appendix A. The report located architectural practice within a wider milieu of women's changing roles and workforce participation, suggesting that it was not yet possible to identify how patterns of women's engagement with architecture was similar and different to other professions. It is not clear what, if any, action was taken as a result of this report.

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[1] Women in the Architectural Profession (Royal Australian Institute of Architects, November 1986), 10.

[2] Ibid., 17.

[3] Ibid., 14.

1991: RAIA report 'Towards a more egalitarian profession'

Five years later in 1991 the 'Towards a more egalitarian profession' report was prepared by the AIA (then RAIA) Committee on the Status of Women. This report identified a range of features of traditional architectural practice that acted against architects of both genders including:

- lack of flexibility in working hours,
- long and irregular hours worked,
- little allowance made for family commitments,
- lack of female mentor support within offices for both female and male students,
- low salaries which cannot support childcare payments,
- restriction on types of work given to female architects, and hence limited experience and opportunities for female advancement,
- lack of female role models for both male and female students and architects
- lack of recognition and respect for the female creative response; (for example the collaborative nature of design).

The Committee identified three areas as appropriate in which the profession can take action to achieve a more egalitarian profession: career advice, education and practice.

The report provided a number of recommendations to various bodies, including career advice at the commencement of studying (with the intention to lower the rates at which graduates leave the profession) and measures to increase the participation and visibility of women architects within universities. In addition to the efforts focussed on the 'pipeline' of women entering the profession, the report also made a number of recommendations for the institute, including using gender-neutral language; ensuring the timing and dates of meetings are family friendly; reviewing the membership of committees and addressing gender and practitioner imbalance; including women in publication material and exhibitions; and providing re-training for those wishing to re-enter the profession after an absence. The full suite of the 1991 recommendations is available in Appendix B.

2005: Paula Whitman's report 'Going Places: The Career Progression of Women in the Architecture Profession.'

In 2005, Paula Whitman released the pivotal research report 'Going Places: The Career Progression of Women in the Architecture Profession,' through the RAIA and QUT. This was based on a survey of female members of the RAIA. The report made 12 findings and ten recommendations. These are contained in full in Appendix C.

In brief, the report found that the respondents valued 'balance' in their lives (sometimes turning down opportunities that would imperil it); believed that discontinuous careers (often caused by family commitments) were problematic for career progression; and strove for personal and client satisfaction, despite a perception

that the profession more broadly measured success in terms of project scale, practice size, awards and journal coverage.

Although the ten recommendations (below) remain relevant today, it has been difficult to find evidence that these recommendations have all been actively pursued.

1. Develop principles for sound equal opportunity workplaces.
2. Develop principles for flexible working arrangements specific to small, medium and large-scale practices.
3. Provide support for women to start their own business and/or re-enter the profession after an absence.
4. Provide assistance for women to become and remain members of the Royal Australian Institute of Architects (RAIA), acknowledging the non-linear and interrupted career path of many female members.
5. Consider revisions to the architectural curriculum that address the issues of gender and career planning.
6. Strengthen the teaching of practice and business management principles to students and recent graduates.
7. Recognise, reward and promote the broad range of skills that contribute to great architecture.
8. Provide mentoring for women in practice.
9. Review registration procedures to ensure equal opportunity.
10. Monitor changes to the situation of women within the RAIA membership.

Unlike the preceding two reports, the Whitman's recommendations focus on the barriers to career progression in the workplace, rather than in architectural education. This is likely due to the much more gender-balanced nature of the architectural student body at this time (women were 42% of architecture students in 2002).[4]

In addition to the Whitman report, a survey of male practitioners was also undertaken. Considered together, the reports indicate that both men and women find aspects of the profession to be unsatisfactory, but that family responsibilities continue to have a major impact on career progression for women (and to a lesser extent men).

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[4] Paula Whitman, Going Places: The Career Progression of Women in the Architectural Profession (RAIA, 2005).

EQUITY POLICY AND INITIATIVES IN INTERNATIONAL ARCHITECTURAL ORGANISATIONS

The phenomenon of architecture remaining a majority male profession despite rising numbers of women entering and graduating from architectural education over the last decades is not limited to Australia. British, North American, and New Zealand architectural institutes have all identified a similar trend and have undertaken research work to investigate why this is occurring. As a result of this research work, many practical recommendations and initiatives designed to increase women's participation and retention in the architectural profession have been developed. These recommendations are often very broad in scope, and may include educators, professional institutes, employers and architects. This section of the report profiles the demographics of British, American, Canadian and New Zealand architectural professions and includes information on initiatives used in each of these jurisdictions. A list of possible initiatives suitable for incorporation into Australian responses to gender inequity is compiled at the end of this section.

Royal Institute of British Architects

The Royal Institute of British Architects (RIBA) has actively investigated the diversity of the profession with respect to both gender and ethnicity over a number of years. The number of women in architectural education has rapidly increased since 1990, but indications are that the anticipated 'flow on' to the profession has not occurred. In early 2013, this ongoing problem was addressed in the most direct way yet when the RIBA appointed Jane Duncan, Vice President Practice & Profession, as Diversity Champion. She has been charged with leading the RIBA's 2013/14 Equality and Diversity programme, which 'will see the investment in a two year detailed project into the current causes, problems and remedies to inequality in architecture and the broader construction industry.'[5]

Membership and Professional Organisations
There are a number of groups active around gender equity within the architectural profession in Britain, including wider diversity bodies within RIBA and membership organisations that sit outside RIBA. Within the RIBA, Architects for Change acts as an umbrella group "to challenge and support the RIBA in developing policies and action that promote improved equality of opportunity and diversity in the architectural profession."[6] AfC has since 2008 had carriage of initiatives developed by the Equality Taskforce (EQTF), although other groups have also worked to increase the visibility and inclusion of women during consultation and design teams (notable CABE and Women In Architecture).

RIBA Research into Gender Equity

[5] www.architecture.com/TheRIBA/AboutUs/InfluencingPolicy/Policy/EqualityAndDiversity/DiversityNewsandEvents.aspx
[6] "Architects for Change", n.d.,
http://www.architecture.com/TheRIBA/AboutUs/InfluencingPolicy/Policy/EqualityAndDiversity/ArchitectsForChange.aspx.

The landmark 2003 report "Why do women leave architecture: research into the retention of women in architectural practice" was co-funded by RIBA and the University of the West of England.[7]

The report was commissioned in light of the changing demographics of architectural students. Citing Mirza and Lacey (2002), the report notes that the proportion of women studying architecture between 1990 and 2002 increased from 27% to 38% of architecture students. However, once 'qualified' (assumed in this context to mean the completion of RIBA stage 3, that is, equivalent to the Australian registration process), women fell to only 13% of the architectural profession.[8] Despite rising graduate numbers, the percentage of women in the profession had stagnated at the time of the report, indicating that the low number of women in the profession was "a problem of retention".[9]

The research was primarily qualitative in nature. A questionnaire was supplemented by interviews with women who had both remained in and left the profession. No single standout reason was identified for leaving, rather a range of ongoing issues (often experienced together) were identified, as well as barriers to progression within the profession. (See Figure 1).
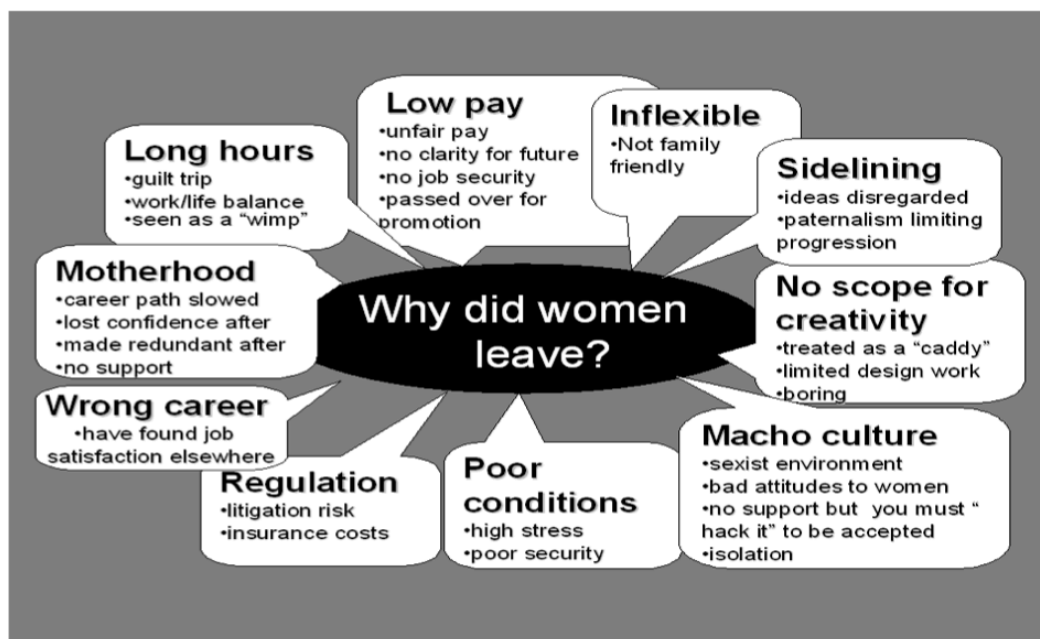
Figure 1: Excerpt from RIBA Why Women Leave Report [10] p 26.

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[7] Ann de Graft-Johnson, Sandra Manley, and Clara Greed, Why Do Women Leave Achitecture? Research into the Retention of Women in Architectural Practice (Royal Institute of British Architects (RIBA), May 2003), http://www.architecture.com/Files/RIBAProfessionalServices/Education/DiscussionPapers/WhyDoWomenLeaveArchitecture.pdf.

[8] Ibid., 1.

[9] Ibid., 2.

[10] de Graft-Johnson, Manley, and Greed, Why Do Women Leave Architecture? Research into the Retention of Women in Architectural Practice.

In addition to the qualitative research, the initial report contained 112 specific recommendations. These covered a wide range of topics, from increasing the diversity of people promoting architecture as a career, to revising architectural history curricula to reflect the contributions of those who have historically been marginalised. Other recommendations included changing awards to be issued jointly to partnerships and firms and to name and acknowledge all team members. Additionally, it was proposed that gendered language should be removed from all policy documents and employers made more aware of their legal obligations with regards to equal pay and working conditions.

The RIBA released a response to the *Why Women Leave* report in July 2003, titled 'Equal Opportunities is Everyone's Business'.[11] The response summarised the report and gave specific undertakings for those areas that were within the capacity of the RIBA to influence. The response noted that many of these undertakings were not gender specific, and if implemented would improve the culture of the profession for both men and women. This included providing more information for employers on their responsibilities and obligations under law (such as the RIBA *Guide to Employment*, published in 2006) and return to work programs for those who had been on leave from the profession.

RIBA Gender Equity Initiatives
RIBA has undertaken a range of actions to promote women within the profession, including supporting exhibitions (such as DiverseCity) [12], providing guidance material (for university use) [13] and amending its own policies.

In response to its own past commissioned research and the interests of members, the RIBA has instituted a number of measures to address gender equity, whether directly or indirectly. This has occurred through policy advice to the architectural profession, employers and employees, as well as direct action initiatives.

The RIBA 'is committed to a policy of equal opportunities' and a policy statement to this effect, applying 'to all members and staff of the RIBA,' was adopted by RIBA Council in February 2001, before being wrapped into the 2004 employment policy. In addition, the RIBA has explicitly recognised the relationship between equity and employment practices in the profession, and in 2004 a formal RIBA Employment Policy was endorsed. This policy 'encourages best practice for both employers and employees and emphasises the business as well as the social case for adopting good employment practice.'[14] The first-listed recommendation is that employment matters should be included in the architects Code of Conduct, and the policy generally frames good

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[11] Why Do Women Leave Architecture: Equal Opportunities Is Everyone's Business RIBA Response (Royal Institute of British Architects (RIBA), July 2003),
http://www.architecture.com/Files/RIBAProfessionalServices/Education/DiscussionPapers/WhyDoWomenLeave-RIBAResponse.pdf.

[12] "Equality and Diversity: Within Architectural Practice," Education, n.d.,
http://www.architecture.com/TheRIBA/AboutUs/InfluencingPolicy/Policy/EqualityAndDiversity/WithinPractice.aspx.

[13] CEBE Guide to Supporting Student Diversity in UK Schools of Architecture (Centre for Education in the Built Environment, n.d.), http://www.cebe.heacademy.ac.uk/learning/sig/equality_arch/pdf/StudentDiversity.pdf.

[14] http://www.architecture.com/TheRIBA/AboutUs/InfluencingPolicy/Policy/RIBAPolicies/RIBAPolicies.aspx

employment practice as a matter of professional obligation. The policy includes advice on the role of the RIBA, the practice/employer, and the employee in achieving this, noting that 'we need to recruit, retain and promote architects who can respond to the different needs and values of all sections of the community.'[15]

The RIBA Employment Policy is enshrined in the gold standard for UK architecture practices – the Chartered Practice Scheme, which is framed as a marker of quality and professional standard, hence good employment practice is framed as one of the business advantages of Chartered practices. Such practices are 'required to have a formal written employment policy in place' which includes 'a declaration of intent to abide by the principles of the RIBA Employment Policy.'[16]

The RIBA has also produced a volume on employment matters in its ongoing series of 'Good Practice Guides'. This sits in a sequence with other technical guides, such as those on Building Condition Surveys, Inspecting Works, and Extensions of Time; as well as others on more business oriented matters such as Adjudication, Arbitration, Marketing, and Financial Management. While now out of print, the 2006 RIBA Good Practice Guide: Employment notes the significance of sound employment practice in architecture, with authors Brian Gegg and David Sharp writing that

> 'The most valuable asset of any business is its workforce so as professionals we have a duty to run our practices in a businesslike manner. This is not to say that innovation, collaboration and creative endeavours have to cease, but that relying on poor employment practice to achieve them is not the way for a forward thinking profession. The RIBA historically has avoided advising members and member practices about their legal obligations and practice management, but the time has come to step in. This guide is essential for every architectural practice and will help to support and direct practices, particularly those starting up or which are too small to employ human resources managers. Sustaining the profession relies on us all paying attention to employees and employment issues with the same rigour we apply to the rest of our activities.'[17]

In addition to these formal policy instruments, guides to the profession and resources for individual practices, the RIBA has engaged in a number of direct action initiatives, which have been undertaken on behalf of the wider profession. This has included sourcing " a range of women willing, able and interested in being involved in" a variety of paraprofessional work. This included finding women to fill diverse roles, such as

- Careers information presentation to secondary schools
- RIBA Validation Panel – for both UK and overseas
- P/T tutors, visiting critics, external examiners for schools of architecture
- Representing the diverse range of architects for press and publicity
- Mentoring architecture students

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[15] RIBA Employment Policy, 2004, p. 1.

[16] RIBA Chartered Practice Manual 2010-2011, May 2010, p. 11, Criterion 8. See also
http://www.architecture.com/UseAnArchitect/WhyUseAnArchitect/RIBACharteredPractices.aspx

[17] Brian Gegg and David Sharp, Good Practice Guide: Employment, RIBA Publishing, London, 2006.

- Judging for architectural awards[18]

In addition to increasing the visibility and availability of women within the profession, the RIBA identified the need for the development of specific training materials and CPD programs to support a return to practice after a break (whether due to caring responsibilities or recession-enforced) was also highlighted. As a result, the Return to Practice initiative has run annually since 2008 through the London Metropolitan University (LMU).[19] This four-day course blends practice visits, site tours, social events and seminars and is available to both men and women who have been absent from the profession for any reason, including those who have been working outside the jurisdiction of the RIBA.

The RIBA Future Trends Survey gathers monthly data from participants on predicted workload and staffing levels over the next three months. Results indicate that the impact of UK recession fell disproportionately on women. From January 2009 to December 2011, women fell from comprising 28% of architectural staff in practices in the survey to 21%.[20] This continual monitoring has meant that previously latent gender discrimination is visible at an earlier stage.

The American Institute of Architects

The American Context

The American Institute of Architects (often known by the initialism AIA, but referred to here as the American Institute for clarity) has a long history of engagement with issues of diversity, particularly around race, ethnicity and gender. Over several decades, the American Institute has developed, trialled and implemented a range of initiatives to improve the diversity of members. The American Institute appears to embrace three main approaches, loosely categorised as: pipeline, support and retention. The three approaches appear to have been used with varying levels of success at different times and for different groups.

The catalysing event for engaging with diversity appears to have been an excoriating keynote address delivered by head of the Urban League Whitney M. Young in 1968. The address included lines such as

"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 and your complete irrelevance."

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[18] Why Do Women Leave Architecture: Equal Opportunities Is Everyone's Business RIBA Response, para. 21.

[19] "RIBA Return to Practice Course for Architects, Run by the London Metropolitan University", n.d., http://www.returnerscourse.org/. See also RIBA, "Career Breaks: Return to Practice", n.d., http://www.architecture.com/TheRIBA/AboutUs/InfluencingPolicy/Policy/EqualityAndDiversity/CurrentProjects/CareerBreaks.aspx.

[20] RIBA, "RIBA Future Trends Survey Results for December 2011", January 16, 2012, http://www.architecture.com/NewsAndPress/News/RIBANews/News/2012/RIBAFutureTrendsSurveyresultsforDecember2011.aspx.

Following this, the profession in the USA appears to have been galvanised into acknowledging and seeking to redress the lack of diverse membership, particularly with respect to racial diversity. Just two years later in 1970, the AIA/AAF established scholarships for Minority Disadvantaged students, which initially supported 20 students per year (it now supports fewer students for longer periods).[21] The AIA also introduced the Whitney M. Young Award to recognise those working to improve diversity.

Membership organisations

In addition to action undertaken by the AIA to improve diversity more broadly, a range of membership organisations based around increasing the number of women in architecture formed in the early 70s. This included the Chicago Women in Architecture group, the Organisation of Women Architects as well as less known groups in other major cities. Following on from this grassroots beginning, the 1973 AIA national convention passed a resolution that "the AIA take action to integrate women into all aspects of the profession as full participants". A task force on Women in Architecture, chaired by Judith Endelman was formed to study the issues.[22]

Research and history

The Task Force chaired by Endelmen surveyed the profession in 1974 and reported the baseline data to the board. In 1974, women members of AIA numbered just 300, in comparison to the 24 000 male members. From this data, problem areas were identified in the 1975 Report on the Status of Women in the Architectural Profession. Following this, the Board directed the Task Force to develop a four-year Affirmative Action Plan (hereafter referred to as the Action Plan) for 1976-1979. The Task Force was wound up after delivering the AAP to the Board in December 1975.[23]

The three problem areas identified and addressed in the Action Plan were under-representation, employment discrimination and alienation of women from the AIA. Contributing factors to all areas were also identified. A clear infographic of the four-year objectives, specific goals and Programs/Actions/Tools required for each were also provided. The report makes for somewhat disheartening reading: more than 30 years later women are still paid less and motherhood is still seen as a barrier to professional success. Many of the improvements appear to be due to overriding legislative changes (such as those that prevent the dismissal of pregnant employees) rather than any cultural change within architecture. Nevertheless, the numbers of women architects, women students and faculty have all improved.

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[21] "The American Institute of Architects - Five Students Selected for the AIA/AAF Minority Disadvantaged Scholarship , Press Releases", n.d., http://www.aia.org/press/releases/AIAB090513?dvid=&recspec=AIAB090513.

[22] Endelman's papers are currently kept as a special collection at Virginia Tech. The collection includes papers on women's status in the field of architecture from 1971 to 1980, AIA taskforce reports and Affirmative Action Plan 1973-1989 as well as conferences on Women in Design and Planning, West Coast Women's Design and Women in Architecture Symposiums 1974 to 1975.

[23] "American Institute of Architects - 1975 - Affirmative Action Plan for the Integration of Wom.pdf", n.d., http://www.aia.org/aiaucmp/groups/ek_public/documents/pdf/aiap037597.pdf.

While the Action Plan provided clear goals for measuring success, it is not clear whether this research and monitoring was carried out, or what decisions were made on the basis of it. However, certainly enough was achieved to encourage the AIA to continue to use the 'Action Plan' format in ongoing efforts to improve diversity.

In 1992, the AIA President's Task Force on Equal Rights and Proactive Action was formed to develop a strategic plan to implement the 1991 civil rights policy. This Task Force morphed into the Diversity Committee and was comprised of members from the AIA Minorities Resources committee, AIA Women in Architecture Committee, NOMA and the Organisation of Lesbian and Gay Architects and Designers (OLGAD).[24]

The first diversity conference was arranged in 1994. Conference organisers explicitly invited those who were traditionally on the margins of the profession (such as women and ethnic and racial minorities) to attend and organise around a socially progressive agenda. The first conference was widely regarded as a success and was repeated annually in the following 3 years. However, low registration rates forced the cancellation of the planned 2000 diversity conference, and successful resurrection has not yet occurred.[25]

Nevertheless, several of those who were active in the initial stages of organising the Diversity Conference went on to hold leadership positions in the wider profession through their work in academia, publishing and the AIA itself. Further, the diversity conferences served as a recruitment tool for the AIA, with many joining the AIA and taking an active role in local chapters as a result of their attendance at the conference.[26]

In 2004, the AIA board ratified a resolution to improve diversity figures (including gender) in the profession. This was followed by an AIA funded study into architecture demographics. "As of December 2004, approximately 12% of all the AIA members are female."

When the numbers are extremely low (ie less than 5% of AIA members), it appears the AIA has first tended to focus quite strongly on 'pipeline' efforts. This has involved identifying high school students for participation in 'shadowing' programs, scholarships, mentoring and support all targeted at minority groups. With regard to women, this process has largely been successful, with the number of female students rising steadily since efforts began in the 1970s.

The second approach to increasing diversity is one of peer-based support, networking and increasing visibility of underrepresented architects (in this case, women). This includes support for registration through running information sessions, formal APE preparation, mock exams (indeed the Organisation of Women in Architecture

[24] Kathryn H. Anthony, *Designing for Diversity: Gender, Race, and Ethnicity in the Architectural Profession* (University of Illinois Press, 2001).

[25] Kathryn H. Anthony, Designing for Diversity: Gender, Race, and Ethnicity in the Architectural Profession (University of Illinois Press, 2001).

[26] https://sites.google.com/site/aiadiversityhistory/1998-summary-of-achievements

mock exam was so successful it was sold to the American Institute for use nationwide), portfolio review sessions, training in public speaking, mentoring programs, and networking retreats.

The third plank, retention, has the shortest history of the three. It is not clear whether retention of minorities has been thoroughly investigated or whether specific efforts have been made to address.

Another aspect is the integration of diversity groups within the AIA. For example, local chapters of the AIA often contain active Women in Architecture committee. As is often the case, the level of activity in a jurisdiction appears to vary extensively depending on the commitment of the local members. According to the WIA New York City Chapter, the role of the committee is to develop and promote "women leaders within the architecture profession, with a focus on mentorship, licensure, and networking opportunities in architecture and the allied design and building industries." In New York, this appears to be done through monthly meetings, "speed mentoring events", breakfasts, and awards (such as stipends for travel to national conventions).

Specific Initiatives

The 2009-2013 American Institute Diversity Action Plan (see figure 2) articulates the long-term goal of a profession with ethnic and gender demographic profile identical to those of the overall US population at all levels (membership, students, seniors) by 2020. In addition to the goals, the plan includes actions and milestones for each year. The milestones are both specific and consecutive. For example, a 2009 metric is establishing a baseline score for diversity management, while a 2011 metric is improving performance ratings in at least 80% of indicators compared to the 2009 baseline.

Goals

GOAL 1: Increase the demographic representation of underrepresented members of the AIA to at least 50 percent of their representation within the U.S. population by the year 2013 and 100 percent of their representation within the U.S. population by the year 2020.

Goal 2: Increase the demographic representation of students enrolled in BArch. and MArch. programs at NAAB-accredited schools to at least 50 percent of their representation within the U.S. population by the year 2013 and 100 percent of their representation within the U.S. population by the year 2020.

Goal 3: Increase the demographic representation of racial and ethnic minorities among associates, senior management, partners, and principals in architectural firms to at least 50 percent of their representation within the U.S. population by the year 2013 and 100 percent of their representation within the U.S. population by the year 2020.

Goal 4: Increase the demographic representation of women among associates, senior management, partners, and principals in architectural firms to at least 50 percent of their representation within the U.S. population by the year 2013 and 100 percent of their representation within the U.S. population by the year 2020.

Figure 2: Goals set out in the American Institute of Architects Diversity Action Plan 2009 -2013

The New Zealand Institute of Architects

The New Zealand Context

Demographic and practice research within the architectural profession in New Zealand (NZ) is relatively strong. Due to its size and political organisation, a single licensing body serves the entire country. As a result, there is relatively clear and comprehensive understanding of the demographics of the profession and how this has changed over time. Unlike the RIBA and American Institute, there appears to have been relatively less emphasis on the development of formal policy. Additionally, there is a strong history of independently organised groups of women architects.

Research Efforts

As with Britain and the RIBA research report, a single influential report forms the basis of much of the professional organisation's engagement and response to gender equity issues. In NZ, this is Errol Haarhoff's 2010 report 'Practice and Gender in Architecture: A survey of New Zealand Architecture Graduates 1987-2008'. The report is a thorough scholarly examination of the changing gender profile of the NZ architecture profession.[27] Haarhoff identifies a significant increase in the number of female graduates over the period of the study. Women comprised 20% of the graduates in 1987, rising to 51% in 2006.[28] Additionally, the gender gap in graduate registration rates was shown to be narrowing over time.
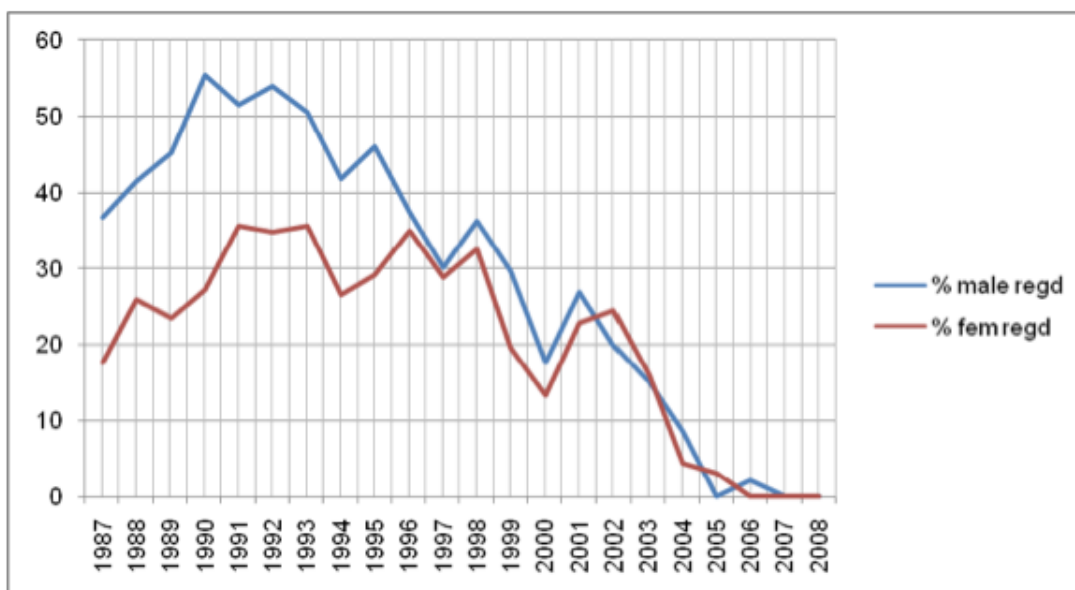
Figure 3: Extract from Haarhoff's Report (p25, figure 9). Note the low registration rates from 2005 are due to the work experience requirement of the process. These rates can be expected to increase.

However, despite overall increases in the number of graduates, the number of registered architects has not increased at the same rate, and women remain a minority with the profession.

[27] E.J. Haarhoff, Practice and Gender in Architecture: A Survey of New Zealand Architecture Graduates 1987-2008 (School of Architecture and Planning, National Institute of Creative Arts and Industries, University of Auckland, 2010).

[28] E.J. Haarhoff, Practice and Gender in Architecture: A Survey of New Zealand Architecture Graduates 1987-2008 (School of Architecture and Planning, National Institute of Creative Arts and Industries, University of Auckland, 2010).

Specific Initiatives

Haarhoff's report extends to an analysis of the gender profile of those exercising NZRAB's option to enter 'voluntary suspension'. Voluntary suspension is a state where the architect elects not to practice architecture in NZ for between 12 months and five years.[29] This recognises that individuals may wish to take time away from the profession, and provides a pathway to doing so without leaving the profession altogether. Members in voluntary suspension are eligible for cheaper membership dues and have a lower obligation for undertaking Continuing Professional Development (CPD).

There are significant gender differences exhibited in the voluntary suspension category. At the time Haarhoff investigated the suspension list, 12% of registered male architects were in voluntary suspension. In contrast, 28% of registered female architects were on voluntary suspension.[30] It is not clear if this is because women are more vulnerable to redundancies and unemployment in recessionary times or because a greater proportion of women choose suspension for child rearing purposes or a combination of these factors.

In the briefing provided to the incoming Minister in December 2011, NZRAB indicated a desire to streamline the registration of both architects and designers accredited under the Licensed Building Practitioner scheme (LBP scheme) so that a central board controls both qualifications.[31] NZRAB notes that in the engineering field, re-registration at a lower level is a recognised strategy to accommodate changing priorities over a career span. The introduction of a tiered system that would permit members to match their registration status to their current work may be one way in which members (particularly women) can choose a level of engagement with the field. This may also alleviate the cost of continuing part time (through lower membership and insurance fees).

NZ Architecture + Women

The Architecture and Women in NZ website is an important resource. The website provides a space for women to upload a professional profile. This means that the site can act as a 'one stop' shop to identify and contact a wide range of women architects. In addition, the site (supported by its partners) organises exhibitions of women's work and publishes opinions, statistics and research of interest to women in architecture. The group has also organised conferences and exhibitions celebrating the role of women in architecture

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[29] "NZRAB - Architects in Voluntary Suspension", n.d., http://www.nzrab.org.nz/NonCMS/Find.Achitect.aspx?show=vs.

[30] Haarhoff, Practice and Gender in Architecture: A Survey of New Zealand Architecture Graduates 1987-2008.

[31] In NZ a LBP: Design accredited professional may lawfully provide building design services for standalone residences and small apartments. NZRAB Briefing to the Incoming Minister December 2011, December 2011, 5, http://www.nzrab.org.nz/assets/nzrab%20briefing%20to%20the%20incoming%20minister%20december%202011.pdf.

The Royal Architectural Institute of Canada

The architectural profession in Canada is administered and promoted in a similar manner to Australia: a central national body (RAIC) with independent provincial associations.

Research Efforts

The only research paper on women and architecture in Canada that was located was the *Consultations & Roundtables on Women in Architecture in Canada*, which was prepared by Eva Matsuzaki and submitted in December 2003. This qualitative report was sponsored by the RAIC and was based on a series of consultations and roundtable workshops held over five years.

The project was initiated in recognition of the fact that Canada (like Australia) experiences a "substantial discrepancy" between the numbers of female architecture students (±50% of all architectural students) and professionally practicing female architects (±13%). Female students receive more that 50% of awards and recognition at a university level, but appear to "drop out of sight" between school and professional practice.

Roundtable participants were provided with background material on the demographic composition of architecture compared against other professions in Canada (specifically law, medicine and engineering) prior to the event. At the roundtables they were asked to share their stories and make suggestions on how to improve the attractiveness of the profession to women. Recommendations encompassed bodies that are influential in creating architectural culture, including educational institutions, employers and professional organisations as well as women themselves.

The background research into Canadian law included two interesting and potentially relevant findings. First, that "taking parental leave reduces the risk of women leaving law practice by 74%, demystifying the assumption that women are leaving law to care for their children."[32] Second, women in smaller practices (defined as fewer than 10 lawyers) were over 4 times more likely to leave law practice, leading to speculation that smaller firms may offer greater scope for discrimination.[33] If this is true across countries and fields, it may be that architecture as a field, with its preponderance of small firms, is inadvertently averse towards women.

Specific Initiatives and Recommendations

Despite the publication of the Roundtable and its recommendations, there is no further information available on the RAIC website on the implementation or adoption of any of the recommendations. No policy was able to be located, nor were mentions found in the annual reports that followed its release.

Like many of the recommendations proposed by other institutes in this report, the recommendations for RAIC include a range of simple strategies are suitable for adoption in an Australian context. These include increasing

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[32] Eva Matsuzaki and Patricia Gibb, *Consultations and Roundtables on Women in Architecture in Canada* (Royal Architectural Institute of Canada, 2003), Appendix B, 28.

[33] Ibid., Appendix B, 26.

the visibility of women as architects, adopting gender-neutral language in official policies, increasing the participation of women as guest speakers, critics and broadening the definition of 'architect' to recognise those in non-traditional roles. There was also a call for discounted fees for architects on maternal/parental leave and a system to put licensure on hold (with a option to quickly 're-activate' on the return to work).

Unlike the other professional bodies surveyed in this report, the RAIC recommendations also targeted the development of business skills for the profession as a whole. The benefits of this were two-fold. Firstly, increased professionalism and success in business management (including a better understanding of human resourcing) is likely to benefit all employees. Secondly, women were identified as more likely to set up independent or small practices, which may struggle due to a lack of business acumen.[34]

Business skills were one of the areas in which women were identified as more likely to miss out on key development opportunities (the others were site visits and client meetings). There were several suggestions on how to do this, including the inclusion of business knowledge as part of the 'intern' system,[35] the development of business, marketing and economic units for inclusion in educational courses and investigating the viability of a post-graduate management qualification targeted at architects and delivered in collaboration with existing educational bodies.

Lessons for Australia from international architecture Institutes

Across all the jurisdictions surveyed there is recognition that women remain underrepresented in the professional ranks of architecture, despite increasing in student numbers dramatically over the last decades. Unsurprisingly, this is viewed as problematic and an equity and diversity issue. All jurisdictions surveyed had undertaken research aimed at discovering why women leave and initiatives designed to increase the entry, participation, registration and retention rates of women within architecture. There is recognition that policies designed to make the profession more 'woman friendly' have larger effects that are beneficial for the profession as a whole.

While much of the work undertaken internationally (and locally) to date has been important and beneficial, some aspects could be improved. For example, much of the research and reports were limited to providing recommendations to a central body. These bodies often did not formally respond (publically) to the recommendations. As a result, recommendations often failed to evolve into or inform action plans with timelines and clear accountability for their implementation. (A notable exception is the rolling 5 year diversity action plans undertaken by the American institution of Architects).

Where specific initiatives are run, there is often no schedule to review or evaluate initiatives for their success, indeed what success might look like is often rather vaguely defined (increased 'awareness' and un-quantified

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[34] Ibid., 18.

[35] The term 'intern' refers to the Canadian registration requirement for 3 years of supervised work post-graduation, and *not* unpaid work experience.

'participation'). As a result of these concerns, the list of lessons for Australia includes learning from international lapses as well as successes. Specific potential lessons include:

1. Appoint a 'Diversity Champion' at the highest levels of the Institute.

2. Enshrine equity and diversity principles in an 'employment policy' directed at the profession.

3. Continue to ensure Institute policy language and marketing material is gender neutral at all levels of the institute – and publically commit to this as an aim.

4. Continue to promote new Institute membership categories such as 'voluntary suspension/ non-practicing/parental leave' and 'part-time worker' with correspondingly lower fees.

5. Provide equity and diversity training to all those who represent the institute, including both elected members and volunteers (such as committee members).

6. Set clear and measureable goals with timelines and milestones. For example an aspirational goal to have an architectural profession congruent with community demographics by 2030 may have an interim goal of increases the number of female students graduating Masters degrees by 2018.

7. Assign specific tasks and initiatives to an accountable body. This need not be a new body, but tasks could be added to the responsibilities of existing entities (such as committees).

8. Goals and progress should be subject to iterative review and evaluation phases.

9. Commit to ongoing gender equity initiatives. Much like registration, each cohort encounters the same challenges afresh.

10. Ensure that Institute Awards name all of those who have worked on a project, breaking down the myth of the singular architect-author.

11. Issue practice notes or similar advising of legal obligations around equity; including maternity leave and return to work provisions, non-discriminatory hiring practices, parental leave.

12. Acknowledge the exclusion of women and other minorities from the history of the profession.

13. Consider encouraging universities to revise history syllabi to better include women and other minorities.

14. Consider partnering with other membership bodies (such as NAWIC) to celebrate the role of women in the profession, through exhibitions, publications and outreach.

15. Increase the number of women participating in public culture such as guest speakers, critics and conference panels.

16. Compile an accessible list of qualified and interested women to be contacted for roles, such as guest tutors, lecturers, jury members, ambassadors.

17. Produce 'tip sheets' for casual and guest university tutors, including guidance on avoiding single gender teaching teams and panels and tips around inclusive language. RIBA has resources on this issue which may be suitable.

18. Collect, maintain and publish statistics on women and men leaving the profession, including age, years since graduation, registration status and reason for leaving.

19. Run formal 'return to work' programs on a regular basis. The should be suitable for those returning to work for a variety of reasons including parental leave, working in another jurisdiction or prolonged absence for another reason.

20. Improve the business skills of the profession as a whole, perhaps by adding a new component to registration or running short courses.

21. Broaden the definition of 'architecture' to capture those working at the margins.

GENDER EQUITY POLICY AND INITIATIVES IN COMPARABLE AUSTRALIAN PROFESSIONS

While architectural working environments are often regarded as unique, many professions are tackling the same issues with regard to workforce diversity. The historical exclusion of women, differences in post-qualification remuneration and career trajectories and under-representation at management and senior levels are found other fields such as law and health. This section of the report explores the responses of other professional bodies within Australia to addressing these issues, with the goal of extracting key policy ideas and initiatives suitable for consideration in the architectural field. Of particular interest are those actions targeted towards retaining women in the profession after absences due to child bearing and rearing.

Law

Professional and Membership Organizations
In Australia, the membership organization for lawyers follows a two level structure. For solicitors there is a national body (Law Council), complemented by jurisdiction-based Law Societies.[36] The arrangement for barristers is similar, with an Australian Bar Association at national level and jurisdiction-based Bar Associations.[37] It is the state based organizations that administer the Practising Requirements under the relevant and state and territory based legislation. In this, the overall set-up of membership and professional organizations is similar to that of architecture.

National Policies
The Law Council of Australia is "the peak national body representing the legal profession"[38]. The Council is the author of a range of policies and guidelines that may be voluntarily adopted, including the Equitable Briefing Policy updated in 2009.[39] This document provides guidelines for practitioners to improve the gender equity of briefings. 'Briefing' is the practice of employing an additional legal practitioner (often a barrister) to assist with a case, similar to referrals in medicine. While employment law covers gender discrimination, exclusion from formal and informal networks for obtaining work is less simply addressed. While recognizing that the client is ultimately responsible for choosing who represents them, the equitable briefing policy shows ways in which solicitors can act to improve the chances of women being selected (such as by including women in every short list shown to a client).

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[36] Law Council of Australia, 2012. URL http://www.lawcouncil.asn.au/about/history.cfm Note that in Victoria the state body is known as the Law Institute rather than the Law Society. Nonetheless, the function and responsibilities are the same.

[37] The Australian Bar Association, URL http://www.austbar.asn.au/

[38] Law Council of Australia, 2012. Our History [WWW Document]. Law Council of Australia. URL http://www.lawcouncil.asn.au/about/history.cfm

[39] Law Council of Australia, "Equitable Briefing Policy", n.d., http://www.lawcouncil.asn.au/current-issues/ebp.cfm.

State Policies and Initiatives Best Practice Case Study: NSW

As is the case with many membership-based organizations with elected positions, individual office bearers may profoundly shape the focus of the organization based on their own interests. For this reason, the state law societies show diverse levels of engagement and development of policy, guidance and best practice material geared towards women's participation in the profession.

The Law Society of New South Wales (NSW) can fairly be said to be leaders in gender equity initiatives in law, with a long history of supporting female practitioners. Some of their initiatives will be profiled here, with an eye to their consideration and possible transfer to the architectural profession. Significant milestones in the Law Society of NSW's support of female practitioners includes:

> 1996 – Release of the Equal Opportunity Policy, which contained model policies on part time work, equal opportunity employment, harassment prevention and grievance handling.
>
> 2001 – Equal Opportunity Handbook and Model Policies (the 2001 Handbook), an updated version of the 1996 document.
>
> 2002 – After Ada: a new precedent for women in law (the After Ada paper), a critical examination of the experiences and expectations of women in the legal profession a century after the graduation of the first female law student. A list of recommendations was included.
>
> 2005 – The Case for Flexibility – Delivering best practice in integrating work and life in the legal profession: A guide to implementing a flexible work place (the Case for Flexibility).[40]

The Law Society of NSW's most recent work is a comprehensive research report released under the banner "Thought Leadership 2011: Advancement of women in the profession". The research is both qualitative and quantitative and is discussed in more detail in the following section.

Research into Gender Equity

The quantitative work for the *Advancement of women* paper draws on the Profile of the Solicitors of NSW produced by Urbis each year, which is based on the Law Society's database of practitioner information. Since 1988, the database has collected information including age, gender, size of practice, sector (private, government and corporate) and years since a practicing certificate was first granted on an annual basis. From the annual Urbis profiles as well as through further interrogation of the database information (such as comparing the number of women with 5 years experience with the number of women with 6-10 years experience 5 years later) longitudinal trends can be established.

Additionally, practitioners who choose not to renew their practicing certificates are required to nominate a reason. This provides an important window into the different reasons that men and women leave the profession.

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[40] Law Society of NSW, Advancement of Women in the Profession: Report and Recommendations (Law Society of New South Wales, December 1, 2011), www.lawsociety.com.au/ForSolictors/advocacy/thoughtleadership/Advancementofwomen/579007.

The qualitative research for the report was undertaken by a "series of state wide consultations conducted by the Law Society of NSW on the issue".[41] The method was crucial to the success of the consultations. Key aspects included the sending preparatory materials to participants, the implementation of the 'Chatham House Rule' and employing professional stenographers.

The Report includes some direct quotations from roundtable participants, which are strikingly similar to those found by the Parlour consultation and surveys. For example, one participant identified a tendency for women to be encouraged (explicitly or not) into specializations that are "in areas of lower financial reward in a legal practice, such as conveyancing, or are 'herded' into family law, children's issues or legal aid. Their salaries will reflect this." Regional President[42] (p21).

Another quote highlights the challenges that both women and firms face when attempting to promote women to higher levels:

> "My firm has tried to offer partnerships to women who have knocked them back. We have spoken to our staff to find out what they want and have tried offering extended maternity leave, job sharing, part time work and a variety of other flexible work arrangements. The reasons why women turn down partnership are not always obvious." Male partner, large law firm[43]

Further, access to part time work and carer's leave are being sought by both genders in younger workers and are no longer seen as purely beneficial for women:

> "We are now seeing a generation of men who are not prepared to follow the traditional template for work and we should look at this as an opportunity to change the way of working, defining jobs and defining what success means." Female government lawyer[44]

This feeds into two of the conclusions of the report, firstly that:

> "Different life stages will influence how advancement is defined. Women in their early careers may be focused more on salary, the type of work received, and opportunities for promotion based on title. Women later in their careers, juggling both work and family, may view advancement as the ability to work part time while still maintaining an interesting work portfolio."[45] (p 16)

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[41] Law Society of NSW, "Local Lawyers Take Part in 'Advancement of Women' Consultation," The Law Society of NSW>News and Media>Article, September 21, 2011, http://www.lawsociety.com.au/about/news/574141.

[42] Law Society of NSW, Advancement of Women in the Profession: Report and Recommendations.

[43] Ibid., 20.

[44] Ibid., 21.

[45] Law Society of NSW, Advancement of Women in the Profession: Report and Recommendations.

And secondly that:

> We know from our participants that not every woman in private practice aspires to partnership and that there are many definitions of success. However, we also know that women lawyers expect to have the same opportunities as men to progress to senior positions should they wish to do so. Key areas in which roundtable participants identified impediments to the advancement of women were the availability of flexible working arrangements and returning to work after an absence, particularly maternity leave. (p22, Conclusions)

The Report, which includes twelve formal Recommendations, was released in December 2011. The Society is currently responding.

With the exception of Recommendation 6 that pertains to the Law Society's locum service, the list is not restricted to the legal profession, and certain concepts and programs could be considered for adaptation in other professions, including architecture.

The recommendations (excluding recommendation 6 and re-numbered accordingly) in summary are:

1. Publish tips for practitioners and practices arising from roundtable discussions. This includes information and hints on working with part-time team members and negotiating flexibility in the workplace.
2. Publish information to assist practitioners and employers who are considering flexible work arrangements including: information on different types of flexible working tips on developing an appropriate arrangement, and information on the value of flexible working.
3. Host a thought leadership event in 2012 which profiles the advancement of women across the profession including alternative career paths and/or effective flexible work arrangements. Publish case studies following the event.
4. Develop and deliver a continuing professional development session for practitioners returning to work after parental leave or other absence. Consider how the session could accommodate different areas of practice and levels of experience.
5. Develop an online resource for practitioners who are absent from the profession including information on:
    a. CPD opportunities including the return to work program
    b. applying for a new practising certificate
    c. networking events, and
    d. associate membership.
6. Investigate options for improving opportunities for mentoring of practitioners at key stages of their careers including by:
    a. publishing mentoring materials, and
    b. considering the development of a new mentoring scheme or service for women lawyers.

7. Develop and trial a workshop for women who wish to improve their business development or personal networking skills.

8. Trial networking events for lawyers to attend with their children, especially practitioners on parental leave.

9. Investigate commissioning further research on the gender breakdown of senior legal appointments across all segments.

10. Publish updated statistics and a progress report on implementation of the recommendations by June 2013.

11. Conduct an evaluation by the end of 2014.

In response to recommendation 6, in 2012 the Society is running a pilot mentoring program targeted at women 10-15 years post professional qualification. This particular age bracket is targeted as the Society has documented the return of women to the profession in this age group (presumably as a result of caring responsibilities).

Medicine

Background on gender equity in medicine

As a profession, medicine both shares aspects of and differs from architecture culture. The tradition of long hours of overwork, a lack of flexibility and the streaming of women into roles congruent with 'feminised' interests are common to both professions (women are over-represented as GPs in medicine, while women are often found in 'softer' parts of architecture, such as interior design) as is the exclusion of women from certain prestigious bastions of the profession.

However, medicine has officially reached 'feminisation', in that women now outnumber men. This change has occurred relatively quickly – in Australian in 1992 women were 45% of medical students, in 2000 they were 50%.[46] The feminisation of medicine has had a range of largely unforeseen concomitant effects, including the need to recruit a larger number of doctors to accommodate the absence of women from the workforce due to child bearing. Additionally, there are fears that as the proportion of women in the profession have increased, the overall status of the profession has fallen.

Since medicine has reached gender equity more rapidly than architecture, some of the initiatives used to drive gender equity in the medical profession may be worthy of consideration within architecture.

Professional Bodies and Membership Organisations

The peak body for medical doctors is the Australian Medicine Association (AMA), which represents over 27 000 doctors. According to its website, the AMA "promotes and protects the professional interests of doctors and

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[46] Jo Wainer, "ARPA: What Is It About Women Doctors?", October 2011, http://www.australianreview.net/digest/2011/10/wainer.html.

the health care needs of patients and communities."[47] The AMA has a number of short, clearly written position statements that relate to both wider health issues as well as employment conditions. With regard to the participation of women in the medical profession, the following position statements are relevant:

> Equal Opportunity in the Medical Work Force 1995[48]
>
> Definition of Part-time Work 1997[49]
>
> Sexual Harassment 1999[50]
>
> Flexibility in Medical Work and Training Practices 2005[51].

The position statements provide guidance of a general nature as well as some specific recommendations (such as the need for selection committees to include male and female doctors).

In addition to the AMA is the Australian Federation of Medical Women (AFMW).[52] The AMFW "seeks to ensure equity and equality for women doctors to achieve their potential throughout all stages of their professional and personal lives. AFMW is a not for profit, politically neutral, non sectarian, non government organization that seeks to improve the health of all Australians, especially the health of women and children."[53] Members pay a fee ($50) to join their local chapter and automatically become members of the national body. The organization provides leadership, mentoring and networking opportunities as well as coordinating educational and social events.

Research in Gender Equity in Medicine

In medicine, as in law and architecture, larger social shifts are reflected in the work patterns of those generations entering the workplace. While women have long fought for working patterns and conditions that accommodate their multiple roles and responsibilities, men (particularly younger men) are now also taking advantage of the opportunities that such work practices offer.

> "In Australia, workforce planners did not predict the changes in doctor working hours that are occurring as a result of the presence of women. Women have complex lives and multiple sources of satisfaction and often resist working the extended hours that have been the norm in medicine." [54]

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[47] AMA, "About the AMA," AMA, November 10, 2011, http://ama.com.au/about/us.

[48] AMA, "Equal Opportunity in the Medical Work Force - 1995", 1995, http://ama.com.au/node/501.

[49] AMA, "Definition of Part-Time Work Within the Medical Work Force - 1997", 1997, http://ama.com.au/node/439.

[50] AMA, "Sexual Harassment - 1999 | Australian Medical Association", 1999, http://ama.com.au/node/1135.

[51] AMA, "Flexibility in Medical Work and Training Practices for Doctors-in-Training - 2005 | Australian Medical Association", n.d., http://ama.com.au/node/1498.

[52] Desiree Yap, April 2012 President's Report (Australian Federation of Medical Women, April 5, 2012), http://afmw.org.au/news/799-april-2012-presidents-report. This report acknowledges that the organization is exempt from the Equal Opportunity Act 2010 until 14 March 2017. This permits the organization the option to restrict attendance at events (by gender) without breaching the act.

[53] AFMW, "About", 2010, http://afmw.org.au/about.

[54] Ibid.

"Younger men are increasingly working the way the women do rather than the way older men have, and this has an important impact on the number of doctors required. When doctors were men with wives they worked the hours of two doctors. Now that doctors are wives as well, there is resistance to this double shift and a consequent requirement to train more doctors."[55]

Medical training includes between five and eight or more years of post-graduate training (the exact length is dependent on the specialization). This has resulted in 'training induced infertility' and pushed the childbearing years to "age 35 and older… for most doctors"[56]. That is, women (and men) are either delaying childbearing until formal qualifications are completed or abandoning their training. While architecture does not have the same formal period of post-graduate training, the seven years (on average) from graduation to registration also coincides with childbearing years, indicating that women in architecture are likely to be either delaying starting families or architectural registration.

"Women are now embedded in medicine in sufficient numbers that the profession will have to engage with the feminine and the culture of women in a more subtle way than either marginalising individual women or requiring all women to behave like men."[57]

"However, women are changing more than working hours. They are changing medicine with every small act of resistance in face of the requirement that they adopt masculine culture. … Changes are easier to implement close to the margins of the profession, and much more difficult close to the sources of power, authority, prestige, and particularly, resources"[58]

Graduate pay equity is very high, as medical graduates fulfil the last stage of their training through coordinated and supervised placements, which are overwhelmingly in public hospitals with formal, transparent pay scales that are closely tied to professional milestones. This is in contrast to architecture graduates, for whom post-graduation training, employment and registration is more haphazard and far more likely to occur in the private sector.

However, since women spend more time with each patient and remuneration is reflective of the number of patients seen, female doctors are likely to be earning a lower hourly rate than men. This, coupled with the push towards lower status (and less training intensive) specialisations ensures that men remain better paid.

Engineering

Background on gender equity in engineering

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[55] Ibid.

[56] Ibid.

[57] Ibid.

[58] Ibid.

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In contrast to architecture, medicine and law, which have relatively gender balanced student numbers, engineering disciplines continue to attract an overwhelmingly male cohort. Women starting engineering or related degrees made up only 14 percent of all domestic commencements and completions in 2010.[59] The field also experiences retention problems, with a significant proportion of women leaving the field within 10 years of graduation.[60] Engineers Australia 2012 Statistical Overview notes that the discipline remains male dominated and cautions against taking the success of high profile women as indicators of the status of women in the profession more broadly.[61] The Overview further notes that the "labour market experience of women is inferior to that of men engineers."[62]

Professional Bodies and membership organisations

The multi-disciplinary professional body for engineering in Australia is Engineers Australia. Engineers who join the national body are assigned to a 'Division' based on their location. [63] The membership is further split into eight 'colleges' based on specializations (eg biomedical, chemical, civil).[64] A graphic of this at national level shown in Figure 2.
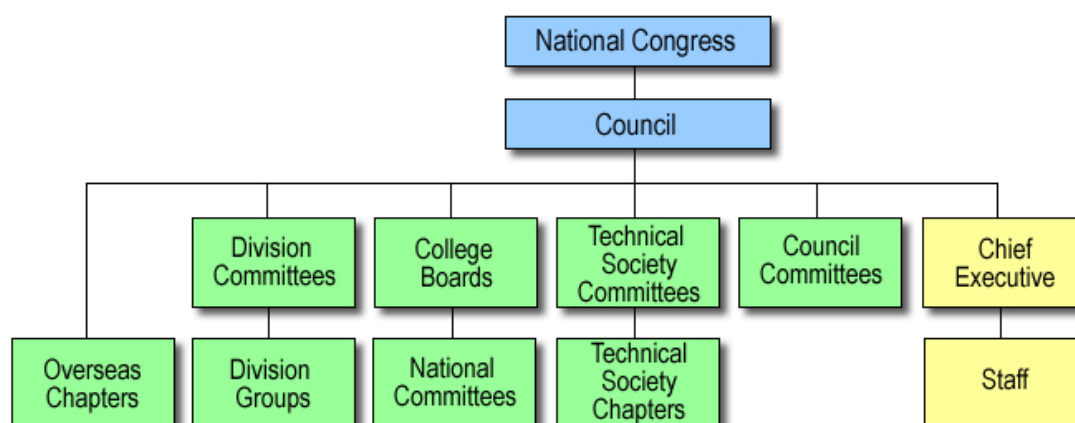
Simplified representation of lines of authority within Engineers Australia.
Special interest groups are included under 'Council Committees'.
*Excludes wholly-owned publishing and education subsidiaries.

Figure 4: Lines of Authority within Engineers Australia.[65]

Special interest groups, of which Women in Engineering is one, are found under 'council committees'. The Women in Engineering National Committee (WIENC) has what are known as "allied division groups, which liaise with the national committee but are responsible to the Division Committee". [66] The committee includes elected

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[59] "Engineers Australia Applauds Women in Science, Maths and Engineering Initiative | Engineers Australia", June 21, 2012, http://www.engineersaustralia.org.au/news/engineers-australia-applauds-women-science-maths-and-engineering-initiative.

[60] Ibid.

[61] Engineers Australia, The Engineering Profession - A Statistical Overview 2012, 2012, https://www.engineersaustralia.org.au/sites/default/files/shado/Representation/Stats/statistical_overview_2012_1.pdf.

[62] Ibid.

[63] Engineering Australia 'Divisions' are broadly analogous to state chapters. The exception is NSW is served by two divisions: Sydney and Newcastle, while the Northern Division includes the NT, Indonesia and East Timor.

[64] "Colleges | Engineers Australia", n.d., http://www.engineersaustralia.org.au/colleges.

[65] "Corporate Structure | Engineers Australia", n.d., https://www.engineersaustralia.org.au/about-us/corporate-structure.

[66] Ibid.

Division representatives and a chair appointed by the national office. Division reps are further allocated a 'portfolio' responsibility (Figure 3).
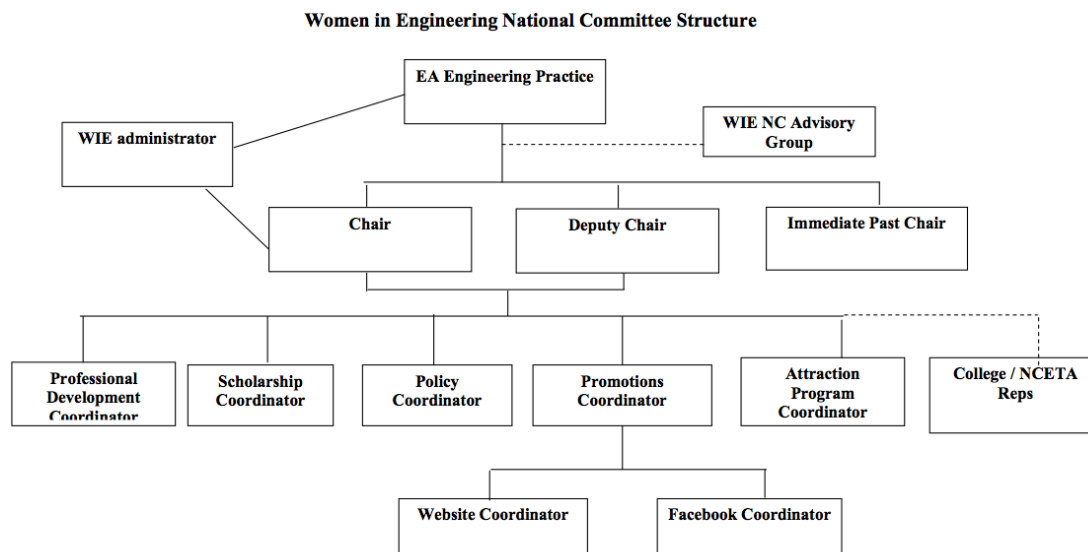
Figure 5. Women In Engineering National Committee Structure

The formal Terms of Reference (ToR) for the WIENC clearly defines roles and responsibilities for both committee members and the committee as a whole.[67] According to the ToR, the WIENC takes primary carriage of initiatives designed to attract and support women into the engineering profession, while liaising with the primary policy setting body of Engineers Australia to ensure alignment with broader objectives. WIENC represents WIE on Special Committees and Task Forces as these arise and are responsible for planning the strategic direction of WIE. The core 'themes' of the strategic plan are to 'Attract, retain, support and celebrate women in the engineering profession'. WIENC is responsible for managing its own budget and programs. Annual reports to Engineers Australia are publically available.

In addition to the WIENC, Engineers Australia has set up two further support mechanisms: The WIE Advisory Board and appointment of Women in Engineering Representatives to college and technical committees.

The Advisory Board is composed of past chairs of WIENC and prominent professionals with an interest in increasing diversity in the engineering profession (that is, they need not be women, but may be active male allies). The board mentors and advises current WIENC members and provides historical background and information on issues previously dealt with by the WIENC. This is particularly useful as the membership of the WIE "tends to consist mainly of young engineers."[68]

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[67] WIENC, "WIENC Terms of Reference and Roles and Responsibilities", 2009,
http://www.engineersaustralia.org.au/sites/default/files/shado/Learned%20Groups/Interest%20Groups/Women%20in%20Engineering/tor_rolesresps_collegeboard_nceaa_nceta.pdf.
[68] WIENC, "TOR WIE Advisory Board.pdf", 2008,
http://www.engineersaustralia.org.au/sites/default/files/shado/Learned%20Groups/Interest%20Groups/Women%20in%20Engineering/TOR%20WIE%20Advisory%20Board.pdf.

The appointment of Women in Engineering representatives to other technical committees is a key WIENC initiative. The scheme serves two purposes: increasing the visibility of women and their allies at a national level and providing an important pathway for women to build their experience at a leadership level. Note that there is nothing in the structure of the college boards that prevents the election of women to an ordinary office bearing position in addition to the Women in Engineering appointee.

Jurisdiction Case Study: Sydney

The Sydney Division of Women in Engineering has an active membership, and can serve as an exemplar of the organisation more broadly.

- A formal mentoring program runs annually. For this, the WIE arranges mentor/mentee matching, networking evenings and a participant certificate. At the end of the formal program each year, informal mentoring may continue.

- Currently seeking a suitable community project that members can contribute value too.

- Annual International Women's day event (cocktail evening)

- Technical site visits.

- Panel discussion.

- Annual Family days (kayaking, cycling).

- Sponsored winter gala dinner.

- Breakfasts.

- Newsletter (leaky pen, 2-3 annually).

- Student ambassadors promoting engineering to high school students.

- Networking events for Engineers on sabbatical hosted in a child-friendly environment (Queensland initiative).[69]

- Use of gender diversity champions (eg Joann Kirby, former WIEQ president).

- Semi-active Facebook groups (nationally and for divisions – post frequency varies from weekly to quarterly).

Lessons for architecture from comparable Australian professions

There is a range of initiatives that have been used in law, medicine and engineering organisations in Australia to improve the proportion of women in professional practice. Some of those most applicable to architecture have been extracted and are listed below. An effort has been made to reduce the duplication of recommendations from the international practice section. However, there is some overlap, and in some cases, local chapters may already be undertaking many of these activities. Specific lessons include:

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[69] Women in Engineering (Qld), "Wieq__baby_engineers_flyer_8_aug.pdf", n.d., http://www.engineersaustralia.org.au/sites/default/files/wieq__baby_engineers_flyer_8_aug.pdf.

1. Establish women as a specific interest group across local and national branches of the larger membership organisation. This reduces the financial load of multiple memberships for women.

2. Write clear terms of reference for any specific women's committees, including how it relates to and interacts with other bodies within the organisation.

3. Give a degree of budget and political autonomy to women in architecture committees (ie funding can be directed at the discretion of the committee).

4. Reserve specific committee positions for women on other committees. This increases the pool of engaged and experienced women and normalises gender concerns.

5. Create a way to formally recognise male allies and champions.

6. Create a role for male allies and champions to contribute and lead.

7. Ensure there are formal roles for past activists and office bearers. This improves organisation memory and intergenerational links.

8. Organise professional social events in child friendly locations.

9. Provide guidelines on what the characteristics of a family friend event are (including required sanitary and food facilities, timing considerations and 'tried and true' locations).

10. Arrange regular, low cost and simple networking activities including breakfasts, drinks, dinners and family friendly activity days.

11. Add a gender dimension to 'typical' professional opportunities, such as women only site visits (which could be eligible for CPD points).

12. Run short-term (1 year) formal mentoring programs with support (including training, scheduling and providing a venue and catering). Considering making participation eligible for CPD points.

13. Assist with recruiting and matching mentors, including same and mixed sex mentoring pairs.

14. Collect accurate demographic data, including on individuals leaving the profession.

15. Introduce and promote 'Associate' institute memberships available for people not currently working full time.

16. Create a role for female architecture students to work as ambassadors for high school outreach.

17. Acknowledge that female friendly workplaces are attractive to both genders.

18. Ensure interviewing panels (for both jobs and professional progression, such as registration) include members of both genders.

19. Recognise that flexibility is key in ensuring women remain in the workforce and work to improve it.

20. Check training opportunities and Institute activities are held at times accessible to worker with other responsibilities.

21. Verify that the registration process is able accommodate breaks for child rearing/non-linear trajectories.

22. Recognise that feminisation brings changes to the whole profession – sometimes unexpected ones.

23. Acknowledge that increasing the number of women means increasing numbers of jobs and opportunities as a result of the requirement for maternity leave, a desire for part time work as well as the resistance to the tradition of long hours.

24. Remember that what is equitable on paper may not be in practice – review any new initiatives or for equity impacts.

25. Recognise that women overwhelmingly undertake an unpaid 'second shift, which may limit their availability to participate in regular professional engagement activities. This is not a reason to discontinue efforts to engage.

APPENDIX A — RECOMMENDATIONS FROM 1986 RAIA REPORT

Policy implications (directed to the Human Rights Commission and state-based bodies):

- There is a need to improve various aspects of architectural courses (eg. removing subtle harassment and discrimination from courses, raising the level of awareness of staff with regard to the discouragement of women students)

- A need to improve advising (eg. regarding careers selection, job advancement)

- A need to improve some employment practices (eg. the patterns which leave women architects primarily in the lower status and lower income positions

- More targeted educational messages can be directed to professional women [in architecture] concerning areas where discrimination might occur, signs of such discrimination, and means of redress under the law

- There is a need for more visible procedures to enable students to pursue instances of harassment and discrimination

- Perhaps the most important policy concern is to establish clearly the particular patterns and barriers that exist for women who seek to enter the professions in Australia

APPENDIX B — LIST OF RECOMMENDATIONS FROM 1991 RAIA REPORT

Careers Advice - Recommendations

- The RAIA must be more actively involved in providing structured, realistic, egalitarian careers advice to potential architecture students. Students should be informed of the time commitments and financial demands their study will make of them. The relationship between study and architectural practice should also be stressed.

- The RAIA should be promoted to potential students and current students as an important means of networking in the profession, and as a source of assistance in the practice of architecture.

- The RAIA should be promoted as a professional body with an ethical code dedicated to the advancement of quality in architecture.

- Collaboration with State and Territory Education Departments to develop more gender-balanced careers advice and promotional material.

Careers Advice - Policy

A new careers brochure be published in 1992 by the RAIA National Education Committee which stresses the time and financial demands of architectural study and which impresses the relationship between study and practice as an architect.

Architectural Education - Recommendations

- Employ more women visiting staff in the studio, more women visiting lecturers and more women speakers at conferences promoted by academic institutions.

- Target specific women and encourage them to apply for positions at the appropriate time.

- Male and female architects should be encouraged to act as mentors to both male and female students to broaden their perspective and encourage them into appropriate careers paths and professional networks.

- Encourage schools of architecture to adopt a more flexible approach to staff workloads and working hours, allowing more flexibility for male and female family commitments.

- Schools of architecture should organise talks by architects, always ensuring that women are involved in such programmes.

- Professional Practice subjects in courses should include presentation of material on stress management, conflict resolution, negotiation skills and techniques, to enable all students to achieve a successful integration of professional and private demands.

Architectural Education – Policy

- National Membership Committee ensure the RAIA membership is continually promoted to students of architecture, and that the National Education Committee ensures membership is promoted during annual visits to schools and through the five year Visiting Panel meeting with all students from the school.

- All National Visiting Panels and annual Chapter Visits to Schools of Architecture comprise both male and female members.
- Education Policy ensures that Practical Experience subjects include contents related to stress management, conflict resolution, time management, negotiation skills and techniques in relation to the successful integration of professional and private demands on all architects.
- The RAIA National Education Committee work with Schools of Architecture to redress the current lack of female academic staff.

Architectural Practice – Recommendations

- The RAIA must review the membership of all its committees and seek to redress the gender and practitioner imbalance on those committees. Female members in particular should be sought and encouraged to be involved, and male architects working in small practices, the public service and other non-traditional areas should be similarly sought out and encouraged to represent their experience of the profession on the committee.
- RAIA meeting times and dates should be given more consideration such that architects with family responsibilities, work commitments in small or sole practices, the public sector and outside the major capital cities can be involved in RAIA activities without having to make more than the usual time and financial commitments involved.
- The RAIA must develop policies which reflect and encourage female participation in the profession.
- Ensure that gender neutral-speech occurs in all documents produced by the RAIA.
- Recognise that for some practitioners, their participation in the profession is interrupted by family commitments and unemployment, family commitments, or time spent as a full-time educator in a school of architecture.
- There should be a conscious inclusion of the work of female architects when developing publication material, exhibitions and public displays of architectural work.
- Practices must be made aware of the need for flexibility in work practices, working hours and work opportunities. The RAIA should produce an ideas brochure which would be distributed to practices providing examples of successful alternative work practices such as:
    - job sharing
    - flexible working hours
    - working from home
    - use of computer technology to link the home and the office
    - equality in determination of staff roles (site inspection, project managers)

Architectural Practice – Policy

- The RAIA develops a system of retraining which ensures networks and support schemes are available for architects wanting to re-enter the profession. The National Education Committee with the support of National Council will set up a working group to review and recommend action in this area.
- A brochure be developed in 1992 by the RAIA Education, Practice and Marketing and Information Division which provides an outline to Directors of Architectural Practices of positive innovative

alternatives to traditional employment of staff. The brochure would include information on job sharing, use of flexible working hours, the benefits of working from home, the use of computer technology to link home and office, and equality in determination of staff roles.

- Gender-neutral speech is used in all documents produced by the RAIA.

- All RAIA National and Chapter Committees are comprised of male and female members who represent a range of employment backgrounds.

- RAIA publications, exhibitions and public displays of architects work consciously include the work of both female and male architects.

APPENDIX C — FINDINGS & RECOMMENDATIONS FROM 2005 WHITMAN REPORT

The *Going Places* report had 12 major findings:

1. That a majority of women would sacrifice career progression for the sake of achieving 'balance' in their lives.

2. That women are somewhat reluctant to undertake formal career planning, preferring to respond to opportunities if and when they present themselves.

3. That offers of career advancement within existing practices are often rejected by women as they question the capacity of the advancement to satisfy their career aspirations.

4. That there is a high level of satisfaction among women with their current jobs in terms of balancing work and personal lives and having control over their professional activities.

5. That there is a low level of satisfaction among women with their current jobs in terms of remuneration, present rate of career progress and long term career opportunities.

6. That the most important career goals for women include building their own practices and taking on new project types and professional challenges.

7. That the greatest barriers to career progress experienced by women in the profession include family commitments, lack of time and poor relationships within the industry.

8. That by the time women retire, they hope to achieve professional satisfaction and the completion of benchmark projects that make a difference in cultural and environmental terms.

9. That women believe that career progression is based on previous performance, technical competency and compatibility with management and staff, as well as having an ability to bring in work.

10. Given that women believe "you are only as good as your last project", the discontinuous pattern of many women's careers is potentially problematic.

11. That women reject the scale of a project, practice size, awards and journal coverage as measures of their personal success, but believe that the profession generally values these factors as indicators of career progression.

12. That personal satisfaction and client satisfaction are the most meaningful measures of career progression for women.

The *Going Places* report had ten recommendations:

1. Develop principles for sound equal opportunity workplaces.

2. Develop principles for flexible working arrangements specific to small, medium and large scale practices.

3. Provide support for women to start their own business and/or re-enter the profession after an absence.

4. Provide assistance for women to become and remain members of the Royal Australian Institute of Architects (RAIA), acknowledging the non-linear and interrupted career path of many female members.

5. Consider revisions to the architectural curriculum that address the issues of gender and career planning.

6. Strengthen the teaching of practice and business management principles to students and recent graduates.

7. Recognise, reward and promote the broad range of skills that contribute to great architecture.

8. Provide mentoring for women in practice.

9. Review registration procedures to ensure equal opportunity.

10. Monitor changes to the situation of women within the RAIA membership.