

# transformations for equity symposium

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nov 19

PARLOUR AND  
THE UNIVERSITY OF  
MELBOURNE

## Transformations: Action on Equity

**2019 Symposium of the Faculty of Architecture, Building and Planning  
at the University of Melbourne, in partnership with Parlour**

Transformations: Action on Equity brings together an array of international and Australian speakers who are actively creating new futures for the built environment professions and the communities they serve. It provides an opportunity to learn from leading practitioners and academics, to share ideas with colleagues and to enhance your knowledge of the gender equity in the built environment professions and practice.

How is gender equity reshaping and reinvigorating our professions and disciplines? What action is underway? What demands are being made? Where do we each find agency? What complexities must we engage with? What do we need to better understand?

### **What next?**

The symposium offers architects, landscape architects and urban planners the opportunity to undertake formal CPD to meet the requirements of the Australian Institute of Landscape Architects (AILA), the Planning Institute of Australia (PIA), and architect registration boards. Each of these associations have different requirements for the volume and nature of the formal CPD, and delegates should familiarise themselves with their profession's requirements and point allocation system.

To make this document an official record of your attendance and the professional development undertaken, please attend the registration desk at the end of the symposium (day 1 or 2) to have your responses stamped.

### **SYMPOSIUM LEARNING OBJECTIVES**

- To gain an increased awareness of the impact of gender-based bias in the built environment professions
- To understand what work is underway to address this – from grass roots activism to workplace change and institutional policy
- To critically analyse the implications of gender inequities in built environments, including their intersection with other equity considerations
- To identify strategies to address gender inequities within practices, professional structures and workplaces
- To explore how the work of built environment professionals can help to create inclusive built environments that are welcoming for all, and help to mitigate entrenched inequities

For architects, this symposium aligns with the practice and design competencies, as outlined in The National Standard of Competency for Architects (2015 edition).

### **INSTRUCTIONS**

The formal CPD assessment approach activates the learning objectives, by asking you to reflect on what you have learned in each session, and what it means in the context of your professional practice. Three broad questions frame the symposium:

1. What gender equity challenges were discussed?
2. What examples of transformational practice are identified?
3. How could you apply what you have learned in your own work? (What will you do differently?)

During and following each session, take the time to reflect on what you have learned and how you might apply this in your practice, aided by this template. On the last page, there is a summary reflection for the whole symposium.

We recommend you keep a copy of your completed form on record, as it may be required/audited by your profession. Additionally, the ideas you have captured in this record can serve as a useful prompt for sharing the presenters' ideas, and your learning, with your colleagues.

Name: \_\_\_\_\_

Practice / Organisation: \_\_\_\_\_

## DAY 1

### PARLOUR LESSONS *Justine Clark and Naomi Stead*

9.15–10am CPD Points \_\_\_

What gender equity challenges were discussed?  
What inequities does Parlour seek to address?

What examples of transformational practice are identified?  
What 'lessons' can be drawn from Parlour's work that can be activated in other professional contexts?

How might these ideas and strategies be translated effectively in your own workplace and professional context? What do they mean for your own work?

**GET ORGANISED! ACTION AT THE GRASSROOTS** *Akua Danso, Catherine Griffiths, Suzie Hunt, April McCabe*

10.20–11.45am CPD Points \_\_\_\_

What gender equity challenges were discussed?

What were the motivations for establishing the various activist groups represented on the panel?

What challenges have the groups experienced and where have they found opportunity?

What means do these groups have available? What strategies have they used to advocate for more equitable professions ?

How might the issues identified by these groups play out in your workplace and professional context?

Which of the strategies and tactics discussed by the panellists could also be useful in your context?

**DAY 1**

**GENDERED INDIGENEITY** *Sarah Lyn Rees and Carroll Go-Sam*

11.45am–12.30pm CPD Points \_\_\_

What intersections between gender and Indigeneity were discussed?

How might these affect careers and experiences within the built environment professions?  
How have the speakers navigated these?

How might increased understandings of gendered Indigeneity affect the work you do and how you do it?

**BEYOND THE BINARY** *Simona Castricum and A.L.Hu*

1.30-2.30pm CPD Points\_\_\_\_\_

How do non-binary and diverse gender identities impact experiences of public space?

How has queerness influenced the ways the speakers think about design and public space?

How might increased understandings of diverse and gender non-conforming identities affect the work you do and how you do it?

## DAY 1

**FROM THE TOP – THE POTENTIAL OF POLICY** *Emily Grandstaff-Rice, Natalie Galea, Amy Muir, Jocelyn Chiew, Naomi Stead* (Chair)

2.30–4pm CPD Points\_\_\_\_

What roles can the institutions that frame and govern our professions play in improving equity? What opportunities arise from policy offer?

What are the challenges of putting policy to work? What strategies can be used to ensure policy is deployed effectively to gain traction and achieve real change?

How might these ideas and strategies be translated effectively in your own workplace and professional context?

**ACTION IN THE FIELD – FEMINIST PRACTICE** *Nicole Kalms, Derlie Mateo-Babiano, Samantha Donnelly, Sophie Dyring*

4.20–5.20pm CPD Points \_\_\_\_

What equity issues are the speakers engaging with in their work?

How do the processes and projects discussed seek to improve equity in the built environment?

How might this influence your own work?

**DAY 1**

**KEY NOTE: ACTIVISTS TRANSFORMING INJUSTICE: THIS IS WHAT CHANGE LOOKS LIKE** *Sharon Egretta Sutton*

6-7.15pm CPD points \_\_\_\_

What equity issues did the speaker outline?

What strategies were identified that professionals might use to facilitate community problem solving?

How might this influence your own work?



**DAY 2**

**CAREERS RESEARCH** *Valerie Francis, Gill Matthewson, Julie Willis (Chair)*

9–10am CPD Points \_\_\_

What careers patterns in architecture and the built environment professions were identified by the speakers?

What factors influence the shape and structure of careers?

How can this knowledge be used to support the careers of underrepresented groups? What strategies could be put in place within your own workplace and professional context?

**DAY 2**

**MENTAL WELLBEING** *Naomi Stead and Ben Channon*

10–10.45am CPD Points \_\_\_\_

What factors did the speakers identify that mean mental wellbeing is a challenge in architecture and the built environment professions?

What strategies can help address challenges around mental health and wellbeing?

How might these ideas and strategies be translated effectively in your own workplace and professional context?

**EQUITY IN PRACTICE – NEW WORKPLACES** *Brian Clohessy, Stephanie Bullock, Patricia Rhee, Angela Dapper, Justine Clark (Chair)*

11am–12.45pm CPD Points

What factors effect equity in the workplace?

What role can workplaces play in establishing equitable professional cultures?  
How does improving equity help practices and businesses?  
What strategies did the speakers identify to improve equity?

How might these ideas and strategies be translated effectively in your own workplace and professional context?

**DAY 2**

**CHALLENGE THE CANON: REWRITING HISTORY** *Jude Barber, Sarah Rafson, Madhavi Desai, Karen Burns, Julie Willis (Chair)*

2.10–3.50pm CPD Points\_\_\_\_\_

What barriers, assumptions and disciplinary norms are challenged by rewriting built environment histories?

How and why do the speakers recover the histories of women’s participation in the built environment?

What might these new histories mean for contemporary practice? How might this influence your own work?

**WELCOMING UNRULY BODIES: RE-THINKING SOCIAL, SPATIAL AND MATERIAL PRACTICES** *Jos Boys*

4.05–5.05pm CPD Points \_\_\_

What equity ideas and issues did the speaker outline?

How might concepts discussed open up radical ways forward for new futures – both for architecture as a profession, and for the design of built space.

How might this influence your own work?

## Summary reflection across the entire Transformations Symposium

1. What are three or four 'big ideas' you will take away from the symposium?

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2. What are the main things you learned from your attendance at the symposium?

(Consider: What knowledge/skills or aspects of your practice did the symposium confirm/validate? What new knowledge/skills did you acquire? What will you do differently?)

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3. How will you apply what you have learned in your own work?

4. How could your learning and the ideas/themes of the symposium inform the work of your practice more broadly?

5. Identify one specific action you will take to implement your learning from the symposium. Indicate when you will do this. (For example: further learning/exploration/development; review/changes to your practice; follow up with colleagues to share and discuss; interactions with other stakeholders; etc)

*Thank you for taking the time to invest in your own professional development and the growth of our professions.*