



Parlour : Inc

Parlour has had an extremely busy and productive year. We have launched exciting new programs while maintaining a strong focus on supporting the ever-growing Parlour community in navigating the ongoing and always-changing challenges of the pandemic.

Parlour is a lean, nimble organisation, with big ambitions and a proven track record of getting things done. We thank all who contribute and all who support our work.

Initiatives & impact: 2021

Throughout 2021, Parlour was highly visible and active. Parlour's editorial and online events program continued apace, with new series and old favourites. Our regular online Friday lunchtime events were a particularly popular weekly drop-in for many.

We worked hard to build community and provide support to individuals, practices and organisations in the built environment through a broad range of projects, programs and initiatives.

This commitment was amplified in March 2022 with the launch of our new supporter program, the Parlour Collective.



Parlour numbers

Instagram:	22.1K followers
Twitter:	5.8K followers
Subscribers:	7K email subscribers
LinkedIn	1.5k followers
Website users:	50k annual individual visitors
	over 1.1 million page views by visitors from 199 countries since launching in 2012

Parlour Collective

The latter half of 2021 was spent developing the Parlour Collective, a new supporter program that will work hand in hand with our Parlour Partner program to create funding security for our long-term future, while providing further opportunity for action, research, mutual support and camaraderie. We were pleased to have a great deal of support as we developed this, with many in the Parlour community providing considered and helpful feedback as we shaped the program.

The Collective successfully launched in March 2022, with an impressive number of practices and individuals signing up to join our inaugural Parlour Collective list.

An ambitious program of future projects will depend on the ongoing success of the Parlour Collective and the Parlour Partner program.



Events, online & in person

Parlour's event program has expanded significantly in response to the pandemic and this extensive activity continued throughout 2021.

Our weekly Friday lunchtime sessions provided the opportunity to learn and share knowledge and strategies for change as well as to provide a warm and welcoming environment for all. They provide an international platform for speakers across Australia, and we delight in turning our microphone over to audience members around the world.

We resurrected the popular Light at the End of the Tunnel and the Parlour LAB series continued to provide an important bridge between the profession and the academy, with fascinating monthly discussions. We began a collaboration with our good friends at Deadly Djurumin, and the Deadly Djurumin Yarns joined the Friday lunchtime lineup in the first week of each month. These generous and thought-provoking events were an extraordinary success and promise great things in 2022.

The Salons maintained their hybrid nature, with a mix of inperson and online events, offering rich inspirational conversations around architecture, career and life. They also provided a chance for the Parlour community to catch up with old friends and meet new ones.

We also launched the monthly Parlour Reading Room, providing yet another opportunity to come together as a community, to foster discussion, to support new knowledge and have fun.

Most events offer affordable and accessible CPD and recordings are available on the Parlour website and Vimeo channel. In 2021 we introduced a small ticket fee for events (except the Salons) to help cover the costs of running the programs. This was well received. Attendee numbers have remained steady or grown, with more certainty of attendance on the day.

Light at the End of the Tunnel

At the end of 2020, we said goodbye to our online discussion series, Light at the end of the Tunnel, sure that after 30 events in 2021, we would soon be out of our lockdowns and back to normal programming. But COVID-19 had other ideas, and in August 2021 we brought the series back, starting with a double dose of Lessons from Lockdowns. The sessions continued fortnightly until the end of the year, with an array of interesting topics and guest speakers.

Topics ranged from employee ownership to communication, designing accessible built environments, parental leave, and the speculative two-parter on what's next.

In 2021 the Melbourne School of Design at Melbourne University stepped in to support this program, following Monash in 2020.

We'd like to particularly thank all our wonderful speakers and guest hosts for 2021, who generously gave their time, advice and expertise. Thanks to our speakers: Sarah Bennett, Thihhoa Gill, Sue Wittenoom, Ilana Razbash, Lucy Burke-Smith, Janna Devylder, Nikita Morrell, Lindy Johnson, Mary Ann Jackson, Jenna Cohen, Hari Pliambas, Chi Melhem, Eloise Atkinson, Kim Bazeley, Saneia Norton, Lee Hillam, Kieran Wong and Sonia Sarangi.





Parlour LAB

The monthly Parlour LAB series really got going in 2021, with eight new events over the year.

The series bridges the gap between practice and research, providing a platform for researchers to speak to new audiences and an opportunity for the world of practice to engage with research.

Established by Kali Marnane and Macarena de la Vega de León, the series is now convened by Kali Marnane, Rebecca McLaughlan and Amanda Achmadi, who take turns co-hosting the sessions. Heartfelt thanks to Macarena for her role in conceiving the series – and we wish her well on her new adventures in Europe and the US.

This monthly series features short presentations from an established academic and an emerging researcher, followed by Q&A sessions led by Kali, Rebecca and Amanda.

Speakers in 2021 included Naomi Stead, Rebecca McLaughlan, Muge Belek Fialho Teixeira, Nicole Gardner, Nerida Horner, Ihnji Jon, Amanda Achmadi, Kelly Greenop and Chris Landorf, Kelum Palipane, Maram Shaweesh, Temitope Egbelakin, Rosemary Kennedy, Leena Thomas, Jessica Breadsill, Charity Edwards and the Bawaka Collective.

Topics included post-occupancy evaluation and climate change, designing for disasters, more-than-human design, architecture for multicultural communities, rethinking heritage, designing with technology, and mental wellbeing.



Deadly Djurumin Yarne

Convened by Sarah Lynn Rees (Palawa) and Danièle Hromek (Budawng /Yuin), the monthly Deadly Djurumin Yarns discuss key topics from the perspectives of First Nations women. These are lively and frank conversations grounded in the experiences of Indigenous women working in the built environment professions.

Attendees learn how to be excellent accomplices, and how to work respectfully with Country, community, culture and Indigenous knowledges.

There were four Yarns over the year, on the themes of Picking up the Baton, Busting the Facade, Walk the Talk and Lightening the Load. Sarah and Danièle kicked off the series together and then took turns to chair sessions, joined by other Deadly Djurumin women – Samantha Rich, Annaliese McCarthy, Erin McDonald, Bernadette Hardy, Marni Reti and Kaylie Salvatori.

Each month Sarah creates a beautiful photocollage of the speakers' Country to accompany the yarn.

These sessions are hugely popular, with some in the Parlour community describing them as the highlight of 2021.



Seasonal Salons

We needed to navigate a tricky landscape in 2021 for the national Parlour Salon series, with variants, lockdowns and different state-by-state public health restrictions demanding some delays or conversion to online events. Once again, Parlour catered for a range of circumstances, with face-to-face events going ahead in Brisbane, Perth, Adelaide and Sydney, a reduced crowd for the Melbourne Salon (between lockdowns) and a number of online national Salons catering for all.

The Seasonal Salons continue to be popular, with 17 salons throughout 2021 – four in Adelaide, three in Brisbane, two in Perth, two in Melbourne, one in Sydney and four online. All attracted keen audiences and plenty of positive feedback.

Each Salon features a public conversation between two women at different stages of their careers. There is only one rule for attendees – they have to make an effort to meet someone they don't already know. We use Zoom breakout rooms for socialising for the online Salons.

The online format became an incredibly successful, inclusive platform, allowing many people to attend who would not otherwise be able to ° due to a regional location, family circumstances or other commitments. We will continue to run online Salons alongside the face to face program.

Heartfelt thanks to our Salon conversationalists in 2021: Josephine Evans and Victoria Clarkson, Samantha Donnelly and Tiana-Jane Furner-McBeath, Gill Matthewson and Sarah Mair, Karen Ognibene and Libby Be-Pe, Trish Hansen and Gill Hicks, Ellen Buttrose and Sarah Aldridge, Emma Williamson and Kerry Reed, Ruth Woods and Leah Gallagher, Hari Pliambas and Justine Brennan, April McCabe and Amelia Lee, Caroline Stalker and Genevieve Quinn, Natasha Ugrinic and Christie Bailey, Tanya Jones and Deborah Binet, Marti Fooks and Amalie Wright, Katerina Dracopoulos and Simone Bliss.

Thanks to those who help make the Seasonal Salons happen, particularly Alison McFadyen and Emma Healy and Emma Williamson and Suzie Hunt in Perth.

Hosts in 2021 were Brickworks (Adelaide, Perth, Melbourne, Brisbane), the Australian Institute of Architects (Adelaide), the Tin Sheds Gallery (Sydney) and Cox Architecture (Brisbane).

The entire Parlour Salon program is possible thanks to Parlour Partner AWS.





Parlour has a long history of presenting individual events as opportunities arise. In 2021 we collaborated with the MPavilion and the Asia Pacific Architecture Festival.

Not an Expert

Parlour's contribution to the 2021 Asia Pacific Architecture Festival was an online panel discussion about Cultural Authority and design collaboration.

Convener Sarah Lynn Rees (Palawa) was joined by Francoise Lane (Meriam/Kaurareg) and Dr Danièle Hromek (Budawang/Yuin) in a conversation that asked who holds the Cultural Authority within What does Cultural Authority actually mean in practice? How do we respect gendered roles and their respective authorities within communities? And who really are the 'experts'?

Women Transforming the City 3

In early 2021 we were invited to return to the MPavilion, with the specific request to reprise the 2015 event Women Transforming the City. The MPavilion's Creative Director remembered this event as one of their best and was keen to revisit.

On 10 March 2021 we came together for the first Parlor in-person event in Melbourne in a year for a lively discussion about the many roles women play in actively making the Australian built environment – as grass-roots activists and as elected representatives, as policy-makers and public servants, as philanthropists and clients, as journalists, writers and historians, as architects, landscape architects and planners.

Our speakers were Felicity Watson, Tania Davidge, Emma Appleton and Georgia Birks (Kamilaori Dunghutti) in a panel chaired by Justine Clark.

The conversation was spirited and inspiring as these remarkable women explored how they shape the city, actions underway, and how we might all contribute.



THE WELLBEING of ARCHITECTS culture, identity + practice.

Research: knowledge in action

Rigorous research has been important to Parlour from the very beginning.

We are very pleased to support the major new research project into work-related wellbeing in architecture, led by Naomi Stead and modelled on the initial research project the led to Parlour and on Parlour's impact within the profession.

The Wellbeing of Architects

This is a three-year research project, bringing together researchers and educators, practices and professional organisations to investigate the wellbeing of people working in and studying architecture.

This Australian Research Council-funded project investigates the wellbeing of people working in and studying architecture, and ultimately will develop tailored resources to contribute to greater wellbeing for these groups.

This is the first study to use interdisciplinary, qualitative and quantitative methods to question how workplace cultures and professional identity affect mental wellbeing in architecture – and thus lay the foundations for practical improvements in the future.

Parlour is supporting this project in a range of ways, including working to increase awareness, support participation and help to activate the research findings within the profession.

In 2021 we supported the projects first two major surveys – one of practitioners, the other of students, and recorded three short, snappy video interviews about findings so far.





Projects: expanding equity

Parlour Reading Room

In August of 2021 we launched the Parlour Reading Room, our take on the traditional book club. Led by Anwyn Hocking and Sophie Adsett, this is a six-month initiative to come together as a community to connect and engage with feminist theory and practice.

Parlour Reading Room provides the structure or 'the room' in which people can organise their own book club with colleagues and friends. Anwyn and Sophie set the theme, provide suggested reading materials and facilitation guides to prompt discussion. At the end of the month Parlour hosts an online evening discussion event with two knowledgeable guests to discuss the topic.

The program was launched

Three themes were explored in 2021: the first was Introducing Intersectional Feminism with speakers Celeste Liddle and Janet McGaw; the second was The Profession Through a Feminist Lens with speakers Kerstin Thompson and Marie-Louise Richards; the third was Considering Collective Access with speakers Sara Chesterman and Maryam Gusheh.

Marion's List

Marion's List continues to grow steadily. Profiles of 651 women are now online, and event organisers are using the list to ensure a diverse range of participants.

We continue to encourage women to put themselves forward, and have plans to run workshop events to help women write their own entries, pandemic permitting.

Parlour Instagram

Every week we hand over our Instagram account to a different guest host. This is enormously successful. Hosts come from many different backgrounds and places, and bring an extraordinary array of experiences, expertise and commitments. The account has more than 22,100 followers from across the globe (and growing every day).

WikiD

The collaborative project to write women into Wikipedia continues, although it has slowed down somewhat during the pandemic. In 2021 we joined Art & Feminism for an International Women's Day edit-a-thon in Melbourne.

Parlour Guides to Equitable Practice

The Parlour Guides to Equitable Practice continue to generate substantial interest. In 2022 we will review the Guides to Equitable Practice, globalising and updating the existing guides and developing additional guides to the suite on Harassment and Cultural Diversity.

This project has suffered delays as Parlour pivoted to other projects during the pandemic, but we are excited to turn our attention to this important update in 2022.

Stepping Up

In 2022, Parlour will collaborate with the Champions of Change and the ACA on an editorial/event series called Stepping Up. The monthly series will share practical approaches to improving equity in architecture and the built environment, gleaned from the toolkits developed by the Champions of Change over the last seven years. It is an opportunity to build knowledge and to share resources and advice on improving equity and workplace policy within practice.





Parlour online

Parlour continues to expand its strong editorial program, which has been an essential part of Parlour activity since the very beginning in 2012.

The Parlour website continues as a key focus of activity and attracts many readers. Parlour publishes a wide range of material from diverse authors.

Individual articles on a broad range of topics are complemented by a numbers of series, each of which addresses a topical theme. In 2021 we were pleased to launch the Equity in Practice case studies, Readings and Action in the Field.

The series are led by Susie Ashworth, while Justine Clark also contributes to the wider editorial program.

Equity in Practice

In late 2021, we launched our new Equity in Practice series, which invites practices of all sizes and types to share their experiences and expertise, to outline challenges faced and identify lessons learned. Sharing experiences will help consolidate collective knowledge and support others on the path to a more equitable profession.

Hayball and EMBECE were, very generously, our first practice respondents, one with a 40-year history, the other brand new. Both shared interesting, thoughtful answers about equity in practice and how they foster an open, transparent, equitable workplace culture. We will publish more practice case studies in 2022.

Readings

The Parlour Reading Lists invites experts in a field to share personal recommendations of interesting and accessible material on a range of topics – books, articles, videos, podcasts and much more.

Readings so far include Daniele Hromek's 'Voices of Country', Sam Donnelley's 'Women, Activism and Social Housing', Nikita Morell's 'Marketing and Communications', Sarah Lebner's 'Starting out in Architecture', Alison Cleary's 'Climate Change' and Annette Condello's 'Marion Lucy Mahony's List'.

Action in the Field

Action in the Field documents the many groups and projects that aim to increase diversity and equity in the architecture and built environment professions around the world. We are keen to record and recognise the enormous amount of activity in recent years, and inspire others who have ambitions to start their own groups by providing concrete examples of what can be done, and how to proceed.

Profiles published in 2021 include New-York-based publication Madame Architect New Zealand's well-established organisation Women + Architecture • NZ; Portico, a global platform for recent graduates and students established in New Zealand; Parity Group, based at ETH Zurich and Parity Front, an independent offshoot; the Women Write Architecture project; Boston-based Girl UNInterrupted; Prague-based Architektky; and Built by Us, a London-based group aiming to grow diversity and inclusion in the UK built environment professions through mentoring programs.

This is an ongoing series and we will continue to build the bank of profiles over time.

Timely resources

Parlour provides timely information and resources on pressing topics and issues. In 2021 we drew our audience's attention to the Diversity Council of Australia's report *Mythbusting: Domestic & Family Violence at Work* and complemented this with a list of resources for those experiencing domestic and family violence. This augments the existing suite of material and resources on harassment published from 2017 onwards.

Parlour noticeboard

In addition to commissioned editorial content, Parlour helps spread the word about initiatives, projects and opportunities developed by others. Posts on the Parlour noticeboard help amplify the impact of others, while also making the Parlour community aware of opportunities elsewhere.





Spreading the word

Parlour gives many public presentations to a variety of audiences in many different places and participates in a range of events and interviews led by others. In 2021, this activity was somewhat curtailed due to the disruptions of the pandemic.

Part W interview

Justine Clark and Naomi Stead interviewed by Zoe Berman of the UK organisation Part W.

Part of a project led by Sarah Ackland and funded through a RIBA Research Grant to create a short series of audio interviews between members of the Part W collective and prominent women who inspire them in the built environment.

Intersectional Feminism for a Sustainable Future

Justine Clark and Naomi Stead interviewed, with Singapore academic Lillian Chee, by Ann Deslandes for a profile article in the Singapore publication *FuturArc* vol 73 (2021).

How Well are We Working?

Justine Clark interviewed by Sahibajot Kaur about the impacts of the pandemic on the ways we are working for the *Architecture Bulletin* vol 78, no. 1 (July 2021).

GL[E]AM Forum

Gill Matthewson presented at Hayball's GL[E]AM forum in July 2021 on the topic "What does 'normal' mean?"

Why Aren't There More Female Architects?

Gill Matthewson interviewed by writer Angela Saurine about research and data on women's participation for an IWD article.

Geelong + Surf Coast Regional Practice Forum

Presentation by Justine Clark on the work of Parlour, 23 April 2021.

Thanks

Parlour provides an important 'space to speak.' It is a strong and respected platform providing research, resources and discussion. On top of our usual work, we been extraordinarily busy working to support the community through the pandemic and ensuring that equity remains front of mind.

This work is possible because of the financial support of our Parlour Partners

Our heartfelt thanks to all who contributed to Parlour in 2021.

- **Architectural Window Systems (AWS)**
- **University of Melbourne**
- **Brickworks**
- **The University of Queensland**
- **Monash Art Design and Architecture**
- **XYX Lab**
- **University of Newcastle**
- **University of Tasmania**
- **Australian Institute of Architects**
- **Association of Architecture Schools of Australia (AASA)**

