

Speaking Her Voice—

Dorothy Faris, Mithun
Sara Jacobs, UW PhD candidate
Liz Browning, Cascade Design Collaborative
Sandra Fischer, FASLA



Opinion

Where Are All the Female Architects?

Nearly half of architecture students are women. Why are so few sticking with the industry after graduation?



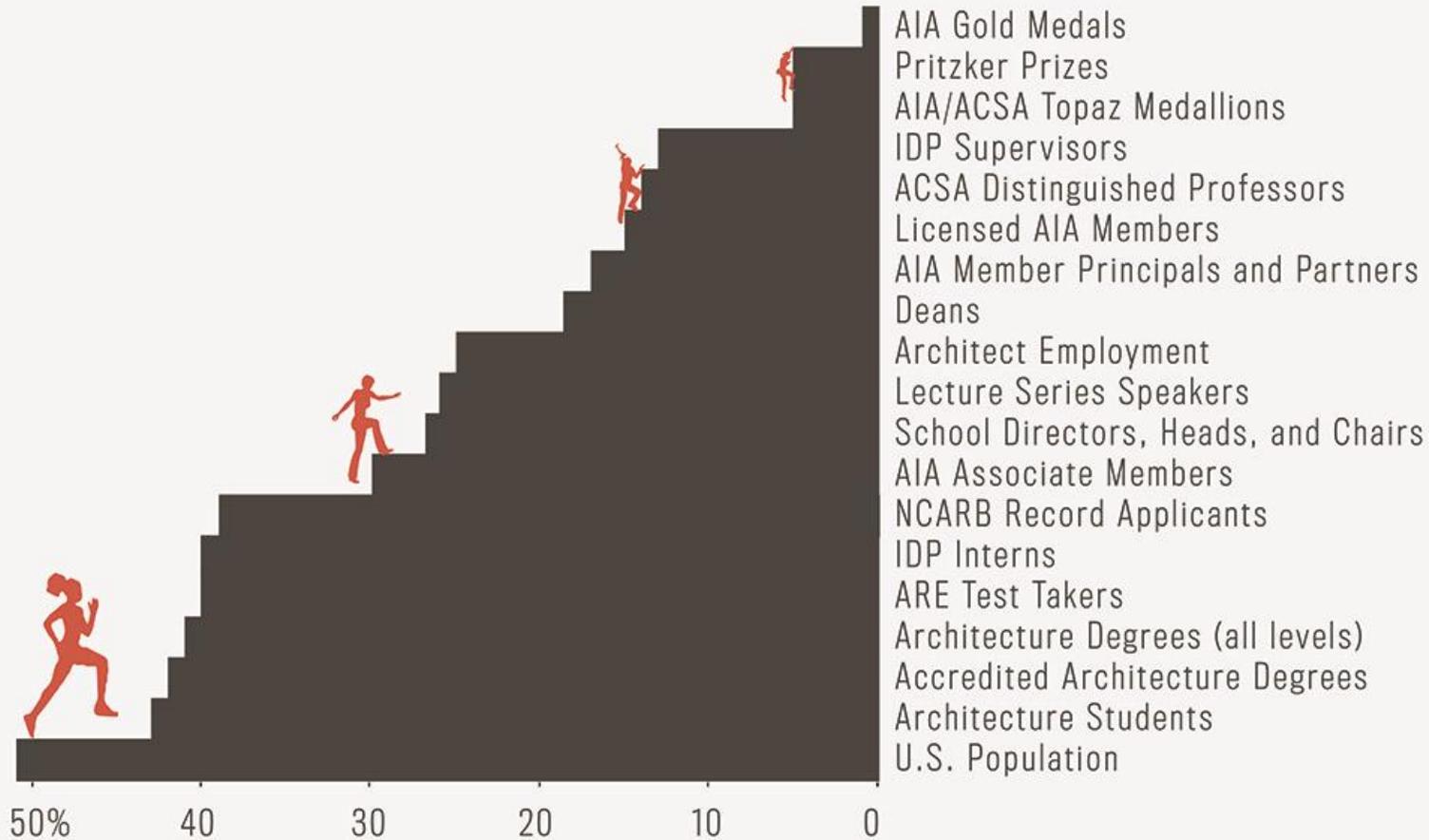
By Allison Arieff
Contributing Opinion Writer

Dec. 15, 2018



Women in Architecture by %

Measuring the pipeline through the profession



The Women's Landscape Equality (re)Solution

October 21, 2018

Women are underrepresented as leaders in the profession of landscape architecture. They are:

35.7%

ASLA Members

30.4%

Principals in Landscape Architecture Firms

20.2%

Fellows of the ASLA¹

Women landscape architects are paid less for the same work.

Women in architecture and engineering earn

82% of men's median weekly earnings for full-time and salary workers.²

Women landscape architects are more frequently in two career households than men landscape architects. Double career families require more flexibility.

Of the two-parent households where the mother works full time, only

11.5% of them have a dad that is unemployed or works part time.³

Businesses with women in leadership are more profitable than organizations with less diversity. Diverse organizations prove to be more effective.

Companies with at least

30% female leaders are

15% more profitable than companies that don't have that level of diversity in leadership.⁴

Bucking the trends of the time, women have been leaders in landscape architecture since the late 1800s. Beatrix Jones Farrand, Marian Cruger Coffin and Ellen McGowan Shipman gave birth to the modern profession of landscape architecture. Since then, the profession has been dominated by men and has become a challenging environment for women to thrive as leaders. One hundred and fifty years is too long to wait for gender parity in the profession.

The time is now!

Landscape architects – as observers, protectors, designers and celebrants of diverse ecosystems – know better.

We know the advantages of diversity.

We know that without diversity, ecosystems become unstable.

We know that restoring diversity doesn't "just happen". Active intervention is required.

We acknowledge that authentic diversity includes the voices of all underrepresented groups; however, this resolution focuses on the unique situation of women.

Therefore, let it be known that we make the following commitments:

As designers:

1. We condemn inequality wherever we see it.
2. We will not wait another moment for permission to claim equality for all landscape architects.
3. We believe in and champion social justice in all landscape architecture work.
4. We listen and learn from perspectives that are different from our own and make places that respond to those views.
5. We ensure the voices of women in our allied professions are heard.

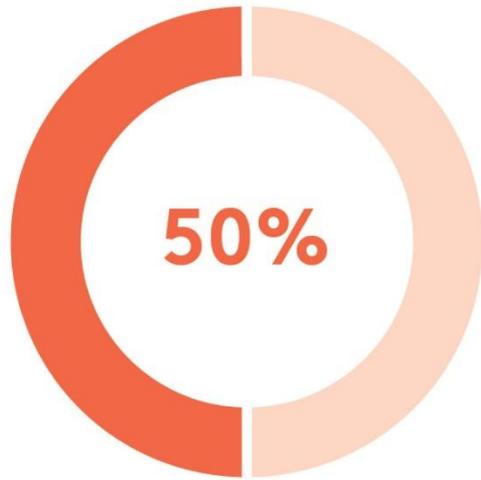
As leaders of organizations:

6. We will do more than just mentor women landscape architects – we will champion their ascension to leadership in our firms.
7. We provide all employees equal compensation for equal work based on job content, not job titles.
8. We create flexible work environments needed by all landscape architects in the age of two career households, long commutes and changing gender roles.

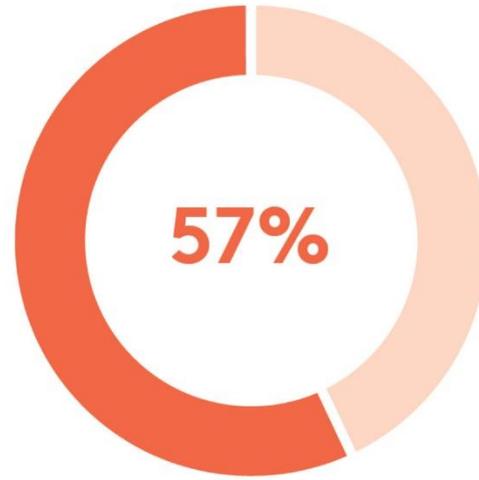
As leaders in the profession:

9. We recognize the diverse and rich contributions of women landscape architects in works, leadership, management, knowledge, and service.
10. We seek out diversity to fill leadership positions in the profession and embrace all the ways it will lead to greater and new forms of design excellence.

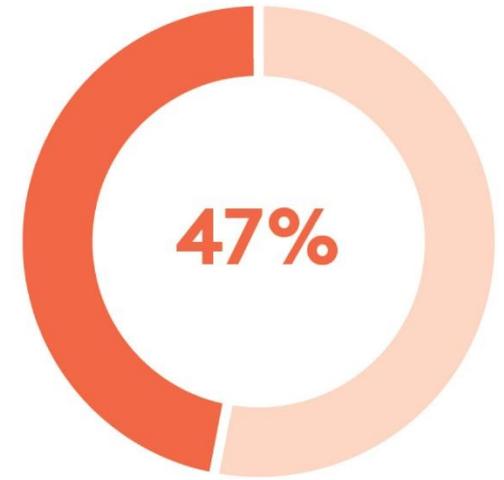
POPULATION IN THE
UNITED STATES



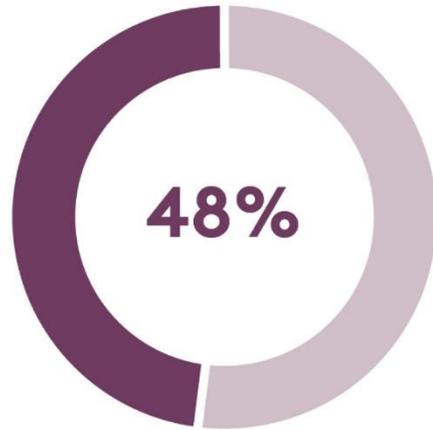
COLLEGE STUDENTS IN
THE UNITED STATES



WORKERS IN THE
UNITED STATES



GRADUATES OF
ACCREDITED LA
PROGRAM



LARE CANDIDATES



ASLA MEMBERS



PRINCIPALS IN LA



CLARB RECORD
HOLDERS



ASLA FELLOWS



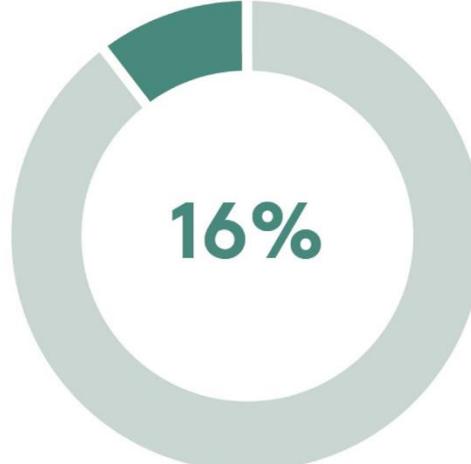
COOPER HEWITT
NATIONAL DESIGN AWARD



ASLA MEDAL OF HONOR



ROME PRIZE



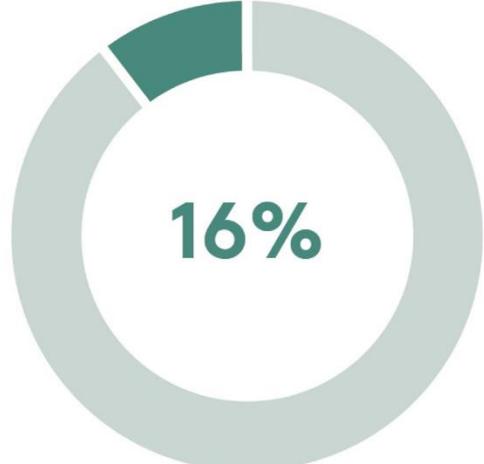
COOPER HEWITT
NATIONAL DESIGN AWARD



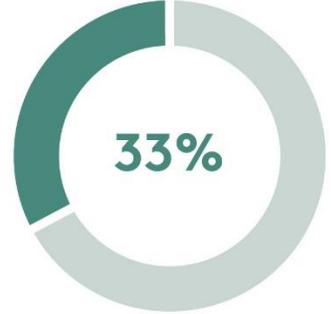
ASLA MEDAL OF HONOR



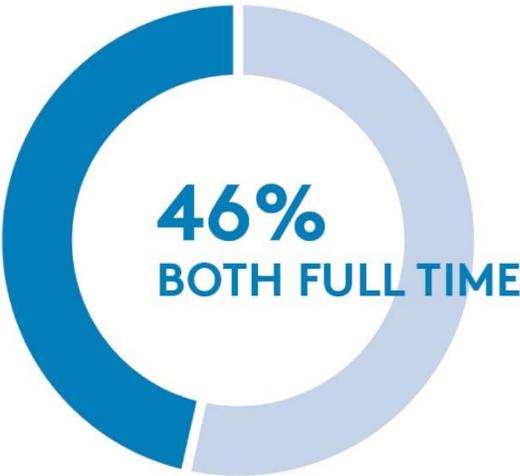
ROME PRIZE



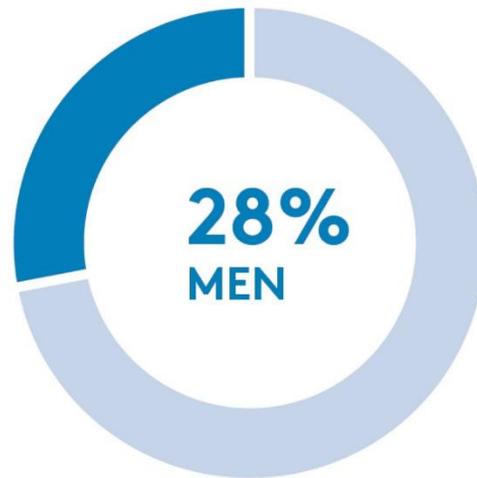
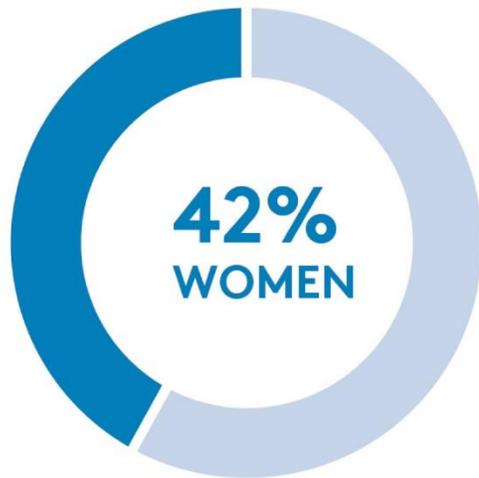
(SINCE 1984)



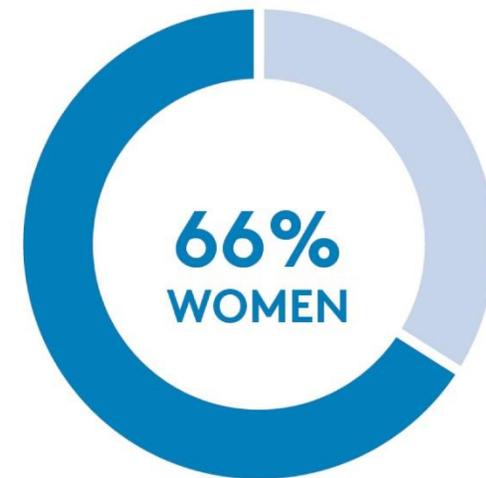
TWO PARENT HOUSEHOLD



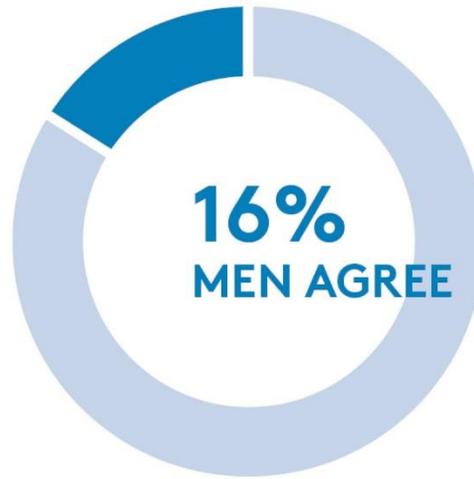
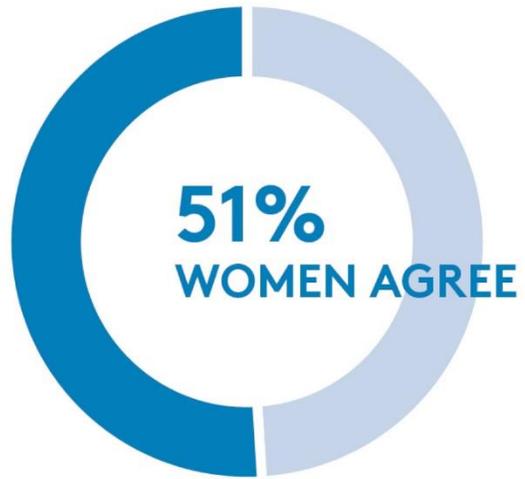
WORKING PARENTS WHO REDUCE HOURS



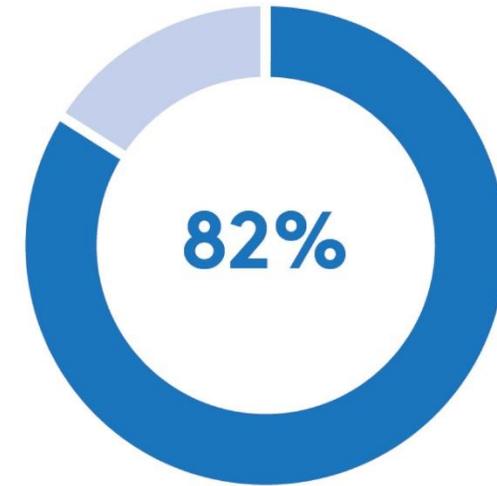
**FAMILY CARE GIVERS OF
ELDERS IN THE UNITED STATES**



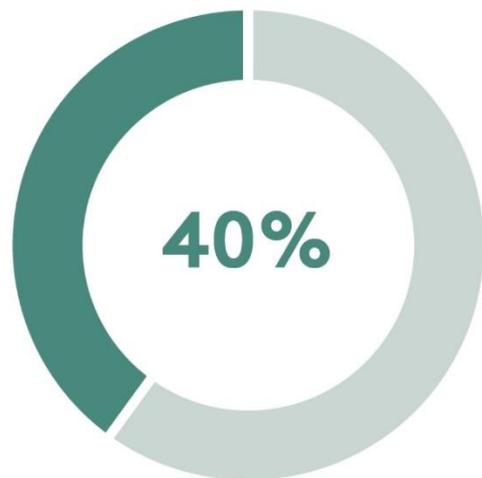
**BEING A WORKING PARENT MAKES IT
HARDER TO ADVANCE IN CAREER**



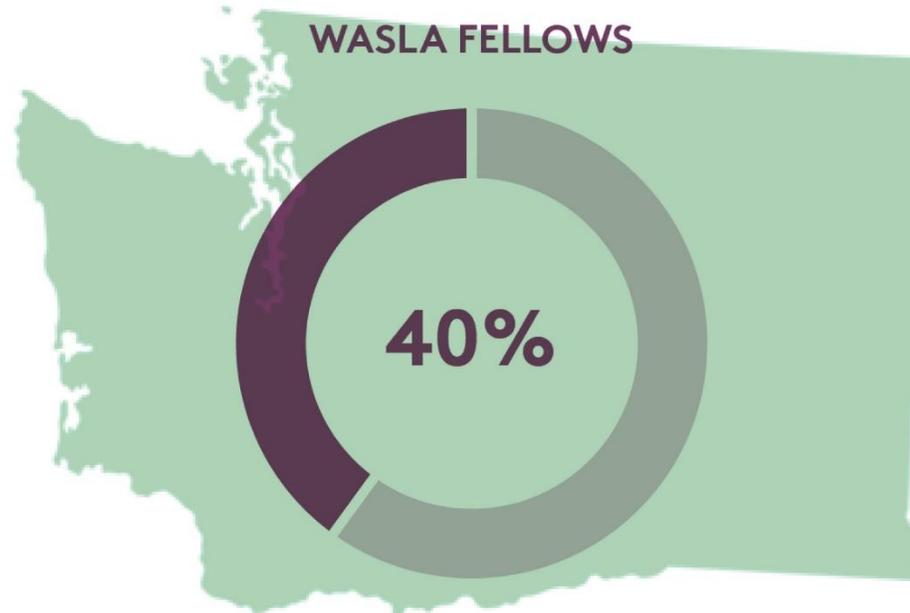
**MEDIAN FULL TIME SALARY IN
ARCHITECTURE & ENGINEERING,
WOMEN'S COMPARED TO MEN'S**



DIRECTORS OF LA PROGRAMS



WASLA FELLOWS





landscape architect



All Maps **Images** News Videos More Settings Tools

Collections SafeSearch

- residential
- thomas church
- backyard
- peter walker
- modern
- business card
- james corner
- dan kiley
- highline
- los angeles
- plan

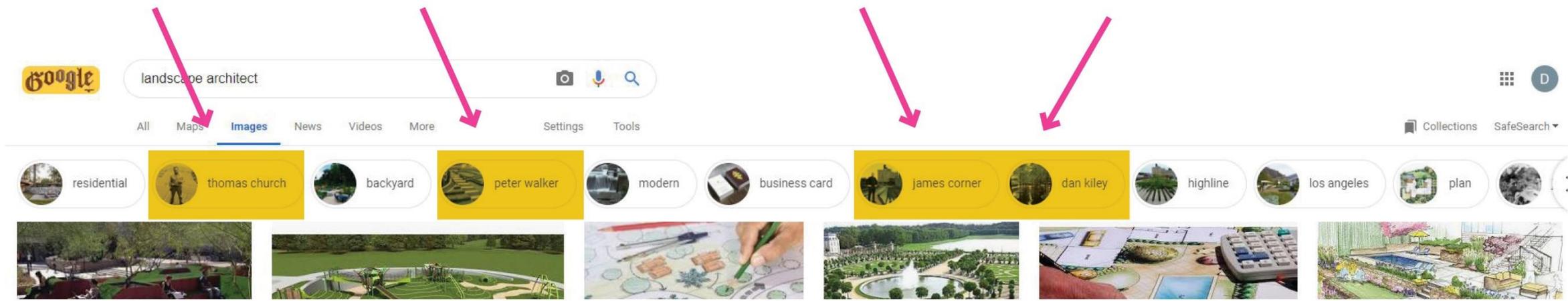


Landscaping Basics

Landscape Architect vs Landscape Designer: What's the Difference?

By Lisa Hallett Taylor | Updated 12/20/18





Landscape Architect vs Landscape Designer: What's the Difference?

By Lisa Hallett Taylor | Updated 12/20/18

PIN SHARE EMAIL



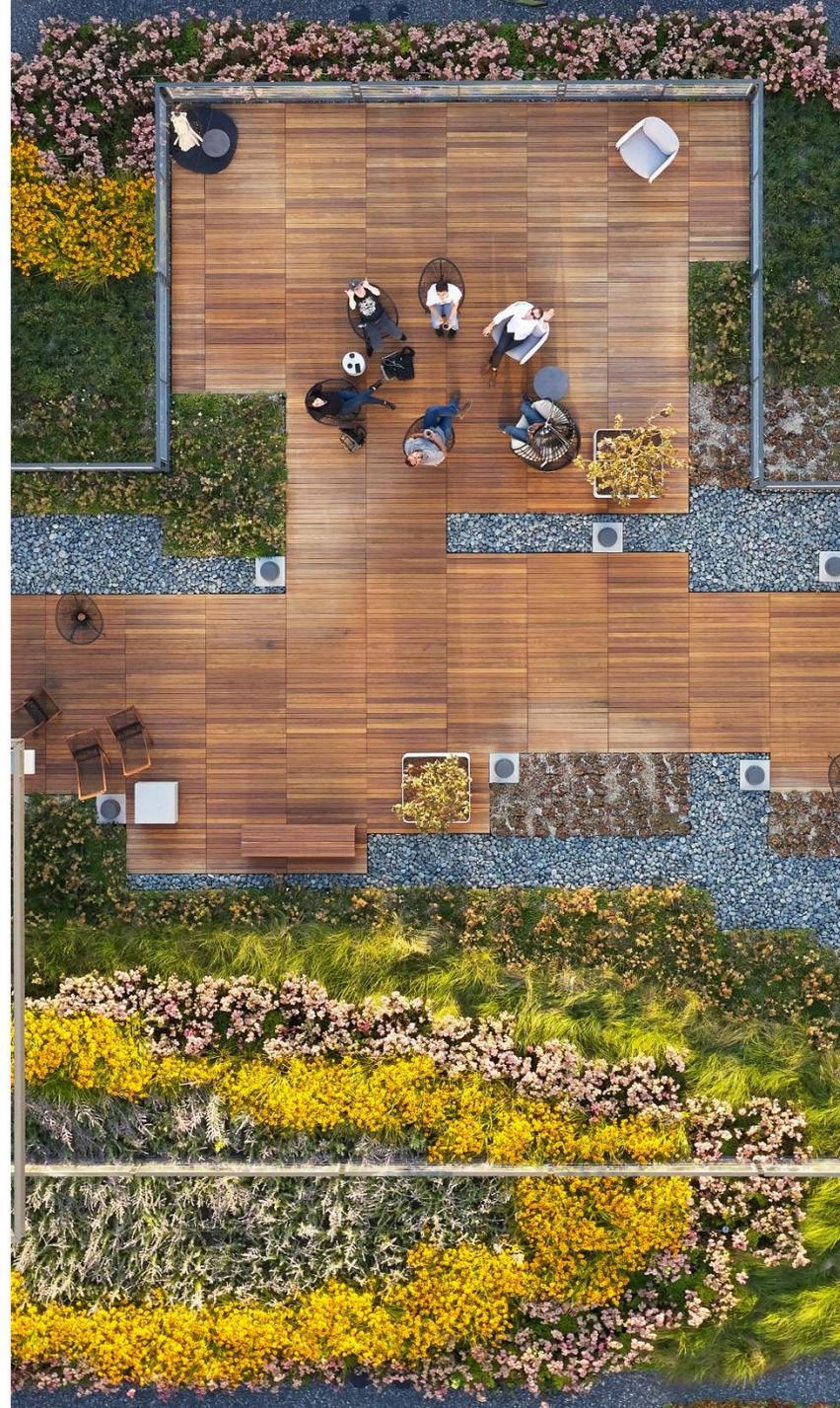




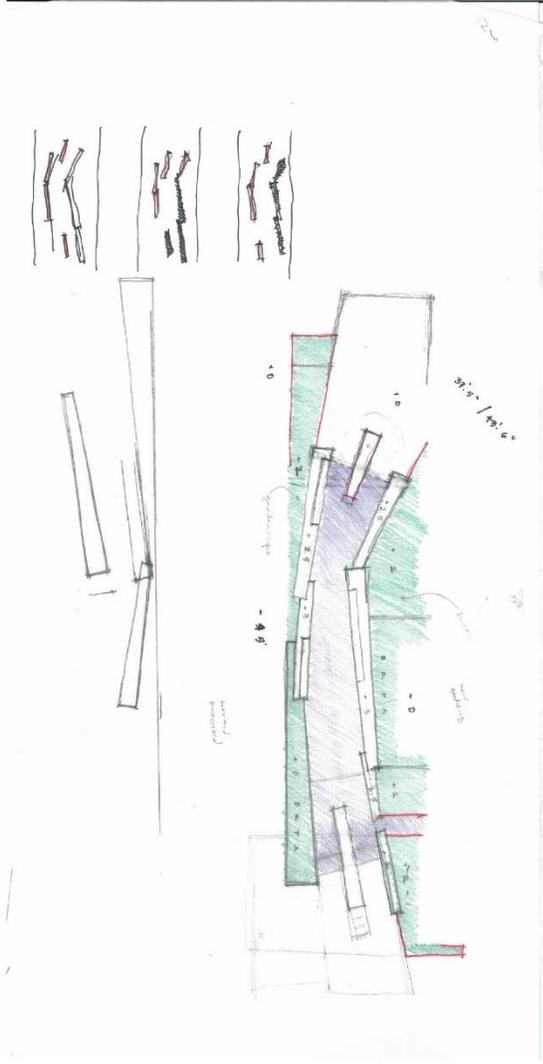
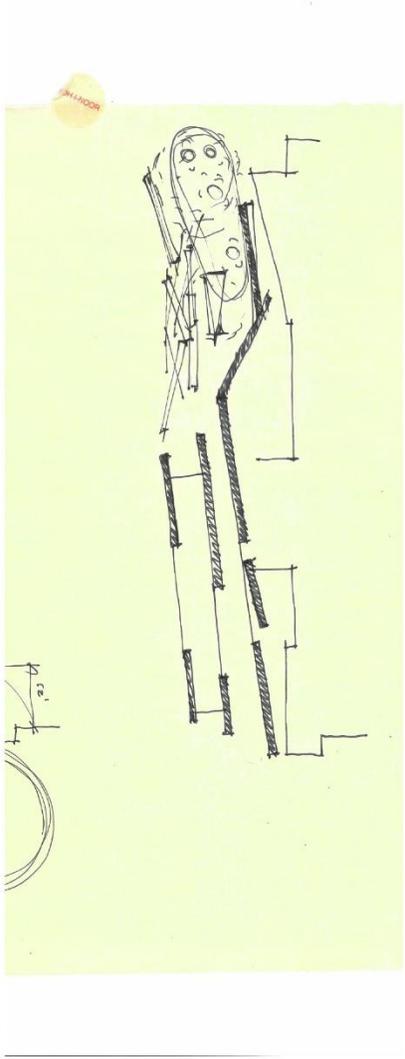


Why the panel? —

How has your gender been a deciding factor in a professional environment, either negatively or positively? —









QUICKFISH

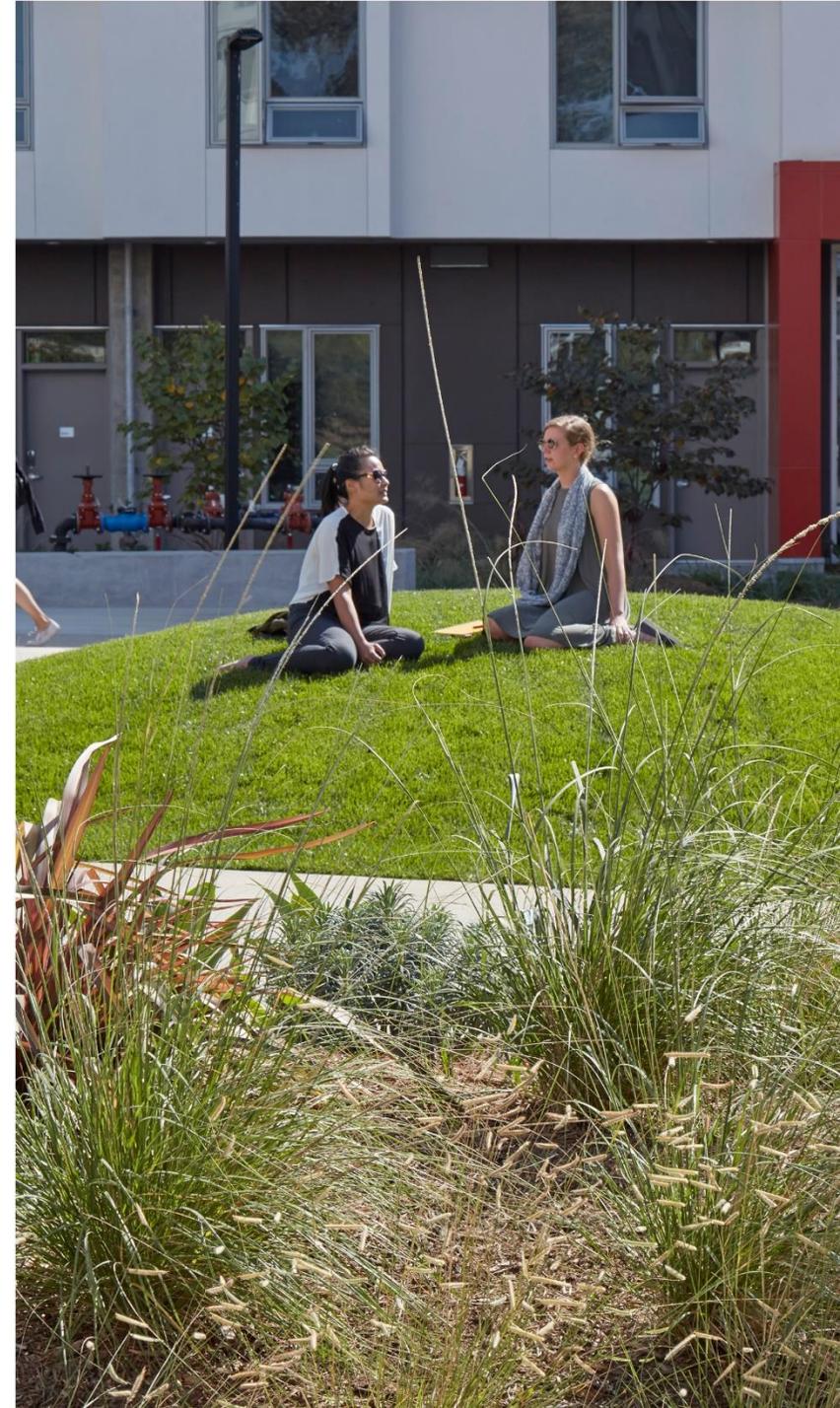
DO OUR WOOD

AND MAKE OUR C







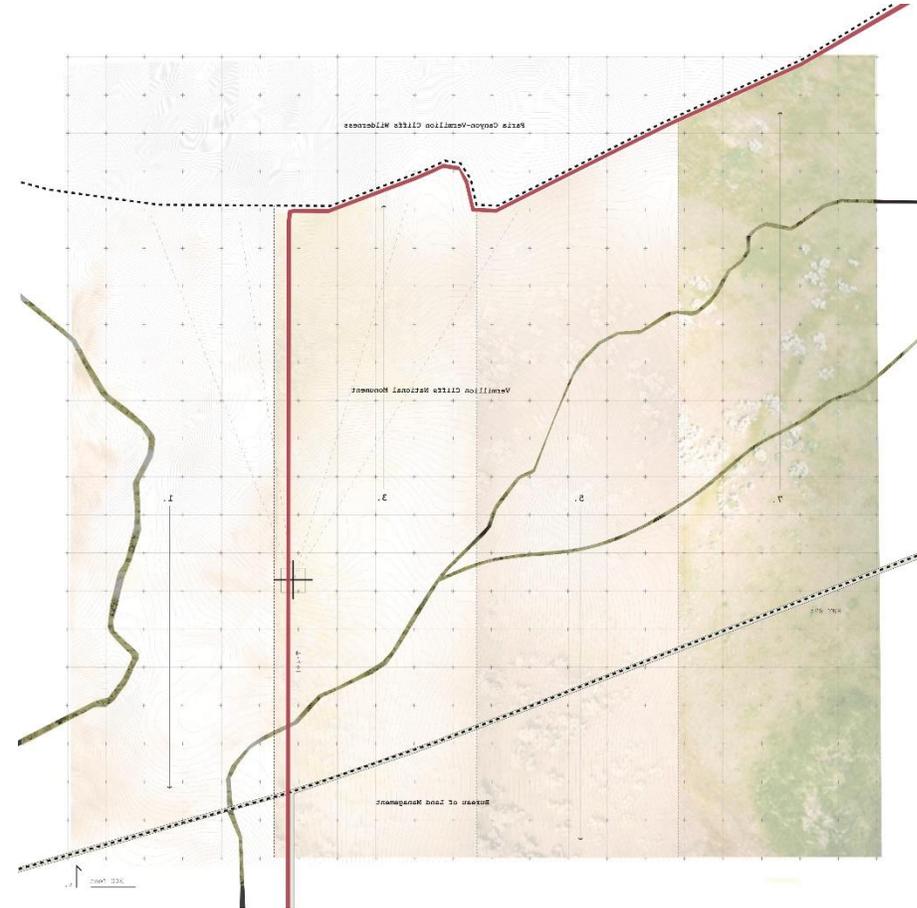
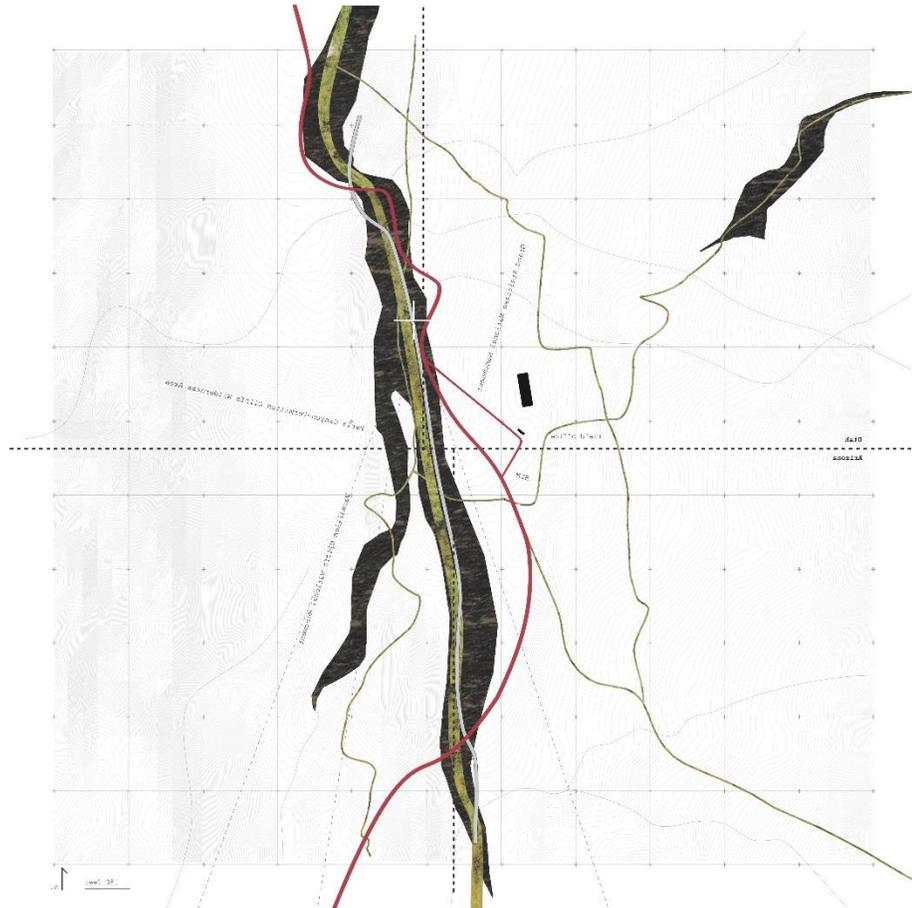


Sara Jacobs—

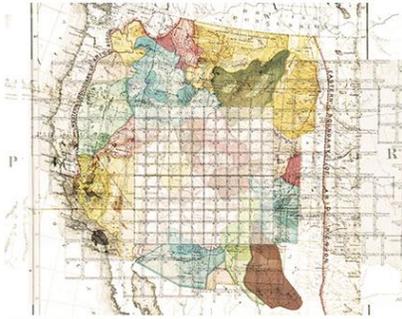


Sara Jacobs
Lecturer and PhD Candidate
University of Washington

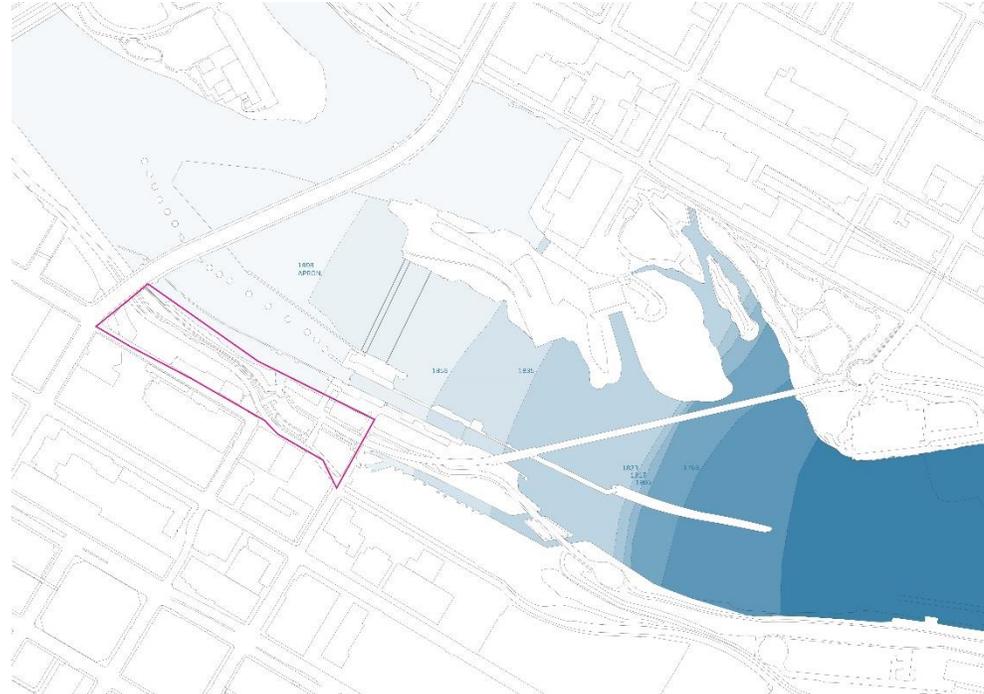




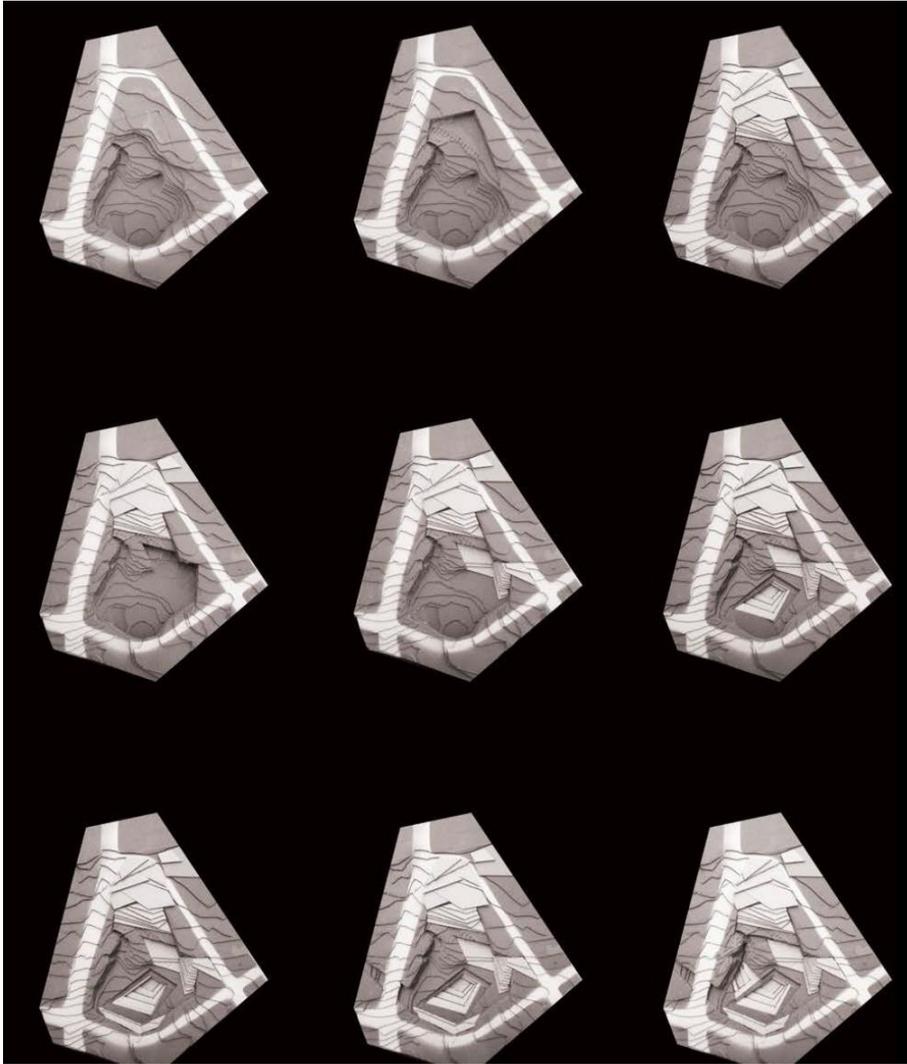
Redrawing Lines of Landscape and Vision



Redrawing Lines of Landscape and Vision



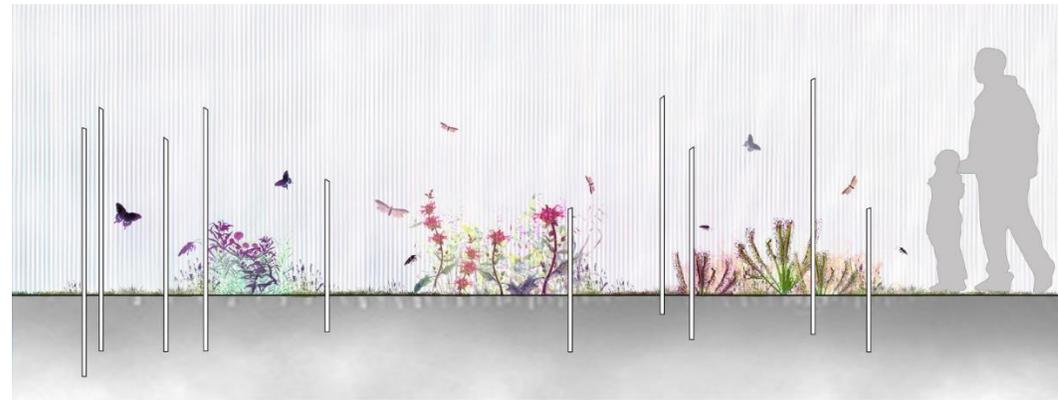
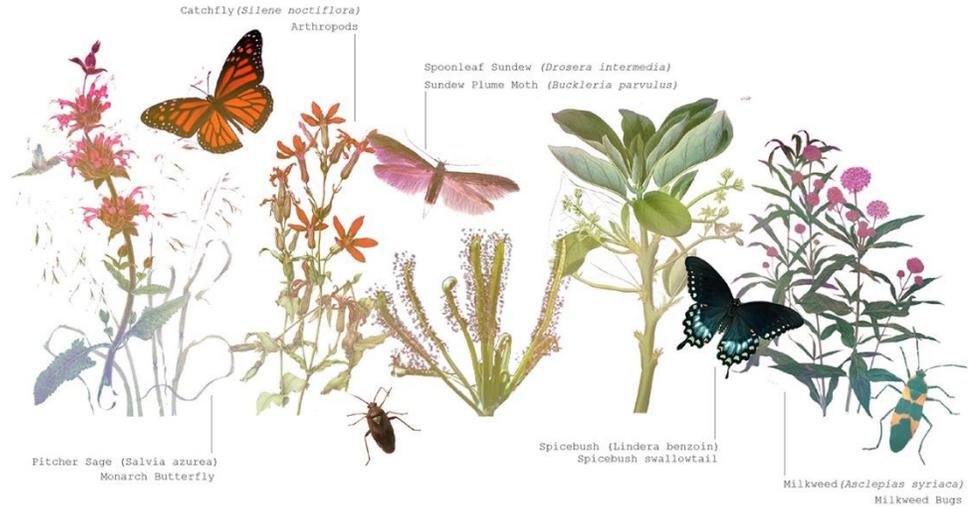
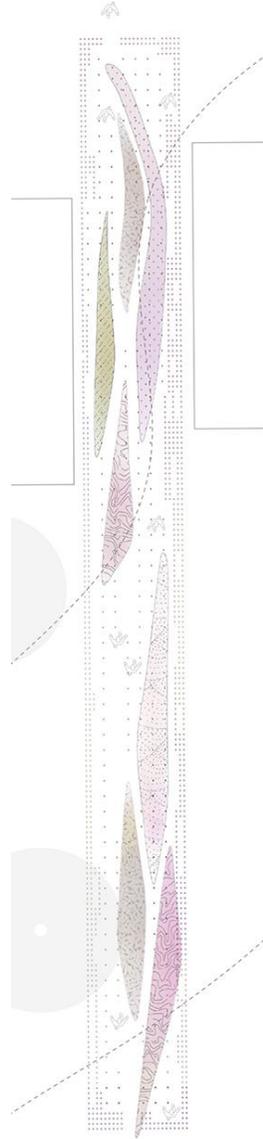
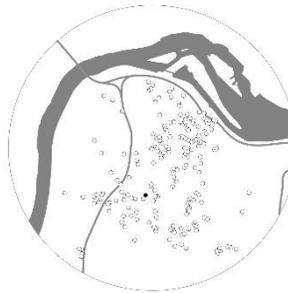
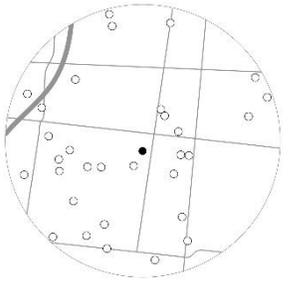
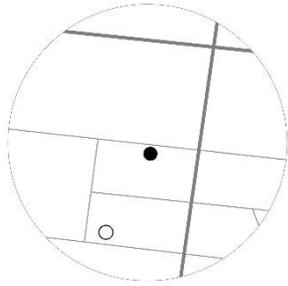
Water Works Park
Minneapolis, Minnesota
[with SCAPE Landscape Architecture]



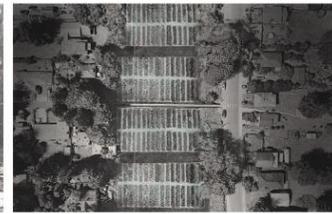
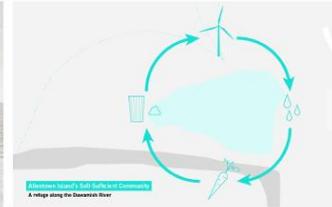
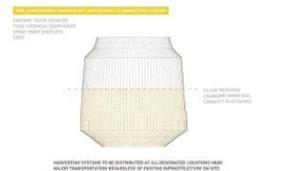
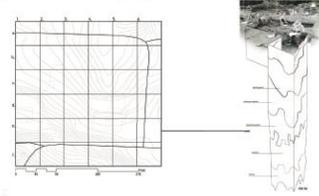
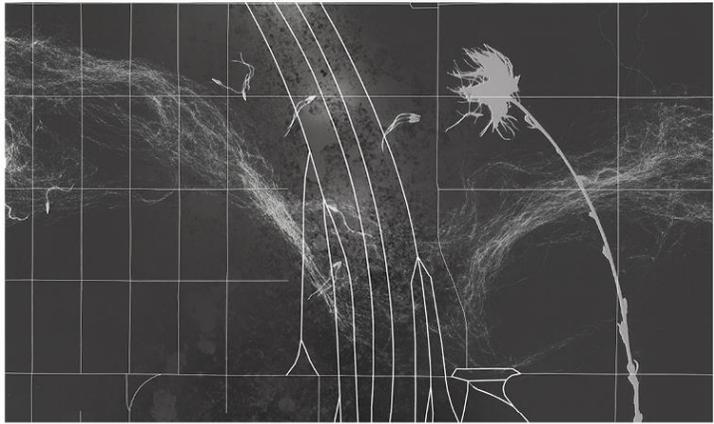
Be'er Sheva Quarry Park
Be'er Sheva, Israel
[with SCAPE Landscape Architecture]



Test, Bury, Erode: Ghosts of Military Waste Center for Land Use Interpretation



Vacant Bugscapes
Louisville, KY



Lauren Wong, Rich Desanto, Asya Snejnevski

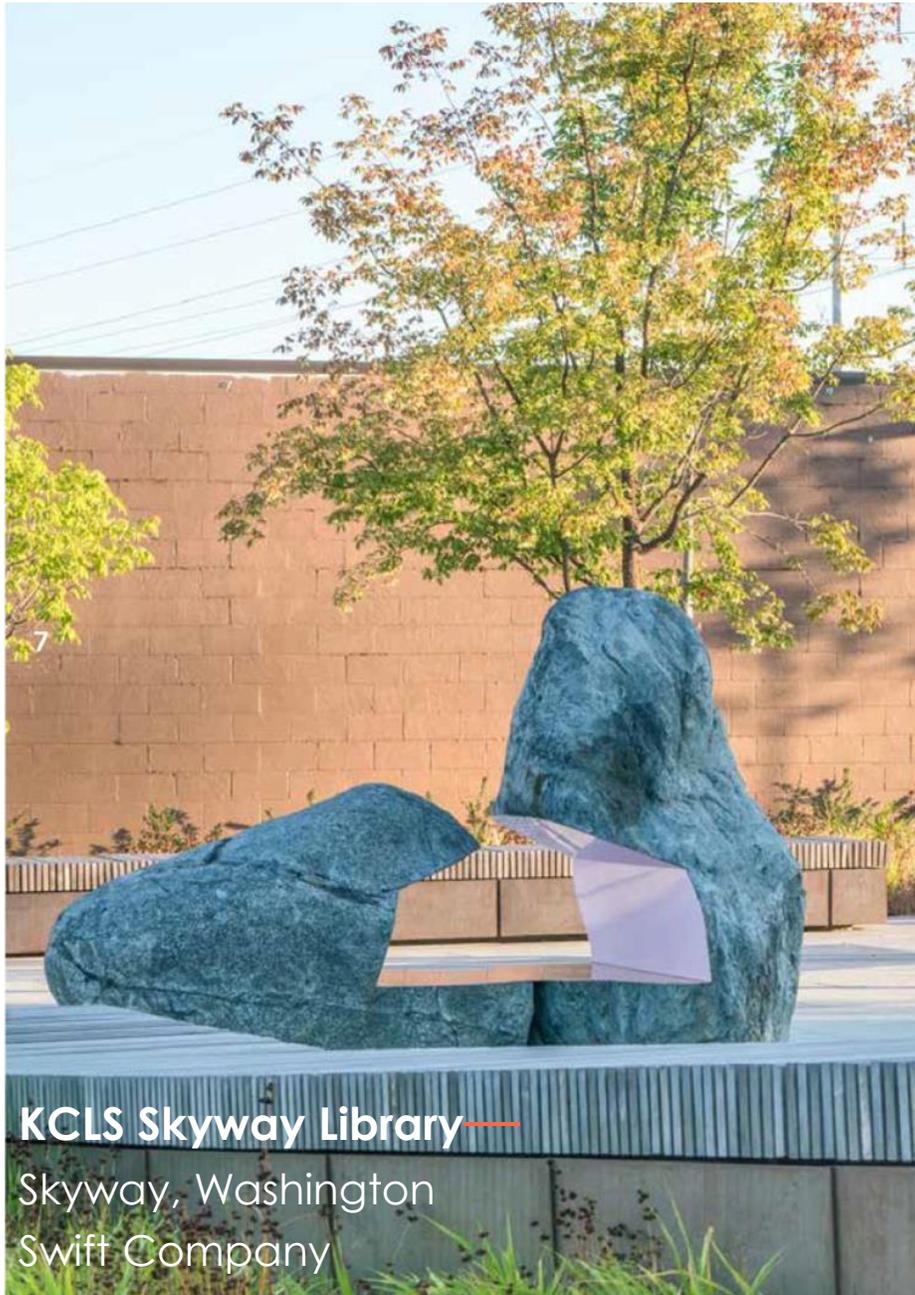


Liz Browning—



KCLS Skyway Library

Skyway, Washington
Swift Company



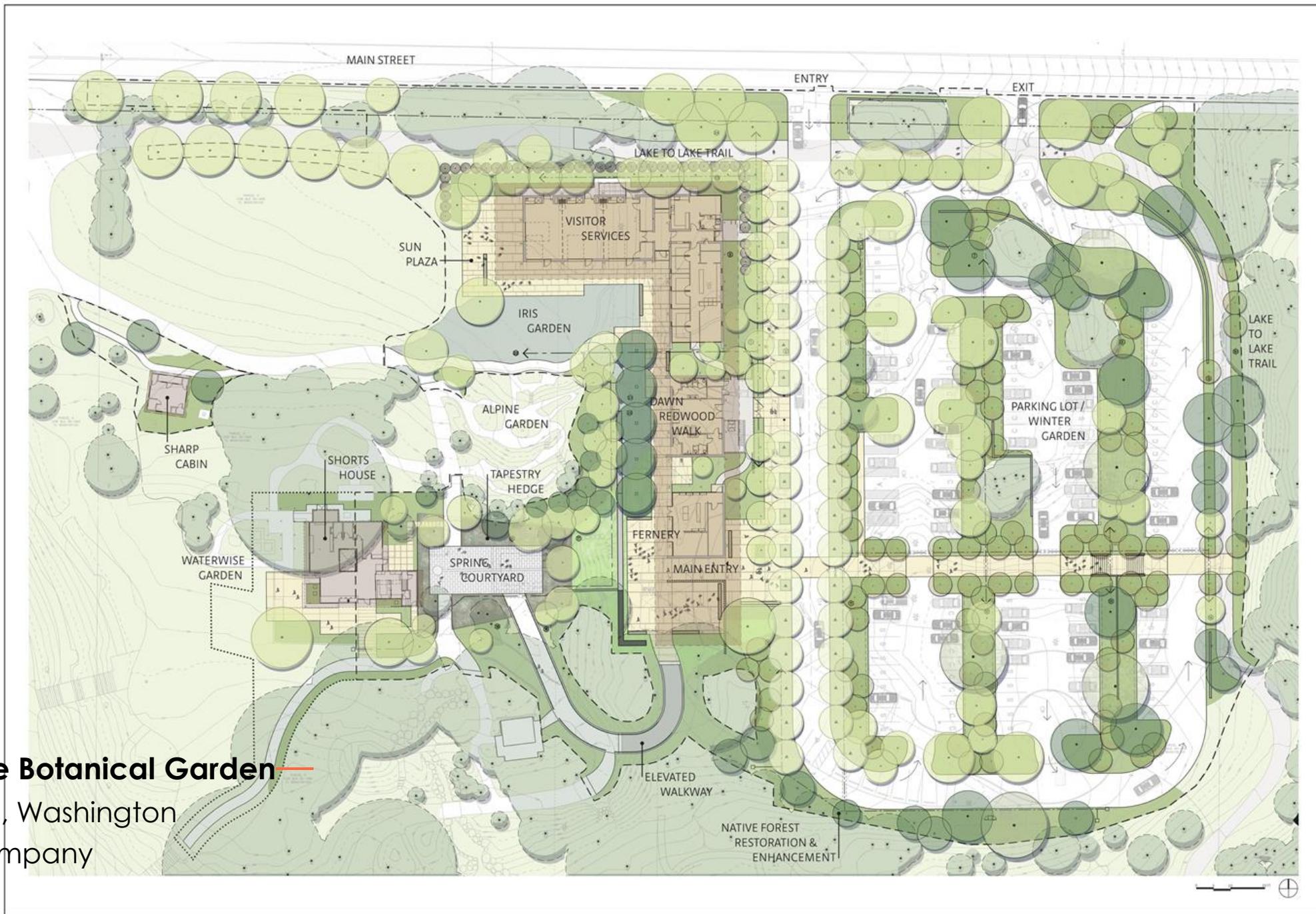
KCLS Skyway Library

Skyway, Washington
Swift Company





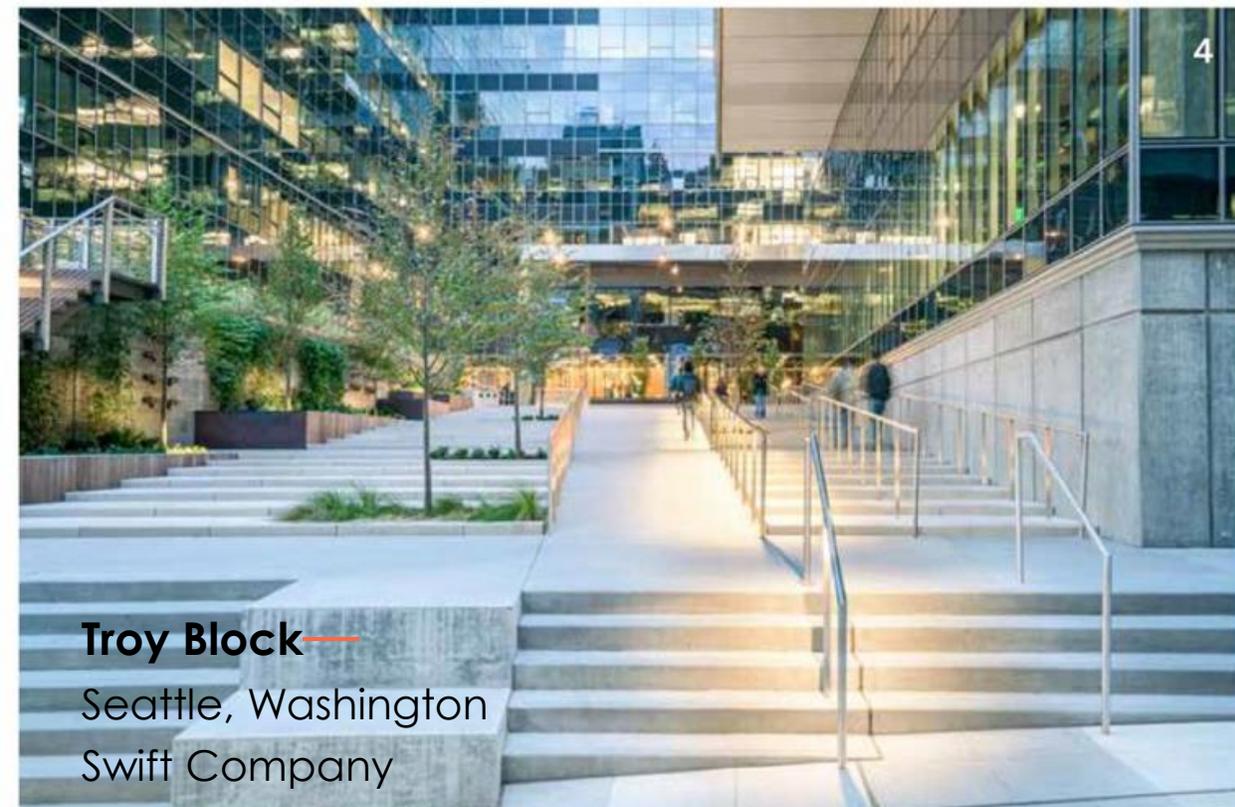
Tilt 49 —
Seattle, Washington
Swift Company



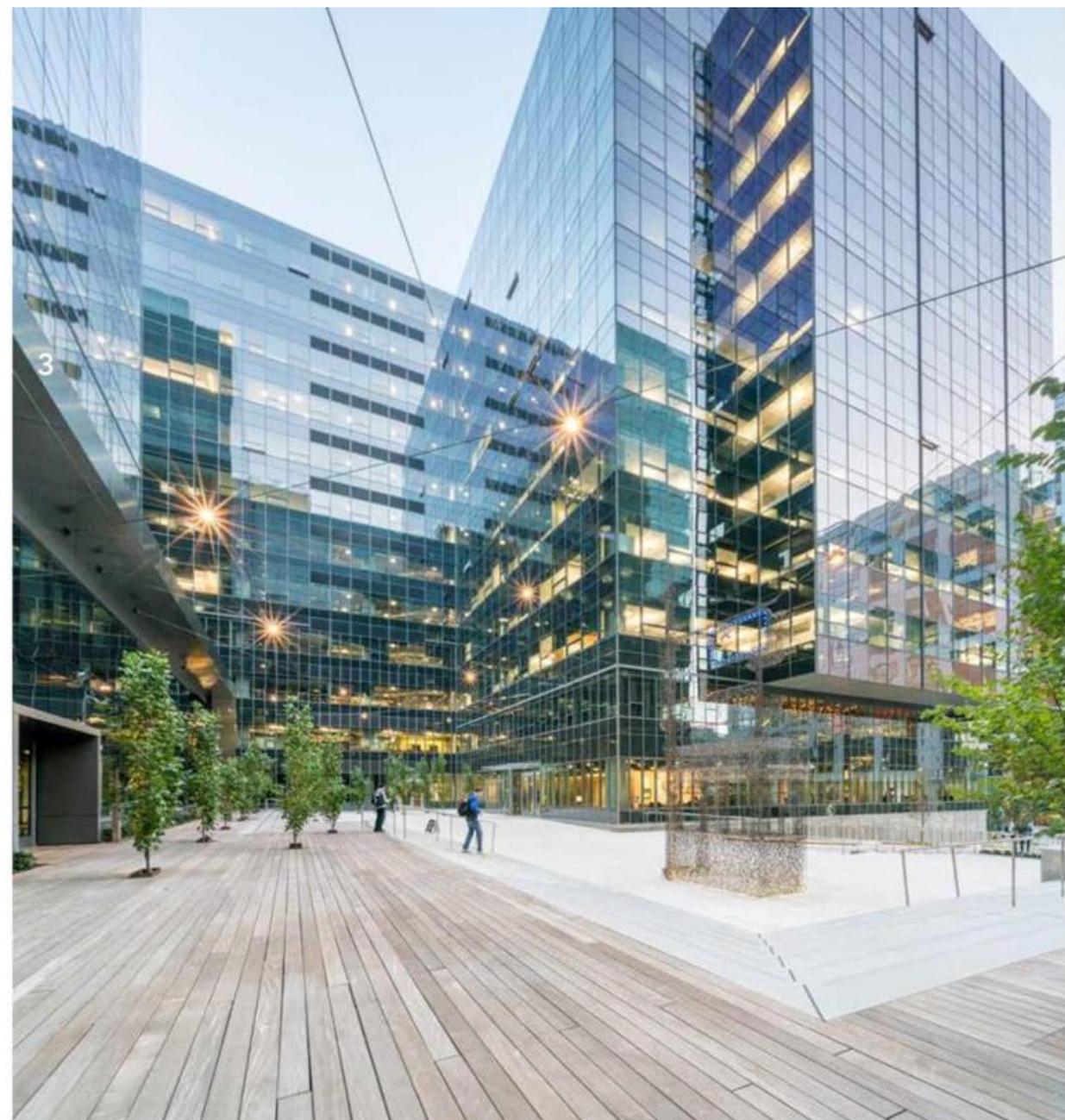
Bellevue Botanical Garden

Bellevue, Washington

Swift Company



Troy Block —
Seattle, Washington
Swift Company





Pike Place Market Hillclimb Redevelopment —

Seattle, Washington
Swift Company

Sandy Fischer—



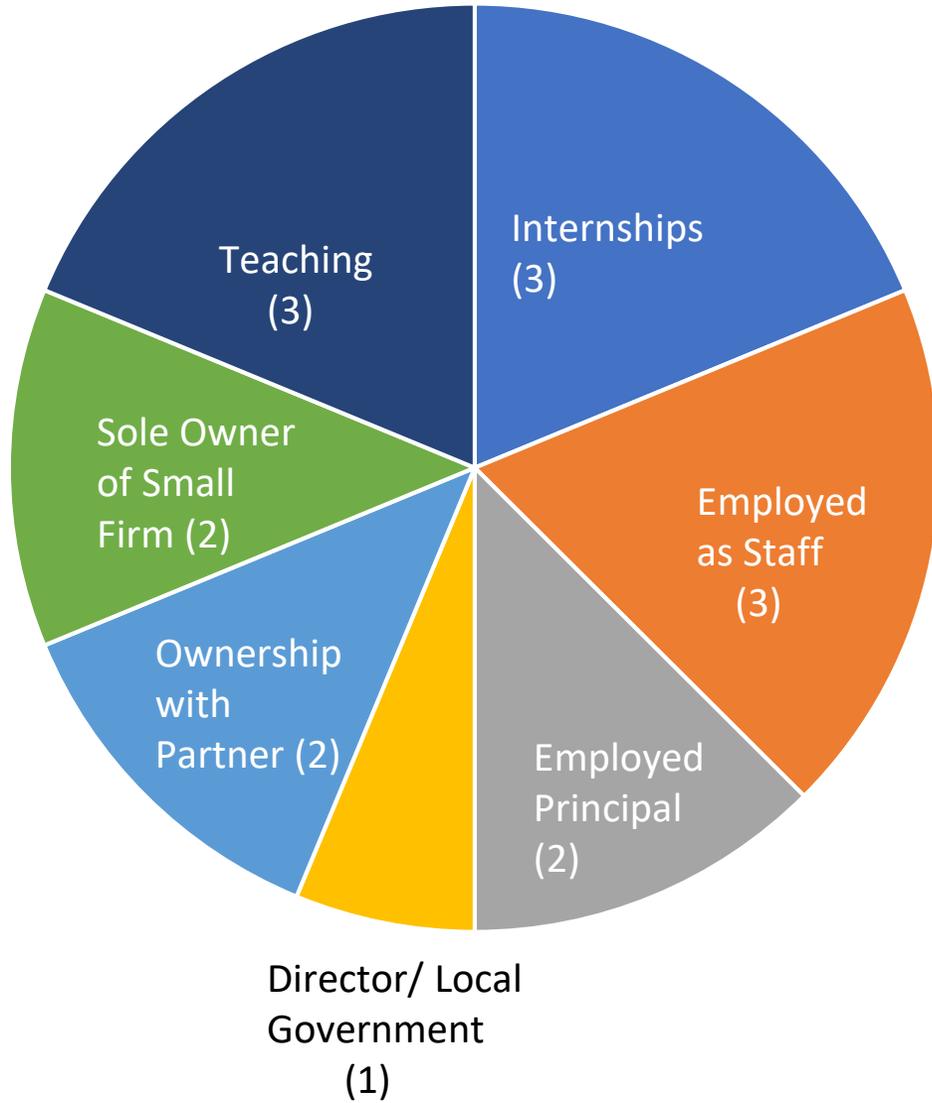
ERA (Equal Rights Amendment) STILL NOT LAW!

First proposed in 1970, Only 32 of required 35 states had ratified by 1982

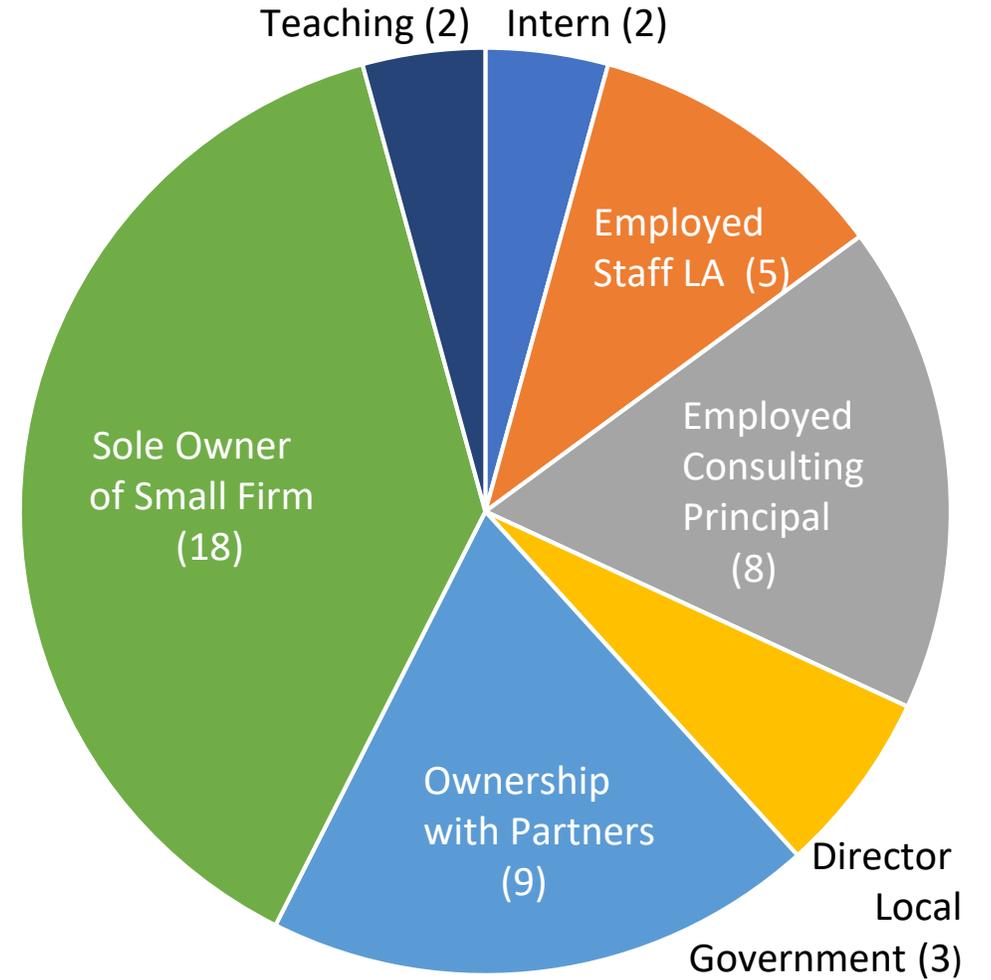


Sandra Fischer, FASLA Michigan State University BLA 1976, MA 1979

Type of Position



Years in Position



Midwest- Detroit, East Lansing, Lansing, Ann Arbor Michigan

Michigan State Parks, HEPY Architects, LPDA, Linsemier & Associates, JJR, (LA)



Rocky Mountains- Jackson Hole Wyoming

Corbett Denhart Architects, Contract Design Interiors



Great Plains- Billings Montana

Wirth Associates- LA's Planners, Environmental,
Fischer & Associates Planning & Design



Pacific Northwest-Washington and Oregon

EDAW, AECOM, Land Morphology

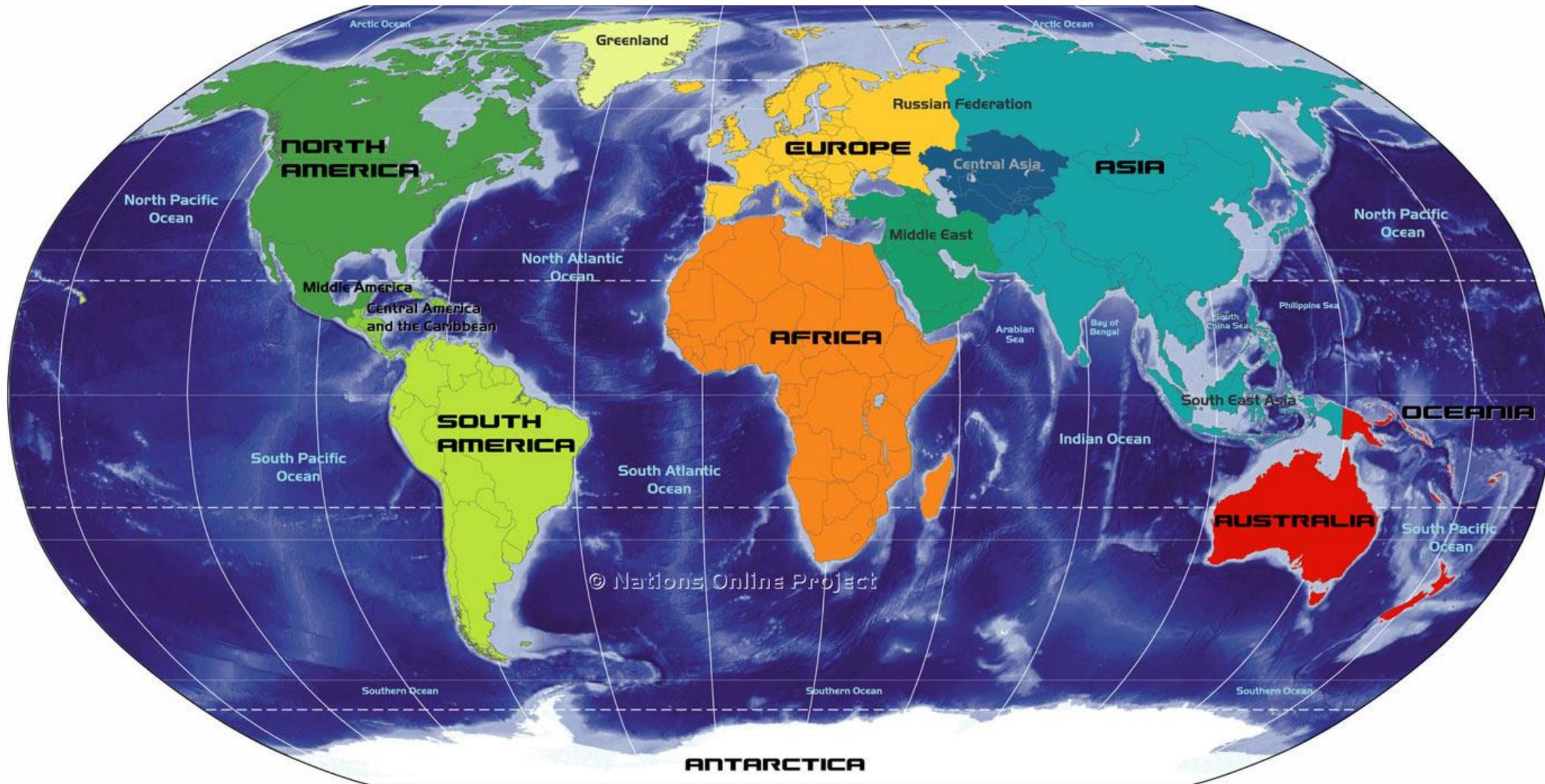


Bainbridge Island, WA

COBI Mayors Office 2004-2007

Fischer Bouma Partnership 2012-2018





NORTH AMERICA

EUROPE

ASIA

AFRICA

AUSTRALIA

OCEANIA

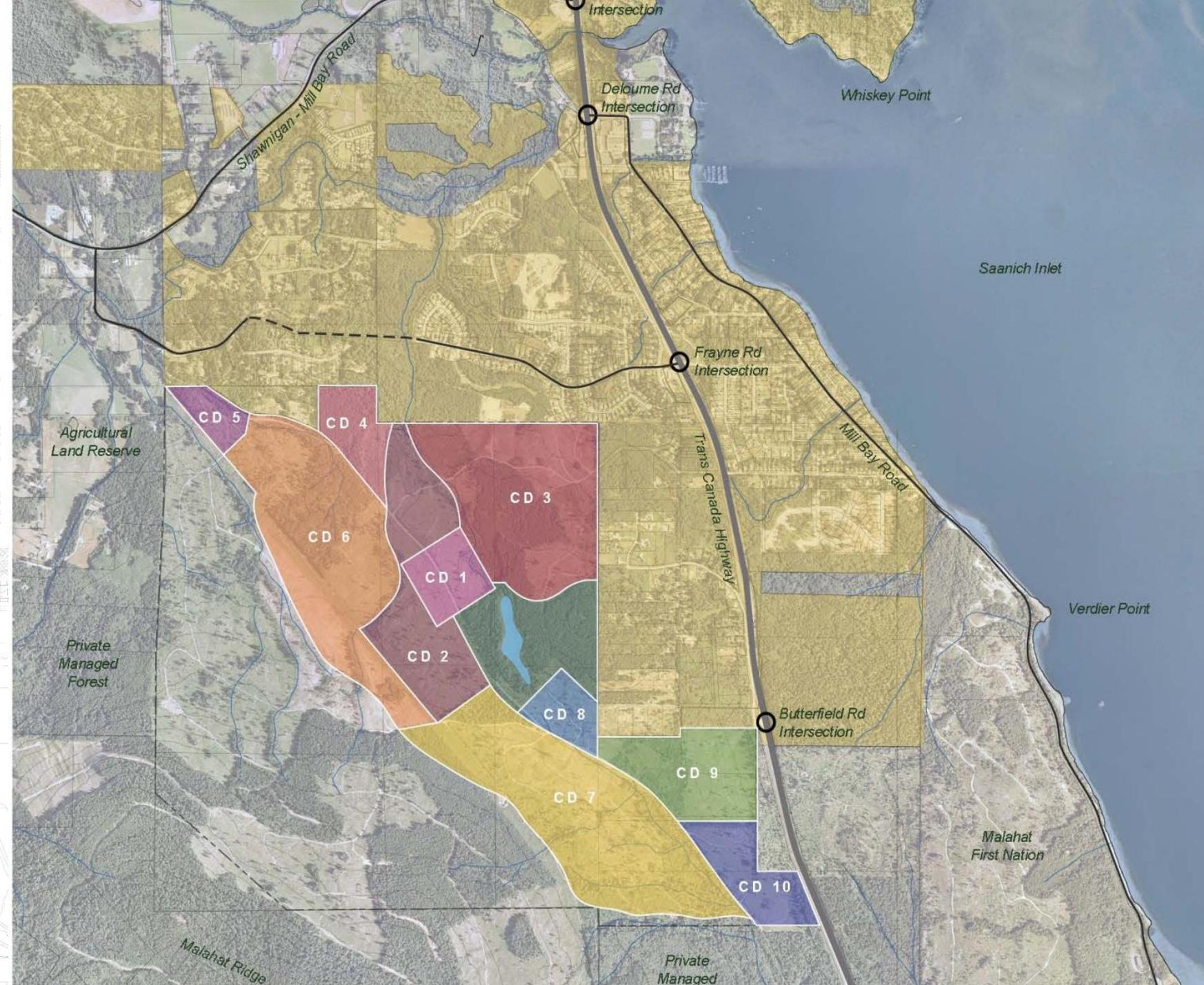
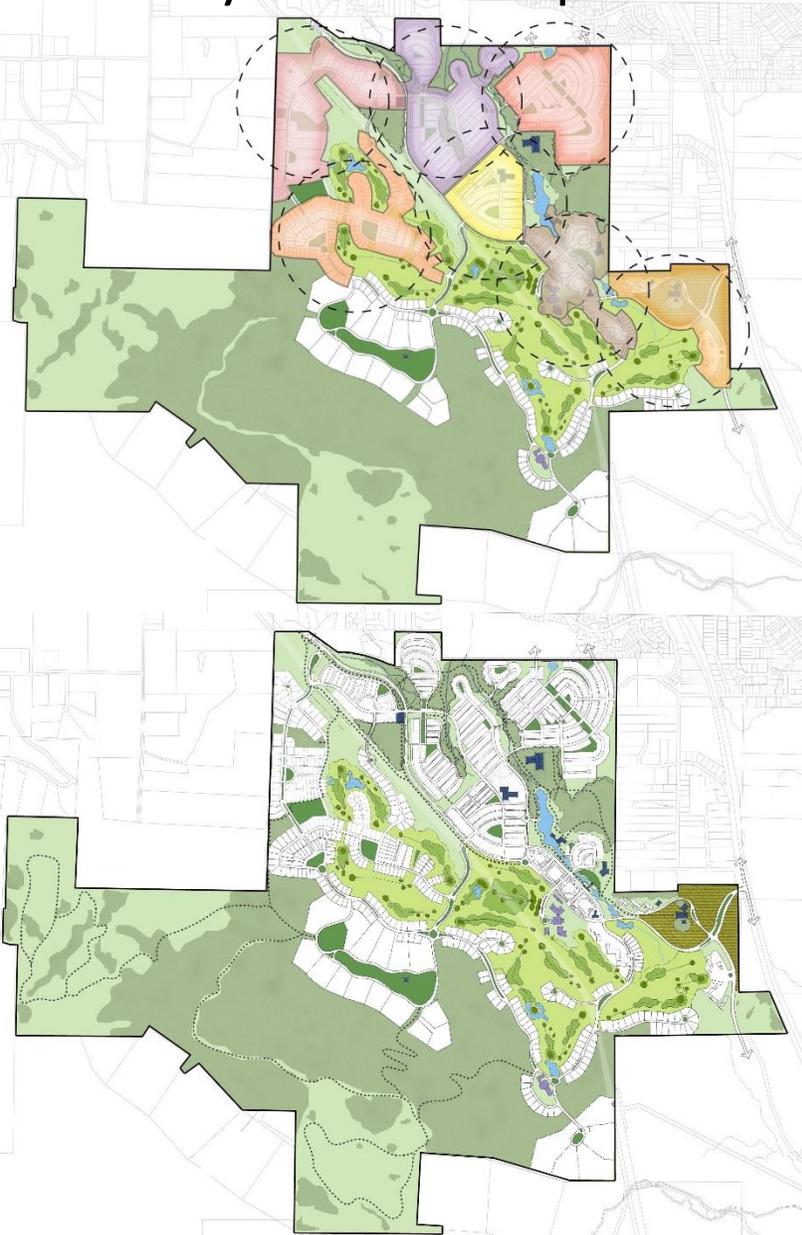
ANTARCTICA

© Nations Online Project

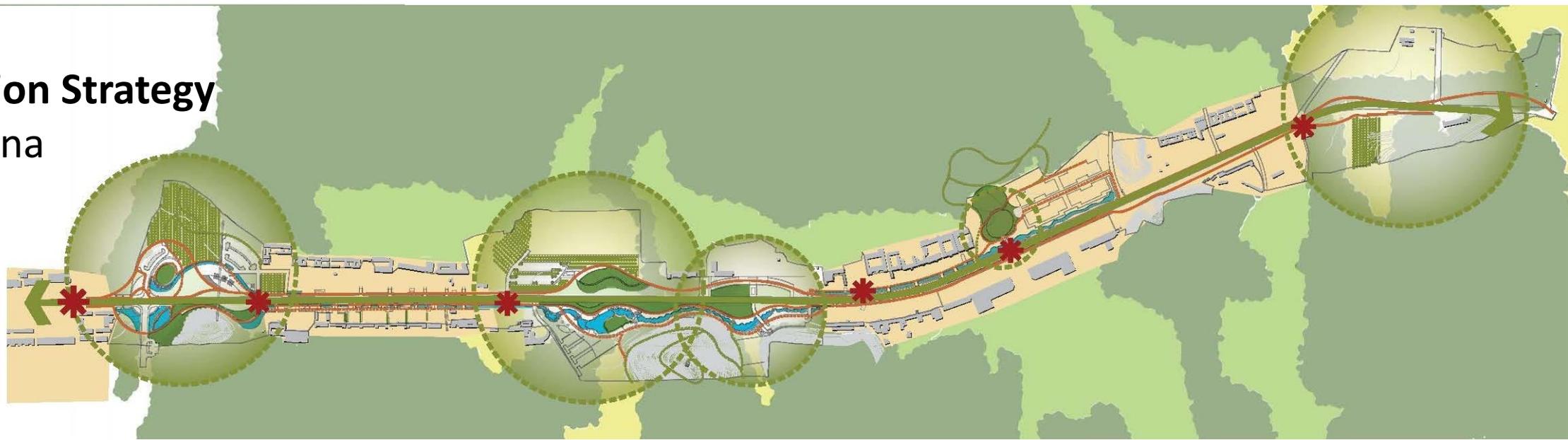


ARAMCO WORKCAMPS AND NEWTOWNS, SAUDI ARABIA 1970'S (Dhahran)

Regional Plan BC, Canada Publicly Traded Corporation



**Regional
Conservation Strategy**
Miyun, China
Developer



Greenbelt Framework

-  Parkway 公园大道
-  Pathways 人行步道
-  Water 水
-  Trails 小径
-  Parks/Open Space 公园/开放空间
-  Villages 村落
-  Gateways 入口通道
-  Forest 森林
-  Agriculture 农作

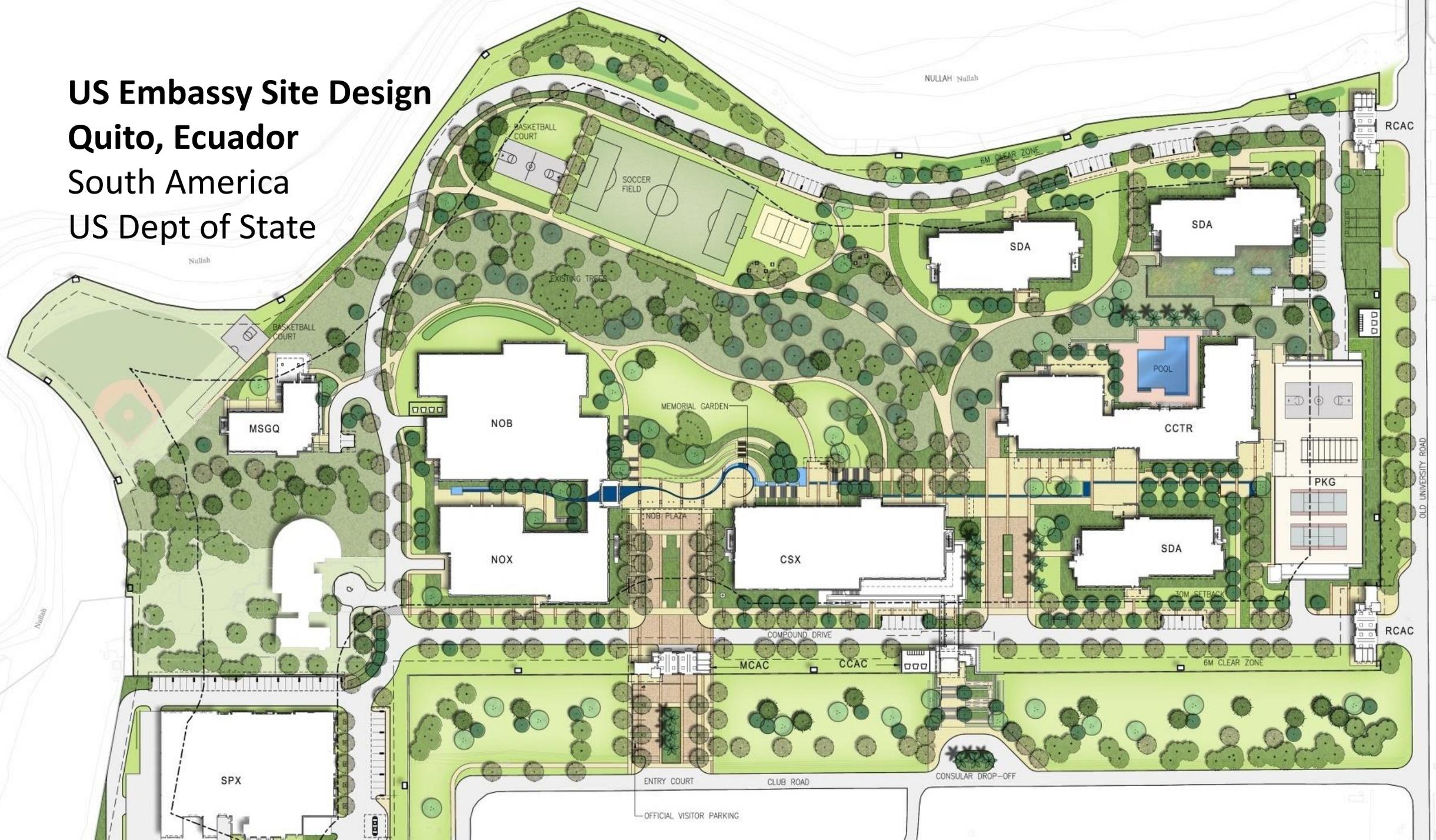


US Embassy Site Design

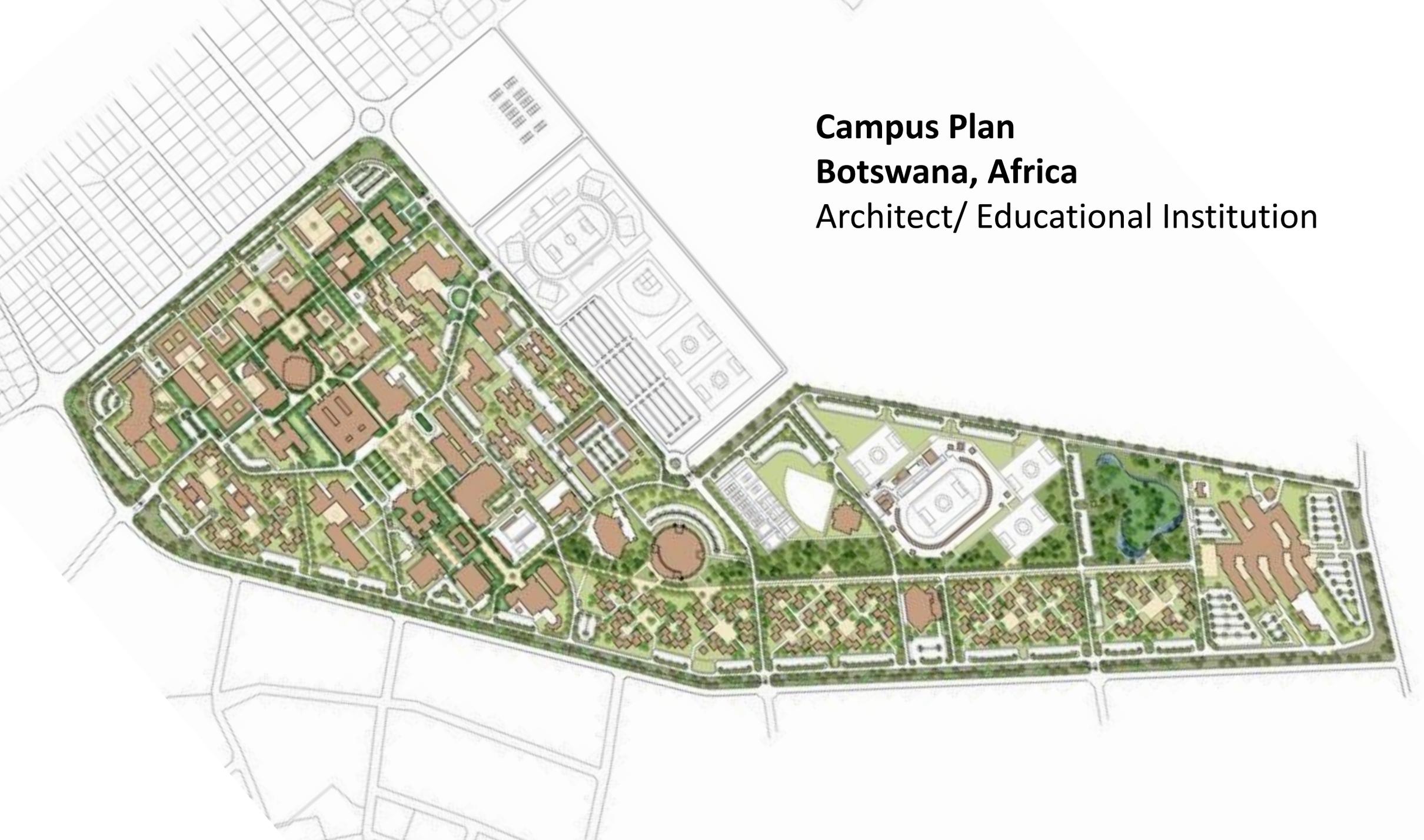
Quito, Ecuador

South America

US Dept of State



Campus Plan
Botswana, Africa
Architect/ Educational Institution



Meydenbauer Bay Waterfront, Bellevue, WA
Local Government



JIM COLLINS 2



**Portland Neighborhood
Infill & Greening Strategy
Competition**



Competition
War Memorial, New Zealand
Federal Office of Battle Monument

Leach Botanical Garden, Portland

City Park & Recreation Commission



FRANK BUXTON BIRD MARSH

POND EXPERIENCE



TEEMING WITH LIFE

The woodland trail will open to views of the pond. The trail and boardwalk will traverse the pond edge, passing over a restored wetland and winding gently uphill to the meadow. Native plants will frame the pond and the riparian habitat will be enlarged.

CONTEMPLATIVE PLACES

- Quiet places will be situated near the water's edge.
- A spur trail will lead to the existing memorial bench.
- A new bench will be tucked into the alder grove east of the pond.





Private Residences

Homeowners, Architects. Builders



SCHOOL 1971-1976

1 of 4 women in class of 40
Experienced no bias except for the surveying class, I was told
“You should not have been admitted to college without knowing simple math equations required for land surveying”

EARLY CAREER 1980's

Internship was mostly clerical assignments

I quit during hiring freeze 😊

In employment interviews was told

“ We have never hired a gal, you will be a distraction in the studio, You will need to behave.”

Principal, Civil Engineering Firm

“We are under no pressure to hire a woman”

*University Department Chair and
3 Faculty Members in
separate conversations*

I intentionally chose Sandy over Sandra to be more gender neutral.





Ted Wirth
1927-2009
Wirth Associates

EARLY CAREER 1980's

Men offered me my first opportunities

Assigned to projects in Saudi Arabia where women could not travel without a husband

First women hired by Wirth Associates
First woman licensed as LA in Montana

Told by manager *"You are not getting a raise because men with families needed it more"*

Lower starting wage than men \$4.50/hour temporary position (1976)

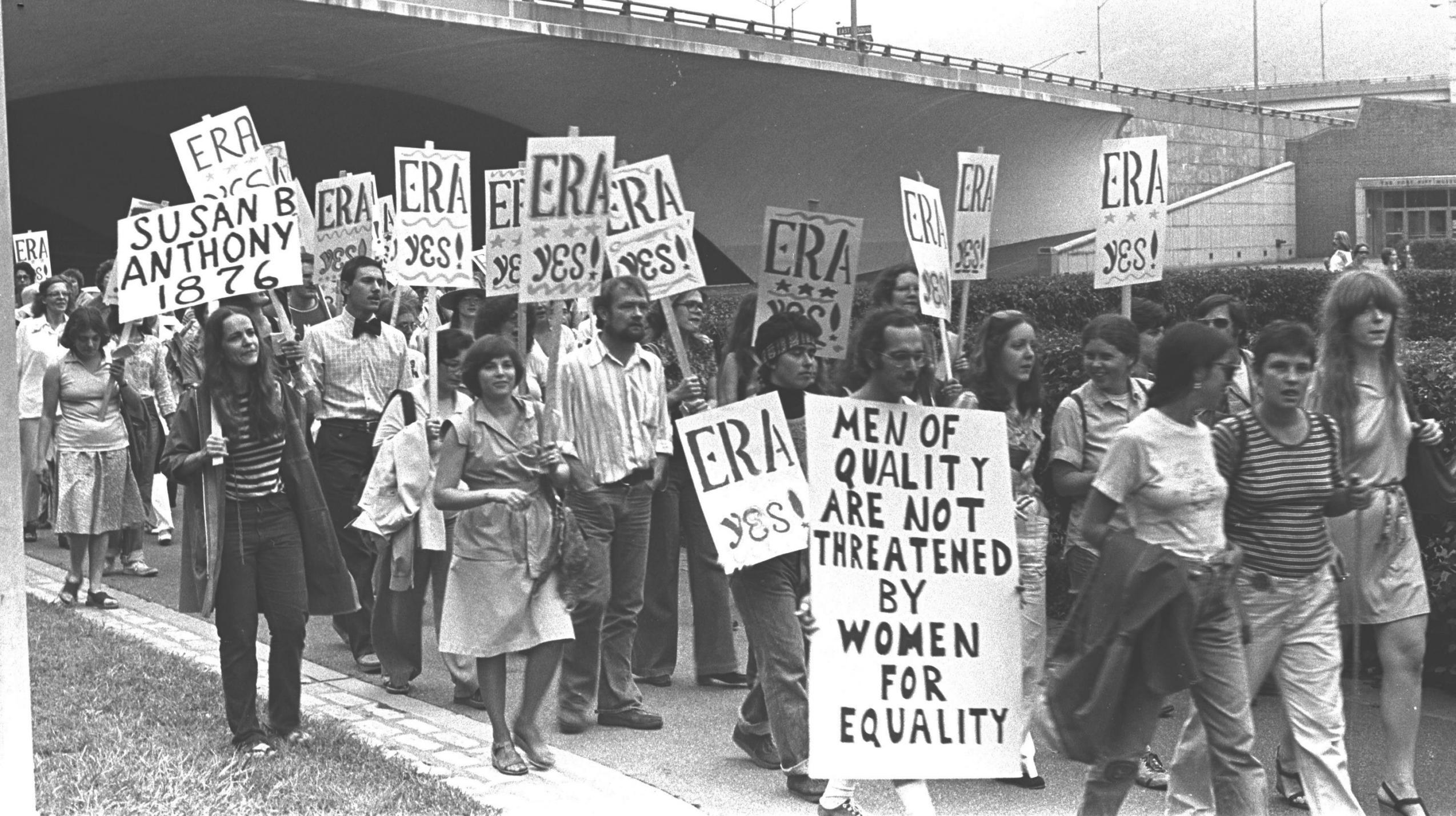
Worked in some very tough environments



Carl Johnson
1926-2010
JJR/ Smith Group



Energy Town Construction Sites with "Man Camps / Bachelor Quarters"



ERA

SUSAN B
ANTHONY
1876

ERA

ERA
YES!

ERA

ERA
YES!

MEN OF
QUALITY
ARE NOT
THREATENED
BY
WOMEN
FOR
EQUALITY

MID CAREER 1990's
Found my voice
Activism created work





MID CAREER PROFESSIONAL 1990

Fischer & Associates 1982-2002

Professional men willingly mentored, included me on teams and offered m opportunities

WBE Certification was helpful; not essential

In remote region, I worked to raise profile of profession and create opportunities.

National, State & Local Board positions / networking

As a respectful activist was able to create projects and shape the community

As Owner you can create the culture you prefer

Some men do not want to work for/with women

Leadership training and coaching essential



SHE-RAN

HOTEL
CAPLIN

HOTEL
HARNET

BILLINGS
2nd HAND STORE
YELLOWSTONE HOTEL

OXFORD
ANTIQU

MOONZ
BAR

REX
HOTEL

PEAKS TO PLAINS PARK

at Montana State University - Billings

PEAKS TO PLAINS Master Plan

prepared for
State of Montana
Montana State University - Billings

by
Fischer & Associates
Summer 1998

Billings Parks, Recreation and Public Lands

Trail Signage & Interpretive Plan

Draft Concept

DOWNTOWN BILLINGS

URBAN DESIGN SKETCHBOOK

MINNESOTA AVENUE MASTER PLAN

SUPPLEMENT TO THE MASTER PLAN COMPLETED IN 2001

Swords Park, Black Otter Trail Park and Boothill Cemetery

Prepared for the City of Billings Parks, Recreation and Public Lands

Prepared by
FISCHER & ASSOCIATES
LANDSCAPE ARCHITECTS • PLANNERS • ENGINEERS

In Association with
H&M ENGINEERS and **EDAW** Land Design

SWORDS PARK & Black Otter Trail

FRAMEWORK DOWNTOWN BILLINGS

8TH AVE
7TH AVE
6TH AVE
4TH AVE
3RD AVE
2ND AVE
1ST AVE
MONTANA AVE
MINNESOTA AVE

Descro Park Master Plan

Prepared for Descro Neighborhood Task Force and City of Billings Department of Parks, Recreation and Public Lands

Prepared by
FISCHER & ASSOCIATES
2012 Mainway Avenue
Billings, Montana 59101
406-259-9143

Parks2020

The Billings Parks, Recreation, and Open Space Master Plan

SOUTH BILLINGS MASTER PLAN

INVESTING IN PEOPLE AND PLACES

PREPARED FOR CITY OF BILLINGS, PLANNING DIVISION JANUARY 2012

EAST BILLINGS URBAN RENEWAL DISTRICT MASTER PLAN

Prepared for Big Sky Economic Development Authority

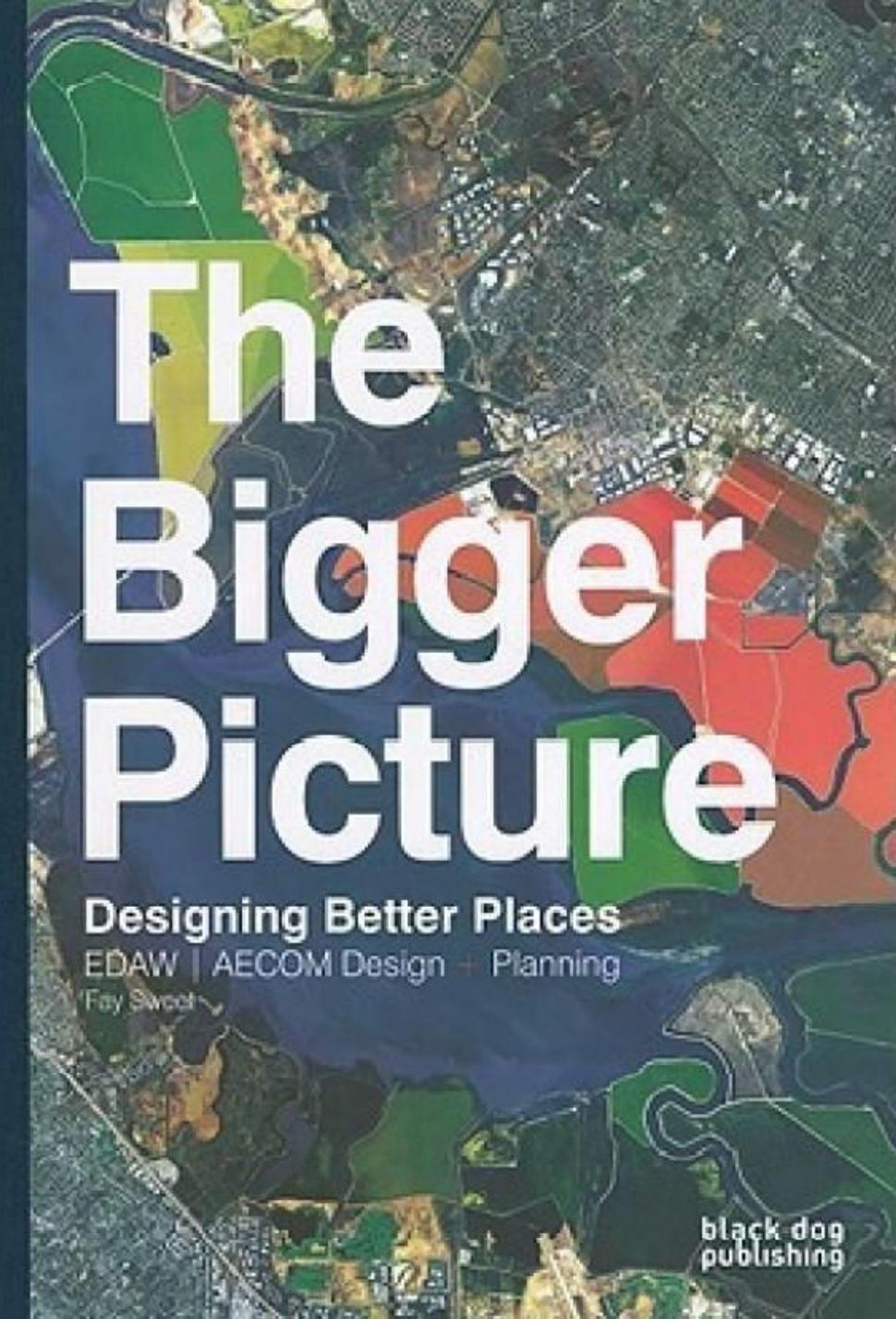
Bicycle Plan For The Billings Urban Transportation Planning

- CONSERVATION CORRIDOR (PROTECTIVE BIKE PATH OR TRAIL)
- PUBLIC LAND
- BIKE PATH
- TRAIL
- UNIMPROVED ROAD
- ON-STREET DISTRICT CONNECTOR









ESTABLISHED PROFESSIONAL 2000 **EDAW 2002-2004 (My Awakening)**

Joined as Nominate Principal
Unprepared for competitive environment

Challenging to move practice geographically

Some (men and women) intentionally created obstacles

Observed compensation discrepancies

Observed different standards for promotions, opportunities, acquisitions and integration

Succeeded but personal costs were too high



Mayor Darlene Kordonowy

ESTABLISHED PROFESSIONAL 2004-07

Mayor's Office City of Bainbridge Island

Director of Special Projects

Worked in Mayor's Office

Mayor and City Administrator were Women

Government offers different challenges and opportunities

More Balance / Less compensation

Council Politics- Difficult to accomplish much

I missed Design and Entrepreneurial environment

Recruited back to EDAW

Awards for Downtown Plan / Growth Strategy from PSRC 2020 and Governor's office

AECOM

ABOUT

M.

About AECOM

History Our Leadership Core Values Sustainability



ESTABLISHED PROFESSIONAL Principal, Director Planning & Design Portland & Seattle

EDAW acquired by AECOM, Largest professional consultancy in the world

Strategy: Run studio like a small firm, focused on developing staff practices.

Strong staff support, lacked strong advocate from firm leadership in firm's transition

Lacked awareness of importance of lobbying for position as regional leader or VP. Many female principals over 50 were "restructured" out.



ESTABLISHED PROFESSIONAL 2012

Founder/Principal Fischer Bouma and Land Morphology

Displaced at age 58-Family wage earner, holder of benefits, two college tuitions to pay. YIKES!

Humbling experience, increased my empathy and awareness of age bias

Started Fischer Bouma Partnership

Federal work not easy to move with me

Past Clients and a creative partnership with Land Morphology during start up of both firms sustained us all through recession



SENIOR PROFESSIONAL 2019 + Advisor/Principal Fischer Bouma and Land Morphology, Instructor UW-CBE-LA

I now choose with whom and on what I work and on what causes I invest time.

Am experiencing some gender and age bias
Now comfortable supporting and letting others take credit for my contributions

Engaged in gardening and creative pursuits.

As elder, gracefully accepting I have reached pinnacle of my career and am Investing in next generation coaching start ups, students and emerging professionals

Learning, teaching, creating and traveling
Exploring opportunities and seeking new perspectives

For first time I have a balanced, healthy, happy lifestyle!



MY CONCLUSION

Discrimination exists- Not all is intentional or overt
Gender and ethnicity can be both an advantage and a disadvantage

Women cannot have it all...at the same time.
I tried and have some regrets

At points in time, I may have left profession.
I could not afford to and there were opportunities

Women should partner, mentor and support each other. Too often women align with men to advance

We must focus on what can be versus what is or has been.

Next generation of leaders needs to rise to challenge!
I expect to see ERA ratified in my lifetime.



OBSERVATIONS

Profession is trending in the right direction

Challenge to next generation is to sustain this, support diversity and focus on what can be.

Women can and do succeed in this great profession

Change the paradigm! Let's lead as women, with compassion and love...support & mentor

I credit my success to supportive people, leadership training, resilience, and persistence

Much work that needs to be done. Rise to challenge!

**Do experiences outside of
the professional practice –
raising a family or caring
for an elder – impact the
way women practice? —**

**What can we do to amplify,
celebrate and encourage
more diversity, be it gender,
race, age, social, and/or
economic? —**

**What is the role of
mentorship? —**

**Are there opportunities
women are uniquely
qualified for? —**