

Tools and Strategies for Implementing EQUITY AND DIVERSITY IN PRACTICE

a panel discussion moderated by Rachel Usher, AIA
Co-sponsored by the AIA Minnesota Women in Architecture Committee



KEY TAKEAWAYS

TRANSPARENCY

Know your numbers

COMMUNICATE

Inclusive planning

EDUCATE

Unconscious bias

ACCOUNTABILITY

Leadership and staff

TAKE ACTION

Empower engagement



Amy Kalar, AIA, LEED AP BD+C

Associate at RSP Architects

Amy is an associate and senior medical planner at RSP Architects. A co-founder of the AIA Minnesota Women in Architecture Committee, and director of Women in Design-Twin Cities, Amy is a leader locally and nationally in the movement to enhance women's roles in the design community. Amy was recognized with a 2016 AIA National Young Architect Award, and the 2016 Building Design and Construction 40 under 40 Award.



Tim Carl, FAIA

CEO at HGA Architects and Engineers

Tim has commanded a lead design role on innovative and complex projects throughout his 25 years of practice. He is consistently recognized for his talent in integrating a client's functional needs into solutions that artfully reflect the institution's mission and culture. In 2015, Tim was named HGA's Chief Executive Officer, where his leadership in design, innovation and strategy will guide the next chapter of the firm's history.



Peter Smith, AIA

CEO at BWBR

Pete is President and CEO of BWBR, a design solutions firm in St. Paul, MN, with practices in architecture, interior design and planning. In addition to leading the practice, Pete helps clients in the healthcare, education and religious sectors. Leading BWBR through its 94th year of service, Pete represents the seventh generation of leadership at the firm.



Stuart Stephens, AIA, LEED AP

Principal at Allliance

Stuart is a principal at Allliance where he manages aviation design projects for the airport and airline industry. As the firm's human resources and AA/EOE (Affirmative Action/Equal Opportunity Employer) manager, he's dedicated to recruiting new talent and maintaining a healthy, happy, and productive work setting. He considers the shifting workforce paradigm in the industry a wonderful opportunity to broaden inclusiveness.



Rachel Usher, AIA, LEED AP

Associate at RSP

Rachel is an associate at RSP Architects, where she collaborates with the experience and exhibit design practice of their DreamBox studio and the more traditional architectural practice of the firm. Rachel's drive for diverse partnerships in design has led to her integral role in the advancement of equity and diversity at RSP.