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**STATUS OF WOMEN
IN THE
ARCHITECTURAL
PROFESSION**

WOMEN IN ARCHITECTURE

Task Force Report
February, 1975

A.I.A.

Task Force on Women in Architecture

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FOREWORD

The growth of the Women's Movement in the early 1970's provided the impetus for women architects to speak out on their own behalf and to take action to redress the inequities experienced by women in the profession.

In 1972 organizations of women architects were formed, independently from each other, in Boston, New York and the San Francisco Bay Area.

The following year, concerned men and women members of the AIA brought the issue of the status of women in the profession to the attention of the American Institute of Architects and its membership. Three component organizations submitted resolutions on the subject to be presented at the 1973 Convention. The resolutions were consolidated into Resolution 2, which was adopted despite stiff opposition. The resolution called for a study of the status of women in the architectural profession, including a survey of existing statistics and employment practices relative to women and the formulation of AIA policies and actions designed to "integrate women in all aspects of the profession as full participants."

In 1974 a Subcommittee of the Personnel Practices Committee was established with the specific charge of studying the subject of employment as it relates to minorities and women and to prepare an Affirmative Action Program for implementation of equal employment as called for in subparagraph 4 of Resolution 73-2. The Committee met for the first time in February 1974. At that time it became apparent to members of the Subcommittee that the Institute had not taken effective action to implement the entire Resolution.

Resolution 73-2 directed the American Institute of Architects to take action to integrate women as full participants in the profession. Action cannot be effective however, unless it is based on reliable information about existing conditions, on understanding of the factors which have created those conditions, and with the clear definition of problem areas.

In March 1974, the charge of the "Women and Minorities in Architecture" Subcommittee was expanded, at the request of the subcommittee members, to include the study of the status of the women in the profession, of existing attitudes and practices within schools, the profession and the AIA, and of the effects those attitudes have on women architects and the profession itself. In April 1974, as part of the study, the subcommittee conducted a survey of women and men working in architecture. Subcommittee members also attended meetings with women in the profession around the country. The purpose of the study was to provide the basis for the determination of future AIA policies and actions with regard to women in the profession.

Because the Subcommittee's work went beyond the scope and purpose of the Personnel Practices Committee and the limited resources of a subcommittee, its status was changed, effective January 1, 1975 to that of a Task Force of the Professional Practice Commission, with the charge to develop long range affirmative action programs for correcting discrimination endured by women in the profession.

The work of the Task Force on Women in Architecture is a continuation and expansion of the work of the Subcommittee. For uniformity and clarity within the text, however, only the term "Task Force" is used in this report.

TASK FORCE REPORTS

In May 1974, the Task Force submitted to the Board of Directors a written progress report. The report included the preliminary results of the study and an interim affirmative action proposal for equal employment opportunity for minorities and women.

A similar report was presented by Judith Edelman, AIA, Task Force Chairwoman, to the 1974 Convention in Washington, D.C. The report was very well received.

In September, Ms. Edelman reported to the Board of Directors on the current status of the Task Force's work, as well as plans for the future. She also brought to the Board's attention a lack of effective staff support and the difficulties created, after which the Task Force was given better staff support and was also allocated funds for additional meetings in 1974. As a result of the action taken by the Board of Directors, the President and the Commission on Professional Practice, the Task Force was able to complete the 1974 phase of its work.

This report and its conclusions are the result of the 1974 Study of the Status of Women in the architectural profession.

Part I(a). SURVEY AND ANALYSIS

1. INTRODUCTION

The objectives of the Women in Architecture Survey were to gather as much information as possible describing the woman architect and to put this information into a meaningful context by acquiring more facts about the members of the architectural profession in general.

A questionnaire (see Appendix) distributed to both men and women working in architecture was designed to obtain basic statistics on personal characteristics, professional qualifications, employment histories, salaries and job situations. Some questions were included to elicit more subjective responses concerning motivations, experiences, perceptions of personal roles, and attitudes toward the status of women in the profession presently and in the future. The covering letter encouraged additional statements from respondents wishing to make lengthier comments on pertinent experiences and opinions. Some of this material appears in this section as direct quotations and gives an even more compelling picture than the statistical information of the problems to be dealt with by the profession and the AIA.

Although the 1973 AIA Survey of the Membership, prepared by Case and Company, Inc., covered some of the same territory it was not designed to provide information on many issues important to this study and it examined only AIA members. As women AIA members constitute only a small percentage of all women working in the profession, it was necessary to supplement the Case Report with the WIA survey. There were 92 responses to the Case questionnaire from women AIA members; assuming this to be a representative sample, it was concluded that there are about 222 women in the AIA, or less than 1% of the membership. In the data that follows, the Case Report will be referred to, where appropriate, for purposes of comparison as a male population study.

While the intention of the WIA survey was to reach as many women as possible, difficulties were encountered in identifying the desired target population. Women AIA members, registered architects, and those working in the profession who are not registered were the focus of the survey; a control group consisted of men representing a similar cross-section. The list of women was developed by working from AIA component chapter information, State rosters of registered architects, membership lists of women architects' organizations, personal contacts and responses to publicity concerning formation of the Task Force. The available AIA chapter lists were in most cases inaccurate, incomplete, obsolete, and lacking addresses. In the absence of a nationwide directory of registered architects (NCARB expects to have a list completed in 1975, too late for this study), a hand count was done from the rosters made available and women were identified by female first names. The following state rosters were missing from the initial count: Alaska, District of Columbia, Maine, Massachusetts, Minnesota, New Mexico, Rhode Island, South Dakota, Virginia and Wyoming. Since the initial investigation, more states have responded to requests for rosters or information. Not represented in the following figures: The District of Columbia, Maine and Virginia are:

Total registered architects:	42,043
Women registered architects:	528
Percentage registered architects who are women:	1.25%

Although this effort fell short of an accurate, complete count of registered architects in the United States, the percentage of women in the profession is now known. The percentage is much smaller than the 3.7% often quoted from the 1970 U.S. Census, which is based on what people claimed as their occupations and includes non-registered architects.

Unfortunately, time and budget limitations did not permit development of a list for a male sample that would truly parallel the female list. The men queried represent a random selection from state rosters of registered architects; there was no feasible way of reaching non-registered men.

The questionnaires were mailed April 11, 1974. The requested return date of April 22, 1974 permitted the interim report* to be reviewed by the Personnel Practices Committee prior to presentation to the Board of Directors

*Report to the AIA Board of Directors from the Task Force on Women in Architecture of the Personnel Practices Committee, May 1974

in May 1974. Questionnaires were sent to 1600 women and 1100 men. Several hundred were returned as undeliverable by the Post Office. In spite of the difficulties encountered, responses were received from 57% of women registered architects and 78% of women AIA members.

714 responses were used in the preliminary analysis for the May 1974 report to the Board, including those of 516 women and 198 men. 772 responses are used for this analysis: 571 from women and 201 from men. Fourteen questionnaires were excluded because of logical inconsistencies or illegibility. In addition, due to salary comparisons made only on professionals who considered themselves as working full-time, responses from part-time workers or those earning less than \$7,000 per year were excluded from the statistical analysis of the data involving salaries.

2. METHOD OF ANALYSIS

After coding, the data was prepared for computer analysis at Columbia University. Detailed analysis was performed using the "Statistical Package for the Social Sciences."* This program was used for both complete survey tabulation and detailed data analysis.

The raw data was analyzed in many different ways. The intentions of the Task Force were not only to report averages but also to gain an understanding of women architects and their role in the profession.

Statistical analysis by computer made possible in-depth analysis which otherwise would have been too tedious. Aside from tallying of averages, factor analysis on some of the data was done to find relevant clustering; scattergram plots were produced to give graphic interpretation to the data and, in addition, stepwise linear multiple regressions were performed on salary data. This last technique enabled the Task Force to see the combined effects of various factors on salary. Many of the results were significant at the .01 level and this, coupled with the survey population representing 27% of total female architectural population (according to the 1970 Census), a known 57% of women registered architects and 78% of women AIA members, makes this a significant and accurate survey.

3. DATA

Differences in the responses of men and women appeared early in the analysis and not only in the data related to remuneration. To better understand the information received, the data was further broken down by job position. One category included respondents who classed themselves as

*"SPSS", Norman H. Nie et al, McGraw-Hill Book Company, 1970

principal/partner or associate. Therefore, some of the analysis will be in terms of these two categories, and some will be broken down further, with associates treated as a separate category.

A. Personal Characteristics

The mean age for men is 43 years. For women, the mean age is 39 years. Age relates to job position as follows:

	<u>Men</u>	<u>Women</u>
Principal/partner	45	46
Associate	39	40
Employee	40	34

The mean ages for principals/partners are very close to mean ages for the total AIA membership as indicated in the Case Survey.

Of the men, 89% are married and 88% have children. Of the women, 54% are married and 44% have children. One-third of the men stated they are not the sole support of the family. Of the women, 59% indicated they are not the sole support. These findings are among the most striking results of this investigation. The statistics on marriage and children are fairly close to those for the total U.S. labor force but they do not reflect the fact that highly educated and skilled women are much more likely to be working than the less educated and less skilled. The U.S. Department of Labor Employment Standards Administration provides the following information for the total U.S. population in 1973:

- Nearly 35 million women were in the labor force.
- Women were 39% of the labor force.
- Almost 60% of women workers were married.
- Almost 40% of women workers had children under 18.
- 27% of women who had completed 8 years of elementary school were in the labor force.
- 51% of women who had completed 4 years of high school were in the labor force.
- 69% of women who had completed 5 or more years of college were in the labor force.

Both men and women chose architecture as their profession at around age 18. To the question "Was architecture your first choice?", 87% of the men responded affirmatively, as did 77% of the women. For the majority of both

men and women, self-evaluation was the most influential factor in determining the choice. About 80% of both groups would still choose architecture as a profession, and of those who would not, the reasons most often stated were long hours and poor remuneration.

For purposes of comparing geographical distribution, the male survey population was not large enough to yield valid information so the female survey population was compared with AIA membership distribution. 50.9% of the women surveyed were from California, New York, and New England whereas only 29.6% of AIA membership is from these areas.

B. Professional Qualifications and Experience

1. Education. Although responses from women and men indicate choice of profession was made at about the same age, a considerable difference is evident in the educational route toward this goal. The large percentage of women with undergraduate degrees in other fields reflects an early uncertainty or discouragement about the feasibility of a career in architecture and a later actual commitment.

	<u>Men</u>	<u>Women</u>
B. Arch. Degree	85%	65%
Other Undergrad. Degree	20%	43%
Graduate Profes- sional Degree	11%	27%

It is interesting to note in this survey and in the Case Survey that having a graduate degree was not shown, on the average, to offer additional financial remuneration. Possible reasons women earn an additional degree are to increase their sense of confidence.

2. Continuing Education. Responses to questions concerning interest in continuing education reveal some attitudinal differences between men and women that are not reflected in the other data.

73% of the men and 78% of the women expressed an interest in continuing professional studies. The preferred areas of study were quite disparate. The women's strong preference was environmental design, which drew insignificant interest from the men. The next most interesting to the women were design, architect/developer and ecology. The topic of strongest interest to the men was architect/developer, followed by design, planning, construction management and financial management.

3. Professional Characteristics. Statistics presented here on professional population, registration and AIA membership are based on several sources: U.S. 1970 Census, state registered architect roster counts, the Institute's own membership figures and the NCARB's count of certificate holders. Registered architect figures are estimates based on the counts given on page 4 and an approximation of the counts for the three missing states (D.C., Maine and Virginia). The 1970 Census information is based on the occupation claimed by respondents.

Despite the facts that some figures used are approximations and that the Census information was taken at an earlier date, these statistics are the most accurate available, and this is their first publication.

	TOTAL	MEN	WOMEN	%WOMEN
1970 Census-architects	57,081	54,948	2,133	3.7%
Registered Architects	45,000	44,440	560	1.2%
AIA members, total	25,144	24,894	250	0.9%
AIA members, Corporate	24,945	24,705	240	0.9%
NCARB Certificate holders	13,000	N/A	N/A	N/A
%Census population who are registered	79%	81%	26%	
%Census population who are AIA members	44%	45%	12%	
%Registered architects who are AIA members	55%	55%	43%	
%Registered architects who hold NCARB certification	29%			

The WIA survey population, as would be expected, had a higher percentage of registration and AIA membership among the women than that shown in the Census figures, due to the greater difficulty in locating non-registered professionals. All registered respondents had a higher percentage of AIA membership than that shown above, evidently because members are more likely than non-members to respond to an AIA questionnaire.

SURVEY POPULATION

	WOMEN/TOTAL	MEN/RA	WOMEN/RA
Registered	56%	100%	100%
AIA membership	34%	74%	47%
NCARB	10%	38%	18%

The women are more likely (37% vs. 25%) to have a membership in some other society than AIA. Of these organizations, 67% are some type of women's group. This would indicate that approximately 25% of the women in architecture, belong to such women's organizations.

4. Experience. The information is presented for three groups, for purposes of comparing more nearly matched populations.

	<u>Women: Total</u>	<u>Men/AIA</u>	<u>Women/AIA</u>
Years of experience:	14	20	18
Years with present firm:	6	11	8
Years in present position:	5	9	7

To the question "Have you worked continuously since graduation?", responses indicate that 58% of women and 26% of men had not. Average time of non-employment was less than 1 year for men and less than 2 years for women.

Reasons Stated: (adjusted frequency)

	<u>Men</u>	<u>Women</u>
Travel	34%	31%
Children		22%
Children and no work available		7%
Children and "other"		15%
Illness:		1%
Military Service	47%	
Personal preference	7%	7%
No work available	4%	9%
No work available and "other"		7%

Women responding to the survey questionnaire largely felt that one of the most prevalent reasons for reluctance in hiring women is the possibility of pregnancy and consequent interruption of employment. When women's reasons involving children are totalled, the percentage of women who have lost working time due to children is less than the percentage of men who have lost working time for military service. Although the average time of non-employment for women, for all reasons stated, was twice as long as for men, it is hardly a significant portion of a working lifetime and certainly not a persuasive argument for discriminatory employment practices.

C. Present Employment

1. Position. Respondents were asked to classify themselves as principal/partner, associate or employee. Many women and some men were unable to consider themselves fitting one of these categories. These would include respondents currently not working or employed in another field.

	<u>Women/Total</u>	<u>Men/Total</u>	<u>Women/AIA</u>	<u>Men/AIA</u>
Principal/Partner	26%	64%	38%	70%
Associate	9%	12%	13%	13%
Employee	40%	17%	28%	13%
No answer	25%	7%	21%	4%

2. Free Lance in Addition to Full Time Work. 69% of women and 97% of the men work full time. Of these, 31% of men and 43% of women take on free lance work in addition to full time employment.

3. Firm Type. The percentage of male and female respondents working for architectural or architect/engineer firms was so large that other kinds of employment can be considered insignificant for the purposes of this study. It should be noted however, that twice the percentage of women (6% adj. freq.) work for government as men (3% adj. freq.). More women (7% adj. freq.) than men checked the "other" category in the types of practice or organization listed in the survey questionnaire.

4. Firm Size. Firm size, as also shown by the Case Survey, is predominantly small. The average number of persons in respondents' firms is 8.5 for men and 15.5 for women. The distribution is different for men and women with a disproportionate number of women working in the largest firms. The figures shown are cumulative adjusted frequency percentages:

	<u>Men</u>	<u>Women</u>
1-3	27%	28%
20 and under	82%	63%
50 and under	91%	79%
100 and under	93%	85%

5. Job Type. In terms of job function description, which included project architect, project designer, job captain, designer-draftsman, interior designer, urban designer/planner or "other", 50% of the men and 25% of the women did not answer the question. The men who did answer classified themselves predominantly as project architect (72% adj. freq.). The women who classified themselves were predominantly designer/draftsman (31% adj. freq.) project architect (24% adj. freq.) and "other" (19% adj. freq.).

6. Specific Responsibilities. A group of questions concerning specific job duties were, as anticipated, answered quite differently by men and women. Respondents were asked if they represent the firm at meetings, perform con-

struction site observation or inspection, or make out-of-town trips for the firm. The adjusted frequency percentages shown indicate the amount of participation in these responsibilities:

	<u>Men</u>	<u>Women</u>
None	9%	27%
Some	15%	30%
All	76%	43%

7. Profit Sharing and Benefits. Among the men respondents, 70% partake in some form of profit sharing; of these 60% indicate receiving over 25% of the firm's profits. Among women respondents, 31% share in profits and of these, 45% receive an amount in excess of 25%.

21% of women and 31% of men participate in some kind of pension plan.

In terms of benefits to parents, companies having "some" or "good" benefits amounted to 22%, with maternity leave and flexible working hours most frequently mentioned. However, the companies supplying "good" benefits are often the woman's own firm: typical comments following the question included "I give myself the benefits", or "I set my own working hours."

8. Remuneration. Because salary comparisons are being made only on professionals who consider themselves as working full-time, responses from part-time workers or those earning less than \$7,000 were excluded from the statistical data involving salary. The only exception to this is in the questions dealing specifically with part-time work.

Detailed statistical analysis indicated that sex and classification by position accounted for the greatest effect on salary. The three position classifications were Principal/Partner, Associate and Employee. Classification by position is more significant in explaining salary differential than classification by job type.

9. Mean Salary for Full-Time Employment.

	<u>Women</u>	<u>Men</u>
All Respondents	\$14,700	\$23,700
Principal/Partner	17,700	26,400
Associates	16,900	17,700
Employee	13,200	18,500

When responses from AIA members were examined separately, the mean salaries (not broken down by position) were \$24,000 for men and \$16,000 for women.

Since the Associate group was too small to be considered separately for statistical analysis, in the data that follows it is included in the Principal/Partner/Associate group.

10. Effects of Experience on Remuneration. The next most significant factor affecting salary levels is experience. It was found that the effect of experience was more significant than the effect of age, as experience provided a more reliable measure for those people who entered the profession late or were not continuously employed.

The four scattergrams following show the distribution of earnings plotted against years of experience for women principals/partners associates, women employees, men principals/partners associates, and men employees. On the graphs, each star represents one person. The numbers represent persons clustered on the same spot. The numbers should be read as single digits with "9" representing 9 or more.

The Salary/Years of Experience Graph plots mean salary against experience for the four subgroups on one chart. The differences in remuneration between men and women is shown very strikingly on all of these graphs. The dip in salary for those persons who have 30-33 years of experience revealed by this graph is of interest, and might be attributable to the effects of World War II.

11. Effect of Registration on Remuneration. Professional registration is a decided advantage for women, resulting in about a \$2,000 "closing of the gap" on the average. The salary difference between men and women, there remains a substantial difference even for registered architects.

12. Effect of Size of Firm on Remuneration and Predictive Value of the Statistics

An approximate measure of the effect of the respondents' firm size was determined by performing stepwise linear multiple regressions and is shown in the following table. Even after length of experience and size of firm were taken into account there remains a \$3,000 salary difference between men and women who are employees, and a \$7,000 salary difference between men and women in the Principal/Partner/Associate group.

For all but men Principal/Partner/Associates, years of experience and size of firm were significant at the .01 level as salary determinants, so that it was possible to derive predictive equations. The table indicates a typical hypothetical starting salary, annual salary increment and size of firm differential for an average person in each group. These values were derived from the regression analysis, and to the extent that years of experience and size of firm are major determinants in amount of earnings,

EXHIBIT 3: SALARY/YEARS OF EXPERIENCE SCATTERGRAM

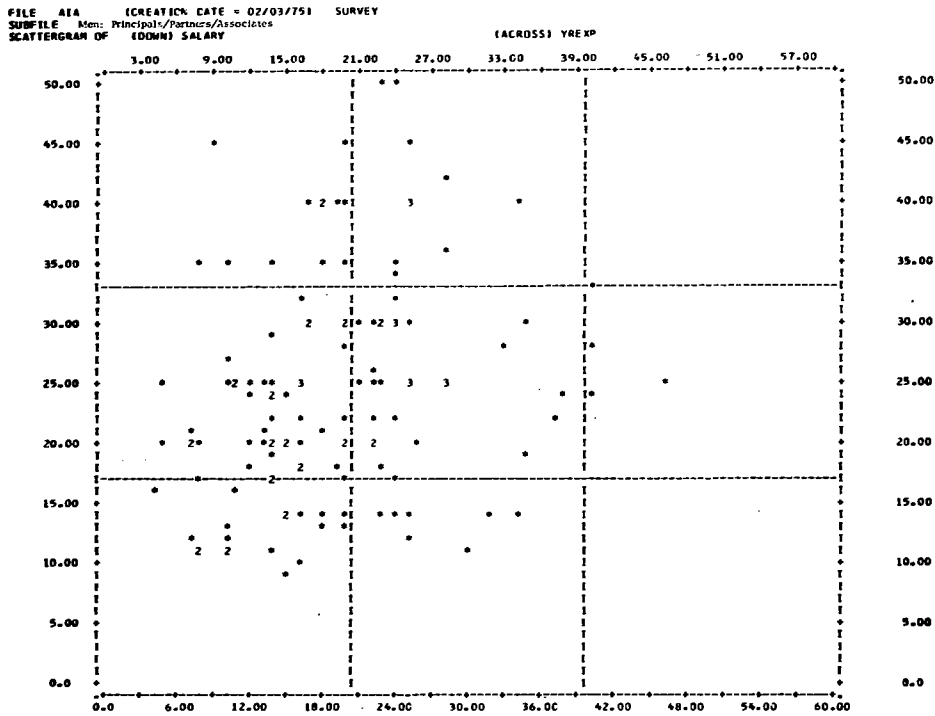


EXHIBIT 4: SALARY/YEARS OF EXPERIENCE SCATTERGRAM

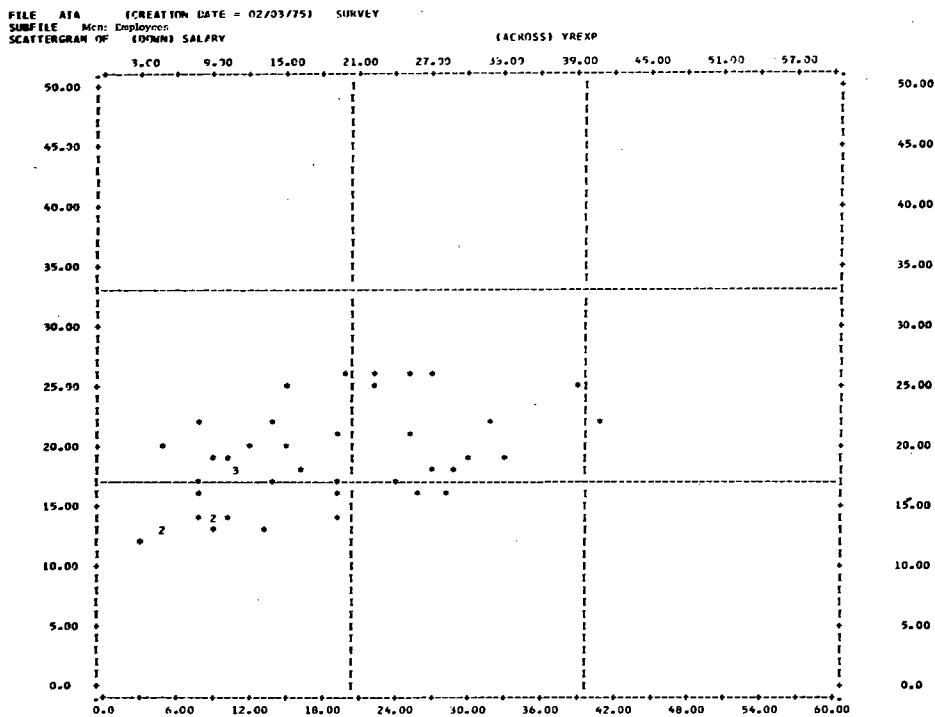
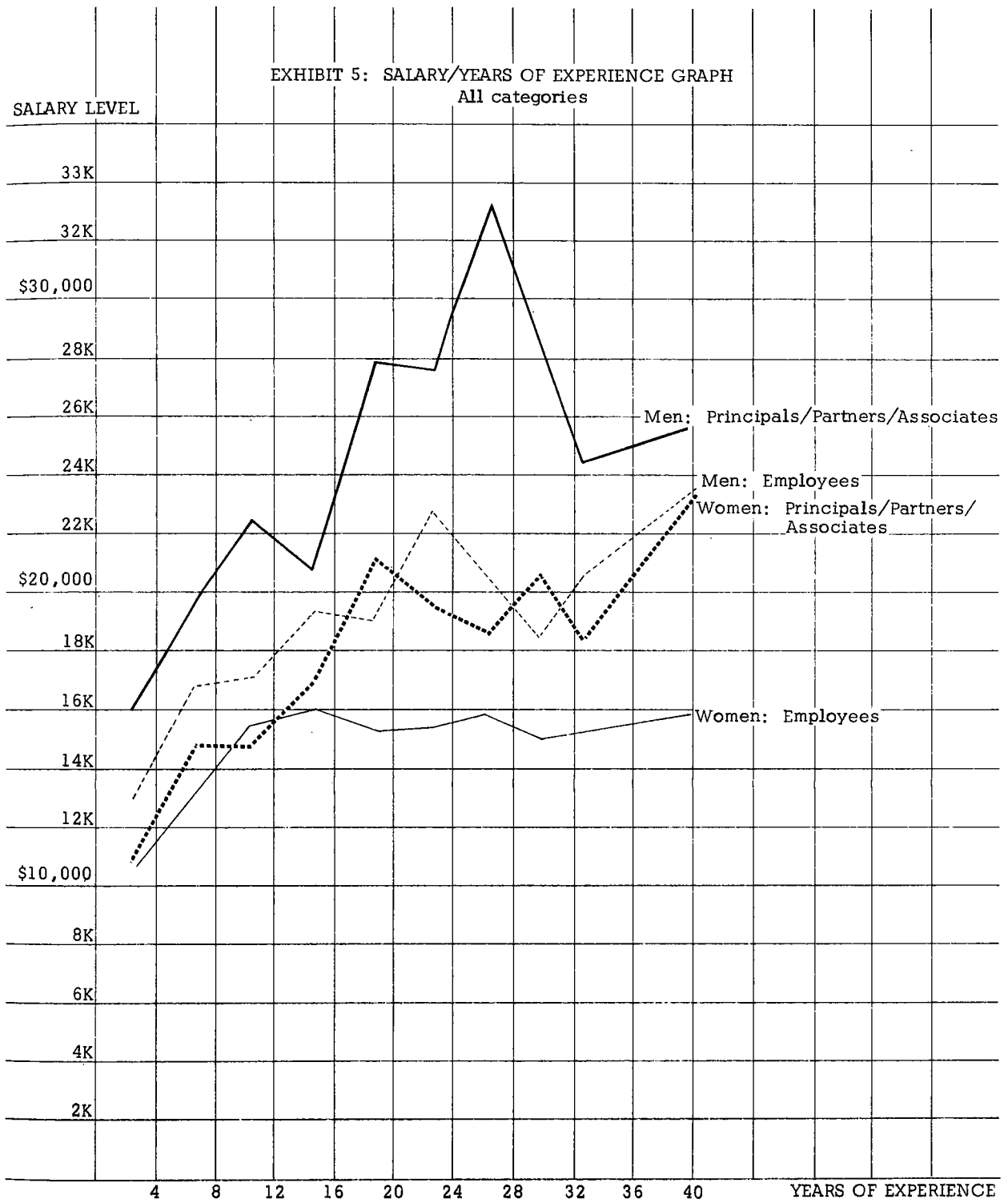


EXHIBIT 5: SALARY/YEARS OF EXPERIENCE GRAPH
All categories



a rough dollar measure of the differences between the groups is predictable. Figures for the men Principal/Partner/Associate group are included but, as stated above, they are not statistically significant for this group.

	Starting Salary	Increase per each years experience	Increase for each in- crement in size of firm*
Women employees	\$ 9,750.	\$170.	\$470.
Men employees	12,779.	200.	670.
Women P/P/A**	12,582.	220.	910.
Men P/P/A**	19,403.	280.	70.

The information available from the raw data had no component which would allow the evaluation of unusual skills, talent, business acumen, availability of financial backing or economic cycles, all of which might have some bearing on salary levels within the Principals/Partners/Associates category.

D. Trends in the Schools of Architecture

Although it may appear that there has been a dramatic increase in the number of women studying architecture, the statistics do not support this impression. There has been a steady increase but a small one, and the largest numbers of women are concentrated in relatively few schools.

The following data is from the 1973/1974 Edition of Architectural Schools in North America, published by the Association of Collegiate Schools of Architecture, Inc. The statistics were taken during the school year 1972-73. The next edition will be issued in 1975/1976.

Number of students enrolled in undergraduate architectural programs	26,208
Number of students enrolled in graduate architectural programs	2,822
Total number of students enrolled in architectural programs	29,030
Number of women enrolled in undergraduate architectural programs	2,049
Number of women enrolled in graduate architectural programs	349

% of undergraduates who are women	7.8%
% of graduate students who are women	12.4%
% of total enrollment who are women	8.3%
% of total enrollment who are women from 1970-71	6.5%
% of total enrollment who are women from 1968-69	5.7%

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"The rate at which women are enrolling is therefore increasing: up 0.8% between 1968-69 and 1970-71, it is now up 1.8% between 1970-71 and 1972-73. The battle of who has the most-females is usually fought between Columbia and M.I.T. In 1970-71 Columbia was ahead with 22.3% females while M.I.T. had 16.4%. This year Columbia wins again with 26.4% while M.I.T. has 23.8% overall. However, M.I.T.'s graduate program has an impressive 35.5% and in comparison, it must be noted that Columbia has no undergraduates listed. By the same token, the graduate program at the University of Virginia is 27.5% female. In general, women are much better represented in graduate school - which comes as a healthy surprise. (This is the first year in which statistics were broken down separately for graduate and undergraduate programs.)"

Statistics on women faculty members are more difficult to obtain than those for women students. The figures presented below were collected from ACSA Faculty Directory, 1973-74, by picking out female names from the published faculty rosters. Seven schools listed first initials only and could not be included in count of women.

Number of school represented (out of 92 schools reporting)	57
Total Faculty (Full-time and Part-time)	2,747
Total women faculty (Full-time and Part-time)	151
Women faculty teaching architectural courses	85
Women faculty teaching courses other than architectural	66

E. Profile Summary

The typical woman in the architectural profession is 39 years old, is as likely as not to be married, but if married, is much less likely to have children than her male counterpart. She probably lives in the California, New York, New England, or the Northwest region.

Architecture was her first choice as her profession, the choice having been made by the age of 18. The most influential factor in this decision was self-evaluation. She probably has a Bachelor's degree in architecture and is more than twice as likely as her male counterpart to have a Master's

degree in architecture. She indicates a desire to continue her professional studies, mainly in the areas of environmental design, architectural design and in architect/developer enterprises. She probably is a registered architect, but she is less likely to be an AIA member. It is unlikely that she holds an NCARB certification.

Our typical woman architect has had an average of 14 years experience and has worked for four firms. She is probably employed by an architectural firm with fewer than 20 employees and classifies herself as project architect or designer/draftsman. She has been with this firm for six years and in her present position for five. There is less than a 30% chance that she will classify herself as among the owners of the firm.

She is working full-time, there only being a 20% chance that she is employed part-time. There is a 43% possibility that she is doing free-lance work in addition to her full-time employment. Her annual salary in 1973-74 was \$14,700, which, as likely as not, is her sole source of support. The free-lance work which she may do will bring her an additional \$2,600.

It is as likely as not that she has worked continuously since graduation, but if she has not, her time away from work has been less than two years. Children will have accounted for her time away from work in only 22% of the cases, while there is a 31% chance that she spent the time travelling.

She reports having encountered widespread discrimination, but despite it, would choose architecture again if faced with a choice of a career and would also encourage young people to enter the profession.

4. ATTITUDES AND PERCEPTIONS OF DISCRIMINATION

As stated in the Introduction to the Survey and Analysis, parts of the questionnaire were designed to provide information of a subjective nature. In addition, the covering letter invited respondents to submit additional statements about pertinent experiences and perceptions.

A. Discrimination

Much of the data analysis in the preceding section reveals discriminatory practices and the effects of these practices on women professionals.

One codable question specifically concerning discrimination was included in the questionnaire. Respondents were asked to rate on a scale from 1 to 4 discrimination encountered from various sources. The responses clustered into related groups and consequently, were coded and tabulated in a form different from that of the question. The three groups derived were discrimination relating to work, school and people. "Work" encompasses responses on hiring, advancement, salary, type of work assignments, and em-

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employers. "People" includes co-workers, clients, other professionals, contractors and construction workers. The responses indicated that if a woman sensed discrimination she sensed it in all of these areas. There were variations, however, with discrimination felt most in work situations and least in situations relating to other people, including construction workers. Moderate or much discrimination was perceived by 40% of the women relating to work, by 24% relating to school and by 23% relating to people. While the data clearly shows that women were consistently paid less than men with comparable qualifications, it is of interest to find that many do not report feeling discriminated against in work situations. Plausible explanations could be that they were either unaware of being paid less, or they believed they should be paid less. The latter is very real possibility: many people have difficulty maintaining self-confidence and learn to undervalue themselves after being subjected to enough discriminatory treatment.

B. Quotations from Respondents

The following statements by respondents indicate some feelings about these and other issues:

"Discrimination has placed artificial barriers, requiring great over-compensation."

"Frequent disappointments and frustration cause eventual apathy and reluctance to continue fighting the issue" "I have been sidetracked into less interesting (to me) related fields due to need for employment and adequate pay."

"The U.S. Government has an EEO Policy. However, there is no way of changing 'mental blocks' in the minds of men simply by instituting a law or policy. There are subtle ways for male supervisors to avoid hiring or advancement. Any woman who yells 'discrimination' would find herself labeled as a troublemaker and unwanted employee, thus hurting her chances of advancement in the future."

"Upon graduating, the Dean of Architecture refused to help me find a position but placed all men graduates."

"I have found some firms take on women apprentices (often lower salary) and then give them routine work - nothing challenging and often no contact outside of the office with contractors, etc. - salary is not increased regularly because there is no substantial development of ability."

"Every time I changed jobs I had to start at the bottom."

"Advancement was impossible. I became a teacher" "I feel that teaching architecture and building construction is related, but I know that it was second choice to being in practice."

"Discrimination has been the most damaging to me in terms of ultimate goals rather than intermediate ones: became aware of impossibility of becoming a partner in large firm. It caused me to alter my professional plans to get out of the large office and into either private practice or the university."

"I think all salaries in offices should be public knowledge within the office, since this is the basis of most discrimination. Salaries should be posted. (the less they pay you, the less responsibility they give you and vice-versa)."

"Prospective employers tend to overestimate the ability of females - they seem to think that only an exceptionally gifted woman would be able to do what an average man can do (and that they will be getting more for less)."

"I have felt largely that the discrimination I have encountered has been valuable - has contributed to my professional development. I have been required to outperform my male peers in order to do as well - the result is that I learned more than the average, acquired more skills at a faster rate because I was subtly 'pushed'. I can think of no valid reason why I should resent an attitude which has, in the end, been largely to my benefit, nor do I wish to change the attitude.

"A frequent problem is that a woman in this profession is regarded as a toy or an amusement and project architects after interviewing one tend to follow with sexual advances. It is an added pressure which men do not have to contend with."

"Anger and regret may be stimulating to others, but to me they are paralyzing."

"I feel the type of work assignments by employers has hindered my opportunity for advancement in the field. Without experience knowledge is limited, and with limited knowledge there is limited advancement. I know I am weak in certain areas due to the fact some employers had me doing janitorial duties instead of drafting (I quit) but I have faced this type of discrimination throughout my working career."

"Treatment by teachers was either preferential or highly discriminating nothing in between!"

"My own experience of discrimination has been of the sort of 'oh yes your wife answers the phone' and 'she must be good at colors'. As half of a husband-wife team I was for many years content to stay in the background. The effect of women's lib on me has been to feel

I should have my own professional identity as part of the team, not just the 'nice wife' helping out."

"I am sometimes bugged at being hired because I am pretty."

"Architectural registration should allow part-time work to qualify for registration requirements."

"The subtle 'hassles' tend to enforce my defensiveness and aggressiveness and the needed support from colleagues is in short supply. Being a minority is also difficult and lonely at times. Jokes about overnight trips, what I'm wearing, and office streaking teams are tiresome."

"Generally employers believe that a woman will stop working to raise her family."

"Mostly, they believe my father supports me."

"We are so few of us (women architects, that is) that it is difficult to find out about each other - who we are, where we are - and become acquainted. Perhaps regional events like the West Coast Women's Design Conference at the University of Oregon this April can bring to us all more awareness. We have a lot of mutual problems, I think, that we need to discuss; and our fellow professionals who happen to be men, need to be aware of them too."

"I would encourage young people to enter the profession but only if they understand that architecture needs a new definition and that we have much changing to do to respond to current needs."

"Discrimination is most damaging in affecting ones personality and attitudes."

"Women have little mobility within a firm and from one firm to another."

"Discrimination is most damaging to personal growth because of loss of confidence."

"One becomes cynical and expects discriminatory treatment."

"Discrimination acts as a constant irritant."

C. Attitudes Toward the AIA

Since few women architects join the AIA, a question intended to discover the reasons was included in the questionnaire. Of those non-members who answered the question, the largest number (29%) said they were not eligible. This would indicate that the associate categories of membership are either not well known, or are not considered a worthwhile form of membership. Other reasons cited by significant percentages of women respondents were cost of membership, disagreement with policies, and

that AIA membership was "not useful" to them. A number of women checked "other"; these reasons could not be coded separately. Among the male non-members responding to the question, the reasons ranked in similar order.

These statements from respondents are indicative of some of their feelings towards the AIA:

"No interest in the organization. Don't know enough about their activities."

"Discrimination against women. They are absolutely the worst group I've ever seen!"

"Belong but don't go - feel out numbered, conspicuous."

"Yes (belong), but can't think of a good reason to join again - that's a questionnaire in itself!"

"It is an organization for the big business architects. It is essentially a business rather than a professional group. It gives lip service to professional ethics but operates on economically oriented, highly competitive business "ethics." (male respondent)

"I suspect AIA is not concerned with the architectural profession."

"I feel compelled to comment that the AIA seems so reluctant to welcome new members. I have the application forms filled out (for the 2nd time) and ready to send in, but I have several men and women friends who continually counsel against joining. They seem to feel that their money has been wasted, because they have been prevented from working on committees and projects which interest them, and have been made to feel very unwelcome in general. So I am hesitant to join - wish there were a trial membership. If and when I do join, I will want to become involved in this area, as I see the wooing of new members as essential to the organization (even a very large chapter)."

"I have felt not only unrepresented but discriminated against by those in power in the AIA. Many do so subtly."

Part I(b). MEETINGS WITH WOMEN IN THE PROFESSION

SYMPOSIUM AND CONFERENCE

In March of 1974, the students of the School of Architecture, Washington University, St. Louis, organized the first national Symposium on Women in Architecture. The Symposium was followed a month later by the West Coast Women's Design Conference in Eugene organized by the students and faculty of the School of Architecture at the University of Oregon. The Task Force actively participated in the events in St. Louis and Eugene. The Task Force members conducted and/or took part in workshops, panel discussions, seminars and numerous formal and informal meetings with students, faculty members, women practitioners and other AIA members. The discussions covered a wide range of subjects: women expressed their concern about the future of the profession, architectural education and the profession's inadequate response to the social, economic and political changes in society. Major topics of discussion included day to day practice, environmental design, humane architecture, women's approaches to design, the criteria used by women in determining priorities, the contribution women can make to the built environment and the barriers which prevent them from becoming full participants. The rigid hierarchical office structure, which many women believe is a major barrier to equal opportunity and which generally stifles creativity came under criticism, and alternatives such as the horizontal structure and the team concept were discussed. Other subjects included discriminatory practices in admissions to schools of architecture, as well as equal opportunity laws and affirmative action. The discussions on professional organizations and women inevitably centered on the AIA, on the need for separate professional organizations for women and the relationship between those organizations and the AIA, AIP and others.

The presence of the AIA Task Force generated many questions concerning the AIA's actions to eliminate existing discrimination against women in the profession. Questions were asked about the actual intentions of the AIA and fears were expressed that only lip service was really intended. At that time no positive, unqualified answers could be given on behalf of the AIA, only a plea for patience and cooperation.

The students in Eugene promised to find funds to send a student to the AIA Convention in Washington, D.C. to assist the Task Force with the "Women in Architecture" booth. An appeal for funds was made at the Conference and a substantial amount was collected before the Conference adjourned. Thanks to the determination and imagination of the students in Eugene, Dorothy Victor joined the Task Force at the Convention, and was instrumental in making the booth a success.

It must be noted that local and regional organizations of the AIA completely ignored both the Symposium in St. Louis and the Conference in Eugene. However, the AIA National organization, in addition to the Task Force, was represented in St. Louis by a member of the Public Relations Department staff and by David Bowen, AIA, then Chairman of the Personnel Practices Committee, who attended on his own initiative.

AIA CONVENTION, 1974

The Task Force booth at the 1974 Convention was one of the busiest places in the Marketplace of Ideas: thousands of pieces of information were distributed and countless numbers of questions answered. Men and women students, architects, and spouses stopped by to watch video tape and slide presentations. The booth also turned into the meeting place for women delegates and participants. Delegates came looking, in vain, for a copy of the Task Force report, reporters came looking (often in vain) for a Task Force member who had the time to be interviewed. And a frustrated but persevering representative of a government agency used the booth to conduct a survey on the women architects' opinions of government health and safety regulations.

The two workshops organized by the Task Force were also very well attended. The interest shown and participation by members of the Board, officers and executives of the National and Component organizations, and by individual members of the AIA, both men and women, were gratifying indications of the growing awareness among the members of the profession of the issues raised by the women.

The participation by the Task Force in the Symposium, Conference and Convention, provided its members with the opportunity to talk and listen to literally hundreds of women of all ages, students, teachers and

practitioners. Information thus obtained gave the Task Force a better understanding and a broader picture of the status of women in the profession, as well as their concerns, attitudes, grievances and goals.

Part II. IDENTIFICATION OF PROBLEM AREAS

The survey and data analysis and the meetings with women are equally important parts of the study of the status of women in architecture. The documentation and information obtained from this study provide the basis for the identification of the problem areas and the recommendations for future policies and actions of the American Institute of Architects.

The study indicates that serious problems exist in three major areas:

- Area 1. Under-representation in the profession
- Area 2. Discrimination in employment
- Area 3. Alienation of women architects from the AIA

The problems in those areas are, in general, the product of systematic, intentional and unintentional discrimination. The factors which have produced them are as diversified and numerous as the forms of systematic discrimination themselves. Therefore, no attempt has been made to list all of those factors, but only the major ones.

AREA 1. UNDER-REPRESENTATION IN THE PROFESSION

Women represent only 1.2% of all registered architects and 3.7% of the total architectural population of the United States.

The problem of under-representation of women in the field of architecture, as in other professions, is to a certain extent the result of the persistence of traditional views of the place and role of women in society. In recent years, the impact of the women's movement has decreased the tendency of young people to stay away from occupations for reason of sex. The opening up of the architectural profession to women, however, lags behind many other traditionally male fields.

The survey data indicates that the number of women entering architectural schools is increasing, but the percentage is still very small and unevenly distributed. Therefore, the problem of under-representation will not be solved automatically, but will require taking action, designed to encourage women to become architects.

In determining the actions which should be taken, consideration should be given to the following factors:

A. The Public Image of the Architect

Realistic information about the profession and the role of the architect is not readily available to the public, and the general lack of experience of direct contact with an architect results in poor understanding of the actual functions performed in the practice of architecture. This particularly affects potential women students who are discouraged by distorted conceptions of the aptitude or qualifications required to become an architect.

Publications and advertisements designed to increase the public's awareness of the architect's role project the image of a male practitioner. Furthermore, product literature continues to depict women as sex objects.

B. Career Counseling

Counsellors responsible for assisting young people in determining their high school curricula or in choosing a career often are as ignorant about the architectural profession as is the general public.

Some of the available career guidance material provides misleading and biased information about the abilities of women. A good example of such material is the book "Opportunities in an Architectural Career" recently recommended through the MEMO as career guidance material. The author states that women usually find interior design, graphics and space planning more to their taste and abilities.

C. Education

1. Paraprofessional Training Programs. The existing paraprofessional and on-the-job training programs established to increase the participation in the profession by members of previously excluded groups are required by law to include women as well as minorities. In fact, those programs are limited to members of racial and ethnic minorities only.

2. Liberal Arts Colleges. For women considering graduate education after a liberal arts degree, the prevalent lack of knowledge regarding the interests and aptitudes appropriate to an architectural career tend to prevent selection of architecture.

3. Schools of Architecture. For a number of years, determined efforts have been made by the schools themselves to attract students from racial minorities and a great deal of scholarship money has been made available to these students. No known recruitment attempt has been made to increase the number of women students.

While overt discrimination in the admission of women to architectural schools does not exist, more subtle methods are still used in some schools to discourage women from entering the field. Discriminatory and biased treatment of women students by male faculty members still exists in many schools.

Recruitment of women faculty members has resulted primarily from the pressure of Federal legislation related to funding. The numbers are still very small and almost half the schools have no women teachers. The tendency to assign women to non-architectural courses persists.

Women students and young professionals have consistently expressed concern regarding the scarcity of role models.

4. Discrimination Within the Profession. Knowledge of existing discrimination against women in the profession is a factor in itself, which acts as a deterrent for young women who are considering a career in architecture.

AREA 2. DISCRIMINATION IN EMPLOYMENT

The average income of men architects is 61.22% higher than that of women architects. Women architectural employees make, on the average, 28.64% less than male employees for full time employment.

These are only a few examples of the data extracted from the surveys. The study indicates that the most serious problems caused by sex discrimination occur in the area of employment. This is also the area where the survey derived the most important and embarrassing information.

The study indicates that inequities in the employment of women in the profession are primarily the result of widespread systematic sex discrimination which requires special and definitive treatment. In determining the actions which need to be taken, consideration should be given to the following factors:

A. Extent of Employment Discrimination

Discrimination in employment of women exists in all personnel actions. The study reveals that inequities become evident at the beginning of a woman's architectural career and usually persist.

1. Hiring. Many women reported that they experienced chronic difficulty in obtaining employment. The survey made no attempt to measure the reluctance to hire women in statistical terms. However, in stating the reasons for non-employment, over 9% of the women and only 4% of the men cited "no work available".

2. Internship. Women are often hired for limited, stereotyped positions, regardless of their qualifications. They are seldom given the opportunity to acquire experience in specification writing, client contact, or contract administration. Reluctance to send a woman to the construction site is often based on the assumption that prejudicial attitudes of contractors and construction workers would prevent her from doing her job. The study did not uncover evidence supporting this assumption.

3. Advancement. The survey, by examining employment status in relation to age, years of experience and other pertinent factors, statistically confirms statements by many women about the difficulty in achieving satisfactory advancement. Advancement within a firm in terms of job titles usually stops at the lower middle echelons for most women, even if actual work performed is similar to that performed by men with "higher" titles and salaries.

The problem is compounded when the nature of work assignments is limited and consequently experience remains limited. Because of the practice of hiring women for stereotyped jobs, women are often found in departments where promotional opportunities dead-end, as for example: interior design.

4. Pay Practices. The survey shows that women are paid lower salaries than men for work which requires equal qualifications, effort, and responsibility and which is performed under similar conditions.* Determination of a woman's salary is often based not on her professional experience and skills but on qualifications which are not job-related, such as whether she is "head of household" and "principal wage earner". Women are generally offered lower starting salaries. Because of the difficulty they have in finding jobs, they often have no choice but to accept the salary offered. Not only do they never catch up with the level of men's salaries, but because they do not

*"Equal Work" as defined in the Equal Pay Act.

advance comparably in terms of job titles, the discrepancy increases over time.

5. Penalty for Child Care. Discrimination against married women and women with young children is not uncommon. Refusal to hire pregnant women and the discharge of women solely because of the condition of pregnancy are also common practices. Employee benefits often do not provide pregnancy benefits for women employees but do provide them for wives of employees. Rigid work schedules and the unavailability of part time work penalize women who need to take time off to care for their children. An interesting double standard has developed in the profession regarding part time work. Men who take time off to teach for example, are encouraged by their employers. Women who take time off to care for children risk losing their jobs.

6. Licensing. Penalizing women for child care is not restricted to employers. The policy of Architectural Registration Boards in some states which do not accept part time work in any form and under any condition in determining eligibility for licensing unduly penalizes women. In recent months state licensing boards have been under investigation and criticism by several government agencies and new developments are expected. One agency advocating a strong stance is the Equal Employment Opportunity Commission. The Commission has proposed that licensing boards comply with the same rules that govern employers in personnel testing and selection.

The policies of State Architectural Registration Boards which discriminate against women, together with the practice by architect-employers of stereotyping women, prevent them from acquiring either the years or the types of experience necessary for licensing. Together, they constitute factors which keep women in positions with lower pay and less responsibility than men.

B. The Characteristics of Systematic Sex Discrimination

Traditional and outmoded views of the role of women in society and the profession have translated themselves into widespread patterns and systems which often unintentionally, but nevertheless systematically, discriminate against women. This systematic discrimination is not limited to employment, but its effect on women in the profession has been most detrimental in this area.

1. Stereotyping. Stereotyping is the most pervasive characteristic of systematic sex discrimination. The principle of equal opportunity requires that individuals be considered on the basis of individual capacities and not on the basis of any characteristics generally attributed to the group. However

employers continue to deny equal employment opportunity to women because of:

Sex based assumptions, such as "women are not career oriented", "women are not seriously committed to their work";

Stereotyped characteristics of the sexes such as "women are more capable of designing residences, kitchens; men, on the other hand are better in organizing major projects"; and

The assumed preferences of co-workers, clients, contractors. This type of stereotyping often works both ways. For example; the assumption that construction workers would not accept a woman architect because they are assumed to be prejudiced is just as unfair to the construction workers as the denial of opportunity based on this assumption is unfair to the women architects.

2. Sexist Language. Sexist wording found in memorandums, forms, manuals, publications, and conversations is a major factor which encourages the perpetuation of sex stereotyping.

Continuous repetition of the masculine gender and the word "men" in reference to architects, employers, technical employees and AIA members, and the use of the feminine gender and the word "women" in reference to secretaries and spouses tends to reinforce traditional ideas of the roles of women and men in the profession.

Another linguistic phenomenon has recently occurred. Women are often referred to as persons, while men retain their status as men. It is now not uncommon to refer to women as chairpersons or draftspersons, but men are still referred to as chairmen or draftsmen. This implies that to become equal in status to men, women must become something sexless and neutral, such as persons.

The negative effect of sexist language on the achievement of equal employment opportunities for women, and to the equality of women in general, has been recognized by government agencies, by the community at large and by industry. The Equal Employment Opportunity Commission has criticized many companies which allow sexist statements to circulate within their organizations. Affirmative action to eliminate such language has been taken by, among others, the Bank of America, Mobil Oil, Westinghouse, and McGraw-Hill.

3. The Sponsor - Protege System. Systematic discrimination is built into behavioral systems and working relationships, which affects access to equal employment opportunity. One such system which has had, and continues to have, detrimental effect on the promotional opportunities for women is the "sponsor - protege" system. In many ways, promotions to

executive positions are based on the recommendations of those in power. Executives seek ways to provide informal training and insure continuity in the leadership of the company. In this system the sponsor is almost always a man, and although he may not object to a woman being a subordinate in lower level management positions, prevailing attitudes and outmoded views prevent him from identifying HER as or preparing her to become HIS replacement.

The effect of such a system on the professional career of women architects is best expressed in this statement of one of the survey respondents: "Discrimination has been the most damaging to me in terms of ultimate goals rather than intermediate ones: I became aware of the impossibility of becoming a partner in a large firm. It caused me to alter my professional plans, to get out of the large office and into either private practice or the university."

C. Legal and Ethical Aspects

Employment policies, practices and actions which discriminate against any individual because of this individual's sex are in violation of Federal laws and regulations. (Title VII of the Civil Rights Act, The Equal Pay Act, Executive Order 11246, revised, etc.). Such practices also violate many state and local laws and ordinances.

In March of 1974, in discussing the violation of political contribution laws by members of the profession, President Rogers wrote in the "MEMO":

"The fact that the number of offenders is miniscule - the fact that the majority of architects practice in an ethical manner - even the fact that the few exceptions may have been victimized by a political system that encourages corruption - none of these facts has much mitigating effect on the damage to our profession".

A similar statement, unfortunately, could not be made with respect to violations of employment laws prohibiting sex discrimination. Inequities suffered by women architects as documented by the survey could not have occurred if the number of offenders was miniscule. This face cannot be excused by citing a social and political system which encourages discrimination. It raises the question of how many architects actually practice in an ethical, lawful non-discriminatory manner. The damage to the profession, therefore, could be even greater.

D. The AIA Position on Discrimination in Employment

The legal and ethical aspects of sex discrimination in employment mandate a review of the AIA's Standards of Ethical Practice, and their effect, if any, on equal employment opportunity. Furthermore, the example

set by the AIA as an employer must also be analyzed.

1. Standards of Ethical Practice. Standard 2 of the Standards of Ethical Practice states in part: "An Architect ... shall not discriminate against any employee or applicant because of sex, race, creed or national origin".

To our knowledge, no charges for violation of this portion of the Standard have been filed to date. Considering the results of the survey, one can assume that this Standard has had little, if any, impact on employment practices which discriminate against women architects.

There may be several reasons why Standard 2 has been ineffective, including the following:

The Standard covers the broad subject of "human rights for all mankind" and is found under the heading "Obligations to the Public". The statement is general and there are no interpretations of the Board of Directors as to which practices are discriminatory, i.e., unethical.

Few women are aware of this provision of the Standards of Ethical Practice and even fewer are aware of the AIA grievance procedures. In addition, women in the profession generally do not believe they can get fair treatment by the AIA.

Another deterrent, probably the most effective, is the risk an employee takes in filing a legal or ethical charge against an employer. Under the law the layoff of an employee who has filed a charge is prohibited. It is not clear from the Standards if a retaliatory firing for filing a charge based on the Standards would in itself constitute a violation of the ethical standards.

2. The AIA as Equal Opportunity Employer. The Task Force did not attempt to determine reasons for the conspicuous absence of women architects on the staff of the Institute. Hopefully, the equal employment opportunity affirmative action program for the national office to be developed in 1975 will include efforts to recruit a woman architect for an executive position. The example set by the AIA could have a substantial impact on the membership.

AREA 3. ALIENATION OF WOMEN ARCHITECTS FROM THE AIA

The survey data indicates that 43% of the registered women architects and 55% of men are members of the AIA.

The study also indicated that in the areas of under-representation and employment discrimination the trend is toward the resolution of the problems, mostly as a result of the Equal Rights Movement and federal legislation. However, in the area of alienation of women architects from the AIA, the indications are that the trend is in the opposite direction.

Dissatisfaction with the AIA, lingering suspicion and mistrust of the sincerity of its commitment, and even doubts about the AIA's ability to address

itself to women's issues in the profession and in society in general are not uncommon among women architects, particularly among the younger generation.

In the past year, the national organization of the AIA has taken action to involve more women members in its activities and structure. Similar, and in some cases more extensive effort was made by some of the components. Exhibits of work by women architects were organized in New York and in Philadelphia. A visual count of women delegates at the 1974 Convention indicated a substantial increase from the previous year. At least one chapter has a woman president and others have elected women to their Boards of Directors. The relative ease with which Resolution 13 in support of the Equal Rights Amendment, was passed and the statements of its supporters were the best expression of the growing awareness and commitment of the AIA membership to the issues.

Although the AIA can be proud of these achievements, a few words of caution are necessary.

The achievements at grassroots levels in most cases have been the result of the efforts of specific component organizations which have led and/or participated in the movement for equal treatment of women in the profession from the very beginning, not the result of the efforts by the majority of the component organizations.

To our knowledge, no special effort has been made at any organizational level of the AIA to increase the number of women members.

Participation of all segments of our profession in the AIA is essential if the American Institute of Architects is to truly represent the architectural profession. Therefore, it is necessary for the AIA to take positive action to increase the membership of women and encourage participation by women members in its activities and structure. It is also essential that the actions be combined with a sincere effort directed toward the elimination of the conditions, policies and practices which continue to alienate women from the AIA.

In determining the type of actions which need to be taken, consideration should be given to the following factors:

A. Economic Status of Women in the Profession

To a certain extent, present problems can be explained by the economic status of women in the profession. Women are primarily found among the lower paid employees and small firm owners: two groups, not limited to women, whose dissatisfaction with the Institute has been the concern of the AIA for some time and which is the subject of a study by another Task Force.

The dues structure, which is a deterrent for many male architects, is an even greater deterrent for women, whose income is much less. Employer - architects who pay their employees time off for participation in AIA activities and/or their dues, usually limit those benefits to associates and employees in management positions: women are seldom found in these categories.

Because the majority of women are employees, they share the attitudes, problems and concerns of architectural employees regarding the American Institute of Architects. In 1974, the Personnel Practices Committee, under the guidance of Louis deMoll, FAIA, prepared a study and a report on the subject of membership as it relates to the architectural employee, which was presented to the Board of Directors at its December meeting. The Women in Architecture Task Force actively participated in the preparation of the study and will continue to monitor the further development of this issue with great interest.

B. AIA Policies and Practices - Women Members

A review of the policies and practices of the American Institute of Architects toward women members indicates the following:

1. Bylaws et al. The Bylaws of the Institute, the Standards of Ethical Practice and the Rules of the Board of Directors do not make any distinction between male and female architects. Nor do any written or otherwise expressed policies of the Institute overtly, covertly, intentionally or unintentionally restrict, limit or in any manner adversely effect the participation of women architects in the activities and structure of the American Institute of Architects.

2. Benefits. Exceptions to the above statement can be found in the benefits available to corporate members. There is at least one insurance policy which makes a distinction between men and women corporate members in its coverage of dependents.

3. Women's Architectural Auxiliaries. Extending membership to licensed female architects by Women's Architectural Auxiliaries raises serious questions as to the actual attitudes within the AIA toward women architects. The existence of this practice can only be explained as a covert tool designed to keep architects who are women out of the AIA. In their present form, Women's Architectural Auxiliaries continue to be a constant irritant to women architects and one of the factors which contribute to the perpetuation of stereotyped ideas of the role of men and women in the profession.

4. Common Practices. Generally, written policies of the Institute are not discriminatory: however, a candid look at common practices, particularly at component level, reveal a somewhat different picture.

It was apparent from conversations with women around the country that overt discriminatory practices are not uncommon at the component level. Women architects applying for membership in the AIA often have been told they were not welcome and/or advised to join the Women's Auxiliary. Segregation by sex of participants in chapter events, with all the "ladies" in one area or type of activity, and the "architects" (i.e., men), in another, rather than groupings by professional or membership status is a continuing practice.

The study also revealed a great variety of subtle discriminatory practices. Women members reported that in attempting to sign up for a chapter committee, they were told the committee "is full". In the past year, members of the Task Force had the opportunity to discuss this matter with officers of the national and component organizations and were told that there is "no such thing as a full chapter committee".

Also reported were cases in which a man was assigned to an activity for which a better qualified woman had volunteered. In areas where such practices do not exist, women architects are usually assigned to committees which deal with subjects assumed to be more to the "taste and abilities" of women. They are seldom assigned to committees on codes, regulations, awards, nominations, structure, etc.

Once assigned to a committee, women architects continue to encounter difficulties. They either are not expected to contribute to the committee's work or, after completing the work assigned to them, are not given credit for it. Instead, recognition is directed to a male committee member or the chairman.

Numerous examples of the latter practice were brought to the attention of the Task Force. Many women gave this as their reason for withdrawing from active participation in the AIA; others continued working on committees because to them it is "more important to do the work than to get credit for it". Although few can argue with this statement, the long range effects of such practices cannot be minimized.

Movement up in the AIA's organizational structure and the opportunity to work on issues of interest at regional and national level are largely dependent on the contributions made by a member at the chapter level. The practice described above is one factor which contributes to the absence of women among the officers and committee members of the Institute. Unless action is taken to resolve this problem at component level, efforts of the Institute to include more women in its structure and activities may result, at least in appearance, in reverse discrimination.

The statements of survey respondents are the best illustration of women architects' attitudes toward the AIA. The reasons probably are best summarized in the responses of a woman who continually has been counselled against joining the AIA by her friends. These friends feel that "their money has been wasted, because they have been prevented from working on committees and projects which interest them, and have been made to feel very unwelcome in general".

C. AIA's Response to Social Change

The present trend away from the AIA which can be detected among women in the profession cannot fully be explained by the AIA's image as "exclusive club for white male architects". Many of the reasons, and perhaps the most important, can be found in the changes which are occurring in our society, in their effect on the profession and in the American Institute of Architects' response to those changes.

1. The Changing Social Structure. The response of the AIA to the challenges of economic and political changes has for the most part been more swift and definitive than its response to societal changes. In the first instance, the negative effects of inaction on the majority of its members are easier to detect than in the latter.

The changing role of women has brought profound changes in our social structure. The structure based on men as a domineering element and women as a subservient one is gradually, but definitely changing into a more equitable one.

The Task Force study was limited to the status of women in the profession. The study, however, indicated a great concern among women architects about the treatment of women by the profession. A lack of recognition of this issue by the AIA will contribute to the doubts many women have about the AIA's ability to respond to the challenges of social change.

2. The Equal Rights Movement. The equal rights movement has resulted in a growing awareness among women in architecture of their rightful place in the profession and of their contribution to the design of the human environment. This awareness is reflected in the determination of the women architects to become equal participants, and in commitment to change for a better future.

In the past, women in the profession had only two alternatives: to live in complete professional isolation, or to join an organization where they felt unwelcome. In response to the need for a better alternative, organizations of women architects have been formed and continue to be formed around the country. The existence of these organizations does not eliminate discrimina-

tory attitudes, nor can they serve those in the areas of greatest isolation, where the number of women is very small. The organizations, however, have provided a place where women can meet with other professionals, work on issues of interest and exchange ideas, experience and knowledge without feeling conspicuous, unwelcome or used.

The membership of these organizations consists primarily of employees and apparently they have been more successful than the Institute and the AIA components in developing effective programs to respond to needs of architectural employees, particularly in the area of internship and licensing. These organizations usually are not limited to women in the architectural profession, but include women working in related fields. The direct exchange of ideas has resulted in a better understanding of the contribution design professions make to the built environment.

The response of these groups and of women in the profession in general to the existence and activities of the AIA Task Force "Women in Architecture" has been very positive. In 1975 the Task Force will continue to act as liaison between the Institute and the organizations. This activity, however, is limited by the lifespan of the Task Force and does not extend to the local component organizations. The establishment of a continuous working relationship between the American Institute of Architects and the organizations of women in architecture based on mutual respect and understanding will be beneficial to all and in the best interest of the profession.

APPENDICES

1973 AIA Convention
San Francisco, California
May 9, 1973

RESOLUTION NO. 2 -- REVISED COPY

Title: Status of Women in the Architectural Profession

Submitted by: New York Chapter, AIA; Boston Society of
Architects, AIA; and New Jersey Region, AIA

In the past several years the AIA has made efforts and taken effective action to redress the inequities endured by racial minorities. It is urged that this effort be expanded to include women, who presently constitute a minority in architecture, and that recognition be given to the following problems.

1. Under-Representation
Recent statistics indicate only four per cent of the nation's architects are women.
2. Inequality in Employment Opportunities
Discriminatory hiring policies, unequal advancement and sex stereotyping of jobs are prevalent.
3. Inequality in Pay
Women are paid less than men for equivalent work and the differential increases with increasing experience because of unequal promotional practices.
4. Discrimination by Omission
Women have rarely been represented among officers, directors, committee chairpersons, or even committee members in AIA and other professional societies. They have rarely been invited to serve on ad hoc committees, competition or award juries.

Therefore, be it

RESOLVED, That the AIA take action to integrate women into all aspects of the profession as full participants.

RESOLVED, That The Institute conduct a study on the status of women in the profession and report the results to The Board of Directors in December and to the 1974 Convention. The study should include a survey of present statistics and employment practices relative to women in architecture and consider the formulation of policies in the following areas:

1. The encouragement of women to become architects.
2. The involvement of more women in AIA activities and structure.
3. ~~The elimination of sexist wording in all AIA documents and publications.~~ (deleted by Convention)
4. The initiation of an affirmative action program to implement the Equal Opportunity Section of the "Manual of Personnel Practices" AIA.

QUESTIONNAIRE

PART I

1. **Sex:** Male _____ Female _____
2. **Age:** _____
3. **Marital status:** Married _____ Single _____ Divorced _____ Widowed _____ Remarried _____
4. **Children:** a) No _____ Yes _____ b) Number of children under five years old _____
5. **B. Arch.:** a) No _____ Yes _____ b) Year _____
6. **Indicate other undergraduate degrees:** _____ Year _____
7. **Indicate graduate degrees:** _____ Year _____
8. **Registered architect:** a) No _____ Yes _____ b) **NCARB:** No _____ Yes _____
9. **Member of AIA:** a) No _____ Yes _____ b) **if no, why:** (check only one)
Cost _____ Not eligible _____ Disagree with policies _____ Not useful _____
Other (please note) _____
10. **Are you a member of any other professional group (or union):** a) No _____ Yes _____
b) **if yes, please indicate:** _____
11. **In what region do you work:** (check only one)

_____ California	_____ Central States (includes: Iowa, Kans., Mo., Neb., Okla.)
_____ Florida	_____ East Central States (includes: Ind., Ky.)
_____ Illinois	_____ North Central States (includes: Minn., N.D., S.D., Wisc.)
_____ Michigan	_____ Gulf States (includes: Ala., Ark., La., Miss., Tenn.)
_____ New Jersey	_____ Middle Atlantic (includes: Del., Wash., D.C., Md., Va., W. Va.)
_____ New York	_____ South Atlantic (includes: Ga., N.C., S.C.)
_____ Ohio	_____ New England (includes: Maine, Vt., N. H., Mass., Conn., R. I.)
_____ Pennsylvania	_____ Northwest (includes: Ak., Hawaii, Guam, Idaho, Mont., Ore., Wash.)
_____ Texas	_____ Western Mountain (includes: Ariz., Colo., Nev., N.M., Utah, Wyo.)
12. **Work experience:** (Architecture or related) a) No. of years _____
b) Total number of organizations worked for _____
13. **Have you worked continuously since graduation:** a) No _____ Yes _____
b) **If not, please state reason:** Travel _____ Children _____ Illness _____ Military service _____
Personal preference _____ No work available _____
Total time unemployed _____
14. **Type of practice or organization with which you are presently engaged or employed:** (check one which best describes type)
Architecture _____, Arch./Eng. Combination _____, Planning _____, Government _____, Industry _____, Interior Design _____,
Publishing _____, Teaching _____, Other (please note) _____
15. **Number of employees in present firm:** _____
16. **Present position:**
a) (check only one) Principal/Partner _____, Associate _____, Employee _____
b) (check only one) Project Architect _____, Project Designer _____, Job Captain _____, Designer/Draftsman _____,
Interior Designer _____, Urban Designer/Planner _____, Other (please note) _____
17. **At what level do you see yourself in managerial responsibilities and authority:**
Upper Management _____ Middle Management _____ Lower Management _____ None of the Above _____
18. a) **Number of years with present firm:** _____ b) **Number of years in present position:** _____
19. a) **Annual gross salary for present position:** (nearest \$1,000.) _____
b) **Presently working:** full-time _____, part-time _____

20. **Income:**
 a) **Is your income your sole support or the sole support of you and your family:** No_____ Yes_____
 b) **Do you take on additional free-lance/part-time work over and above your full-time job?** No_____ Yes_____
If yes, please indicate:
 Architectural commissions_____, Drafting_____, Rendering_____, Teaching_____, Writing_____,
 Work not related to architecture_____, Other (please note) _____
21. **Supplementary yearly income from additional free-lance work:** (nearest \$1,000.) _____
22. **Do you participate in your firm's profits:** a) No_____ Yes_____ b) **If so, to what extent:** 1-5%_____ 5-10%_____
 10-15%_____ 15-20%_____ Over 25%_____ Don't know_____
 c) **Do you participate in a pension plan provided by your firm:** No_____ Yes_____
23. **Do you attend meetings as a representative of your firm:** No_____ Yes_____
24. **Do you do construction site inspection:** No_____ Yes_____
25. **Do you take out-of-town trips for your firm:** No_____ Yes_____
26. **Special accommodations to parents:**
 a) **Your current firm has:** No benefits_____, Some benefits_____,
 Good benefits and is willing to work out accommodations_____, no policy and no interest in needs of working parents_____
 b) **Does your current firm provide any of the following:** Maternity leave_____, Day care facilities_____, Compensatory pay
 for child care_____, Flexible working hours_____, Partnership jobs (where two part-time employees share a full-time job)_____

PART II

27. **Was architecture your first choice as a profession:** No_____ Yes_____
28. **Who/What was single most influential factor in determining your choice of architecture as a profession:**
 Parents / Relatives_____, Teacher / Guidance-counselor_____, Prof. counseling_____, Work experience_____,
 Self-evaluation_____, Architect_____, Other _____
29. **At what age did you make the choice to be an architect:** _____
30. a) **Would you be interested in continuing professional studies:** No_____ Yes_____
 b) **Select single most relevant area:** Design_____, Planning_____, Architect/Developer_____,
 Construction Management_____, Financial Management_____, Computer Technology_____, Ecological Issues_____,
 Behavioral Sciences/Environmental Design_____, Structural/Mechanical_____, Other_____
31. **In what areas and by whom have you encountered discrimination:** Give each item a rating using the following scale:
 0 = no discrimination; 1 = preferential treatment; 2 = little discrimination against; 3 = moderate discrimination against;
 4 = much discrimination against; 5 = not applicable
 a) School_____, Hiring_____, Advancement_____, Salary_____, Type of work assignments_____, Other_____
 b) Teachers_____, Co-workers_____, Clients_____, Employers_____, Other professionals_____,
 Contractors/Construction workers_____, Other_____
32. **In what way has discrimination been the most damaging to you:** _____
Has it caused you to alter your professional plans: No_____ Yes_____
If yes, in what way: _____
33. **Please list any recommendations or policies regarding equal employment opportunity which your firm has developed or considered based on experience with the firm:**

34. **Would you encourage young people to enter the profession:** No_____ Yes_____
If no, why not: _____
35. a) **Do you feel an active program should be developed to recruit women into the profession:** No_____ Yes_____
 b) **If yes, can you make suggestions:** _____
36. a) **If you were able to choose a career again, would your choice still be architecture:** No_____ Yes_____ b) **If no, why:** _____
37. **If you are not working in architecture or a related field, please give your reasons:** _____