

# Leagueline

1Q

1Q.2014 [www.alnnj.org](http://www.alnnj.org)

I believe we  
are all equal,  
welcome,  
capable and  
valuable.

Promote the value of  
[being an] AIA architect  
with recently immigrated  
ethnic groups. They are  
the future growth area,  
future small business  
owners, and future home  
builders.

# Voices of Diversity

I just don't feel welcome...  
the sense seems to be more  
out-of-place. I have heard  
this sentiment expressed  
by others who are of my  
ethnicity.



...a look at Diversity and Inclusion in  
our organization and our profession.

## PRESIDENT'S COLUMN



President". What a year it's been.

This past year we've had some interesting speakers and have had some amazing tours that included a behind the scenes tour of Grand Central Terminal, a tour of the ground zero memorial and the Joe David led walking tours. We had a very successful Trade Show and Golf outing that raised money for scholarships and to support other League activities. We've had Educational seminars that contributed to our professional development and classes to help our associate members prepare to take the licensing exam. We had an extremely entertaining Pecha Kucha event in October, run by our emerging professionals, that all that attended raved about. I look forward to seeing what they can come up with next year. And maybe my favorite event of the year, our Peer Awards night in Ridgewood where members brought boards and were voted by attendees to receive recognition. I hope we can make this a tradition and see it grow. It is a great way to see what our members are up to professionally and socialize with our colleagues. To put a feather in the cap of the organization, we celebrated 10 years of our quarterly Leagueline journal. Kudos to all those who have worked so very hard to create the Leagueline, edit it and make it grow. Job well done!

Personally the presidency has provided many opportunities that I'll take with me as wonderful memories and experiences. I attended Grassroots in Washington and the National Convention in Denver as a representative of the Architects League. I was invited to participate in the AIA-NJ led SDAT that developed a master plan to assist a community that was devastated by Sandy in the fall of last year. I participated in AIA National's repositioning endeavor as one of the Regional Ambassadors. I have high hopes that we'll see

the AIA morph into a more member-centric organization when we see this exercise come to a close. I've had the opportunity to attend various sister chapter meetings throughout the state and observe and learn from their efforts, hopefully bringing some of that home to our chapter. And lastly, I've had the opportunity to work with our amazing board that I don't have the words to heap on all the praise that they deserve. It's an amazing group of tireless individuals contributing what they can to make our local organization thrive and grow. I admire them and thank them all for their efforts. Without them our organization would not be the community that it is. Thank you. Thank you.

Finally, I want to encourage you as a member to attend our meetings, get involved, bring speakers that can engage us, let us know what you would like the organization to be, and support our community so that we can become more than we are.

Warm Regards,  
**R. Terry Durden, AIA**  
ALNNJ President 2013



Changes are happening all around us. Remember the days when you were a 'college graduate', not an 'emerging professional'; LEED was what you did, not an innovative building style. With the advent of technology, the terms may have changed, the time it takes to create has quickened. There are more exams to be taken, more terms and acronyms to add after your name. Yet we are still architects, designers, professionals. The economy seems to be getting better. We are recovering from Superstorm Sandy.

Changes are also happening within the AIA. The Repositioning of AIA National was rolled out at this year's National Convention in Denver, Colorado. Effective December 16, 2013 the minimum duration requirement for work performed that

qualifies for IDP experience credit will be eliminated. Interns will now be able to earn IDP experience credit for valid work regardless of time spent on a project.

As the new year progresses, we can look forward to new events such as the New Membership meeting, and to several on-going events including our annual Trade Show in May. Recurring past events will include Ted Kessler Walking Tours, the Radburn Walking Tour and House Tour, and a house tour of Tuxedo Park.

I have had the privilege of serving on the Board for the past four years and am looking forward to working with the new slate of officers. I would like to take this opportunity to welcome the new Board members and thank them for stepping up to serve. I would also like to thank the Board members who are stepping down after long tenures. Your service to this organization is invaluable and has been greatly appreciated.

As this new year begins, take the opportunity to make a change in your professional life. Attend a League meeting, join a committee, go to the Convention. Serving as a leader is the best way to give back to the AIA.

I hope to see you at the upcoming League events.

**Ruth A. Bussacco, AIA**  
ALNNJ President 2014



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OF NORTHERN NEW JERSEY

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## Leagueline

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*Throughout this issue of Leagueline we share Members' quotes from our Diversity Survey. These comments identify issues, obstacles, perceptions and suggestions regarding diversity and inclusion in our organization and profession.*

FROM THE EDITOR:

**There must be a more aggressive approach to reach out to women and minorities to include them. Diversity will be lost without inclusion.**

# Variety is the spice of life...

...they say, but when I chose Diversity and Inclusion as the theme for this quarter's Leagueline, I was quite aware it might ruffle some feathers. The word 'Diversity' itself can evoke strong emotions.

So it begs the question: Why Diversity?

In simple terms, it is a chance to emphasize that EVERYONE in our organization has a seat at the ALNNJ table... the opportunity to participate in our programs, network with other members, volunteer for our committees, and have all of our voices be heard as we advocate for the profession.

For me, however, it's personal. For those who don't know me, and maybe even some who do but are unaware, I have cerebral palsy. When I was a toddler, my parents fought to have me attend public school at a time when it was uncommon for children with disabilities to be mainstreamed. During my childhood I excelled academically, and eventually earned scholarships that allowed me to further my education. I spent my first year at a local college where I majored in Communications. (A well-meaning friend suggested it would be the 'best place' for me at the time, pre-ADA, as it had the distinction of being a 'barrier-free' facility.) But I wanted more. I wanted to study architecture, which meant changing schools, but how could someone with physical limitations break into a construction-related profession? I was venturing blindly into unknown territory and while I felt I could do it, I wasn't sure I should do it. Truth be told, I had no role models, no one 'like me' that I knew of, or could look up to, in the field of architecture.

Fortunately, with youth comes a sense of invincibility. I pushed aside my doubts, and transferred to Louisiana Tech, where I majored in Architecture and earned the AIA School Medal in my fifth year. While my physical limitations have occasionally required special accommodations, there is no evidence my initial fears were justified. I have been a licensed architect for 16 years now, I currently serve on the Architects League Board of Trustees, and I utilize the opportunity to have my voice heard.

Perhaps by sharing our Voices of Diversity, we may all in some way serve as role models for those who seek them. After all, each of us has something that makes us unique. Our uniqueness feeds our creativity, and our creativity is what drives our profession. I encourage anyone with the desire and ability to not let 'perceptions' wear you down. You may be pleasantly surprised.

Special thanks to Joyce Raspa, AIA, Esq., Member of the AIA National Diversity Council, my friend and mentor, for her inspiration and assistance with this issue. Special thanks also to Christine Fischer, Diversity Adviser, contributor to this issue, and dear high-school friend for her time and guidance all the way from the Netherlands!

But most importantly, THANK YOU to those of you that generously shared your thoughts and stories regarding Diversity and Inclusion, a topic that is vital to the future of our Organization and Profession.

# Vive la différence.

Paul S. Bryan, AIA,  
ALNNJ President-Elect  
1Q 2014 Editor

**The League welcomes all professional persons and should continue in this manner.**

Women and minorities are definitely under-represented in the Profession of Architecture. The construction industry is male dominated and women/minorities are falsely perceived as not being able to handle the work required. There are not many mentors for women and minorities in the profession.

Some people confuse diversity and inclusion with 'forced integration' which misses the point.

# The Architecture of Diversity

by Christine Fischer, MA M.Ed.

## Diversity as a Blueprint

What does diversity in the workplace look like? An article in *The Atlantic*, "The 33 Whitest Jobs in America",<sup>1</sup> reveals Bureau of Labor statistics on various labor markets. The architecture profession is currently 91.3 % white, far from reflecting the diversity of America's population.

It is one thing to acknowledge imbalances but it is also important to think of guidelines to foster change. Chron, the web edition of the *Houston Chronicle*, provides an article, "Diversity & Ethics in the Workplace",<sup>2</sup> that offers a coherent list of best practices. First, the work environment should allow people of all backgrounds to feel secure and safe in their job. Second, hiring and advancement practices must reflect the merit of the candidates. Moreover, diversity criteria should be followed and disciplinary actions must occur when guidelines are not followed. In most instances, this is the law but best practices have taught those that engage in diversity that not only is it lawful but it is simply good for business.

Moreover, having a diversified workforce starts in the schools. If a firm wants a diversified work force it must help advocate for the training of an equally diverse student group. *Architectural Record*, in the article "Diversity in Design: The Diversity Pipeline",<sup>3</sup> mentions that making design courses available in traditionally ethnic and multi-ethnic schools increases the chances of diverse groups of people becoming architectural employees. An excellent way to find candidates and learn more about how to promote diversity in the architectural field is via professional organizations such as the National Organization of Minority Architects.

*(Editor's Note: Refer to the List of Minority Organizations included in this issue of Leagueline.)*

There is a lot of talk [about Diversity]; however, from what I have experienced, it's mostly lip service. It's discussed, but seems more like something to check off the list, as opposed to a more sincere effort to be more inclusive.

## Diversity for Design Reasons

It seems obvious that a diverse workforce generates different ways of thinking that can affect design. However, design also affects diversity. How a building is physically designed will affect who is capable of using it. For example, consider the impact that the daily changing of the physical world has on those who are visually impaired. Yet would an architecture firm consider hiring a blind consultant? Is simply "following regulations" enough? The common routine is to build within regulations and then test accessibility. Hiring people with varying perspectives allows architects to more easily plan accessibility into the design. And a firm is more likely to be hired again if they have successfully anticipated and resolved issues that may not have been addressed by simply following basic code requirements.

## Diversity for the Bottom Line

If legal and design reasons are not enough, the positive effect on the financial bottom line is often the motivation for businesses to diversify their employee base. The *Forbes* article, "Diversity Must Become a Profit Center for Enterprise to Flourish",<sup>4</sup> makes crucial points: The demographic diversity of America is changing and business practices must change with it. Demographic changes alone demand cultural insight, otherwise the business will not recruit the employees, clients, nor consumers they need to maintain their own business.

Another *Forbes* article, "Diversity Management is Outdated and Demands a New Approach",<sup>5</sup> reminds its readers that diversity management should be less about stressing how to assimilate to current business cultures or simply dealing with conflicts but must also recognize how a diverse work force brings in new "... untapped intelligence and know-how."

This could especially be important with the new sustainability movement. At a time when things need to be environmentally sound, new solutions are necessary. In the book *Cradle to Cradle: Remaking the Way We Make Things*,<sup>6</sup> architect William McDonough recounts how during his childhood travels to Jordan, he noticed how design affects living conditions.

He writes, "... The tents of woven goat hair the Bedouin used as nomads drew hot air up and out, creating not only shade but a breeze in their interiors." Imagine how hiring a person with first-hand experience of different living and different design criteria can provide solutions an architectural firm otherwise may not have considered. In the age where everyone is looking for varying solutions to modern life, having a diverse work force allows businesses access to a much broader base of intellectual resources.

## Diversity Through an Architect's Eyes

For some, much of what is written about needs and benefits of diversity comes across more as theory than practice. Thus, feedback from an architect that deals with diversity issues in her travels offers a valuable perspective.

Sally Squirrell,<sup>7</sup> a global architect with UK roots has discovered the importance of understanding diversity. She has worked with people from different backgrounds and has lived in Germany, Austria and the Middle East. She believes it is important to respect that people not only come from a different place but also think in different ways. She points out, "Something that might be funny to me with my maverick English sense of humour could be downright insulting to other nationalities." Being mindful of one's own traits and how they differ from others can help maintain good business relations, especially globally.

But why is diversity in the workplace important as an architect? Squirrell explains, "Architecture has to be suitable for all. I think architecture is a prime example of where diversity comes together, not just in the way old and new mesh together but the way different cultures come together and respect each other. Diversity makes you more sensitive to the needs of others. Diversity in the workplace helps you to become a more sensitive architect, to listen more and communicate in a clearer way to avoid things getting lost in translation." A firm's act of being diverse thus helps one service a variety of clients.

When considering how diversity informs architectural design, Squirrell states, "In this case I would be more thinking about

the disability discrimination act [Americans with Disabilities Act in the U.S.] and how to make a building accessible for all. My best friend (also an architect) has a false leg so I think about how to make things easier for her and others with disabilities. By working in Abu Dhabi, I learnt about Islamic architecture. This has made me more aware of what other nationalities might require of their buildings and how customs (i.e. females being shielded from male visitors) and orientation (i.e. in a mosque) affects the layouts of buildings and their surroundings greatly. Diversity in the workplace and working in other countries has influenced how I design in a good way."

## Diversity Makes Sense

The world of business is global in its reach; it seems common sense: clientele are diverse, design is diverse, so shouldn't the architectural workforce be too?

### Web References:

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6. *Cradle to Cradle: Remaking the Way We Make Things* <http://www.cradletocradle.com/>
7. Sally Squirrell <http://www.eekhoornandsquirrell.com>  
<http://nl.linkedin.com/in/sallysquirrellarchitectwriter/>

**About the Author:**  
Christine Fischer holds an M.A. & M.Ed. in multicultural counseling psychology from TC, Columbia University, NYC. She created Fischer's Fireside Chats ([www.fischersfiresidechats.com](http://www.fischersfiresidechats.com)) which features discussions, workshops, and seminars to foster warm, informal, yet informed environments for learning cultural competence. Her programs cultivate awareness of one's own cultural worldview, attitudes towards cultural difference and a variety of cross-cultural skills.

From AIA.org:

# MARKET-PLACE DIVERSITY

by Sherry Snipes  
Director, AIA Diversity  
and Inclusion

In today's ever changing world, diversity and inclusion should be critical elements of every firm's business strategy. Diversity simply means differences. Inclusion is about ensuring that individuals are not "excluded." Think about the diversity of your firm; employees, clients, vendors. Now think about all the ways they are different, as a business entity, but also as individuals. Race and gender are typically the first characteristics that come to mind, however there are many other elements that make up a diverse society. For example, disability, national origin, socio-economic differences, education, height, weight, culture, sexual preferences, age . . . the list can be endless.

Take a moment to think beyond adding staff. For small firms or sole practitioners that are not planning to hire, diversity should still be important. Think about diversity from a client or marketplace perspective. Clients are demanding, requiring or requesting that potential business partners have diverse teams. The client may not be vocal about it, but when you attend a business meeting with hmmm... three middle aged white men, that client just might not call you back and you will never know why. If the client does business with the government or government contractors, they often have diversity requirements embedded in the selection process and are required to ensure that

you have equal employment practices.

Have you looked at your marketplace recently? An architect from Iowa stated that there is no diversity in Iowa. Let's consider this; there is age diversity in Iowa. There is gender diversity in Iowa. There is disability diversity in Iowa. If that person were to take a closer look at the market and potential clients, they may find that there are ethnic minorities in Iowa as well. The point here is that you may not think your market is diverse, but after taking a deeper look, you may be surprised by what you find. Here are a few statistics to support the importance of marketplace diversity:

- Demographic shifts are happening globally (beyond workforce)
- According to the U.S. Census the number of business start-ups (brick & mortar & other) by minorities and women outpaces start ups by the majority population
- According to a recent study by Socio Economic Trends, in heterosexual households females make 43% of financial decisions vs. 31 % of joint decisions
- The Lesbian, Gay, Bi-sexual and Transgender (LGBT) community has significant buying power (\$712 Billion in 2007)
- 1 in 5 Americans is considered disabled and the number of disabled Americans will increase with the aging population

What do these statistics tell you? Essentially, there are opportunities to gain new business opportunities when organizations

understand and leverage the diversity of their marketplace. In other words, look beyond the usual suspects (a.k.a. your usual clients).

Let's assume that you are now convinced that diversity should be important. Now, what should you do? Here are a few quick recommendations to get you started:

1. Learn and understand the marketplace and any potential clients
2. Look at your business to determine if you are penetrating the marketplace effectively.
3. Get involved in the community to learn what's happening. Meet community leaders (get out there and network). Attend social events and community events.
4. Volunteer in your community.
5. Align with community organizations (i.e. Hispanic Chamber of Commerce)
6. Hand out business cards and tell people what you do.
7. Engage in business social networking on-line communities.

With increasing interest and participation in global markets, incorporating diversity into the workplace no longer remains an option but rather a necessity for architectural firms in the United States.

I am certain that I have been passed over for job opportunities because of my ethnicity, experiencing one type of attitude prior to arriving for the interview, and another upon arriving for the interview.

When I graduated, Blacks represented less than 1% of licensed Architects... This was one of the factors in my not pursuing the profession immediately after graduation, even though I maintained my love of architecture and know that I have the talent to succeed in the profession

## AIA Statement on Diversity AIA Public Policy



Leadership in design and construction requires collaboration. Architects must encourage and celebrate the contributions of those who bring diverse experiences, views, and needs into the design process.

### AIA POSITION STATEMENTS

**Civil Rights:** The AIA supports the protection of the human dignity and self-worth of all persons and calls for fair, impartial, unbiased, and nonprejudicial treatment of all persons in every employment, social, and business transaction.

**Diversity:** The AIA believes that diversity is a cultural ethos—a way of thinking or acting that fosters inclusion, enhancing our membership, our profession, and the quality of life in our communities. Embracing this culture of diversity, all programs and initiatives of the AIA and its members shall reflect the society that we serve, regardless of race, ethnicity, national origin, gender, age, sexual orientation, physical ability, religious belief, geographic location or practice.

### AIA DEFINITIONS

**Diversity** is the mix of race, ethnicity, gender, national origin, religion, physical ability, sexual orientation, age, practice, geography, programs and organizations. This mixture brings a richness of perspectives, talents and ideas to the AIA and the profession.

**Inclusiveness** is the intentional act of being open, reaching out, removing barriers, and creating an environment so that all members of an organization can achieve their fullest potential.

**Representation** is the count and proportion of groups of individuals by demographic characteristics such as race, ethnicity, gender, national origin, religion, physical ability, sexual orientation, age, practice, geography, programs and organizations.

**Diversity management** is a skill or competency building process to equip the AIA and its members to manage the strategic mixture that involves differences or complexities including people, programs and organizations.

### ARCHITECTS LEAGUE DEMOGRAPHICS

#### Race/Ethnicity:

Race Not Reported: 16.1%  
White/Caucasian: 71.0%  
Two or More Races: 2.3%  
Hispanic or Latino: 4.0%  
Black or African American: 1.1%  
Asian: 5.5%

#### Gender:

Male: 81.5%  
Female: 16.9%  
Gender Not Reported: 1.6%

### AIA NATIONAL DEMOGRAPHICS

#### Race/Ethnicity:

Race Not Reported: 19%  
White/Caucasian: 69%  
Two or More Races: 2%  
Hispanic or Latino: 4%  
Black or African American: 2%  
Asian: 4%

#### Gender:

Male: 73%  
Female: 17%  
Gender Not Reported: 10%





**The Architects League encourages all of its members and I think people feel welcome.**

**Women get paid less than men.**

**Have an annual Multicultural event. Initiate a Diversity scholarship, a Diversity Award, an annual event dedicated to Diversity. Invite diverse individuals to be officers and trustees. Have a joint event with NOMA, PWC, and other such allied groups.**

Listed below are just a few of the many diverse organizations devoted to Minority Architects and Allied Professionals. While some are regional, many are national. We welcome and encourage members of these groups to interact with the AIA and the League so we may share our unique perspectives as we advocate for the Profession.

#### **American Indian Council of Architects and Engineers (AICAE)**

A non-profit corporation established in 1976 to advance the role of American Indian architecture, engineering, and design professionals throughout the U.S.

#### **Arquitectos**

The Chicago-based organization's initial objective was to provide a valuable resource that offered Latino architects opportunities for career and professional development. Currently the organization continues to provide professional support and has expanded to include student chapters.

#### **Asian American Architects and Engineers (AAAE)**

Founded in 1978 by San Francisco Bay Area design professionals with the goal of increasing contract opportunities for Asian Americans and small businesses in the design and engineering fields.

#### **The Filipino American Society of Architects and Engineers (FASAE)**

To advocate and promote the advancement and professional growth of the Filipino American Architects and Engineers for the public good.

#### **National Organization of Minority Architects (NOMA)**

Minority architects and designers, focusing on African Americans, for the building of a strong national organization, strong chapters and strong members for the purpose of minimizing the effect of racism in our profession.

#### **Professional Women in Construction (PWC)**

A nonprofit organization committed to advancing professional, entrepreneurial and managerial opportunities for women and other "non-traditional" populations in construction and related industries.

#### **Society of Indo-American Engineers and Architects**

To organize and unite in fellowship the engineering and architectural professionals of Indian origin; to assimilate the arts and sciences of Indian Heritage into the American society to enhance the image and high visibility of Indian professionals and to stand tall within American mainstream.

#### **Women In Architecture (WIA)**

A group within AIA that develops and promotes women leaders within the architecture profession, with a focus on mentorship, licensure, and networking opportunities in architecture and the allied design and building industries.

**[Today] there are more highly successful women and minorities in the architectural profession and the construction and real estate industries overall; therefore people [are starting] to accept diversity and differences.**



### **Women's Leadership Summit Phoenix, AZ October 24-26, 2013**

The Women's Leadership Summit, the third in a series of Biennial AIA National Leadership Summits, took place in Phoenix with a sold out attendance of 200. The summit featured conversations between successful women leaders from around the country, and focused on connection and transformation among its participants and beyond.

A look at current statistics reveals that while 50% of architecture students are female, women represent only 39% of Interns, 32% of Faculty, 17% of Licensed Architects, and merely 15% are Owner/Partners. Women hold only 4.2% of Fortune 500 CEO positions and 4.5% of Fortune 1000 positions. While the numbers are increasing over time, improvement is still in order. Some key issues women in the profession face are work/life balance, compensation equality, and the need for more role models.

Over 35 speakers shared their experiences, meaningful insights and personal connections during the summit. The following is a synopsis of the presentations from some outstanding architects:

Elizabeth Chu-Richter, FAIA, incoming AIA President for 2015 spoke of Courage - the kind that takes you out of your comfort zone; Passion - with the resourcefulness to make things happen; and Resilience. She also explained that AIA Repositioning has three focus areas: Elevate public awareness of architects, advocate for the profession, and expand our knowledge and expertise. Empower advocates for design to build a diverse business model for good work.

Carol Burns, FAIA, spoke of the progress in the profession, but the tough facts are that women are paid less and must deal with attitudinal biases. She reviewed the double standard that as a woman, if you are viewed as feminine you are liked but not respected, while if you are viewed as masculine you are respected and not liked. This forces women to have to choose between competency and likability. She encouraged women to run for public office, be included on speaker lists, sit at the decision making table.

Marilyn Jordan Taylor, FAIA, Dean of U. Penn. spoke of her progression as an architect, always willing to take up the tough tasks. She didn't fight about receiving the credit for many of her projects. Eventually, she stepped up and engaged in setting policy. With 25% of Americans without suitable housing, architects need to have a stronger voice. It takes years and years of practice to become an overnight success!

The second full day of the Conference was held in the award winning Phoenix Art Museum designed by Tod Williams/Billie Tsein Architects, winners of the 2013 AIA Firm of the Year award. Billie Tsein, AIA began her dialog at the conference by stating that we live in a Patriarchal Society in which women "learn humility during the course of parenting." She presented her most recent design for the new Ice Skating Rink in Prospect Park, Brooklyn. When the client asked her to reduce the size of the building due to a budget cut back of \$20 Million, she said, "A size 2 dress costs the same as a size 12 dress." Nonetheless, they ultimately redesigned the project to accommodate the budget.

Others at the event spoke of the psychological impact of design with real time solutions to building design environments and the new trend of integrated research spanning professions. What are our goals for the future of the Profession? Let's rise to the occasion to help people. Engender that Ethos. We need more educators and mentors to celebrate the entirety of our diverse population. Let's create spaces that better serves the unique populous. You want to demonstrate to the client that you understand the client's cultural differences and can create spaces that serve people better.

In conclusion, my hope is that I have related to each of you, male and female, at least a small part of this incredibly inspiring event.

Changing demographics require a multidimensional practice as a good business model, the composition of the team matters. Encourage the Millennials to stick with the profession. Let's keep the conversation going. Hope you will join me at an upcoming WIA NJ meeting or in Seattle in 2015!

Joyce Raspa, AIA, Esq.  
Past President, ALNNJ  
AIA National Diversity  
Council Member



## DESIGNING FOR INCLUSION

Designing for inclusion represents the removal of barriers, both figuratively and literally, to integrate all members of society into the community as a whole. As architects design spaces for those with physical limitations, Tom Herceg works with architects and clients to develop systems that offer mobility with dignity. Tom explains, "While these clients come from all levels of society, they share a common goal of getting the most from assistive technology to help them with activities for daily living. These are goals that able-bodied individuals take for granted."



For over 25 years, Tom has demonstrated both a personal and professional commitment to improve the quality of life for persons with physical disabilities. As president of SUREHANDS Lift & Care Systems, a company that serves a diverse and underserved population of individuals with motor impairments and physical disabilities, Tom has contributed to the independence offered to both the disabled

and their families with improvements to over 25,000 homes and workplaces. His efforts, however, involve more than simply supplying mobility equipment; he strives to reach beyond the 'one-size-fits-all' mentality. "Serving this specialized user group requires a personal dialogue to establish what is unique to the user in order to develop the correct customized solution where their interests are most important," says Tom. "Each project is an opportunity to provide a customized solution to a truly unique and underserved population." On several occasions, Tom has worked with local organizations dedicated to the needs of the physically impaired, including the NY Spinal Cord Injury Association, SUNY Orange Center for Assistive & Rehab Technology and Winslow Therapeutic Riding Center. He was recently honored for his efforts by the non-profit organization, Beautiful People, which provides adaptive sports programs to bridge the gap between children with disabilities and the broader community.



## DESIGNING FOR DIVERSITY

The Multi-Faith Chapel at Bergen Regional Medical Center, designed by The Ives Architecture Studio, is a local example of designing for diversity. This hospital chapel serves different religions on a scheduled basis; therefore it must quickly transform itself, much like a stage set. The single space houses four religious denominations: Catholic, Islamic, Jewish, and Protestant and also serves as a neutral setting for other religions and hospital events. Sliding panels turn a church into a synagogue or a mosque. Hitting a few electrical switches turns clear liquid crystal privacy glass into an opaque surface and hides the icons of one religion while revealing those of another.

The customized inter-faith display cabinet is comprised of black walnut and sapele wood. A cross, a crucifix, and the Ten Commandments – each a symbol of a religion – are made of laser cut aluminum with a powder coat finish of antique copper.

Each symbol is fixed upon its own sliding wooden panel.

The wood flooring set at a seemingly arbitrary angle orients prayer mats towards Mecca. The Qibla, located on the ESE wall, features a cabinet that opens to reveal Islamic icons. The Jewish Ark is placed on the eastern wall, facing Jerusalem. The Ark that holds the Torah was designed as a secure permanent location and is the last element of the inter-faith cabinet. The Ten Commandments are fastened to a sliding wooden panel that opens to reveal the Ark. The Eternal Light or "Ner Tamid" is placed in front of the Ark.

Since the space has no windows to connect to the sky and the infinite, clouds were painted on the ceiling.

The success of the project has a deeper message on how we might get along better by understanding those with different religions and illustrates the religious diversity of Bergen County.

## AIA Announces Changes to IDP Duration Requirement

Dear Fellow AIA Member:

The challenges are arduous for emerging professionals who choose the process of the IDP and ARE to attain licensure. The AIA continues to focus efforts and resources to represent our members in aggressively addressing the issues that have an impact on the goal of becoming a licensed professional. Despite the best of intentions to help emerging professionals on this path, the IDP, in particular, became prescriptive, confusing, bureaucratic, and increasingly difficult to navigate in a reasonable time period.

I'm happy to report that is changing thanks to the bold leadership of the Intern Development Program Advisory Committee (IDPAC), the cross-collateral committee co-chaired by the AIA and NCARB. Effective December 16, the minimum duration requirement for work performed that qualifies for IDP experience credit will be eliminated. Interns will now be able to earn IDP experience credit for valid work regardless of the time spent on a project. This includes credit for valid experience acquired over winter and spring breaks while in school.

I first became aware of the growing disconnect between modern practice and the IDP as a firm principal. My firm was committed to mentoring, yet because it was a small firm it was difficult to keep an intern for the required 15 hours a week for a minimum of eight consecutive weeks. During the Recession, when many firms had to downsize, taking on interns for a long period became virtually impossible. I was disturbed by what I saw as a barrier for those young professionals pursuing licensure.

What I was experiencing in my firm was not unique. When I became co-chair of the IDPAC (renamed recently as the IAC—the Internship Advisory Committee), we brought this issue to the committee deliberations. Further, in our discussions, we gained a deeper appreciation of how today's practice offered new and valuable options to prepare emerging professionals for licensure. We on the committee had an obligation to respond both to the concerns and to the new opportunities for learning.

Let me be clear: This change in no way dilutes the obligation the AIA and NCARB share to provide the best preparation for graduates of accredited architecture education programs interested in becoming licensed practitioners. There is no lessening of our commitment to the highest standards of professional practice in serving the public health, safety, and welfare. In fact, this change will benefit the profession by encouraging more young people with talent and vision to become architects by recognizing valid practical experience gained regardless of the timeframe or duration.

The leadership of the NCARB Board, in approving these modifications to the employment duration as well as the eligibility requirements of IDP, is one chapter of a larger discussion: What is the best and most efficient process to attain the core experience to become a successful 21st-century licensed professional? It's an ongoing discussion, one that will benefit from the comments and suggestions of AIA members.

This decision to remove the duration requirement is only one of many considerations that all of us need to collaborate on to continue improving the process and outcome of the IDP. It was this quality of collaboration, together with the leadership of the IDPAC co-chairs Dennis Ward, AIA, Jon Baker, FAIA, and Kristine Harding, AIA, along with the leadership of current IAC committee co-chairs John A. Padilla, AIA, and Scott Veazey, AIA, that made this change possible. To them, to today's IAC members, and to all those AIA members whose voices were heard, I want to say thank you. Your courage and vision to effect positive changes to the IDP Program will benefit every emerging professional.

Mickey Jacob, FAIA  
2013 AIA President

**The way to move the profession forward is through diversity and inclusion. Many individual organizations are forming and pulling the diverse membership away from the AIA. We must diversify to survive. Also, the membership should reflect the diverse population which we serve. Our clients are diverse and expect a diverse profession which understands their individual design needs.**





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# News

Leagueline  
Member News & Events

## ALNNJ 2014 Budget



Income		Expenses	
Intellectual Property (AIA Docs)	\$ 2,000.00	Web Hosting	\$ 300.00
Misc. Scholarship	1,000.00	League Office	350.00
Membership Dues	15,000.00	Accounting Fees	750.00
Allied Membership Dues	5,000.00	Hospitality	200.00
Leagueline Ads	10,000.00	Misc. Committee (food/drink)	200.00
Platinum Sponsorship	4,950.00	National Convention (1 person)	2,700.00
Gold Sponsorship	2,700.00	Grassroots (3 persons)	4,800.00
Silver Sponsorship	1,500.00	Vegliante Award	500.00
Bronze Sponsorship	1,000.00	Arthur L. Davis Lecture	1,500.00
Dinner Meeting Guest Fees-\$50pp	1,000.00	Scholarships	6,300.00
Special Events/Tours	\$400.00	Leagueline	20,000.00
ARE Seminar	15,000.00	Special Events/Tours	1,500.00
Installation Dinner	10,000.00	Installation Dinner	14,000.00
Trade Show	15,000.00	Dinner Meetings	22,000.00
Interest Income - CDs	\$50.00	NJ APAC	500.00
Golf Outing - 120 golfers	28,000.00	Golf Outing	21,000.00
		Lecture Fees	1,000.00
		ARE Seminar	15,000.00
	\$112,600.00		\$112,600.00

Intelligent Construction / 5

The five core concepts of our approach to intelligent construction guide our team to:

**COMMUNICATE** effectively, provide strong **LEADERSHIP**, **WORK SAFELY**, take a **FORWARD THINKING** position, and see a project through to **COMPLETION**.

“Does your axe need sharpening?”

Abraham Lincoln is known to have proclaimed "Give me six hours to chop down a tree and I will spend the first four sharpening the axe". In the same way we believe that a well prepared approach is the best insurance for a good outcome.

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## Kessler Walking Tour September 28, 2013 Morningside Heights, Manhattanville



The Architects League of Northern New Jersey Fall 2013 Ted Kessler Fall Walking Tour #7 took place on Saturday September 28, 2013, on as beautiful a day as one could hope! Starting on 111th St. at the Peace Fountain / People's Garden of St John the Divine, this especially ambitious upper west-side tour zig-zagged its way north to 144th St. and then to Riverbank State Park, near Riverside Drive and West 138th Street. The five hours were filled with buildings, universities, neighborhoods and parks of architectural interest and note. Once more, the ALNNJ owes a great debt of gratitude to the incredible love and work of Joe David, AIA without whom these bi-annual tours would not take place.



Photos by Joel Ives

## 9/11 Memorial Site Tour October 8, 2013

Members of the ALNNJ had the opportunity to take a private tour guided by Doug Fox to walk the World Trade Center neighborhood and site. The rebuilding, in the aftermath of the 9/11 terrorist attacks has been a daunting and contentious process, but the 9/11 Memorial opened on the 10th anniversary of the tragic event. Now, One World Trade Center, the tallest building in New York City and the western hemisphere, is nearing completion. This architectural walking tour offered participants the opportunity to experience the 9/11 Memorial and to see the current state of construction at the World Trade Center site. Doug presented information on the past and current history of the site along with exhibits of the highly publicized competitions for the site's master plan and memorial. We were introduced the design and development of each of the main structures including the 9/11



Memorial and Museum, office towers and transportation hub as well as the influence and concerns of the different stakeholders for rebuilding at Ground Zero. It was very informative as well as an inspirational experience.



## October Meeting - Emerging Professionals October 17, 2013

The ALNNJ Emerging Professionals Showcase was held on October 17, 2013 featuring PechaKucha style presentations— 20 images for 20 seconds each — the work of five Emerging Professionals, including HGTV Season 8 celebrity designer Brooks Atwood. Also presenting were Ian Siegel, Robert Ciecierski, Justin Nardone and Erik Verboon. We were pleased to have several NJIT students in attendance as well.

Thank you to all who participated in this fun, inspiring night! Porcelanosa graciously sponsored the event at their fabulous Paramus showroom and we thank them for supporting the League.



## Hasbrouck Heights Lego Event November 15, 2013

The Free Public Library of Hasbrouck Heights held its 24th Annual 'Leggo my Lego' Building Contest on Friday evening, November 15, 2013. The Library had approximately 130 children register for this event from Pre-School to 6th Grade. The event was led by Ms. Mimi Hui, MLS Library Director and Ms. Marie Joyce, MLS Children's Librarian.

League members Nick Caravella, Steve Lazarus and Ruth Bussacco, were part of the judges panel which also included Mrs. Rose Heck, Mayor of Hasbrouck Heights. Prizes were awarded to single builders and team builders based on age group and creativity. All designs had to be from the children's imagination, no Lego sets were allowed. Ribbons for First, Second and Third Place and Honorable Mentions were distributed, and each winner received a book of their choice.



## AIA-NJ Leadership Conference November 16, 2013

The annual AIA-NJ Leadership Conference was held on November 16, 2013 in New Brunswick. The focus was on Repositioning AIA-NJ to be an effective, member-centric organization moving into the future, touching also on interactions with the local sections with regard to governance, membership, and events. It was a very engaging and productive meeting. Attending in their roles as League representatives and AIA-NJ Board representatives were Terry Durden, Ruth Bussacco, Paul Bryan, Larry Parisi, Ben Lee, Joyce Raspa, and Steve Lazarus. Kudos to all those who organized and participated.





## Events

RSVP by Dec. 20

JOIN US



ANNUAL  
**INSTALLATION  
DINNER** AIA  
SATURDAY **JANUARY 4, 2014**  
THE VIEW, PIERMONT, NY

Sunday

Monday

Tuesday

Wednesday

Thursday

Friday



MoMA Applied Design  
Architecture Gallery  
thru Jan 20th  
moma.org

January 2014

Eighteenth-Century Venetian  
Drawings  
Sept 27 thru Jan 5, 2014  
The Morgan Library & Museum  
www.themorgan.org



## Recommended

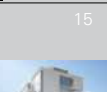
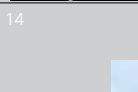
Vermeer, Rembrandt...  
Masterpieces of Dutch Painting



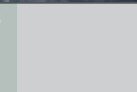
Frick Collection  
thru January 19th  
frick.org

Martin Luther King  
Day

traveling ?  
Paul Rand: Defining Design  
thru Jan 26, 2014  
Museum of Design Atlanta  
paul-rand.com



Current Work  
Richard Meier & Partners  
Celebrate Richards 50 Year practice  
Great Hall, Cooper Union  
January 23rd 7:00 pm  
archleaguency.org



Escape Winter -  
Tropical Paradise  
NY Botanical Gardens  
Jan 18 - Feb 23  
nybg.org



## Recommended

**NORMAN BEL GEDDES**

*I have seen the Future*

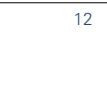
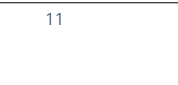
NYTimes - "Leonardo da Vinci of the 20th Century"  
Museum of the City of New York  
thru February 10th  
mcny.org



Go Ice Skating !!!  
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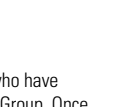
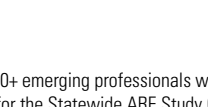
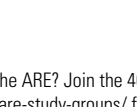
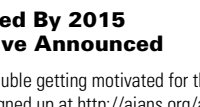
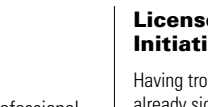
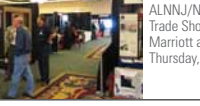
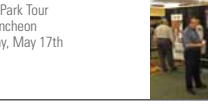
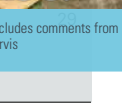
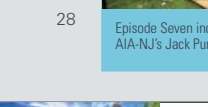
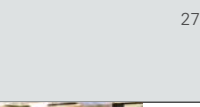
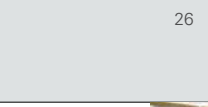
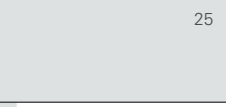
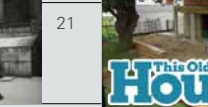
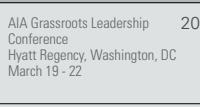
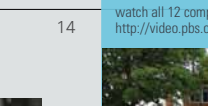
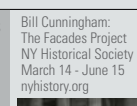
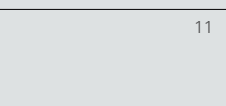
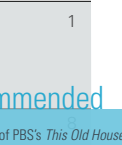
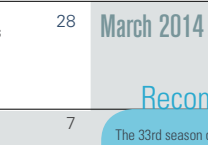
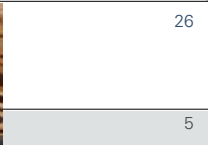
9 AIA NY Center for Architecture  
Oculus Book Talk: Old Buildings, New  
Forms: New Directions in Architecture  
February 10th 8:00 pm  
cfa.aiany.org



## Recommended

**SKY HIGH & the logic of luxury**

The recent proliferation of super-slim, ultra-luxury residential towers  
The Skyscraper Museum  
thru April 19th  
skyscraper.org



## New Members

The League is pleased to announce  
the New Members:

Peter Johnston, AIA  
Pablo L. Lopez, Assoc. AIA  
Diana Pavlova, Assoc. AIA  
Renaldo Pesson, Assoc. AIA  
Alain J Riveron, Assoc. AIA  
Jason Shannon, AIA  
April Sison, Assoc. AIA  
Travis Stracquandano, Assoc. AIA  
Alakananda M. Surpur, AIA  
Carmen K. Velez, Assoc. AIA

The League welcomes you and looks  
forward to your involvement and  
participation. Please make a point  
of introducing yourself at the next  
dinner meeting or event.

## LEED EXAM CHANGES ARE COMING...

**All LEED exams will feature  
LEED v4 in June 2014**

USGBC has just announced that the LEED Professional  
Credential exams for the LEED Green Associate and  
LEED AP with specialty designations will feature LEED  
v4 material beginning in late Spring 2014. Those wishing  
to take the exam under the current version will need to  
do so before June 2014. The past has shown that with  
each new version of LEED the exams to become a LEED  
accredited professional become more difficult.

Licensed By 2015  
Initiative Announced

Having trouble getting motivated for the ARE? Join the 40+ emerging professionals who have  
already signed up at <http://aia.org/are-study-groups/> for the Statewide ARE Study Group. Once  
you sign up, you will be placed in a local group of 4-6 members and be given an outline for 2014 of  
exams and study dates. As a group, you will use this schedule as a template to modify and edit as  
you see fit to meet their needs with the ultimate goal of becoming licensed by 2015. Groups have  
the option of either all members taking the same exam together or split further into a buddy system  
of 2 or 3 members so different exams will be taken by each pair. This way they will eventually be  
able to come back together as a group and share the knowledge of all the exams by June. The  
entire ARE Study group will meet 3 times (Once in December 2013, June and December 2014)  
to check on the progress.

# Leagueline

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