



**AIA**  
Kansas City

# DESIGN FOR EQUITY

Designing Transparency, Education, Collaboration and Trust

An Equity Symposium

10.11.2019

8 AM - 2 PM

Johnson County Arts  
and Heritage Center

8788 Metcalf Ave  
Overland Park, KS 66212

\$150 Member  
\$200 Non-member

# Design For Equity Symposium: October 11, 2019

## Designing Transparency, Education, Collaboration and Trust

5 LUs

AIA Kansas City is leading this conversation about equity, diversity, and inclusion in our local A/E/C community. Following the success of our substantial survey of local firms and the ongoing conversation with architecture firms since 2016, we now elevate the discussion to bring about measurable impact across our industry.

### This interactive symposium will:

- Provide tools to assess your current efforts
- Present best practices for recruiting, hiring, and retaining an inclusive and effective workforce
- Recommend tactics that you can implement now.

### Featured Speakers:

**Kimberly Dowdell, AIA** – President, National Organization of Minority Architects

**Stephenie Smith, MSW & Dr. Rodney Smith** -  
Co-founders, Sophic Solutions, LLC

**Dr. Andrea Hendricks** – Senior Executive Director,  
Diversity and Inclusion Strategy, Cerner

**Tim DeNoble, FAIA** – Dean, Kansas State University  
College of Architecture, Planning and Design

**Representatives from GastingerWalker&, DLR Group,  
HNTB, HOK**

With our projects located across the country and internationally, we have the opportunity—and responsibility—to play a meaningful role in these important societal issues. Our future competency and relevance depend on our ability to embrace a workforce that is connected, aware, and empathetic to the experiences of others.

Read more about AIA Kansas City's commitment to [EDI here](#).

**October 11, 2019**

8:00am – 2:00pm

Johnson County Arts and Heritage Center  
8788 Metcalf Ave, Overland Park, KS 66212

### Schedule:

8:00am: Registration

8:30am: Welcome

8:45 - 9:15am: KC's History of Racial Segregation

9:15 - 10:15am: Operationalizing Equity

9:45 - 10:15am: Discussion

10:30 - 11:45pm: The Talent Pipeline - Their  
Expectations, Enthusiasm & Engagement

11:45am - 12:00pm: Lunch

12:00 - 1:15pm: The Future of Architecture –  
A Future for ALL, (Working Lunch)

1:15pm - 1:45pm: Diversity & Inclusion: Past,  
Present, and Future

1:45 - 2:00pm: Closing

### Sponsors:



**AIA**  
Kansas City

Register online at: [aiakc.org/event](http://aiakc.org/event)

Tickets: \$150/Member | \$200/Non-member

Space is limited and  
advance registration is required.

# Design For Equity Symposium: Schedule

## 8:45 - 9:15am: KC's History of Racial Segregation

**Stephanie Smith, MSW & Dr. Rodney Smith, Sophic Solutions, LLC**

This lecture/training/workshop investigates Kansas City's history of racial segregation that was spawned by the real estate practices of red-lining, restrictive covenants, and blockbusting. The lecture explores some of the present-day impacts of these historical policies and provides a starting point to reconcile this sordid history with equitable solutions for the future.

## 9:15 - 10:15am: Operationalizing Equity

**Stephanie Smith, MSW & Dr. Rodney Smith, Sophic Solutions, LLC**

This is a four-part approach to assessing how equity shows up within an organization and how organizations practice and deliver their respective mission/product/services. With the allocated time, we will preview the aforementioned concept and share/field a few discussion questions.

A central component of operationalizing equity is understanding Cultural Reciprocity. Cultural Reciprocity and responsiveness demand constant introspection that promotes a willingness to reflect upon the often-unquestioned aspects of our dominant culture in juxtaposition to the culture and customs of individuals outside of dominant cultural norms. Central to the tenets of Cultural Reciprocity and responsiveness is an examination of the culturally-based biases that many individuals harbor.

## 10:30am - 11:45pm: The Talent Pipeline - Their Expectations, Enthusiasm & Engagement

**Moderator: Samantha McCloud, AIA, GastingerWalker & Hector Martinez-Rosales, Assoc. AIA, DLR Group  
Lindsey Leardi, Assoc. AIA, HNTB**

**Tabitha Darko, AIA, HOK  
Beth McCarthy, Prep KC  
Tim DeNoble, FAIA, Kansas State University**

Among the variety of studies reporting on generational values is evidence of a growing generational gap in how diversity and inclusion are defined in today's workplaces. This Q&A panel session explores the priorities and interests of the incoming workforce as it relates to diversity and inclusion. Themes of the discussion include the perception/appeal of working in Kansas City, what students and young professionals look for in a workplace, how universities are engaging in the conversation, and the value of educating K - 12 students about design careers. Audience participation will be welcome and encouraged throughout the full Q&A discussion.

## 12:00 - 1:15pm The Future of Architecture – A Future for ALL (Working Lunch)

**Kimberly Dowdell, AIA, National Organization of Minority Architects**

The profession of architecture provides one of the most exciting career opportunities imaginable and it will only grow to become more relevant and powerful by expanding to include a wider spectrum of the population. Because all people engage with the built environment, the authors of the built environment should reflect the communities that they serve. As the United States becomes increasingly more diverse and as our cities become more densely populated, architects have a unique opportunity to re-imagine how we all live, work, and play together. The future of the profession will require a more diverse workforce in order to optimize our impact on society. Today's firms will need to adapt to these rapidly approaching demands and learn how to ensure that they are creating inclusive environments that cultivate heightened productivity for the firm, both internally and externally. The future of architecture should be accessible to people from all different backgrounds to better help us collectively protect the health, safety and welfare of the public. Attendees will leave this presentation with at least two implementable strategies to help their firm become more culturally competent and better prepared to engage with an increasingly more diverse society.

## 1:15 - 1:45pm: Diversity & Inclusion: Past, Present, and Future

**Dr. Andrea Hendricks, Cerner**

With foundations in both cultural and historical contexts, this presentation explores how diversity and inclusion can be achieved through intentional workplaces and communities. Through case study examples, this session discusses strategies on how to define and approach workplace themes such as intersectionality, inclusion, interactions, ideation diversity, innovation, and cultural intelligence. The demographic focus of this discussion includes gender, ethnic identities, LGBTQ identities, age and more.

# Design For Equity Symposium: Speaker Bios

## Stephenie Smith, MSW



As co-founder and managing partner, **Stephenie Smith** is Sophic's lead authority on executive project management, organizational structure and design and operations improvement. She has led a number of efforts to align not-for-profit policy with community investments, with a special emphasis on large-scale transformation.

With over 20 years of experience, Stephenie's work has explicitly focused on the effects of poverty and oppression. In so doing, community revitalization, change management and diversity, equity & inclusion have taken center stage. These involvements have led to her serving on a number of local boards and national committees.

## Dr. Rodney Smith



As co-founder and managing partner, **Rodney Smith** is Sophic's lead authority on issues related to diversity, equity, and inclusion. His expertise specifically pertains to African American student achievement, urban education and culturally responsive pedagogy. He is also a Group and Collaborative Learning expert.

Smith also holds a Graduate Adjunct Professorship with the School of Education at the University of Missouri-Kansas City, where he specializes in courses that address racial and ethnic diversity, and cultural understanding. Over the course of a 22-year career, Dr. Smith's scholarly interests have taken aim at the implications of race and racism in American society.

## Samantha McCloud, AIA



**Samantha McCloud, AIA, NCARB**, is the Director of Community Involvement, Diversity & Inclusion at GastingerWalker. Her responsibilities include research and offering ways to integrate inclusive-thinking into design leadership, project management, business development, public relations, firm culture and human resources. Her design portfolio includes cinemas, convention centers, higher education, multi-family, and corporate office projects.

Samantha's advocacy work breaks traditional models of power. Through grassroots efforts and a bottom-up approach, she has launched and led multiple leadership programs and talent pipeline efforts to improve equity, diversity, and inclusion in architecture. She is the co-founder of AIA Kansas City's Equity in Architecture committee and a member of the KC D&I Consortium.

## Hector Martinez-Rosales, Associate AIA



**Hector Martinez-Rosales** was born in Aguascalientes, Mexico, he grew up in Garden City, KS., and currently resides in Overland Park, KS. Hector received his Masters of Architecture and Minor in Community and City Planning from the College of Architecture, Planning and Design at Kansas State University. Currently, his role as an architectural designer, with DLR Group, focuses on leading and facilitating the realization of K-12 and Hospitality projects from conceptual design to construction documents. His ambition as a designer is to elevate the human experience and foster well-being for the built environment of under-represented communities.

## Lindsey Leardi, Associate AIA



**Lindsey Leardi** graduated from Kansas State University with her Master of Architecture in 2016. In 2017, she relocated to Kansas City from her New Jersey hometown. As an Associate Architect II at HNTB, Lindsey is involved in all aspects of the design, building, and construction process for large scale projects such as the Columbus Crew SC MLS Stadium and the Greater Orlando Airport Authority Expansion. Currently, Lindsey is the Events Chair for the KCMO Downtown Neighborhood Association, member of the AIA Kansas City Strategic Planning Committee, ARE Success Team mentor, and author to over 100 articles on architecture weblog ArchDaily.

# Design For Equity Symposium: Speaker Bios

**Tabitha Darko, AIA**



**Tabitha Darko, AIA, LEED GA**, is an architect at HOK where she has garnered 5 years of experience and contributed to several professional sports projects. She moved to Kansas City after receiving a Bachelor of Architecture degree from the University of Tennessee.

Fueled by the desire to create an environment of diversity and inclusivity, in 2018 Tabitha initiated and is leading the Kansas City office's efforts and discussions of equity and mentorship within to ensure that all team members have a voice. Tabitha also contributes to the design community and other local initiatives through leadership and involvement in organizations such as NOMA KC, HOK Diversity and Advisory Council, Lead to Read, and AIA Kansas City's Pillars.

**Beth McCarthy**



**Beth McCarthy**, PREP-KC's College & Career Program Coordinator, has been with PREP-KC for 13 years. She has experience in new small school development and works closely with Kansas City's urban schools to support the implementation of research-based strategies to increase college and career readiness for urban students. Her responsibilities include building partnerships with 192 businesses & 32 postsecondary institutions to create opportunities at scale for students to explore college and careers and identify the "right fit" for after high school. She also has experience in new small school development. She is also an alumna of Kansas City Tomorrow, a local civic leadership program through the Civic Council of Greater Kansas City.

**Tim DeNoble, FAIA**



**Tim de Noble, FAIA**, is dean (2009-present) of Architecture, Planning and Design at Kansas State University, where he recently led the funding and completion of the \$75M remodel and addition of the APDesign's facility at Seaton and Regnier Halls. Prior to arriving at K-State, de Noble served as head of the Department of Architecture at the Fay Jones School of Architecture at the University of Arkansas and before that taught at Syracuse University.

He was elevated to the AIA College of Fellows (2019) for his contributions to education, was recently named an 'Icon of Education' by Ingram's Magazine, was cited as one of the 25 Most Admired Educators for 2016/17 by Design Intelligence Magazine, and was named 2016 Architecture Advocate of the Year by AIA Kansas City.

**Kimberly Dowdell, AIA**



**Kimberly Dowdell** is a licensed architect and frequent speaker on the topic of the future of architecture. In her current role as the 2019-2020 national president of the National Organization of Minority Architects (NOMA), she is working closely with her board of directors and staff to increase opportunities for women and people of color to gain more equitable access to the profession. Kimberly's professional aspirations are rooted in her upbringing in Detroit where she was initially driven to use architecture as a tool to revitalize cities. She earned her Bachelor of Architecture at Cornell University and her Master of Public Administration from Harvard University. Her professional experience has spanned from architecture to government and teaching to real estate development. Kimberly is currently a Principal in the Chicago studio of HOK.

**Dr. Andrea Hendricks**



As the senior executive director of Diversity, Inclusion Strategy, **Dr. Andrea Hendricks** leads Cerner's global diversity and inclusion efforts in over 30 countries and the US. She is making an impact on Cerner's culture by driving strategy and engagement initiatives that foster organizational learning and enhanced corporate diversity and inclusion vision for Cerner associates, leadership and community collaborative partners. Prior to joining Cerner, She was the Assistant Vice President of Human Resources and Deputy Director of Diversity and Inclusion at the Federal Reserve Bank of Kansas City and Senior Vice President of Diversity and Inclusion at UMB Financial Corporation.