



# AIA New England Regional Council

## AIANE Regional Council Meeting

August 26, 2020

12:00 – 2:52 pm

Conference Call

### Present:

Helen Fantini AIA  
Elizabeth Cox AIA  
Mike Lassel AIA  
Paul Bourbeau AIA  
Caitlin Osepchuk AIA  
Sarah O'Donnell  
Gail Kubik Assoc. AIA  
Jeannette Schram  
Carolyn Isaak Hon. AIANH  
Lorin Starr  
Roni Phipps  
Tom Hartman AIA  
Danielle McDonough AIA  
Eric White  
Tracy Kozak AIA  
Gina Calabro  
Peter Kuttner FAIA  
Jonathan Taylor AIA  
Nancy Ludwig FAIA  
Angela Cahill AIA  
Taryn Barrett AIA  
Paul Bourbeau AIA  
Jesse Thompson AIA  
Mariana O'Brien AIA

AIANE President (AIA WMA)  
President Elect, AIA New England (BSA)  
AIANE Secretary Treasurer/Small Firm Exchange (ME)  
Past President, AIANE (NH)  
NE Young Architects Regional Director (BSA) 2020-2021  
Executive Director, AIA VT  
NE Regional Associate Director (BSA) 2019-2020  
Executive Director, AIAME  
AIANE Executive Director  
Executive Director, AIA WMA  
Executive Director, AIA RI  
AIA Strategic Councilor (AIA WMA)  
AIA Strategic Councilor (BSA)  
Executive Director, BSA  
President-Elect, AIANH  
Executive Director, AIACT  
Chancellor, AIA College of Fellows  
President, AIA RI  
College of Fellows Representative (BSA)  
President-Elect, AIACT  
Vice-President, AIAVT  
Past President, AIANE (AIANH)  
President, AIAME  
President, AIA Central MA

### Absent:

Monica Cunningham  
John Nunnari Assoc. AIA  
Jim LaPosta FAIA  
J. Kristian Whitsett AIA  
Bonnie Kastel AIA  
George McGoldrick AIA

Executive Director, AIA Central MA  
Executive Director, AIA MA  
College of Fellows Representative (CT)  
President, AIA WMA  
Executive Director, AIANH  
President, AIACT

### 1. PRESIDENT'S REPORT:

Helen called the Meeting called to order at 12:05 pm. Introductions were made.

*Roses and Thorns:*

Helen asked all in attendance to speak briefly about the “roses and thorns” they are experiencing from the Coronavirus situation.

Many mentioned the increase in participation during this period, via Zoom and Webinars. Some components have pulled in more people who live at a distance from most on-site events, and have noted a somewhat broader and different audience. Members are signing up for more things, including discussion groups. Virtual connections have become a very positive thing and provided more opportunities to join in.

Jonathan in RI also mentioned that this has allowed him to get other members on board to vote in the AIA elections. Usually only the president and maybe one other travels to the AIA Conference to vote, so this has broadened participation.

There has also been more connection among our New England components...sharing webinar opportunities, etc., and helping each other with various challenges.

Likewise, some components have increased connections with other organizations in their state or locale. In Maine they have worked with other groups to organize designers for outside classroom situations.

Tracy said that NH is trying some virtual building tours, and reiterated that they are getting more participation from people in far-flung places.

VT's rose was a surprisingly successful golf tournament. Goal was 40 attendees. It was held last Thursday with 71 players, and they raised as much as in other years. Unexpected. (Maintained social distance, wore masks.)

Mike Lassell mentioned that people are working in the office, and they are happy and engaged. He also commented how we have all figured out how to create places for people to work, either at an office or at home, and how to meet in small groups.

Many in attendance said that working from home was a positive for them, though sometimes with a challenge, such as a child trying to sleep in the room next door!

Many components are working on EDI issues. CT is setting up a NOMA chapter. In Maine, an equity task force was set up to enhance financial support for minorities in the state.

Western MA held two events with legislators and members, which were successful, even though on Zoom. Lorin noted that there is a lot of focus on Zoom...no other distractions. WMA is also trying to revive their film series.

Nancy put in a plug for the efforts of the BSA on their EDI informational collection, which resulted in a 20-page flyer that just got released yesterday. Peter K, Chancellor of COF, and past regional rep for the College of Fellows said that the COF is touching base with a lot more people via virtual meetings. They have bi-weekly meetings and group sessions with Fellows in other states.

Gail Kubick had a personal rose: just completed first 5K to raise money for health care workers, after breaking both of her ankles. Congratulations!

Caitlin Osepchuk. YARD had another personal Rose: She is 16 weeks pregnant! Congratulations!

Emily Grandstaff Rice: Thorn: lots of stuff going on with the Board. With all chapters there is some financial concern. Board has significantly cut the budget this year. Architecture 2020 is not happening. They are raising AIA dues by \$6 next year and there is concern over that. There is a financial sharing model as a stop-gap. Rose: Board has adopted new strategy for racial injustice, leading to an across-the-Institute effort.

Tom Hartman, noted that he's gotten a lot closer with his kids, 14- and 18-year-olds. He hiked 85 miles of long trail with his daughter and completed his first variance planning board hearing barefoot! SC has introduced community and housing development knowledge community, and he's excited about blowing minds about embodied carbon in housing.

*Some thorns:* working from home sometimes presents challenges. Jeannette in Maine has construction going on in her home. Going around with masks on is a bit of a challenge, and we can't visit elderly parents and friends.

Some days there are way too many Zoom meetings. Jesse Thompson has 7 today! Danielle sees the plusses of getting together virtually, but also agreed with Jesse that with the amount of people doing this, and the number of Zoom calls, it is a little hard to navigate. Also, the lack of in person meetings makes it hard to get to know people. There is benefit to face-to-face meetings. Lorin noted that another thorn is being a little bored and lonely.

Helen's rose, bud, and thorn are all wrapped together. She lost her job, but has more time with family and a new puppy and more time to read about environmental racism and racial injustice. It's all one big bundle.

Helen thanked Mike Lassell for pushing us to do this individual recap.

## **2. Region Study report:**

Stephanie Herring: Peter K has shared the Region Task Force report, looking at the different models for regional restructure. Results were presented to the Board, which reviewed it. They decided to recommend the Adaptive Reuse State Structure model. Some state regions already exist across the nation. These models sold the idea to the board. Weaknesses of the plan are the times when smaller states can't support a SC or elect a candidate for the office. The plan does not address consistency in the leadership line, and the number of counselors will increase.

An Implementation Regions Task Force has been formed, with different members from the study group. Stephanie is on this task force. Members are from COF, NAC, YAF, and others that represent all aspects of AIA. Work will continue on throughout rest of year and into next year, to come up with final recommendations. There will be a short report to the Board in September and in December. Will have future updates when they get more into the research later this year.

Do current SC finish their terms? Yes. Funding is also a question. Looking at flexible partnerships, so they will ask more questions about that...

Q: Lorin. In earlier discussions, we thought that NE could stay together as some entity regardless. Peter: we are already seeing patterns of others forming their own loose regions around specific issues, activities, etc. We'd still keep NE together.

Emily: The new plan gives NE more presence on the SC, since it will be state based, so better reflects overall membership and helps with representation. This way each state gets one rep on council. When we take turns, as currently, it can take many years to advance in leadership.

Ultimately this is up for vote at A21 Annual meeting, to be ratified by members. Eliz: how much info will come out to prep for that vote? September and December reports will be public.

**3. Approval of Minutes:**

Meeting notes of the April and August meetings will be approved at the next meeting.

**4. Next meeting**

November 4. Noon.

**5. Financial**

Financial reports reviewed and accepted. C presented a break down of anticipated expenses through the end of the year, including recommendations by the AIANE Regional Officers to expend \$1,725 on website improvements needed to keep up with Wordpress updates. The expected expense is still less than predicted at the end of last year.

Currently we are unable to access images and documents on the back end, nor upload them. The work will include a new theme, a new home page format, and changes to the Emerging Professionals page to end problems currently happening while updating. Approved by vote. The work will be completed by September 25.

**6. Convention and voting:**

New England does not have a vote. We do review candidates and discuss them to help people make decisions. Emily knows all of the candidates. She won't advocate for one over the other, but can answer questions.

Discussion of the various candidates. Those who have had interactions with or know some of them presented thoughts. Jonathan, Tom, Stephanie, Danielle, and Peter all commented. All recommended we watch the speeches. There is a benefit to having them on video, can re-watch, replay parts.

How can we involve NE candidates in the future? Emily also noted that no women were running until late in the process, no people of color, until after grassroots. Raises bigger question about leadership development. Self-selection just not working.

No resolutions this year: by product of having a virtual meeting.

Lorin asked Jonathan, in regard to delegate votes, if he would have a meeting before voting to come to consensus. He's more concerned about participation. Will have a conversation, however, to make sure everyone knows how to vote and demystify it.

## **7. Awards and conference**

AIAVT has been very busy. Date of Awards and conference is September 25. Registration will go out today or tomorrow. They are planning a panel discussion with outside voices about design and building communities.

163 submissions were received. Down from previous years, but also up from their own estimate. They did not expect the same response as in the past. The jury has deliberated, over Zoom. The jury was drawn from different organizations – COTE, AIAS, NOMA, etc. – so had a diverse,, unique jury, which is listed on their website. They selected winners as of yesterday, but haven't informed them yet. The jury's discussion of the projects will be part of the awards presentation video. Jury also held a round table on design excellence and if that has that changed in light of 2020.

Annual meeting: Helen and Elizabeth will send their videos to be included in the program. Catilin and she are in touch about EP Friendly firms.

The ceremony will be September 25, 4-7 pm. Watch for your email announcement.

## **8. SC Report**

Danielle: The SC has met 2x to look at electing new SC members. Her position has been on the strategic planning committee and has approved a 2021-2025 strategic plan. Trying to figure out the best way to market the plan to all constituents and how to showcase how it's being implemented in different components.

Tom: in first year of his three-year term. He's on a housing committee and on the finance committee. Finances of the institute, with lack of conference have a significant change. The efforts of AIA staff working on this is quite impressive. The role of SC is to inform the board. But the SC doesn't really know all that's going on with the KCs. The SC is a bridge between committees and the board. So they went directly to KCs to see what they want and need, rather than SC coming up with ideas on their own.

He thinks there will be a shift in perspective over time on how SC members inform the board and work as liaisons. There is much more they can do than listen.

Strategic plan...need to see how different imperatives are being addressed in different components. Tom wanted to go to chapter meetings around New England. COVID is preventing that, but please invite him and Danielle to talk with members, asking what should they be informing the board about...

Strategic plan was released in May. Won't be implemented until next year. The plan is very explicit about climate change and aligning programs to specific initiatives.

## **9. RAD:**

Gail: shared report earlier. EP Friendly Firm award survey: some of the results very surprising. These results are only for New England. They are still tallying from other regions. There is a need to establish digital mentoring. Gaps: in knowledge, looking for more programming on digital education and training opportunities. Some EPs feel a lack of confidence in their skills, some feel thrust into positions without the proper skills, so they are looking for programming on how to

develop confidence and self-advocate. A disparity in project management ability has stood out. There needs to be more prof development in adapting professional communication and presentation skills. In an NAC workgroup, they are looking at architectural education to include focus on communications and marketing much earlier on in their career. Had a conversation with some National leadership about how to start developing pilot programs looking into such initiatives.

Gail is on the SC herself and joined the technology-in-practice workgroup. They are focusing on this within their own NAC work group as well. Taking a deep dive into how our profession evolves, how technology tools evolve, and is technology creating an inequality in how we practice. Looking into new ways of monetizing and how we practice and deliver in AIA. They are making recommendations to the Board to have AIA be an investor and innovator in tools that architect s use. Creating new partnerships with people outside of AIA, but who are greatly involved with how we work.

Gail: also put out the call for RAD again. She asked the group to think about candidates. We established an October 15 deadline and will treat as a rolling deadline if needed. She reached out to her personal network, EP co-chairs, and their networks. Past RADS also shared in their networks...

Gail commented that this is an entry-level leadership position with AIA National, which helps develop larger level opportunities locally and regionally. It exposes you to how regions and chapters work, what are the hot topics, and also gives one the experience of being a board member. It's a "fantastic opportunity in many ways." If people now have a little more flexibility, it's a good time and way to get started. The next six months at least will be virtual. NAC will be virtual until next June. If there is convention in PA, will start meeting in person again.

#### **10. Young Architects Regional Director report**

Caitlin Osepchuk: some EP groups are thriving. Other EP groups have been struggling with what EPs in their state want to see what they are interested in, how to hold meetings virtually. Discussed how we could get BSA to disseminate their approach to other groups.

Caitlin is part of the Knowledge focus group; they are trying to get out as much info as possible to EPs throughout the country. Innovation, equity: How can YAC continue EDI changes in the AIA and insure that AIA is fully representing diversity

The EP Friendly firm survey went out. Not as many responses as last year, which they knew was a possibility. 33 responses. They will be going through them with Gail soon and present results at the AIANE Awards program Sept. 25.

#### **11. Small Firm Exchange**

Mike: SFX 80% turnover of new members in SFX. Figuring out how to engage them. Some affected by COVID more than others. Looking at practice and how to help small firms that are struggling. Most important accomplishment this year was creating a SFX Flipboard account. SFX members supply the content. Using those platforms to disseminate valuable info to small firms. They are trying to take the top 10 toolkit/framework into small firms. It does require some thought and time to implement and create a framework that is easy to navigate.

All members of SFX next year will take on participation in a Knowledge Committee. How do we enhance effectiveness in including good architecture and how small communities make sure that codes are actually implemented.

Equity and Diversity, SFX using a broad spectrum approach. AIA has a series of lectures on diversity; they are watching all of these.

#### **12. College of Fellows**

Nancy Ludwig: Contenders for COF rep. Nancy solicited significant interests, and all responded immediately, clearly, etc. They are all great folks with strong practices. Several work outside the region and internationally as well. It would be great to have diversity represented.

Everyone went to Harvard! Only 16% of Fellows are women. Submissions are p to about 25%.

The Council discussed the top three candidates that had been established by an online vote. A vote was then conducted, and Tom Chung FAIA was selected as the new COF to follow Nancy's terms. Helen will inform him; Nancy and Carolyn will also contact him.

#### **13. Secretary-Treasurer, AIANE 2021**

We sent a call out to ED's for the next secretary treasurer? We are targeting RI, Central MA, and CT. There is one very strong candidate, but also from BSA, as is Elizabeth. We decided to extend the deadline to October 15. Carolyn will reformat the call for interest. Lorin: soliciting past AIANE board members is a good idea. It's a hard position if there is no experience on board work within the chapter at least.

2:20 Helen adjourned the meeting...

#### **14. Adjourn**

Helen adjourned the meeting at 2:29...

#### **PLEASE SEE ATTACHED REPORTS**

#### **Upcoming Meetings:**

September 25, AIA New England Awards ceremony, 4-7 pm. See your email for invite!

November 4, AIANE Council Meeting, via Zoom, final meeting of the year....

August 26, 2020

AIA New England YAF Report

April Council Meeting

Report by: Caitlin Osepchuk, AIA, YARD

Instagram: @aianewengland

Twitter: @YAFnewengland

- YAF Updates
  - Knowledge focus group
    - Working with AIA knowledge communities to showcase young architects/ emerging professionals within various communities
    - YAF is working to help Eps during Covid-19
  - A'21
    - Templates for A'21 submissions
    - Program is in flux
  - Connection Magazine – Q2 magazine published: [Connection](#)
- YARD / RAD Collaboration
  - EP Spotlights
  - Sharing regional events
  - Sharing “help” amidst Covid-19
    - Re-Opening plans, regulations, helpful links
  - Social Media
    - Instagram: @aianewengland
    - Spotlights – highlight regional representatives – YARD, RAD, Strategic Council, COF rep
    - Twitter: @YAFnewengland / @AIANERAD
  - EP Friendly Firm Survey is closed
    - 33 Responses
- EP Groups in New England
  - Chris Moyer – BSA
    - Success with on-line programming
    - BE+ cohosted last week: hiring within the AEC, how to stand out in the digital world, 60 people on the call
    - Focusing on continuing programming, trying to host an event once a month
    - End of august with IES: collaborative case study about award winning project in Boston
    - Had planning sessions, got some good ideas for the fall
    - Looking for a new chair or co-chairs in the fall
    - Feedback: rolled out, 3<sup>rd</sup> month, getting good feedback, seems successful
    - Leadership lunches: in July, focused on firms outside of the city center, had a moderator
  - Jaimee Anderson – Maine
    - Continuing program every month: a professional speaks about a different ARE each time, not as successful getting participation because of virtual reality
    - Put together a list of resources for people to use to study, purchase licenses to study
  - Maggie Randolph – New Hampshire
    - It's been a rough couple of months, it's been tough to get things going
    - Personally: very busy, about to break ground on affordable housing
  - Nicole Hetherington – Rhode Island
    - In the office, been back about a month
    - Renewed black spectacles subscription

- Virtual construction tour in august: matter port (not sure how to spell it lol), set up camera and virtually tour, offer CEUs
- Starting mentor program: reach out to the BSA to get some information, architecture mentorship with high school students
- Held a talk with EP group about BLM, scheduling a follow up
  - Had a few chapter members who emailed saying they were upset the chapter hadn't put up a response
  - Great to have access to talk to people, helpful knowing architecture is not out of reach
  - Suggestions : diversity as CEU program

#### Garrison Gamble – Western MA

- Lending library back up and running
- In the process of putting out a survey out to students and local firms to see what support people are looking for
  - Gather information on demographic
  - Seeing problems with retainage of Eps in W. MA
  - Figure out what programs would be beneficial to hold in the fall
- Opening up opportunities between the different committees and the board to better support Eps
- September: Designing in Color, expand to larger environmental issues
  - Seeing a lot of people leaving W MA but getting interested in sustainability, green design

Next call: September/ October

AIA New England Regional Council Meeting  
Virtual Meeting  
August 26, 2020 12pm-3pm

## **New England RAD Report**

Gail Kubik, Assoc. AIA  
Regional Associate Director (2019-2020)

### **National Update**

- NAC Knowledge Work Group
  - Professional Development for Emerging Professionals Survey
    - Circulated the survey, which refines and expands the scope of the beta survey on this last year. The survey aims to set a benchmark for the EP Leader role in each of the chapters and understand how opportunities are developed in the role, as well as honing in on professional development offerings for EPs. The survey has also attempted to forecast PD needs as the roles of EPs evolve through these changing times. The survey results were collected August 3rd.
  - Strategic Council Technology in Practice Work Group - (Future focus for last half of 2020)
    - NAC involvement in the work group is taking a deep dive into analyzing two areas:
      - **As our profession evolves, how do our tools evolve?**  
What services will Architects perform in the future based upon the technology resources they have available to them? How do design phases evolve in relevance as the building process evolves?
      - **Technology can create inequity.**  
How do we navigate the barriers new technologies pose when integrating into the profession? What are these impacts on our industry at all stages of one's career path?

### **Local Update**

- Conference call with EPN Chairs – July 30<sup>th</sup>, 2020, from 12-1pm
  - Attendees: RAD, YARD, RI, BSA, Western MA, NH & ME.

#### **Rhode Island:**

- The EPNet Chair is Nicole Hertherington.
  - Continuing to offer construction tours virtually through using matterport scans.
  - Wants to reach out BSA Co-Chairs about establishing a mentorship program for H.S. students interested in pursuing a career in Architecture.
    - This interest was borne out of an engaging Black Lives Matter discussion among the EP Network, which focused on issues such as accessibility to Architectural education before college and overall diverse representation within chapters.

#### **BSA:**

- The EPNet Co-Chairs are Gabriela Baierle and Chris Moyer
  - Had success with their summer online program offerings and are focused on continuing to offer digital programming.
    - Co-hosted an event with BE+ focused on hiring, digital resumes and how to stand-out in a digital interview. Had 60 people on the call.

- Both Gabby & Chris are nearing the end of their 3-year term and are looking for replacements to fill their roles for 2021 – 2023.

#### **Western MA:**

- The EPNet Chair is Garrison Gamble.
  - Was able to get the chapter's lending library for ARE study materials back up and running.
  - Is having an issue with retaining EPs in the region. Most EP members are students attending several of the region's colleges, however the schools will be going remote with their courses in the Fall. Is trying to figure out programming to retain engagement with these EPs.
    - Virtual programming is working great with EPs who are not currently students as it cuts down on the large travel times members face to attend in-person events.

#### **Maine:**

- The EPNet Chair is Jaimee Anderson.
  - Created a virtual ARE program where local licensed professionals speak about the tests and their experiences.
    - Is not getting good attendance at their virtual programming.
  - Pivoting into creating a list of ARE resources to share with members.

#### **Goals and Next steps**

- Keep collaborating with the YARD on executing this year's EP Friendly Firm Survey and Awards Program
- Onboard the new 2021 - 2022 RAD and provide transition documents for the role.

