EQUITY & DIVERSITY IN THE AUSTRALIAN ARCHITECTURE PROFESSION (2009-2014)

WOMEN, WORK AND LEADERSHIP

Funded by an Australian Research Council Linkage Grant, “Equity and diversity in the Australian Architecture Profession” was a large and collaborative project which included researchers from the ATCH Centre within the School of Architecture, University of Queensland, The University of Melbourne, Queensland University of Technology, Monash University and the University of Sydney. Additionally, the project had five industry partners: The Australian Institute of Architects (National Chapter); Architecture Media; BVN Architecture; Bates Smart Architects; PTW Architects.

The project interrogated patterns of women’s participation, progression and representation in the architectural profession, paying particular attention to women’s under-representation in senior management. Whilst mapping women’s participation in the architectural profession in Australia this project explored a range of actual and perceived barriers to women architects’ promotion and progress; to understand the ways that gender is a factor in structuring professional identity and aspirations in architecture. Additionally, the goal was to examine the impact of women’s participation on practice and innovation in architecture, and better understand the social, economic, and architectural advantages of a gender-diverse workforce.

Selected Outcomes

Website

A primary outcome of this research project was the establishment of the website Parlour: women, equity and architecture. The website was set up as a ‘space to speak – bringing together research, informed opinion and resources; generating debate and discussion; expanding the spaces for women in Australian architecture’.

Policy: Parlour Guidelines to Equitable Practice in Architecture

A set of principles and guidelines were launched in 2012 which address some of the key challenges faced by women in the profession. The guidelines cover a range of issues including pay equity, leadership, long hours and career progression, to name a few.

Publications


Awards

Parlour, was shortlisted for the Royal Institute of British Architects President’s Award for Research in 2015.