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The Woman's Building Records, Conference, "Women in Design: The Next Decade," 1975

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THE ORGANIZATION OF ARCHITECTURAL EMPLOYEES GOES ON RECORD FOR WOMEN

Peter Epstein, President of the OAE (Local 2001 of the Carpenters Union AFL-CIO) in San Francisco, encourages women to join the OAE. He says that the organization supports women's rights and is against discrimination in any form based on sex.

The OAE is now in the process of compiling this annual profile on architectural employees. They do distinguish by sex so that some important distinctions may appear in this issue. Only 4 women out of 129 respondents were in their last survey, preventing any generalities about females.

The current OAE survey contains two questions contributed by members of the local Organization of Women Architects (OWA). These attempt to measure the profession's attitude toward women moving up the ladder. "Have you ever worked under the supervision of a woman?" "What is your attitude toward working under the supervision of a woman architect?" The responses may throw more light on the problems of women in the profession.

Epstein reports that preliminary tabulations indicate that almost all respondents to the second question report that they would not mind or even would enjoy working for a woman architect. however, he notes that no time limit is given. Would they not mind for two years or for two weeks?

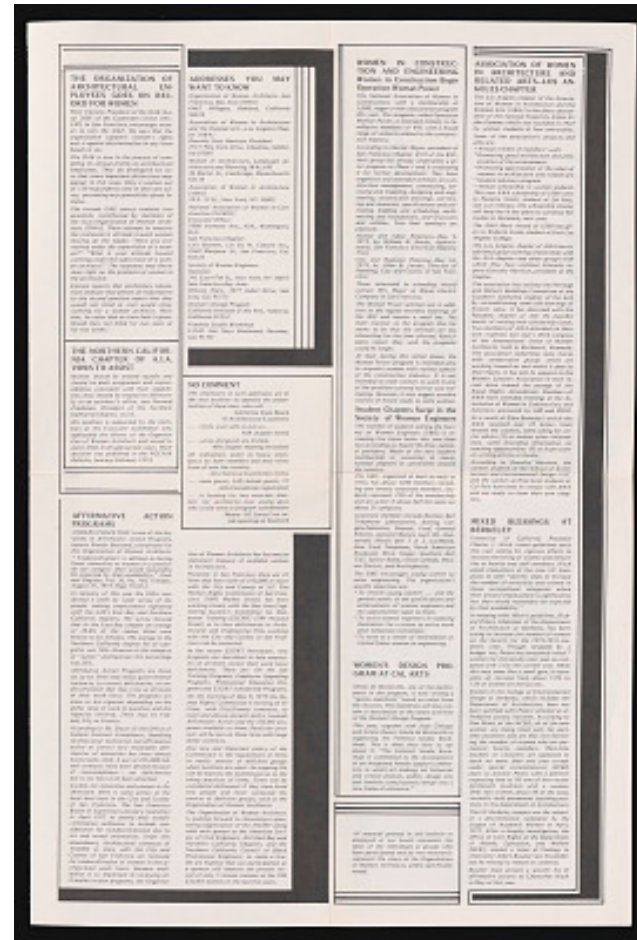
THE NORTHERN CALIFORNIA CHAPTER OF A.I.A. VOWS TO ASSIST

Women should be treated equally and should be dealt assignments and responsibilities consistent with their capabilities; they should be treated no differently in an architect's office, says Howard Friedman, President of the Northern California Chapter, A.I.A.

His position is supported by the members of the Executive Committee who applauded the efforts of the Organization of Women Architects and vowed to assist them in all appropriate ways. Their decision was published in the NCCAIA Bulletin, January-February 1973.

AFFIRMATIVE ACTION PROGRAMS

UNDERUTILIZATION is one of the key words in Affirmative Action Programs, reports Wendy Bertrand, coordinator for the Organization of Women Architects. "Underutilization" is defined as having fewer minorities or women in a particular job category than would reasonably be expected by their availability." (Federal Register, Vol. 36, No 169, Tuesday, August 31, 1971, Page 17445.) In January of this year the OWA conducted a week by week survey of the people seeking employment registered with the AIA's East Bay and Northern California chapters. The survey showed that in the East Bay chapter an average of 28.6% of the names listed were known to be females. The average in the Northern California chapter for all categories was 16%. However in the category of "junior" draftsman



the percentage was 25%.

Affirmative Action Programs are those set up by firms that enjoy governmental contracts, to correct deficiencies, or underutilization that may exist at all levels of their work force. The programs are more or less rigorous depending on the dollar value of work in question, and the Agencies involved. These may be Federal, City or County. According to Mr. Dacus of the Office of Federal Contract Compliance, (handling Architectural Contracts) real affirmative action to correct very reasonable deficiencies of minorities has been almost nonexistent. Only 3 out of 225,000 federal contracts have been denied because of noncompliance ... no deficiencies due to sex have been even been attacked.

Luckily for minorities and women in Architecture there is some action at the local level here in the City and County of San Francisco. The San Francisco Board of Supervisors passed a resolution in April 1971 to amend their nondiscrimination ordinance to include consideration for nondiscrimination due to sex and sexual orientation. Under this amendment, Architectural contracts of \$10,000 or more with the City and County of San Francisco are reviewed for underutilization of women in the architectural work force. Because availability is so important in reviewing affirmative action programs, the Organization of Women Architects has become an important measure of available women in Architecture.

Presently in San Francisco there are 45 firms that have work of \$10,000 or more with the City and County of S.F. The Human Rights Commission of San Francisco (1095 Market Street) has been working closely with the Bay Area Engineering Society's Committee for Manpower Training (ESCMT)(594 Howard Street) as to how deficiencies in Architectural and Engineering firms working with the City and County of San Francisco can be corrected.

In the recent ESCMT Newsletter, now programs are described to help employers of all levels correct their work force deficiencies. There are: On the Job Training Programs, Employee Upgrading Programs, Professional Education Programs and ESCMT Scholarship Programs. On the morning of May 9, 1973 the Human Rights Commission is inviting all 45 firms, with City/County contracts to meet and discuss present policy towards Affirmative Action and the ESCMT programs available to them. Particular pressure will be put on those firms with large dollar contracts.

One new and important policy of the Commission is the requirement of firms to notify sources of deficient groups when positions are open. An ongoing file will be kept by the Commission as to the hiring practices of firms. Firms will be considered delinquent if they have hired new people and never contacted the sources of deficient groups, such as the Organization of Women Architects.

The Organization of Women Architects is looking forward to becoming a sponsoring organization of the ESCMT along with such groups as the American Society of Civil Engineers, AIA East Bay and Northern California Chapters, and the Northern California Council of Black Professional Engineers, to name a few. We are hopeful that our participation as a sponsor will improve the present record of only 5 female trainees of the 100 ESCMT trainees in the last five years.

ADDRESSES YOU MAY WANT TO KNOW

Organization of Women Architects-San Francisco, Bay Area (OWA)
6462 Hillegass, Oakland, California 94618

Association of Women in Architecture and the Related Arts-Los Angeles
Chapter (AWA)

Dorothy Gray Harrison, President
2115 Pine Crest Drive, Altadena, California 91001

Women in Architecture, Landscape Architecture and Planning (WALAP)
39 Martin St., Cambridge, Massachusetts 02138

Association of Women in Architecture (AWA)
18 E. 13th St., New York, NY 10003

National Association of Women in Construction (NAWIC)
Executive Office:
1000 Vermont Ave., N.W., Washington D.C.
San Francisco Chapter:
Lois Boomer, c/o Ira W. Coburn Inc.,
2440 Mariposa St., San Francisco, Cal. 94110

Society of Women Engineers National:
345 East 47th St., New York, NY 10017
San Francisco-Bay Area:
Winona Klare, 1677 Isabel Drive, San Jose, Cal. 95125

Women's Design Program
California Institute of the Arts, Valencia, California 91355

Feminist Studio Workshop
14120 Van Nuys Boulevard, Pacoima, Cal. 91331

NO COMMENT
The employers of such applications are in the best position to appraise
the potentialities of these men who will California State Board of
Architectural Engineers

. . . . invite your wife to join us AIA chapter memo

. . . . wives and guests are invited. AIA chapter meeting invitation

All indications point to heavy attendance by both members and their
wives from all over the country. AIA National Committee memo

. . . . male guests, \$40; female guests, \$5 AIA Convention registration

. . . . is looking for two associate planners (or architects)-two young guys
who could serve as program coordinators Memo-UC Santa Cruz re: job
openings at Stanford

WOMEN IN CONSTRUCTION AND ENGINEERING
Women in Construction Begin Operation Woman Power
The National Association of Women in Construction, with a membership
of 5,000 began a new educational program this year. The program,
called Operation Woman Power, is intended initially to familiarize
members of the WIC with a broad range of subjects relation to the
construction industry.
According to Harrier Mayer, president of San Francisco Chapter #19 of
the WIC, this group has already undertaken a pilot program or Phase I
and is evaluating it for further development. They have organized and

attended seminars on construction management, contracting, surveying and mapping, designing and engineering, construction drawings, soil testing and materials, specifications and estimating, bidding and scheduling, earth-moving and foundations, and structures and utilities.

Two final seminars are planned:

Human and Labor Relations-May 9, 1973, by William M. Reedy, Administrator, San Francisco Electrical Industry Trust
City and Regional Planning-May 16, 1973, by Allan B. Jacobs, Director of Planning, City and County of San Francisco

Those interested in attending should contact Mrs. Mayer at Mayer Electric Company in San Francisco.

The Woman Power seminars are in addition to the regular monthly meetings of the WIC and require a small fee. The main reaction to the program thus far seems to be that the seminars are too interesting for the time allotted. Participants report they wish the programs could be longer.

At least during the initial phase, the Woman Power program is intended only to acquaint women with various aspects of the construction industry. It is not intended to train women to work in any of the positions covered such as cost estimating. However, it may suggest possible courses of future study to some women.

STUDENT CHAPTERS SURGE IN THE SOCIETY OF WOMEN ENGINEERS

The number of students joining the Society of Women Engineers (SWE) is increasing five times faster this year than last according to Naomi McAfee, national president. Much of the new student membership is occurring in newly formed chapters in universities around the country. The SWE, organized at least as early as 1952, has about 1200 members including over twenty corporate members. Students represent 23% of the membership and are active in about half the states on about 35 campuses.

Corporate members include Bechtel, Bell Telephone Laboratories, Boeing, Colgate-Palmolive, Dupont, Ford, General Electric, General Motors, Gulf Oil, Honeywell, Illinois Bell T & T, Lockheed, New York Telephone, North American Rockwell, RCA, Singer, Southern Bell T&T, Sperry Rand, Union Carbide, Western Electric, and Westinghouse.

The SWE encourages young women to enter engineering. The organization's specific objectives are:

- To inform young women ... and the general public of the qualifications and achievements of women engineers and the opportunities open to them.
- To assist women engineers in readying themselves for a return to active work after temporary retirement.
- To serve as a center of information on United States women in engineering.

WOMEN'S DESIGN PROGRAM AT CAL ARTS

Shelia de Bretteville, one of the participants in the program, is now writing a "gentle manifesto" based on notes from her lectures. The manifesto will also contain a description of the latest activities of the Women's Design Program.

This year, together with Judy Chicago and Arlene Raven, Sheila de Bretteville is organizing the Feminist Studio Workshop. This is what they have to say about it: "The Feminist Studio Workshop is committed to the development of an integrated female support community in which art making, art historical and critical analysis, public, design arts and feminist consciousness merge into a new frame of reference."

ASSOCIATION OF WOMEN IN ARCHITECTURE AND RELATED ARTS - LOS ANGELES CHAPTER

The Los Angeles chapter of the Association of Women in Architecture and the Related Arts (AWA) is the direct descendent of the national fraternity Alpha Alpha Gamma which was founded in 1922 by women students of four universities.

Some of the associations' projects and aims are:

- Annual exhibit of members' work
- Promoting good architecture and preservation of the environment
- Student advisory program
- Annual scholarship to women students

This year AWA scholarship of \$300 went to Paulette Nimtz, student at Cal Poly, San Luis Obispo. The scholarship money will help her in her plans to continue her studies in Denmark, next year.

The AWA Merit Award of \$200 was given to Roberta Costa, student at East Los Angeles College.

The Los Angeles chapter of AWA has established good working relationship with the AIA chapters and other groups with which they have common interest, reports Dorothy Harrison, president of the chapter.

The association has assisted the Heritage and Historic Buildings Committee of the Southern California chapter of the AIA by reconditioning some old drawings of historic value. It has discussed with the Pasadena chapter of AIA the possible merits of uniting their scholarship funds. Two members of AWA attended (at their own expense) last year's their congress of the International Union of Women Architects, held in Bucharest, Romania. The association sometimes joins forces with conservation groups which are working toward an end which is dear to their hearts. It has lent its support to the Women Lawyers Association in their recent drive toward the passage of the Equal Rights Amendment. Members of the AWA have attended meetings of the Association of Women in Construction, and functions sponsored by AID and MSID.

As a result of Ellen Berkeley's article the AWA received over 25 letters from around the country, some asking for career advice (5) or various other information, some providing information on teaching opportunities (8) or from women writing articles or books.

According to Dorothy Harrison, the women students in the School of Architecture and Environmental Design-USC and the women architectural students at Cal Poly have been in contact with AWA and are ready to form their own chapters.

MIXED BLESSINGS AT BERKELEY

University of California President Charles J. Hitch issued guidelines early this year calling for vigorous efforts to increase the hiring of women and minorities as faculty and staff members. Hitch asked chancellors of the nine UC Campuses to take "specific steps to increase the number of minorities and women in those occupational categories where their present employment is significantly less than would reasonably be expected by their availability."

In keeping with Hitch's guidelines, Richard Peters, Chairman of the Department of Architecture at Berkeley, has been trying to increase the number of women on the faculty for the 1973-1974 academic year.

Though strapped by a budget cut, Peters had tentatively hired 7 women for the faculty next year as compared with 5 for the current year. While this may seem like a small gain, it represents an increase from about 7.7% to 12% of women on the faculty.

Women in the College of Environmental Design at Berkeley, which includes the Department of Architecture, have not been satisfied with

Peters' attempt at affirmative action, however. According to Nan Peletz of the WCED, all of the new women are being hired only for part-time positions and are thus not increasing the number of women who are permanent faculty members. (Part-time teachers or Lecturers are supposed to teach no more than one year except under special circumstances.) WCED plans to present Peters with a petition requesting him to fill one of two vacant permanent positions with a woman. Only two women, about 3% of the total, currently hold permanent teaching positions in the Department of Architecture. The UC Berkeley campus was the subject of a discrimination complaint by the League of Academic Women in April, 1971. After a lengthy investigation, the Office of Civil Rights of the Department of Health, Education and Welfare (HEW), mailed a letter of findings to Chancellor Albert Bowker last November but he refused to release its contents. Bowker must present a specific list of affirmative actions to Chancellor Hitch in May of this year.

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