

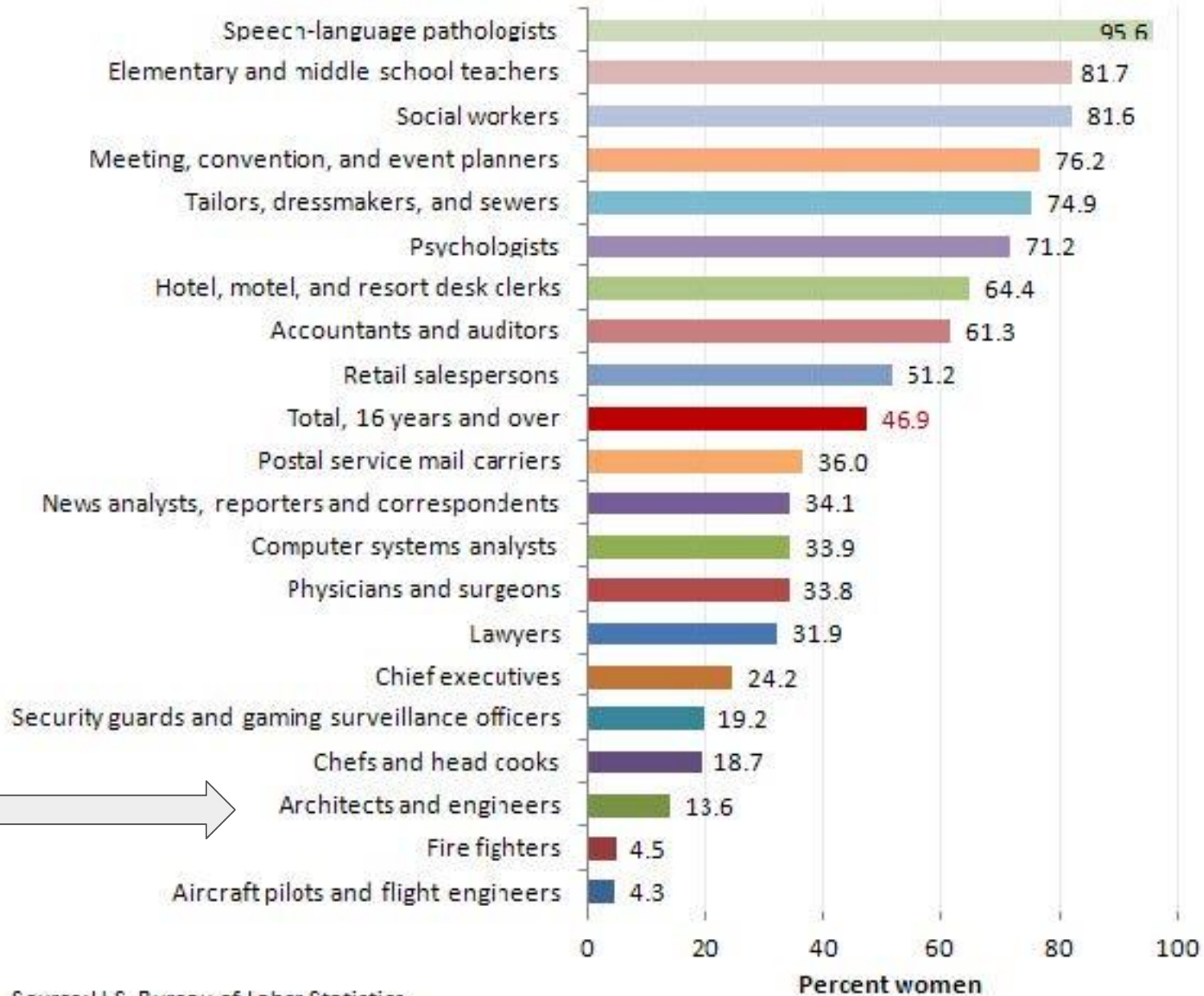
SPUR

Ideas + Action for a Better City

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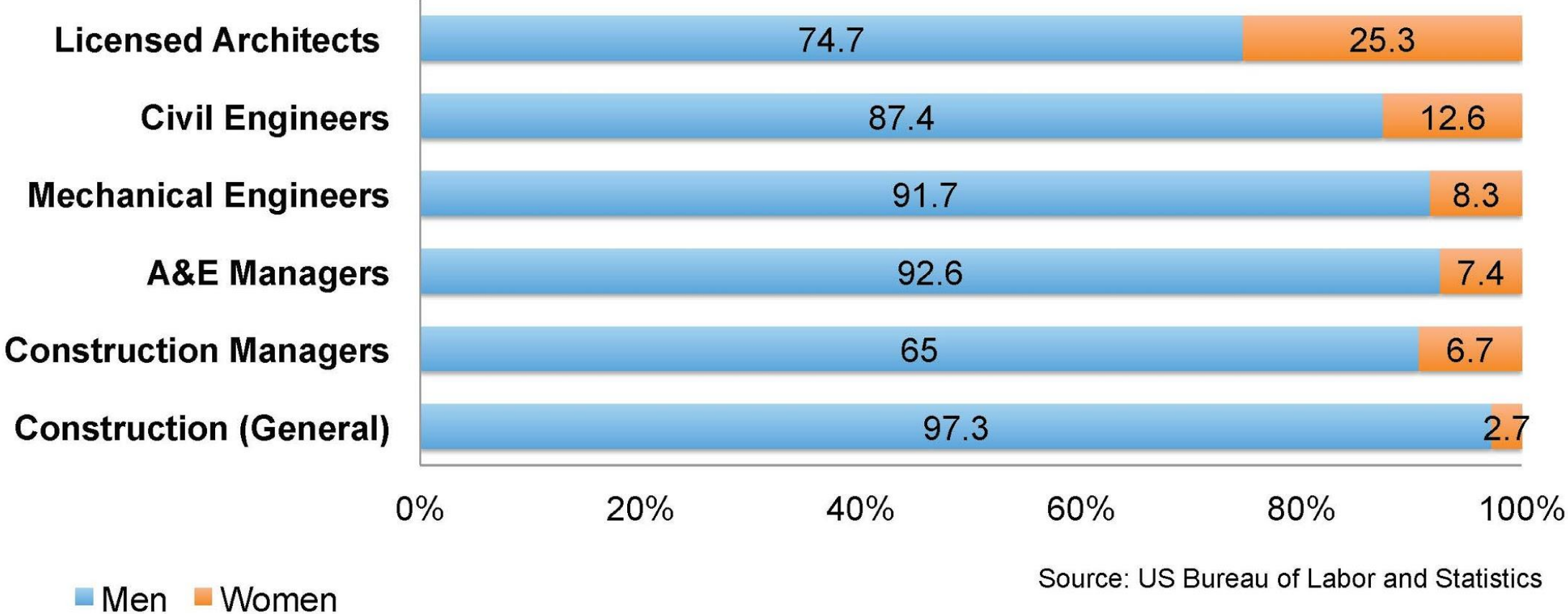
*tweet about this event:
@SPUR_Urbanist
#InclusiveDesign*

Women as a percent of total employed in selected occupations, 2011

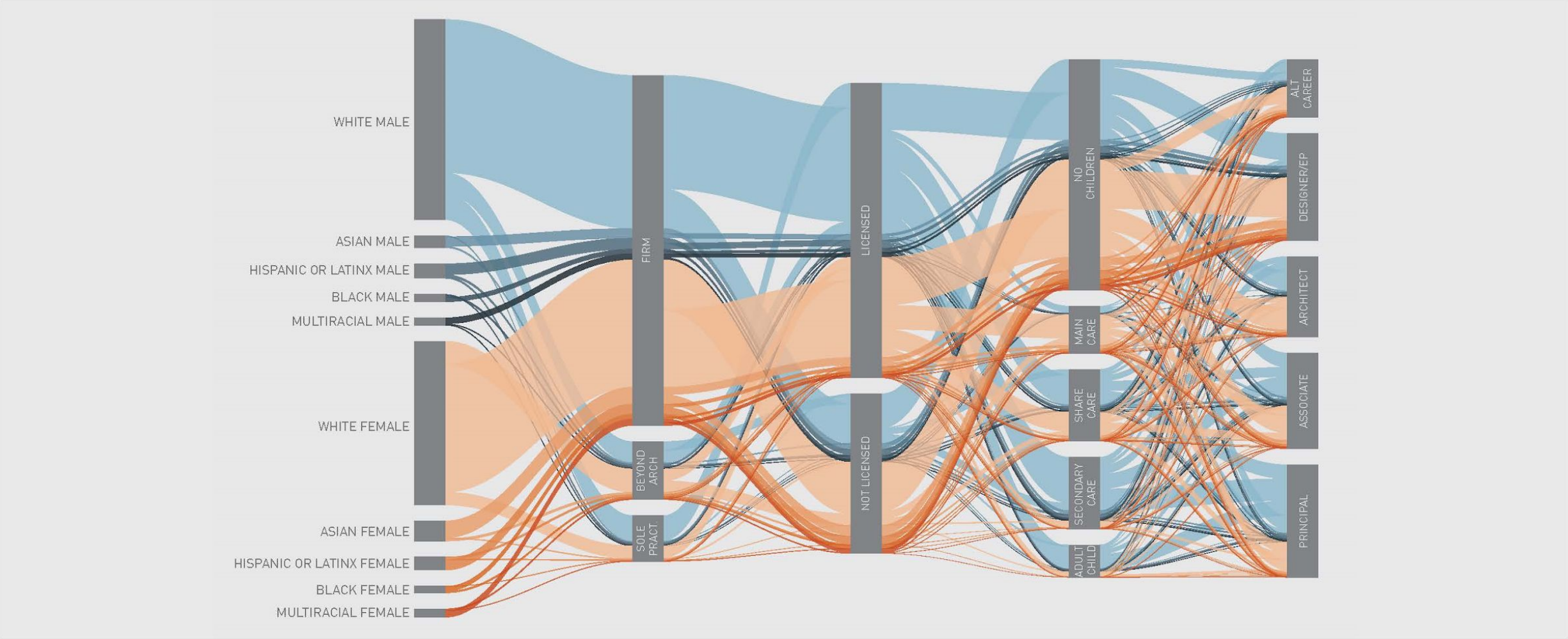


Source: U.S. Bureau of Labor Statistics

Who is at the Table? - AEC



LIFE OF AN ARCHITECT



Why Equity Matters for Welfare & Dignity

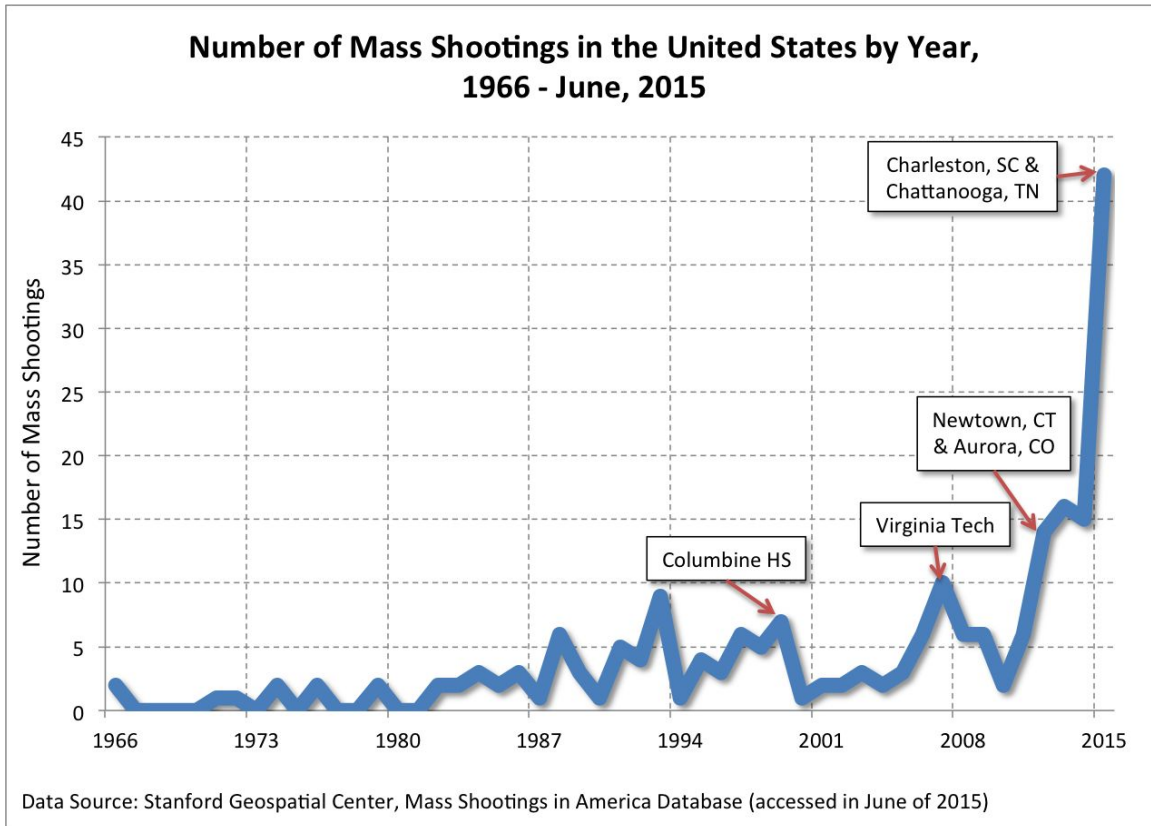


(Gina Ferazzi / Los Angeles Times)

Why Equity Matters for Mothers and Families



Why Equity Matters for Education



WHY EQUITY MATTERS:

A NEW VALUE PROPOSITION FOR STUDENT SUCCESS



IT'S EXPENSIVE TO LIVE IN CALIFORNIA...



43%

of the total cost of a community college education is spent on housing and 30% of students are solely responsible for their housing costs.

In recent years...

25%

of California community college students experienced homelessness.

AND THE STEREOTYPE OF THE "STARVING STUDENT" IS A REALITY FOR HUNDREDS OF THOUSANDS OF CCC STUDENTS



2 in 5 California community college students struggled with low food security.



"Food insecure students, in particular, were more likely to indicate intention to drop out, and were much less likely to feel confident in their academic abilities."

*From "College Ready, Hungry, and Homeless," CA Assembly Speaker's Office of Research and Floor Analysis



Statistics of Campus Sexual Assault





WALL OF LEARNING



Customized Learning



Study Gathering



Phone Booth



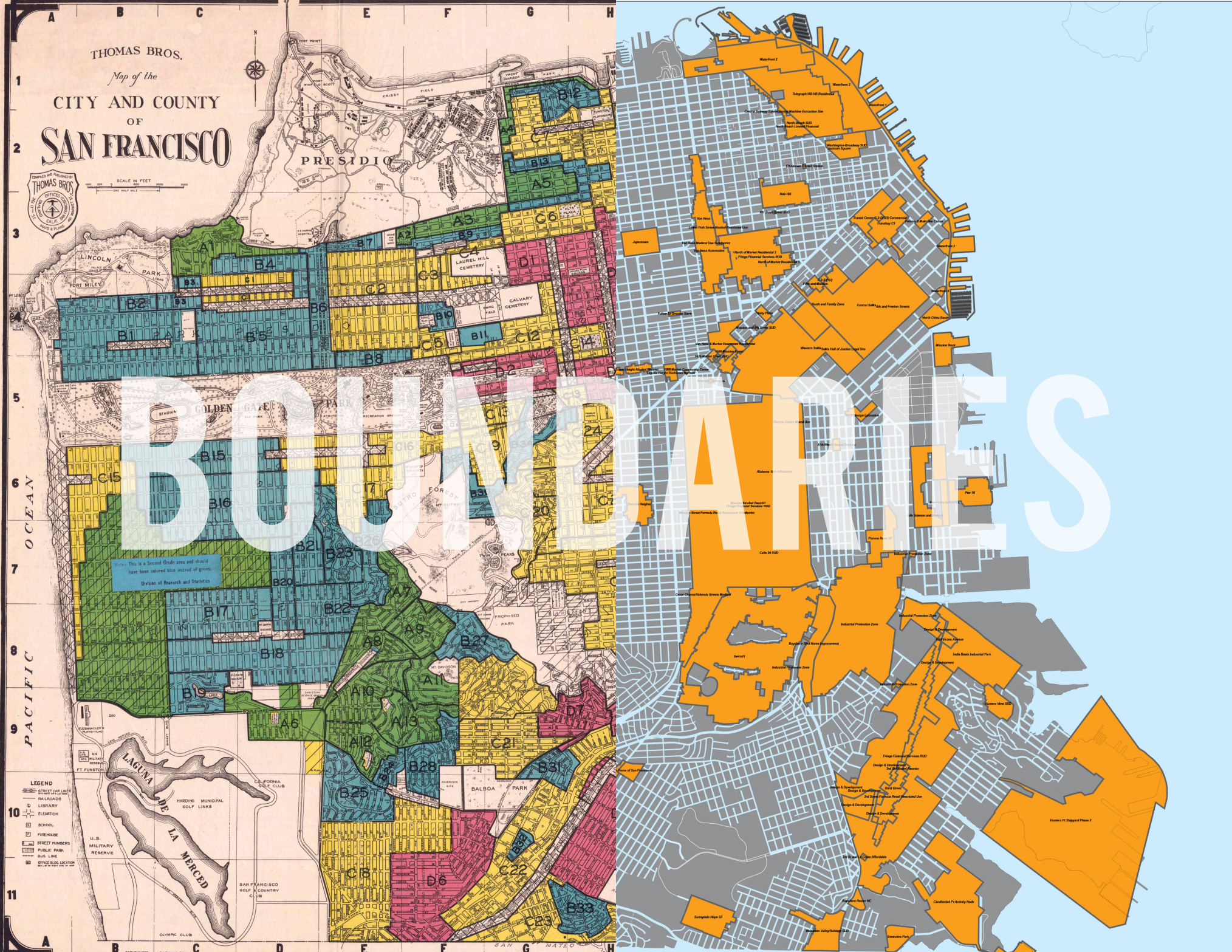
Windows into Learning



THOMAS BROS.
Map of the
CITY AND COUNTY
OF
SAN FRANCISCO



SCALE IN FEET
1000 2000 3000 4000 5000
ONE HALF MILE



BUILD APARTS

Note: This is a Second Grade area and should have been colored blue instead of green.
Division of Research and Statistics

- LEGEND**
- STREET LIGHTS
 - RAILROADS
 - LIBRARY
 - ELEVATION
 - SCHOOL
 - FIREHOUSE
 - STREET NUMBERS
 - PUBLIC PARK
 - BUS LINE
 - OFFICE/SLG LOCATION
 - U.S. MILITARY RESERVE
 - SAN FRANCISCO GOLF AND COUNTRY CLUB
 - OLYMPIC CLUB



EQUITY

BELONGING



BELONGING





BELONGING

INVITATION



SPECIFICITY






NWTON

SPECIFICITY



A low-angle, street-level photograph of a city intersection. The foreground is dominated by a crosswalk with vibrant, parallel stripes in shades of red, orange, yellow, green, and blue. A person's legs and feet, wearing dark pants and colorful sneakers, are visible on the right side, walking across the crosswalk. In the background, several pedestrians are walking on the sidewalk. A traffic light pole with a green light is visible, along with a red sign for 'Bank of America' and a 'WELCOME' sign. The word 'SPECIFICITY' is overlaid in large, white, sans-serif capital letters across the center of the image.

SPECIFICITY



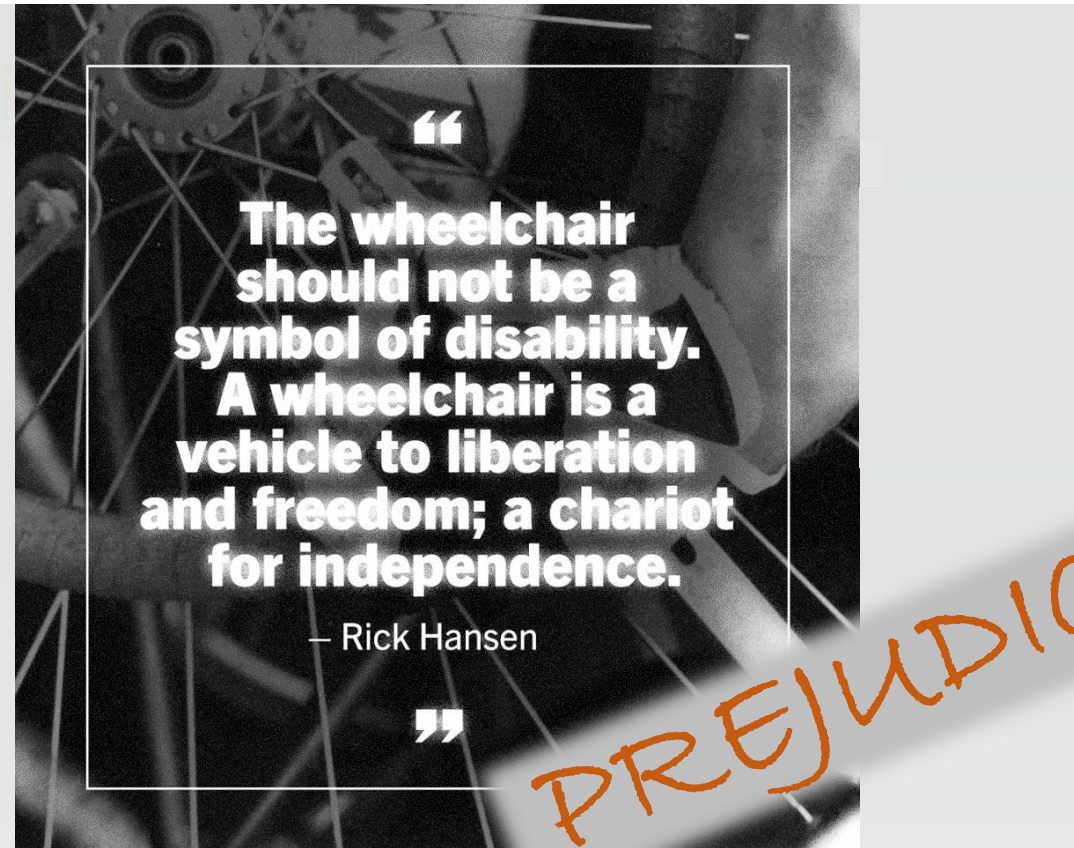
MANI HELENE ARDALAN FARHADI

SPUR

3/21/19



"The prejudices people feel about each other disappear when they get to know each other."
Captain James Tiberius Kirk
Enterprise



“
The wheelchair
should not be a
symbol of disability.
A wheelchair is a
vehicle to liberation
and freedom; a chariot
for independence.”

— Rick Hansen

”

PREJUDICE

"The wheelchair should not be a symbol of disability. A wheelchair is a vehicle to liberation and freedom; a chariot for independence."
Rick Hansen
Canadian Paraplegic Athlete



HERITAGE



CULTURE





INTERSECTION

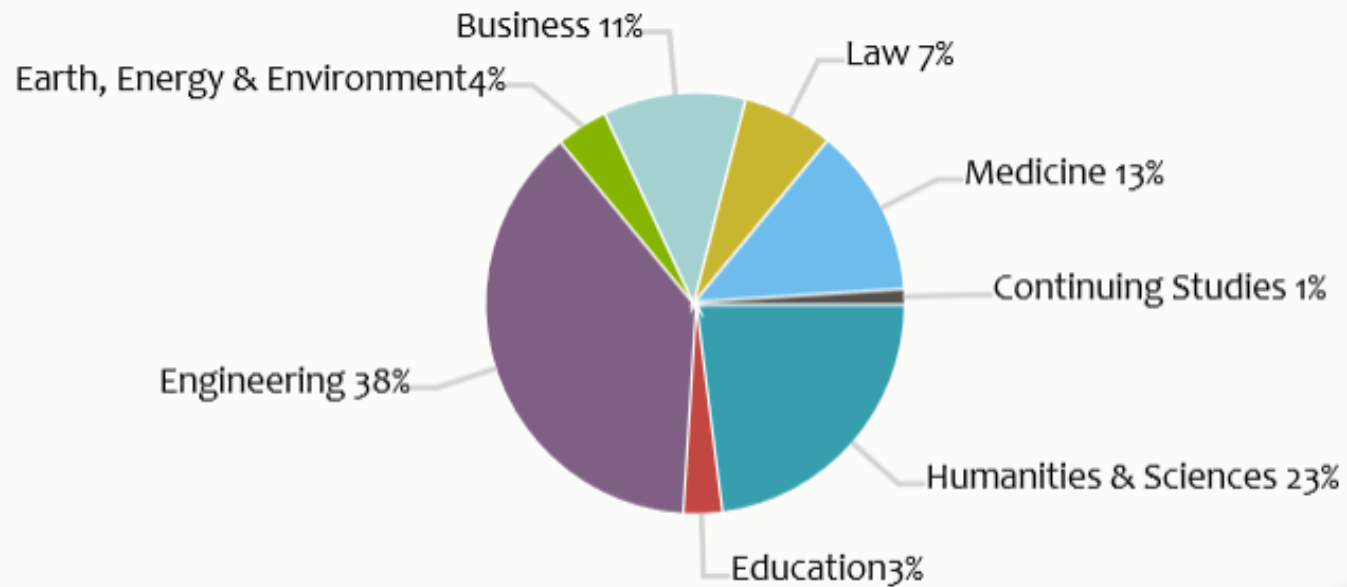




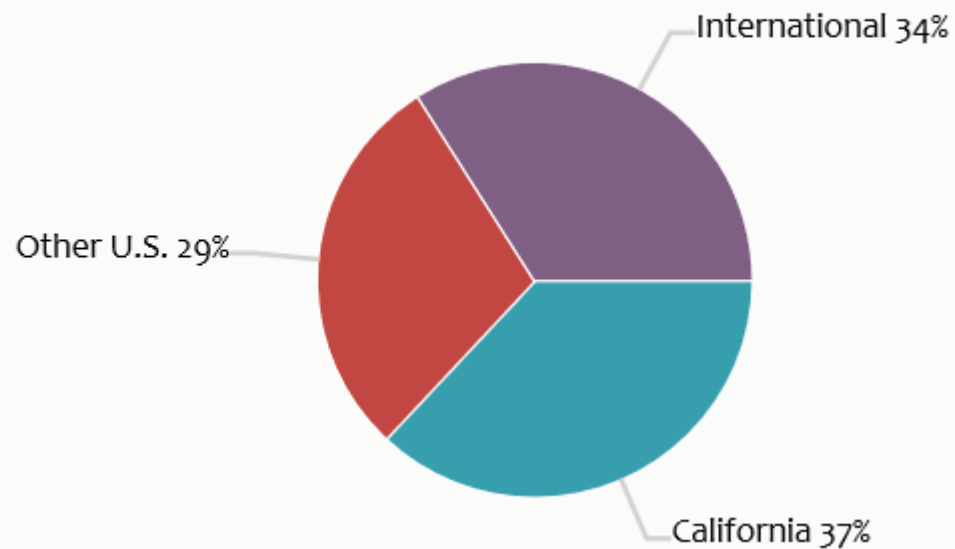
ADVOCACY



BY SCHOOL

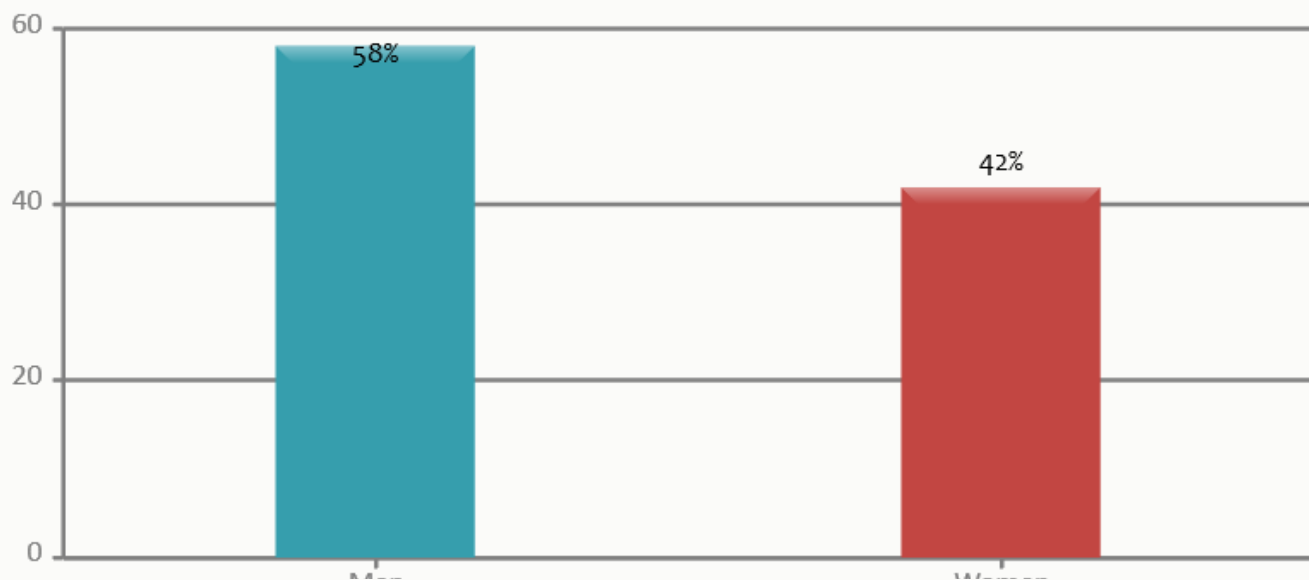


GEOGRAPHIC ORIGIN

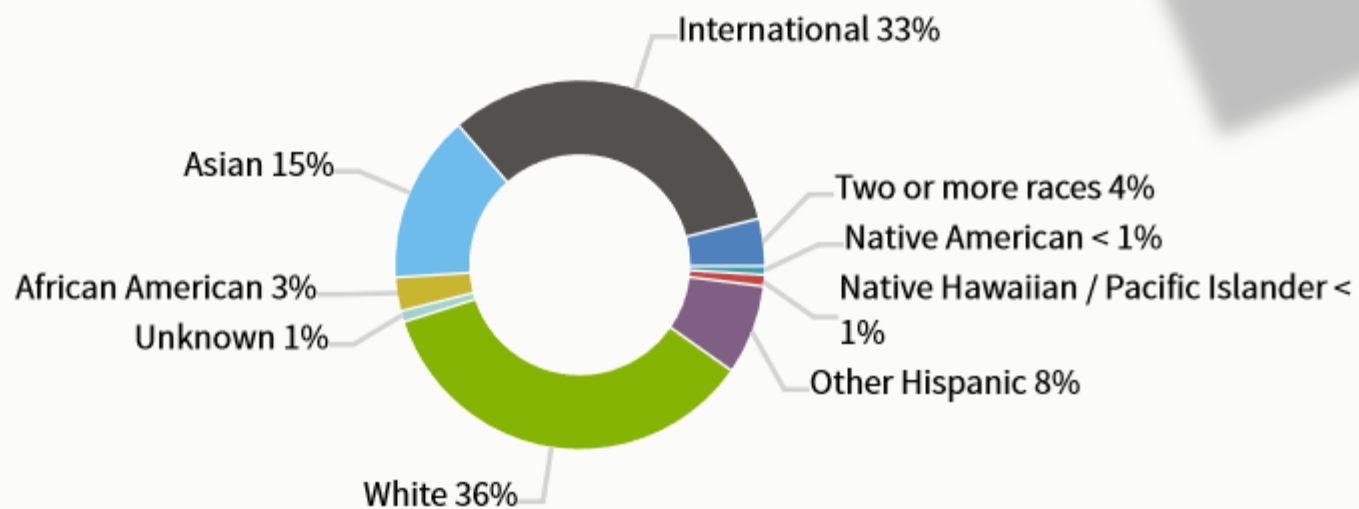


STANFORD
FACTS

GENDER BALANCE



ETHNIC DIVERSITY



STANFORD
FACTS

BIG'S Anti-Slavery And Human Trafficking Statement

BIG's Policy

The Bjarke Ingels Group ("BIG") is opposed to slavery, human trafficking, and forced labor in any form and takes a zero-tolerance approach to any such activity. We believe that conducting our business in an ethical manner is as essential to our work as is our design excellence. As an international design firm with projects throughout the world, we see it as our responsibility to help create a better world through design and innovation, and as part of that responsibility, we conduct our business with integrity and in compliance with all applicable laws governing workplace safety and environmental protections. Working with diverse cultures and peoples from all over the world, BIG is committed to upholding the highest ethical standards and integrity from its partners and employees and in its supply chain.

Bjarke Ingels Group A/S is a Copenhagen, Denmark-based company, with affiliated companies based in New York and London, and operates throughout the world. We aspire to create new ways of architectural and urban organization. BIG works to enable its clients to realize projects that will influence their communities, the environment, the people who construct them, and those that live and work there.

BIG strives to ensure that social inequality and modern slavery has no part in our supply chains or in any part of our business. We have prepared a draft Code of Conduct and will be updating our employee manual to include an anti-slavery policy that will reflect our commitment to always act ethically and with integrity in our business relationships. BIG is also a signatory to the UN Global Compact, an international policy initiative demonstrating commitment to aligning our operations with universally accepted principles in the areas of human rights, including forced and under-aged labor, environmental, and anti-corruption concerns.

BIG's Due Diligence Processes


In our profession, we believe that the risk of modern slavery and human trafficking is low in our immediate supply chain, but we are in the process of implementing procedures for due diligence processes to identify and mitigate potential risk for new suppliers in our supply chain. These will be made through new contract provisions, requiring new suppliers to identify their own anti-slavery, child labor, and human trafficking procedures, and to ensure that business partners and suppliers adhere to BIG's Partner Code of Ethics, which we are preparing. Any supplier or consultant who does not meet our standards will be subject to removal.

BIG's Training and Reporting

Our policy will be made available to all our staff, to include firm-wide education programs on how to recognize modern slavery and human trafficking in the forms that exist today, and how to report suspected or actual violations. We will revise our agreements to target slavery and human trafficking. We will also include our policy in our Employee Handbook, to ensure that our own employees are always treated fairly, equitably, and in accordance with the laws.

BIG employees can also report any of their concerns, violations, or compliance issues to any partner or member of its Human Resources or Legal Teams.

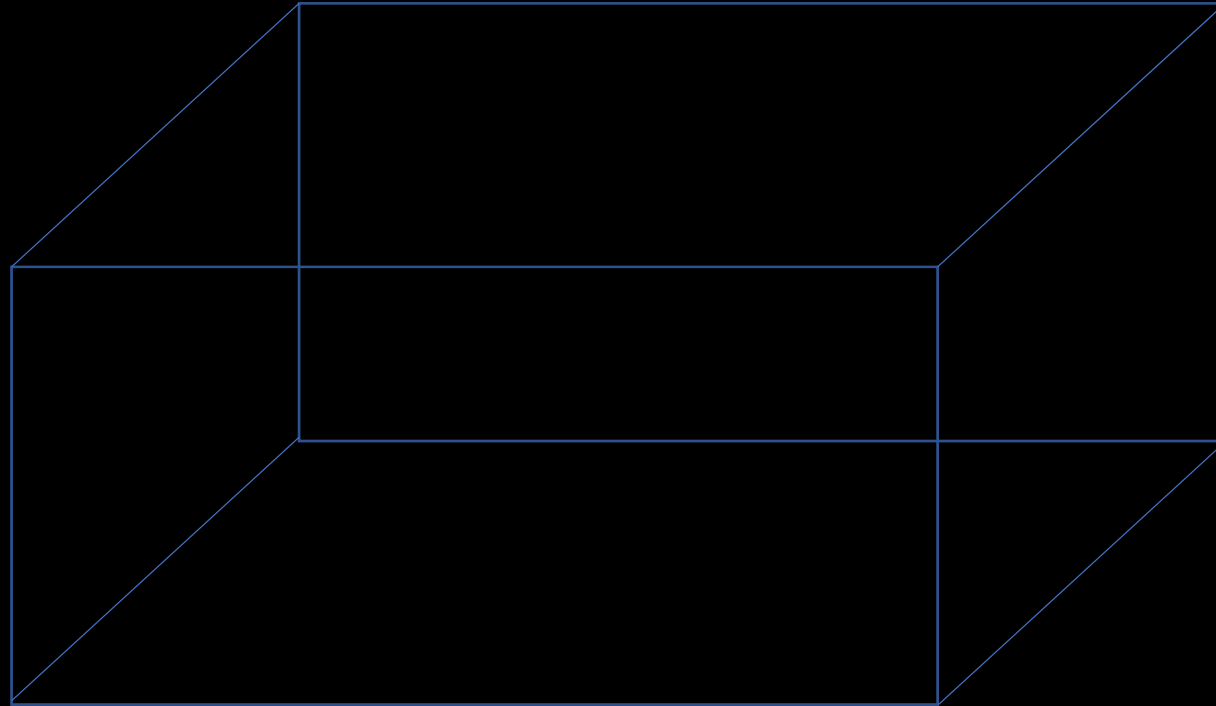
This statement is made pursuant to section 54(1) of the UK's Modern Slavery Act 2015 and constitutes BIG's slavery and human trafficking statement.


Sheela Maini Sogaard, CEO

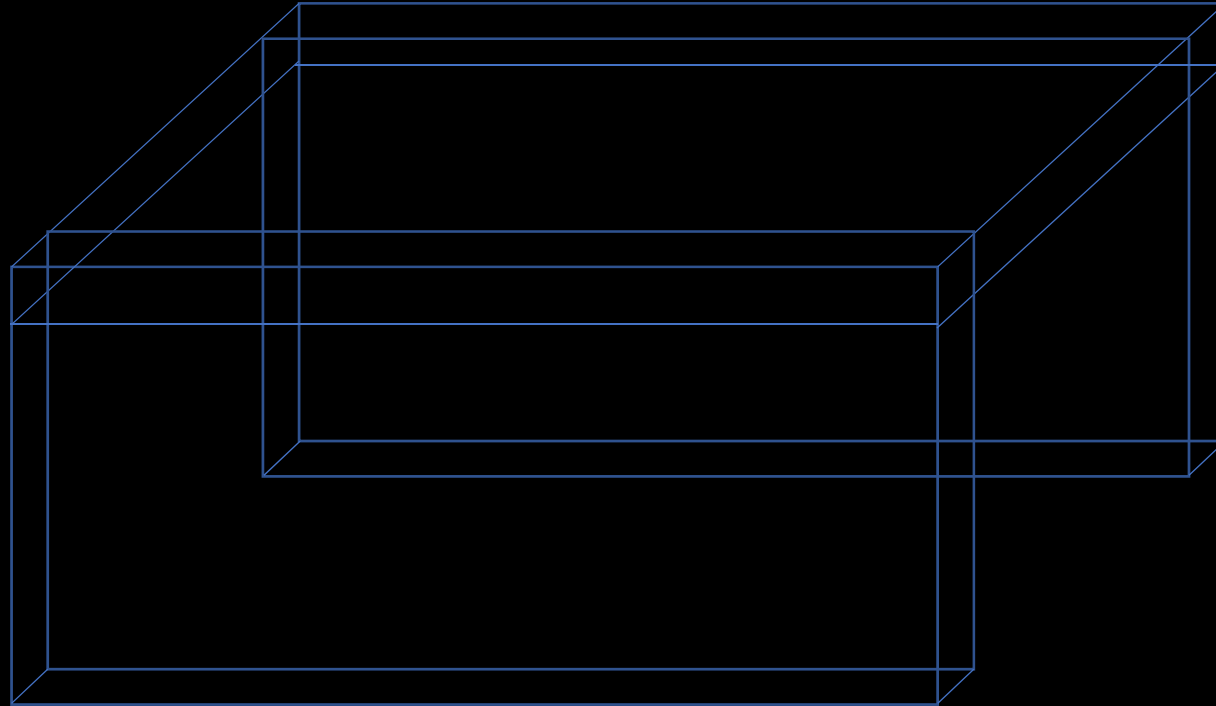
MANIFESTO

CONCLUSION

When we build, when we design, who matters?
Who is in the room?



Who is at the table?

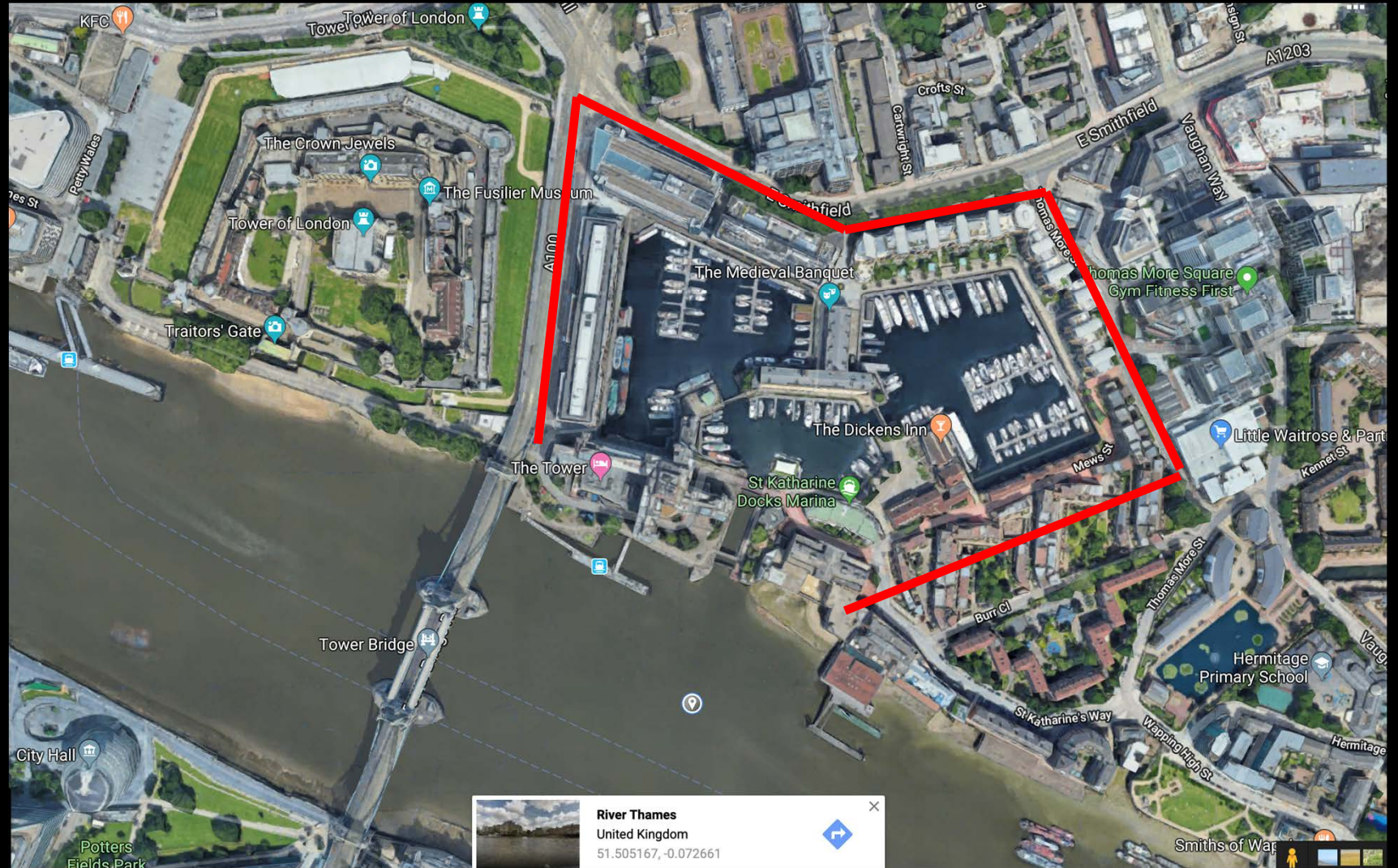


An example of
development:

St Katherine's Docks
London

Present Day

Pleasure craft marina
Hotel
Restaurants



St Katherine's Docks,
London

1599

Area prior to initial
Intense development

In the "liberties" east of the
Tower, outside of the city wall

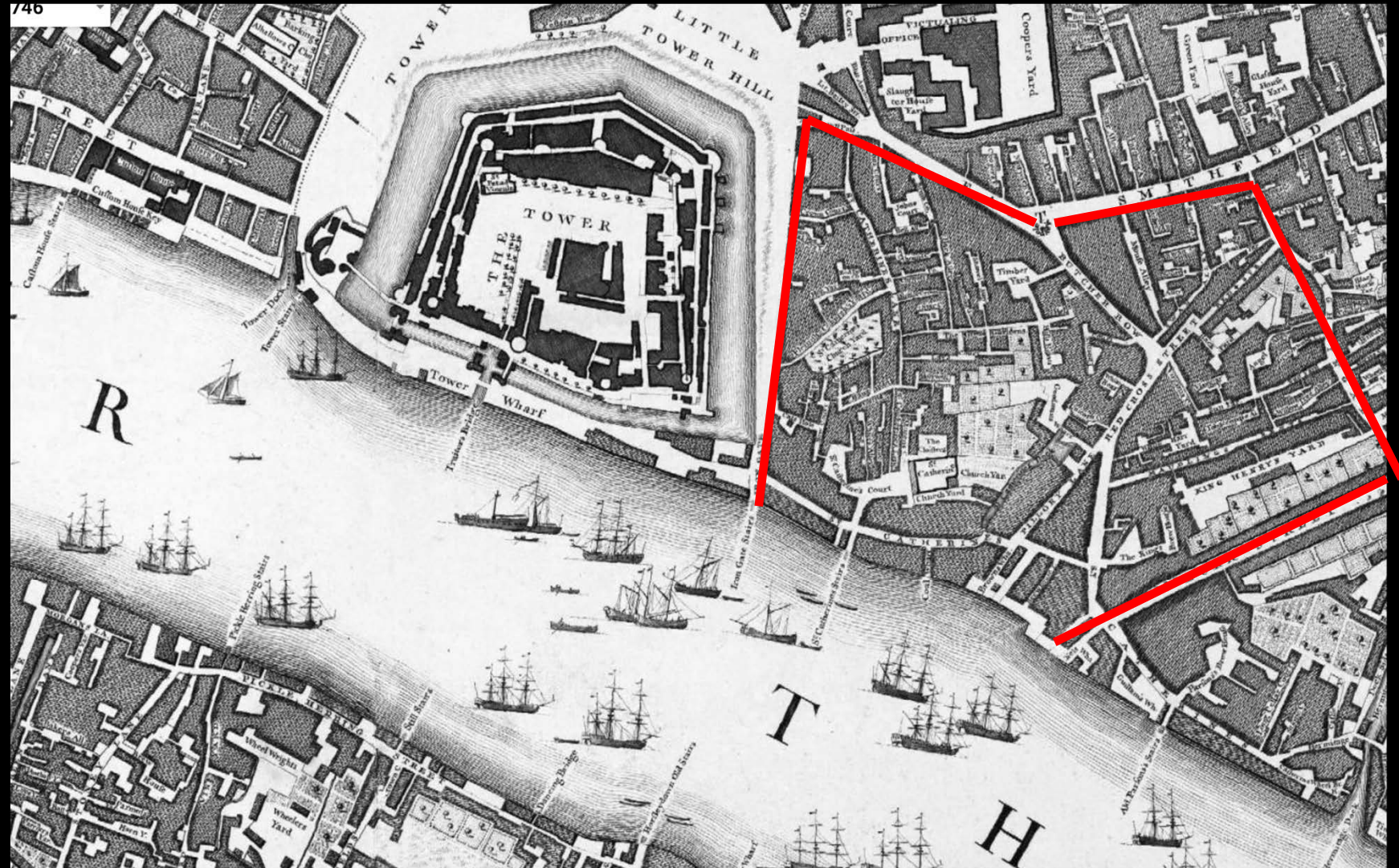
Few restrictions on
development and the practice of
trades



St Katherine's Docks
London

1746

Area prior to
redevelopment



St Katherine's Docks London

1828

Map of proposed dock
Site

(Basins overlaid on
existing neighborhood)



St Katherine's Docks
London

Who wasn't
in the room?

Gustav Doré
A Backstreet in London
1868



St Katherine's Docks
London

Redevelopment authorized by an Act of Parliament, 1825
Parliament largely controlled by landed interests

1828

23 acre site, riverside

1,250 buildings demolished
slum conditions – rent paying tenancy

11,300 inhabitants displaced
mostly port workers – a poor and multi-ethnic group
also survival sex-workers, foreign tradesmen

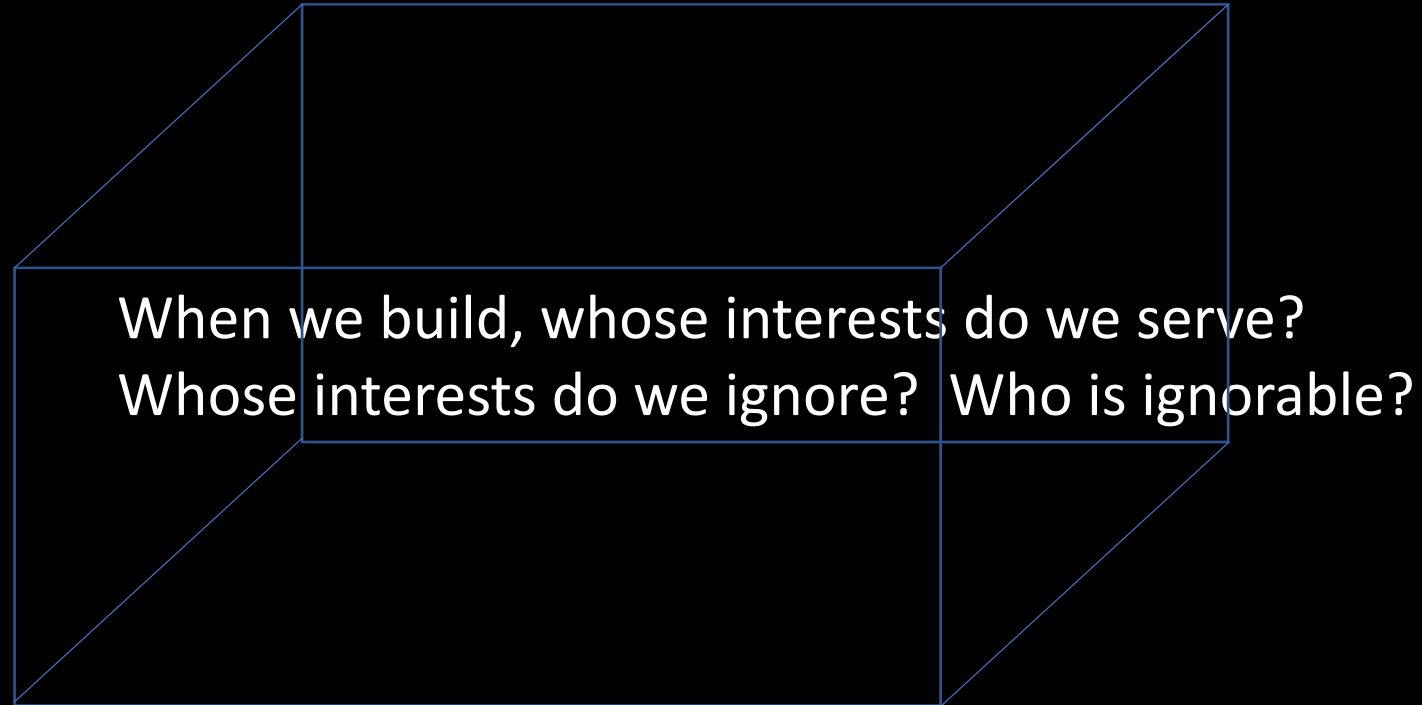
Only the land-owners were compensated

Tenants were simply evicted

San Francisco

2019

When we itch for change, when we push for something new,
who is in the room while decisions are made?



And what are the ethics of leaving the room empty?

An example:
Ignorable, oppressed people

San Francisco:
Tenderloin, 1963

Before Stonewall, but after
decades of discrimination
and police violence,
transgender women and sex
workers riot against police
oppression



San Francisco

1963-2018 Organizing/Lobbying/Fighting



St James' Infirmary

Lyon-Martin Health

Transgender Intersex Justice Project

El/La para TransLatinas

Trans/Thrive (API Wellness Center)

Tom Waddell Clinic (SF Public Health)

UCSF Center of Excellence in Transgender Health

Trans Employment Initiative

TransMarch

Transgender Law Center

Mayor's Office on Transgender Initiatives

...and many individual struggles

San Francisco

2019

Founding of the Compton's
Transgender Cultural District

First in the nation

First anywhere

From repression,
through resistance,
to a place at the table as
development decisions are
made



San Francisco

2019

To meet current and future needs we must broaden our expectations for who is invited to the table when changes to the city – or any human environment – are contemplated.

Proposed ethic:

The people are the city, all the people you value and all the people you don't.

Without its people, the city and all its properties are worthless.

San Francisco

2019

If we are lucky we each are now at best *temporarily* able, *currently* housed, or - as in my own experience - only *one word* away from transitioning from valued citizen to ignorable oddity.

Understanding this is called *empathy*.

San Francisco

2019

However, designers and builders must resist the temptation to let *empathy* be enough.

The voices of the ignored must be heard, and they/we must be at the table. You will never know enough about other people to make choices for other people. It's too much.

Therefore *inclusion* means *liberation* for the designer, not restriction.

San Francisco

2019

We know that perfection and full equality in design are not achievable.

We will never have complete equality of wealth, ability, or acceptance.

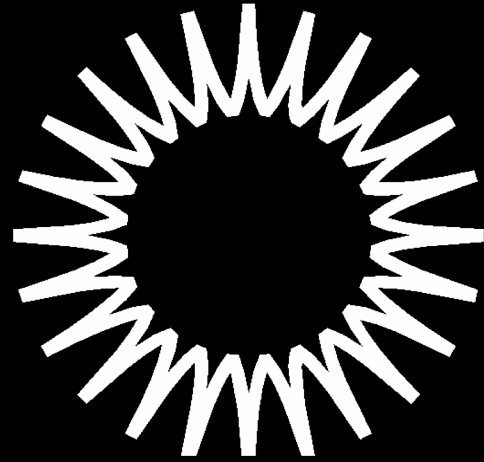
Knowing this, we must push for a better world for all, while working to ensure that the burdens of the present are shared equally.

San Francisco

2019

Imagine being able to let go of guilt.

That's a worthy task for design.



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learn more at SPUR.org

*tweet about this event:
@SPUR_Urbanist
#InclusiveDesign*