April 26, 2018

are the

to a

ent out to the entire YSoA stu

t body. Students were given the

option to answer anonymously

not.

tempered or conciliatory, in its aftermath there has been an explosion of more direct, urgent conversations—both in personal exchanges and in organized meetings—calling for specific actions to be taken. We wanted to capture some of this tremendous energy for change by recording as many of these thoughts and calls for action as possible in and subsequent information about the general culture of architecture and architecture education" to discuss how to move forward as a On Wednesday April 11th, Dean Berke and Emily Abruzzo convened a town hall "in light of recent revelations about prominent architects this fold. Though some of the responses at the meeting were convened

In an attempt to gather as many responses from as many members of the YSoA community as possible, we sent out a survey to students about the Shitty Architecture Men List and issues of sexual misconduct and bias at YSoA and in the field of architecture. We received 42 responses. We also reached out twice to the entire faculty and staff for their thoughts on the subject. We received one response. We printed as many answers as possible, selected to capture the spectrum of opinions expressed. The answers included in the fold represent only a fraction of

the total responses we received. We strongly encourage you to read the entirety of the responses at yalepaprika.com. In addition to the survey and one faculty response, we are printing a preliminary set of proposals from a group of first year students about specific steps students are taking to combat sexual misconduct and bias.

In editing this fold, we felt that it was important to not shy away from the difficult specificities of bias and sexual misconduct. Although

at this moment. Also, in contrast to more traditional forums within the we recognize that an anonymous survey can elicit strong language, we believe that a platform that allows for honesty and directness is needed their emotions and personal experiences. school, an anonymous platform provides a space for people to relate

(SAM) LIST, AND ISSUES OF SEXUAL MISCONDUCT IN ARCHITECTURE —— (SAM) LIST, AND ISSUES OF SEXUAL MISCONDUCT IN ARCHITECTURE —— (SAM) LIST, AND ISSUES OF SEXUAL MISCONDUCT IN ARCHITECTURE

This bulletin is only a snapshot of the many conversations and actions that are moving forward in the school. So far the lack of faculty response has been discouraging. We hope you'll join the conversation. Our work here is far from done.

and Emily Abruzzo about the Shitty Architecture Men List and systemic issues of sexual misconduct and bias What did you think of the town hall with Dean Berke

apparent failure to understand their own power and ability to wield it toward positive, institu-I appreciated their but was disappointed al change. Instead of being leader at the head of the lecestion, our dean heard us lisagreed with some peo-eelings, and then left us to ngs, and rk of char candor by their

may be true for overt forms of sexual misconduct and bias, it is extremely unrealistic for the moments of implicit biases that undermine one's capabilities, knowledge, experience, opinion, etc. I'm not even consideras both are practicing architects Emily and Dean Berke are alway a resource to talk to. While th The most resonant moment for me was the suggestion that ra of other duties here.

d to address

meant to, so students should have our own discussions also But it means a lot that the admin l was happy they hosted it. I don't think it replaces a student-run prioritize , and I don't think it was b, so students should

Bias and misconduct ultimately are still very personal issues and can be hard to express in a large lecture hall setting. [...]

our industry through the mud is a mistake. [...]The integrity of our school and our program is not up for question and allowing people to grandstand in the context of

sappointing number of faculty

How would you describe the school's culture, particularly with regards to issues of sexual misconduct or bias?

school has become slightly biased under Dean Berke.

There is a strong bro culture that is complicit in a lot of problematic situations. Reviews are often dominated by loud men, and student voices are effectively ban-

near

Old school,

Though I appreciate the admin istration addressing student con owing unsubtions to drag

[...] I also appreciate that the male students stepped back (whether consciously or not) making it a place where predominantly female students

[...] Rather than a will to provide new solutions and raise higher standards of conduct it appeared as a tentative measure to settle and bury the growing di

[...] I think the Dean is willing to hear out what we want and need

and is willing to help change things. I think from the people she has invited to speak and culture she is cultivating at the school, we are moving in the right

school, conventional; r ssarily based on gender bera sense of "showmansh

tism and a performative, verted personality. nich promotes characteristics machoism, egotism, exper-

Good between students I think? Speaking from personal experi-

arate from the problem; we mired in it. [...] reflects the full spectrum of sexual misconduct from subtle Just like the wide scope of transgressions on the list, this schoo croaggressions to overt I misconduct. We are not

would you like to see the ire of YSoA change?

and does so in a regular, formalized, and publicized manner. I want students to spend more time engaging with one another we face as students, archite residents of New Haven, ple... I want students to h time to I want an administration that actively seeks student input on decisions that affect students, engaging with one and coutside of studio ide and outside of studio irses) about the real issues do this

[...] We need more diversity and representation in the faculty women but also women of color

ers!! How earth can you paraue telling us to value ourselves an our education and place in the profession when YOU are the profession when YOU I think all faculty who offer unpaid "internships" for GRAD-UATE STUDENTS should be penalised! I'm looking at you Eisenman, MFG and Joel Sanders!! How dare you?! How on earth can you parade around the care of t to make such a list.

I think there really needs to be a system in place to field concerns and deal with the rampant mental health problems that circulated through dozens coffices and school with free eding can not be taken as truth. in the ways described. However, as it stands, an online sheet Libel. I absolutely believe that some of the men on the list behaved inappropriately, maybe

this school CAUSES. This is not Marilyn's job and it's ridiculous to force it on her.

have no interest in covering up alleged misconduct, they should be an independent body or a body that equally represents the [...] The people who handle complaints or feedback should students the faculty

on what behaviors they will not stand for, reiterating this stance to students and professors alike so it becomes ingrained. This statement needs to be verbalized and woven into the school's culture; it needs to be excavated from wherever it lies cryptically embedded in the school Bulle-[...] The administration needs to take a firm public verbal stance

I'd like faculty to undergo training about how to prevent, discuss, and talk about implicit and explicit bias, as it relates to

What do you think of the

, identity,

legitimate grievances and some petty complaints, but generally is an outgrowth of an outmoded culture that silences and buries complaints to avoid change and protect those in power. I think if we had a better response and system in place to deal with these issues we wouldn't need Seems like a combination

It is rather Yale-centric and the fact that the administration took so long to address the matter is concerning. [...]

[...] On the one hand it's incredible that people have the opportunity to voice experiences that are pretty much impossible to bring to light without the protection of anonymity. On the other hand,

an anonymous, crowd-sourced list just can't be treated as fact. I also think it's really complicated, and potentially unfair, ut serial sexual harasser he same list as people who e "condoned sexism"—tho

[...] I found it pretty difficult to see YSoA names on there, and am still struggling to accept that these people are at our school.

tled to have felt fear and disgust when the incident happened. I am mad that no sanction has been taken against that man and that he is still free to harass other women after me and certainly will. I think this list is useful to identify recidivist predator behaviour [1] shocked to see that someone that had harassed me was on the list and was reported to have harassed several other women. In a way I felt validated. I felt entiquite

How would you like the administration and faculty to respond to the SAM list and systemic issues of sexual misconduct and bias in

The administration MUST hire a third party person to deal with diversity and inclusion measures; NOT just a title IX coordinator. Many of the issues under this broad umbrella term

of "sexual misconduct and bias" fall outside of the scope of Title IX and, as such, go unreported and unresolved.

administration and faculty look at the SAM list with the nuance it deserves. Dean Berke and Emily's "disappointment" in the list was frustrating. [...] The list's imperfections are a mirror reflection of the imperfections of "official channels." The need for anonymity must be taken seriously. We live in a world where people who come forward with allegations of sexual misconduct are shamed, scrutinized, and driven from their fields. Only very recently has this started to change, but even when people are taken seriously, the emotional labor required to report publicly is enormous ple's very intimate per would really like ate person

would rather they didn't.

Please don't write it off. Voices are trying to be heard.

A public statement (to the world) acknowledging the existence of many allegations, that Yale is implicated in this (both through allegations made with Yale-affila prominent institution wirdiscipling discipline), and what it is going to do in response would be a start.

I think that by bringing this dis-cussion to the forefront of our school's many ongoing conver-sations, part of the list's job has

— (SAM) LIST, AND ISSUES OF SEXUAL MISCONDUCT IN ARCHITECTURE

mentioned on urac ... at the school should be investigated and sanctions should be taken if the allegations are verified. A discussion between stufacture of the school of think the faculty and stude mentioned on that list that

sign it?

I think the student body should institute a stronger and more organised structure with student delegates whose roles are clearly established so they can be involved and engaged in administrative meetings, discussions and decisions in a much more effective way than students are currently. There is no force pushing the administration to make any decisions or offer proactive solutions to the issue of sexual misconduct if they cannot be held accountable by another body.

Act with heightened awareness of our own actions and try to engage each other in dialogue about what it is that creates a constructive, positive environment for everyone at our school. I think it's on us to create a culture of positive norms that we foster through discussion and frank engagement with one another. We should enable each other to speak and be attentive listeners. I don't think the solution to these problems can come completely from the top down; we need to evolve the culture and support the idea that sexual misconduct, from students and faculty alike, is not acceptable.

Do you feel comfortable talking to members of the faculty and staff about your experiences with sexual misconduct or bias? No: 47.% Yes: 21.1%

son

on the faculty member y someone if it ever ha ne like Ma r happen Mar

Sometimes. I mean after the fact it's easier, but some of the biggest perpetrators have been at this school the longest and have the highest positions.

I would feel comfortable talking to faculty about an issue that I think requires disciplinary or legal action. For other issues I would prefer an electronic system like Callisto.

If no, please of do you think is mechanism for e explain. What k is the best n for reporting?

(SAM) LIST, AND ISSUES OF SEXUAL MISCONDUCT IN ARCHITECTURE -

A student is just not going to go to the dean with a complaint of sexual misconduct, no matter how welcoming or encouraging they are. We want to be recognized for our achievements, not first known by the dean because of a bad experience someone else forced upon us. I think have

faculty, not only the few that think this is an important issue—should be organised to discuss how to move forward and bring the standard of conduct at the school to a much higher level.

A gender parity mission of some sort that can guide and advise students who experience sexual misconduct over and above Title IX. Someone who can guide us on the legalities involved if we file a formal complaint. The fear of being threatened, intimidated or humiliated often increases after filing a complaint as more often than not these cases are closed because of "lack of evidence."

Read the list, completely and critically. Take that conversation out of google docs and into the studio and classroom. Never hesitate to call out a professor for inappropriate behavior or to help/defend a classmate. This goes especially for white/cis/male students. nink it is the students' respon-bility to bring awareness to the sue. The only way to break bad bits is to call attention to them. not work for or with these ople regardless of how repushould remain anonymous and can only be read by the Dean or, potentially, a new admin member whose job it is to address these kinds of issues. [...] I think a question in semester eva I think there should be question in our end of the mester evaluations that specally addresses experiences h sexual misconduct and s. The answer to this question

Through a fellow student first. d system or a app.

Q: Do you have a personal experience with harassment, assault, or discrimination that you'd like to share?

[...] There was a faculty member who gave an unprompted rant on why diversity and inclusion politics have no place in architectural education, which was super uncomfortable.

Minor incidents at YSOA but more serious breaches in the past when a work colleague touched me inappropriately at the office Christmas Party [...]

A symposium guest from another institution was hitting on me in a way that made me feel uncomfortable.

Too many to count. I was told that because I went to school in the Middle East or "the middle of nowhere" I was not good enough in comparison to my lvy league classmates. I was told that I come from a culture of peasants and slavery, "nothing good comes out of the Middle East anyways."

Mansplaining <u>₽</u>

I had experienced harassment in my undergraduate institute when I was a TA for a senior professor. I filed a formal complaint and then it turned out this issue was faced by multiple students for years but nobody spoke of it openly.

- (SAM) LIST, AND ISSUES OF SEXUAL MISCONDUCT IN ARCHITECTURE-

I have a few stories regarding sexist comments towards me from a faculty member. As he is still part of the faculty and we continue to work together, it feels too compromising to write about it here in the current climate. My hesitation illustrates how hard it is to talk openly about these issues [1]

[....] Routine microaggressions from well-intentioned but clueless male peers. Unwanted comments about my appearance, people not respecting my personal space, interrupting me or talking over me, people only addressing the men when I'm in a group, people assuming I can't do basic tasks. (i.e. woodshop. I know how to use the damn table saw, you don't need testosterone to operate one.)

Not that I'd like t to share.

What do I expect of the leaders in my community who have been implicated by the SAM list? Whether or not the allegations are true, interactions are affected by their presence on the list. I was harassed by another student at a school party. [...] Since that day I have been carefully avoiding that student.

should step down and/or b fired. I think all offenders should address that they're on the list and use that as a way to take a step back and question if how they operate in the world is acceptable. They also may be doing things subconsciously, ir which case it could be used as a bearning too! arning tool.

ne claims need to be verid but as classmates and colagues we also have rights to
cess some of that information.

We need to stop protecting these people. However, we should not tarnish their reputation without taking a moment to think about our position first.

I hope they know the a list and are shaking boots. We all know v have done. hey are oning in their what you

I expect anyone implicat the SAM list to address i explain themselves. ated it, a

I expect them to at the very least not pretend like it doesn't exist.

[...] I think it is important that they acknowledge why they are on the list, take the steps necessary to apologize to whomever was affected by the interaction, and then make real changes in how they speak to people/interact with people, etc. Many of the people on the list show patterns in their behavior that clearly need to change—even if this behavior is a pattern, it is not okay to continue treating people in such a way that results in their name being on the SAM list.

name being

Q: Do you feel that Title IX is an adequate system to address issues of sexual misconduct at the school?

No: 7 — Other: Yes: 2

[...] Title IX feels like something of a last resort, and there should be a more accessible first recourse that people can

Yes, but too process. 으 a delayed

No. It systematically fails victims of assault, harassment, and misconduct. io. There needs to be a second-ry group that addresses biases eemed less severe by policy, ut are equally important.

Of course not! It tackles the serious issues of rape and physical assault but doesn't come close to dealing with the everyday aggressions women and POC have to deal with every single day! [...]

How do think to conversation scontinue?

are

Student town halls a helpful.

Through workshop sions, and continuing ecfor students and faculty. disc

Working groups, im tion of Callisto, firm a sor vetting , implementa-rm and profes-

Students have come up with a list of tactics, some of which involve the administration. The administration should make a public statement addressing their cooperation on these issues, timelines, etc. They should do it quickly and openly, rather than letting it fade into another opaque system of working groups and private meetings.

[...] Part of what was missing in the town hall discussion was what men have to do in order to be a part of this process. It should not be left entirely up to female students to expend

physical/emotional lathe school to do sor confront its problems begin by addressing to on this issue.

CHANGE IT. JUST (COMPLETELY.

Hopefully and patiently. It is important for us to remind ourselves that systematic issues do not change overnight, but to emphasize that no system is permanent. If we can acknowledge the ability we have to change our personal biases and bad habits that fuel a culture of discrimination, and work hard to make these personal corrections, culture will follow suit. our-

do not pay required to so or should

it. We may appear to snap and shout but let me let you in on a secret. We as women have to deal with little mini dismissals every day and not only do we have to pick ourselves back up after everyone of these interactions, we also have to play the internal game of "do I say something?" Now, if we decide yes I do have enough energy to say something, it goes to my next favorite game, "how do I tell him?" Then women have the delightful choice of either politely and thoroughly explaining why we didn't like that touch on our backs or those funny but kinda sorta undermining jokes, or the red hot shouty short-but-sweet last straw gut reaction. Now, neither are pleasant for you, but understand that these reactions are not pleasant for us either. Hand holding wasn't in any manual I have read on how to be a woman. Please understand that it's not really just about you and our little interaction with you. Often by that point it's become one of hundreds of interactions that have piled up to the point where we are exhausted and hurt and sad and just need an outlet. So pardon the patronising talk or the shouty jerk reaction. Just know it's not personal but also, clean up your act ... stop stroking my back! le understand you ar st and that you respee nd don't mean to offer s, BUT you do and so ou don't realize you a ou are a femi-espect women o offend or hurt and sometimes you are doing

Just a plea to exercise journalistic integrity in how Paprikal asks questions and how it selects responses for publishing.

There are certain faculty members and administrators who are known for their inappropriate remarks. Many say that it's too difficult for them to change, or that they are too old to change, or that they are too valuable to the school so we need to let it slide. I don't think that these are excuses for not addressing microagressions. If a faculty member is teaching advanced, graduate-level content, then

All professors who d interns should be re start paying interns obe fired.

Although we must condemn any sexual misconduct and work towards a better community environment, and although we must acknowledge the importance of equality and a sense of belonging for everyone, I observe that these recent events have created some kind of "division" between genders and a sense of immaturity in being oversensitive. Let's be careful not to forget there are good men out there too and recognize sexism can go BOTH ways.

More town halls, more student writing, more student conversations, less timidity among the student body in talking about difficult issues. I want to stress that the administration needs take responsibility and accept that radical cultural restructuring needs to take place [...]

(SAM) LIST, AND ISSUES OF SEXUAL MISCONDUCT IN ARCHITECTURE —— (SAM) LIST, AND ISSUES OF SEXUAL MISCONDUCT IN ARCHITECTURE (SAM) LIST, AND ISSUES OF SEXUAL MISCONDUCT IN ARCHITECTURE

N

This plan for change will start with the current student body—by holding ourselves accountable to these same standards, we look forward to bettering the YSoA community by creating a culture of acceptance and respect. Rudolph Hall to begin a poster advocacy campaign to educate the community about examples of misconduct and bias.

they must also be able to learn to be respectful, empathetic constituents in our community.

SAM or Shitty Architecture Men: While I totally support the immediate response and reporting of inappropriate behavior, I am a little wary of anonymous postings such as this. A friend once likened unsigned student evaluations to drive by shootings and the method of generating the SAM list may be subject to the same critique. I would rather see things like that addressed in real time or by informed reporting and proper investigation carried out swiftly and energetically. Title IX is a positive force in all of this, but I am in no position to evaluate it.

Equality ⊒. Design

rollowing the Town Hall meeting with Dean Berke, many students in the YSoA community felt frustrated and dissatisfied. However, the turnout at the event made it clear that this conversation was long overdue. In a meeting the following day, students from Equality in Design picked up this momentum to discuss steps the school needs to take in order to create a respectful environment. Over the course of subsequent meetings, students identified the major issues of bias and sexual misconduct that occur in our field's academic and professional settings. Although these issues need to be addressed throughout the field, we want to focus on our own community first, fostering productive change within Rudolph Hall that students will take with them once they begin their professional pursuits. The student initiatives currently underway are as follows:

their own educational curriculum surrounding issues of bias and sexual misconduct for incoming students. EID wants to welcome new students to the school with an orientation event that teaches clear codes of conduct and shared tools for describing the types of behavior that lead to incidents of sexual misconduct or bias.

from the newly appointed Dean of Diversity and Inclusion at the the School of Forestry and Environmental Studies. We are hoping to host him for a discussion about the importance of his role and what a similar appointee could do for YSoA. We will advocate for the hiring of someone in this role. . In the absence of a Career Services initiative to vet firms who come to the Career Fair, we will create our own vetting system.

erpted in its en

the conversation must continue. Exactly how this should happen is less clear to me except to say that it should include all students and faculty and all genders in a variety of forums. Men must stop these behaviors and women must be empowered to resist. Things will change only if both men and women redefine themselves. Collaboration is essential The school's culture reing issues of sexual misco or bias has improved but

-Peter de Bretteville

are the keys to creating a culture at YSoA that values inclusivity, mutual respect, and equality. As we seek structural changes within our institution and the broader discipline of architecture, it is essential that we collectively discuss our beliefs, our past experiences, our aspirations for the future, and our adversities. However, conversations that get to the heart of lived experience and reveal patterns of marginalization tend to, by their very nature, also involve confronting the biases and privilege of other participants. Put simply, designing an open and welcoming environment in Rudolph Hall requires better tools for active listening and constructive dialog about difficult topics.

We would also like to refer YSoA to a helpful and educational resource, The Derailing Document from Speak Up.org. The Derailing Document is a handbook of example conversations in which one person shifts the focus of a conversation away from the main topic and, in doing so, silences the other participant and reinforces existing inequalities. Reading through 15 categories of derailing statements is a startling and sobering exercise, especially given the ease with which we recognize each statement as all too familiar. The Nit Picking example recalls something said by a coworker last week; the Strawman was set up by a peer in a section discussion; the False Analogy was made by a critic in the mid-review; the Tangent was something we said ourselves.

Read this document to remove the need for someone else to explain their frustration. Use this document as a manual for empathetic conversation. Share this document to help others be better heard. A link can be found at yalepaprika. com or by visiting http:// speak-up.org/derail/.

! Volume , 2018

ISSUE EDITORS Orli Hakanoglu, Ji Matthew Wagstaf GRAPHIC DESIGNEF Simone Cutri, Micah I RS Ba

COORDINATING EDITORS Matthew Wagstaffe, Ethan Z Nicholas Miller LISHERS my Jacinth,

WEB EDITOR Seth Thompson