

LB
BA

Equity, Diversity, and Inclusion Report 2024

Ruth Ellis Clairmont Center
Detroit, MI



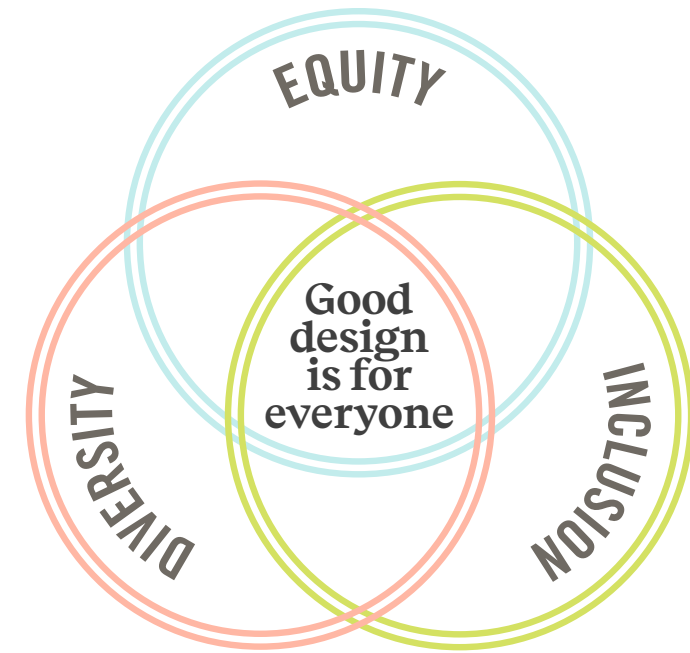


Equity, Diversity, and Inclusion Report 2024

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Our Values

Striving for EQUITY, DIVERSITY, and INCLUSION is a core tenet of LBBA's approach to practice. We truly believe that *Good design is for everyone*. This is both a mission statement and a call to action. Affordable housing and community-based projects represent the bulk of our work. We believe our expertise is best utilized on projects seeking to move the needle on key issues impacting the communities that have been historically underserved. In addition, we are committed to working from the inside to transform our office and our profession in ways that make architecture more accessible for all. We encourage you to explore this report to discover all the ways that LBBA is living its commitment through our project work, our collaborations and partnerships, and the ways that we choose to do business.



EQUITY: fair and equal treatment for all.

LBBA does not discriminate on the basis of race, color, national origin, age, marital status, sex, sexual orientation, gender identity, gender expression, religion, or disability.

This is both in our approach to hiring and project staffing, as well as in how we interact with our clients and the communities they serve. We have a long-standing tradition of working in diverse neighborhoods across Chicago and beyond, serving populations that otherwise may not have had equal access to resources or design expertise in the past.

80% of our projects serve neighborhoods that are predominantly African American, Asian, or Latinx or are in danger of gentrification.

In addition, our projects directly address broader issues of equity, diversity, and inclusion through partnership with mission-driven clients at the forefront of fair housing and social justice initiatives including Brinshore Development, BUILD Chicago, Centro de Trabajadores Unidos, Chicago Lighthouse, Claretian Associates, Franciscan Outreach, LUCHA, Full Circle, La Casa Norte, Holsten Human Capital, Kenwood Oakland Community Organization, Mercy Housing, National Public Housing Museum, Preservation of Affordable Housing (POAH), and many others.

97% of our projects directly address issues impacting communities of color.

DIVERSITY: representation of a multitude of backgrounds and perspectives.

For LBBA, diversity is important both in our workforce and in the populations that our projects serve. Our total staff is 47% women and 20% African American, Asian, Latinx, and Indigenous. Our firm also features 38% women members in firm leadership positions.

We actively mentor and promote minority youth to consider architecture as a viable professional path through initiatives that include LBBA Labs, I-NOMA Project Pipeline, CPS Career Day, ACE Mentor Program, and AIA Chicago Architects in Schools.

Also, LBBA supports participation/leadership by members of our firm in professional organizations focused on diverse representation in the profession including Arquitectos, I-NOMA, AIA Chicago Foundation, Bridge Mentorship Program, Chicago Women in Architecture, and others.

To support diverse perspectives in our project teams, we regularly partner with minority-owned (MBE) and women-owned (WBE) businesses in prime partnership, consultant, and contractor roles.

77% of our projects feature diverse project partnerships.

INCLUSION: embracing the opinions, expertise, and experiences of all voices.

At LBBA, representation is only part of the equation. Not only do we seek diverse staff, partners, and clients, but we embrace and encourage all voices to speak up and provide input throughout the design and construction process.

Internally, this is achieved by creating diverse project teams including women, LGBTQ+, and minority representation in project leadership.

85% of our projects feature inclusive project teams.

Inclusion is also achieved through our firm-sponsored EDI, Mentoring, and Advocacy & Outreach Committees that meet regularly to discuss issues of representation, access, professional development, and community engagement in our office and beyond.

In our project work, inclusion is achieved by engaging in community outreach at multiple scales throughout our integrated design process.

83% of our projects include community engagement in the form of working group meetings, stakeholder charrettes, public workshops, and community art projects.

This stakeholder outreach is critical for discovering qualitative insight from the people who will be most impacted by our work. This insight is essential for helping to set priorities and guide design decision-making in a meaningful way.

How We Measure

To measure our progress, LBBA considers how a given project addresses the following five indicators of EQUITY, DIVERSITY, and INCLUSION. While we acknowledge that not all projects will be able to address all five indicators, we use these metrics to critically assess our office's output as a whole, painting a picture of what it means to be a "community of practice." By examining our firm-wide performance, we are able to document clearly that EDI practices are integral to everything we do. We also dive deeply into projects or initiatives that are worthy of more detailed analysis to establish best practices that can be applied to future work. Lastly, measurement allows us to set a baseline for future improvement, holding us accountable to our goals and mission while charting a path for future success.



Empowering Neighborhoods
Is this project located in a community with a predominantly minority population or rapidly gentrifying neighborhood?

Addressing Issues
Does this project specifically address issues impacting communities of color?

Engaging Community
Did the design process for this project include community input (outside of the direct client)?

Partnership
Does this project feature women/ minority partners in client, architect, consultant, or contractor roles?

Representation
Does this project feature women/ minority representation in internal project leadership roles?

Projects in Design and Construction 2023

	Neighborhoods	Issues	Community Engagement	Partnership	Representation
▪ CTU IMMIGRANTS	●	●	●	●	●
▪ WESTHAVEN PARK IID	●	●	●	●	●
▪ SACRED SOUTH CHICAGO	●	●	●	●	●
▪ NATIONAL PUBLIC HOUSING MUSEUM	○	●	●	●	●
▪ LEGENDS SOUTH PHASE A3	●	●	○	●	○
▪ RUTH ELLIS CLAIRMOUNT CENTER	●	●	●	○	●
▪ FOGLIA RESIDENCES AT THE CHICAGO LIGHTHOUSE	●	●	●	●	●
▪ BROOKWOOD AT ANTIOCH	○	●	●	●	●
▪ HEIWA TERRACE	●	●	●	○	●
▪ SOUTH SUBURBAN SENIOR HOUSING APARTMENTS	●	●	●	●	●
▪ THE CARLTON	○	●	●	●	●
▪ BUILD	●	●	●	●	○
▪ LUCY GONZALEZ PARSONS APARTMENTS	●	●	●	●	●
▪ STEPHEN'S COMMONS	●	●	●	●	●
▪ THE ANCHOR AT MARINERS INN	●	●	○	○	●
▪ 43 GREEN PHASE 1	●	●	●	●	●
▪ RAYMOND E. SHEPHERD HOUSE	●	●	●	●	●
▪ TIDEWATER GARDENS	●	●	●	●	●
▪ DR. MAYA ANGELOU VILLAGE	●	●	○	○	●
▪ PARKSIDE PHASE 4	○	●	●	●	●
▪ ROOSEVELT SQUARE -TAYLOR & RACINE	●	●	●	●	○
▪ HIGHLANDER PHASE IV - THE OVERLOOK	●	●	●	●	●
▪ ISLAND TERRACE APARTMENTS	●	●	●	○	●
▪ BOULEVARD APARTMENTS	●	●	●	●	●
▪ 43 GREEN PHASE 2	●	●	●	●	●
▪ LA PORTE ARTS CENTER	○	○	○	○	○
▪ BROADWAY	○	●	●	●	●
▪ KENNEDY SQUARE EAST	●	●	●	●	●
▪ KOCO RENOVATION	●	●	●	●	●
▪ AVALON HOUSING	○	●	●	●	●
▪ CALHOUN SCHOOL	●	●	●	●	●
▪ POAH UPTOWN	●	●	●	○	●
▪ BICKERDIKE KEDZIE E-TOD	●	●	●	●	○

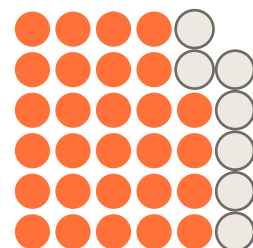
KEY ● YES ○ NO ● HIGHLIGHTED CASE STUDY

Empowering Neighborhoods

Part of moving the needle on critical issues facing our cities is meeting our clients and building users where they live. LBBA's project work is focused on empowering neighborhoods that have been underserved because of disinvestment, changing demographics, or structural racism. Our projects seek to provide housing, social services, and community spaces in places where they are needed the most.



Inspirational Community Mural by Chicago Artist Dwight White



80% of LBBA projects in 2022-2023 are located in communities with predominantly minority populations or rapidly gentrifying neighborhoods.

<https://www.urbandisplacement.org/maps/chicago-gentrification-and-displacement/>



Graphic Staircase In Welcoming Lobby

BUILD CHICAGO



In 2018, over 400 leaders from Chicago's Austin neighborhood came together to develop a neighborhood revitalization plan. The resulting Quality-of-Life Plan, *Austin Forward. Together. (AFT)*, serves as a blueprint for healthy growth and development in Austin. AFT is in active use, and as a lead member of that coalition, BUILD was asked to lead two critical strategic areas—Youth Empowerment and Public Safety. BUILD (Broader Urban Involvement & Leadership Development) is a nationally respected gang intervention, violence prevention, and youth development organization based on Chicago's West Side. LBBA worked with BUILD to develop their programming and design for an expansion of their existing facility located in the Austin neighborhood. Conceived of as a campus, the project includes the rehabilitation of BUILD's existing building, and the new construction of a 37,000 sf facility.

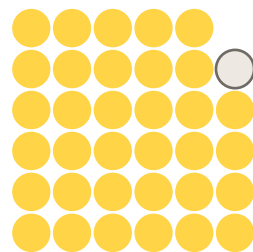
Since its completion in 2022, the new campus has become a community hub for the Austin neighborhood. Directly off I-290, BUILD not only serves as a powerful and visible reminder that new opportunities have arrived, but it plays an active part in revitalizing the neighborhood through its many and continually expanding programs—youth services, community work zone, locally-owned café, and community garden.

Tackling Issues

Our work seeks to address the pressing issues facing our cities, especially the historically uneven allocation of resources in communities of color. These communities regularly suffer from a lack of available social services and affordable housing. By partnering with local mission-driven non-profit organizations and developers who focus on reversing these trends, LBBA is able to use our skills as architects to create spaces that face these challenges head-on.



Community Mural Dedicated to Ruth Ellis and Main Facade Streetscape



97 % of LBBA projects in 2022-2023 directly address issues impacting communities of color.

<https://naacp.org/know-issues>



Grand Opening Ribbon Cutting

RUTH ELLIS CLAIRMOUNT CENTER



Ruth Ellis Clairmount Center (REC Center) is a 43-unit queer-affirming affordable housing facility in Detroit's Piety Neighborhood. A base for the Ruth Ellis Institute—a nonprofit serving LGBTQ+ youth and young adults, particularly those of color who are unhoused or at risk—the REC Center is a safe, welcoming space for a vulnerable population. To help confront some of the health issues that are often a part of being unhoused, the REC Center offers behavioral and mental health services in an onsite healthcare clinic that includes a small laboratory and an exercise room for yoga and movement-based therapies.

The design of the REC Center was created with input from the local LGBTQ+ community with a focus on bright colors, private spaces, and common areas. A mural on one of the exterior walls depicts the building's namesake, Ruth Ellis, the trailblazing LGBTQ+ activist, and a colorful mural in the lobby captures many faces of the center's residents. The residential units are located on the third and fourth floor, the services and offices are on the second, and the spaces meant to engage the community—town hall, cafe, and salon—are on the ground level.

Engaging Community

At LBBA, our goal is for all voices to be heard, not just those with power and privilege. This commitment manifests in our project work where we strive to include communities in our integrated design process through active engagement. LBBA looks for ways to bring all stakeholders to the table through working group meetings with residents, public workshops with neighborhood groups, and community art projects. By reaching out to communities, these voices are heard and those who participate are empowered to contribute to shaping their built environments.

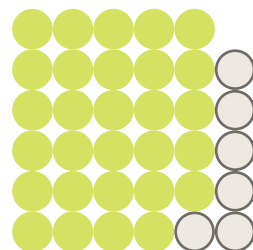


LUCY GONZALEZ PARSONS APARTMENTS



Displacement is a major concern in rapidly gentrifying areas like Logan Square in Chicago, a thriving neighborhood intersecting one of the busiest lines on the CTA. Lucy Gonzalez Parsons Apartments (LGPA), led by nonprofit developer Bickerdike Redevelopment Corporation, responds to this need with 100 affordable rental units, extensive commercial space, and a design that is integrated with the surrounding neighborhood. As a centrally located, Equitable Transit-Oriented Development (ETOD), LGPA provides high-quality housing so that long-time residents can continue to call the neighborhood home.

In 2014, the ward Alderman convened three community meetings to gather input on the potential redevelopment of the underutilized Emmett Street Parking Lot and Logan Square Blue Line Plaza/ Bus Turn-around Area. Hundreds of area residents attended the meetings, which resulted in the idea of affordable housing and community spaces. Residents, neighborhood organizations, and various city committees and departments were key stakeholders throughout the planning process. This helped generate support for the project and played a key role in the design and planning process. LBBA actively engaged in these listening and planning sessions. After carefully considering the community's requests, LBBA responded with a number of contemporary building drawings to creatively reflect the context, scale, and character of the neighborhood. The decision to change the building name from Emmett Street Apartments to Lucy Gonzalez Parsons Apartments was also deeply rooted in the community.



83% of our projects in 2022-2023 include community engagement in the form of working group meetings, stakeholder charrettes, public workshops, and community art projects.

<https://www.re-thinkingthefuture.com/architectural-community/a10233-community-engagement-and-participatory-design-processes/>

Commitment to Partnership

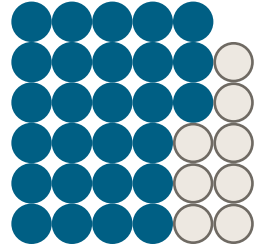
Our projects cannot be completed without a dedicated team all pulling in the same direction. From 2022-2023, we were fortunate to collaborate with a broad team of women- and minority-led design, development, and construction partners who share a collective vision for change. It is in all of our best interests for a diverse and representative project team to be tackling these challenges together.

At LBBA we recognize that, while our office is diverse for a typical architecture firm, it does not fully represent the demographics of the cities and neighborhoods in which we work. This is an issue that is not uncommon to our profession, but it is something that we are actively working to address. Partnering with women- and minority-led firms (WBE/MBE) allows us to acknowledge the limited scope of our own experience while embracing other valuable perspectives. In prime partnerships, we enjoy working with other architects that bring their knowledge and backgrounds to our shared projects. This can be in direct partnership, where we work in tandem on a single building, as an associate architect working on separate buildings as part of the same multi-building development, or as a design advisor taking on a particular scope of work where they or we have particular specialized expertise.

For consultants, we have cultivated relationships over many years with MBE/WBE firms that share our passion for exceptional, equitable, and impactful design. These collaborators have grown with us as our office has grown, engaging in larger and more complex projects over time. These relationships are always to our mutual benefit as we are able to negotiate new challenges together. While we greatly value the consultants that we work with on a regular basis, we also actively seek out new consultant partnerships with MBE/WBE businesses to expand our circle of colleagues and give opportunities for new voices from diverse backgrounds to emerge.

Our clients often lead the charge when it comes to proposing bold solutions for the problems that face their organizations and neighborhoods. We are fortunate to work for such dedicated clients with minority leadership that are committed to addressing the issues that face BIPOC communities in Chicago and beyond.

Many of our clients have a preference to retain women- and minority- led construction teams and to assist them we maintain a list of WBE/MBE general contractors for competitive bidding. The engagement of women- and minority-led contractors often includes the added benefit of building local capacity in construction and trade work for the communities in which our projects are located. We have worked with single minority-owned general contractors as the prime contractors, as well as through Joint Venture (JV) partnerships between larger, more established construction companies with emerging local minority-owned firms. The goal is for JV partnerships to result in the minority partners gaining valuable experience and knowledge, while expanding their reach and professional networks, allowing them to take on larger and more complex projects on their own in the future.



77 % of our projects in 2022-2023 include women and minority-led partners in prime, consultant, or contractor roles.

<https://byf.org/rebuilding-the-construction-industry-through-diversity-and-inclusion/>

ARCHITECTURAL PARTNERS

- Beehyve
- Brook Architecture
- Johnson & Lee Architects
- Livas Group
- Moody Nolan
- Taylor Staten, TnS Studio
- WPA Architecture

DESIGN CONSULTANTS

- CCJM
- dbHMS
- Dynacept Engineering
- Eco Achievers
- Engage Civil
- EVA Design and Engineering
- LightHive
- McKay Landscape Architects
- Nayyar & Nayyar International
- Site Design Group
- Prim Lawrence Group
- TERRA Engineering
- Vireo
- WSP

CLIENTS

- Bickerdike Redevelopment Corporation
- Brinshore Development
- BUILD Chicago
- Claretian Associates
- Franciscan Outreach
- Holsten Human Capital Development
- Interfaith Housing Development Corporation
- Kenwood Oakland Community Organization
- La Casa Norte
- LUCHA
- The Michaels Organization
- National Public Housing Museum
- P3 Markets
- POAH

GENERAL CONTRACTORS

- Ashlaur Construction
- BOWA Construction
- Genesis Construction/Spurock & Son
- GMA Construction Group
- UJAMAA Construction
- Jackson & Green

Commitment to Partnership



LEGENDS SOUTH PHASE A3

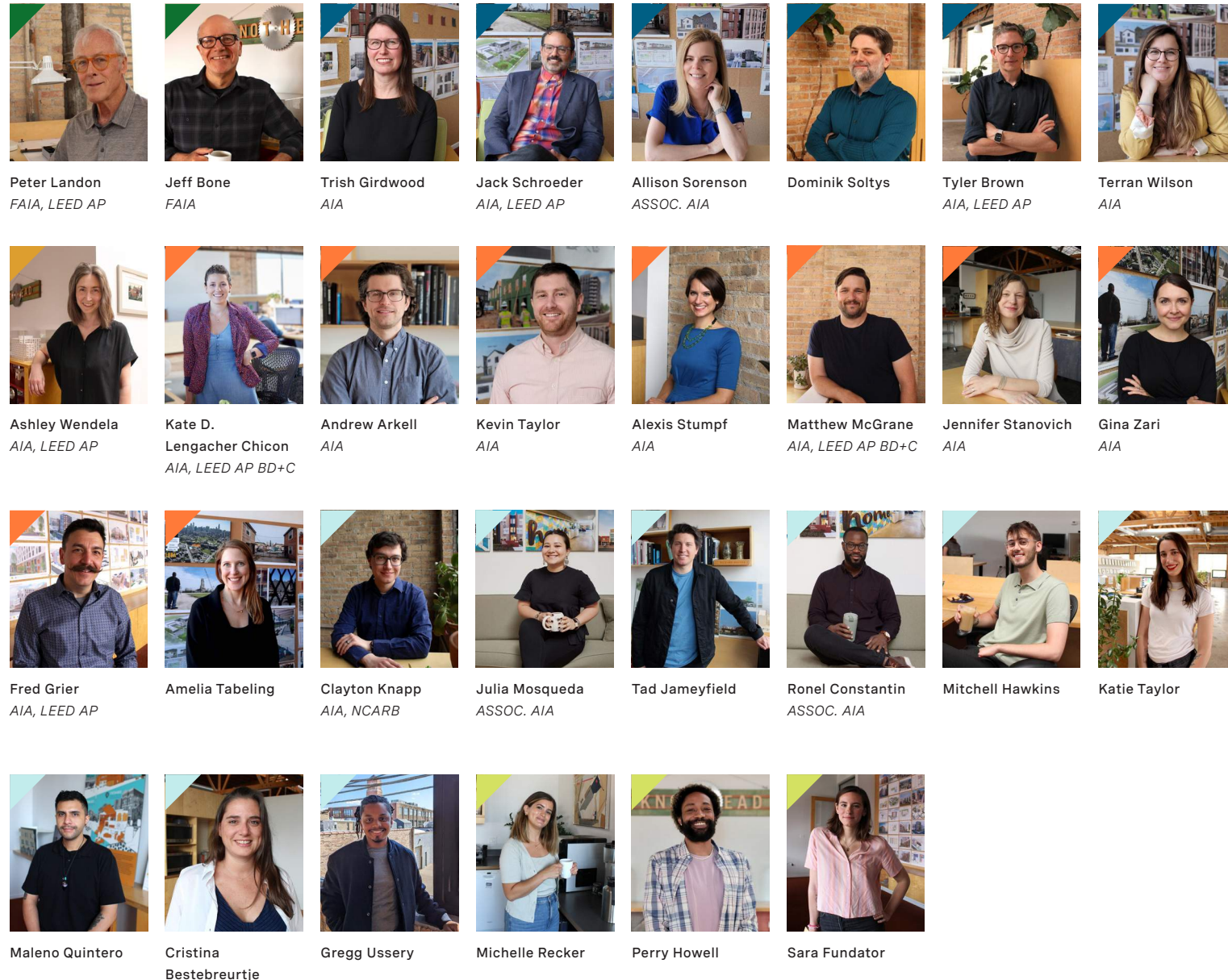


Legends South is a multi-phase project working to heal communities impacted by the historic failure of public housing in predominantly Black neighborhoods through thoughtful and dignified affordable/mixed-income housing. Robert Taylor Homes was a part of the "Dan Ryan Wall" corridor of isolated public housing which housed 27,000 people at its peak. Six of the ten poorest census tracts in the US could be found here, leading to issues with crime, drugs, and gang violence. This is the third phase of the Legends project seeking to reconnect the urban fabric that was severed by the previous development. While providing much-needed multi-family affordable housing, the project also includes commercial space and urban farming components.

Legends South A3 is a project for Brinshore | Michaels development. LBBA is partnered with Brook Architecture (MBE) on the design. LBBA is responsible for the 4-story corridor building, while Brook is architect of record for the two walk-up buildings. Both firms share responsibility for coordinating the consultant team which includes IMEG, McKay Landscapes (WBE), Engage Civil (MBE), and Nayyar & Nayyar Structural (MBE).

Promoting Representation

Commitment to equity, diversity, and inclusion starts at home. LBBA seeks to have a staff that is representative of the neighborhoods and cities in which we work. While the profession in general and our office in particular still have a long way to go when it comes to representation, LBBA is proud to feature a diverse team from a variety of backgrounds. We commit to actively looking for additional talented and diverse voices to join our firm at all levels of experience.



■ FOUNDING PRINCIPAL
 ■ PRINCIPAL
 ■ ASSOCIATE
 ■ SENIOR PROJECT ARCHITECT & DESIGNER
 ■ ARCHITECT & DESIGNER
 ■ OUTREACH & OPERATIONS

47%
OF STAFF IDENTIFY AS WOMEN
INCLUDING 38% OF THOSE
IN PRINCIPAL, ASSOCIATE, OR
SENIOR PROJECT ARCHITECT ROLES

20%
IDENTIFY AS BLACK, LATINX,
ASIAN OR INDIGENOUS

TERRAN WILSON PRINCIPAL

I grew up in a cultural “bubble” in the South and very happily had my worldview challenged as I grew into adulthood and traveled far from home, eventually landing in Chicago. Life experience has taught me the importance of embracing the humanity in others rather than looking for our differences. It is such a joy to live in a diverse urban center where myriad cultures thrive! Today equality feels out of reach—it seems like the divide grows larger every day. Even still, I feel lucky to fight the good fight at LBBA alongside folks that share the same ethos, building our dream world one project at a time.

PROJECTS: 43 Green, National Public Housing Museum, 37 Street School Apartments, Terrace 459 at Parkside of Oldtown, Highlander Phase 1

JULIA MOSQUEDA PROJECT DESIGNER

When I dedicated myself to architecture, I strived to join a firm that cares about quality of design with its focus on people. I grew up in a Latino neighborhood that lacked investment in the architecture, the infrastructure, and the community; being a part of a team that addresses the issues I faced (and continue to face in the southwest side) is work that directly improves quality of life. Our buildings are designed with kindness, hoping to house people without a home, welcome people that have been marginalized, and remind those that have lived experiences that they too deserve good design. Our work recognizes the systemic inequality and takes on the challenge that many think architects can't fix. I think we can, and that we must.

PROJECTS: 43 Green Phase 1, Ruth Ellis Clairmont Center, Heiwa Terrace, Mariners Inn

RONEL CONSTANTIN PROJECT DESIGNER

Where there is limited opportunity for qualified people that look like me, EDI has had an immense impact on my career. Working with people that have different backgrounds and experiences has enhanced my self-awareness on inclusivity and diversity. LBBA has proven to me that no matter what your background is, we all have a voice and more importantly, we have a story to tell. I chose to work at LBBA, because they are committed to making a difference in all under-represented communities in Chicago, and I want to be part of that journey. As architects and designers, it is crucial that we design with inclusivity and diversity at the forefront, not merely to appease one group versus another, but to de-root structural racism and oppression through the built environment.

PROJECTS: 43 Green Phase 2, Stephen's Commons, KOCO Cafe, Midwest Athletic Club

Promoting Representation

LBBA project teams regularly feature women and people of color in leadership roles. We pride ourselves on the fact that our internal project teams are truly collaborative, with many members of our staff contributing to the vision for the project. We also seek to have younger staff from diverse backgrounds take on responsibility for projects at scales that are appropriate to their experience, with the goal of developing the next generation of project and firm leaders. Proactive hiring that targets qualified minority candidates allows our team to grow in ways that make our office more balanced and representative of the places that we work.

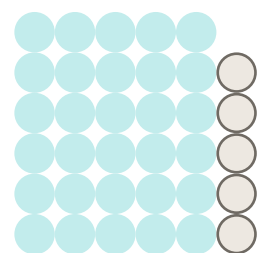


43 GREEN



43 Green is a three-phase, mixed-use, transit-oriented development anchored by the 43rd Street Green Line station at 43rd and Calumet. The combined development will invest over \$100 million in the historic Bronzeville neighborhood on the South Side of Chicago. The project is led by a joint venture between P3 Markets, a Bronzeville based development company, and The Habitat Company, a full-service developer and property management company with nearly 50 years of experience developing and managing residential and mixed-use projects in Chicago.

The configuration of the project team aimed to include as much minority and woman leadership as possible from developer to consultants. Each of the following firms working on the development is certified MBE or WBE: Moody Nolan, P3 Markets, McKay Landscape Architecture, dbHMS, Engage Civil, Nayyar and Nayyar International, BOWA Construction, Beehyyve, and Lighthouse. From LBBA, the 43 Green projects are led by Terran Wilson (Principal), Jennifer Stanovich (Senior Project Architect), and Ronel Constantin (Project Designer).



85% of LBBA projects in 2022-2023 include women/minority representation in internal project team leadership.

https://www.ncarb.org/sites/default/files/BOB_Firm-Culture-Career-Development-Report.pdf

Advocacy and Outreach

LBBA advocates for greater levels of representation not only within architecture, but across other fields as well. Important ways of doing this include youth mentorship, volunteerism, and activism. Through youth mentorship, we are able to present architecture and the associated design and construction fields as visible and viable options for future careers. Outside of the roles of architect, client, or building user, the challenges facing our cities impact us. Being active participants in our communities and neighborhoods reinforces the message that we are all in this together.

OUR COMMUNITY

LBBA team members strive to be good citizens. We are actively involved in the communities in which we live and use our voices to advocate for change. Outside of the office, LBBA commits to transforming our communities in the following ways:

- Outreach intended to expose women and minority youth to the architectural profession including LBBA Labs Program, ACE Mentorship Program, AIA Architects in Schools, I-NOMA Project Pipeline and others.
- Sponsorship/Mentorship of the AIA Chicago Diversity Scholarship and Roberta Feldman Award for Social Justice
- Participation/Leadership by members of our firm in professional organizations focused on diverse representation in the profession

OUR PROFESSION

As is evident in the recent AIA Diversity in the Profession of Architecture Report, the architectural profession has a significant problem when it comes to representation of diverse voices, especially for women and people of color. This is often because under-represented populations do not see architecture as a profession that is accessible to them. In addition, lack of diversity in project teams can make it more difficult to foster trust, build relationships, and achieve deep engagement with communities. LBBA seeks to bridge this gap in the following fundamental ways:

- Outreach intended to expose women and minority youth to the architectural profession including LBBA Labs Program, ACE Mentorship Program, AIA Architects in Schools, I-NOMA Project Pipeline and others.
- Sponsorship/Mentorship of the AIA Chicago Diversity Scholarship and Roberta Feldman Award for Social Justice
- Participation/Leadership by members of our firm in professional organizations focused on diverse representation in the profession



Monthly Meal Prep for Local Nonprofits



LBBA LEADERSHIP IN PROFESSIONAL ORGANIZATIONS

Arquitectos	AIA Chicago Architects in Schools
I-NOMA	AIA Chicago Transform Program
AIA Chicago Foundation	AIA Chicago LGBTQIA+ Committee
ACE Mentorship Program	Bridge Mentorship Program
AIA Community Interface Committee	Wing Mentorship Program
AIA Chicago Equity Diversity & Inclusion Committee	Chicago Women in Architecture

CHARITABLE GIVING BENEFACTORS

ACE Mentor Program	Chicago Women in Architecture	Foundation
AIA College Of Fellows	Claretian Associates	My Block, My Hood, My City
AIA Diversity Scholarship	Crossroads Fund	National Public Housing Museum
Alternative For Girls	Design 4 Dignity	Neighborhood Housing Services (NHS)
Architresures	Franciscan Outreach	National Organization of Minority Architects (NOMA)
Bickerdike Redevelopment Corporation	Frank Lloyd Wright Trust	Puerto Rican Arts Alliance (PRAA)
Breakthrough	Holsten Human Capital Development	Rebuilding Exchange
BUILD	Humanscale Partnership	Revolution Workshop
By The Hand	Illinois Affordable Housing Forum	Ruth Ellis Center
Centro de Trabajadores Unidos	Illinois Housing Council	SkyART
Chicago Furniture Bank	Interfaith Housing Corporation	Tell Me the Truth About Racism
The Chicago Lighthouse	La Casa Norte	Territory NFP
Chicago Mobile Makers	LUCHA	Thresholds
Chicago Public Art Group	Mariners Inn	Woodlawn Food Pantry
Chicago Rehab Network	Mercy Housing	
Chicago Tool Library	Michaels Organization Education	

Advocacy and Outreach

In order to address the inequity in representation in the profession, the firm founded LBBA Labs in 2010. The 6-week, fully-paid internship program employs high school students and college-age mentors from around Chicago to engage in design topics that are relevant to their communities. The program provides an entry point for young designers to participate in community engagement, and empowers students to use design thinking to impact the built environment around them. By showing students what is possible, they are more likely to consider architecture as a viable career path in the future.

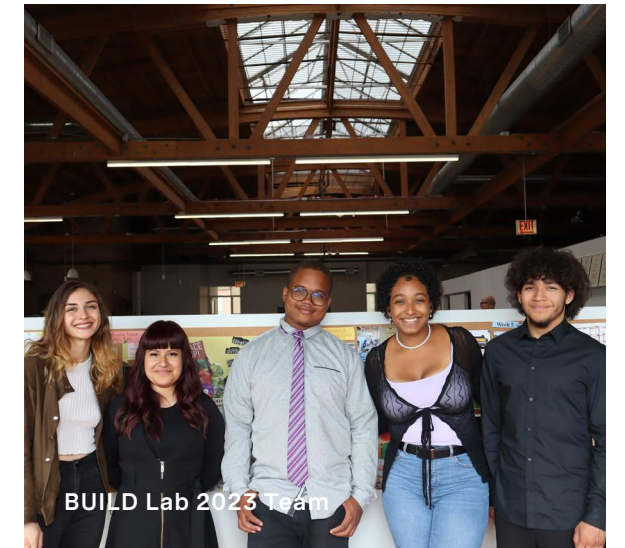
After a brief hiatus during the pandemic, LBBA Labs returned in the summer of 2023.



BUILD Lab 2023 Artistic Eye Lunch and Learn



BUILD Lab 2023 Intern Interviewing Staff



BUILD Lab 2023 Team

LBBA LABS 2023



In 2023, LBBA Labs returned to BUILD to perform a Post-Occupancy Evaluation (POE) to uncover whether the completed building had its intended impact on the community. Over the course of the program, student interns crafted questionnaires, conducted in-person interviews, and participated in site visits to discover how people are using the building in real-life. They learned how goals set to meet the clients' and residents' needs during the design phases were translated into concrete strategies and solutions during construction. These tasks were in service of the broader goal of showing the students how projects move from idea to implementation. The results of the POE process led the LBBA Labs students to propose solutions that could address BUILD respondents' primary concerns about storage and wayfinding. The prototype the students designed will be further developed and implemented at BUILD's Wood Shop and Maker Lab.

LBBA Labs program seeks to promote the visibility of architecture and design thinking to youth who otherwise might not have access to the profession. The 6-week program, hosted at LBBA, promotes diversity in the field by offering early career exposure and mentorship. The program seeks to encourage civic responsibility by allowing participants to use their diverse perspectives to deliver real solutions to issues impacting their communities.

Accountability



While we want to celebrate our successes, it is also important to scrutinize the work that still needs to be done. Accountability starts with transparency. First, we intend to be more explicit and intentional in the ways we define the terms included in our metrics. Next, having established a baseline, we aim to set clear goals to measure future progress. Lastly, we want to share what we've learned with those who are facing similar challenges.

The following items are what LBBA seeks to investigate and improve upon in the upcoming year.

Empowering Neighborhoods

Explore the concept of whether locating affordable housing and community-based projects in predominantly minority areas is empowering or perpetuating existing patterns of segregation.

Assemble a roundtable of clients and stakeholders in the next year to discuss the topic. Make it open to the public.

Addressing Issues

Investigate whether completed projects have been successful in addressing the issues that they set out to address by performing Post-Occupancy Evaluations.

Target collecting POE data from 50% of projects completed in the past year.

Engaging Community

Scrutinize community participation in projects by **INFORMATIVE PARTICIPATION, PREPARATORY/PLANNING, or DECISION-MAKING** models.

Seek that the 50% or more of our projects include **DECISION-MAKING** community participation.

Partnership

Analyze partnership in projects by type.

Seek to improve the overall number of projects that include multiple Architects, Consultant, Clients, and Contractors by 10% in the next calendar year.

Identify at least one new project partner in each category in the coming year.

Representation

Measure internal representation against the demographics of our city and our profession as a whole.

Make a recruitment plan for intentional hiring and retention.

For project representation, breakdown participation by designer, project architect/manager, and project principal roles. Seek to improve representation in project management and principal roles by 10% from 2023.

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**Good design
is for everyone.**

1625 W. CARROLL AVENUE, CHICAGO, IL 60612

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