

TESTIMONIALS FROM PAST COHORT PARTICIPANTS

*"Participating in the Culture Change in Practice Cohort was one of the most transformative experiences I've had in my career/life thus far. Prior to attending the series, I recognized that I could identify some of the inequities in the profession of architecture, but it wasn't until Dr. Anu guided us through testimonies, implicit bias, and historical barriers that I truly understood the factors that lead us to the unjust culture we have today. Understanding this was imperative to have conversations about JE:DI practices in my own firm. **When used in tandem with the learned tools to advocate for equitable policies, my firm has a path forward to promote equity stewardship and ensure all team members feel valued, respected, and empowered to contribute their unique perspectives.** I take Dr. Anu's teachings beyond my work/firm - it has helped me become a better advocate and human being throughout all aspects of my life."*

- Sarah Burk AIA, Associate, Johnston Architects + 2023 Cohort Participant

*"I found the cohort structure and approach to be very effective. All of us were in different places in our own journey, so learning from each other's personal experience was an impactful part of the program. I felt it elevated everyone's confidence with how we address the subject with others. **Dr. Anu was so effective at listening to our experiences, then sharing her insight to reframe them in a way that advanced our understanding and learning.**"*

- Mitchell C. Smith AIA, CEO, MG2 + 2023 Cohort Participant

*"My participation in the Culture Change in Practice series was eye opening and extremely valuable. It allowed me to hear what other professionals are doing to improve representation, equitable practice and inclusion within the profession and it was inspiring. It was an opportunity for me to share my experience as a firm leader and hear the challenges and successes of my peers in the profession. The conversations facilitated by Dr. Anu led to further conversations within our firm and gave me additional perspective that has helped me grow as a firm principal. **I would highly recommend the program to those looking to connect with a cohort of professionals that are doing the work to bring about change within the profession.**"*

- Cody Lodi AIA, Principal, Weber Thompson + 2022 Cohort Participant

*"The Culture Change program provided an important platform to learn from and share with our peers as we collectively work to bring about change within the design and construction industry. Different than our internal EDI training programs, the Culture Change Cohort made space for conversations into how, as firm leaders, we are all struggling with the practical realities of implementing the changes demanded by the NOMA NW CTA. **Participating in this dialogue built confidence that we are not alone in the effort and served as a safe sounding board to explore new ways to think about our professional responsibilities to our colleagues and to our communities.** The networks and friendships built through this process have broadened our support and resources within the community and evolving the way we practice."*

- PJ Bauser AIA, Principal, Mahlum + 2021 Cohort Participant