

Diversity and Inclusion at SASAKI



A Brief Background





“

**There should be no confusion over
provinces, assignments, or
competencies. Contribution is the
only value...**

”

HIDEO SASAKI, 1957



“

... for it brings the advantage of giving more than one person's slant to a problem, and shows how differences may be harmonized by active discussion.

”

HIDEO SASAKI, 1957

2012 Diversity Committee Formed

2013 Diversity Consultant Engaged
First Annual Diversity Survey Administered

2014 Focus Groups and Recommendations
Diversity Timeline and Initiatives Formalized

2015 Initiatives Become Actions



2016

Everything Changed

2017 An Unabashedly Political Stance



We will use our work as an example of how to be in the world, for the world. We will stand up for each other, and for what we believe. We will take risks, encourage each other, and strive for the fundamental idea that we are stronger together.



Doubling Down on Diversity



Working Definitions

Diversity

Who is invited to sit at the table.

Inclusion

Who gets to speak at the table.

Engagement

Who wants to be in the room.

Diversity Statement



Sasaki believes that an inclusive culture powers our potential. We build our ecosystem on parity, respect, accountability, candor, and trust to reflect our commitment to our people and their contributions.

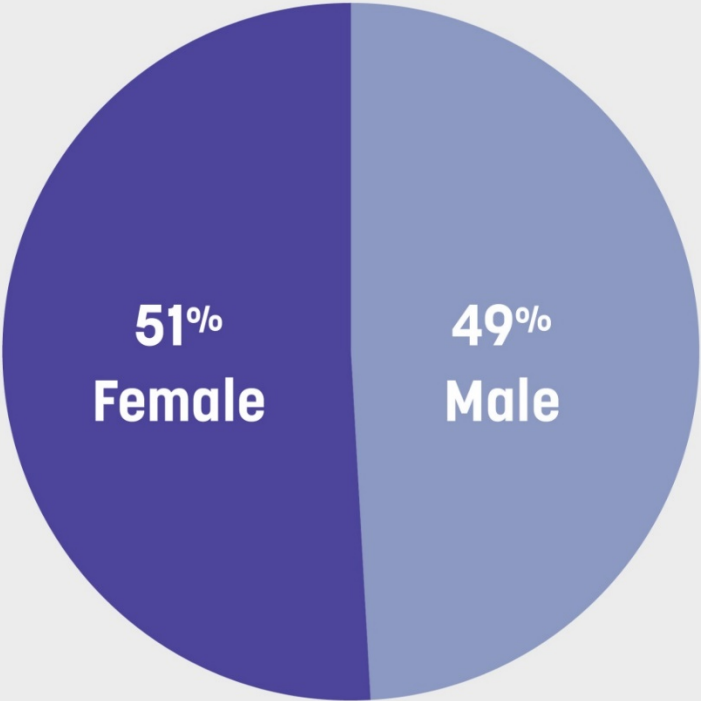
We take these actions because diversity is essential to design.



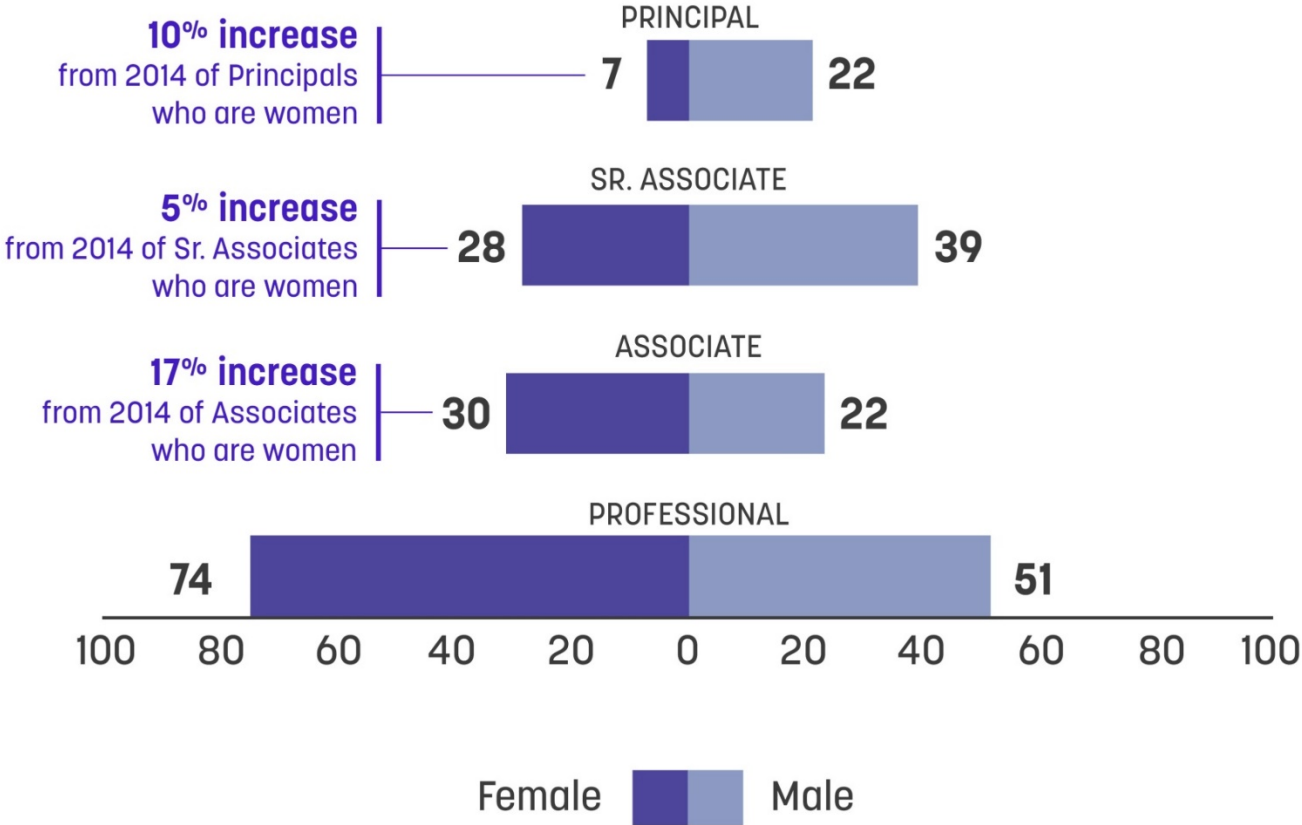


2018 Internal Demographics

Gender



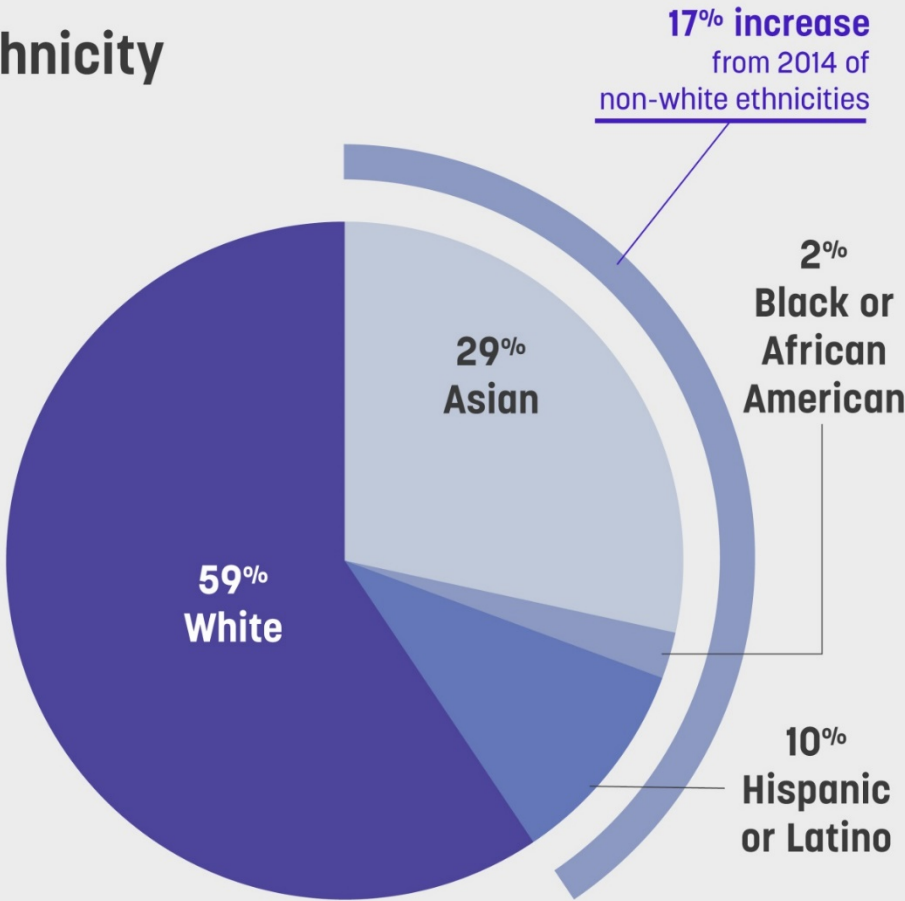
Gender by Position





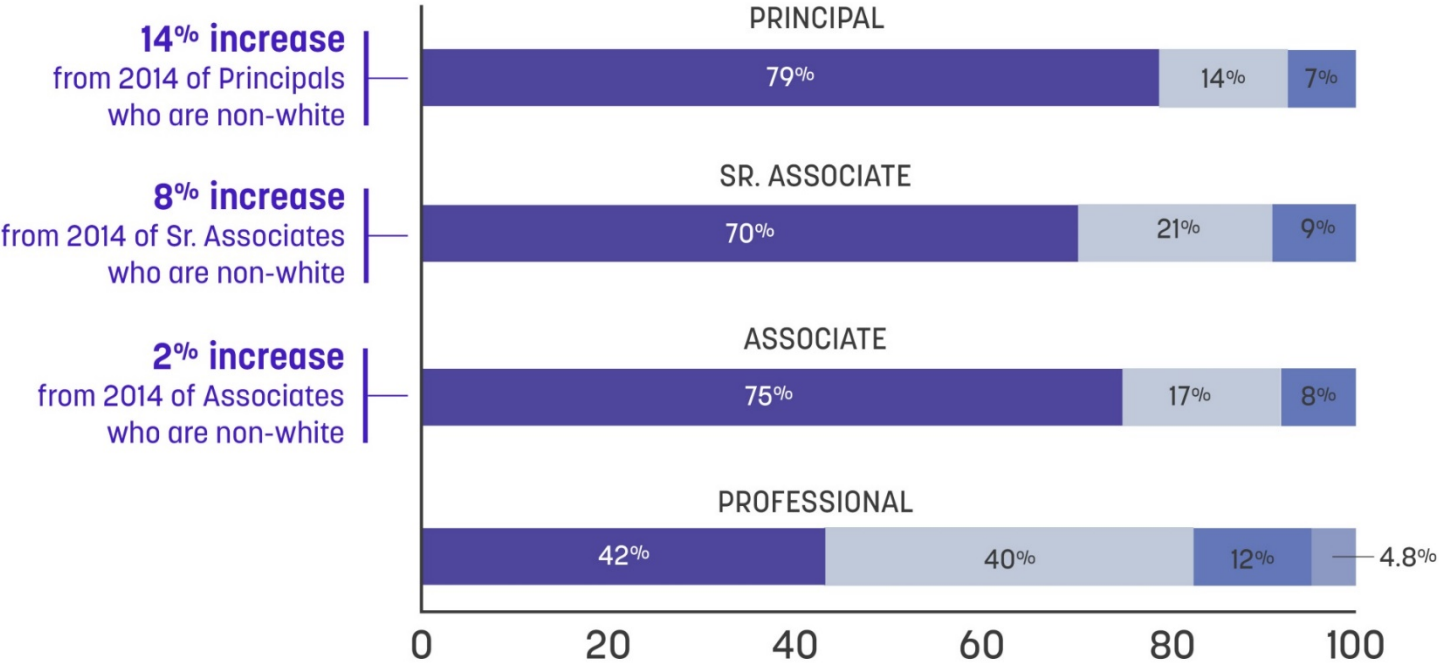
2018 Internal Demographics

Ethnicity



American Indian or Alaska Native (1)
Two or more races (1)

Ethnicity by Position



American Indian or Alaska Native (1)
Two or more races (1)

White Asian Hispanic or Latino Black or African American

2016 Internal Demographics

— Languages we speak

**94 people
speak more
than one
language,
25 speak
more than 2!**

SPANISH (38)

CHINESE/MANDARIN (27)

FRENCH (16)

ITALIAN (12)

GERMAN (9)

PORTUGUESE (3)

CROATIAN (2)

TAMIL (2)

KOREAN (2)

HEBREW (2)

CATALAN (1)

TAIWANESE-HOLO (1)

NORWEGIAN (1)

SWAHILI (1)

HINDI (1)

ASL (1)

GUJARATI (1)

SANSKRIT (1)

MARATHI (1)

DUTCH (1)

JAPANESE (1)

ALBANIAN (1)

RUSSIAN (1)

SWISS GERMAN (1)

SWOT Analysis

STRENGTHS

- Sasaki's "ideas not authors" culture
- Sasaki demographics
- Improving gender balance in leadership
- International work and experiences
- Investment in internal programs
(Mentorship, Paid Volunteer Time, Cultural High Holidays, etc.)

WEAKNESSES

- Lack of diversity in the industry
- Diversity is not a business imperative
- No metrics = Lack of accountability
- Lack of shared understanding and vision

OPPORTUNITIES

- Existing partnerships (Sasaki Foundation, etc.)
- Potential partnerships with political influence
- Community presence
- Sasaki research program

THREATS

- Connection: Our leaders do not reflect our constituencies
- Positioning: We are not externalizing our message
- Visibility: Women and minority-owned businesses
- Notoriety: We do not have a singular "star designer"

Taking Action



2017 Formed Dedicated Teams to Tackle Specific Actions

INTERNAL CULTURE AND EMPLOYEE ENGAGEMENT

PARTNERSHIPS AND OUTREACH

MARKET POSITION

CONTENT AND THOUGHT LEADERSHIP



Caroline Braga
Team Lead



Ming-Jen Hsueh



Christine Dunn



Debbie Wallis

Internal Culture + Employee Engagement

- Raise the firm's individual and collective cultural awareness.
- Create the conditions for all employees to be engaged.

Cultural High Holidays

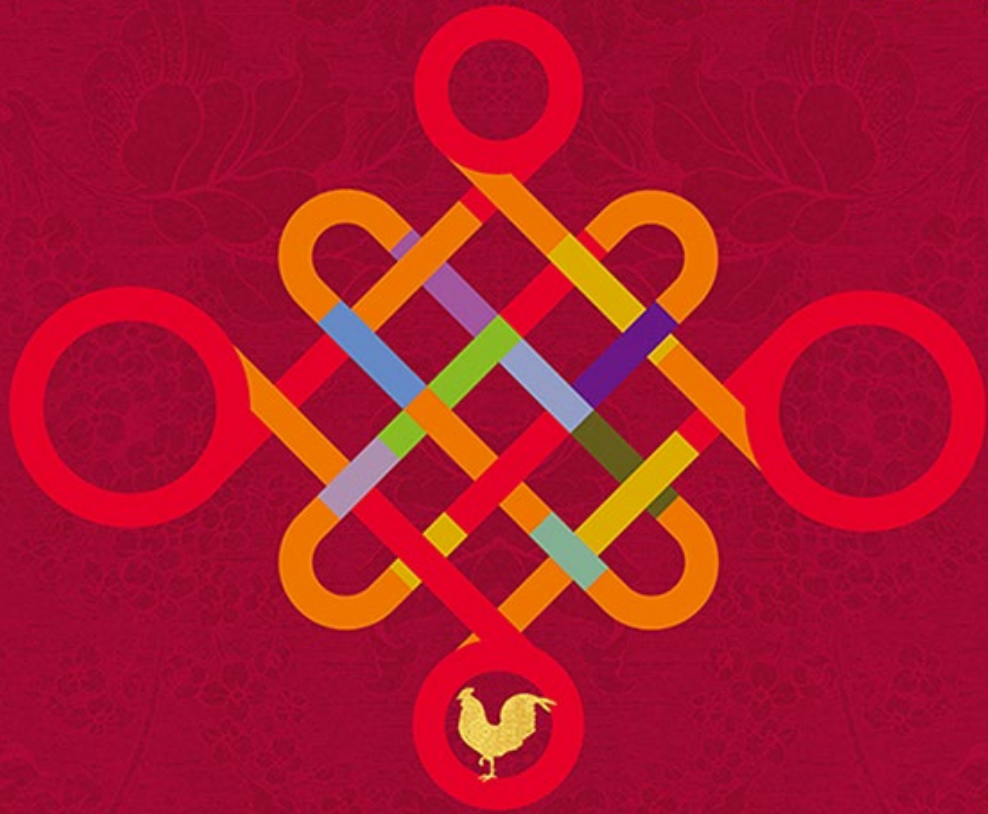
Thanksgiving Potluck



Year of the
Rooster
Office Lunch

2017

SASAKI



Diwali

festival of lights

**Come and Celebrate the Festival
of Lights:** Mill District, Friday, November 3
12:00-1:30 pm



Grab some chalk and
decorate Sasaki's

Rangoli

WHAT: Diwali Holiday Festivities

WHEN: All week through 11/3

WHERE: Union A&B and
Hoteling Space

Sasaki Pride



STONEWALL RIOTS - 1969

During the 50's and 60's, police raids on gay bars were frequent. The Stonewall Inn raid became infamous for its violent outcome, after a crowd of nearly 500 people fought back when police began to arrest and assault the patrons. To honor the one-year anniversary of the riots, members of the gay community convened for Christopher Street Liberation Day—commonly known today as the first gay pride parade. In 2014, President Obama announced the establishment of the Stonewall National Monument, a 7.7-acre site that protects Christopher Park, The Stonewall Inn, and adjacent areas.

[Click here for more information.](#)



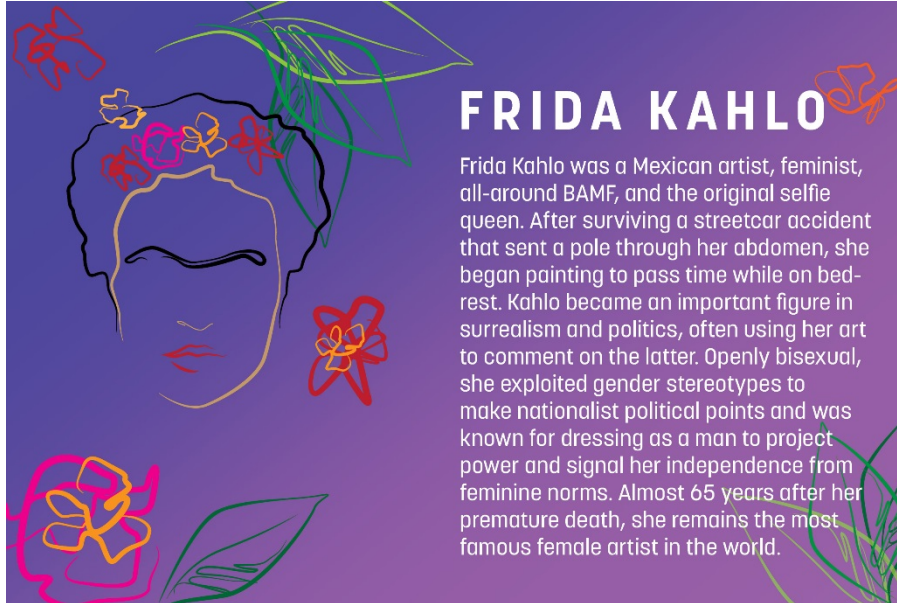
MARSHA P. JOHNSON

Marsha P. Johnson was a gay liberation activist, a self-identified drag queen, and one of the first openly trans women in the spotlight during the 60's, 70's, and 80's. She was deeply involved in New York's gay and art scene and known familiarly as "the mayor of Christopher Street." Johnson was a founding member of the Gay Liberation Front and a co-founder of the Street Transvestite Action Revolutionaries (STAR) with Sylvia Rivera. STAR's mission, which was both radical and prescient for its time, included "the creation of an inclusive community that rejected binding definitions of gender and sexual identity."



GILBERT BAKER & THE RAINBOW FLAG

Gilbert Baker as an artist, gay rights activist, and the designer of the rainbow pride flag. At the suggestion of his peers, including Harvey Milk, he hand-dyed and stitched together the original flag, which was raised on June 25, 1978 for San Francisco Pride. The symbolic colors are: hot pink (sex), red (life), orange (healing), yellow (sunlight), green (nature), turquoise (magic/art), indigo (serenity), and violet (spirit). Baker reconstructed the original flag for the 2008 film *Milk*, and in 2016, personally presented a hand-dyed rainbow flag to President Obama. 2018 marks the 40th anniversary of the rainbow flag!



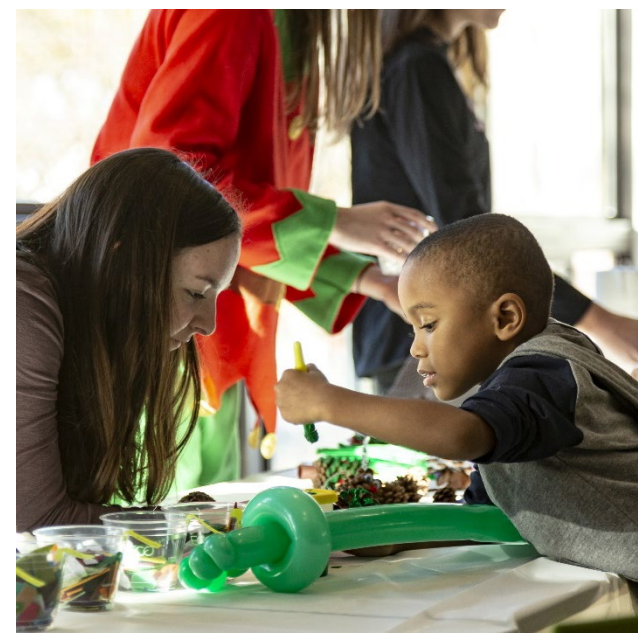
FRIDA KAHLO

Frida Kahlo was a Mexican artist, feminist, all-around BAMF, and the original selfie queen. After surviving a streetcar accident that sent a pole through her abdomen, she began painting to pass time while on bed-rest. Kahlo became an important figure in surrealism and politics, often using her art to comment on the latter. Openly bisexual, she exploited gender stereotypes to make nationalist political points and was known for dressing as a man to project power and signal her independence from feminine norms. Almost 65 years after her premature death, she remains the most famous female artist in the world.





Holiday Children's Party



Volunteering



PAID TIME OFF TO VOLUNTEER

In 2017, we introduced a Volunteer Time Off policy, which allows each employee 8 hours/year.

https://drive.google.com/file/d/1f1ciM0_PPTOQjbB9Rt_Mr7HdLAjnRHui/view

MAKING VOLUNTEER OPPORTUNITIES ACCESSIBLE

In 2018, we launched a web page where employees can find opportunities to volunteer, and where we can share our personal stories.

https://drive.google.com/file/d/1geN0_M9YGpSjkxeTkEj3-euSODfiQ80/view

ORGANIZATIONS WE VOLUNTEERED WITH THIS YEAR

Arlington Food Pantry
Big Brother Big Sister of Boston
Boston Chinatown Neighborhood Association
Christmas in the City

Greater Boston Food Bank
Museum of Fine Arts
Plummer Youth Promise
Rose Kennedy Greenway Conservancy

Scholar Athletes
Spark Boston Council
Urban Science Academy

2018 Charity Fundraising Events



120 Children's wishlist gifts wrapped and ready to go!

Corporate Cup supporting
Boston Children's Hospital

Superbowl Squares supporting
March of Dimes

Thanksgiving Potluck supporting
Thanksgiving in the City

Toy Drive supporting
Wonderfund

Coat and Boot Drive supporting
CASPAR

Gnomies Awards



January 4
Beat Brew Hall

WHAT'S A GNOMIE?

Sasaki is continuing its annual tradition of giving out Gnomie awards recognizing “community champions” who help to build our culture. The awards recognize those who go above and beyond project work to promote inclusion, respect, accountability, candor, trust, generosity, and teaching.

New Employee Welcome Parties

Next one on January 19, 2019!



Yang Li



John Gilbert



Haley Baker



Chloe Liang



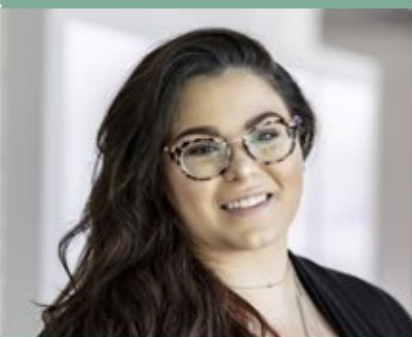
Ezekial Flores



Gretchen Neeley



Liz Kaminoh



Kathleen Monahan



Eileen Gainfort



Amrit Pilo



Jungiae Park



Jared Barnett



Alexandra Garcia



Lorena Brambila



Mariana Morales



Nicolas Barrera



Marlee Gleiberman



Evelyn Zeng

Sasaki Event Calendar

https://docs.google.com/spreadsheets/d/1q5ZgC3wVXPJ9FGjzKQ5MyobqCWy-fdeyWz_seZY7D2E/edit?usp=sharing

2018 - 2019	Upcoming ALL OFFICE Events
	<i>For more information on events and activities, subscribe to the "Sasaki Company Calendar" in Gmail</i>
December 1	Sasaki Children's Holiday Party
December 19	PUD + LACE + AI Discipline Holiday Parties (in office)
December 20	Diversity and Inclusion Committee Reporting
December 25	Christmas Day Holiday
December 26-28	Paid Time Off - Sasaki Closed
January 1	New Year's Day Holiday
January 4	Sasaki New Year's Party at The Beat
January 9	New Employee Welcome Party
January 10	Sasaki Foundation: Commissioner Chris Cook, City of Boston (12-2 pm in Incubator)
January 17	Portraits of Place Gallery Opening and Panel Discussion with artist Ceilidh Galloway-Kane
January 21-25	MLK Day Celebrations
January 31	Sasaki Foundation: Mid-grant Team Presentations (12-2 pm in Incubator)
January 31	Design Forum
February	Black History Month Celebration

Sasaki Clubs, Sports and Recreation Offerings

<https://docs.google.com/document/d/11urQ7FxyjGSDsSPzcTuqblIugejbrH40o8vQUZ5Y9ps/edit?usp=sharing>

BUILDING RELATIONSHIPS + SOCIAL/FUN

Off-Campus Happy Hour
Friday Bagels (“Frigels”)
Bite-Sized Talks
Movie Passes

SPORTS + RECREATION

Sasaki Basketball
Sasaki Bocce
Volleyball League
Softball League
Sasaki Soccer
Rock Climbing
Yoga
Canoe and Kayak Paddling Passes
BCBS Gym Membership Fitness Reimbursement

CLUBS

Sasaki Garden
Chicken Coop
Soup Club
Wednesday Doodles
Chase Mills Naturalists
Sasaki Bike Advocates

CHARITY INITIATIVES + CORPORATE COMPETITIONS

Thanksgiving Potluck
Holiday Toy Drive
Boston Children's Hospital Corporate Cup
CANstruction Boston
Run of the Charles
MassCommute Bike Challenge
J.P. Morgan Corporate Challenge
IIDA New England Annual Fashion Show

2019

INTERNAL CULTURE + EMPLOYEE ENGAGEMENT GOALS

Build an inclusive culture that supports success across all of our demographics

Continue Cultural Initiatives Above

Implement Unconscious Bias Training

Include profiles of all Sasaki professionals on the website

Continue to develop our ability to work flexibly through technology

Continue Knowledge Management Efforts, such as Sasaki Academy

Develop Project Management Training

Continue to Refine R+P Process, including Description of Roles and Responsibilities by Title and Discipline

Restart Mentorship Program

Continue Leadership Development Programs

Develop a Principal Sponsorship Program

Provide the tools and training we need to develop our skills as practitioners



Mary Anne Ocampo
Team Lead



Chanwoo Kim



Ivelisse Otero

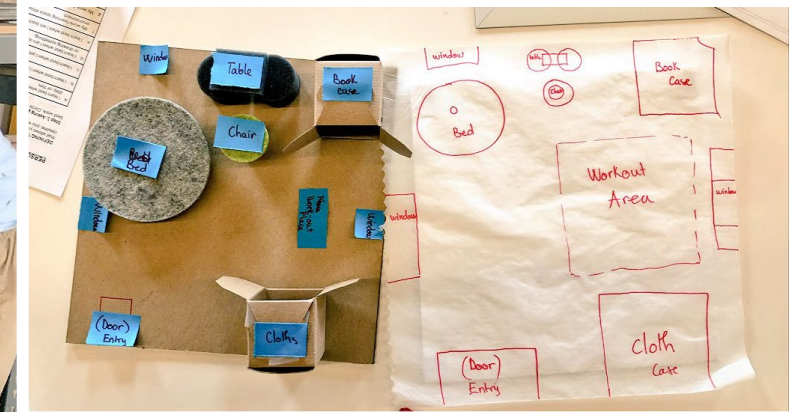


Meredith McCarthy

Partnerships and Outreach

- Promote design to external groups not typically exposed to design
- Influence Sasaki's recruitment approach to include more underrepresented people in the firm
- Engage the next generation of designers

Outreach: A+D Thinking Day



Outreach: Crimson Summer Academy



THE
CRIMSON
SUMMER
ACADEMY
AT HARVARD UNIVERSITY



Boston Private Industry Council



BOSTON
PRIVATE
INDUSTRY
COUNCIL



Black in Design Conference Sponsorship



SPARK Black Millennial Conference Sponsorship



2019

PARTNERSHIPS + OUTREACH GOALS

Grow partnerships and identify engagement opportunities



Partnerships – Current + Aspirational

Current Partners

Boston Society of Architects

Crimson Academy

Design for Justice

SPARK Boston

Sasaki Foundation

Youth Design/Boston PIC

Various Teaching Engagements

Aspirational Partners

Incubator Tenants

Boston Public Schools

Stacks and Joules

YouthBuild

American Student Assistance

Local institutional partners?

Others?

Incubator at Sasaki



Sasaki Foundation

RESEARCH AND EXPERIMENTATION

Large-scale, complex challenges require cross-disciplinary thinking.

That's why the Sasaki Foundation convenes experts and innovators from all professional backgrounds and all walks of life. At Sasaki's campus, resources such as a fabrication lab and advanced digital tools—as well as Sasaki's global expertise and networks—empower creative problem-solving and truly novel solutions.

LEARNING AND ENGAGEMENT

An engaged public is the central ingredient of a successful community.

The Sasaki Foundation invests in ideas and strategies that engage community members with participating in the design process—and meaningfully contributing to its outcomes. To that end, we work with civic leaders, educators, economists, and technologists to connect design with community-driven action.

PROFESSIONAL PRACTICE AND GROWTH

A thriving design industry relies on a pipeline of diverse, talented, and passionate practitioners who infuse new ideas and disrupt established patterns. The Sasaki Foundation supports professional organizations and initiatives that prepare such future leaders. The Foundation also advocates for innovative design practice, seeking ways to cross disciplinary boundaries and amplify impact. Of special interest are programs that advance diversity and inclusivity in the next generation of design professionals.

Fresh Direct Nigeria

Angel Adelaja, Founder & CEO



THE CALL FOR PROPOSALS

Resilient communities are strong communities.

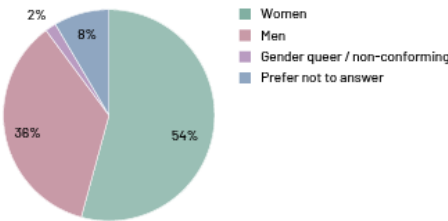
Unfortunately, some communities — especially those that are primarily people of color or historically low-income — are disproportionately impacted by environmental, economic, and social challenges. And yet, when we design the built environment to address these challenges, the voices of the residents are often left out of the process.

This year, the Foundation is focused on issues of resiliency – proactive approaches to climate adaptation, housing, transit, and placekeeping. While these issues are felt throughout the world, we find many impacted communities right here in Massachusetts. We issued a call for proposals to find projects we could support that engaged communities in the Gateway Cities, Metro West, and Greater Boston.

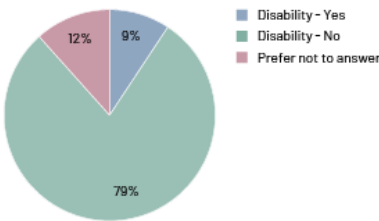
Sasaki Foundation Design Awards

APPLICANT DEMOGRAPHICS

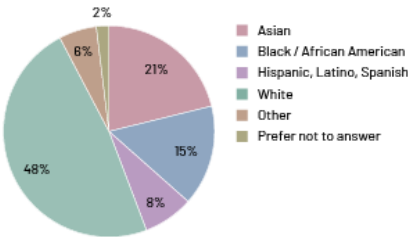
GENDER



DISABILITIES



ETHNIC DIVERSITY



- 22 teams applied, of 2-4 members each
- 54% were women
- 2% identified as gender queer / non-conforming
- 50% identified as a non-majority / minority ethnicity
- 9% identified as disabled

2019

PARTNERSHIPS + OUTREACH GOALS

**Revise the recruitment process for the Sasaki
Summer Internship Program**

Internship Programs

From a few weeks to a year long and beyond...

International:
TEC Monterrey
U Lima
Tsinghua University in Beijing

Local:
Purdue
Wellesley
U Buffalo



Summer Internship

What is it?

Interdisciplinary 10-12 week internship that starts with a two week charrette - June 3 2019.

Who attends?

636 Applicants in 2018

12-18 students join us representing our 9 disciplines:

Architecture

Interior Design

Landscape Architecture

Civil Engineering

Planning

Urban Design

Graphic Design

Marketing

Strategies

<http://www.sasaki.com/about-us/Internships/>



Summer Internship: Target Schools

349 Target Schools,
Based on quality of their curriculum

Seasonal Internship
Job Fairs
Presentations
Mentoring





Internships: What is next

Revise Sasaki's recruitment approach to increase under-represented populations within the firm and in the industry.

Establish new and/or enhanced partnerships with institutions

Research industry trends and the institutions that participate

Organize a residency program for interns

Create a mentoring system for onboarding

2019

PARTNERSHIPS + OUTREACH GOALS

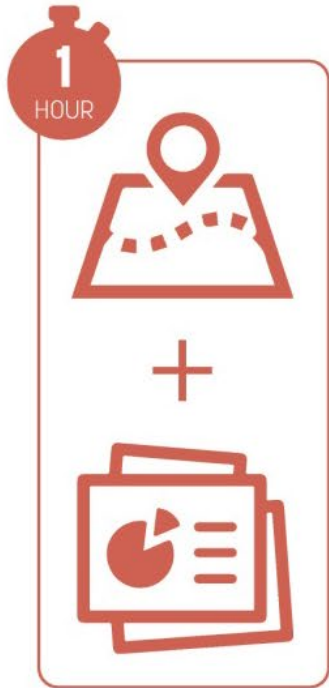
**Establish an Engagement Framework for
Design Education that Coordinates Efforts
Across the Firm**



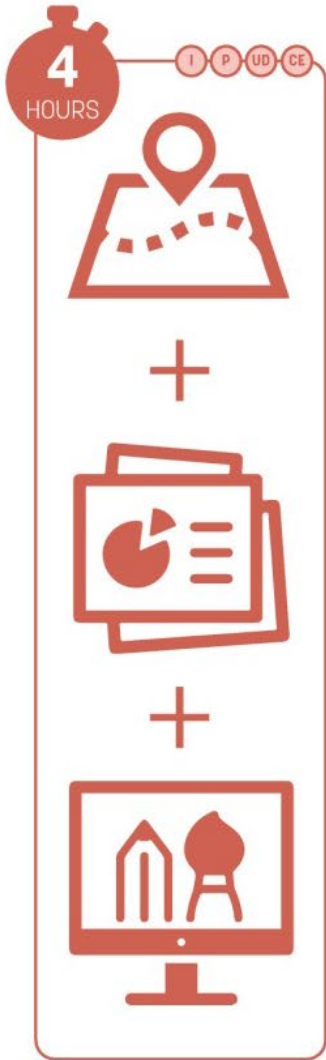
Design Outreach Toolkits



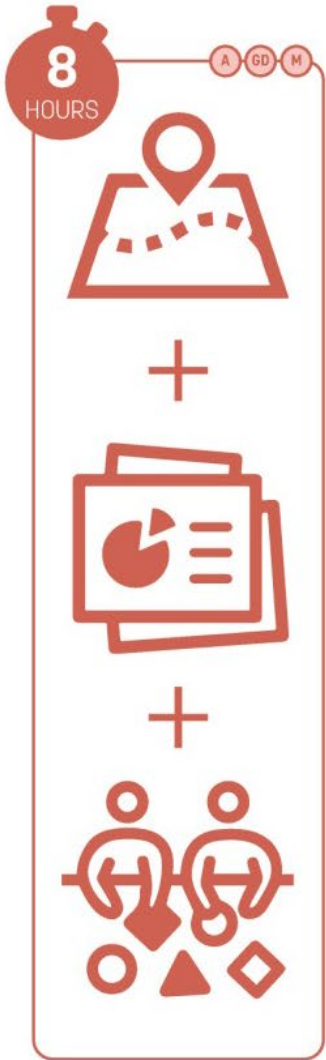
OFFICE TOUR



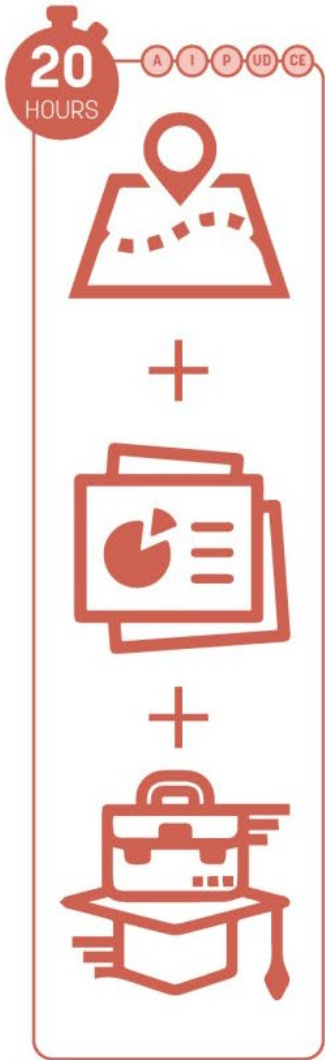
OFFICE TOUR
+ PRESENTATION



OFFICE TOUR
+ PRESENTATION
+ DESIGN TUTORIAL



OFFICE TOUR
+ PRESENTATION
+ WORKSHOP



OFFICE TOUR
+ PRESENTATION
+ INTERNSHIP

Design Outreach Toolkits



Design Outreach Toolkits



Sasaki "Kit of Parks"



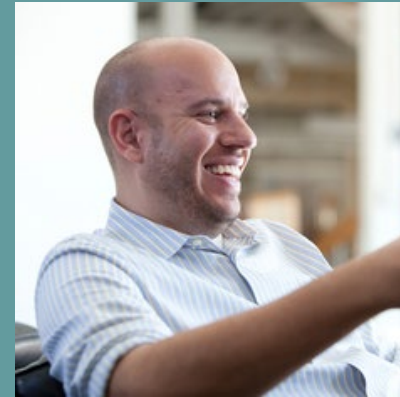
Bill Massey
Team Lead



Aliza Leventhal



Melissa Isidor



Michael Grove

Market Position

- Evaluate the relationship between our cultural values and their impact to our business
- Establish aspirational metrics, begin to measure them, and communicate them – benchmark against peers.
- Take on projects with a social justice aim or that focus on inclusion and community and weave this thread through our existing projects.
- Ensure that these are embedded within our values and business case.



Project Pursuits





Interview and Project Teams





It Starts with an IDEA

Local Engagement
New Beginnings
G/Code House



NEWSLETTER | SUBSCRIBE

FASTCOMPANY

CO.DESIGN

TECHNOLOGY

LEADERSHIP

ENTERTAINMENT

IDEAS

This Old House Is Being Remade Into A Springboard For Minority Women In Tech

In a rapidly gentrifying, historically black Boston neighborhood, two designers purchased an old Victorian and will establish it as [G]Code House—a co-living, co-working space for young women of color.



Bridgette, Carolle, Katia, and Christine gather in Sasaki's new incubator space, which is the new home of their non profit, Sasaki Foundation. The Foundation focuses on innovative work in areas of resiliency, community, and mobility. [Photo: Sasaki]



What Does the Firm Stand to Gain?

MORE INNOVATION

Inclusive teams outperform their peers by 80% in team-based assessments. A firm that embraces diversity and inclusion is more willing to welcome all voices and embrace new ideas, which prompts innovation.

LARGER MARKET SHARE

A diverse and inclusive organization is more attractive to current and potential clients who see the organization as better able to understand and respond to their aspirations and needs.

HIGHER PROFITABILITY

Companies in the top quartile for gender diversity are 15% more likely to have financial returns above industry medians. Fortune 500 companies with at least 3 female directors have a 53% higher return on equity.

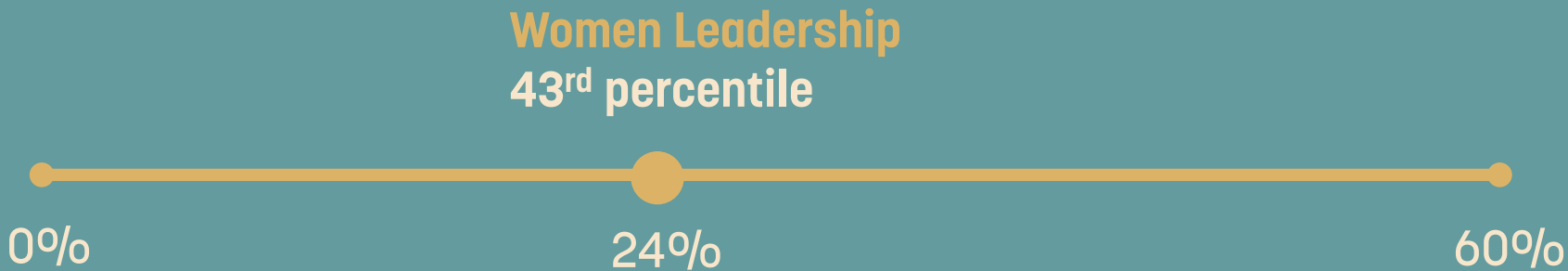
FUTURE TALENT AND FIRM LONGEVITY

Diversity and inclusion contributes to an overall positive public image, creates opportunities and improves retention.

All statistics on this slide are from McKinsey & Company's 2018 "Delivering through Diversity" study

Peer Metrics

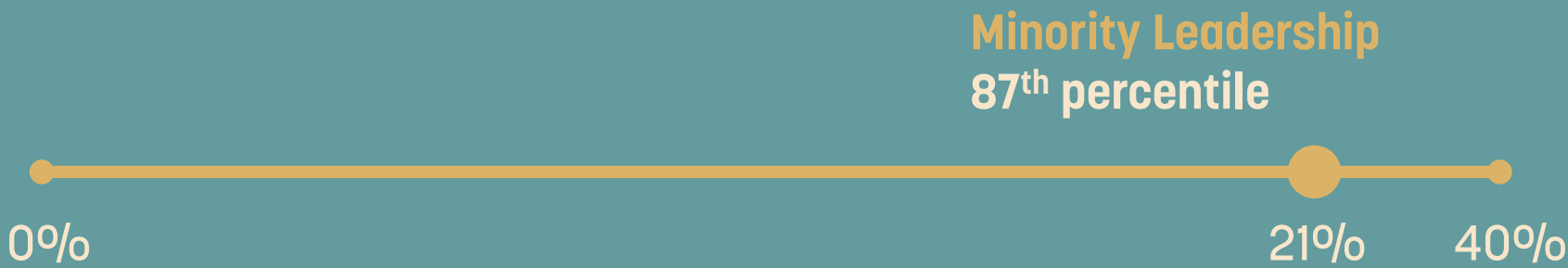
As compared to three top competitors in each subsector.



Firm Name	Women Leadership
SCAPE	60%
MIG	53%
Interface	50%
Ayers Saint Gross	44%
Shepley Bulfinch	42%
OLIN	40%
Gensler	35%
NBBJ	34%
Stoss	33%
Goody Clancy	31%
Perkins+Will	29%
Reed Hilderbrand	27%
EYP	27%
SWA	27%
Page	25%
ARC	25%
Flansburgh	25%
Sasaki	24%
SMMA	23%
CBT	21%
MVVA	21%
HGA	21%
Payette	20%
Smith Group JJR	20%
KPF	18%
SOM	17%
Ewing Cole	13%
CannonDesign	13%
William Rawn	0%
A+I	0%

Peer Metrics

As compared to three top competitors in each subsector.



Firm Name	Minority Leadership
SWA	40%
Stoss	33%
KPF	27%
Sasaki	21%
CBT	21%
Gensler	14%
CannonDesign	13%
SOM	11%
MIG	10%
NBBJ	9%
HGA	9%
ARC	8%
Shepley Bulfinch	8%
Goody Clancy	8%
Perkins+Will	7%
EYP	7%
Ayers Saint Gross	5%
Smith Group JJR	5%
Ewing Cole	5%
Payette	4%
SCAPE	0%
Interface	0%
OLIN	0%
Reed Hilderbrand	0%
Page	0%
Flansburgh	0%
SMMA	0%
MVVA	0%
William Rawn	0%
A+I	0%

2019 MARKET POSITION GOALS



Aspirational Metrics

YEAR	WOMEN IN LEADERSHIP	ETHNIC MINORITIES IN LEADERSHIP
2018	24% principals	21% principals
2023	41% principals	23% principals
2028	50% principals	33% principals



BUILDING TRANSPARENCY

JUST Program

What is JUST?

A transparency platform for organizations to disclose their operations, including how they treat their employees and where they make financial and community investments.

2019 Goals

Enroll and reach full certification by the end of FY2019.

How will we use this information?

We will feature the label on website or marketing materials to build internal and external transparency on our efforts towards diversity and inclusion. Our firm profile will also be listed on ILFI's publicly viewable database.

Just.

Organizational Information

Organizational Information

Headquarters: Boston, MA

Satellite Facilities: None

Number of Employees: 58

Social Justice and Equity Indicators:

Diversity

☒

☒

☒

Non-Discrimination

☒

☐

☐

Gender Diversity

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☐

Ethnic Diversity

Equity

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Full Time Employment

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Pay-Scale Equity

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Union Friendly

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Safety

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Occupational Safety

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Hazardous Chemicals

Worker Benefit

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Worker Happiness

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Employee Benefit

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Local Benefit

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Local Control

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Local Sourcing

Stewardship

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Responsible Investing

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Community Volunteering

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THE SOCIAL JUSTICE LABEL

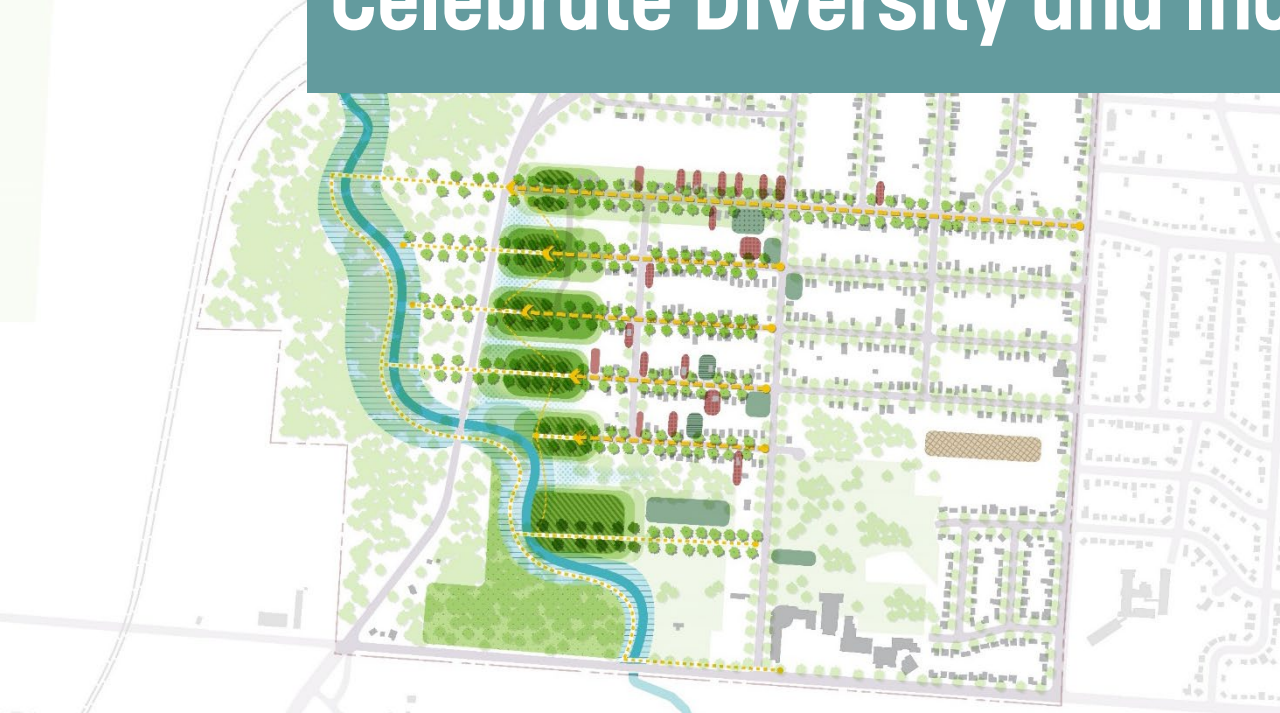
GCA-001

EXP. 06/20/2020

INTERNATIONAL LIVING FUTURE INSTITUTE™ justorganizations.com



Celebrate Diversity and Inclusion within our Projects



An architectural rendering of a modern, multi-story building with a prominent glass facade and a large, open plaza in front. The building has a unique, angular design with a mix of brick and glass. People are shown walking and sitting in the plaza, suggesting a community-oriented space.

**Who is the community
we are serving?**

A photograph of a large group of people playing basketball on an outdoor court. In the background, there is a large industrial facility with many smokestacks and buildings, suggesting an urban or industrial setting.

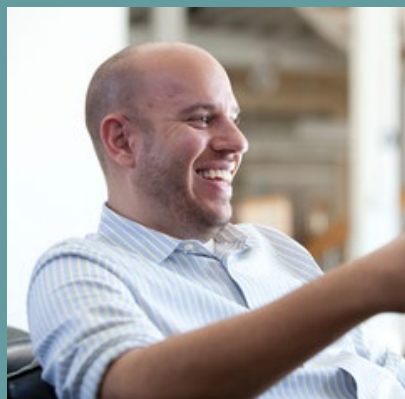
How can we serve all voices?

A landscape architectural plan or map showing a network of green spaces, paths, and water features. The plan includes various symbols for trees, buildings, and infrastructure, illustrating a comprehensive design for a community area.

**How can we reinforce
community through design?**

A photograph of two wooden rowing boats on a riverbank. The scene is surrounded by tall trees with autumn-colored foliage, creating a serene and natural environment.

**How does this project connect
beyond its context?**



Michael Grove
Team Lead



Diana Fernandez



Joanna Chow

Content and Thought Leadership

- Identify and celebrate how diversity can be introduced within projects and inclusion is encouraged within project teams.
- Curate, articulate, and disseminate projects that are at the intersection of diversity, profitability, and brand strength (externally focused).
- Create a framework to sustain co-ownership of diversity and inclusion efforts by firm leaders and staff.

Panels and Events



MLK WEEK SPEAKER SERIES

ADRIAN WALKER

Boston Globe Spotlight Series: “Boston. Racism. Image. Reality.”

JHANEA WILLIAMS

Spoken Word Performance

BRAD BARNETT

An Examination of America’s MLK Boulevards

BRIDGETTE WALLACE and CAROLLE NAU

[G] Code House



Adrian Walker

The Boston Globe

BOSTON. RACISM. IMAGE. REALITY.

The Spotlight Team takes on our hardest question

BOSTON. RACISM. IMAGE. REALITY. THE SPOTLIGHT TEAM TAKES ON OUR HARDEST QUESTION

A BRAND NEW BOSTON, EVEN WHITER THAN THE OLD

COLOR LINE PERSISTS, IN SICKNESS AS IN HEALTH

LOST ON CAMPUS, AS COLLEGES LOOK AHEAD

FOR BLACKS IN BOSTON, A POWER OUTAGE

A BETTER BOSTON? THE CHOICE IS OURS

LAF Panel on Diversity and Inclusion

DESIGN FOR EQUITY AND INCLUSION

ADD YOUR VOICE TO THE
GLOBAL DISCUSSION AROUND
THE FUTURE OF THE LANDSCAPE
ARCHITECTURE PROFESSION.

PANELISTS INCLUDE:

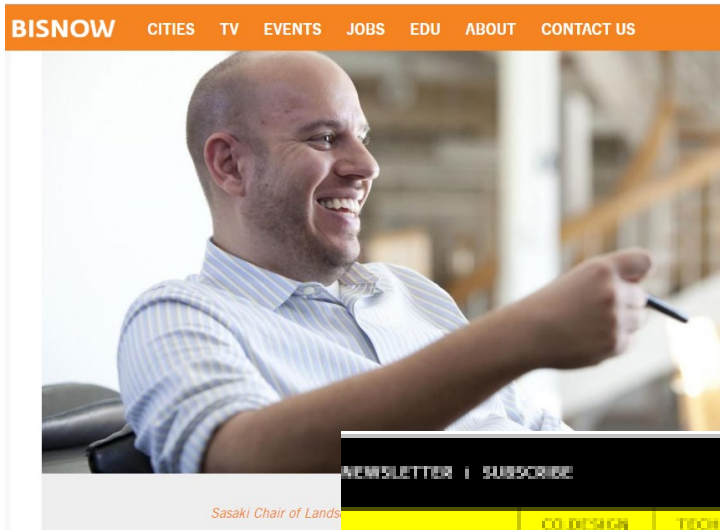
Kimberly Driggins, City of Detroit
Diana Fernandez, Sasaki
Gina Ford, Agency
Shauna Gillies-Smith, Ground
Kaki Martin, KMDG
Beka Sturges, Reed Hilderbrand

TUESDAY JUNE 12
6:00 P.M. - 8:00 P.M.

INCUBATOR AT SASAKI
64 PLEASANT STREET
WATERTOWN, MA 02472



Publications and Personal Stories



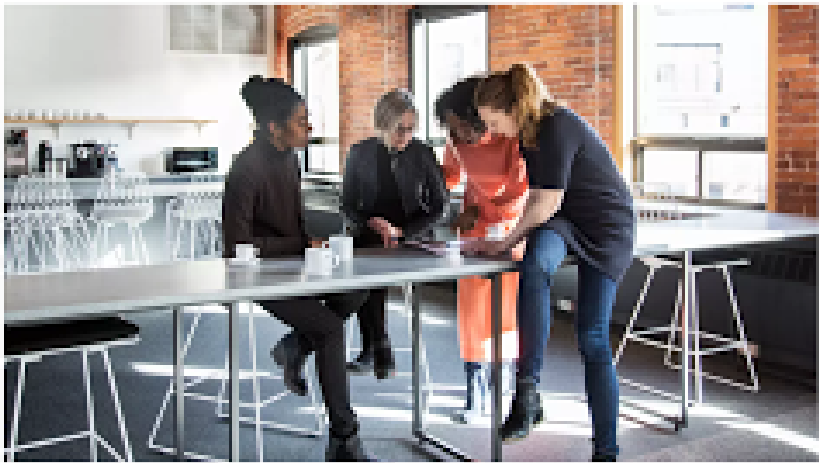
Bisnow: Why is it so important for LGBT community?

M.G.: Historically, CRE was the dominant narrative — it takes sustain the past. It's important to remember impact on every part of the country, and to remain relevant to our clients must also evolve. With approximate



This Old House Is Being Remade Into A Springboard For Minority Women In Tech

In a rapidly gentrifying, historically black Boston neighborhood, two designers purchased an old Victorian and will establish it as (G)Code House—a co-living, co-working space for young women of color.



Bridgette, Corolla, Kalia, and Christine gather in Sasaki's new incubator space, which is the new home of their non-profit, Sasaki Foundation. The Foundation focuses on innovative work in areas of resiliency, community, and mobility. [Photo: Sasaki]

Welcome to Campus: Planning for Diversity, Inclusion, and Equity

In a recent *SCUP Journal* feature, Sasaki principal and Chair of Interdisciplinary Initiatives, **Caitlyn Clauson**, and Connecticut College's Dean of Institutional Equity and Inclusion, **John McKnight**, examine how institutions are taking new approaches to creating more inclusive campus environments. Read more [here](#).



2019

CONTENT + THOUGHT LEADERSHIP

Plan 2019 MLK Week, Black History Month, PRIDE Week, and other high holidays to encourage dialogue and celebrate diversity throughout the year

Work with the Marketing and Business Case subcommittee to create a “Diversity” page on sasaki.com.

Curate key projects to highlight on sasaki.com, and rewrite narratives for projects that have a strong diversity and inclusion message

Produce a video which highlights Sasaki’s culture and forward-looking approach to diversity and inclusion

Identify 2-3 publications / speaking opportunities that showcase Sasaki’s diversity and inclusion message, and aim for a mainstream audience (TED Talk, etc.)

**Stay tuned for the release of our next
diversity survey in January 2019.**



Please help build our culture by
sharing your questions and ideas!