Contents

ACKNOWLEDGMENTS ix

INTRODUCTION: WHAT IF...? 1

1. Diversity in Design 11

2. Women as Consumers, Creators, and Critics of the Built Environment 36

3. Sexual Orientation, Race, and Ethnicity 70

4. Networks of Power 93

5. Gateways and Roadblocks to Architectural Practice 114

6. Obstacles in the Architectural Workplace 133

7. Succeeding in the Architectural Workplace 166

8. Diversifying Design 178

APPENDIXES
A. Methodology 209
B. A Portrait of Survey Respondents 215

NOTES 217

INDEX 243