Sketch Competition Winners Announced

Thank you to all the artists who submitted sketches to our competition, 70 sketches in all! Thank you also to our jurors Matthew Harwood and McCain McMurray, both artists at the Torpedo Factory Art Center in Alexandria.

Matt and McCain selected four outstanding sketches as Jurors’ Favorites, commenting that each one used the medium and artistic style to capture a quality of the place depicted in a way that allowed them to feel as if they were there as the sketches were

Return to the Workplace Survey

Thank you to everyone who responded to our recent Workplace Survey. We had 98 respondents.

Responses were pretty evenly divided by firm size with roughly 40% of those responding from small firms, 33% from large firms, and 27% from medium firms.

The majority of participants were either firm principals or project architects/project managers.

Design Awards 2020

CALL FOR ENTRY

Entries due Tuesday, June 23

www.aianova.org/DA20/

www.twperry.com
President’s Letter

by Joe McCoy, AIA
AIA Northern Virginia President

Since writing my initial letter to you in February our communities and our profession have been profoundly affected by major events that will have a lasting impact on the way we all live, work, and relate to one another.

The emergence and invasion of the COVID-19 virus and the murders of George Floyd, Breonna Taylor, Ahmaud Arbery, and so many others in the black community have stunned us, forced us to examine our own behavior, and subsequently called us to action for change.

The highly infectious COVID-19 virus, once only imaginable as a dystopian movie plot has fundamentally changed the way we all think about the built environment and the nature of communities in which we live. The importance of buildings, especially our homes, as places of refuge has never been more evident as we all found ourselves unimaginably quarantined and disrupted from our normally busy routines of freely moving among home, school, work, shopping, dining, exercising, and socializing. Living and working with our families in close quarters for extended periods has reminded us of the value of buildings that are safe, healthy, and enriching places and reminded us to be grateful for this shelter that we might previously have taken for granted. During this time of physical isolation we have also been made acutely aware of the fact that many in our own communities do not have the advantage of a place to call home – something that seems like should be a basic right.

Our relationship to our friends, neighbors, and others in our community has also been strained as we have been forced to think of people as potential sources of infection rather than opportunities for social interaction. Physical distancing has forced us away from the close, personal interactions with others that is the very foundation and meaning of community. The normally desirable qualities of well-designed social and communal space that we as architects strive to create have been abruptly disrupted through barriers, shields, and masks.

We have also been confronted with the stark reminder that seemingly universal rights of quality of life and justice are, in fact, not the same for all members of our communities, especially African Americans. Unequal and oppressive treatment by law enforcement of the black community and tragedies that have resulted have been the recent focus of our attention and, perhaps finally, have awoken us collectively to the imperative that all people are deserving of mutual respect and an opportunity to thrive. This conversation does not end, however, if we’re paying attention we realize that the overall structure of our society, what many of us call normal in fact, in many ways perpetuates inequality and is often even no less destructive that an act of senseless violence.

Like everyone else in our communities we as architects have been affected and moved by these events

continues on page 4
Continuing Education Opportunities

Choose the Right AIA Document for your Project
June 24, 2:00-3:00p
Join a free webinar, where experienced design firm practitioners review the various families of documents, and examine how to select the appropriate Owner-Architect agreements to fit your project size and complexity. Presenters will discuss their projects, including the process of choosing, negotiating, and drafting AIA contracts. Earn 1 LU.

AIA Virginia SAP Webinar
July 10, 9:00a-4:30p
Post-disaster Safety-Assessment Program (SAP) training provides architects, engineers, and building inspectors with the knowledge to provide evaluations of facilities and buildings in the aftermath of a disaster. Earn 6.5 LU|HSW and a Cal-OES registration ID card. Fee: $65 members; $175 non-members. Register at www.aiava.org/event/online-sap-training

Policy & Design: The Role of Architecture in Strengthening Communities
July 13, 12:00-1:00p
This course will discuss measures and actions design professionals should consider and adapt in their practices, from project design features to public policy considerations, in order to strengthen and improve communities. Information is available here.
https://network.aia.org/events/event-description?CalendarEventKey=8c2f374a-feb8-4ed7-9431-2d82510307a4

Small Firm Strategies for Construction Contract Administration in the time of COVID-19
July 16, 3:30-5:00p
Construction Contract Administration is convening a panel of small firm leaders to discuss the effects of COVID-19. They will discuss the challenges encountered in the industry, perspectives on how firms are rising to the occasion, and industry impacts in the short- and long-term.
https://network.aia.org/events/event-description?CalendarEventKey=4ca15224-a89a-42d2-b34f-de8966d6cb4d

Is Your Firm Prepared? Business Continuity Planning for Architects
This on-demand offering explores the business impacts of common and timely hazard events and reviews the essentials of business continuity planning. It will also introduce AIA’s newest free member resource, the Architect’s Guide to Business Continuity.
https://aiau.aia.org/courses/your-firm-prepared-business-continuity-planning-architects

AIA Contract Documents Education on YouTube
The AIA Contract Documents team has been working on developing many resources that address issues related to the COVID-19 crisis, now available on YouTube:
• What Architects Need to Know About the CARES Act
  https://www.youtube.com/watch?v=GXIlsYHbANo
• How AIA Documents Handle Contractor Delays and Extensions of Time due to COVID-19
  https://www.youtube.com/watch?v=qULV1a0Mvbw
• The Architect’s Standard of Care and COVID-19
  https://www.youtube.com/watch?v=4gbqrKpavAk
• Issues to Consider when Negotiating a Contract during COVID-19
  https://www.youtube.com/watch?v=yPy-TVgXliS
• Mechanic’s Liens and other Payment Avenues during COVID-19
  https://www.youtube.com/watch?v=OKJ6xVpwQis

Committee Chairs

Architecture for Education
Meredith Ellinger, AIA
Janine Kotob, AIA

Architecture Lab
Ravine Kassam, Associate AIA

Architecture Month
Joe McCoy, AIA

Communications
Anh Tran, Associate AIA

Community Service/Canstruction
Lisa Lettieri, AIA
Jay Scruggs, AIA

CRAN
Francisca Alonso, Associate AIA

Design Awards
J. Paul Lewis, AIA
Charles Todd, AIA

Committee on the Environment
Joshua Rubbelke, AIA
Jason Slatinsky, AIA

Fellows
Kathryn Prigmore, FAIA

Golf Tournament
Bill Conkey, AIA

Historic Resources
John Burns, FAIA

Honor & Nominations
T.J. Meehan, AIA

Legislative/Government Affairs
Eliza Engle, AIA

Schools Connections
Joshua McKenrick, AIA
Maury Saunders, AIA

Small Firms
Matthew Guenther, AIA

Women in Architecture
Rebecca Pantschyschak, AIA
Katie Selis, AIA
Rebecca Mezny, AIA

Young Architects Forum
Toni Lem, AIA
Lara Fada, Associate AIA
Simone Saidel, AIA
President’s Letter (Cont.) continued from page 2

and understand that we are also called to be agents of change. In reaction to COVID-19 our profession responded initially through technical expertise for constructing and adapting buildings to support health care workers and the treatment of infectious disease. As we now pivot to a return to buildings that were temporarily vacated we are again a major part of the discussions on how to adapt these environments. Moving forward architects will certainly be needed as we collectively struggle with how buildings will need to adapt to on-going and future environmental impacts. And beyond COVID-19 specific issues we have the opportunity to influence policy and take action to help make sure that all in our communities have a place to call home that provides both shelter and dignity.

In the newly awakened effort to dismantle racism and promote justice for historically underserved members of our community we are all called to examine our personal behavior, actively seek ways to educate ourselves, and participate in bringing about positive change. As architects we also must look critically at our own profession and see that we are not immune to or isolated from these same issues of structural discrimination and racism. We cannot, in fact, claim to nobly serve the public through design equity and justice while ignoring the fact that many of our colleagues are not given this same treatment. In the coming weeks your board will be leading forums to openly discuss these inequities in our profession, identify opportunities to take action to bring about change, and establish goals for the long term promotion and development of equity among members.

Virginia Architects Issued a Joint Statement on Racial Injustice on June 3

The murder of Mr. George Floyd was a despicable and heinous act committed by police officers who betrayed their oath to protect the community they served. The civil unrest we are witnessing in our cities is a public outcry in response to centuries of neglect, oppression, and suffocation of African-Americans. It is a response to an America that has failed to practice the very words upon which it was founded - that all are created equal. This is a forceful reminder that we have much work to do as a society in order for all Americans to enjoy the benefits of this inherited promise.

As architects and designers, we remain steadfast in our commitment to promoting diversity, equity, and inclusion within our profession while designing spaces that benefit all people. Each pen stroke we put on paper sets into motion a series of consequences that shape our communities for decades to come. Though that responsibility is great, it is not our only obligation. We are called, each and every one of us, to remove barriers to our profession, boldly committing to providing opportunity and equity for all who wish to contribute.

Kelly Callahan, AIA: President of AIA Central Virginia
Scott Campbell, AIA: President of AIA Hampton Roads
Nick Cooper, AIA: President of AIA Richmond
Kevin Jones, AIA: President of AIA Blue Ridge
Kenneth Martin, AIA Member Emeritus, NOMAC: Inaugural President of Virginia NOMA
Joseph McCoy, AIA: President of AIA Northern Virginia
Beth Reader, FAIA: President of AIA Virginia


AIA Racial Equity Resources https://www.aia.org/pages/6303978-racial-equity-initiative

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on Twitter twitter.com/aianova
being made. Both remarked on how pleased they were to see how much architects clearly value drawing as a way to see and understand places and buildings.

Congratulations to:
Mahamudul Asif, Associate AIA
Andrew Lewis AIA
Sean McGillicuddy Associate AIA
Martin Missaiel

Jurors:
Matthew Harwood
https://www.harwoodart.com
McCain McMurray
https://www.mccainmcmurray.com

Our four winners will be sent Dinner for Architects – A Collection of Napkin Sketches, edited by Winfried Nerdinger.
Almost 50% replied that their firm was returning in phases with special provisions in place, such as social distancing, masks, and A/B schedules, and 33% replied that they would continue to work from home for the foreseeable future.

In all, only 11% said they prefer to work in the office, while 53% would like to continue working from home as much as possible and 36% said they would like to work from home occasionally for flexibility. Four questions were asked:

1. How many people work in your office?
   - 1-15: 39 (39.80%)
   - 16-50: 27 (27.55%)
   - More than 50: 32 (32.65%)

2. What is your role in the firm?
   - Project team member: 17 (17.35%)
   - Project Architect/Project Manager: 40 (40.82%)
   - Principal: 34 (34.69%)
   - Other: 7 (7.14%)

3. What is your firm’s plan for bringing people back into the office?
   - We will continue working from home for the foreseeable future: 32 (32.99%)
   - We are returning in phases with special provisions in place - social distancing, masks, A/B schedule: 48 (49.48%)
   - We will return en masse in the next 30 days: 0 (0.00%)
   - We will return en masse in the next 60-90 days: 1 (1.03%)
   - We are all already back in the office: 4 (4.12%)
   - We never stopped working from the office: 2 (2.06%)
   - Other: 10 (10.31%)

4. If you have been working remotely, would you like to continue doing so in the future?
   - Yes, as often as I can or am allowed to: 52 (53.06%)
   - Yes, but only occasionally to allow for greater flexibility: 35 (35.71%)
   - No, I prefer to work in the office: 11 (11.22%)

AIA Virginia - Show Us Your Sketches

Since its inception, Inform was planned as a place to exchange ideas and art. So AIA Virginia is asking for your sketches to showcase on Inform Magazine’s platform. Learn more and upload your sketch at

https://www.aiava.org/show-us-your-sketches/
As part of their focus on climate action, AIA National formally adopted the Framework for Design Excellence in 2019. Based on the COTE Top Ten Measures, the framework includes ten areas of focus for ethical and responsible design: Integration, Equitable Communities, Ecology, Water, Economy, Energy, Wellness, Resources, Change, and Discovery. www.aia.org/resources/6077668-framework-for-design-excellence

Following AIA’s lead, our Design Awards Committee chose to focus on three of the ten measures for our 2020 Design Awards submittals: Equitable Communities, Economy, and Energy. As part of our award submissions this year, firms were encouraged to provide information on project performance based on these three areas and exemplary projects will be considered for our newly introduced award – the Jurors’ Commendation for Responsible Design.

DESIGN FOR EQUITABLE COMMUNITY – Sustainability is inextricably tied to the wellness of communities. Describe specifically how community members, inside and outside the building, benefit from the project. How does this project contribute to creating a walkable, human-scaled community inside and outside the property lines? How were community members engaged during the design and development process? How does the project promote social equity at local, regional, and global scales? Because transportation-related emissions negatively affect public health, and because CO2 emissions associated with how these reach a building are frequently comparable to the CO2 emissions associated with operating the building.

DESIGN FOR ECONOMY – Providing abundance while living within our means is a fundamental challenge of sustainability. How does the project provide “more with less”? Possibilities include “right sizing” the program, cost-effective design decisions, economic performance analysis, economic equity strategies, notable return-on-investment outcomes, contributing to local and disadvantaged economies, etc. Provide examples of how first cost and lifecycle cost information influenced design choices. Identify any additional first-cost investments and how they are anticipated to improve life-cycle costs and longer-term economic performance.

DESIGN FOR ENERGY – The burning of fossil fuels to provide energy for buildings is a major component of global greenhouse gas emissions, driving climate change. Sustainable design conserves energy while improving building performance, function, comfort, and enjoyment. How did analysis of local climate inform the design challenges and opportunities? Describe any energy challenges associated with the building type, intensity of use, or hours of operation, and how the design responds to these challenges. Describe energy-efficient design intent, including passive design strategies and active systems and technologies. How are these strategies evident in the design, not just the systems?

Design Awards Jury from AIA Houston

Thank you to Rusty Bienvenue, Executive Director of AIA Houston, and the Chapter staff for all their help in organizing this year’s jury. We are pleased to announce our distinguished jurors.

Residential Architecture, Historic Architecture, Conceptual/Unbuilt Architecture:

David C. Bucek, FAIA, Stern and Bucek Architects
http://sternbucek.com/

Nonya S. Grenader, FAIA, Nonya Grenader Architect / Rice University
http://nonyagrenaderarchitect.com/

Robert P. Robinowitz AIA, McIntyre + Robinowitz Architects
http://www.mcintyrerobinowitz.com/

Institutional Architecture, Commercial Architecture, Commercial Interiors:

Luisina Basilico, AIA, Page Southerland Page, Inc.
https://pagethink.com/v/location-detail/Houston/3a/

Nicola J. Springer AIA, Kirksey Architecture
http://www.kirksey.com/

Derek C. Webb, AIA, Design, Environment, and Knowledge Studio pllc (DEKStudio)
https://www.dekstudioarch.com/

AIA Northern Virginia Honors Nominations due August 24

AIA Northern Virginia is seeking nominations for the Chapter’s Honor Awards program. These awards recognize outstanding achievements of our members and colleagues and are given at our Annual Meeting in October in the following categories:

- Award of Honor
- Distinguished Leadership
- Outstanding Achievement
- Service to the Chapter
- AIA Northern Virginia Chapter Award
- Craftsmanship Award

Please visit our Honors + Awards page to learn more about the awards and to access a nomination form.
https://aianova.org/honors.php

You are also encouraged to reach out to our Honors Committee Chair, T.J. Meehan, AIA, with questions and to share candidate suggestions.
tj.meehan@Caddmicrosystems.com
Fellow Focus - W. Kenneth Wiseman, FAIA

It is not uncommon for an architect to create award-winning designs. It is rare, however, that an architect can influence the future of a specific building type internationally. W. Kenneth Wiseman, AIA has been recognized for having accomplished just that for sports facilities worldwide.

Written by Thompson E. Penney, FAIA, Chair and Chief Executive Officer of LS3P and Past President of the AIA in his letter to the 2020 Jury of Fellows in support of Ken’s fellowship.

Ken Wiseman, Design Principal at CannonDesign, is our newest fellow, one of 116 AIA members elevated to the prestigious College of Fellows in February. Normally, we would have celebrated his significant contributions to the architecture profession during the spring Virginia Fellows Fete and he would have been honored at the Fellows Investiture at the AIA Convention in Los Angeles in June. A pandemic changed all that, but it doesn’t diminish Ken’s achievements and accomplishments, which we celebrate here.

In designing inventive, high-performance sports facilities for Olympic and collegiate athletes across North America, Ken has created new conceptual models and planning standards now adopted by sports institutions worldwide.

Ken has devoted his career to designing facilities that elevate and enrich the sports building type. He has not only played a key role in rethinking the thought process and design standards for Olympic facilities, but he also broadened sport facility typology by establishing two new environments focused on the success of athletes: The Sports Campus and the Sports Fusion Building.

Rethinking Olympic Venues
Ken’s design of the Speed Skating Oval for the 2010 Olympic Games was selected as one of the “50 Most Influential Sport Facilities in the Last 50 Years” by a global jury of architects on behalf of the International Association for the Construction of Sport Facilities (IAKS). Previously, large, iconic Olympic venues were designed and constructed - then sat underutilized or unused after the games. Ken conceived a planning process that fused post-game function with Olympic game operations. He “began at the end” with the design process by focusing on the end use first. On the Oval, this led to a sustainable, economically viable facility that hosted Olympic competition and continues to meet the needs of the community today.

Ken’s experience designing sports and Olympic facilities underlies his unwavering commitment to healthy buildings that are environmentally sensitive, accessible and inclusive. Years before the introduction of the LEED scoring system or the Americans with Disabilities Act (ADA), Ken’s sports facilities championed the use of building materials and systems that resulted in spaces that were accessible by Olympians and Para-Olympians and as healthy as the users that inhabited them. He has maintained his commitment to designing sustainable and accessible buildings as evidenced by the LEED Platinum recreation center at the University of Colorado which is considered the most inclusive recreation program on any college campus.

Shaping the Sports Campus
Ken developed his understanding of the interplay between Olympic facilities and their communities by designing two award-winning Sport Campuses. Located in Colorado Springs and San Diego, these multi-sports Sport Campus training complexes allow both developing and elite athletes to hone their skills for high-performance competition. Architects, planners, athletes, coaches, managers, and governmental sponsors from every continent have visited these projects to study and emulate Ken’s Sports Campus concept for their own countries. In addition to receiving awards from the AIA and other design organizations, these Sport Campuses have been honored by the International Olympic Committee and the IAKS, which named his U.S. Olympic Training Center in Colorado Springs the “Foremost Athletic Facility of the Year.” In a special tribute to his design, and in a novel collaboration with allied

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Ken Wiseman (Cont.)

*continued from page 8*

In the realm of sports facilities, Ken has been instrumental in creating spaces that blend athletics with education and research environments. His work with Para-Olympians, as documented in *Liebovitz's Olympic Portraits*, has provided inspiration and setting for Annie Liebovitz’s Olympic Portraits, her celebrated photographic study of athletes in training.

**Introducing the Sports Fusion Building**

At the collegiate level, Ken has tackled the challenge of creating sport and recreational facilities by designing expressive architecture focused on supporting an active, integrated and inclusive campus life. Building on his Sports Campus model, he added new functions to collegiate sport facilities, resulting in a new type of sport program, the Sports Fusion Building. This building type mixes sports with student life, learning and research environments, resulting in buildings that become the most vibrant and highly utilized on the campuses where they are found.

**Professional Service**

Based on his work with Para-Olympians, Ken was asked to contribute his insights to the Recreation Access Advisory Committee of the United States Architectural and Transportation Barriers Compliance Board which resulted in clarification and improvements to the Americans with Disabilities Act (ADA) as it applies to sports facilities. Ken is currently serving on the AIA/AGC where he has led efforts to recognize collaborative architectural and construction degree programs. He was a member of the AIA Large Firm Roundtable where he led the Deans Forum for more than a decade. His collaboration with the Deans Forum led to his appointment to the NAAB ARC Steering Committee which just published the first draft of the new standards and procedures for architectural accreditation.

This milestone was the result of a first-of-its-kind collaborative forum which included the Boards of the AIA, NCARB, ACSA, AIAS and NAAB.

Congratulations Ken!

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**Hiring or Looking for a Job?**

The AIA Northern Virginia’s Online Job Board can help.

Chapter members can easily post job opportunities free of charge. And those looking for a job should regularly check the postings. Just visit the job board to get started: [www.aianova.org/jobs.php](http://www.aianova.org/jobs.php)

The Chapter also maintains a digital resume library. If you wish to include your resume, please send a PDF to [aianova@aianova.org](mailto:aianova@aianova.org). If you are hiring and would like to request the resumes we have in our library, just let us know at nd we’ll email you the resumes we have for the level of experience you need.

Another source for both employers and job-seekers is the National AIA Career Center: [careercenter.aia.org](http://careercenter.aia.org)

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**Local and State Advocacy + You - Webinar**

**June 30, 12:00p-1:30p**

Local and state advocacy efforts can strongly influence critical issues of importance to architects, such as school security, resilience, sustainability, and housing access and affordability. Learn about AIA Virginia’s advocacy agenda and the results of the 2020 General Assembly from lobbyist Patrick Cushing, with Williams-Mullen, and Corey Clayborne, FAIA, AIA Virginia Executive Vice President.

Hear the results of the recent AIA Northern Virginia advocacy survey and learn what issues are important to our members. Also, consider how you can become involved as we plan for our Advocacy Day this fall. This webinar is free and offers 1.5 LU. [https://aianova.org/event.php?eventID=2083](https://aianova.org/event.php?eventID=2083)

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**AIA Virginia PAC**

**What does it do for you?**

by Eliza B. Engle, AIA

**Legislative/Government Affairs Committee**

Why should you give to the PAC? What does it do for you?

In 2018 one of our members brought an issue to our attention, sharing that a local jurisdiction was asking for fees along with Qualifications.

One of the AIA Virginia Policy Positions is: *AIA Virginia supports public policies, requirements, and administrative procedures in public procurement processes that mandate the open selection of architects on the basis of qualifications and oppose hiring of architects on the basis of fees or bids. Qualifications-based selection (QBS) is essential to fostering quality design that serves health, safety, and welfare in the built environment. AIA Virginia supports best practice QBS criteria that are clear and concise, encouraging fair market competition. AIA Virginia opposes any requirements by public agencies for uncompensated design solutions as part of QBS processes.*

So, what did we do? In partnership with our lobbying partners, Williams Mullen, we tracked down the QBS loophole, which had accidentally been created when some portions of a law had been revised previously, and set to work. We met with various State Legislators, with whom we had started relationships through PAC funding, and told them about this issue. We were initially told that this would be a multi-year process, but because of the groundwork/relationships that the PAC funding had provided us, we were able to get the QBS loophole fixed by a law change in one year. This is something we are very proud of but could not have accomplished without your donations to the PAC. [https://aiaavapac.org/give/](https://aiaavapac.org/give/)

For more information on the PAC and to invest, go to Give to the PAC. If you donate over $25 you can receive the newly designed PAC pin. Please direct any questions about the PAC, to Eliza Engle, our Chapter’s PAC Champion, at [eengle@hcm2.com](mailto:eengle@hcm2.com)
In the wake of the everchanging COVID-19 pandemic, employers have been left with looming questions as to how to navigate this health crisis. Faced with the need to balance a healthy workplace and minimal disruptions, employers have been taking all sorts of measures that would have been nothing short of bizarre mere weeks ago.

Just how far can an employer go to protect themselves and their employees from the virus, while still maintaining compliance with the relevant laws? And how can employees feel secure in the event they need to take time off?

Although the new coronavirus relief package answers some of those questions, there is still a lot of uncertainty surrounding just how employers should navigate this time. So, what do you need to know? This article aims to provide some general guidance to both employers and employees regarding their respective “new” rights, including limitations to such rights, during the COVID-19 pandemic.

**What does the coronavirus relief package really do?**

On Wednesday, March 18, 2020 President Trump signed into law a coronavirus relief package that expands the previously existing Family and Medical Leave Act (FMLA) and provides for paid sick and family leave for some U.S. workers impacted by the illness. One of the most talked about portions of the new Emergency Paid Sick Leave law is that it gives qualified workers up to 80 hours of paid sick leave if, due to COVID-19, they are ill, quarantined by executive order or medical advice, have the symptoms of COVID-19 and are seeking medical diagnosis, or if they are caring for sick family members or a child due to school or daycare closings. Additionally, the recently passed legislation expands the FMLA to include COVID-19 so that such qualifying sick and family leave can covered under the Act. It is important to note that under the FMLA the employee must be employed at least 30 days, while under the new emergency paid sick leave law applies to any full or part-time employee regardless of start date. Not every employee qualifies under the law; although, most employees at small and midsize companies and government agencies are included, while those employees at companies with more than 500 people are categorically excluded.

**But how will companies be able to afford this?**

The FMLA expansion likely seems quite daunting, especially to small business owners. Thankfully, the new relief package provides some guidance for that as well. Employers will be reimbursed for the full amount within three months, in the form of a payroll tax credit, with certain limitations and caps. The reimbursement will also cover the employer’s contribution to health insurance premiums during the leave. It’s fully refundable, which means that if the amount that employers pay workers who take leave is larger than what they owe in taxes, the government will send them a check for the remainder. The Emergency Paid Sick Leave also reimburses employers as a payroll tax credit for employees who qualify for this leave, with certain limitations and caps.

An employee is believed to be sick but has not self-reported. **What can be done?**

An employer can always send an employee home if the employee is obviously sick. But what if the employee doesn’t look obviously sick? There are two primary sources an employer can look to in answering that question – Equal Employment Opportunity Commission (EEOC) and the Department of Labor.

During the influenza epidemic, the EEOC issued a release addressing many of the same issues we are now addressing, stating that employees who become ill with symptoms of influenza-like illness at work during a pandemic should leave the workplace. If a pandemic becomes severe, the inquiries, even if disability-related, are justified by a reasonable belief based on objective evidence that the severe form of the pandemic poses a direct threat.

If you suspect one of your employees is sick, you can even go so far as to take their temperature. Generally, measuring an employee’s temperature is not allowed; however, because CDC and state and local health authorities have acknowledged community spread of COVID-19 and have issued related precautions, employers may measure employees’ body temperature. However, employers should keep in mind that some people with COVID-19 do not have a fever, and some people with a fever do not have COVID-19.

An employee tested positive for COVID-19. **Is the company required to tell all employees?**

Generally, yes. Companies have an obligation to warn those who may have been exposed to COVID-19. Local health authorities may also want the public to know. However, disclosing the employee’s name could violate confidentiality requirements under HIPPA and the Americans with Disabilities Act. Instead, it is better to say that a staffer on a certain floor or part of the building contracted the virus.

...It is important to PLEASE NOTE, the situation and all that surrounds the COVID-19 pandemic is continuously evolving. This article is intended to provide a brief overview of the legislation as was in place at the time it was written.
Resources for Returning to the Workplace

• CDC Employer Information for Office Buildings
  Offers steps to create a safe and healthy workplace.

• OSHA’s Guidance on Preparing Workplaces for COVID-19
  Information on mandatory safety and health standards.

• Reopening America: Strategies for Safer Buildings
  As states begin reopening, explore how design strategies can be a public health solution
  https://www.aia.org/resources/6299247-reopening-america-strategies-for-safer-bui

• Strategies for Safer Offices
  AIA has issued a new report detailing strategies that can reduce the risk of transmission in the workplace.
  https://www.aia.org/resources/6301958-reopening-america-strategies-for-safer-off

• Strategies for Safer Retail Stores
  AIA’s new report on reducing the risk of COVID-19 transmission in stores.
  https://www.aia.org/resources/6301960-reopening-america-strategies-for-safer-ret

• AIA Re-occupancy Assessment Tool
  Provides strategies for re-opening buildings, informed by authoritative sources (CDC, WHO, OSHA, etc.) and public health experts.
  https://www.aia.org/resources/6292441-re-occupancy-assessment-tool:56

• AIA Virginia COVID-19 Free Legal Advice
  AIA Virginia and O’Hagan Meyer Attorneys + Advisors have partnered to provide Employment Law Counseling for AIA Members

• AIA Risk Management Plan for Buildings
  A seven-step risk management plan to re-occupying buildings during COVID-19
  https://www.aia.org/resources/6299432-risk-management-plan-for-buildings

• Practice Considerations: Manage your Architecture Firm’s Risk in Response to COVID-19
  This AIA document is a resource for developing firm-specific responses to the pandemic.
  https://www.aia.org/articles/6281784-practice-considerations-manage-your-archit/

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Safe Screen: Safer Together

Mike Clancy. mike@archres-inc.com
Resources for Returning to the Workplace (Cont.)

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• COVID-19 Resources for Healthcare Facilities
  Assessment tools to identify appropriate reuse sites for healthcare facilities.
  https://network.aia.org/blogs/maggie-brown/2020/04/21/additional-healthcare-resources

• Architects Guide to Business Continuity
  Information on continuity plans and actions that reduce disruptions.
  https://www.aia.org/resources/6282340-architects-guide-to-business-continuity

• Coronavirus and Business: The Insights You Need from Harvard Business Review
  Offered free, the HBR offers a compilation of recent articles on managing a business through disaster and recovery.

• Architect Standard of Care Relative to Site Visits during the COVID-19 Pandemic
  Prepared by AIA Risk Management.

• An Architect’s Guide to Virtual Practice
  Prepared by the AIA Trust, learn about virtual practice models, risks and regulations.

• AIA Contracts Address COVID-19 Pandemic
  Provides tips on how to handle project delays and suspensions with AIA documents.

• AIA Contract Documents Video
  Covers design considerations for reopening offices and workspaces.
  https://www.youtube.com/watch?v=mmezgi4CWos&t

• AIA COVID-19 ArchMap
  A tool to facilitate with design sharing and innovation
  https://network.aia.org/communities/community-home?CommunityKey=b3add4bc-0bdf-4492-b3ad-6212b96a84b0&utm

• AIA’s Five Steps to Thrive
  Steps to help architects demonstrate their value to clients.
  https://www.aia.org/pages/6299306-five-steps-to-thrive
Upcoming AIA Awards Programs

**AIA Virginia 2020 Honors Awards – Call for Nominations**
This program recognizes the best efforts of Virginians who – by profession or avocation – have made creating, preserving, and enhancing Virginia’s communities an important life commitment.
Award categories include:
- The William C. Noland Medal
- The Architecture Medal for Virginia Service
- The T. David Fitz-Gibbon Virginia Architecture Firm Award
- The Virginia Emerging Professional Award
- The Award for Distinguished Achievement
- Honorary Membership
- AIA Virginia Honors
- Test of Time Award
Nominations are due July 1 by 5:00p. Learn more at [www.aiava.org/call-for-nominations-2020-honors-awards](http://www.aiava.org/call-for-nominations-2020-honors-awards)

**AIA Virginia Awards for Excellence in Architecture**
AIA Virginia’s design award program recognizes outstanding design, built and unbuilt, from the past eight years. The program is open to all categories of building as well as interiors projects. The location of projects is not restricted, but any built works submitted for consideration must have been completed after January 1, 2012. Awards are given in five categories:
- Architecture
- Historic Preservation
- Interiors
- Contextual Design
- Residential Design
Entries are due July 16 by 5:00p
[https://www.aiava.org/call-for-entries-2020-design-awards](https://www.aiava.org/call-for-entries-2020-design-awards)

**AIA National Honors & Awards Programs**
Each year, AIA celebrates the best buildings and spaces – and the people behind them – with some of the most prestigious awards in the built environment. Currently, open and accepting submissions are the following programs:

- **Due July 7**
  - Architecture Awards
- **Due July 28**
  - Architecture Firm Award
  - Gold Medal
- **Due August 4**
  - Interior Architecture
  - Regional & Urban Design
- **Due September 1**
  - AIA/ACSA Topaz Medallion for Architectural Education Associates Award
  - Collaborative Achievement Award
  - Edward C. Kemper Award
  - Honorary Membership
  - Thomas Jefferson Awards for Public Architecture
  - Whitney M Young Award

[https://www.aia.org/pages/6153986-aia-honors--awards](https://www.aia.org/pages/6153986-aia-honors--awards)

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**2020 NOMA-NAACP-SEED Awards**

Based on common foundations and a shared vision, the National Organization of Minority Architects (NOMA), National Association for the Advancement of Colored People (NAACP), and the SEED Network, an outreach initiative administered by Design Corps, announce the NOMA-NAACP-SEED Design Awards for diversity, equity, inclusion, and justice (DEIJ) in design, architecture, and land development diversity.

Six projects will be selected through a juried process of distinguished experts.

The award winning projects will be presented by the respective design teams in conjunction with the NOMA Annual Conference which will be held online, October 17, 2020.

A $1,000 Honorarium will be given to each winning team to present at the “Structures for Inclusion” event and award ceremony.

Submissions are due August 1
[https://seednetwork.org/seed-evaluator-4-0/](https://seednetwork.org/seed-evaluator-4-0/)
AIA Northern Virginia Job Board – While Chapter members can always post job opportunities free of charge, we are opening free postings to everyone.

So if you are looking for work, be sure to check our job board and share your resume with us for our resume library.  
https://aianova.org/jobs.php

Free Staff Sharing on AIA Career Center – AIA is leveraging the AIA Career Center’s jobs board to provide a platform for staff sharing to help during this period of uncertainty.

This is a free service to help firms avoid layoffs and keep projects moving forward.
https://network.aia.org/components/viewdocument/free-staff-sharing-feature-on-aiac

What are your favorite destinations in Virginia? – AIA Virginia is collecting contributors and insights for the upcoming Travel Issue of Inform Magazine. Articles should be between 300-1,000 words. Commit to contribute by June 30; content deadline is July 16.
https://www.aiava.org/contribute-to-informs-upcoming-travel-issue/

Looking to Serve on the AIA Strategic Council? – Nominations are open for 2021-2022 At-large Representative(s) to the AIA Strategic Council.

Free Legal Consultation – AIA Virginia and O’Hagan Meyer Attorneys + Advisors have partnered together to provide up to 30 minutes of Employment Law Counseling for AIA Members regarding COVID-19.

AIA Releases New and Updated Sustainable Project Documents – These documents provide a roadmap to integrate sustainability into design and construction projects.

AIA Home Design Trends Survey released for Q2 2020 – Each quarter this survey highlights a different area of home trends and includes the same business conditions questions for tracking purposes. The visual format is intended to help you quickly identify emerging trends in home design by using visual cues to scroll over and pull up charts and figures with findings for each quarter.

As a reminder: Q1 addresses Kitchen and Bath, Q2 covers Home and Property Design, Q3 covers Home Features, and Q4 covers Neighborhood and Community Design.

Show Us Your Work!

We are looking for projects to publish in this newsletter and BLAST. We offer three features to showcase our members’ work:

On the Boards - Featured Projects - Sketches

On the Boards – Each issue of AIA Northern Virginia News features a project currently “on the boards” being designed by chapter members. These can include theoretical, conceptual and unbuilt projects or projects currently in the planning or design phase. Submissions should include a project description of 150-250 words and at least four images at print resolution. Include project name, location and photographer credit, where needed.

Featured Projects – Each issue of BLAST features a recently completed project designed by a chapter member. Submissions should include a project description of 150-250 words and at least four images. Include project name, location and photographer credit.

Sketches -- Sketches is a feature in AIA Northern Virginia News showcasing the artistic talents of our members. We encourage you to share your sketches. Please send high resolution images of one to five sketches with brief captions and information on how we should credit you, the artist.

We will generally publish work on a first-come, first-served basis. Photos and images may be resized or cropped to fit the formatting and it may be necessary to edit the description. Please let us know if you wish to review any changes before publication.

To submit for any of these features, just email all material to aianova@aianova.org

Thanks for sharing!

Managing the Risks of Pro Bono Services – Many architects are strongly motivated to provide volunteer or pro bono services to contribute to their communities and enrich their practice. It is important to be aware of the responsibilities and potential risks inherent in providing pro bono services and to work with the client, your attorney, and your insurance provider to avoid unintended liabilities for you and your team.

I Spy Modernism: Architectural Photography Competition – Docomomo US invites individuals to put their own photographic imprint on modern sites through this competition. Entries due July 1.
https://docomomo-us.org/news/docomomo-us-launches-architectural-photography-competition

GRAPHISOFT Offers Emergency Licenses to assist users who may have difficulty accessing their in-office ARCHICAD licenses while at home. In addition, to help teams work together while at home, GRAPHISOFT is offering free 60-day access to BIMcloud which empowers remote team collaboration.
https://www.graphisoft.com/covid-19/
General Assembly
Washington, DC
OTJ Architects

With 20 campuses worldwide, tech education leader General Assembly transforms thousands of careers each year through an experiential, multi-modal curriculum laser-focused on today’s most in-demand skills.

Poised to expand its flourishing community of professionals and educators to the Washington, D.C. market, General Assembly partnered with OTJ to conceive of an immersive, brand-driven urban campus that would foster the academic growth and success of students pursuing coursework in dynamic fields such as data science and web development.

The design of General Assembly’s newest campus presented our team with a unique opportunity to amplify our client’s culture and communicate their distinct identity to an increasingly brand-savvy student body. To that end, our team engaged General Assembly in a holistic and collaborative design exercise that would maximize the historic base building’s features while expressing corporate aesthetic standards through the vernacular of the nation’s Capital. Restrained yet eminently contemporary, the design harmonizes a minimalist, Scandinavian-inspired palette, natural white oak finishes, and custom furniture solutions akin to sculptural volumes that echo Washington’s neo-classical architecture. This arresting hub for innovation stands a testament to the visual impact of considered, budget-conscious design gestures and their ability to nurture the creativity of a flourishing network of entrepreneurs.

Lastly, by considering the sequence of the visitor experience from the onset of our design efforts, we identified critical locations where General Assembly’s signature chalk murals – the work of Los Angeles based artist Casey Opstad – could both enhance the space and communicate a D.C. specific brand message with the most impact.

Photographs © Trent Bell
Resources for Associates

**ArchiPrep Free through August!**
COVID-19 is changing everything, and AIA wants to help. If you are preparing for the Architect Registration Exam, AIA is now offering free access to ArchiPrep® for Associate AIA members through August 31, 2020. Use promo code FREEMONTH by July 31, 2020.
https://www.aia.org/resources/6109972-archiprep/

**Experience Hours Free through AIAU’s Emerge Series**
Emerge by AIAU is a new course series that provides emerging professionals on the path to licensure with experience hours in NCARB’s Architectural Experience Program (AXP). You can gain extra experience hours that you might not get in a firm. This series is free for Associate AIA members.
https://aiau.aia.org/emerge-aiau

**Jason Pettigrew Memorial ARE Scholarship**
Apply for this grant covering the full costs of the Architect Registration Examination, as well as study materials and access to ArchiPrep®. Applications are now open through August 14.
https://architectsfoundation.org/what-we-do/architecture-scholarships/jason-pettigrew-scholarship/

**ARE and Prometric Test Centers**
According to NCARB, Prometric recently added the ARE to its list of “essential” exams that will be offered in their test centers. This will open up slots for ARE test takers and offer access to more testing sites. You can view Prometric’s current site openings on their website.
https://www.prometric.com/site-openings

Other information to note:
- Your experience won’t expire
- Only submit reports when there is experience to report
- Remote work qualifies for AXP
- Report in shorter time frames
- Reporting requirement extensions

For details, refer to NCARB’s AXP Guidelines

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**Your Architectural Drawing Service Center!**

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Sharon Park, FAIA was featured in an article in *Traditional Building Magazine*, titled *Preservation Pioneer Sharon Park*. The article focuses on Sharon’s remarkable career as a Preservation Architect. Currently the Associate Director of the Architectural History and Historic Preservation Division at the Smithsonian Institution, Sharon oversees the preservation of more than 40 historic building, including sites on the National Mall, including her current favorite, the Arts and Industries Building. [https://inform-magazine.com/designer-q-a-simone-saidel-aia/](https://inform-magazine.com/designer-q-a-simone-saidel-aia/)

Robert E. Beach, AIA is pleased to announce the groundbreaking for The Turning Point Suffragist Memorial, designed by his firm, Robert E. Beach Architects, LLC. Located in the Occoquan Regional Park in Lorton, close to where scores of suffragists were imprisoned in the Occoquan Workhouse, the memorial will be a visual symbol and educational tool to elevate these little-known women to their proper place in history. The courageous efforts of the suffragists are expressed along the Turning Point Plaza through 19 informational stations that curate the entire seventy year suffrage movement, 1848-1920. The project completion date of August 26, 2020 is the centennial anniversary of the ratification of the 19th Amendment to our U.S. Constitution.

Congratulations to DBI staff members who were recently promoted. Each of these designers and architects has shown remarkable creativity and dedication to their clients and their craft. Please join us in congratulating Mandy Blumenauer, IIDA; Michael Boyer, IIDA, Leslie Davis, Steve Foster, Sarah Gottlieb, Alan Hansen, FAIA; Mike Patton, AIA; Anne Regan, Associate IIDA; Tracy Tato, Beth Todd, IIDA; and Felipe Turriago-Borrero, Associate AIA.

Cooper Carry’s Hospitality Studio is extending the life of older buildings and creating new energy for historic hotels across the country. As we all dream of the day when we can travel again, the firm shares one of their local projects of note, the Key Bridge Marriott in Arlington. Originally built in 1959, the Key Bridge Marriott was Marriott International’s second property. It is the longest operating hotel in their system. Cooper Carry is designing the renovation of the hotel tower. With this project’s prominence in both the Marriott family and its environs on the Potomac River, the renovation will bring the hotel up to current standards and will connect guests to the history of the site and many adjacent amenities. Cooper Carry principal and AIA Northern Virginia member Andrea Schaub, AIA is leading the design team. [https://www.coopercarry.com/studios/hospitality/](https://www.coopercarry.com/studios/hospitality/)

*INFORM Magazine* recently featured AIA Northern Virginia Board Member Simone Saidel, AIA in the Designer Q+A section. Simone shares insights about her interests and path into the profession, and offers advice to women entering the architecture profession. [https://inform-magazine.com/designer-q-a-simone-saidel-aia/](https://inform-magazine.com/designer-q-a-simone-saidel-aia/)

AIA Virginia Executive Vice President Corey Clayborne, FAIA, was featured in the June 19 issue of *AIA Architect*. Corey’s article, *But then there was one*, originally published in the AIA Virginia June newsletter, was featured in in the national publication so his important message about opportunities can reach a wider audience. [https://www.aiava.org/but-then-there-was-one/](https://www.aiava.org/but-then-there-was-one/)

KTGY Architecture + Planning announces the addition of a new shareholder and principal in the firm’s Tysons office, Ben Kasdan, AIA. Bindiya Agarwal and Brian Fraser, AIA were also named a director, production. Kasdan joined KTGY in 2003 and has been involved in leading the design and planning of a wide variety of real estate developments located throughout the United States and internationally. Agarwal joined the firm in 2006 and has managed the design and construction of single-family and multifamily residential communities. Fraser has 12 years of experience in multifamily design and construction and is responsible for all phases of the construction process including design development, code analysis, multi-discipline coordination as well as field and office construction administration. He has been with KTGY since 2010 and is skilled in anticipating and blending client vision, design excellence and resident experience to make a positive impact on the communities in which we live and work.

K-12 Resources – AIA has developed a new K-12 Architecture Resources webpage for students and parents to become more involved with the profession. The page has interactive activities, videos, and career exploration resources which may be helpful until stay-at-home orders are lifted. If you have high-quality free virtual lessons or videos that students can please, email a link to Del Ruff at k12@aia.org [https://www.aiava.org/pages/6287760-k-12-architecture-resources](https://www.aiava.org/pages/6287760-k-12-architecture-resources)

Create Your Own City – This activity for children, developed by Foster + Partners, provides templates that can be colored and folded to create paper cities. [https://www.demilked.com/architecture-from-home-foster-partners](https://www.demilked.com/architecture-from-home-foster-partners)

Customize Your Chapter Emails

Several of our committees send emails focused on particular topics or groups, like Small Firms or Women in Architecture. Much like the AIA’s Knowledge Communities, these emails share information geared to a special interest. AIA Northern Virginia offers six specialized email lists and all members are welcome to sign on to receive any or all of the following options. Just send a request to aianova@aianova.org

Committee on Architecture for Education (CAE)
Committee on the Environment (COTE)
Custom Residential Architects Network (CRAN)
Historic Resources
Small Firms
Women in Architecture (WIA)
Young Architects Forum (YAF)
Membership Update

New Members

Zaynab Ali, Assoc. AIA
Joanne M. Angeles, AIA, Dunning Group Architects, LLC
Leah Bancheri, Assoc. AIA, Federal Reserve Board
Andre Barrios, Assoc. AIA
Sam M. BaSuhaile, AIA, Baker Associates
Scott R. Bennett, Assoc. AIA
Kenneth J. Cahoon, AIA, Samaha Associates PC
Suk-Ho Chung, AIA, STV Inc.
Abbishek A. Desai, Assoc. AIA, Jacobs
Kristin E. Duncan, AIA, Jacobs
Robert P. Dunning, AIA, Dunning Group Architects, LLC
Meredith L. Ellinger, AIA, Hord Coplan Macht, Inc.
Matthew Preston Greer, AIA, Matthew P Greer, Architect
Behnaz Hedayat, Assoc. AIA
Marcia M. Holanda-Kelly, Int’l Assoc. AIA
Keyera Howard, Assoc. AIA, Jacobs
Justine Huang, Assoc. AIA
Hyung Jo, Assoc. AIA
Judith Johnson, Assoc. AIA, Peck Peck & Associates
Jenine S. Kotob, AIA, Hord Coplan Macht, Inc.
Sandra Leibowitz, AIA, Sustainable Design Consulting, LLC
Sasha A. Light, Assoc. AIA, Jacobs Engineering Group
Pratik Lohani, Assoc. AIA, Washington Alexandria Architecture Center
Jonathan Maddox, Assoc. AIA, National Institutes of Health
Andrea M. McConnell, Assoc. AIA
Sean N. McGillicuddy, Assoc. AIA
Tommy M. Nguyen, Assoc. AIA, Washington Alexandria Architecture Center
Claire M. O’Connor, AIA
Kimberly V. Paniagua, Int’l Associate AIA
Muhamed Ridanovic, AIA, Parsons
Mario Rodriguez, Assoc. AIA
Sumayia Binte Samad, Assoc. AIA
Sydney M. Sasser, Assoc. AIA, Architecture, Incorporated
Bhuvana Shankar, Assoc. AIA
Michael Spory, Assoc. AIA, VMDO Architects, P.C.
Michael Vallese, AIA, MV Arck

Upgrading Members

Daniel R. Bairley, AIA to Emeritus Architect
John J. Egan, AIA to Emeritus Architect
Dana E. Evans, AIA, M2 Squared Design to Architect
Carlos Rafael Guzman, AIA to Emeritus Architect
Bruce J. Hobby, AIA to Emeritus Architect
Deanna Kohnstam, AIA, Architecture, Incorporated to Architect
Mani K. Kordestani, AIA, Davis Carter Scott Ltd to Architect
Jenine S. Kotob, AIA, Hord Coplan Macht, Inc. to Architect
Gregory S. Lukmire, AIA to Emeritus Architect
Quinn MacKenzie, AIA, ASD to Architect
Cheryl K. Moy, AIA, Environments for Health Architecture to Architect

Partners - Friend Level

Andersen Windows
1106 K Street NE, Washington, DC 20002
703/ 300-6108; www.andersenwindows.com
David Hawkins – david.hawkins@andersencorp.com

ECS Mid-Atlantic
14026 Thunderbolt Place, Suite 100, Chantilly, VA 20151
703/ 471-8400; www.ecslimited.com
Melissa McGarry – mmcgarry@ecslimited.com
Kathleen Coxe – kwcxe@ecslimited.com

E.E. Reed Construction - East Coast, LLC
3076 Centreville Road, Suite 210, Herndon, VA 20171
703/ 925-0700; www.eereedeast.com
Eric Dooley – EDooley@eereed.com
Candace Wiggins – CWiggins@eereed.com

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Membership benefits include ARE Prep, scholarships, one of the industry’s best job boards, salary information, and a local network no matter where they move – and that’s just the beginning.

Learn more on the AIA website
https://promotion.aia.org/new-grad-landing-page
June
23 | AIA Northern Virginia Design Award Entries Due, 5:00p
23 | AIA Architecture 2021 Awards Submissions Due, 5:00p
25 | Designing the Future: Part II: Schools and Educational Facilities, 8:00a
25 | CAE Committee Meeting, 5:30p
26 | Design Awards Committee Meeting, 12:00p
30 | AIA Fellowship Applications Open
30 | Local and State Advocacy + You, 12:00p

July
1 | AIA Virginia Honors Nominations Due, 5:00p
2 | Designing the Future: Part III: Healthcare Facilities, 8:00a
6 | WIA Committee Meeting, 6:00p
10 | AIA Virginia SAP Training, 9:00a
13 | AIA Northern Virginia Board Meeting, 4:30p
13 | Policy & Design: The Role of Architecture in Strengthening Communities, 12:00p
16 | Designing the Future: Part IV: Transit & Mobility, 8:00a
16 | AIA Virginia Awards for Excellence in Architecture Due, 5:00p
17 | Design Awards Committee Meeting, 12:00p
21 | Committee Chairs Planning Meeting, 6:30p
30 | Designing the Future: Part V: Parks & Open Space, 8:00a
31 | Design Awards Committee Meeting, 12:00p

August
13 | Design Awards Celebration
13 | Designing the Future: Part VI: Multi-family Residential, 8:00a
27 | Designing the Future: Part VII: Hospitality, 8:00a
31 | WIA Committee Meeting, 6:00p

Northern Virginia Calendar
https://aianova.org

Virginiias Calendar
https://inform-magazine.com/events/