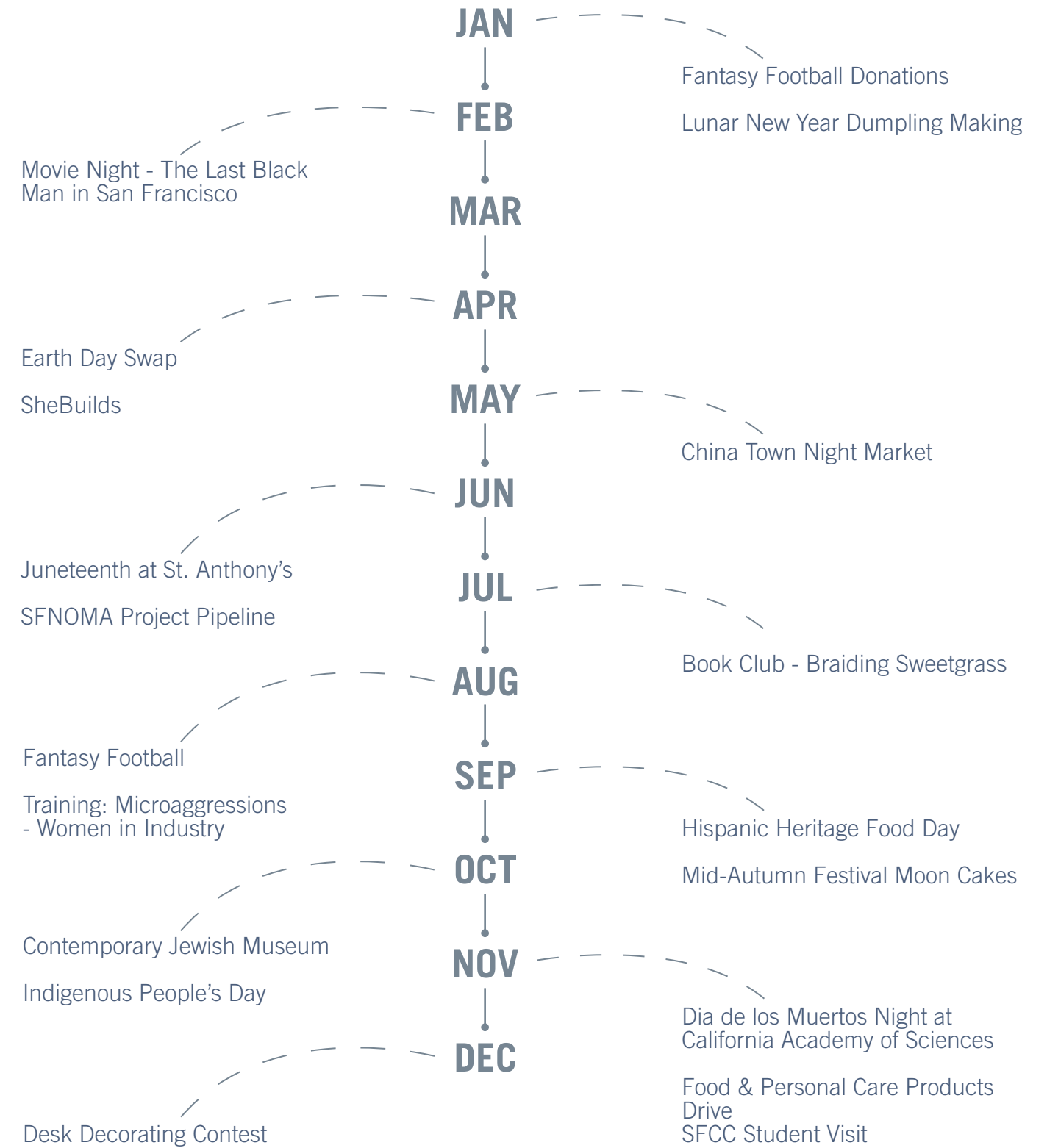


BUTLER ARMSDEN
ARCHITECTS

OUR YEAR IN REVIEW



OUR VALUES



DEI stands for diversity, equity, and inclusion. The Butler Armsden DEI Committee's purpose is to support underrepresented groups in architecture and promote equity and inclusion in the architectural profession. The group strives to progress BAA internally through events, education, and office improvements, and externally through partnerships, volunteering opportunities and monetary support for local organizations and schools.

OUR PEOPLE



Christina Zhou
she / her / hers
Designer II



Tatteera Srethbhakdi
she / her / hers
Designer II



Paula Arce
she / her / hers
Designer II



Barbara Wilson
she / her / hers
Senior Project
Manager



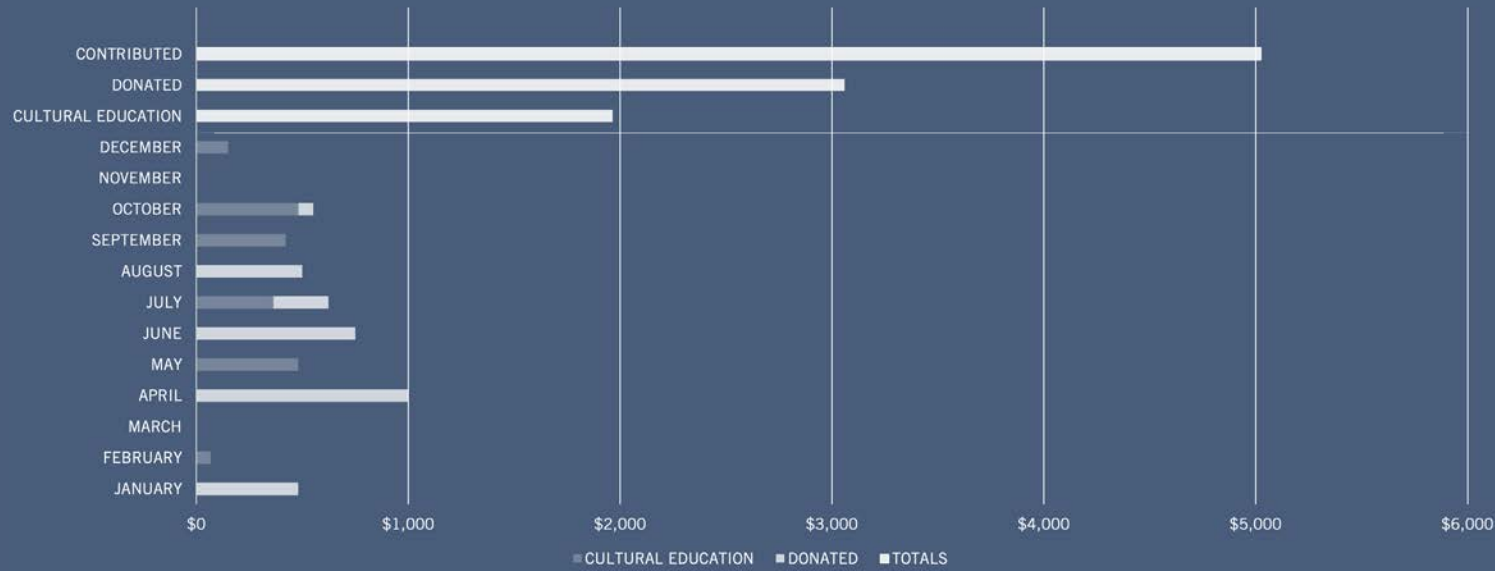
Jordan Marshall
she / her / hers
Designer II



Ivan Dye Jr.
he / him / his
Designer II

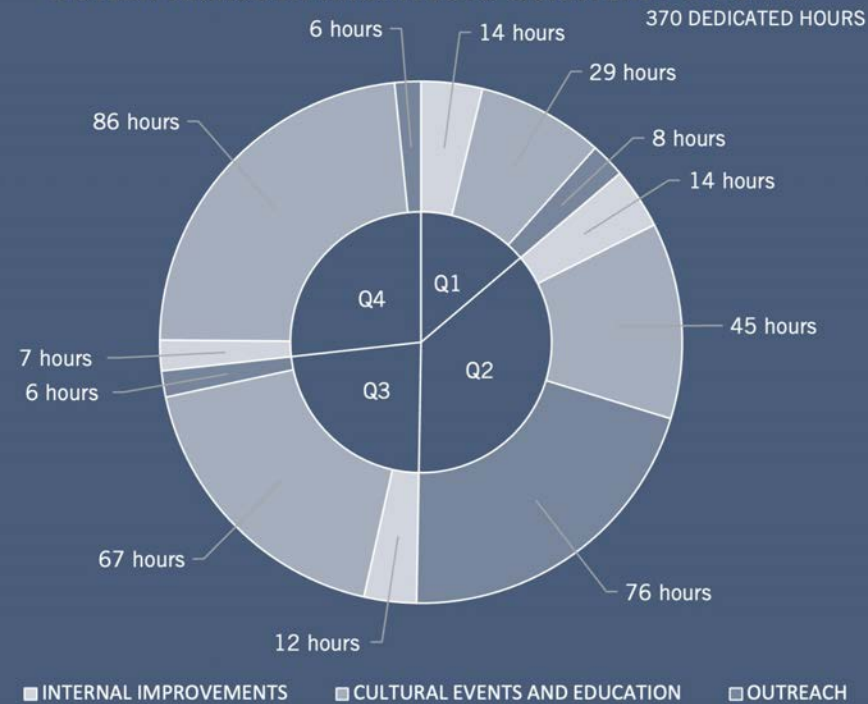
YEARLY CONTRIBUTIONS

BUTLER ARMSDEN ARCHITECTS MONTHLY CONTRIBUTIONS



2025

BUTLER ARMSDEN ARCHITECTS QUARTERLY EFFORTS



2025

In 2025, the DEI Committee continued to prioritize internal cultural education and engagement within the Butler Armsden office while also expanding its support of community organizations. Throughout the year, the Committee organized educational and cultural programming that created opportunities for staff to learn about and celebrate diverse histories, traditions, and perspectives.

Alongside these internal efforts, the Committee worked to make its external contributions more intentional by strengthening connections with the organizations and initiatives the office engaged with throughout the year. By pairing volunteer efforts with targeted donations, the Committee aimed to deepen its support of programs working to expand access and representation within the design profession.

Looking ahead, the DEI Committee will continue to balance internal programming with meaningful community engagement. Through educational initiatives, volunteer efforts, and financial contributions, the Committee remains committed to fostering an inclusive workplace while supporting organizations that provide resources and opportunities to historically underrepresented communities.

The DEI Committee's goals are closely in line with the Lewis W. Butler Foundation, which was created to honor the firm's founder and our shared belief in education, youth, and the design community. The foundation provides scholarship, internship, and mentorship opportunities to young people interested in architecture and design, and strives to prioritize students who are economically disadvantaged and/or are from groups that are underrepresented in design fields. Find out more here: www.lewiswbutlerfoundation.org

LEADERSHIP TEAM



Chelsea Edgerton (Associate), Federico Engel (Managing Principal), Glenda Flaim (Managing Principal), Chandra Campbell (CEO) and Dave Sturm (Senior Associate)

OUR WORK



Pushing BAA's internal operations to support diversity, equity, and inclusion and organizing community outreach and partnership opportunities.

INTERNAL IMPROVEMENTS

MICROAGGRESSIONS TRAINING - WOMEN IN THE INDUSTRY

BAA started microaggressions training in 2024 to create a space where employees can share their stories and experiences openly and without fear of judgment. Building on this foundation, the DEI Committee dedicated its 2025 session specifically to women in the architecture industry, recognizing the unique challenges they face in a traditionally underrepresented field. The training focused on identifying subtle, often unintentional behaviors that can marginalize women, while equipping participants with practical strategies to address and prevent them. By centering real experiences and encouraging active allyship, BAA continues to foster a more inclusive, respectful, and equitable workplace where all professionals can thrive.

"Chinatown Night Market, Lunar New Year dumpling making, and 'Last Black Man in San Francisco' movie night were my favorite events of the year. The Night Market was fun because we were out of the office and enjoying culture together. Dumpling making was lovely because we were learning all together doing an activity, and the movie night is easy to do but memorable and interesting to discuss together."

Barbara Wilson, Senior Project Manager



CULTURAL EVENTS AND EDUCATION

BAA provides an inclusive space for everyone of different cultures to share traditions and experiences with one another.

Outside of BAA's regularly occurring social events, the DEI Committee hosted a variety of events throughout the year to celebrate and educate staff on culturally significant practices and experiences.

LUNAR NEW YEAR DUMPLING MAKING

Lunar New Year is a major cultural celebration observed across many Asian communities, though traditions, foods, and customs vary by culture and region. Based on the lunisolar calendar, it marks the beginning of a new year and is commonly associated with themes of renewal, family unity, gratitude, and hope for prosperity. Celebrations often include shared meals, honoring ancestors, gift-giving, festive decorations, and community events that reflect both cultural heritage and intergenerational connection.

BAA chose to celebrate Lunar New Year this year by having an office-wide dumpling making session. Dumpling making is closely associated with Lunar New Year, especially in Chinese traditions, because it brings families together in a shared activity that symbolizes unity, prosperity, and good fortune. Their shape is often said to resemble ancient Chinese ingots, which is why eating dumplings during the holiday is linked with wishes for wealth and abundance in the year ahead.





CHINATOWN NIGHT MARKET

In celebration of Asian American and Pacific Islander Heritage Month, BAA staff gathered in San Francisco's historic Chinatown to experience the revitalized Chinatown Night Market along Grant Avenue. Organized by BeChinatown with support from the Civic Joy Fund, the event revives a longstanding tradition of street gatherings that have long animated the neighborhood's public life.

Under rows of lanterns, the evening unfolded with lion dancers weaving through the crowd and local vendors offering

beloved neighborhood staples. Merchants such as AA Bakery, Lucky Creation Vegetarian Restaurant, and Dragon Papa Dessert showcased the culinary traditions that continue to shape Chinatown's cultural identity.

Beyond its vibrant atmosphere, the night market reflects an ongoing effort to support small businesses and strengthen community connections in a neighborhood central to the history of Asian American life in San Francisco. By participating, BAA staff shared in a living tradition of gathering, celebration, and cultural exchange that continues to define Chinatown today.

MID-AUTUMN FESTIVAL

The DEI Committee sponsored some traditional celebratory foods for the Mid-Autumn Festival. The office enjoyed two flavors of mooncakes, red bean and salted egg yolk/lotus seed, which symbolize family unity, as their roundness mirrors the full moon of Mid-Autumn. BAA also tried handmade nian gao, a sticky rice cake eaten during many Chinese festivals, baked by team member Christina. With a variety of flavors for both treats, the office shared, enjoyed, and learned more about the diverse Mid-Autumn traditions celebrated across different Asian cultures. With an abundance of leftovers, BAA was able to enjoy the celebration through the whole week!



DIA DE LOS MUERTOS NIGHT AT CALIFORNIA ACADEMY OF SCIENCES

that celebrates their lives and preserves their memories.

In celebration of the Day of the Dead, or Día de los Muertos, the Committee organized an office trip to the California Academy of Science to participate in their specially themed Día de los Muertos Late Night. There the office enjoyed watching a variety of traditional performances from mariachi bands, had the chance to meet with local Mexican craftsmen, and participated in a community ofrenda. This traditional Mexican holiday celebrates the coming together of families to honor and remember loved ones who have passed.

During Día de los Muertos, offerings such as food and drinks are placed on graves or altars at home, known as “ofrendas,” as a way of paying tribute to the deceased. It is a deeply meaningful tradition



HOLIDAY DESK DECORATING

The DEI committee encouraged our office participation in the annual holiday desk decorating contest. This effort was promoted as an opportunity to emphasize the different holiday traditions and celebrations across different cultures and religions amongst our office.

MOVIE NIGHT: THE LAST BLACK MAN IN SAN FRANCISCO

BAA hosted a DEI movie night featuring The Last Black Man in San Francisco to create a space for reflection, dialogue, and community connection.

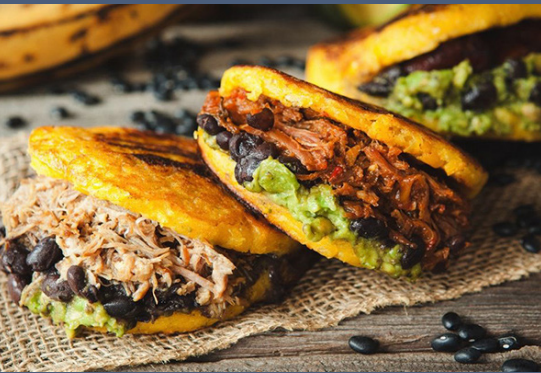
The film provided a meaningful lens to explore themes of identity, belonging, displacement, and the evolving cultural landscape of San Francisco—topics that resonate deeply within the architecture and design industry. This event reinforced our commitment to fostering empathy, cultural awareness, and inclusive conversations beyond the workplace



“I had so much fun at the Día de los Muertos Night at the California Academy of Sciences! It was great to spend quality time with the team and experience all the exhibits at Cal Academy while being surrounded by a lively, colorful, and harmonious celebration of Día de los Muertos. There were lots of people dressed up in full costumes, many different vendors, and delicious Mexican food!”

Lexi Tate, Office Manager

HISPANIC HERITAGE FOOD DAY



Arepas—corn cakes with pre-Columbian roots in the Indigenous cultures of Venezuela and Colombia—have been a staple of Latin American cuisine for centuries and remain a beloved symbol of regional culinary tradition. In recognition of Hispanic Heritage Month, BAA staff gathered in the office kitchen to share a lunch centered on this enduring dish.

The meal created an opportunity to reflect on the rich cultural heritage and lasting contributions of Hispanic and Latino communities in the United States. From shaping civic life and advancing social justice to influencing the arts, business, and public service, Hispanic and Latino Americans continue to play an integral role in the cultural and civic fabric of the nation.

SAN FRANCISCO CITY COLLEGE STUDENT VISIT

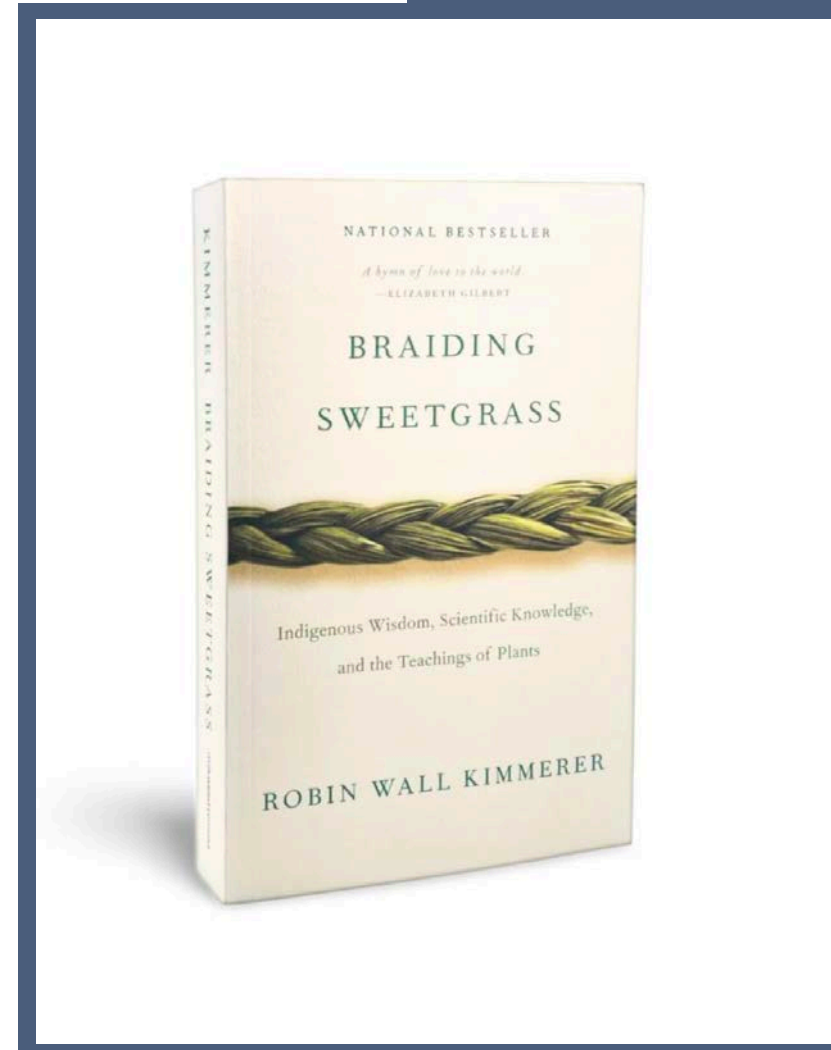
BAA hosted a visit for SFCC architecture students to provide insight into our work and support the next generation of designers. During the session, team members shared an overview of our projects, design approach, and day-to-day experiences in the architecture industry. Students were encouraged to ask questions and engage in open dialogue about career pathways, workplace culture, and the realities of professional practice. This visit created a welcoming environment for learning and exchange, emphasizing the importance of mentorship, accessibility, and building a more inclusive and informed future for the industry.



BRAIDING SWEETGRASS BOOK CLUB

In recognition of the International Day of the World's Indigenous Peoples on August 9, the DEI Committee organized an August book club centered on Braiding Sweetgrass by Robin Wall Kimmerer. This novel invites readers to consider more reciprocal relationships between people and the world through essays of Indigenous teachings.

The committee provided copies of the book to all participants and facilitated weekly lunchtime discussions in the park throughout the month. The discussion series created space for reflection, dialogue, and shared learning around Indigenous perspectives and their relevance to design, place, and community.



BAA aims to use our agency, resources, and access to uplift and provide opportunities to underrepresented groups. In addition to the various internal improvements BAA focused on throughout the year, BAA participated in a multitude of outreach efforts. Activities involved volunteering, education for youth, and donations of time and materials.

ANNUAL VOLUNTEER DAY

This year again, a group of BAA staff members spent the morning of Juneteenth volunteering at St. Anthony's Dining Room. Located in San Francisco's Tenderloin district, St. Anthony's Foundation serves hot meals to around 1,000 guests daily, helping to combat food insecurity—an issue that disproportionately affects communities of color.

On June 19, 2025, each BAA volunteer took on a different role within the Dining Room, assisting St. Anthony's staff in plating and serving lunches. This volunteer day is always one of the DEI committee's most successful events of the year, and we look forward to many more opportunities to give back in the future.



SHE BUILDS + REBUILDING TOGETHER SF

BAA has had a longstanding relationship with SheBuilds. An organization that is part of Rebuilding Together San Francisco, dedicated to providing support and repairs for female headed households and women-centered community serving spaces. A handful of BAA's female staff members participated in two of the SheBuild volunteer weekends, where they assisted in

beautifying the yard of The Sisters of the Good Shepherd house.

Spring Build Day - She Builds

This organization provides a comprehensive recovery program for women facing challenges related to drug and alcohol addiction. The volunteer project involved weeding, mulching, and constructing a pebbled pathway in both the front and back yards of the facility.



PROJECT PIPELINE

NATIONAL ORGANIZATION OF MINORITY ARCHITECTS

NOMA PROJECT PIPELINE

Several members of the firm volunteered with SFNOMA's Project Pipeline program, a week-long design immersion for middle and high school students from underrepresented backgrounds. The program places students in a studio setting where they develop a real project on a real site while building foundational skills in drawing, diagramming, physical modeling, and architectural thinking. Our volunteers supported students throughout the process, offering guidance on their projects and sharing perspectives on

design education, professional practice, and the broader field of architecture. Their involvement helped create meaningful exposure to the profession while reinforcing the firm's commitment to equity, mentorship, and community engagement.



"Volunteering with the SFNOMA Project Pipeline is always such a meaningful experience. It's incredibly rewarding to help create space for young students to explore design, creativity, and new possibilities for their future."

Jordan Marshall, Designer II

Throughout the year, our firm continued its commitment to diversity, equity, and inclusion through charitable outreach and community support initiatives. We made contributions to a range of nonprofit organizations serving diverse communities and causes, including educational programs, LGBTQ+ advocacy and support organizations, civil rights initiatives, and youth-focused programs. These efforts reflect our ongoing goal of supporting broader access, representation, opportunity, and community well-being both within and beyond the architecture profession.

FANTASY FOOTBALL

The DEI Committee had a blast with this year's fantasy football league. We kicked things off with a draft party in September, and interest was so high that we had to split into two leagues: BAA FFL East and BAA FFL West, based on where you sit in the office. Each participant contributed \$30 to the prize pot. At the end of the season, we compared the top championship point totals from each league and named the overall winner. The winner selected Larkin Street Youth Services as the beneficiary, and together we donated \$510.00 to support their work.

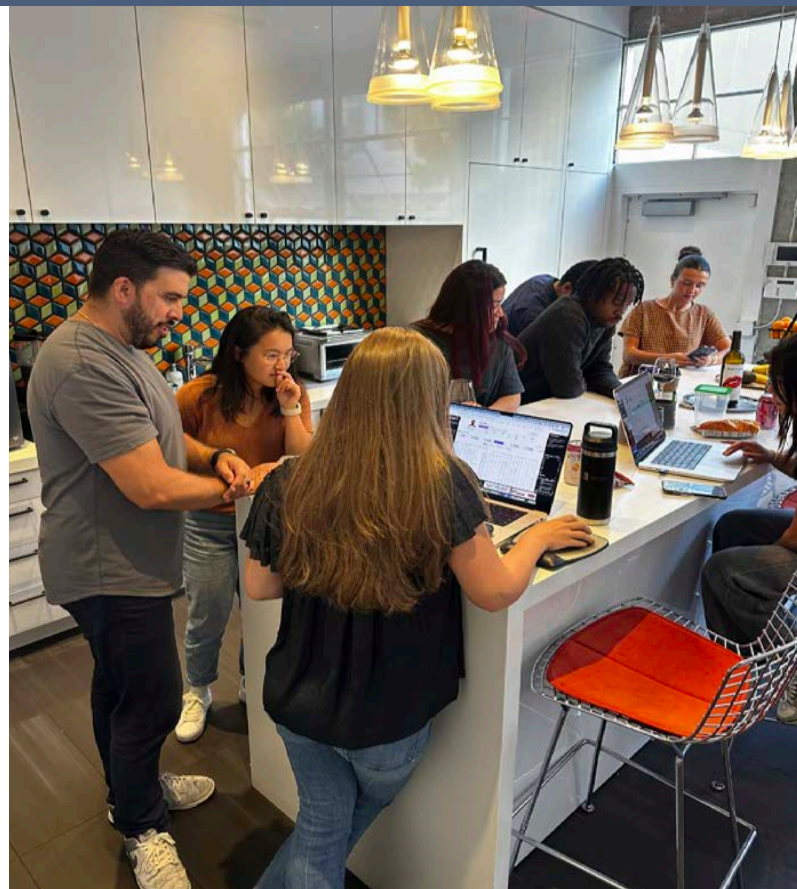
EARTH DAY SWAP

Our Earth Day Swap event created a simple, community-focused way for team members to share items they no longer needed, including clothing, home goods, kitchen items, and books. The event encouraged reuse over disposal, helping reduce waste while giving items a second life within the office community.

CANNED FOOD DRIVE

Beyond its environmental benefit, the event supported a culture of generosity, accessibility, and collective responsibility by making useful everyday items available to others at no cost. Overall, the Earth Day Swap was a positive example of how small, office-based initiatives can advance both sustainability and community building in a meaningful way.

This year, our office collected not only non-perishable food items but also personal care/hygiene items to be donated to Huckleberry Youth Programs. Huckleberry is an organization that provides shelter, resources, and guidance to high-need youth and their families in San Francisco and Marin. This also came at a time where SNAP benefits were taken away and marginalized communities were facing even greater vulnerability.



OUR VISION



We are encouraged by the growth this document maps for our firm throughout the year of 2025. The work of DEI requires perpetual care; therefore, looking ahead, BAA plans to continue implementing programming for internal improvement, participating in opportunities for external service, and creating open dialogue with our peers in the profession on the importance of this work.

OUR YEARS

2021

The Diversity, Equity and Inclusion Committee was founded.

2022

The DEI Committee focused on monetary donations to various organizations throughout San Francisco. In addition to the various internal improvements, BAA is involved with a multitude of outreach efforts, with the hope to create a ripple effect within the profession in acknowledging and supporting underrepresented groups.

2023

The Committee focused its efforts on internal improvements. We believe that we have to start within our own staff to set the example for what we want to portray as a company.

2024

The DEI Committee continued to facilitate efforts to grow and foster greater inclusivity within the office. Another year of staying committed to the celebration of the diversity of cultures, reflected in our own staff, has turned events into traditions that will continue to carry on, being attentive to issues of equity.

2025

The DEI Committee continued to foster inclusivity and cultural engagement within the office by creating space for staff-driven ideas, conversations, and events. This year's programming reflected a more collaborative approach, with cultural celebrations and initiatives increasingly shaped by the interests, experiences and perspectives of the broader BAA team.

2026

Looking forward to our future!