

D IS AN ARCHITECT RECEIVING DISABILITY

D IS AN ARCHITECT RECEIVING DISABILITY PRESENTS A UNIQUE PROFESSIONAL AND PERSONAL SCENARIO THAT COMBINES THE CHALLENGES OF A DEMANDING CAREER WITH THE COMPLEXITIES OF MANAGING DISABILITY BENEFITS. ARCHITECTS OFTEN FACE INTENSE WORKLOADS, PHYSICAL DEMANDS, AND STRESS THAT CAN CONTRIBUTE TO OR EXACERBATE HEALTH CONDITIONS REQUIRING DISABILITY SUPPORT. UNDERSTANDING HOW DISABILITY IMPACTS AN ARCHITECT'S CAREER, THE PROCESS OF APPLYING FOR DISABILITY BENEFITS, AND THE AVAILABLE RESOURCES IS CRUCIAL. THIS ARTICLE EXPLORES THE INTERSECTION OF ARCHITECTURE AS A PROFESSION AND DISABILITY, DETAILING ELIGIBILITY CRITERIA, FINANCIAL CONSIDERATIONS, WORKPLACE ACCOMMODATIONS, AND LEGAL PROTECTIONS. IT ALSO ADDRESSES THE STEPS AN ARCHITECT SHOULD TAKE WHEN FACING DISABILITY AND HOW TO NAVIGATE THE SYSTEM EFFECTIVELY. THE FOLLOWING SECTIONS PROVIDE A COMPREHENSIVE GUIDE ON D IS AN ARCHITECT RECEIVING DISABILITY, OFFERING VALUABLE INSIGHTS FOR PROFESSIONALS AND STAKEHOLDERS ALIKE.

- UNDERSTANDING DISABILITY IN THE ARCHITECTURE PROFESSION
- ELIGIBILITY FOR DISABILITY BENEFITS AS AN ARCHITECT
- APPLICATION PROCESS FOR DISABILITY BENEFITS
- FINANCIAL IMPLICATIONS AND SUPPORT SYSTEMS
- WORKPLACE ACCOMMODATIONS AND LEGAL PROTECTIONS
- CHALLENGES FACED BY ARCHITECTS RECEIVING DISABILITY
- RESOURCES AND SUPPORT FOR DISABLED ARCHITECTS

UNDERSTANDING DISABILITY IN THE ARCHITECTURE PROFESSION

DISABILITY AMONG ARCHITECTS CAN ARISE FROM VARIOUS PHYSICAL, MENTAL, OR NEUROLOGICAL CONDITIONS THAT IMPAIR ONE'S ABILITY TO PERFORM ESSENTIAL JOB FUNCTIONS. ARCHITECTURE IS A PROFESSION THAT OFTEN REQUIRES LONG HOURS, DETAILED FOCUS, AND PHYSICAL ACTIVITIES SUCH AS SITE VISITS, WHICH MAY BECOME CHALLENGING FOR INDIVIDUALS WITH DISABILITIES. UNDERSTANDING THE NATURE OF DISABILITY WITHIN THIS FIELD INVOLVES RECOGNIZING BOTH VISIBLE AND INVISIBLE IMPAIRMENTS AND HOW THEY AFFECT DAILY WORK ROUTINES. FOR AN ARCHITECT RECEIVING DISABILITY, ADAPTING TO NEW LIMITATIONS WHILE MAINTAINING PROFESSIONAL ROLES REQUIRES A BALANCE OF MEDICAL, LEGAL, AND OCCUPATIONAL STRATEGIES.

TYPES OF DISABILITIES AFFECTING ARCHITECTS

ARCHITECTS MAY EXPERIENCE DISABILITIES RANGING FROM MUSCULOSKELETAL DISORDERS, VISION IMPAIRMENTS, CHRONIC ILLNESSES, TO MENTAL HEALTH CONDITIONS SUCH AS ANXIETY AND DEPRESSION. EACH TYPE OF DISABILITY INFLUENCES WORK PERFORMANCE DIFFERENTLY AND REQUIRES TAILORED ACCOMMODATIONS. FOR INSTANCE, REPETITIVE STRAIN INJURIES MAY LIMIT DRAFTING OR COMPUTER USE, WHILE VISUAL IMPAIRMENTS DEMAND SPECIALIZED SOFTWARE OR HARDWARE TO CONTINUE DESIGN WORK EFFECTIVELY.

IMPACT ON CAREER AND WORK PERFORMANCE

THE LIMITATIONS IMPOSED BY DISABILITY CAN AFFECT AN ARCHITECT'S PRODUCTIVITY, CREATIVITY, AND ABILITY TO MEET DEADLINES. HOWEVER, WITH APPROPRIATE SUPPORT AND ACCOMMODATIONS, MANY ARCHITECTS CONTINUE TO CONTRIBUTE SIGNIFICANTLY TO THEIR FIRMS OR CLIENTS. RECOGNIZING THE IMPACT OF DISABILITY EARLY AND SEEKING PROFESSIONAL GUIDANCE ENSURES BETTER MANAGEMENT OF CAREER TRANSITIONS AND WORK MODIFICATIONS.

ELIGIBILITY FOR DISABILITY BENEFITS AS AN ARCHITECT

ELIGIBILITY FOR DISABILITY BENEFITS DEPENDS ON MEETING SPECIFIC CRITERIA SET BY GOVERNMENT AGENCIES OR PRIVATE INSURANCE PROVIDERS. ARCHITECTS, LIKE OTHER PROFESSIONALS, MUST DEMONSTRATE THAT THEIR DISABILITY SUBSTANTIALLY LIMITS THEIR CAPACITY TO PERFORM ESSENTIAL JOB DUTIES. UNDERSTANDING THESE CRITERIA IS ESSENTIAL FOR SUCCESSFUL BENEFIT CLAIMS.

SOCIAL SECURITY DISABILITY INSURANCE (SSDI) AND SUPPLEMENTAL SECURITY INCOME (SSI)

IN THE UNITED STATES, SOCIAL SECURITY DISABILITY INSURANCE (SSDI) AND SUPPLEMENTAL SECURITY INCOME (SSI) ARE PRIMARY FEDERAL PROGRAMS PROVIDING DISABILITY BENEFITS. ELIGIBILITY HINGES ON MEDICAL EVIDENCE PROVING INABILITY TO ENGAGE IN SUBSTANTIAL GAINFUL ACTIVITY DUE TO A MEDICALLY DETERMINABLE IMPAIRMENT. FOR ARCHITECTS RECEIVING DISABILITY, DOCUMENTATION FROM HEALTHCARE PROVIDERS DETAILING THE SEVERITY AND IMPACT OF THE CONDITION IS CRUCIAL.

PRIVATE DISABILITY INSURANCE POLICIES

MANY ARCHITECTS OBTAIN PRIVATE LONG-TERM OR SHORT-TERM DISABILITY INSURANCE THROUGH EMPLOYERS OR INDIVIDUALLY. THESE POLICIES MAY HAVE DIFFERENT DEFINITIONS OF DISABILITY AND BENEFIT DURATIONS. UNDERSTANDING THE TERMS AND CONDITIONS OF PRIVATE POLICIES ENSURES THAT ARCHITECTS MAXIMIZE THEIR ENTITLED BENEFITS WITHOUT JEOPARDIZING THEIR PROFESSIONAL STANDING.

APPLICATION PROCESS FOR DISABILITY BENEFITS

THE PROCESS OF APPLYING FOR DISABILITY BENEFITS CAN BE COMPLEX AND REQUIRES CAREFUL PREPARATION. ARCHITECTS RECEIVING DISABILITY MUST NAVIGATE MEDICAL DOCUMENTATION, LEGAL REQUIREMENTS, AND ADMINISTRATIVE PROCEDURES TO SECURE FINANCIAL SUPPORT.

GATHERING MEDICAL EVIDENCE

MEDICAL RECORDS, PHYSICIAN STATEMENTS, AND DIAGNOSTIC TEST RESULTS FORM THE BACKBONE OF A DISABILITY CLAIM. ARCHITECTS SHOULD WORK CLOSELY WITH HEALTHCARE PROVIDERS TO ENSURE THAT ALL RELEVANT INFORMATION REGARDING THE DIAGNOSIS, TREATMENT, PROGNOSIS, AND WORK LIMITATIONS IS THOROUGHLY DOCUMENTED.

FILING THE APPLICATION

THE INITIAL APPLICATION FOR DISABILITY BENEFITS TYPICALLY INVOLVES COMPLETING DETAILED FORMS OUTLINING PERSONAL INFORMATION, EMPLOYMENT HISTORY, MEDICAL CONDITIONS, AND THE IMPACT ON WORK CAPACITY. ACCURACY AND COMPLETENESS IN THIS STAGE REDUCE DELAYS AND INCREASE THE LIKELIHOOD OF APPROVAL.

APPEALS AND RECONSIDERATIONS

MANY DISABILITY CLAIMS ARE INITIALLY DENIED, NECESSITATING APPEALS. ARCHITECTS RECEIVING DISABILITY SHOULD BE PREPARED TO ENGAGE IN THE APPEALS PROCESS, PROVIDING ADDITIONAL EVIDENCE OR CLARIFICATIONS AS REQUIRED. LEGAL COUNSEL OR DISABILITY ADVOCATES CAN BE VALUABLE DURING THIS PHASE.

FINANCIAL IMPLICATIONS AND SUPPORT SYSTEMS

DISABILITY BENEFITS PROVIDE CRITICAL FINANCIAL SUPPORT BUT MAY NOT FULLY REPLACE AN ARCHITECT'S INCOME. UNDERSTANDING THE FINANCIAL LANDSCAPE HELPS IN PLANNING AND MANAGING RESOURCES EFFECTIVELY.

BENEFIT AMOUNTS AND DURATION

SSDI BENEFITS ARE BASED ON THE APPLICANT'S PRIOR EARNINGS, WHILE SSI PROVIDES NEED-BASED ASSISTANCE. PRIVATE INSURANCE POLICIES VARY WIDELY IN BENEFIT CALCULATIONS AND MAXIMUM PAYOUT PERIODS. ARCHITECTS RECEIVING DISABILITY SHOULD REVIEW THEIR EXPECTED INCOME REPLACEMENT AND PLAN ACCORDINGLY.

ADDITIONAL FINANCIAL RESOURCES

BESIDES DISABILITY BENEFITS, ARCHITECTS MAY QUALIFY FOR OTHER FORMS OF ASSISTANCE, INCLUDING WORKERS' COMPENSATION, VETERANS' BENEFITS, OR STATE-BASED PROGRAMS. IDENTIFYING AND APPLYING FOR ALL ELIGIBLE PROGRAMS ENSURES COMPREHENSIVE FINANCIAL SUPPORT.

- SOCIAL SECURITY DISABILITY INSURANCE (SSDI)
- SUPPLEMENTAL SECURITY INCOME (SSI)
- PRIVATE DISABILITY INSURANCE
- WORKERS' COMPENSATION
- STATE AND LOCAL FINANCIAL AID PROGRAMS

WORKPLACE ACCOMMODATIONS AND LEGAL PROTECTIONS

ARCHITECTS RECEIVING DISABILITY BENEFITS ARE ENTITLED TO REASONABLE ACCOMMODATIONS UNDER LAWS SUCH AS THE AMERICANS WITH DISABILITIES ACT (ADA). THESE ACCOMMODATIONS FACILITATE CONTINUED EMPLOYMENT OR A SMOOTHER TRANSITION OUT OF THE WORKFORCE.

COMMON WORKPLACE ACCOMMODATIONS

ACCOMMODATIONS MAY INCLUDE ERGONOMIC WORKSTATIONS, FLEXIBLE SCHEDULING, REMOTE WORK OPTIONS, ASSISTIVE TECHNOLOGY, OR JOB RESTRUCTURING. EMPLOYERS ARE REQUIRED TO ENGAGE IN AN INTERACTIVE PROCESS WITH DISABLED EMPLOYEES TO IDENTIFY EFFECTIVE ACCOMMODATIONS.

LEGAL FRAMEWORK PROTECTING DISABLED ARCHITECTS

THE ADA AND OTHER FEDERAL AND STATE LAWS PROHIBIT DISCRIMINATION BASED ON DISABILITY. ARCHITECTS RECEIVING DISABILITY BENEFITS HAVE PROTECTIONS AGAINST UNFAIR TREATMENT IN HIRING, PROMOTIONS, AND WORKPLACE CONDITIONS. FAMILIARITY WITH THESE LEGAL RIGHTS EMPOWERS DISABLED PROFESSIONALS TO ADVOCATE FOR THEMSELVES EFFECTIVELY.

CHALLENGES FACED BY ARCHITECTS RECEIVING DISABILITY

DESPITE LEGAL PROTECTIONS AND BENEFITS, ARCHITECTS WITH DISABILITIES OFTEN ENCOUNTER SIGNIFICANT OBSTACLES. THESE CHALLENGES AFFECT THEIR CAREERS, FINANCIAL STABILITY, AND OVERALL WELL-BEING.

STIGMA AND WORKPLACE BIAS

DISABILITY STIGMA MAY LEAD TO MISCONCEPTIONS ABOUT AN ARCHITECT'S ABILITIES, RESULTING IN ISOLATION OR REDUCED OPPORTUNITIES. OVERCOMING THESE BIASES REQUIRES AWARENESS AND PROACTIVE COMMUNICATION WITHIN PROFESSIONAL ENVIRONMENTS.

BALANCING HEALTH AND PROFESSIONAL RESPONSIBILITIES

MANAGING HEALTH CONDITIONS ALONGSIDE DEMANDING ARCHITECTURAL PROJECTS CAN BE PHYSICALLY AND MENTALLY TAXING. ARCHITECTS MUST PRIORITIZE SELF-CARE AND UTILIZE AVAILABLE SUPPORT SYSTEMS TO MAINTAIN A SUSTAINABLE WORK-LIFE BALANCE.

ADMINISTRATIVE AND BUREAUCRATIC HURDLES

THE COMPLEXITY OF DISABILITY BENEFIT APPLICATIONS, RENEWALS, AND APPEALS CAN BE OVERWHELMING. NAVIGATING THESE PROCESSES DEMANDS PERSISTENCE AND OFTEN PROFESSIONAL ASSISTANCE TO AVOID DISRUPTIONS IN BENEFITS.

RESOURCES AND SUPPORT FOR DISABLED ARCHITECTS

VARIOUS RESOURCES EXIST TO ASSIST ARCHITECTS RECEIVING DISABILITY IN MANAGING THEIR CAREERS AND HEALTH. THESE INCLUDE PROFESSIONAL ORGANIZATIONS, ADVOCACY GROUPS, AND SPECIALIZED SERVICES.

PROFESSIONAL ASSOCIATIONS AND NETWORKS

ARCHITECTURE ORGANIZATIONS MAY PROVIDE MENTORSHIP, NETWORKING OPPORTUNITIES, AND EDUCATIONAL RESOURCES TAILORED TO DISABLED PROFESSIONALS. PARTICIPATION HELPS MAINTAIN CONNECTIONS AND ACCESS INDUSTRY DEVELOPMENTS.

DISABILITY ADVOCACY AND SUPPORT GROUPS

GROUPS FOCUSED ON DISABILITY RIGHTS OFFER GUIDANCE ON LEGAL ISSUES, WORKPLACE ACCOMMODATIONS, AND EMOTIONAL SUPPORT. ENGAGING WITH SUCH COMMUNITIES FOSTERS EMPOWERMENT AND RESOURCE SHARING.

VOCATIONAL REHABILITATION AND RETRAINING

VOCATIONAL REHABILITATION PROGRAMS ASSIST DISABLED ARCHITECTS IN ACQUIRING NEW SKILLS OR MODIFYING EXISTING ONES TO ADAPT TO CHANGING PHYSICAL OR COGNITIVE ABILITIES. THESE SERVICES ENHANCE EMPLOYABILITY AND CAREER LONGEVITY.

1. AMERICAN INSTITUTE OF ARCHITECTS (AIA) – RESOURCES FOR MEMBERS WITH DISABILITIES
2. JOB ACCOMMODATION NETWORK (JAN) – GUIDANCE ON WORKPLACE ACCOMMODATIONS

3. DISABILITY RIGHTS ORGANIZATIONS – LEGAL AND ADVOCACY SUPPORT

4. STATE VOCATIONAL REHABILITATION AGENCIES – TRAINING AND EMPLOYMENT SERVICES

FREQUENTLY ASKED QUESTIONS

WHAT DOES IT MEAN IF AN ARCHITECT IS RECEIVING DISABILITY BENEFITS?

IT MEANS THE ARCHITECT HAS A MEDICAL CONDITION OR INJURY THAT PREVENTS THEM FROM WORKING, AND THEY ARE RECEIVING FINANCIAL SUPPORT THROUGH DISABILITY INSURANCE OR GOVERNMENT DISABILITY PROGRAMS.

CAN AN ARCHITECT CONTINUE WORKING WHILE RECEIVING DISABILITY BENEFITS?

IT DEPENDS ON THE TYPE OF DISABILITY BENEFITS AND THE SEVERITY OF THE CONDITION. SOME PROGRAMS ALLOW LIMITED WORK, BUT IF THE ARCHITECT CAN PERFORM THEIR JOB DUTIES, THEY MAY NOT QUALIFY FOR BENEFITS.

HOW CAN AN ARCHITECT APPLY FOR DISABILITY BENEFITS?

AN ARCHITECT MUST PROVIDE MEDICAL DOCUMENTATION OF THEIR DISABILITY AND SUBMIT AN APPLICATION TO THE RELEVANT DISABILITY INSURANCE PROVIDER OR GOVERNMENT AGENCY, SUCH AS SOCIAL SECURITY DISABILITY INSURANCE (SSDI) IN THE U.S.

WHAT TYPES OF DISABILITIES QUALIFY AN ARCHITECT FOR DISABILITY BENEFITS?

PHYSICAL INJURIES, CHRONIC ILLNESSES, MENTAL HEALTH CONDITIONS, OR ANY IMPAIRMENT THAT SUBSTANTIALLY LIMITS THEIR ABILITY TO PERFORM ARCHITECTURAL WORK CAN QUALIFY AN ARCHITECT FOR DISABILITY BENEFITS.

ARE DISABILITY BENEFITS TAXABLE FOR ARCHITECTS?

DISABILITY BENEFITS MAY BE TAXABLE DEPENDING ON THE SOURCE OF THE BENEFITS AND THE ARCHITECT'S OVERALL INCOME. FOR EXAMPLE, SOCIAL SECURITY DISABILITY BENEFITS MAY BE TAXABLE IF TOTAL INCOME EXCEEDS CERTAIN THRESHOLDS.

HOW LONG CAN AN ARCHITECT RECEIVE DISABILITY BENEFITS?

THE DURATION VARIES BY PROGRAM AND CONDITION. SOME BENEFITS ARE TEMPORARY UNTIL RECOVERY; OTHERS ARE LONG-TERM OR PERMANENT IF THE DISABILITY IS PERMANENT AND PREVENTS EMPLOYMENT.

CAN AN ARCHITECT RECEIVING DISABILITY BENEFITS RETURN TO WORK?

YES, IF THEIR CONDITION IMPROVES, THEY CAN RETURN TO WORK. SOME DISABILITY PROGRAMS HAVE RETURN-TO-WORK PROVISIONS THAT ALLOW RECIPIENTS TO TEST THEIR ABILITY TO WORK WITHOUT IMMEDIATELY LOSING BENEFITS.

ADDITIONAL RESOURCES

1. *DESIGNING THROUGH ADVERSITY: AN ARCHITECT'S JOURNEY WITH DISABILITY*

THIS MEMOIR CHRONICLES THE LIFE OF A SUCCESSFUL ARCHITECT WHO FACES THE CHALLENGES OF ACQUIRING A DISABILITY. IT EXPLORES HOW ADAPTIVE DESIGN PRINCIPLES AND PERSONAL RESILIENCE MERGE TO REDEFINE CREATIVITY. THE BOOK OFFERS INSPIRATION FOR PROFESSIONALS NAVIGATING SUDDEN LIFE CHANGES WHILE CONTINUING TO PURSUE THEIR PASSION.

2. *BLEUPRINTS AND BARRIERS: DISABILITY IN THE ARCHITECTURE PROFESSION*

AN INSIGHTFUL ANALYSIS OF THE OBSTACLES ARCHITECTS WITH DISABILITIES ENCOUNTER IN THE WORKPLACE. THIS BOOK DISCUSSES LEGAL FRAMEWORKS, ACCESSIBILITY IN ARCHITECTURAL EDUCATION, AND WORKPLACE ACCOMMODATIONS. IT ALSO HIGHLIGHTS STORIES OF ARCHITECTS WHO HAVE TRANSFORMED THEIR CHALLENGES INTO INNOVATIVE DESIGN SOLUTIONS.

3. *ACCESSIBLE ARCHITECTURE: DESIGNING SPACES FOR ALL ABILITIES*

FOCUSING ON UNIVERSAL DESIGN, THIS GUIDE PROVIDES PRACTICAL STRATEGIES FOR ARCHITECTS TO CREATE INCLUSIVE ENVIRONMENTS. IT EMPHASIZES THE IMPORTANCE OF EMPATHY AND USER-CENTERED DESIGN, ESPECIALLY FROM THE PERSPECTIVE OF PROFESSIONALS WHO EXPERIENCE DISABILITY FIRSTHAND. CASE STUDIES ILLUSTRATE SUCCESSFUL PROJECTS THAT BALANCE AESTHETICS AND ACCESSIBILITY.

4. *RESILIENT STRUCTURES: OVERCOMING DISABILITY AS AN ARCHITECT*

A MOTIVATIONAL NARRATIVE ABOUT AN ARCHITECT WHO LOSES PHYSICAL MOBILITY AND ADAPTS BY REINVENTING THEIR CAREER. THE BOOK DELVES INTO TECHNOLOGICAL TOOLS, REMOTE COLLABORATION, AND THE EVOLVING NATURE OF ARCHITECTURAL PRACTICE. IT SERVES AS A TESTAMENT TO HUMAN ADAPTABILITY AND THE ENDURING SPIRIT OF CREATIVITY.

5. *DESIGNING IDENTITY: DISABILITY AND THE ARCHITECT'S VOICE*

EXPLORES HOW DISABILITY SHAPES AN ARCHITECT'S CREATIVE IDENTITY AND DESIGN PHILOSOPHY. THROUGH INTERVIEWS AND PERSONAL ESSAYS, THE BOOK REVEALS HOW LIVED EXPERIENCE INFLUENCES ARCHITECTURAL INNOVATION. IT CHALLENGES TRADITIONAL NOTIONS OF ABILITY AND CELEBRATES DIVERSE PERSPECTIVES IN DESIGN.

6. *THE INCLUSIVE ARCHITECT: NAVIGATING DISABILITY IN DESIGN PRACTICE*

PROVIDES PRACTICAL ADVICE FOR ARCHITECTS WITH DISABILITIES ON MANAGING THEIR CAREERS AND ADVOCATING FOR INCLUSIVE WORKPLACES. IT COVERS MENTORSHIP, NETWORKING, AND LEGAL RIGHTS WHILE HIGHLIGHTING SUCCESS STORIES. THE BOOK AIMS TO EMPOWER DISABLED PROFESSIONALS IN THE ARCHITECTURE FIELD.

7. *FROM DRAFTING TABLE TO DISABILITY ADVOCATE: A PERSONAL ACCOUNT*

THIS AUTOBIOGRAPHY DETAILS AN ARCHITECT'S TRANSITION FROM PRACTICING DESIGN TO BECOMING A DISABILITY RIGHTS ADVOCATE. IT DISCUSSES HOW PERSONAL DISABILITY EXPERIENCES INFORM POLICY CHANGES AND PROMOTE ACCESSIBLE ARCHITECTURE. READERS GAIN INSIGHT INTO THE INTERSECTION OF PROFESSIONAL PRACTICE AND ACTIVISM.

8. *ADAPTIVE ARCHITECTURE: INNOVATIONS INSPIRED BY DISABILITY*

SHOWCASES GROUNDBREAKING ARCHITECTURAL PROJECTS INFLUENCED BY DESIGNERS WITH DISABILITIES. THE BOOK HIGHLIGHTS HOW CHALLENGES INSPIRE CREATIVITY AND LEAD TO INNOVATIVE SOLUTIONS IN SUSTAINABILITY AND ACCESSIBILITY. IT SERVES AS A SOURCE OF INSPIRATION FOR ARCHITECTS SEEKING TO INCORPORATE ADAPTIVE DESIGN PRINCIPLES.

9. *BREAKING GROUND: DISABILITY AND DIVERSITY IN ARCHITECTURE*

EXAMINES DIVERSITY WITHIN THE ARCHITECTURAL PROFESSION, WITH A FOCUS ON DISABILITY INCLUSION. THE BOOK PRESENTS RESEARCH, POLICY ANALYSIS, AND PERSONAL STORIES TO ADVOCATE FOR SYSTEMIC CHANGE. IT ENCOURAGES THE INDUSTRY TO EMBRACE A BROADER SPECTRUM OF EXPERIENCES TO ENRICH ARCHITECTURAL PRACTICE.

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