

THE FUTURE STATES AND ARTIFACTS OF: DESIGN + DEI

a responsible service

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THE FUTURE OF DESIGN

REBUILDING + REPAIRING FOR EQUITY AND INCLUSIVITY

Recognizing that the current accessibility guidelines do not address all social, physical, or even neurodiverse principles, we will see new accessibility guidelines for designers, manufacturers, and the construction industry that drive spaces to be more inclusive and equitable. From these new guidelines, existing spaces will need to be rebuilt or repaired to have them meet the new standards.

Firms will develop Accessibility Specialists to coordinate with clients to facilitate an understanding of what an equitable experience looks like in space and products.

Ghost Repair Stores will be created to 3D print repair add-ons that can be installed by the onsite Accessibility Specialist or picked up by the user depending on their needs. The Ghost Repair Stores will also offer permanent rebuilding solutions.

Workers, patients, and students will be able to register through the Inclusive Equity Repair App. The app will use unbiased AI to help determine where they should go due to their daily calendar. Drones will deliver their 3D printed accessibility package to optimize their equitable experience for that day.

All add-ons can be picked up that night by drones and recycled. Residential spaces will offer cultural and accessible package add-on products to all residents for free as an amenity.

Designers and manufacturers will be required to register their new projects and products on public domain sites to detail their accessibility offerings, give back to the community, and how they offer equitable experiences. These spaces and products will require continual inspection from Accessibility Specialists to certify they are Inclusive-Ready.



THE FUTURE OF DESIGN

ARTIFACT FROM THE FUTURE: BIAS-FILTERED GLASS

Designers and manufacturers will use bias-filter enabled glass to virtually walk through developing spaces and products to view multiple experiences from different users' viewpoints. The glass recognizes larger anthropomorphic, cultural, social, and disability diversities, and will show how more equitable use and functionality could be achieved. Once optimized, this experience can be virtually sent to clients to review. It will also show potential new add-ons to prototype for the in-house Accessibility Specialists and product designers to create and test that can immediately become available at the Ghost Repair Stores.



THE FUTURE OF DESIGN

COMMUNITY SKILLING FOR EQUITY

Stemming from drive-up/bike-up culture, asynchronous work mobility, and the evolution of higher education, we will see distributed sidewalk Skilling Hubs. As companies, hospitals, and schools become more gig-distributed or focused the Skilling Hubs will be check-in stations to let employees, patients, and students know where they will be working, receiving care, or learning that day based on skillsets or skillneeds.

Companies will offer jobs, gig-work, or apprenticeships through the Skilling Hubs. When a Skilling Hub recognize a need in the users skillsets, it will offer a course or game-based-learning that they can pay to attend at an Assistive Learning Center (ALC) nearby.

The ALCs will also be offered as a subscription service for those wishing to reskill into a new career or upskill into a new role within the next six months.

Designers will design retail and office spaces to be able to pivot at night time to become ALCs for easier community access.

For the graying workforce, the subscription for an ALC will be seen as an equitable path to allow them to continue to work while gaining the new skillsets needed to stay current with technology changes.

The ALC will also connect employees to have shared learning experiences to help foster cultural connection.

ALCs will be state sponsored to provide free skilling services for students graduating high school to pre-experience potential career pathways of success for them.

If a student decides to start their own business, the Skilling Hub will connect them with a mentor for free for 2 years.

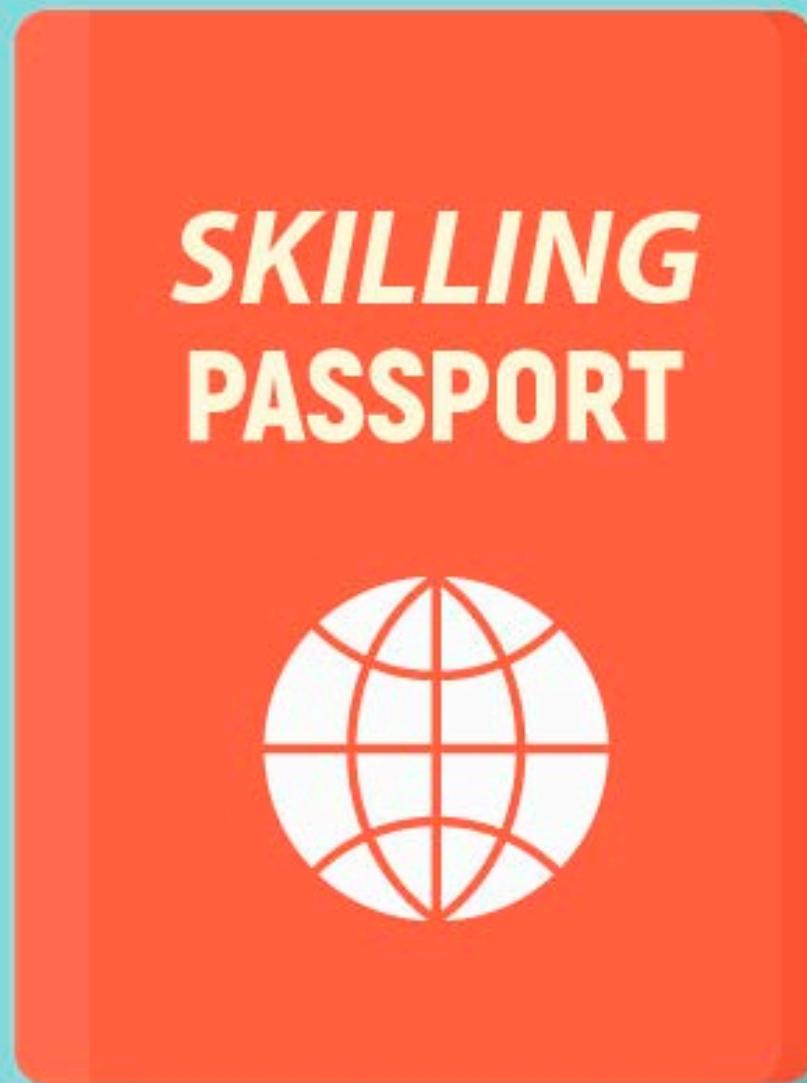
Local communities will register at the Skilling Hubs with what their current skills and needs are. The Skilling Hubs will then provide data to developers and the city to create Needs-Based Heatmaps, which will direct where new Skilling Hubs, ALCs, buildings, services, health centers, stores, and schools should be built to provide equitable community access to these new resources.



THE FUTURE OF DESIGN

ARTIFACT FROM THE FUTURE: SKILLING PASSPORT

For every paid skilling subscription for an individual or business, a Skilling Passport is generated. These passports are offered to local residents who cannot afford to pay the subscription fees at the Assistive Learning Centers. These passports interface with the online Skilling Passport Platform to keep track of skills the resident wants, and helps them develop a schedule to take their classes. It will also make suggestions for local mentor meet ups for the resident to attend. The passports aggregate data to be used for the Needs-Based Heatmaps as well.



THE FUTURE OF DESIGN

A ZERO-BARRIER PROFESSION FOR INCLUSIVITY

As designers and manufacturers move from owning the design process to co-creating the design process, it will become known as a Zero-Barrier Design Process.

New DEI principles will be developed and codified. With this shift, designers will create new services and experiences that create more meaningful spaces and products that help prioritize social justice, allyship, equity, diversity, and inclusion.

All projects and products will be assigned a Social Community Liaison who will guide the process and gain feedback from the local community through values and needs experience activities.

Designers will be required to submit DEI sets of drawings to the city, which will document how the DEI principles have been achieved within their projects. All new products will have an DEI label that allows for continual feedback to product designers.

With this shift, some firms will transition to be distributed design networks or gig-firms, where their expertise may focus solely on projects or tasks involving DEI design principles.

Gig-firms will offer services that allow clients to embed an DEI designer into their company to work on the client's internal DEI goals.

DEI designers will generate systemic transparency reports on the company's values, their support of their employees, and their methods for diversity, equity, and inclusion for DEI tax credits.

Finally, the education process for becoming a designer will evolve. Zero-Barrier Apprenticeships will be required to be offered at all companies and firms. This will allow high school students to immediately enter the profession if they do not wish to attend college. Colleges will require an DEI design course be taken by all of their students and will offer it as a major for students to enroll in.



THE FUTURE OF DESIGN

ARTIFACT FROM THE FUTURE: THE IIDA DEI STAMP

IIDA has established DEI codes for designers to follow and worked with cities to regulate the required drawings. In doing so they have established the IIDA DEI Certification stamp. IIDA has set a goal of having all new buildings and spaces being built to be IIDA DEI Certified and stamped by 2030. This stamp is registered so that when buildings have this approval, potential tenants looking for space, patients looking for which hospital to go to, students looking for a college to attend, residents looking for places to live, travelers looking for hotels, or consumers looking for places to shop will prioritize using these certified locations. Part of the certification fees will go toward funding a Social Community Liaison for future projects.



THE FUTURE OF DESIGN

DIGITALLY DRIVEN DIVERSITY

As digital connection increases, designers and manufacturers will pair with digital avatar developers around the world to co-create and gain more diverse perspectives for development of new projects and products.

The co-collaborations will be submitted to local communities to vote on before a final design is selected. Part of the final design will be a digital twin building/space or product that will become the Virtual Maintenance Manager (VMM).

The VMM will be in charge of monitoring the physical version of itself and will use blockchain technology to preserve its history and story.

The VMM will constantly aggregate new community needs and data. Designers and manufacturers will be able to offer post-occupancy/use surveys through the VMM in order to gain insights for future co-collaborations and facilitate more equitable experiences in the future.

For Co-living, co-housing, student housing, and multi-family housing Virtual Maintenance Managers, they will work to use non-bias filters to create deeper connections through inclusive experiences for the diverse communities they work for. Experiential designers will be hired by the VMM to create the connective installations.

The VMM will work with local modular general contractors for maintenance, repairs, or improvements needed based on its collected diversity data. It will also monitor ways to include new regenerative practices that will then be offered to the larger community the building resides in.

Code designers will generate VMM meet-ups for designers to watch and learn from.

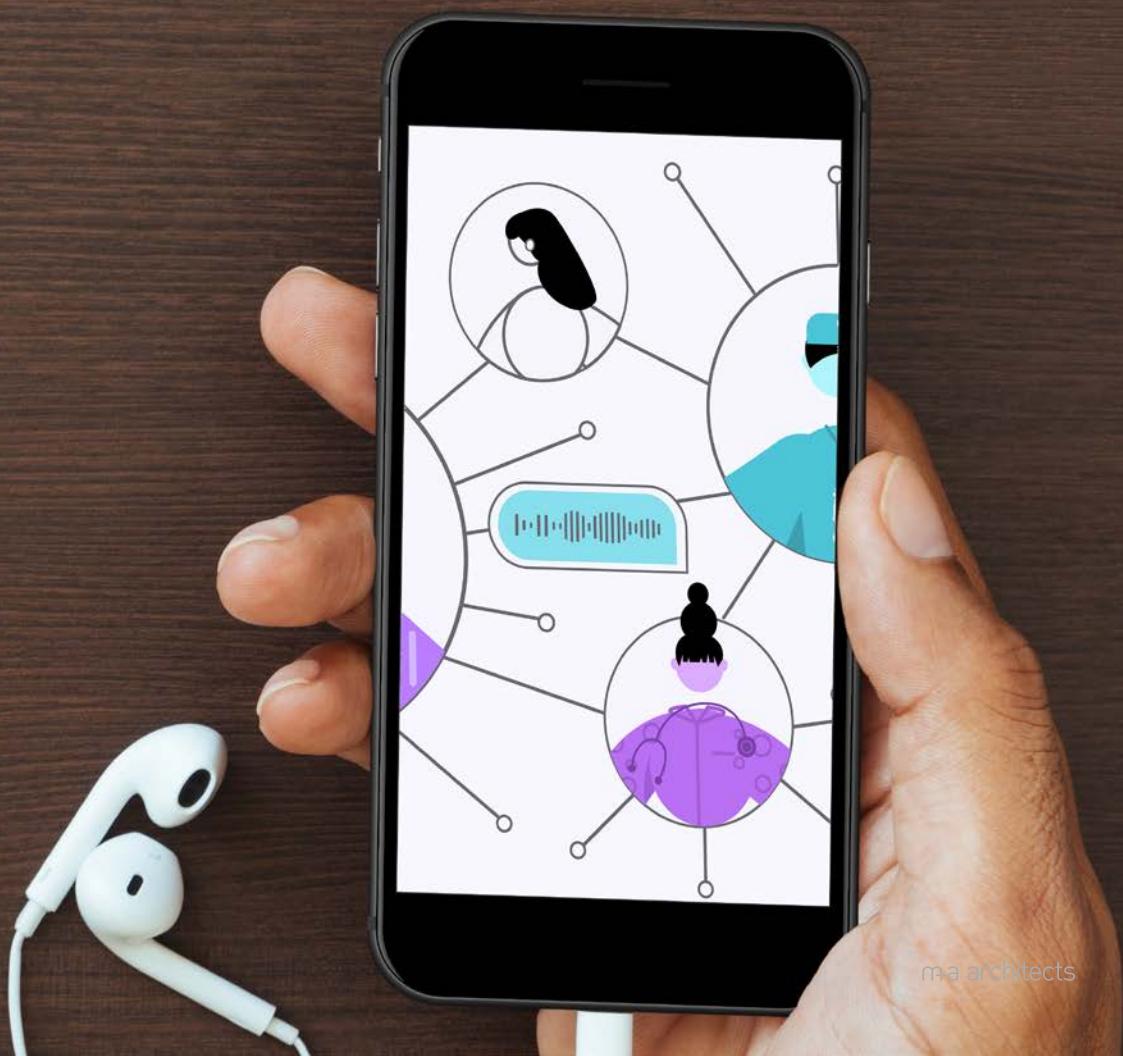
Virtual Maintenance Managers will distribute their continual findings around the world, allowing future co-collaborations a greater base of knowledge to create more inclusive and diverse experiences and designs.



THE FUTURE OF DESIGN

ARTIFACT FROM THE FUTURE: VOICE UPVOTING

To create equitable access to designers of all types, the Virtual Upvote session allows for industry blind social hiring. The Upvote is an app where designers speak about the stories and experiences they want to create for projects or products before they are paired with digital avatar developers. Stories who emphasize the new DEI principles of design gain a bonus rating. Upvote Pads will be installed in transportation and community hubs to give equal access for all voters, and will be live 24/7 during the upvoting cycle. At the end of the Upvote Cycle, the top 100 upvoted designers are presented to digital avatar developers as the top candidates to use for their projects.



THE FUTURE OF DESIGN

SENSORIAL LIMINAL EXPERIENCES FOR CARING + CONNECTION

With multi-sensory, empowerment, and empathy as established design principles, designers and manufacturers will create sensorial experiences and products that foster well-being, better cultural health, and connection through shared experiences.

These sensorial experiences will be designed in the in between/liminal moments and spaces due to our hybrid way of living, such as corridors, stairs, and lobbies.

Sense Data will aggregate the cultural data from users in the space and translate that into a multi-sensory story and shared experience.

Companies will use these spaces and experiences as a physical presence of their core values. Businesses will request these spaces on retreats to build empathy as a cultural building block. Hospitals will use the multi-sensory story developed by their patients to learn and understand each patient's experience for more holistic care. Products will be developed to help personalize the multi-sensory experience even further. Senior Living facilities will be able to practice more effective reminiscent and nostalgic therapies with their residents through the multi-sensory liminal spaces.

Employees looking for a new job will look for the mental health ranking of a company, and how they increase the emotional well-being of their employees. Due to this, the Virtual HR will establish quiet, tech-free liminal spaces to promote comfort in liminal sensorial spaces. It will also look to create a continual sense of joy by using the liminal sensorial spaces and products to provide new sensory experiences each day to combat hedonic adaptation. Lastly, the Virtual HR will promote well-being in sensorial spaces that use empathetic respite and resiliency design principles to create a safe space to combat burnout and anxiety.



THE FUTURE OF DESIGN

ARTIFACT FROM THE FUTURE: SENSORIAL GLASSES

As a tool for hospitals, schools, and malls to prioritizing well-being, the Sensorial Glasses are given to caretakers, shoppers, teachers, and students. These glasses provide visual stimuli that calms the central nervous system during times of heightened stress or anxiety, including those with neurodiversity. The glasses will offer a choice of being directed to the nearest Sensorial Liminal Calming Lounge or of walking the wearer through a mindful moment exercise with their favorite emotional wellness coach.





THE FUTURE OF DESIGN

A GLOSSARY

Accessibility Specialists -

A new role in design firms to educate clients on an equitable experience that can also repair or rebuild spaces with accessible add-ons. These specialists certify spaces are Inclusive-Ready.

Assistive Learning

Centers (ALCs) -

Subscription-use retail or office spaces that have been designed to be able to pivot during off-peak hours for a secondary educational use. The educational programs are determined by the Skilling Hubs as well as the community's needs.

Bias Filtered Glass -

Glass that is enabled with technology to sense when a user's experience could be more inclusive or equitable, and offer solutions to the space or product being viewed in the glass panel.

Digital Avatar Developers -

Representing conglomerate developers in the real world, these avatars can act faster and with more accuracy to create more diverse developments. They only work with designers who have been approved by local communities.

DEI Designer -

A new design role that is embedded directly into companies to assess their values, how they are supporting their employees, and what their methods are for offering equity, diversity, and inclusion.

DEI Drawings -

Drawings that use the DEI design principles to create more equitable, diverse, and inclusive spaces that are required of all new spaces.

DEI Label -

A label that demonstrates how a product meets the DEI design principles and provides feedback to the product designer for continued learning.

Gig-Firms -

Firms whose work is solely focused on singular tasks versus overall projects.

Gig-distributed or focused -

Referring to how companies have become more distributed based on task or function versus being in one collective location.

IIDA DEI Certification -

A certification for drawings when the design of the space or project meets the DEI codes established by IIDA. These drawings receive an IIDA DEI Certification stamp.

Inclusive Equity Repair App -

An app that coordinates a person's accessibility package needed for that day based on where they are going and their needs.

Inclusive Ready -

A certification that through the use of accessible add-ons, or on their own, spaces and products offer a completely equitable experience.

Liminal -

A state or space between your original starting point and your destination.

Needs-Based Heatmaps -

From aggregated data from the Skilling Hubs, maps are developed for cities and developers to use to see where new products, buildings, Assistive Learning Centers, etc. are most needed to be built that they are required to follow.

Sense Data -

Aggregated data from users in a Sensorial Liminal Space that is used to create a multi-sensory story for a shared experience by the users.



THE FUTURE OF DESIGN

A GLOSSARY

Sensorial Glasses -

Glasses that use visual stimuli to help calm the central nervous system, guide the wearer to Sensorial Liminal Calming Lounges, and offer guided mindfulness moments.

Sensorial Liminal Spaces -

In between spaces that will use multi-sensory design principles to foster caring, connection, and well-being.

Skilling Hubs -

Sidewalk kiosks that you can walk-up or bike-up to. The Hubs will direct users where they are to go that day based on their skillsets or skillneeds. The Hub also tell users when they need to upskill or reskill, and work with the community to aggregate their needs as well as offer connections to jobs.

Skilling Passport -

A device that connects to the Skilling Passport Platform. These are offered to local residents who cannot pay for the subscription services at the Assistive Learning Centers.

Skilling Passport Platform -

A cloud-based platform that helps users manage their schedule and what skills they want to work on.

Social Community Liaison -

A city official appointed by the community to provide a connection to the community when new products or projects are set to be developed in the area.

Systemic Transparency Reports -

Reports generated by an DEI designer in order to gain DEI tax credits for a company.

Upvote Cycle -

The process by which designers are ranked based on their stories and experiences they want to create. Voting is done through the Upvote App or Upvote Pad. Rankings are then given to Digital Avatar Developers.

Virtual Maintenance Manager (VMM) -

The VMM is an identical digital version/twin of a building/space or product in the real world. The VMM lives completely online in the metaverse. Its job is to maintain the physical version of itself and continually look for ways to promote better diversity and community.

Zero-Barrier Apprenticeships -

Apprenticeships offered to students graduating high school who want to immediately enter the design profession versus going to college.

Zero-Barrier Design Process -

The evolution of the design process that allows equitable access by all parties who wish to participate and contribute.

ENRICHING LIVES

THROUGH
INNOVATIVE DESIGN