

Equity of Lighting Design in NYC - Survey of Diversity

To the people of the lighting design community in NYC,

For too long, there has been too much unsaid, silenced, and passed over. Black lives matter. Indigenous people matter. People of color matter. Yet weeks after the protests, our Instagram feeds have gone back to normal. People have stopped having conversations about the deep-rooted systemic racism that lives in our world. Corporations who made statements are going back to how they operated before the deaths of George Floyd, Breonna Taylor, Ahmaud Arbery, and countless others. Actions speak louder than words; it is beyond the time that we as a lighting design community do something to help.

In response, the Designers Lighting Forum of New York (DLFNY), the New York chapter of the International Association of Lighting Designers (IALD NY), the New York chapter of the Illuminating Engineering Society (IES NYC), and the New York chapter of Women in Lighting & Design (WILD NYC) have come together to create Equity in Lighting Design NYC (ELD NYC), spearheaded by Elaine Cook (Moxie Lighting), Francesca Bastianini (Sighte Studio), and Lana Lenar (ZeroLux). The goal of ELD NYC is to root out the systemic racism within the lighting design community through educational events, outreach, and policy.

Before we can do any of this, we need to quantify the baseline distribution of our NYC community. The lighting design community in NYC is one of the most diverse lighting communities in the country but is still an industry that does not reflect the population of the city we work in. We observe that Black, Indigenous, and People of Color (BIPOC) individuals are underrepresented in the industry. Yet we have no data to prove this quantitatively.

How large is our population? What is the race, gender, and age distribution? How did each of us get into lighting? Where are we in our careers? All of these questions are vital to understanding where we are and to track our progress throughout the years to come. The following survey is entirely optional, but each submission will help us focus our efforts. We urge you to complete the survey and send the survey link to as many of your colleagues, bosses, and friends within the lighting design community as you can.

In addition to the goal of gathering data that will serve to provide a baseline of understanding, our goals also include a request for feedback from the community on how we might proceed, along with a call for volunteers as we move forward.

Thank you for taking the time to complete this survey, but please note that the survey will be closed on October 2, 2020 at noon.

Please reach out to equityofLDNYC@gmail.com if you have any questions or comments that are not covered by the survey.



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All answers to this survey will only be shared in analyzed form for the protection of the individual's privacy. Personal information such as name and email will not be shared with other organizations or companies. All emails will be separated from the data collected. The information will only be used by Equity in Lighting Design in an effort to follow up on the survey. All of the questions are optional.

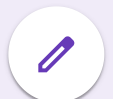
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Location

Section 1/7 will cover your location.

Do you live, work, and/or socialize in the tri-state NYC area?

- Yes
- No

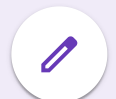
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Education & Entry

Section 2/7 will cover your education. It is essential to understand where most of our community is coming from, so we may target these areas when doing outreach.

Level of Education

- High School
- Associate Degree - typically 2 years (Community College, Technical Schools, etc)
- Technical/Vocational Training program.
- Bachelor's Degree - typically 4 years (College, University, Undergraduate program, etc)
- Master's Degree - typically 1-3 years (College/University, Graduate program, etc)
- Doctoral Degree - typically 2+ years (College/University, Ph.D program, etc)
- Other: _____

Field of Education

- 00 - Lighting Design
- 01 - Natural and Physical Sciences
- 02 - Information Technology
- 03 - Engineering and Related Technologies
- 04 - Architecture and Building
- 05 - Agriculture, Environmental and Related Studies
- 06 - Health
- 07 - Education
- 08 - Management and Commerce
- 09 - Society and Culture
- 10 - Creative Arts
- Other: _____

How did you find the Lighting Industry?

- Had a friend/family member in the industry.
- Took a course in school that inspired me to enter the industry.
- Job Board
- Worked in adjacent industry (i.e. distribution, contractor, etc)
- Listened to/saw a presentation
- Other: _____

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Job-Related

Section 3/7 will focus on where the community lies within the industry's career paths.

Employer

Your answer

Size of workplace

- Self Employed
- 1-5 employees
- 6-10 employees
- 10-50 employees
- 51-100 employees
- 100+ employees
- Other:

Type of Workplace

- Lighting Design Firm
- Architectural Design Firm
- Interior Design Firm
- Engineering Firm
- Sales Firm
- Distributor
- Contractor
- Other



Job Category

- Lighting Designer
- Architect
- Engineer
- Administration
- Sales Rep
- Sales Engineer
- Product Developer
- Manufacturer's Rep
- Educator
- Student
- Other: _____

Current Job Title (more than one may apply)

- Junior
- Mid-Level or Associate
- Senior
- Manager
- Owner
- Other: _____

Length of time in the industry

- 0-5 Years
- 6-10 years
- 11-15 years
- 16+

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Demographic data

Section 4/7 will focus on physical attributes so we may understand the diversity within our community. This will help us set goals for our outreach efforts.

Gender

- Female
- Male
- Transgender
- Nonbinary
- Prefer not to say
- Other: _____

Are you a member of the LGBTQI+ community?

- Yes
- No

Race

- Native American
- Alaska Native
- Asian
- Black or African American
- Native Hawaiian or Other Pacific Islander
- White or Caucasian
- Multiracial
- Other: _____



Ethnicity

- Hispanic/Latino
- Not Hispanic/Latino
- Other: _____

Age Range

- <=20
- 21-30
- 31-40
- 41-50
- 51-60
- 61-70
- 71-80
- 81+

Family's Socioeconomic Background

- Upper Class, family income greater than \$188,000.
- Upper-Middle Class, family income between \$126,000-188,00.
- Middle Class, family income between \$42,000-126,000.
- Lower-Middle Class, family income between \$31,000-42,000.
- Lower Class, family income less than \$31,000.

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Community Involvement

Section 5/7 will focus on how involved you are in the community. We want to see how each society represents the lighting community.

Are you a member of any of the following NYC Lighting Societies?

- IESNYC
- WILD NY
- DLFNY
- IALD NY
- Other: _____

Are you on the Board of Directors OR Committee Member of any of the following NYC Societies?

- IESNYC
- WILD NY
- DLFNY
- IALD NY
- Other: _____

Do you volunteer with organizations outside the lighting industry?

- Yes
- No

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Initiative Feedback

Section 6/7 will help us plan future programs and potential educational outreach. Please provide feedback on how you want the community to respond.

Would you attend a panel discussion outlining the difficulties that Black, Indigenous, and People of Color (BIPOC) individuals are facing within the Lighting industry?

- Yes
- No
- Maybe

Would you attend a panel discussion outlining the steps we can make as a community to help fix the difficulties that BIPOC individuals are facing within the Lighting Industry?

- Yes
- No
- Maybe

Would you volunteer to help give presentations about lighting design to high school and college students?

- Yes
- No
- Maybe

If you responded Yes or Maybe to the last question, please provide an email address that could be used to contact you with further information about the program. As a reminder, the emails will be separated from your response so we may keep your identity anonymous.

Your answer _____



Do you know any other organizations within the design community that have similar goals of Equity and Inclusion?

Your answer

Do you have more ideas for events? If yes, please explain the idea. We are always looking for new ideas to help make this initiative successful!

Your answer

What do you want to see in terms of a reaction from our community?

Your answer

Do you feel there is a lack of diversity in the Lighting Design Community?

- Yes
- No
- Maybe

If yes/maybe, please describe what you think some of the obstacles or barriers are?

Your answer

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Quantification Results

Section 7/7 asks whether you would like to be emailed the results of the survey.

Would you like a summary of the results from this survey?

Yes

No

If you answered yes to question 1 of this section, please input your email so we may send you the final results. As a reminder, the emails will be separated from your response so we may keep your identity anonymous.

Your answer

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