



Diversity in Landscape Architecture Presentation LATC Annual Meeting, April 21st, 2023



Presentation by DxLA subcommittee members
- Melissa Ruth, ASLA
- Jessamyn Lett, ASLA

DxLA Subcommittee

We are aiming to proactively help landscape architects in our region be more educated, aware, and accomplished in achieving Diversity, Equity, and Inclusion.

- Who We Are
- What We Do

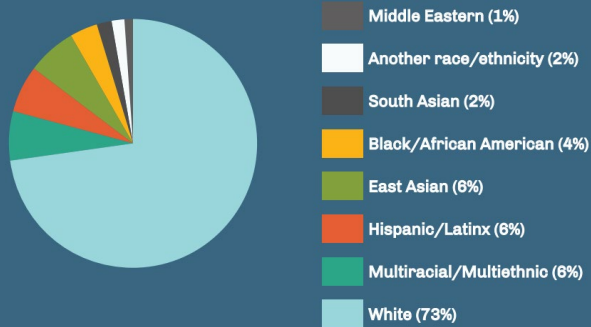


DxLA

Diversity in Landscape Architecture

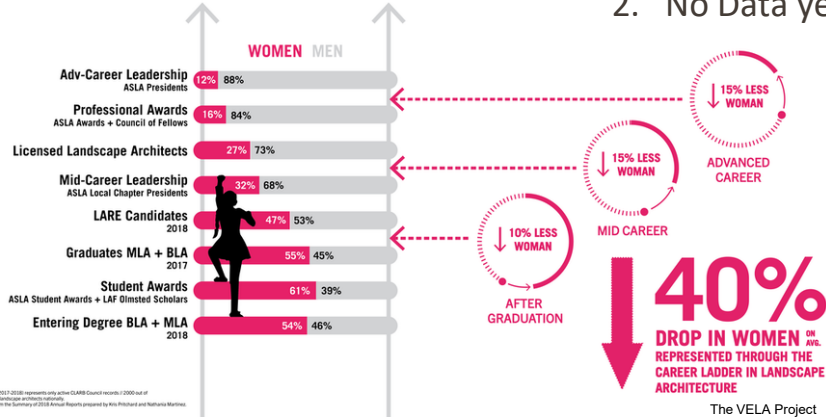
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Participant racial demographics



LAF 2019 DEI Survey

COMPLETE CAREER LADDER



1. CLARB Data 2017-2018 represents only the CLARB Council records from 2000 out of 10,000 licensed landscape architects nationally.
2. LARE Data from the Summary of 2018 Annual Reports prepared by Kris Prochard and Nathanael Martinez.

Did You Know?

- According to U.S. Census and ASLA data:
 - Approx. 18.5% of the U.S. population identifies as Hispanic or Latino, while only 6% of ASLA members do.
 - 13.4% of the U.S. population identifies as African American, but only 2.14% of ASLA members do.
 - 1.3% of the U.S. population identifies as American Indian or Alaska Natives, but only 0.45% of ASLA members do.
- No Data yet on LGBTQ demographics

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Who We Are

In July 2020, WxLA was formed.

In February 2021, we became DxLA because we felt it was important to create a space to address all areas of diversity, equity and inclusion.



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What We Do - MEETINGS

- Meetings- 3rd Wednesday of the Month
- Meetings are mostly Virtual (2 meetings a year are in person)
- Planning Meeting:
 - Evaluate Chapter programs to ensure they meet DEI goals
 - Plan Lectures and Events
- Discussion Meeting:
 - Share New Resources (for Hotsheet, Website, Spotlight)
 - Discuss Current Topics, Articles, Issues

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What We Do- RESOURCES

- **Web Links**
- **Book Recommendations**
- **Organizations that Complement DEI**

DxLA Resources Page

The below resource library is a collection of resources developed by others and compiled by DxLA to assist individuals and firms in improving their diversity, equity, and inclusion. This library is a 'living document'. If you have any resource suggestions, please send them to DxLA@asia-sierra.org.

Where do I start?

WHAT'S THE DIFFERENCE BETWEEN DIVERSITY, INCLUSION, AND EQUITY?

This article discusses the difference between diversity, equity, and inclusion, and related thought exercises.

[What's the Difference?](#)

ASLA RESOURCES

ASLA National has developed its own resources including articles, webinars, guides, and statements which you can see below.

[ASLA DEI Resources](#) & [ASLA DEI Webinars](#)

How do I talk about it?

GRAMMAR AND BIAS-FREE LANGUAGE FOR RACIAL & ETHNIC IDENTITIES

The APA Style Guide provides guidelines around language use including capitalization, grammar, and politically correct language for different racial and ethnic groups. It also breaks down context, the why and how, and gives examples of what is and is not politically correct.

[APA Style Bias-Free Language](#)

ACCESSIBILITY AND DISABILITY

AHEAD is an organization for higher ed administrators, faculty, and leaders who work with and advocate for persons with disabilities and accessibility issues and they have published a style guide for language about person

What are other people doing?

ASLA NATIONAL'S RACIAL EQUITY PLAN OF ACTION

ASLA National developed a five point plan to reject bigotry and racism in all its forms, and anti-Black racism in particular, as wrong and fundamentally inconsistent with our mission and values.

[ASLA Racial Equity Plan of Action](#)

NATIONAL RECREATION AND PARK ASSOCIATION EQUITY ACTION PLAN

The National Recreation and Park Association has an Equity Action Plan which provides a framework for how they are strengthening their organizational culture and practices centered around equity and our core values of trust, resilience, learning, diversity, and inclusion.

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What We Do – HOTSHEET/SOCIAL MEDIA

- **Monthly Tips Related to DEI**
- **Sierra Chapter Spotlight (people or organizations that align with DEI)**

DxLA Monthly Tips

<p>'s</p> <p>important the the Month.</p> <p>nce its major roles</p> <p>Months at</p>	<h4>Understanding the Land</h4> <p>Acknowledging the history of the lands on which you reside, and your place within that history, is a great way to honor indigenous people and spark conversation and learning. Consider including a land acknowledgment in your next workshop or meeting.</p> <p>Strive to learn more about how to create a land acknowledgment statement and about the Indigenous Nations on whose traditional territory on which you are standing or planning to build.</p>	<p>F</p> <p>A quick ch documents potential c</p> <p>Simply rev from he/hir quick and s specs more</p>
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What We Do - EVENTS

- Panel Discussion w/ EPG: Women In the Industry – March 10th, 2021
- Parenting & Landscape Architecture – August 26th, 2021
- Allyship in the Workplace – April 21st, 2022
- Environmental Justice through Community Outreach – Oct. 20th, 2022
- Fall Hike Sponsored by DxLA – Oct. 22nd, 2022



PARENTING x LA

Join Sierra Chapter's Diversity, Equity and Inclusion subcommittee (DxLA) on Thursday August 26th from 12-1pm (virtually) as we hear from 5 panelists on how they balance a career in landscape architecture while parenting. This discussion is also aimed at addressing our own biases about parents in the workplace and how to make the workplace more welcoming. You don't need to be a parent to join and we welcome all! So grab a lunch and join us via Zoom on

Thursday August 26th, 12-1pm.

PLEASE RSVP TO jessica@wdsia.com by AUGUST 25th to receive Zoom info



Hussein Abdu
Assoc. LA
County of Sac, Dept. of
Transportation
2 kids (15 & 13 y.o.)



Anne Attinger
Owner
Attinger Landscape
Architecture
1 kid (14 y.o.)



Jeff Attinger
Owner
Attinger Landscape
Architecture
1 kid (14 y.o.)



N. Claire Napawan
Professor
UC Davis
Collaborative
3 kids (10, 7 & 1+ y.o.)



Melissa Ruth
Sr. Associate
Callander Assoc.
Landscape Architecture
2 kids (10 & 8 y.o.)



DxLA & EPG

Join Diversity in Landscape Architecture (D x LA) and the Emerging Professionals Group (EPG) for a virtual panel discussion with four female landscape architects/designers as they give their insights, advice, and lessons learned from where they are in their career. Whether you're a seasoned professional, starting your own business or a few years into your career, there will be great takeaways for everyone. The panel will be answering some pre-determined questions as well as taking ones from attendees.

So grab a lunch and a seat and join us via Zoom on

Wednesday March 10th, 12-1pm.

Christine Talbot
Principal
Quadriga, Inc.

Magdalena Aravena
Landscape Designer
Lamar Johnson
Collaborative

Stephanie Lau
Landscape
Designer
MTW Group

Olga Garzon
Owner/
Entrepreneur

PLEASE RSVP TO jessica@wdsia.com BY MARCH 9TH TO RECEIVE ZOOM INFO

- **Parenting: Panelists were from different backgrounds and professional entities**
- **Female Lead Panel: Panelists were all women that provided perspective on their career path and gave advice to emerging professionals**



DxLA: Allyship in the Workplace



- Allyship: Panelists from the LGBTQ community discussed gender inclusivity and workplace allyship.



CA/SI

MORE VIDEOS



0:11 / 49:04

- Environmental Justice: Panelists presented case studies that effectively used DEI in the public engagement process



COMMUNITY ENGAGEMENT WORKSHOP #1

OKI PARK PROJECT
Sacramento, CA

MIRDAE + IGP



Melissa Ruth-C...



Brenna



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Goals-

- **Increase Attendance at Meetings and Events**
- **Educate Members on the DEI Issues**
- **Support Student Chapter with Resources Related to DEI**
- **Mentorships**
- **Partner with Non-Profits**

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Firms can Update Specifications

A quick change to references in your documents can make a world of difference to potential contractors / staff / employers.

Simply revise all references to the individuals from he/him or she/her to they/them. This is a quick and simple thing to do to make your specs more all-inclusive.

Monthly Tip for Diversity/Equity/Inclusion

Accessibility is more than just ADA compliance, and the way we talk about it can foster inclusivity. Focusing on "accessibility for all" rather than "disabled access" is one way to reinforce that accessibility and universal design are for everyone, not just a box to check for a subset of users. You can also use people-first language ("people who use wheelchairs" instead of "wheelchair-bound") to focus on people, not limitations.

Monthly Tip for Diversity/Equity/Inclusion

Want to foster a more inclusive environment at your workplace, but aren't sure where to start? Looking at how other firms and organizations plan for and talk about diversity, equity, and inclusion might inspire your next move. The DxLA Resources page has links and resources to get you started.

Monthly Tip for Diversity/Equity/Inclusion

"Environmental and climate justice are extensions of civil rights. Far too often, policy decisions about land use, zoning, transportation, and others result in negative health, safety, and economic impacts on Black, Indigenous, and People of Color (BIPOC) communities." - ASLA Climate Action Now

Check out ASLA's [Climate Action Now: A Landscape Architect's Guide to Climate Advocacy](#) for concrete steps that landscape architects can take to advance climate justice.