

# The Women's Landscape Equality (re)Solution

October 21, 2018

Women are underrepresented as leaders in the profession of landscape architecture. They are:

**35.7%**

ASLA Members

**30.4%**

Principals in Landscape Architecture Firms

**20.2%**

Fellows of the ASLA<sup>1</sup>

Women landscape architects are paid less for the same work.

Women in architecture and engineering earn

**82%** of men's median weekly earnings for full-time and salary workers.<sup>2</sup>

Women landscape architects are more frequently in two career households than men landscape architects. Double career families require more flexibility.

Of the two-parent households where the mother works full time, only

**11.5%** of them have a dad that is unemployed or works part time.<sup>3</sup>

Businesses with women in leadership are more profitable than organizations with less diversity. Diverse organizations prove to be more effective.

Companies with at least

**30%** female leaders are

**15%** more profitable than companies that don't have that level of diversity in leadership.<sup>4</sup>

Bucking the trends of the time, women have been leaders in landscape architecture since the late 1800s. Beatrix Jones Farrand, Marian Cruger Coffin and Ellen McGowan Shipman gave birth to the modern profession of landscape architecture. Since then, the profession has been dominated by men and has become a challenging environment for women to thrive as leaders. One hundred and fifty years is a too long to wait for gender parity in the profession.

The time is now!

Landscape architects – as observers, protectors, designers and celebrants of diverse ecosystems – know better.

We know the advantages of diversity.

We know that without diversity, ecosystems become unstable.

We know that restoring diversity doesn't "just happen". Active intervention is required.

We acknowledge that authentic diversity includes the voices of all underrepresented groups; however, this resolution focuses on the unique situation of women.

Therefore, let it be known that we make the following commitments:

As designers:

1. We condemn inequality wherever we see it.
2. We will not wait another moment for permission to claim equality for all landscape architects.
3. We believe in and champion social justice in all landscape architecture work.
4. We listen and learn from perspectives that are different from our own and make places that respond to those views.
5. We ensure the voices of women in our allied professions are heard.

As leaders of organizations:

6. We will do more than just mentor women landscape architects – we will champion their ascension to leadership in our firms.
7. We provide all employees equal compensation for equal work based on job content, not job titles.
8. We create flexible work environments needed by all landscape architects in the age of two career households, long commutes and changing gender roles.

As leaders in the profession:

9. We recognize the diverse and rich contributions of women landscape architects in works, leadership, management, knowledge, and service.
10. We seek out diversity to fill leadership positions in the profession and embrace all the ways it will lead to greater and new forms of design excellence.