

CALL TO ACTION

FOR ASLA-NCC MEMBERS AND PROFESSIONALS

We encourage all ASLA-NCC members to get involved in Justice, Equity, Diversity and Inclusion by applying any of the following actions.

Goal 1. Justice: the active care that keeps the whole system healthy and holds institutions accountable

Actions:

- **Understand and address injustices:** in collaboration with allied professions, community groups, and policymakers
- **Support pro bono work:** for communities facing environmental and social injustice
- **Reject design as a power tool:** question when public spaces are designed for management/monitoring rather than gathering and protest
- **Pay Indigenous Land Taxes** such as: [Yunakin Land Tax](#) to the Association of Ramaytush Ohlone (San Francisco Area) or [Shuumi Land tax](#) to Sogorea Te' Lands Trust (East Bay Area) Wiyot Land Tax: <https://www.honortax.org/>

Goal 2. Equity: fair access to resources, opportunities, and professional stability

Actions:

- **Engage in deep listening:** to community members, users, and decision makers to understand the past and present factors related to the project that have or could contribute to inequities
- **Encourage empowerment and self-advocacy:** inside and outside your firm to maintain your energy level and design creativity

- **Reject “prestige economy”:** respect the work done by yourself and your peers. Don’t lower your bar to exacerbate the competing culture
- Advocate for the equitable distribution of projects and assets with municipal decision makers, community groups and other policymakers.
- Join mentorship programs and structure in firms
- Offer opportunities for professional development and connections

Goal 3. Diversity: representation in the profession and design outcomes, inclusion of diversity of people, ideas and biodiversity.

Actions:

- **Write a design manifesto:** state firm’s values, ethics and philosophies
- **Bridge the experience/generational gap:** between junior and leaders by creating room for people to exchange ideas without hierarchy
- **Hire Beyond the "Portfolio":** Value lived experience, cultural fluency, and diverse backgrounds as much as technical skill.
- Offer spaces to “grow” ideas in the office
- Use construction materials and methods that support human and environmental health
- Learn about all the affinity groups in the profession: BlackLan, Merequetengue, PridexASLA, Indigenous Collective Group, Disabled Designers Network, Women in Landscape Architecture, NAMLA, Asian Diaspora

Goal 4. Inclusion: belonging, participation, and collective agency

Actions:

- **Build community power:** use inclusive engagement, community-led goal-setting, and participatory design
- **Prioritize cultural memory:** use participatory processes and engage community knowledge for inclusion and commemoration in projects
- **Ensure Labor Safety:** Provide a work environment and opportunities where staff, especially those on visas, feel safe to provide feedback and express concerns without fear of retaliation.
- Collaborate to establish methods of community stewardship of projects early in the project process

SELF-ASSESSMENT QUESTIONNAIRE

Goal 1. Justice

- How do you support local tribes or land trusts (i.e. contributing to Indigenous Land Taxes, supporting local tribes events, etc.)?
- How do you support pro bono work for communities facing environmental and social injustice?
- How do you advocate for JEDI?
- How do you encourage unionization?
- How do you set boundaries as a firm and encourage employees to do it too?
- How do you support livable wages?
- How do you advocate and elevate our Industry?

Goal 2. Equity

- How do you encourage empowerment and self-advocacy?
- How do you support mentorship in your firm? Are you part of a mentorship program? Do you have a mentorship structure?

- How do you provide tools for professional growth and development?
- How do you offer opportunities for economic relief?

Goal 3. Diversity

- Do you have a written design manifesto/values/ethics?
- How do you offer spaces to grow ideas in the office?
- Do you have a book club or reading list?
- How do you protect creative spaces?
- How do you consider designs that encourage biodiversity?
- Do you hire people from different cultures and different backgrounds?
- How do you close experience/generational gaps between junior and leaders?
- How do you offer opportunities for professional development?
- Are you familiar with the ASLA affinity groups?
- How do you prioritize Mental Health at Individual and collective levels?

Goal 4. Inclusion

- How do you encourage/offer an inclusive community engagement process?
- How do you collaborate with local communities?
- How do you offer opportunities for community input?