

# Designing for the Bigger Time:

## Tools for Creating a Gender Just Workplace

### Overview:

Friday, November 19, 2021  
8:30 - 11:30 AM CT  
3.00 PDH, LA CES/HSW, AIA/non-HSW, AICP, FL

As landscape architects, we know diversity is essential for healthy ecological systems. It is also vital for landscape architecture practices. Whether you are male, female or non-binary, are just starting your career or are a firm leader, WxLA will share valuable and tangible strategies to create a gender just practice.

### Learning Objectives:

1. Understand the broader context, challenges and opportunities of women in the profession of landscape architecture including data, statistics and other metrics from outside and inside our industry.
2. Explore the philosophical underpinning of gender justice - from ongoing movements for equality to efforts to adapt design practice to the unique conditions gender diversity entails.
3. Learn about tangible business strategies for creating gender inclusivity, including empowering leadership models, financial transparency tactics and strategic planning efforts.
4. Build capacity for understanding avenues for recourse and knowing your legal rights for when and if discrimination, harassment or bias are experienced in your workplace.
5. Hear about the human resources related approaches to embracing diverse talent, including sponsorship programs, adaptation to non-linear career paths, initiatives to harness female ambition and flexible, modern workplaces.
6. Uncover the role that men can play in advocating for and creating gender just workplaces including identifying privilege, developing active ally skills and standing with women against bias and discrimination.



## Speakers



Cinda Gilliland, ASLA, Reed Gilliland

Cinda Gilliland has been practicing for more than 25 years, leading teams designing award-winning international projects including campuses, mixed-use projects, community parks, and urban plazas. Over the years her practice has coalesced around a belief in the power of nature, design, and the infectious energy of human creativity to catalyze social change and community cohesiveness. She is a co-founder of the WxLA initiative promoting equity in the profession of landscape architecture. While a principal at SWA she led in-house studio innovation initiatives included a women's forum, the Culture Club, and a ground-breaking firm-wide Social Impact Design Initiative.



Jamie Maslyn Larson, ASLA, Lionheart Places

Jamie Maslyn Larson brings over two decades of design leadership on complex landscape architectural and master planning projects which are globally recognized and locally loved. She advances Lionheart's landscape architecture works with her innovative, groundbreaking design ideas, experience with a range of project types, aptitude for working with clients and community, and commitment to design excellence.



Rebecca Leonard, ASLA, AICP, Lionheart Places

Rebecca Leonard, FAICP, PLA, CNU-A, founder of Lionheart Places LLC, has over 20 years of experience in landscape architecture, community planning, urban design, and stakeholder engagement. She has designed significant projects in the realm of parks and plazas such as the Houston Arboretum and Nature Center and the Lafitte Greenway in New Orleans. She has led urban redevelopments, master planned communities, corporate campuses and resorts. Rebecca's desire to balance the environmental, community, and economic benefits in every project creates successful results. She works closely with her clients to ensure that the plans she helps create are implemented.



## Steven Spears, FASLA, AICP, GroundWork Development and Momark Development

Steven Spears, FASLA, AICP, PLA is a Principal with GroundWork Development and Momark Development, based in Austin, Texas. In addition, Spears is a consulting landscape architect and urban planner with Lionheart. Throughout his leadership, development, design and research efforts, Spears methodically integrates the local values of economy, sustainability, culture, and human sensory. Spears' private and public-sector planning, design and development work has been recognized at the state and national level. Spears is a member of ULI, APA and ASLA. In 2015, he was inducted into the ASLA Council of Fellows.



## Gina Ford, FASLA, Agency Landscape + Planning

Gina Ford is a landscape architect, co-founder and principal of Agency Landscape + Planning. Underpinning her two decades of practice are a commitment to the design and planning of public places and the perpetuation of the value of landscape architecture via thought leadership, teaching, writing and lecturing. Her work has received awards from the ASLA, APA and AIA, among others. Her service includes roles on the board of directors for the Cultural Landscape Foundation and the City Parks Alliance. Gina is the recipient of the Harvard Graduate School of Design's Charles Eliot Traveling Fellowship and Wellesley College's Shaw Fellowship.





## Two Workshops

### Introduction

- WxLA and its initiatives
- What is Gender Justice, and Why Do We Want It Now?

### Workshop #1 - The Experience of Being "Other"

(20 minutes)

We will pause for a facilitated discussion and workshop focused on the experience of being "other", including examples of bias and discrimination at work. Audience will be asked to share experiences.



### Tools for a Gender Just Practice

- Making an Inclusive Business
- Supporting New Paths
- Knowing Your Rights
- Clarifying the Role for Men

### Workshop #2 - Strategies for Change

(60 minutes)

We will conclude with facilitated table discussions. Each table of 10 participants will brainstorm ideas and strategies for each of the four topics (10 minutes each, allowing 5 minutes for all-session report backs). Each speaker and a few WxLA Coalition members will divide themselves between tables and assist in facilitation. Ideas will be summarized and shared.



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