

# Business and Culture:

## Breaking Norms in Diversity Equity and Inclusion



### Session

Sunday, November 21, 2021  
4:00 PM - 5:00 PM

### Session Overview

In 2020, history and culture shifted, the Landscape profession's complicity in systems of inequality became a focus of much conversation and action. Dismantling of systems of oppression starts with how we as professionals can work both internally and externally to make a more just profession.

This discussion will cover the incorporation of Diversity Equity and Inclusion principles in firm business practices and a expand on a culture of activism and justice. Before the profession can operate genuinely and authentically in spaces for justice, inclusion and dismantling systems of oppression, it must look inward to the exclusion created by various barriers to entry and workplace microaggressions. This open discussion of experiences and how firms can reach a racially, ethnically, and socioeconomically diverse pipeline is the first step in having a truly inclusive profession - one that serves and represents the communities in which we work

### Learning Objectives

Explore ways to examine current business practices as they relate to fostering a safe and inclusive work environment for people of all identities.

Learn the importance of measurable actions when it comes to internal and external DEI programming.

Compare three strategies and methods for initiating an effective and holistic DEI plan in landscape architecture offices.

Develop more meaningful, impactful and innovative ways to embed DEI and Justice goals into office culture and project work.

### SEEKING JUSTICE THROUGH —



DIVERSITY



EQUITY



INCLUSION



GENDER/SEXUAL VARIANCE WORKSHOP

**Community Guidelines:**

- This is a safe space anyone can relax and be fully self-expressed, without fear of being made to feel uncomfortable, unwelcome or challenged. We are here to listen and learn.
- Please mute yourself during the presentation.
- If you have questions, type them in the chat, or raise your hand in zoom.

**Agenda:**

1. Presentation: Gender/Sexual Variance
2. Breakout Activity
3. Q&A



## Speakers



### **Clarence Lacy – Project Director, RIOS**

Clarence is a Project Director at Rios in Los Angeles, where he brings knowledge gained from working in Toronto, San Francisco Bay area, and Los Angeles to transform the way we think about cities. He examines how landscape architecture can express inclusively individual's voices to unify, inspire, and enlighten communities.

At RIOS, Clarence co-led the establishment of the Social Impact Initiative – a combination of policy and programming to develop a more inclusive and diverse office culture at RIOS, while emphasizing a more just approach to project work and the firm's role in the LA community.



### **Rikerrius Geter, Assoc. ASLA – Associate, GGN**

Rikerrius Geter is an associate at GGN in Seattle WA, where he examines and promotes how public space can encourage equitable, healthy and sustainable communities through active community input, while also balancing ecosystem health.

Rikerrius is often engaged with K-12 students and community organizations to advocate for the practice of landscape architecture as a means to improve community and ecosystem health, and he is a strong advocate for mentor programs for university students, in particular ones from underrepresented communities.

In addition to practice, Rikerrius serves on the Washington Chapter of the American Society of Landscape Architects (WASLA) – Student and Emerging Professional Committee, he recently joined the BlackLAN Board to assist in increasing the visibility and impact of black practitioners in landscape architecture, and formerly on the Seattle Design Commission as a voting commissioner for all city capital improvement projects. Recently, as a new but serious cyclist, Rikerrius has begun to explore, and experience, the regional topography of the Pacific Northwest.



### **Diana Fernandez Bibeau, ASLA – Senior Associate, Sasaki**

Diana is a proven thinker, collaborator and leader, who teams effortlessly with architects, planners, urban designers, ecologists and civil engineers on the design of equitable and sustainable places. Her experience spans a broad range of projects from planning to built work. Diana provides critical thought and design leadership for our landscape and planning practice in the Urban Studio. She brings to each project—as well as a myriad corporate initiatives—strong critical thinking, a willingness to engage in thoughtful debate, and a commitment to quality. She leads and champions better equity and inclusion in our planning and built design practices from a landscape perspective.

## Outline Topics

## Notes

### Who is at the Table?

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### What is Diversity Equity and Inclusion?

*How we define these terms impact the policies we enact, who they impact, and how successful they are at dismantling systems of oppression.*

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### What is Diversity as Expertise?

*Understanding how lived experience affect how we approach projects, our values, and what we look for in a firm.*

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### What is progress and how have we responded?

*Understanding how lived experience affect how we approach projects, our values, and what we look for in a firm.*

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### Who is doing the work and who is benefiting?

*Effort must be made at every level, but how time is compensated is important.*

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### What is next?

*The goal is being better than we were yesterday. What does that look like?*

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