

**GENDER  
EQUALITY**

**IN**

**LANDSCAPE  
ARCHITECTURE**

**Exploring Conflicts and Opportunities in the Profession**

**LAF Fellowship for Innovation and Leadership  
by TJ Marston | December 1, 2017**

## **ABSTRACT**

*We value equality in our design intentions.*

In fact, landscape architects rank social equity as the second most important element for successful design in the public realm.

However, the industry itself may be missing an opportunity to address our own issues in gender equality. Current data shows as you climb the professional ladder, the percentage of women declines. *Where are the women going?*

We know workplace culture, pay inequity, and care-giving have significant measurable impacts on women in the architecture. *These studies have not been done in landscape architecture.*

Furthermore, discussion on gender equality in academia is minimal leaving students unprepared for the work environment. Young professionals need meaningful engagement on the topic before entering the workplace.

*Why is gender equality necessary?* Studies show diversity drives innovation, increases creativity, eases recruitment, avoids high turnovers and captures more of the market. Its no surprise these lead to better financial outcomes.

Understanding gender equality issues within our profession will enhance our perspective to become better designers. Gender equality effects 3 out of 5 people entering the workforce and indirectly effects everyone. If we fail to address this issue, we risk alienating a large portion of our talented workforce and creative resources.