



National Diversity, Equity, and Inclusion (DEI) Survey

BCSLA Results Summary

November 2020

Survey Respondent Demographics

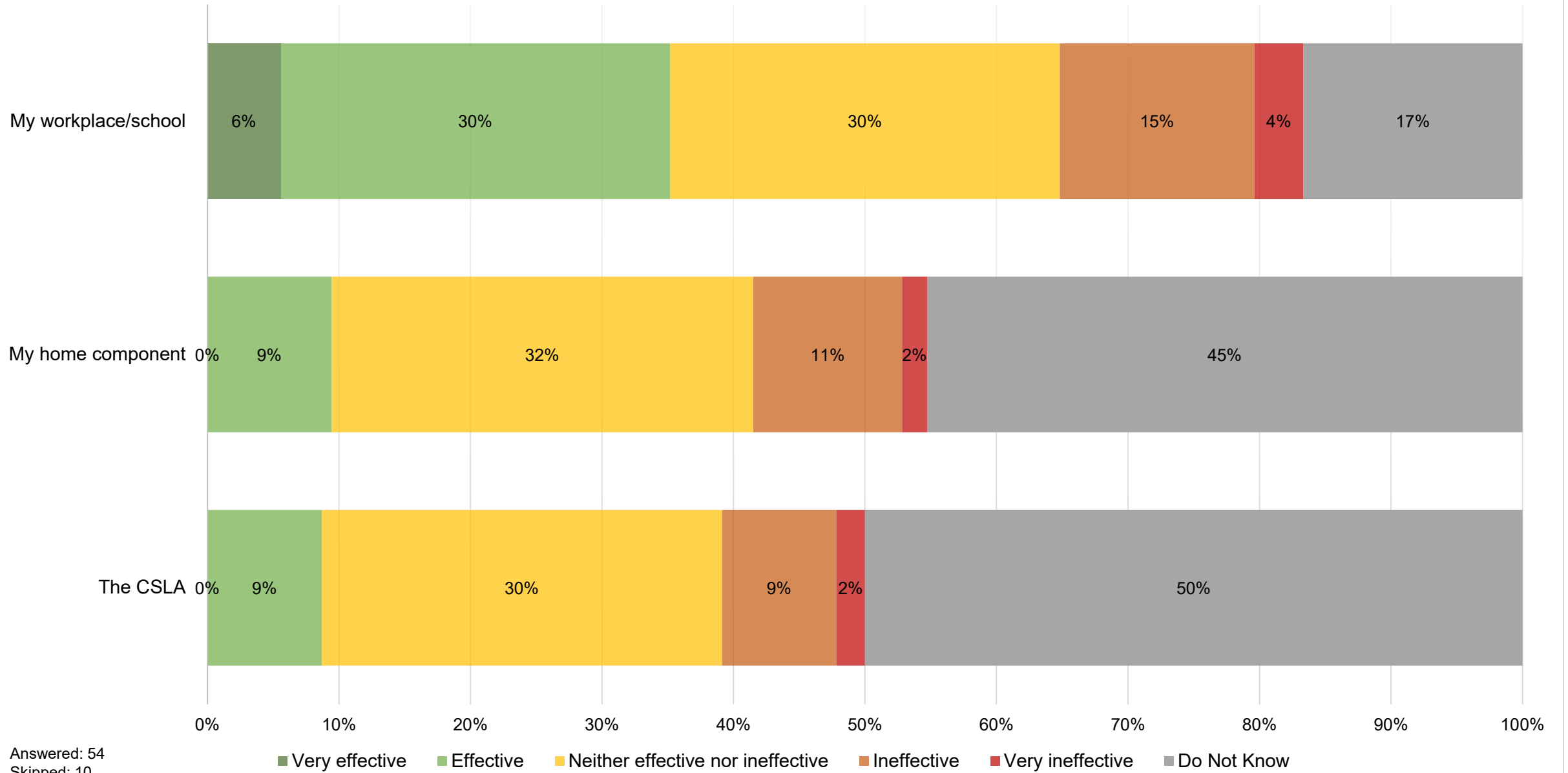
64 total respondents whose home component is BCSLA
36 registered members, 17 interns/associates, 9 others

- **Age:** 36% ages 18-34, 41% ages 35-54, 16% age 55+
- **Race/ethnicity:** 31% identify as racialized
- **Sexual Orientation:** 80% identify as heterosexual; 12% identify as bisexual, gay, or questioning, 8% prefer not to say
- **Gender:** 56% women, 36% men, 2% non-binary, 6% prefer not to say
- **Religion:** 80% not religious, 10% religious, 10% prefer not to say
- **Ability:** 78% do not identify as living with a disability; 14% do; 8% prefer not to say
- **Language:** 12% consider English skills to be a barrier to participating in industry/component events
- **Highest level of education:** 72% master's degree; 27% bachelor's degree

DEI Values and Prior Knowledge

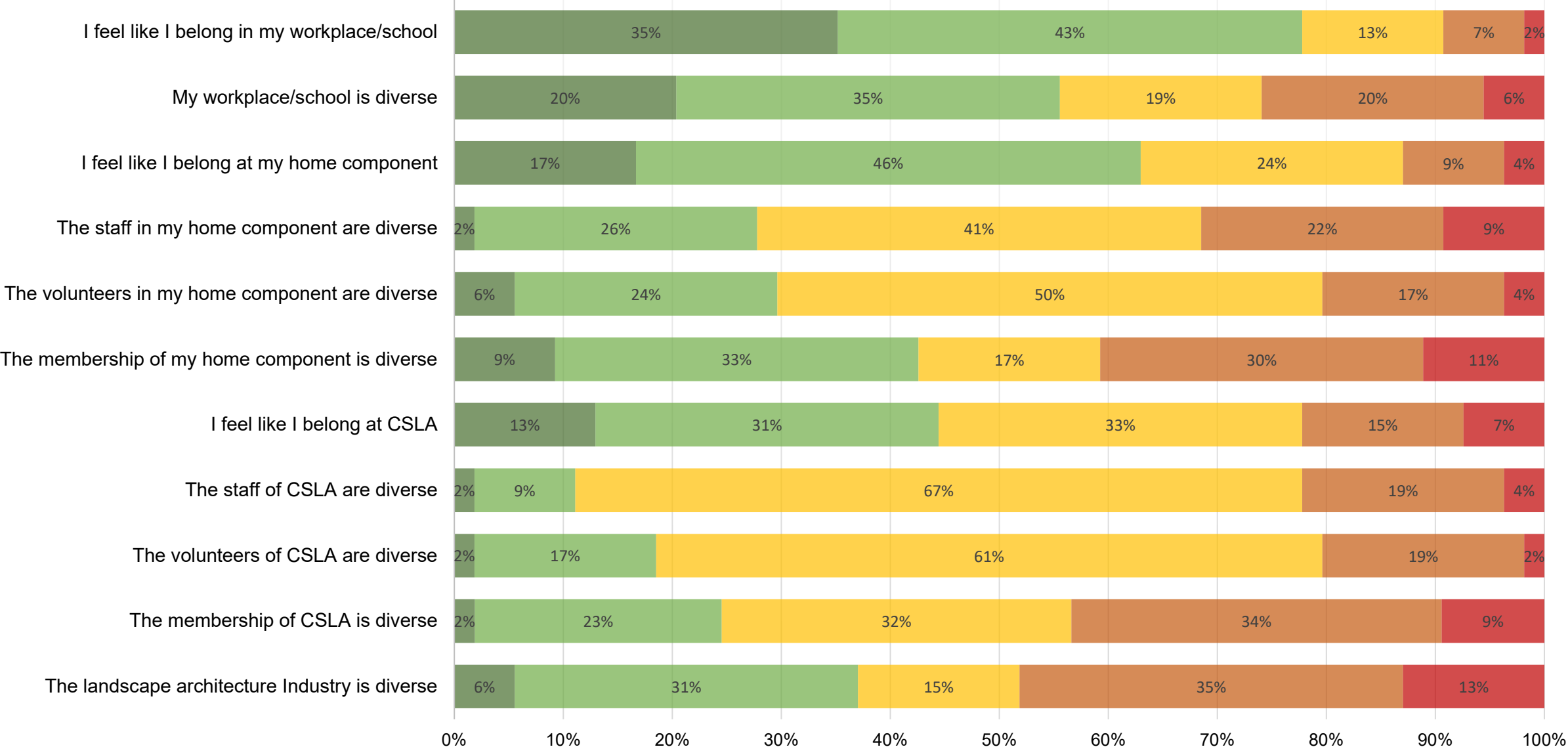
- >90% respondents valued inclusion as important in their workplace/school, the BCSLA, CSLA, and LA industry nation-wide
- 69% respondents are unfamiliar with DEI policies at BCSLA or CSLA; but 74% are familiar with their workplace DEI policies

Q7. THE POLICIES ON DIVERSITY AND INCLUSION ARE EFFECTIVE AT:



Answered: 54
Skipped: 10

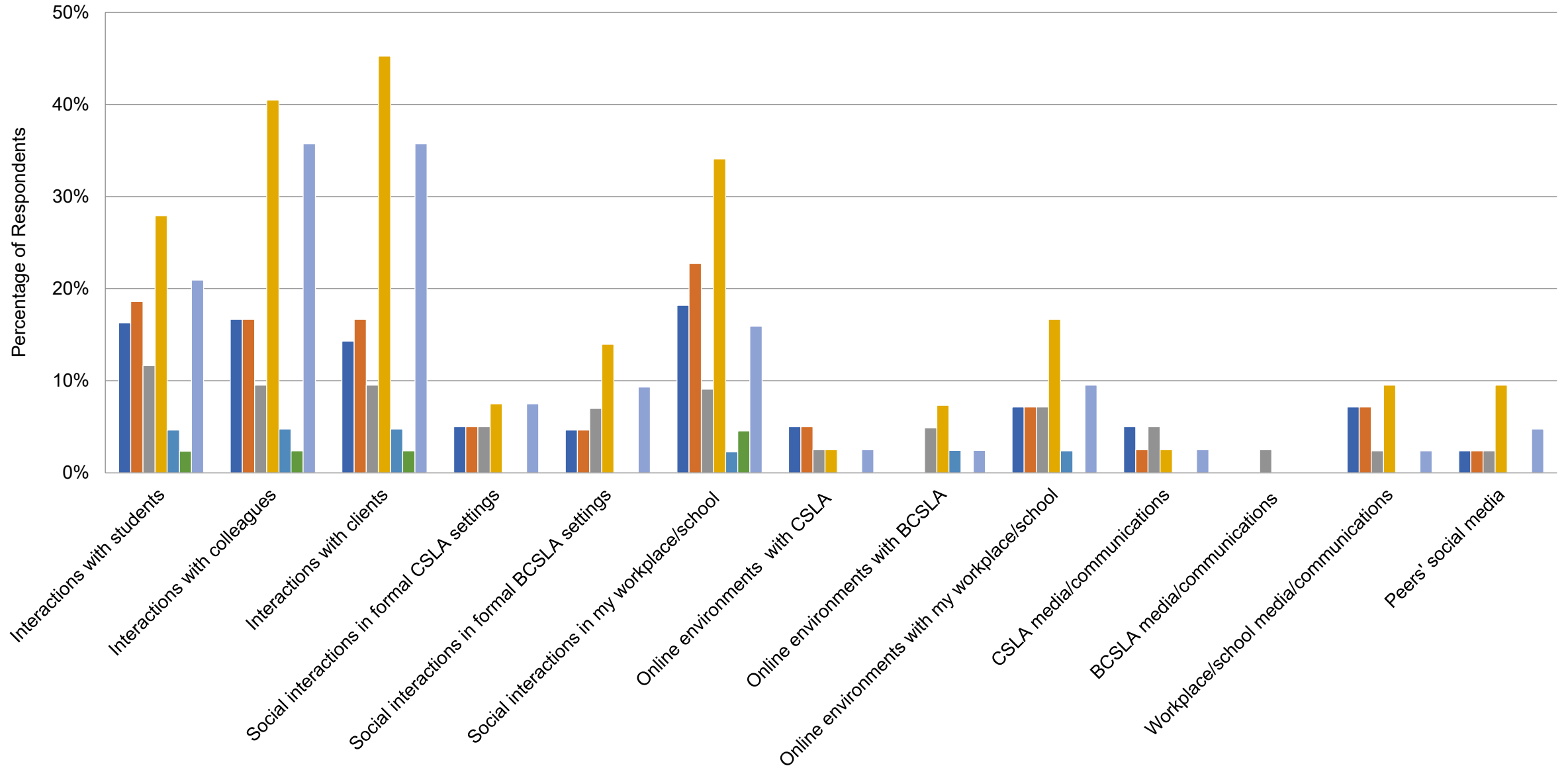
Q4. PLEASE RATE YOUR LEVEL OF AGREEMENT WITH THE FOLLOWING STATEMENTS:



Answered: 54
Skipped: 10

Strongly Agree Agree Neither Agree or Disagree Disagree Strongly Disagree

Q8. I HAVE EXPERIENCED DISCRIMINATION IN THE FOLLOWING SITUATIONS:



Answered: 47
Skipped: 17

■ Race ■ Ethnicity ■ Ability ■ Gender ■ Sexual orientation ■ Religion ■ Age

Areas of Interest

- Gender discrimination is most common: 45% of all respondents experienced gender discrimination with clients, 40% with colleagues, 34% in work/school social interactions
- Age discrimination also prevalent: 36% of all respondents experienced age discrimination with clients and colleagues
- Race, ethnicity, and ability-based discrimination were less common, but may be widespread within those demographics. Examples:
 - 15 total respondents identified as racialized and 7-8 respondents experienced racial discrimination with colleagues, students, and work/school social interactions.
 - 7 people identified as having a disability, and 4-5 respondents have experienced ability-based discrimination with students, colleagues, and clients.
- <10% of respondents believe DEI policies at BCSLA and CSLA are effective; <50% believe workplace DEI policies are effective

What could BCSLA do better or differently to enhance respect, diversity, and inclusion for members?

- Celebrate and give young landscape architects a platform; create awards for emerging professionals
- Promote diverse voices and opinions through speaker invitations, publications, social media
- Feature a diversity policy
- Invest in scholarships/bursaries for underrepresented populations
- Develop standards and recommendations for workplaces with respect to a code of ethics, DEI education, hiring practices, parental leave, pay standards, etc.
- Host events that are physically accessible (i.e. wheelchair accessible, close-captioned) and financially accessible
- Decrease cost barriers to membership (e.g. dues, time limits to complete exams)
- Require continuing education and staff and volunteer training on inclusivity, gender equity, racism, and decolonization
- Recognize their lack of diversity and past mistakes
- Promote the profession to diverse communities and youth

What could CSLA do better or differently to enhance respect, diversity, and inclusion for members?

- Celebrate and give young landscape architects a platform; create awards/fellowships for emerging professionals
- Promote diverse voices and opinions through speaker invitations, publications, social media
- Hire more women, people of color, queer people, differently abled people; but do not be tokenistic or try to fulfill diversity quotas
- Develop uniform standards and processes for international candidates to join component membership that values prior education and experience
- Ensure that there is a national oversight avenue should diversity complaints be overlooked at local levels
- Invest in scholarships/bursaries for underrepresented populations
- Host events that are physically accessible (i.e. wheelchair accessible, close-captioned) and financially accessible
- Require continuing education and staff and volunteer training on inclusivity, gender equity, racism, and decolonization
- Recognize their lack of diversity and past mistakes
- Promote the profession to diverse communities and youth

What could workplaces/schools do better or differently to enhance respect, diversity, and inclusion for members?

- Make offices and work environments more accessible for people with disabilities
- Conduct more check-ins and discussions, and welcome opinions internally
- Fire those who discriminate; call out/hold accountable faculty for past negative behaviors toward minorities
- Require training on inclusivity, gender equity, racism, and decolonization
- Recognize their lack of diversity and past mistakes
- Make hiring processes clear
- Better incorporate Indigenous ways of knowing into education
- Flatten hierarchy between interns and senior staff; increase intern salaries
- Hire and mentor more women, people of colour, queer people, and differently abled people, but do not be tokenistic or try to fulfill diversity quotas
- Promote the profession to diverse communities and youth

What could Landscape Architecture do better or differently to enhance respect, diversity, and inclusion for members?

- Identify areas of improvement through forums, newsletters, self-review
- Work with allied professions and build capacity within communities rather than just going in for the job
- Feature/celebrate teams rather than individuals; showcase projects with positive community impact
- Emphasize inclusive design, public outreach, and idea generation
- Choose to work with clients who are inclusive
- Encourage youth and diversity at all levels of decision making
- Develop formal verbiage for contracts about discrimination
- Promote the profession to diverse communities and youth