The shifting demographics of our nation is not reflected in the field of landscape architecture. In 2013, ASLA convened its first Diversity Summit with the goal of developing a deeper understanding of why landscape architecture is failing to attract a more diverse profession. Each summit has brought together a group of established and emerging landscape architecture professionals who identify as African American or Latinx. On June 9-11, 2017, ASLA hosted the Diversity SuperSummit at the ASLA Center for Landscape Architecture in Washington, D.C. All past summit participants were invited back along with six new emerging professionals. Participants discussed diversity issues and prioritized action items for the organization to carry through as a part of its commitment to fostering diversity in the field. The following is a summary of those conversations.

**TAKEAWAYS**

1. **Use digital content and hands-on tools for exploration**
   - **K-12 Chapter Presentations + Toolkits**
     - Create engaging digital content to teach kids about landscape architecture. Piggyback on existing social platforms, like Snapchat, to extend learning beyond the classroom.

2. **Rethink how to market landscape architecture**
   - **After School + Summer Camp Curriculum**
     - Introduce landscape architecture to under-represented schools through youth employment and entrepreneurship as an economically viable career.

3. **Show diversity in context**
   - **Diversity on ASLA.org**
     - All content on ASLA.org should reflect a diverse representation of the society. The website should be a reference about the field and diversity should be engrained in its content.

4. **Teach students about diversity within profession**
   - **University Recruitment + Curriculum Development**
     - ASLA should inspire future landscape architects by showcasing diverse paths to success and broadening the definition of design excellence.
PRIORITY AGENDA ITEMS

After the summit, participants were surveyed to prioritize agenda items to give ASLA direction on which diversity-focused initiatives and activities will be considered and developed over the next year. Below are the results of ASLA’s action timeline and five-year goals.

ASLA Action Timeline

Participants created benchmarks for the next six, nine, and 12 months for ASLA to deliver on the initiatives and action items discussed throughout the summit. Below is framework and timeline for ASLA’s diversity-focused work plan.

<table>
<thead>
<tr>
<th>SuperSummit</th>
<th>6 mo.</th>
<th>9 mo.</th>
<th>12 mo.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Review, assess, and implement diverse content on ASLA.org</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>ASLA quarterly progress report to summit attendees</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Summary of past Diversity Summits</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Discuss a common language</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Review the Presidents’ Council Commitment to Diversity</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Critical self-assessment and execution of best practices at ASLA</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
</tbody>
</table>

ASLA Five-Year Goals

In creating a five-year plan, participants were asked to rate action items that are most important for ASLA to accomplish in five years. Below are the top ranked items from summit participants.

1. Diverse imagery and resources integrated across ASLA.org
2. All ASLA materials in digital format and easily accessible
3. ASLA becomes best practice model for other organizations
4. Diversity efforts are aligned with Presidents’ Council organizations
5. STEM/STEAM is built into the pipeline as integral to landscape architecture

For more information and to view the full SuperSummit report visit:

asl.org/DiversitySummit

American Society of Landscape Architects
Image credit: EPNCAC.com