



Gender Equity in Landscape Architecture Project

General Information and Pledge Pack

Australian Institute of Landscape Architects

Introduction

The Australian Institute of Landscape Architects (AILA) is taking a leadership role to ensure the landscape architecture profession is as inclusive, progressive and modern as it possibly can be.

AILA is launching a Gender Equity Project to investigate the participation of women in landscape architecture and develop strategies to address gender inequity in the profession.

There are numerous examples of females who are shaping, innovating and leading the profession. This project will ensure we develop an appropriate

research and evidence base to support equality in landscape architecture workplaces more broadly.

To properly understand the specifics of the issue, AILA is collaborating on a research and action project on gender equity in landscape architecture between AILA, Parlour and the Monash XYX Lab.

Currently there is a lack of critical research into workplace equity within the Australian landscape architecture profession and AILA is taking immediate action to change the future.

The objectives of the project are to:

- Develop a preliminary research base that can inform longer term action and decision making on the topic.
- Support the landscape architecture profession to be inclusive, progressive and modern.
- Use the research and evidence to inform resources, events, programs training and future studies on the issue.



Defining Gender Equity



The Australian Government's Workplace Gender Equality Agency Defines workplace gender in the following way...

Workplace gender equality is achieved when people are able to access and enjoy the same rewards, resources and opportunities regardless of gender.

Australia, along with many countries worldwide, has made significant progress towards gender equality in recent decades, particularly in education, and health and female workforce participation. However, the gender gap in the Australian workforce is still prevalent; women continue to earn less than men, are less likely to advance their careers as far as men, and accumulate less retirement or superannuation

savings. At the same time, men have less access to family-friendly policies such as parental leave or flexible working arrangements than women.

The aim of gender equality in the workplace is to achieve broadly equal outcomes for women and men, not necessarily outcomes that are exactly the same for all. To achieve this requires:

- Workplaces to provide equal pay for work of equal or comparable value
- Removal of barriers to the full and equal participation of women in the workforce
- Access to all occupations and industries, including leadership roles, regardless of gender; and
- Elimination of discrimination on the basis of gender, particularly

in relation to family and caring responsibilities.

Achieving gender equality is important for workplaces not only because it is 'fair' and 'the right thing to do,' but because it is also linked to a country's overall economic performance. Workplace gender equality is associated with:

- Improved national productivity and economic growth
- Increased organisational performance
- Enhanced ability of companies to attract talent and retain employees
- Enhanced organisational reputation.



AILA Gender Equity in Landscape Architecture Project Scope

The project scope has been in development since June 2017 and is being led by the AILA Board and CEO in collaboration with Parlour and Monash XYX Lab.

With a multi-phased approach, the first phase develops an initial research base, puts the issue on the table for the profession and provides some preliminary resources. This will include an analysis of ABS and AILA data.

This approach draws on the successful model that Parlour developed working with the architecture profession and enables AILA to begin the longer process of instituting change.

Subsequent phases of the project

will be confirmed after the completion of phase one. This might include the establishment of an Advisory Panel on Gender Equity, ongoing research on the topic and the development of resources and tools.

Some of the longer term opportunities that have been identified with Parlour and Monash XYX Lab include:

- Scholarly publications based on the process and outcomes of the research of phase one.
- Undertaking larger Australian Research Council co-funded projects (on successful application).
- Developing more detailed and advanced strategies.

- Developing specific resources, including Parlour Guides to Equitable Practice and the hosting of events on the subject.

As always, AILA will seek feedback from members on the development of any policy or project.

Phase one of the project is expected to be completed by September 2018. The results will be available for all members to access.



Why now?

The AILA membership base has a close to equal number of males and females represented.

While there is equal participation, we have observed a trend of more males in senior and higher paying positions.

The results from the 2017 Australian Institute of Landscape Architects (AILA) salary survey included an analysis of salary compared to gender distribution.

These results have identified that there is gender inequality within landscape architecture.

Of the survey respondents, women represent 70 per cent of the lower

paid positions within the profession, while men represent 100 per cent of the high-income earners.

The most recent ABS data identified that the full-time worker gender pay gap is about 15% (or \$253 per week).

Connecting Globally

With the World Economic Forum 2017 Global Gender Gap Report findings tell us that gender parity is over 200 years away, there has never been a more important time for AILA to lead the profession on the issue.

There is a strong global momentum striving for gender parity and AILA is supporting the 2018 International Women's Day (IWD) campaign, #PressforProgress.

This is a year long campaign, and we encourage members and organisations to share the #PressforProgress message.

Gender parity won't happen overnight but this project is just one of the initiatives that might make it happen sooner, rather than later.



Practice Pledge for the Project

AILA is providing the opportunity for practices and individuals to back the project by making a financial contribution to the initiative.

The financial support of the project will accelerate the initiative and increase the impact it can have.

In return, you or your organisation will receive:

- Recognition as a supporting organisation/individual for the project and gender equity.
- Your name or practice logo on relevant materials relating to the project.
- A dedicated social tile to distribute across social media and your website.
- An invitation for a practice representative and individual donors to attend an exclusive teleconference briefing on the results of the project.
- A copy of the first draft of results.

All participating practices/supporting individuals will receive the same recognition for their contribution toward this project, however depending on the size of your practice we ask that you contribute the following:

- Individual contribution - \$500
- Small Firm (1-5 employees) - \$1000
- Med Firm (6-15 employees) - \$1500
- Large Firm (16+ Employees) - \$2500

If you feel that research into gender equity and diversity is a priority for progressing the professional standards of landscape architecture in Australia please complete the pledge form online.

What happens with the money raised?

A limited amount of funding is required for phase one of the project. Any money that is raised for the project above and beyond what is required for phase one will be quarantined for future gender equity initiatives.

The findings from phase one of the initiative will be used to inform what happens next within the context of the broader project objectives.

Want to donate?

The Practice Pledge form is available on the Gender Equity Project on the AILA.org.au website or by contacting tim.arnold@aila.org.au.



Other information

How is the project governed?

The AILA Board is taking a leadership role in overseeing the project scope and launch. The initial study (phase one) will provide the AILA Board with critical information to inform the subsequent steps of the project. This might include the establishment of a separate Advisory Panel that will assist AILA's CEO to further develop the action plan.

How will the funds raised for the project be quarantined?

AILA takes great pride in striving for best practice governance and operational processes. Any funds raised to support the project will be quarantined and reflected on AILA's balance sheet.

This will ensure the money raised to support Gender Equity in Landscape

Architecture is allocated to initiatives determined by the Board in consultation with the membership, inline with the project objectives and any potential Advisory Panel that may be established.

Why is AILA giving practices the opportunity to contribute to the project financially?

There are a few reasons!

1. AILA works with a relatively small operating budget and this is a big issue. The project requires a worthy investment to make sure that it is done properly. AILA is in a position to fund elements of a Gender Equity Project but with the support of Practices, we will be able to have a more meaningful impact in an accelerated way. Without additional financial

support, the project and any intervention would take longer than we would all hope.

2. The work environment and conditions are set in our practices and organisations where landscape architects are employed. This is an opportunity for the industry to show it's broad support for gender equity in a tangible way.
3. Pledging support for the project is another way to demonstrate to employees and prospective employees the values of your company and the support of gender equity.



About the Project Partners

About Parlour

Parlour brings together research, informed opinion and resources on women, equity and architecture in Australia. It seeks to expand the spaces and opportunities available to women while also revealing the many women who already contribute in diverse ways.

As activists and advocates Parlour aim to generate debate and discussion. As researchers and scholars they provide serious analysis and a firm evidence base for change. As women active in Australian architecture Parlour seek to open up opportunities and broaden definitions of what architectural activity might be.



: women, equity, architecture.

About Monash XYX Lab

Led by Dr Nicole Kalms, XYX Lab is investigating space, design, and gender within Australian cities. Launched officially in March 2017, the Monash University Art, Design and Architecture (MADA) research program will focus on the way space and design can impact equity for women.

The Built Environment Channel

The Built Environment Channel supply news, information and specialist content to architects, engineers, landscape architects and designers throughout Australia through an in-house network of digital screens.

Committed to supporting initiatives that are beneficial to the industry, the Built Environment is a proud support of AILA, Parlour and Gender Equity which is demonstrated through their corporate support of the project.

