Racial Equity & Inclusion Plan

LAND studio's Framework for Equitable Placemaking

December 2018
LAND studio’s Commitment to Racial Equity & Inclusion

LAND studio has an ongoing commitment to organizational development as part of its mission to create places and connect people.

As discussions related to racial equity and inclusion (REI) have developed inside and outside the organization, LAND studio’s staff and board have identified the need for a more in-depth internal planning process to determine ways the organization can better reflect Cleveland’s diverse neighborhoods and eliminate barriers to participation in our processes.

LAND studio REI Goals

LAND studio is a gatekeeper to opportunity as it relates to the development of public space and the creation of public art and programming. With this responsibility, LAND studio embarked on a process in 2018 to develop the following goals:

- **Create** and maintain opportunities for everyone regardless of race, ethnicity, gender, or the community in which they live

- **Eliminate barriers** to participation that may prevent historically underrepresented groups from working with or for LAND studio

- **Foster** authentic and empowered community participation

- **Increase transparency** between LAND studio and the community by ensuring that its mission and objectives are clear and that the organization is responding to community needs

- **Establish** an organizational culture of inclusion by building a diverse workforce and creating an environment where everyone feels welcome
Opportunities for Organizational Action and Growth

**Accessibility**
- Build authentic relationships with stakeholders and residents across the city through increased community engagement
- Reflect the diversity of Cleveland’s residents through targeted marketing and communications efforts
- Eliminate barriers to participation by ensuring that LAND studio’s administrative processes are fair and easy to navigate

**Capacity Building and Opportunity Creation**
- Recruit and retain a diverse staff and board
- Develop an artist network that reflects Cleveland’s population
- Provide professional development opportunities for artists
- Develop an informed constituency of residents to advocate for design and public art in their neighborhoods

**Culture of Inclusion**
- Develop and maintain a measurable plan for REI efforts
LAND studio 2018 Staff & Board of Directors

*REI Task Force

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Local Partners & Community Resources
Cleveland Neighborhood Progress (CNP)
CNP REI Institute Workshops
Cuyahoga Arts and Culture
The George Gund Foundation
The Saint Luke’s Foundation

Adopted
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