

Racial Equity & Inclusion Plan

A photograph of children playing in a water fountain. In the foreground, a young girl with braids, wearing a white t-shirt with 'LAND OF THE BLUE DEER' and dark shorts, stands looking towards the camera. To her right, another child in a blue shirt is partially visible. In the background, other children are playing, including one in a colorful swimsuit crawling on the ground. The fountain has several jets of water spraying upwards, creating a misty atmosphere. The background shows green trees and a clear sky.

**LAND studio's
Framework for
Equitable
Placemaking**

December 2018

L | A | N | D studio

landscape art neighborhoods development

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



REI Process Principles

LAND studio is committed to a process that is...



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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Board of Directors

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Jason Thorn
Linda Warren*
Eric Wulff

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
December 2018***