



## **APA Diversity and Inclusion Vision, Mission and Strategy** **Adopted April 2018**

### **American Planning Association**

#### **Diversity and Inclusion (D/I) Vision Statement**

The American Planning Association is committed to providing opportunities for all to achieve excellence in planning by fostering diversity and inclusion in the organization and the planning profession. The American Planning Association is committed to being responsive to changes in communities and the challenges being faced in achieving just, equitable and inclusive communities where the rights to life, liberty and the pursuit of happiness are achievable by all.

Diversity is an inclusive concept which encompasses, but not is not limited to race, ethnicity, class, gender, age, sexuality, ability, educational attainment, spiritual beliefs, creed, culture, tribal affiliation, nationality, immigration status, political beliefs and veteran status. With greater diversity, we can be more creative, effective and just, and bring more varied perspectives, experiences, backgrounds, talents and interests to the practice of planning and to the communities we serve. We recognize that achieving diversity and inclusion is an evolutionary process that requires an ongoing renewal of our commitment.

### **American Planning Association**

#### **Diversity and Inclusion (D/I) Mission Statement**

To promote more inclusive, just, and equitable communities through a planning profession as diverse and inclusive as the many communities we serve. To equip planners to perform inclusive planning and work effectively across diverse communities.

### **American Planning Association**

#### **Diversity and Inclusion (D/I) Strategy**

The American Planning Association will address this commitment internally and externally through the following strategies and goals:

- Strategy 1: Continually expand the representation and understanding of diverse and inclusive perspectives within the organization and throughout the profession.
  - Goal 1A: Develop and implement a strategy to increase the visibility of D/I and social equity policy positions, goals and outcomes in APA communications and publications and other planning dominant discourses and continue to seek critical self-evaluation to promote D/I in the profession.
  - Goal 1B: Develop and implement a strategy for integrating D/I and social equity into the National Planning Conference and APA Chapter conferences, for example through targeted tracks, equity reflection in sessions, and increasing the diversity in the composition of speakers, sessions and perspectives.
  - Goal 1C: Promote the goal of every APA Chapter having an active D/I committee or D/I initiative.
  - Goal 1D: Integrate D/I training into the organization's suite of leadership development resources for APA staff and leadership.



- Strategy 2: Actively address barriers to and support the recruitment and retention of underrepresented peoples in the profession, the organization and among APA elected leadership.
  - Goal 2A: APA membership and leadership to reflect increasing diversity in national demographics and chapter membership in key indicators such as race, ethnicity and gender.
  - Goal 2B: Utilize APA's new Student and New Member Programs to increase the pipeline to the profession by actively recruiting and retaining members from allied degrees and historically underrepresented populations, including Historically Black Colleges and Universities (HBCU), Tribal colleges and community colleges, and identifying opportunities to collaborate with APA population-based divisions and ACSP's Planners of Color Interest Group (POCIG) to conduct recruitment activities.
  - Goal 2C: Expand and strengthen the APA Ambassador Program; explore partnerships with allied organizations, networks and associations.
  - Goal 2D: Expand and strengthen fellowship/scholarship programs for underrepresented students/professionals to attend planning programs and achieve professional advancement.
  
- Strategy 3: Build the capacity of planners to practice inclusive, culturally-competent, and equitable planning practices.
  - Goal 3A: Provide accessible resources and tools (e.g., webinars, training series, research materials, etc.) to support members, APA staff, APA leadership and key audiences such as planning commissioners/board members and planning firms/agencies.
  - Goal 3B: Consider the possibility of requiring social equity and D/I as a required component of CM.
  - Goal 3C: Create opportunities to facilitate communication and information sharing between and across local/national diversity committee and members.
  
- Strategy 4: Seek partnerships with the public, private and nonprofit sectors to achieve just, equitable and inclusive communities.
  - Goal 4A: Partner with a variety of civic and nonprofit groups that focus on and advocate for historically marginalized groups to advance D/I and equity goals. Use partnership evaluation criteria adopted by the APA Board.
  
- Strategy 5: Be responsive to changes in communities and the challenges being faced in achieving just, equitable and inclusive communities.
  - Goal 5A: Continue to help develop, strengthen, support and advocate for legislative priorities focused on addressing challenges and supporting efforts to create more prosperous and just communities; equip members with resources to actively engage in the policy making process.
  - Goal 5B: Respond to and encourage discourse on national issues that disproportionately impact minority/historically marginalized groups in relation to planning.