

DEI Task Force

Recommendations

December 10, 2020

Agenda

- 1. Overview**
- 2. Recommendations**
 - DEI in Practice
 - DEI in Student Outreach
 - DEI in Chapter Membership
 - DEI in Professional Development
- 3. Discussion & Next Steps**

Timeline

June – Board Forms Task Force with 7 Board Members

July – Additional Members Recruited Meeting 1

August – 4 Sub-Groups Formed Meeting 2

September – Sub-Group Findings Meeting 3

October – Draft Recommendations Meeting 4

November – Final Recommendations Meeting 5

Task Force Members

- Megha Sinha, AICP // Task Force Chair
- Joyce Braverman – Board Member
- Kimberly Burton, AICP – Board Member
- Katherine Keough-Jurs, AICP – Board Member
- Martin Kim, AICP – Board Member
- Paul Logue, AICP – Board Member
- Matt Schmidt, AICP – Board Member
- Jocelyn Gibson (Senior Consultant at ZoneCo)
- Nichole Laird (Planner, Cuyahoga County Planning Commission)
- Jacquelyn McCray, PhD, AICP (Partner, Management Partners)
- Carolyn Thurman (Deputy Director of Planning and Development, City of Westerville)

Task Force Purpose & Principles

Develop a framework to assist the APA Ohio Board in developing specific actionable steps towards elevating and improving equity, diversity, and inclusion in our state planning organization and the profession.

Stewardship: APA Ohio as an organization commits to engaging its members and the general public in fostering the core values of Diversity, Equity, and Inclusion in the field of planning in all communities.

Practice: APA Ohio promotes and provides resources to facilitate the intentional inclusion of Diversity, Equity, and Inclusion principles in all facets of planning practices at all levels of planning.

Advocacy: APA Ohio supports its members and other partnering organizations and individuals through efforts to advance Diversity, Equity, and Inclusion in their practices.

Impact Categories

Planning Practice

Sub-Group

- Martin Kim
- Joyce Braverman
- Jocelyn Gibson
- Matt Schmidt

Student Outreach

Sub-Group

- Carolyn Thurman
- Nichole Laird
- Kimberly Burton
- Megha Sinha

Chapter Membership

Sub-Group

- Katherine Keough-Jurs
- Paul Logue
- Jacquelyn McCray

Professional Development

Sub-Group

- Megha Sinha
- Carolyn Thurman
- Martin Kim

DEI in Planning Practice

Vision/Goal

Commit to advance the core values and the intentional inclusion of Diversity, Equity, and Inclusion principles in all facets of planning practices at all levels of planning.

We Recommend...

1. Soliciting member input on the DEI resolution language, adopt a resolution, and solicit endorsement from general membership
2. Creating a pledge for members to take actions on at the APA Ohio website
3. Exploring and utilizing grant opportunities with APA National and other planning related organizations for launching a public campaign on DEI in Planning
4. Compiling DEI resources covering planning practices, principles, and issues subject areas
5. Featuring best practices and case studies of "equitable development" in the APA Ohio newsletter on an on-going basis
6. Developing a zoning DEI audit template tool
7. Incorporating the principles of DEI in the updated Planners Guide in Ohio book

DEI in Student Outreach

Vision/Goal

Build awareness of planning and promote planning as a career path to students in underrepresented groups of our society.

We Recommend...

1. Creating active partnerships with organizations (ex. Capital Kids Columbus, Look Up Cleveland) that are already running successful programs with middle and high school students to encourage diverse student participation and expose them to careers in planning or closely-allied professions.
2. Creating active partnerships with higher education institutions engaged in accredited and non-accredited programs in planning or other allied disciplines to encourage diverse student recruitment and retention.
3. Partnering with (or building on) APA National's current initiatives and programs that help students and young planners navigate their education and career in planning.
4. Aligning efforts with APA Ohio's efforts on youth outreach to increase and diversify our membership
5. Aligning efforts with APA Ohio's efforts to engage the youth of our communities in the process of stakeholder engagement

DEI in Chapter Membership

Vision/Goal

Increase representation and active participation in APA Ohio from underrepresented and BIPOC professionals.

We Recommend...

1. Engaging in active outreach to underrepresented and BIPOC professionals throughout Ohio to discuss APA and directly and intentionally invite their active participation in the organization, its committees, and programs.
2. Developing dedicated networking and mentorship opportunities to increase organizational retention (including AICP mentorship). *(possible overlap and collaboration with Student Outreach)*
3. Focusing on equity when planning educational opportunities – include an equity and diversity focus when approaching speakers and selecting sessions. *(possible overlap and collaboration with Professional Development)*
4. Using creative forms of membership and benefits – associate or organizational membership, access to limited benefits, etc.

DEI in Professional Development

Vision/Goal

Make Diversity, Equity, and Inclusion a critical foundation to ongoing education statewide of planners, APA Ohio members, and leaders by integrating expertise of BIPOC professionals into the educational offerings of APA Ohio.

We Recommend...

1. Creating a database of BIPOC speakers, including BIPOC planners and BIPOC experts in related fields. This database should be used to identify potential speakers even when the topic is not explicitly DEI
2. Identifying speakers that speak not just to DEI as a topic, but who integrate inclusion into all aspects of planning practice
3. Including a DEI track in all one-day and multi-day conferences/workshops and commit to inviting BIPOC speakers for all topics
4. Developing APA Ohio as a conduit for providing training opportunities related to DEI

Overarching Recommendations

- APA Ohio Board should make a strong public statement to show our support and value around DEI
- Include DEI in the work of all APA Ohio Board Committees and APA Ohio Board actions
- Recruit BIPOC planners to fill vacancies on APA Ohio Boards and Committee
- Relationship with Planners Code of Ethics - Check the status of equity CM requirement and provide a support on this new requirement
- Build on APA's adopted 2018 Diversity and Inclusion strategy

Discussion & Next Steps

1. Board to determine priority action steps.
 - Priorities to be assessed on impact not on low-hanging fruit
2. Are further efforts required of the Task Force?
3. Who is responsible for implementing action steps?
4. Do we need to recruit additional volunteers to help focus on the priorities?
5. Which of the recommendations neatly fall into existing Board Committee goals?
6. For those that fall outside of our current structure do we add a new DEI focused Committee or ask the Task Force to stay on longer?

Thank you