

## APA MN Diversity and Equity Committee

### Committee Purpose

The Diversity and Equity Committee is a direct result of the 2024 APA Minnesota Board's strategic plan. The group serves to connect existing planners, build relationships among diverse communities and help cultivate culturally competent planners who advocate for inclusive and diverse planning and engagement.

### Mission Statement

To recognize and address past and present barriers that exist in communities and to plan for equitable and inclusive outcomes.

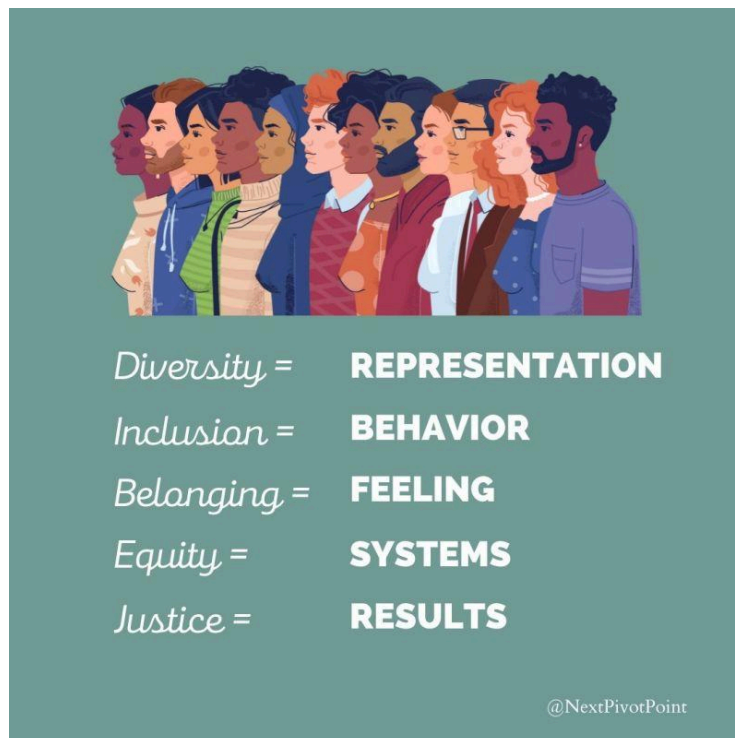
To advocate for inclusive and equitable engagement in the decision making process.

To actively pursue avenues for increasing diversity in the field for creative, effective, just, and adaptable planning.

To cultivate culturally competent planners who work effectively across communities.

To educate people about the purpose of planning and empower them to shape the future of their communities.

To take actions that collectively improve representation, behaviors, feelings, systems, and results.



## **Committee Structure and Reporting**

- Committee shall meet on a monthly basis
- Committee reports to the APA Minnesota Board of Directors
- Committee provides written reports about its meetings, recommendations and actions to the Board of Directors on a regular basis
- Committee members are accepted on a rolling basis and shall consist of chapter members
- Co-chair selection approved by the APA Minnesota Board of Directors

## **Committee Goals, Objectives and Timeline 2024**

### **Goals:**

#### **1. Continue to Build Awareness of the Group**

- a. Use online and offline tools to market the Committee to APA members and help recruit and engage folks into APA who have interest in Equity and Diversity.

#### **2. Deliver Tools to Practitioners & Provide Educational Opportunities**

- a. Implement educational events for Equity CM Credit and invite other equity experts across various fields to enrich our profession.
- b. Provide opportunities for connection, networking, sharing professional expertise.

#### **3. Create Networking Opportunities**

- a. Create opportunities to engage with professionals who are not planners
- b. Create networking opportunities for underrepresented groups
- c. Collaborate with local organizations
- d. Engage high school, college and youth

#### **4. Identify the Contributions of Diverse Communities**

- a. Recognize and advocate for diverse representation at the MN APA conference specifically as it pertains to awards and accomplishments
- b. Nominate for Equity and Diversity to be given out annually at the APA MN conference.
- c. Find ways to recognize those who do planning work and are not formal planners

#### **5. Advocate for more Diversity within the Organization**

- a. More diversity on APA Board and Committees

### Draft Schedule of Events 2024

Event Type	Detail	Timeline	Budget
<b>CM Credit Event</b>	Equity CM Credit Eligible Event	Quarterly	Speaker Fees   \$750 total
<b>Non-CM Educational Events</b>	Non-AICP led education (e.g. food sovereignty advocates, transportation groups, etc.)	Up to 2 per year	Speaker (up to \$250 per speaker per event) and other event fees (\$100 per event for refreshments)   \$1,000 total
<b>DEI Newsletter</b>	Sharing resources, equity news, and planning projects	Bi-annually	None
<b>Committee Meetings</b>	Open Forum; Topics	Monthly	None
<b>Volunteer Event</b>	Connecting with Local Organizations	Annual	Refreshments (\$100)
<b>Social Event</b>	Non-Alcoholic Happy Hours; Event Outings; Tours; Picnic; Summer Ice Cream Social	Annual	Food and Beverage; entrance/ticket fees   \$400
<b>Student/Youth Engagement</b>	Classroom Presentations; Career Fairs; Mentorship; etc.	Up to 2 per year	Materials (handouts; swag)   \$150
<b>Chapter Conference Keynote Speaker</b>		Annual	Speaker fee and travel (\$700)
<b>Total Budget Request</b>			<b>\$3,000</b>