

## **APA MN Diversity and Equity Committee**

### **Background**

The Diversity and Equity Committee is a direct result of the 2018 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, where all people are included.

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 celebrate the diversity of the planners in our organization.

### **Committee Structure and Reporting**

- Committee shall meet on a bi-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 by the APA Minnesota Board of Directors

### **Committee Goals, Objectives and Timeline 2019**

#### **Goals:**

1. 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. Explore the idea of an award 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

2. Create Awareness of the Group
  - a. Use online and offline tools to market the Committee to APA members and help recruit new folks into APA who have interest in Equity and Diversity.
3. Deliver Tools to Practitioners & Provide Educational Opportunities
  - a. Mentorship Program
4. Advocate for more Diversity within the Organization
  - a. More diversity on APA Board and Committees
  - b. Recruit students
5. Create Networking Opportunities
  - a. Create opportunities to engage with professionals who are not planners
  - b. Create networking opportunities for underrepresented groups
6. Make a partnership with YEP!

### Draft Schedule of Events 2019

Event Type	Detail	Budget	Timeline	Event Lead
<b>Networking Event</b>	Event will be a collaborative focus on connecting Planners with other diversity Committees in related fields (e.g. AIA, ASLA)	\$500	Summer/Fall	TBD
<b>Newsletter Article</b>	Introduction of the Committee	No budget needed	Winter/Spring	Breyonne Golding?
<b>Educational Event</b>	YEP!	TBD	Summer/Fall	Kathleen Russell? TBD
<b>Conference Event</b>	Lightning talks regarding diverse engagement strategies and/or Engaging with diverse communities led by a person of color	TBD	September 25-27, 2019	TBD