



APA Florida Equity, Diversity, and Inclusion (EDI) Committee

Chapter EDI Implementation Update

September 2021

Background

The APA Florida Executive Committee created the APA Florida Equity, Diversity, and Inclusion (EDI) Committee to develop and implement EDI initiatives for the Chapter. The EDI Committee began meeting in September 2019 to develop EDI initiatives guided by the following mission:

APA Florida celebrates equity, diversity, and inclusiveness and believe we can accomplish more through a genuine and authentic partnership with others and promote a commitment to excellence in service to Florida's communities. We strive to make our commitment to equity, diversity and inclusion integral to our organizational structure, policies, practice, committees, staff, sponsors, goals, and vision. We want to engage people of all backgrounds and experiences and seek to foster a culture of respect, openness, learning, integrity, honesty and a sense of fun.

This Chapter EDI Implementation Update reports progress to date and provides contact information for APA Florida member feedback and engagement in current and future EDI efforts. The EDI Committee welcomes the participation of all APA Florida members.

EDI Committee Accomplishments (2019-2021)

- Distributed an EDI survey to all APA Florida members in June 2020.
- Created a Chapter EDI Strategy and corresponding workplan based on survey input.
- Obtained Chapter EDI Strategy review and comments from APA National's Planning and the Black Community, LGBTQ and Planning, Latinos and Planning, and Women and Planning Divisions and revised based on their input.
- Received APA Florida Executive Committee approval of the Chapter EDI Strategy on March 12, 2021.
- Authored Florida Planning articles on inclusive planning workplaces and Committee activities.
- Created the first EDI resource guide on the Chapter's website and provided updates.
- Integrated EDI into the Chapter's operations plan, 2021 legislative platform, 2021 updates to bylaws, and CPAT application via EDI Committee review and comments.
- Met with UF, FSU, USF, and Chapter representatives to discuss available mentoring programs and potential EDI programming and resources for development and implementation in 2022.
- Served on Chapter committee and coordinated with Women and Planning Division to recruit and support nominations for Fellows of the American Institute of Certified Planners (AICP).
- Issued statements of solidarity with the African-American and Asian American Pacific Islander communities after recent acts of violence and created a policy for future Chapter statements.
- Created an outreach calendar to recognize important EDI commemorations throughout the year.

Chapter EDI Strategy Focus Areas

- Leadership and membership
- Communities and partnerships
- Professional development and workplaces
- Conferences and events
- Website and social media

- Submitted EDI-related comments on proposed amendments to the AICP Code of Ethics and to the Planning Accreditation Board's accreditation standards for university planning programs.
- Served on APA National Committees to review and revise AICP exam content and questions from an equity perspective.
- Started the *Lessons from Leaders* project to feature diverse planning leaders in videos, podcasts, and articles and produced the first video for the Chapter's YouTube channel.
- Collaborated on multiple conference sessions, events and webinars with over 530 attendees, including:
 - Three EDI Forums to obtain input on EDI issues, needs, and the Chapter EDI Strategy
 - "Let's Talk About Privilege" and other 2020 Florida Planning Conference (FPC) sessions
 - "Engaging and Joining Inclusive Dialogue," a co-sponsored session with the Orlando Metro Section featuring Black planners/leaders
 - "Creating Successful Conference Proposals" to help diverse and emerging professionals be part of the 2021 FPC
- Brought an EDI perspective to the 2021 FPC conference via the EDI Committee reviewing the call for proposals and conference sessions and holding several sessions and events.



Summary

APA Florida's goal is to celebrate equity, diversity and inclusiveness by reaching and welcoming people of all backgrounds and experiences to be part of and served by the planning profession. The EDI Committee's goal is to build on current efforts to increase the diversity and inclusiveness of the Chapter and leadership and ensure all communities can contribute and be valued. APA's Chapter President's Council recently recognized these efforts by naming APA Florida as the "Chapter of the Year" with the Karen B. Smith Award.

Please consider becoming involved in APA Florida's EDI initiatives by visiting the Chapter EDI website at <https://florida.planning.org/professional-growth/equity-diversity-and-inclusion/> to view the Chapter EDI Strategy and EDI resources, learning about upcoming events and projects, providing your input on EDI issues and priorities, and/or volunteering to be part of *Lessons from Leaders* or other EDI Committee projects.

Please contact EDI Committee Co-Chairs Roxann Read (rread@wildwood-fl.gov) or Alissa Torres (alissa.torres@ocfl.net) to become involved or for more information. Thank you!

The EDI Committee welcomes the participation of all APA Florida members. To ensure diverse representation that reflects the Chapter membership, the EDI Committee is actively recruiting new members in the following categories:

- Members of the Emerald Coast, First Coast, Heart of Florida, and/or San Felasco Sections
- Hispanic/Latinx planners
- LGBTQ planners