



# APA Florida Equity, Diversity, and Inclusion (EDI) Committee Implementation Update

August 2022

## Background

The APA Florida Executive Committee created the APA Florida Equity, Diversity, and Inclusion (EDI) Committee in 2019 to develop and implement EDI initiatives for the chapter. This Chapter EDI Implementation Update reports progress to date, as well as contact information for APA Florida members/allied organizations to provide feedback and to engage with the EDI Committee's efforts.

**The EDI Committee welcomes the participation of all APA Florida members.** Get involved in APA Florida's EDI initiatives by visiting [florida.planning.org/edi](https://florida.planning.org/edi) to view the Chapter EDI Strategy and EDI resources, learn about upcoming events and projects, provide input on EDI issues and priorities, and/or volunteer. Please contact EDI Committee Co-Chairs Roxann Read (RRead@Apopka.net) or Bob Cambric (bob.cambric@gmail.com) for more information. Thank you!

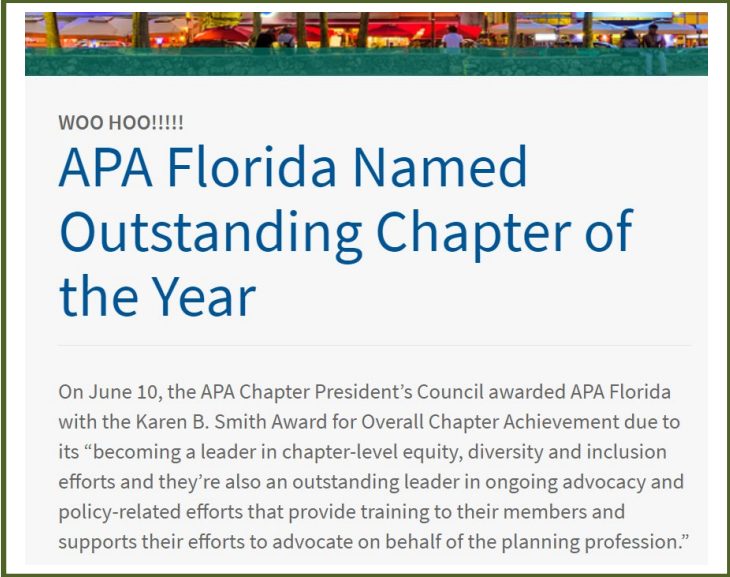
## EDI Committee Accomplishments (August 2019 – August 2022)

- Distributed an EDI survey to all APA Florida members in June 2020, with an update planned for 2023.
- Created a Chapter EDI Strategy and corresponding work plan based on survey input.
- Obtained Chapter EDI Strategy input and ongoing coordination with APA National's Planning and the Black Community, LGBTQ, and Planning, Latinos and Planning, and Women and Planning Divisions and the Asian and Pacific Islander Interest Group.
- Received APA Florida Executive Committee approval of the Chapter EDI Strategy in March 2021—update in 2023.
- Hosted an exhibit at and attended LUGARES 2021: APA Latinos and Planning Division national conference.
- Developed four Hispanic Heritage Month videos, published on social media, and hosted a related webinar.
- Awarded APA Chapter Presidents Council grant funding to offer EDI training, which included an EDI leadership academy held January – March 2022 and an EDI training course for membership held in June 2022.
- Created an EDI leadership survey to review the diversity of the APA Florida Executive Committee, Standing Committees, and Section boards to ensure leadership reflects chapter membership.
- Had a member serve on the 2022 Chapter Nominating Committee to help recruit diverse leadership.
- Authored Florida Planning articles on inclusive planning workplaces, housing for LGBTQ youth and seniors, anti-racism perspectives, Committee activities, and federal nondiscrimination compliance.
- Authored two blog posts for APA National on diversity and EDI 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 Community Planning Assistance Team application via EDI Committee review and comments.

### **Chapter EDI Strategy Focus Areas**

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

- 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.
- Had a member serve on the 2021 chapter committee/coordinate with the Women and Planning Division to recruit and mentor nominations for Fellows of the American Institute of Certified Planners (FAICP).
- Had a member serve on the APA College of Fellows Committee to support diversity and inclusion.
- Issued statements of solidarity with the African-American, Asian-American and Pacific Islander, and Jewish communities after recent acts of violence and created a policy for future chapter statements.
- Issued a statement opposed to 2022 legislation in Florida that hinders an honest reassessment of institutional inequities.
- Created an outreach calendar to recognize important EDI commemorations throughout the year.
- Started and posted in an APA Florida EDI-focused LinkedIn Group.
- Partnered with Equality Florida to do a social media campaign raising awareness and action for the 2021 Transgender Day of Remembrance.
- 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.
- Had members serve on multiple APA National Committees and working groups to review and revise AICP exam content and questions from an equity perspective.
- Started the *Planner to Leader* video project to feature diverse planning leaders offering their tips on achieving management positions and produced several videos for the chapter's YouTube channel.
- Began coordination and presented a webinar with the APA Private Practice Division on events and resources to enhance opportunities for diverse professionals in the private sector.
- Organized or participated in 29 webinars and Florida Planning Conference (FPC) sessions with 1,769 attendees, including:
  - Several EDI Forums to obtain member input on EDI issues, needs, and the chapter EDI Strategy;
  - *Creating Successful Conference Proposals* webinars for diverse/emerging planners; and
  - A four-webinar series celebrating Black History Month 2022 featured in APA Interact.
- Brought increased focus to EDI topics at the 2021 and 2022 FPC by reviewing the call for proposals and sessions, hosting/planning meetup events, and offering 29 equity sessions to satisfy AICP's new Equity CM requirement.
- Organized the *Planner to Leader* workshop at the 2022 FPC for underrepresented mid-career planners interested in management.



**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. APA's Chapter Presidents Council recently recognized these efforts by naming APA Florida as the *Chapter of the Year* with the 2021 Karen B. Smith Award.