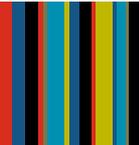


Queer & The Conversation: The Ethics of Inclusion

Jim Barnes, AICP CEP

Tony Plakas



The American Planning Association's
Professional Institute
**American Institute
of Certified Planners**
Making Great Communities Happen

Agenda

A little pop quiz to test your code knowledge

Brief overview of the AICP Code of Ethics and why do codes matter?

Our Aspirations – in the code

An Activity

Terminology – Cultural Competence

A Scenario

Inclusive vs. Exclusive

AICP's Ethics Code

(Adopted by AICP Commission, 2005; revised 2016)

(Please turn **on** your cell phones: planning.org/ethics)

A. Aspirational Principles

Responsibility to: the Public, Clients/Employees, and Profession/Colleagues

B. Rules of Conduct

Twenty-Six Rules to Which AICP Members Are Held Accountable

C. Advisory Opinions

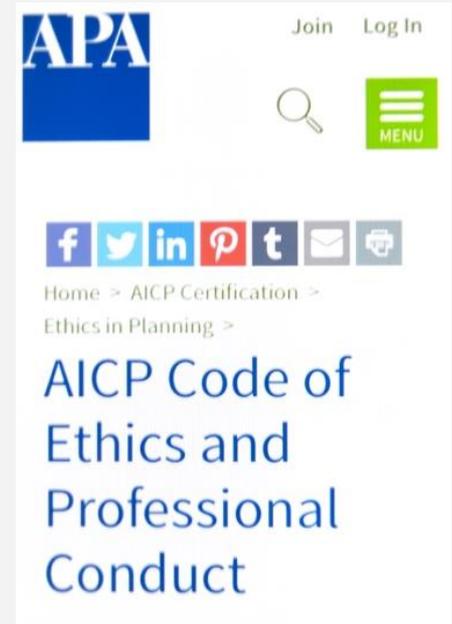
Informal Advice, Formal Advisory Opinions, Annual Report

D. Complaints of Misconduct

Filings, Preliminary Charge/Dismissal, Settlement, Decision, Appeal

E. Discipline of Members

Confidential Letter, Public Censure, Suspension, Revocation



APA's Ethical Principles of Planning

Guidelines for those who participate in the process of planning as advisors, advocates, and decision makers.

(Adopted by APA Board of Directors, 1992)

1. Serve the public interest

Provide accurate information, provide opportunity for all, protect natural and built environment, pay attention to long-range consequences of action, etc.

2. Maintain high standards of integrity/proficiency

Provide independent judgement, disclose personal interests, seek no gifts or favors, avoid conflicts of interest, don't disclose confidential information, don't misrepresent facts, respect rights of all persons, etc.

3. Improve planning competence

Provide high level of professionalism, commit no wrongful acts, contribute time for groups lacking planning resources, treat other professionals fairly, etc.

Ethical Misconduct Cases (in 2017)

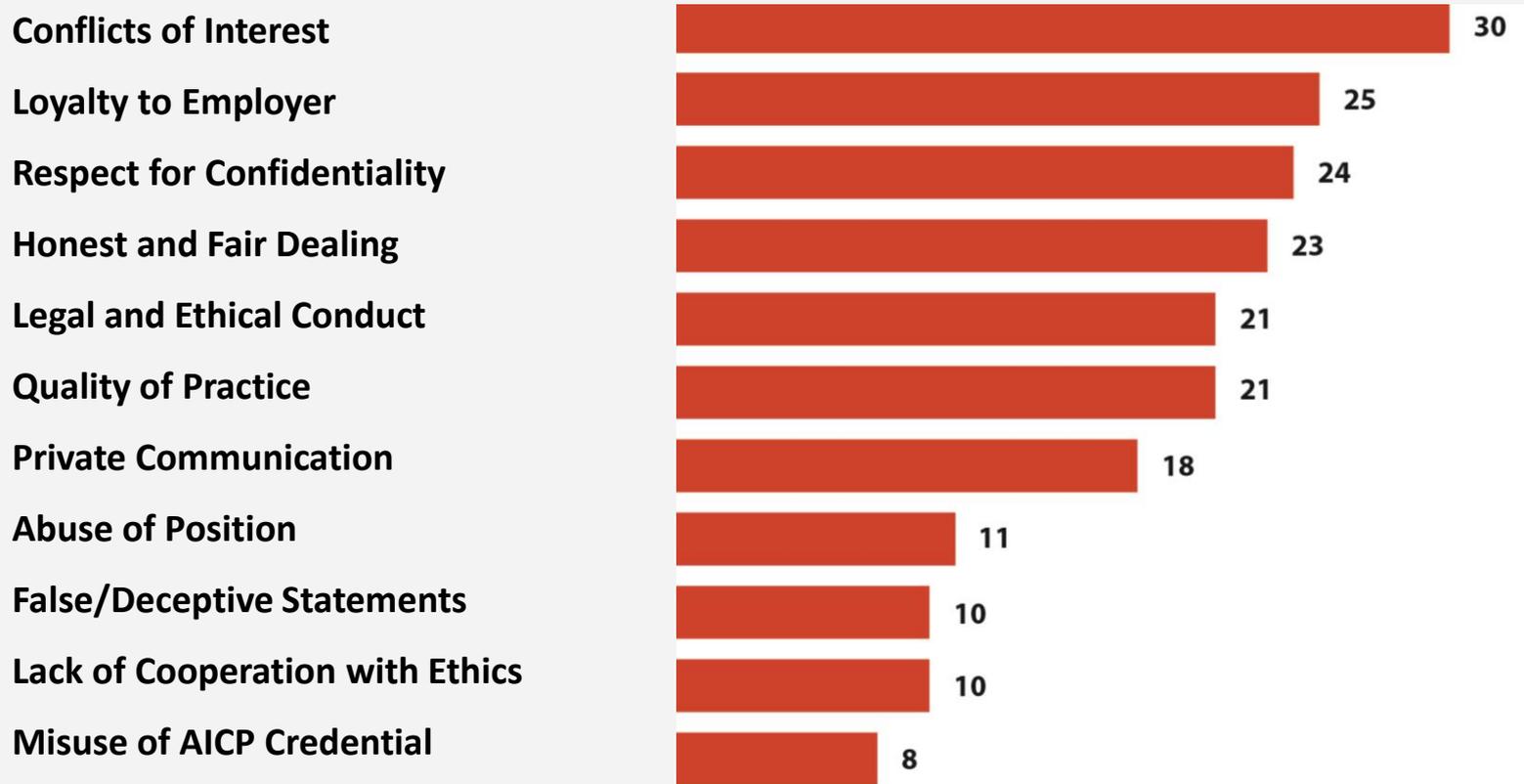
- **Cases Dismissed (10)**
- **Cases Settled (9)**
 - **Misuse of AICP Credential (5)**
 - **Confidential Letters of Admonition (2)**
 - Rule of Conduct #25 (wrongful act)
 - Rule of Conduct #25 (wrongful act)
 - **One-Year Suspension of AICP Certification**
 - Rules of Conduct #4 (other employment) and #6 (inappropriate financial gain)
 - **Revocation of AICP Certification**
 - Rule of Conduct #26 (serious crime)

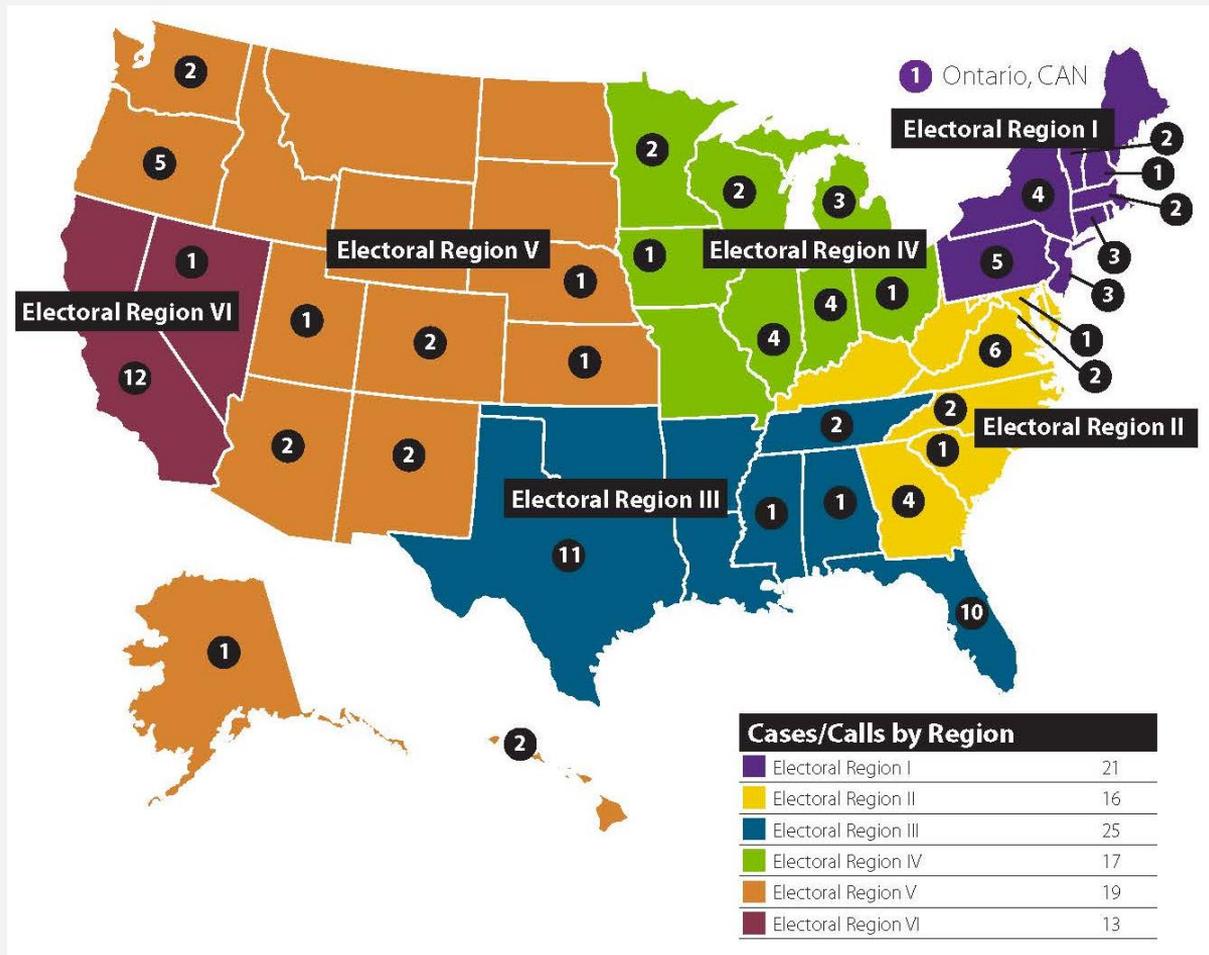


Credit: abovethelaw.com

Ethics Topics

(Misconduct cases and informal inquiries from 2017)





How do different
professions talk
about
discrimination?

Guess which code is which.

Which code is which?

AICP ICMA ASCE AIA

1. Handle all matters of personnel on the basis of merit so that fairness and impartiality govern a member's decisions, pertaining to appointments, pay adjustments, promotions, and discipline.
2. We shall not unlawfully discriminate against another person.
3. Members shall not discriminate in their professional activities on the basis of race, religion, gender, national origin, age, disability, or sexual orientation.
4. (S)hall, in all matters related to their profession, treat all persons fairly and encourage equitable participation without regard to gender or gender identity, race, national origin, ethnicity, religion, age, sexual orientation, disability, political affiliation, or family, marital, or economic status.

Why do **ethics** matter?

And why talk about
discrimination and
inclusion.

Load up the code:

- <https://www.planning.org/ethics/>

- Money to be made
- Sensitive Information



https://pixabay.com/p-1428587/?no_redirect

- People's plans & dreams
- Public trust
- Public interest
- Link in the chain of democracy



https://upload.wikimedia.org/wikipedia/commons/thumb/9/98/Public_Trust_Office%2C_Dannevirke%2C_New_Zealand_37.JPG/1280px-Public_Trust_Office%2C_Dannevirke%2C_New_Zealand_37.JPG

- We are in this together
- What's expected
- Elevate profession



https://c1.staticflickr.com/1/28/100853718_a2225a4005_b.jpg

- A. Statement of aspirational principles
- B. Rules of conduct
- C. Code procedures – getting advice – formal/informal advice
- D. Code procedures – filing a complaint
- E. Code procedures – discipline and if convicted of serious crimes

Article – “Distinguishing Participation and Inclusion”

Participation – increase input

Inclusion - making connections
among people, across issues, and
over time

- Kathryn S. Quick and Martha S. Feldman

Journal of Planning Education and Research, 2011, 31 (3)

- Expand choice and opportunity for all persons
- Special responsibility to plan for the needs of the disadvantaged
- Promote racial and economic integration
- Shall urge the alteration of policies, institutions, and decisions that oppose such needs

Forester's Planning in the Face of Power

“Citizens are profoundly affected, therefore, not by what gets produced by public and private organizations, but also by how these organizations reproduce social and political relations of knowledge and ignorance, consent and deference, trust and dependency, and attention and confusion” (p. 77)

- 1.** Name three people or relationships that are very important to you.
- 2.** Name three important places that have special meaning to you.
- 3.** List three life events (things that have happened in your life) that you usually share with friends.
- 4.** Name two life events of importance that you would like to happen to you in the future.

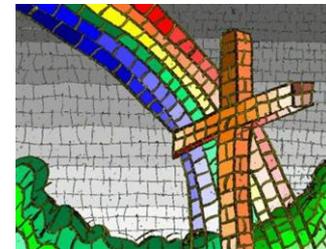
- LGBTQ
- **L**esbian
- **G**ay
- **B**isexual
- **T**ransgender
- **Q**ueer
- **A**sexual

- *Attraction (sexual, romantic, emotional)*
- *Sex assigned at birth*
- *Gender identity*
- *Gender expression*
- *Cisgender*



Think about:

- Is your community an inclusive environment for LGBTQ people?
- How do you know? How would a new community member know?
- What are the needs of LGBTQ people?
- How are they different from straight or cisgender individuals?



The City of Somewhere has had a large community discussion over the last 6 years regarding the development of a human rights ordinance to protect against discrimination in housing, employment, & public accommodations. As leaders of citizen participation efforts, the city's Planning Department has been tasked with gathering feedback. The ordinance (borrowed from another city) under consideration is the following:

It is the intent of the City, in adopting this chapter, to secure an end, in the City, to discrimination, including, but not limited to, discrimination by reason of age, color, creed, family responsibilities, marital status, matriculation, national origin, personal appearance, physical and mental disability, political affiliation, race, religion, sex, sexual preference, prior arrest or conviction record or source of income or any other discrimination based upon categorizing or classifying a person which is not based upon factual data about the persons or group and is not related to the purpose for which it is used.

("Sex" is defined as "the state of being or becoming male or female or transsexual, or pregnant.")

In the end, elected officials have balked at challenging faith based organizations and have not adopted the human rights ordinance particularly because "sexual preference" is included and the definition of "sex" refers to transsexual.

What are ways planners can assist communities in developing human rights ordinances? How can we use our cultural competence?

Does the AICP Code of Ethics provide some guidance?

A Gay bookstore is coming to town. They would like to renovate a space in an old warehouse that was last used for offices. It is zoned for offices but the city's Future Land Use Plan shows the area for future walkable, retail space. Planners think this is a case where the proposed rezoning to mixed use office/retail meets the plan and are recommending approval. Numerous citizens come to the City Council meeting protesting rezoning the property to allow this particular bookstore saying it is nearby a school and public park. The City Council is unsure what to say. They were surprised by the opposition. Planning staff were surprised by the opposition. The Mayor looks over to you on the planning staff and asks, "What about these issues raised by citizens here tonight?" What do you say in response? Does the AICP Code of Ethics provide some guidance? What do you do the day after the meeting? Anything?

Include LGBTQ folks in your demographic collection! Suggested language:

Sexual Orientation?

(circle all that apply)

Gay

Lesbian

Bisexual

Queer

Asexual

Straight

Other sexuality/Fill-in space

*Gender Identity?**

(circle all that apply)

Man

Woman

Trans+

Queer

Gender

Nonconforming

Other gender identity/Fill-in space

*separate from Sex demographic collection

Gender

- Man
- Woman
- Other gender identity

Action steps:

- Collect demographic information on LGBTQ people
- Try the Queer and the Conversation exercise in your office
- Invite LGBTQ people to share their voices/experiences
- Create planning processes that are inclusive – an open, welcoming, long term learning environment
- Challenge the community to create LGBTQ spaces
- Be aware of high suicide rates/ attempts by youth, LGB youth, and transgender individuals – promote resources (1-800-273-TALK)
- Consider the Human Rights Campaign Equality Index
- Continue to educate yourself, be critical – what's unlawful discrimination in your state/city?



Is our code doing enough?

1. Handle all matters of personnel on the basis of merit so that fairness and impartiality govern a member's decisions, pertaining to appointments, pay adjustments, promotions, and discipline.
2. **We shall not unlawfully discriminate against another person.**
3. Members shall not discriminate in their professional activities on the basis of race, religion, gender, national origin, age, disability, or sexual orientation.
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- **AICP Code of Ethics**

<https://www.planning.org/ethics/>

- **Contact**

- Jim Barnes, AICP CEP
- jbarnes@wellingtonfl.gov

- **Thank you for being open and welcoming. We appreciate your interest and attention. We are learning together.**

Final Note

- For informal advice regarding ethical conduct, please contact the AICP Ethics Officer, Jim Peters, FAICP, at 312-786-6360 or ethics@planning.org.
- For more information, please visit planning.org/ethics.

AICP Ethics Committee

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Questions?



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