

## **GA APA Diversity Committee 2020 Action Plan**

The Georgia Chapter of the American Planning Association developed its action plan based on APA's Diversity and Inclusion (D/I) Mission Statement:

*To promote more inclusive, just, and equitable communities through a planning profession as diverse and inclusive as the many communities we serve. To equip planners to perform inclusive planning and work effectively across diverse communities.*

### **Diverse Planning Profession**

Membership Survey In order to understand where we are and what populations we should target, we will be surveying our membership to find out how diverse we are right now. We will also ask our membership what inclusion and diversity initiatives they would like to see implemented. We hope this will give us new insights and ideas. After the survey results are in the committee will develop a targeted approach to recruiting future planners. We expect to develop the survey and collect results by the end of February 2020.

Outreach to HBCUs There are ten Historically Black Colleges and Universities in Georgia. This year committee members will be presenting to students and Morehouse College. This will be our first outreach to students at a HBCU. The presentation can serve as a template for talks with Georgia HBCUs and other schools.

Outreach to Colleges and Universities The committee has developed a draft list of universities and colleges with programs of study that attract students who often go into the planning profession. (For example, Architecture or Public Administration)

Mentorship The committee will work the GA APA's mentorship program to encourage diversity and inclusion.

### **Equip Planners to Perform Inclusive Planning and Work Effectively Across All Communities**

Conference Programming The committee is corresponding with APA National regarding potential conference tracts. Our goal is to have several D/I focused sessions at a GA APA conference this year. Beyond 2020, our goal is to have an entire track for D/I at our conferences.

Outreach to Membership Although we will not have specific D/I sessions at our Spring Conference, we plan to have an D/I table at our best attended networking event and pins/ribbons to identify committee members so they can talk to members about committee goals and ask for feedback.

### **Looking ahead to the future**

We plan to collaborate with the Atlanta Public School System to introduce them to Planning. We hope to inspire students to be active in planning for their own communities and to encourage them to consider Planning as profession.