

# APWA DEI ROADMAP



## ORGANIZATION CULTURE



## TOOLBOX

DEI (Diversity, Equity, and Inclusion) is identified as a key strategic initiative within [APWA's Strategic Plan](#). Chapters are encouraged to leverage this plan and ensure its integration within their own strategic frameworks. The ideas suggested in this toolbox are designed to be adapted and implemented by APWA Chapters to effectively advance their DEI efforts in a manner that resonates with and benefits their specific communities.

### FOSTER AN INCLUSIVE ENVIRONMENT

- ▶ **Inclusivity Reviews:** Conduct regular reviews of chapter activities and environments to identify areas for improvement in inclusivity.
- ▶ **Inclusive Policy Reviews:** Review and revise chapter policies to ensure they are inclusive and non-discriminatory. This could include language, accessibility, and representation policies.
- ▶ **Inclusive Meeting Practices:** Adopt practices for meetings and gatherings that ensure everyone feels heard and valued. This could include roundtable discussions, inclusive language guidelines, and accommodation for unique needs. Create a buddy system to greet and help new members and attendees feel welcome.
- ▶ **Diversity and Inclusion Committees:** Establish dedicated committees focused on continually promoting and maintaining an inclusive environment within each chapter.

### PROMOTE DIVERSITY IN CHAPTER EVENTS AND ACTIVITIES

- ▶ **Diverse Speaker Line-ups:** Ensure that events feature speakers and panelists from a wide range of backgrounds, experiences, and perspectives.
- ▶ **Cultural Celebrations:** Host events that celebrate diverse cultures, histories, and experiences, such as cultural heritage months or diversity-themed events.
- ▶ **Community Outreach Programs:** Develop programs that reach out to diverse groups within the community, fostering engagement and understanding.
- ▶ **Diverse Collaboration Opportunities:** Create opportunities for members to collaborate on projects or in committees that mix diverse backgrounds, skill sets, and perspectives.
- ▶ **Provide DEI education to event exhibitors:** Equip exhibitors with the knowledge and tools they need to contribute to an inclusive and welcoming environment at events.
- ▶ **Create a set of standard questions for event and educational session surveys:** These questions should aim to validate the effectiveness of APWA's efforts in providing a welcoming and inclusive cultural experience.
- ▶ **Share an inclusive holiday and celebration calendar:** This resource should be made available for chapters to reference when scheduling events, ensuring sensitivity to and inclusion of diverse cultural observances.
- ▶ **Leverage attendee input to guide investment in inclusive event spaces:** Use feedback from participants to enhance event venues with inclusive features, such as maternity rooms, prayer rooms, and other facilities that cater to a wide array of needs and preferences.

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## IMPLEMENT RECOGNITION PROGRAMS FOR DEI ACHIEVEMENTS

- ▶ **Spotlight Success Stories:** Regularly feature success stories in newsletters, on social media, and at events to highlight and celebrate DEI achievements.
- ▶ **DEI Milestone Celebrations:** Host events or acknowledgments for groups or individuals when they reach certain DEI milestones, such as implementing a successful inclusivity initiative or achieving a diverse leadership team.
- ▶ **Peer Recognition Programs:** Implement a system where peers can nominate each other for smaller, regular recognitions based on DEI efforts and achievements, fostering a culture of appreciation and encouragement for DEI activities.

## DEI NETWORK

The DEI Network builds upon the legacy of the knowledge team concept, and it represents a dynamic and transformative step forward. Our initiative aligns with the APWA DEI Roadmap, a strategic guide that outlines goals and actions embodying diversity, equity, and inclusion. In harmony with the APWA Strategic Plan, the DEI Network serves as a collaborative platform actively dedicated to promoting value, amplifying voices, ensuring educational excellence, and creating an inclusive, diverse experience. More information about the DEI Network is available on the DEI Committee webpage at [apwa.org/deicommitee](https://apwa.org/deicommitee).

If you or someone in your network is interested in joining the DEI Network please email [education@apwa.org](mailto:education@apwa.org) or scan the QR code below to fill out the questionnaire.



Chapter Toolboxes provide APWA Chapters with tools and resources for integrating DEI into the education, organization culture, and governance aspects of the chapter. Toolboxes are available on the DEI Committee webpage and Chapter Leader Resources.

The following supplemental resources are available at [APWA Chapter Leader Resources](#):

- DEI Roadmap Overview Toolbox
- Education: Individual Learning and Awareness Toolbox
- Governance: Organization Systems and Processes Toolbox
- DEI Roadmap Presentation Template

