

# APWA DEI ROADMAP



## EDUCATION

Individual Learning  
and Awareness



## 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.

### INCORPORATE DEI IN COMMUNICATIONS AND COLLABORATIONS

Focus on integrating Diversity, Equity, and Inclusion (DEI) principles into communication strategies and collaborative efforts. By consistently using language that reflects DEI values, we aim to reinforce our commitment to diversity and inclusivity across all interactions.

- ▶ **Newsletters and Social Media:** Regularly disseminate APWA DEI resources, tips, and success stories through your chapter's newsletters and social media platforms.
- ▶ **Regular DEI Discussions:** Incorporate DEI into discussions using APWA's resources as a base for conversation and learning. Highlight DEI in events making it a consistent element in the agenda of chapter events, conferences, and meetings, ensuring it remains a forefront topic.
- ▶ **Share learnings with the APWA DEI Network:** Actively contribute your chapter's experiences and developed resources to the broader APWA community, fostering a culture of shared growth and understanding in DEI.

### DEVELOP DEI EDUCATION

Be accessible to attendees throughout the event. Ensure they know they can approach you with any questions or concerns, whether they are related to the Chapter's activities, specifics of the event, or general inquiries. This helps to create a welcoming and supportive environment, encouraging deeper engagement and participation from the attendees.

- ▶ **Interactive Workshops:** Organize workshops with DEI experts to engage in interactive learning. Cover topics like unconscious bias, cultural competence, and inclusive communication. Ensure workshops address the creation of accessible work environments and make digital content and physical spaces universally available.
- ▶ **Comprehensive DEI Programs:** Use the APWA Resource Center for online DEI materials. Engage DEI professionals within the DEI network for expertise in developing and implementing DEI strategies tailored to your chapter's specific needs.
- ▶ **Use APWA's DEI Content:** Leverage existing DEI materials from APWA, such as webinars, publications, and guidelines, to include the DEI roadmap. Adapt these resources to fit the context of your local chapter.
- ▶ **Leverage APWA Networks:** Engage with other APWA chapters and the DEI Network, to exchange DEI resources and learnings. This collaboration can enrich your chapter's DEI initiatives.

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## DIVERSIFY EDUCATION AND ENGAGEMENT OPPORTUNITIES

Helping attendees network effectively is crucial. As a chapter, you can facilitate this by introducing first-time attendees to your colleagues. This could involve organizing brief meet-and-greet sessions or simply accompanying the attendee to diverse groups and initiating conversations.

- ▶ **Mentorship Programs:** Create mentorship opportunities where experienced professionals guide newer members, fostering cross-cultural understanding and growth in DEI competencies.
- ▶ **Education Formats:** Provide multiple delivery options and formats for different types of learners with different accessibility needs.
- ▶ **Speaker Selection and Preparation:** Ensure speakers represent diverse identities, perspectives, and experiences. Provide guidance to speakers to ensure they deliver inclusive and equitable presentations.
- ▶ **Professional Development for All Career Levels:** Implement professional development programs targeted at individuals across all career levels, such as supervisors, mid-level managers, and front-line staff, to ensure broad-based skill enhancement and career growth opportunities.
- ▶ **Training on Policies and Procedures for Hiring, Performance Reviews, and Promotions:** Develop and provide training focused on equitable and inclusive practices in hiring, conducting performance reviews, and managing promotions, to ensure fairness and diversity in workplace advancement and recognition in public works.

## 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/deicommittee](https://apwa.org/deicommittee).

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
- Organization Culture Chapter Toolbox
- Governance: Organization Systems and Processes Toolbox
- DEI Roadmap Presentation Template

