

# APWA DEI ROADMAP



**GOVERNANCE**  
Organization Systems  
and Processes



**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.

## INTEGRATE DEI INTO CHAPTER DOCUMENTS AND GOVERNANCE STRUCTURES

- ▶ **Governance Document Revision:** Conduct a thorough review of the chapter documents with a DEI lens, ensuring that language, representation, and processes are inclusive and equitable. Amend bylaws to explicitly include DEI principles.
- ▶ **Diverse Board Representation:** Implement policies to ensure diverse representation on the chapter's board and in leadership positions, considering factors such as race, gender, sexual orientation, age, ability, and socioeconomic background.
- ▶ **DEI Governance Charter:** Develop a DEI charter or statement as part of the governance documents, outlining the chapter's commitment to DEI and the strategies to achieve it.
- ▶ **Inclusion Metrics in Governance:** Integrate DEI metrics into governance performance indicators, ensuring accountability and progress toward DEI goals.

## ESTABLISH DEI COMMITTEES OR ROLES WITHIN CHAPTERS

- ▶ **DEI Committee Formation:** Create a dedicated DEI committee responsible for advising on DEI matters, implementing initiatives, and monitoring progress.
- ▶ **DEI Officer Role:** Appoint a DEI officer or similar role within the chapter leadership responsible for overseeing DEI efforts and ensuring they are a priority at the governance level.
- ▶ **Subcommittees for Specific DEI Aspects:** Establish subcommittees focusing on specific aspects of DEI, such as accessibility, cultural competency, or minority outreach.
- ▶ **DEI Liaisons in Each Department:** Nominate or elect DEI liaisons within each department or segment of the chapter to ensure DEI principles are considered in all areas of operation.

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## REGULARLY REVIEW AND UPDATE POLICIES TO ENSURE THEY ARE EQUITABLE AND INCLUSIVE

- ▶ **Regular Policy Reviews:** Schedule regular reviews of all chapter policies with a focus on identifying and addressing any inequities or exclusions.
- ▶ **Feedback Mechanisms:** Establish mechanisms for members to provide feedback on DEI matters, ensuring that policies are responsive to the needs of all members.
- ▶ **Best Practices Updates:** Stay informed about DEI best practices and update policies accordingly to reflect the latest understanding and approaches in DEI.
- ▶ **Training on Updated Policies:** Once policies are updated, provide training and resources to members and leaders to ensure understanding and effective implementation of these policies.
- ▶ **Evaluate membership expansion to include a stronger focus on front-line employees:** Includes individuals focused on operational and technical public works duties, which are some of the most diverse in the field.
- ▶ **Evaluate pricing strategy to improve access for underrepresented and young professional individuals:** DEI initiatives aim to ensure fair opportunities for all individuals, regardless of their background. By evaluating pricing strategies, the chapter can identify whether current pricing models create barriers to entry for certain groups, such as those who are underrepresented or young professionals who may face financial constraints.

## 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](http://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
- Education: Individual Learning and Awareness Toolbox
- DEI Roadmap Presentation Template

