

APWA DEI ROADMAP OVERVIEW



TOOLBOX 

GOAL

APWA has a goal to be more diverse, equitable, and inclusive. The DEI Roadmap is intended to outline the key objectives, metrics of success, and milestones necessary to reach that goal.

KEY CONCEPTS

- ▶ **Diversity:** Representation of varied identities and differences.
- ▶ **Equity:** Ensuring fair treatment, equality of opportunity, and fair access to information and resources.
- ▶ **Inclusion:** Building a culture of belonging by actively inviting the contribution and participation of all people.

DEI CHANGE MANAGEMENT APPROACH



Education: Individual Learning and Awareness

- ▶ Provide DEI education and training to APWA volunteers, members, and staff.
- ▶ Diversify education and engagement opportunities.
- ▶ Provide DEI education and resources to public works agencies related to hiring, performance reviews, promotions, etc.

Organization Culture

- ▶ Create a welcoming APWA community for members and nonmembers.
- ▶ Develop APWA recruitment and retention guidelines for committees and chapters.
- ▶ Ensure APWA hosts inclusive meetings and events.

Governance: Organization Systems and Processes

- ▶ Include DEI in APWA's Strategic Plan.
- ▶ Implement DEI data strategy.
- ▶ Evaluate key processes and systems with a DEI lens.

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Chapter Toolboxes provide APWA Chapters with tools and resources for integrating DEI into the education, organization culture, and governance aspects of the chapter.

- ▶ Education: Individual Learning and Awareness
- ▶ Organization Culture
- ▶ Governance: Organization Systems and Processes

Toolboxes are available on the [DEI Committee](#) webpage and [Chapter Leader Resources](#).

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.

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

