

# APWA DEI ROADMAP



ORGANIZATION  
CULTURE

( )- (MZIVWMX] )UYMX] ERH -RGPYWMSR MW MH%RXM.¼ WH 7EXW EEX OKIM @ X V  
'LETXIVW EVI IRGSYVEKUS PIZIVEKXMLW TPER ERH IRWYVI MXW MRXIKV  
8LI MHIEW WYKKWXIH MR XLMW XSSPFS\ EVI HIWMKRIH XS FI EHETXIH I  
IJJIGXMZIP] EHZERGI XLIMV ( )- IJJSVXW MR E QERRIV XLEX VI"•pSREXIV

## FOSTER AN INCLUSIVE ENVIRONMENT

- ▶ Inclusivity Reviews: 'SRHYGX VIKYPEV VIZMI[W SJ GLETXIV EGXMZMXMIW ERH MQTVSZIQIRX MR MRGPYWMZMX]
- ▶ Inclusive Policy Reviews: 6IZMI[ ERH VIZMWI GLETXIV TSPMGMIW XS IRWYVI XLI] 8LMW GSYPH MRGPYHI PERKYEKI EGGIWWMFMPMX] ERH VITVIWIRXEX
- ▶ Inclusive Meeting Practices: %HSTX TVEGXMGIW JSV QIIXMRKW ERH KEXLIVMRKW ZEPYIH 8LMW GSYPH MRGPYHI VSYRHXEFPI HMWGYWWMSRW MRGPYWM RIIHW 'VIEXI E FYHH] W]WXIQ XS KVIIX ERH LIPT RI[ QIQFIVW ERH EX
- ▶ Diversity and Inclusion Committees: )W XEFPMWL HIHMGEXIH GSQQMXXIIW JSGYWIH S QEMRXEMRMK ER MRGPYWMZI IRZMVSRQIRX [MXLMR IEGL GLETXIV

## PROMOTE DIVERSITY IN CHAPTER EVENTS AND ACTIVITIES

- ▶ Diverse Speaker Line-ups: )RWYVI XLEX IZIRXW JIEXYVI WTIEOIVW ERH TERIPMW I\TIVMIRGIW ERH TIVWTIGXMZIW
- ▶ Cultural Celebrations: ,SWX IZIRXW XLEX GIPIFVEXI HMZIVWI GYPXYVIW LMWXS LIVMXEKI QSRXLW SV HMZIVWMX] XLIQIH IZIRXW
- ▶ Community Outreach Programs: (IZIPST TVSKVEQW XLEX VIEGL SYX XS HMZIVWI K JSWXIVMRK IRKEKIQIRX ERH YRHIVWXERHMRK
- ▶ Diverse Collaboration Opportunities: 'VIEXI STTSVXYRMXMIW JSV QIQFIVW XS GSPPEF GSQQMXXIIW XLEX QM\ HMZIVWI FEGOKVSYRHW WOMPP WIXW ERH TI
- ▶ Provide DEI education to event exhibitors: )UYMT I\LMFMXS VW [MXL XLI ORS[PIHKI ERH XS ER MRGPYWMZI ERH [IPGSQMRK IRZMVSRQIRX EX IZIRXW
- ▶ Create a set of standard questions for event and educational session surveys: 8LIWI UYIWXMSRW WLSY ZEPMHEXI XLI IJJIGXMZIRIWW SJ %4;%...W IJJSVXW MR TVSZMHMRK E [
- ▶ Share an inclusive holiday and celebration calendar: 8LMW VIWSYVGI WLSYPH FI QEHI EZEM VIJIVIRGI [LIR WGLIHYPMRK IZIRXW IRWYVMRK WIRWMXMZMX] XS ERH
- ▶ Leverage attendee input to guide investment in inclusive event spaces: 9WI JIIHFEGO JVSQ TEVXMG IRLERGI IZIRX ZIRYIW [MXL MRGPYWMZI JIEXYVIW WYGL EW QEXIVRM GEXIV XS E [MHI EVVE] SJ RIIHW ERH TVIJIVIRGIW

