

EQUITY  
DIVERSITY &  
INCLUSION



# Building an Inclusive Planning Profession: Florida Successes

November 15, 2024

Corinne Arriaga, AICP, CPH



American Planning Association  
**Florida Chapter**

*Creating Great Communities for All*

# Corinne Arriaga, AICP, CPH



Senior Transportation Planner at City of Sarasota

Over 7 years of planning experience in the public sector

MPH from University of South Florida – Go Bulls!

Co-Chair of EDI Committee



Why I joined: I work towards creating inclusive, diverse, and healthy communities. I'm passionate about seeking social, racial, and economic justice.

# AGENDA

Welcome

Overview

Initiatives

Resources

Group Discussion



# Overview

## of the EDI Committee

---



American Planning Association  
**Florida Chapter**

*Creating Great Communities for All*

# APA Florida Equity, Diversity, and Inclusion (EDI) Mission Statement

*APA Florida celebrates equity, diversity, and inclusiveness and believe we can accomplish more through a genuine and authentic partnership with others and promote a commitment to excellence in service to Florida's communities. We strive to make our commitment to equity, diversity and inclusion integral to our organizational structure, policies, practice, committees, staff, sponsors, goals, and vision. We want to engage people of all backgrounds and experiences and seek to foster a culture of respect, openness, learning, integrity, honesty and a sense of fun.*



American Planning Association  
**Florida Chapter**

*Creating Great Communities for All*

# Initiatives

to serve all members and communities

---



American Planning Association  
**Florida Chapter**

*Creating Great Communities for All*

# EDI Initiatives - APA National

- Diversity and Inclusion Strategy – 2017
- Social Equity Task Force – 2018
- Planning for Equity Policy Guide – 2019
- Equity, Diversity, and Inclusion (EDI) Committee chaired by South Florida planner Silvia Vargas, FAICP – 2019
- Statement on Righting the Wrongs of Inequality – 2020
- Voices of Equity video series – 2020
- American Institute of Certified Planners (AICP) Equity CM requirements - 2021
- AICP Code of Ethics update – 2021
- National Conversations about EDI Committees - 2023

*"Respect the experience, knowledge, and history of all people...."*

*Incorporate equity principles and strategies...*

*Recognize our unique responsibility to eliminate historic patterns of inequity...*

***Work to achieve economic, social, and racial equity.***

*Seek social justice by identifying and working to expand choice and opportunity for all persons...*

*Increase opportunities for members of underrepresented groups to enter and succeed in the profession...."*

***AICP Code of Ethics (2021)***

# EDI Initiatives - APA Florida

- Did 2020 and 2023 EDI surveys of members – next in 2026
- Created/updated Chapter EDI Strategy adopted by Chapter's Executive Committee
- Did 2022 and 2024 EDI surveys of Chapter leadership
- Awarded 2022 APA grant for EDI trainings for Chapter leaders/members
- Served on Chapter's Nominating Committees for elected officers and FAICP nominations
- Integrated EDI into the Chapter operations plan, legislative platform, bylaws, and Community Planning Assistance Team application
- Authored several Florida Planning articles and APA National blog posts



As planners, the AICP Code of Ethics urges us to "increase the distribute outreach notices and job openings widely. Consider design programs (including programs for Veterans, and Unemployed), APA Chapter-level organizations' job postings, and Unemployed) dedicated to promoting act with, and share these venues, to widen and enhance your pool of flow time to grow connections and ethics.

are that potential interns and means to get to know your its shadowing, internship, and appropriate notice, have similar ed aren't more easily secured on boards, powerful stakeholders, ay not include marginalized

**WOO HOO!!!!**

## APA Florida Named Outstanding Chapter of the Year

On June 10, the APA Chapter President's Council awarded APA Florida with the Karen B. Smith Award for Overall Chapter Achievement due to its "becoming a leader in chapter-level equity, diversity and inclusion efforts and they're also an outstanding leader in ongoing advocacy and policy-related efforts that provide training to their members and supports their efforts to advocate on behalf of the planning profession."

*continue on page 12*

Spring 2019 / Florida Planning 11



American Planning Association  
**Florida Chapter**

*Creating Great Communities for All*



# EDI Initiatives - APA Florida

- Organized or participated in 44 webinars, events, and Florida Planning Conference (FPC) sessions with over 2,600 attendees:
  - EDI Forums for input on issues and Chapter EDI Strategy
  - Annual webinar on submitting FPC sessions
  - Two sessions at the National Planning Conference (NPC)
- Created Best EDI Workplace award given at FPC
- Submitted EDI-focused comments on national initiatives:
  - Amendments to the AICP Code of Ethics
  - Planning Accreditation Board's accreditation standards for universities
  - APA Equity in Zoning Policy Guide
- Served on multiple APA National Committees and working groups to update AICP exam



**BEST EDI WORKPLACE: JACOBS**  
Jacobs is creating a culture of belonging where everyone can thrive, and they call that culture TogetherBeyond. Jacobs has actively implemented TogetherBeyond by:

1. Instituting in 2020 its Action Plan for Advancing Justice and Equity. The plan's critical components are:
  - a. Amplify culture of belonging.
  - b. Recruit, retain, and advance Black employees based on merit to achieve proportional representation in Jacobs to the overall external population.
  - c. Contribute to structural change in the broader society.
2. Requiring Conscious Inclusion Training for all employees.
3. Supporting Employee Networks, including:
  - a. ACE for employees living with disabilities, neurodiversity, and long-term health concerns.
  - b. Enlace, which links with Latino communities.
  - c. Prism, a LGBTQ+ and allies network.
  - d. VetNet for veterans and allies.
  - e. OneWorld, which celebrates all cultures.
  - f. Women's Network, which promotes gender inclusion.
4. Supporting employee involvement in local community activities, such as its Jacksonville Office's Bikes-n-Bytes Program, through which employees have donated (for the past 18 years) bicycles and computers to students and families in Northeast Florida.

*L to R: Ellen Patterson, Dan Kirby, FAICP/ FAIA*



American Planning Association  
**Florida Chapter**

*Creating Great Communities for All*

# Resources

for our members and communities

---



American Planning Association  
**Florida Chapter**

*Creating Great Communities for All*

# EDI Resources

Welcome to APA Florida > Professional Growth >

## Equity, Diversity, and Inclusion



Visit our website:

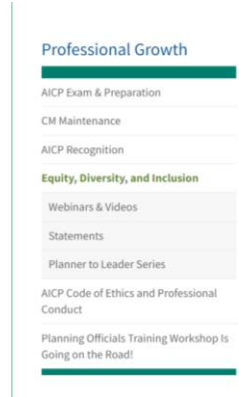
[Florida.Planning.org/edi](https://Florida.Planning.org/edi)



# EDI Resources

- EDI Resource Guide on website
- Podcasts, videos, books, articles, email newsletters
- Feedback form to share a resource
- Variety of topics:
  - Awareness
  - Mentorship & Career Advancement
  - Community Engagement and Empowerment

\*Last updated 10/30/2022



Professional Growth

- AICP Exam & Preparation
- CM Maintenance
- AICP Recognition
- Equity, Diversity, and Inclusion**
- Webinars & Videos
- Statements
- Planner to Leader Series
- AICP Code of Ethics and Professional Conduct
- Planning Officials Training Workshop is Going on the Road!

[Welcome to APA Florida](#) > [Professional Growth](#) >

## Equity, Diversity, and Inclusion



### Resources

Want to learn more or get more information about equity, diversity and inclusion in the workplace?

The EDI Committee has created a resource list with links to books, news articles, podcasts and more. Review and download the list below. **Updated: Oct. 30, 2022**



Flipbook created with  [issuu](#) [Publish for free](#)

# APA Florida: Planner to Leader

APA FL EQUITY, DIVERSITY & INCLUSION

PLANNER TO LEADER SERIES

Guest: John Cooper



APA FL EQUITY, DIVERSITY & INCLUSION

PLANNER TO LEADER SERIES

Guest: Lori Cox, AICP



APA FL EQUITY, DIVERSITY & INCLUSION

PLANNER TO LEADER SERIES

Guest: Heather Urwiller



APA FL EQUITY, DIVERSITY & INCLUSION

PLANNER TO LEADER SERIES

Tina M. Ekblad



## TIPS FROM THE FPC22 PLANNERTO LEADER WORKSHOP

By Amy Elmore, AICP

The APA Florida Equity, Diversity, and Inclusion (EDI) Committee brought together leaders from all over the state for the Planner to Leader Workshop at the 2022 Florida Planning Conference to help under-represented mid-career planners achieve management positions and professional growth.

The APA Florida Equity, Diversity, and Inclusion (EDI) Committee brought together leaders from all over the state for the Planner to Leader Workshop at the 2022 Florida Planning Conference to help under-represented mid-career planners achieve management positions and professional growth.

With more than 50 participants, the workshop featured APA Florida President-Elect Allara Mills-Gutcher, AICP as the opening speaker, followed by two expert panels and several break-out sessions on how you can grow from a planner to an effective and inclusive leader. The workshop's presentation and a handout featuring articles and resources are on the chapter website.

Here's a recap of some of the leaders' top tips:

**What are some tips for setting career goals and achieving them?**

Develop a career plan you're excited about and that allows you to do what you love to do. Where do you want to be in 5, 10, or 20 years? Write down your goals in detail and determine how you'll achieve those goals. Also, find a mentor or accountability partner who can keep you on track to reach your goals. —Allara Mills-Gutcher, AICP

*continued on page 26*



# EDI Resources: EDI Webinars and Videos

25+ videos on the APA Florida YouTube channel

LGBTQ+



RACE, RELIGION, CULTURE



HONORING AAPI HERITAGE MONTH

EMPOWERMENT & INCLUSIVITY



Empowering a Growing Population of Aging Adults and Individuals with Disabilities Via Autonomous Vehicle Technology

1.5 CM | COURSE #922996

WOMEN IN PLANNING

Female Pow-HER in Planning  
Planning and Women: People, Places, and Prosperity

Presented by:



and:  
The EDI Committee

POLICY



American Planning Association  
Florida Chapter  
Creating Great Communities for All

Using Moratoriums to Shape Planning Policy

Recorded on Sept. 1, 2021 @ the Florida Planning Conference

# EDI Resources



Creating Great Communities for All

Join us for the next

## PPD Conversation Series

### June 2022 Conversation - APA FL EDI Committee

The next PPD Conversation is scheduled for Friday, June 24th with the APA Florida EDI Committee. We hope you can join us!

**WHEN:** Friday, June 24th from 3:00 PM to 4:00 PM (ET)

**TOPIC:** This PPD Conversation is led by **APA Florida's EDI (Equity, Diversity, and Inclusion) Committee/APA Asian and Pacific Islander Interest Group**. In addition to an in-depth discussion, the Conversation will include an overview of BIPOC employee experiences in private firms as well as a discussion on minority business enterprises. [To learn more, check out APA Florida's EDI Committee here.](#)

**We work with partner organizations to host webinars and/or contribute to blog posts focused on EDI related issues**

Webinar partnerships have included:

- Equity Florida
- BEEP
- MetroPlan Orlando
- APA Divisions/Interest Groups: LGBTQ and Planning, Private Practice, Asian and Pacific Islander

Blogs on APA Florida's EDI LinkedIn page include:

- Focus on AV technology, older adults, and individuals with disabilities
- Women's History Month
- Older Americans Month

# Small Group Discussions

---



American Planning Association  
**Florida Chapter**

*Creating Great Communities for All*



# Let's Get the Conversation Started

- **Topic: Diverse planners' recruitment, retention, promotion, and leadership**
- What are some barriers or successes in these areas throughout the region?
- What opportunities are available that you can implement to reduce barriers or build on your successes?



# Let's Get the Conversation Started

- **Topic: Promote a welcoming environment and community for diverse planners to share experiences, find or become mentors, and access career opportunities and professional growth**
- What are some barriers or successes that you have experienced in these areas throughout the region?
- What opportunities are available that you can implement to reduce barriers or build on your successes?



▶▶▶ Thank you!



## CONTACT INFORMATION

Corinne Arriaga, AICP, CPH

Senior Transportation Planner at City of Sarasota

[Corinne.Arriaga@sarasotafl.gov](mailto:Corinne.Arriaga@sarasotafl.gov)

Co-Chair of EDI Committee, PDO for Sun Coast Section