



The Indiana Chapter of the American Planning Association

# Diversity, Equity and Inclusion Strategic Plan 2022-2024

Prepared by

APA-IN Diversity, Equity and Inclusion  
Committee

# Diversity, Equity, and Inclusion Committee

The APA Indiana Diversity, Equity, and Inclusion Committee works to understand and address the challenges of systemic inequity in the field of planning, raise awareness and educate in planning best practices for diversity, equity and inclusion.

## Thank You

Thank you to all our committee members for your contributions to establish this plan.

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# Background

In 2019, the American Planning Association published the Planning for Equity Policy Guide—reaffirming the commitment to promote equity and remove barriers in policies and regulations that have perpetuated inequity across the country. Disparities in income, health, mobility, and opportunity exist in cities throughout the United States. The policy guide highlights the role the planning profession has played in discriminatory practices against entire groups of people—including women, persons with disabilities, communities of color, and LGBTQ communities. Racial zoning ordinances and racially restrictive covenants were described as some of the most egregious practices, which were exacerbated by federal actions like redlining. Although those practices have been deemed unconstitutional, their detrimental legacies still impact communities today. Additionally, many of today’s land use and zoning practices continue to exclude groups of people.

The policy guide outlines equity-focused approaches planners can use to address several issues—including gentrification, environmental justice, and community engagement and empowerment. It also provides guidance on topics such as education, housing, climate change, heritage preservation, mobility, and many others. However, the guide is not intended to address every aspect of planning practice. APA encourages planners to use the policy guide as a source of inspiration for further steps toward creating more equitable communities.

The APA-IN Diversity, Equity and Inclusion Strategic Plan outlines actions the chapter will take to create a society that ensures safety, health and prosperity for all its inhabitants.

# Definitions

There are multitudes of resources that provide general definitions of diversity, equity, and inclusion. The American Planning Association’s Planning for Equity Guide defines equity as “just and fair inclusion into a society in which all can participate, prosper, and reach their full potential.” At the most basic level, when equity is the goal, diversity and inclusion are essential tools to reach it. In planning practice, equity must be a persistent lens informing every level of decision-making.

Perhaps more helpful than general definitions is what results from our incorporating these concepts into our day-to-day practice. For example, in the course of designing the public process for a planning effort, **diversity**, **inclusion**, and **equity** could be defined this way:

**Diversity:** Participation from a variety of people from a range of different social and ethnic backgrounds.

**Inclusion:** Ensuring that groups habitually left out of public process are able to participate.

**Equity:** Making participation from underrepresented groups possible by providing accommodations specific to their needs, like choosing times and locations that are most convenient and comfortable for the target groups, providing on-site childcare, ensuring materials and presentations are in the appropriate languages, and offering a variety of ways to participate. After input is gathered and analysis begins, make certain that input gathered is weighted in a fair and just way.

# Goals and Strategies

The following goals and strategies outline the chapter's focused priorities to cultivate culturally competent planners, increase diversity in the profession, and advocate for policies that support equity in all aspects of planning.

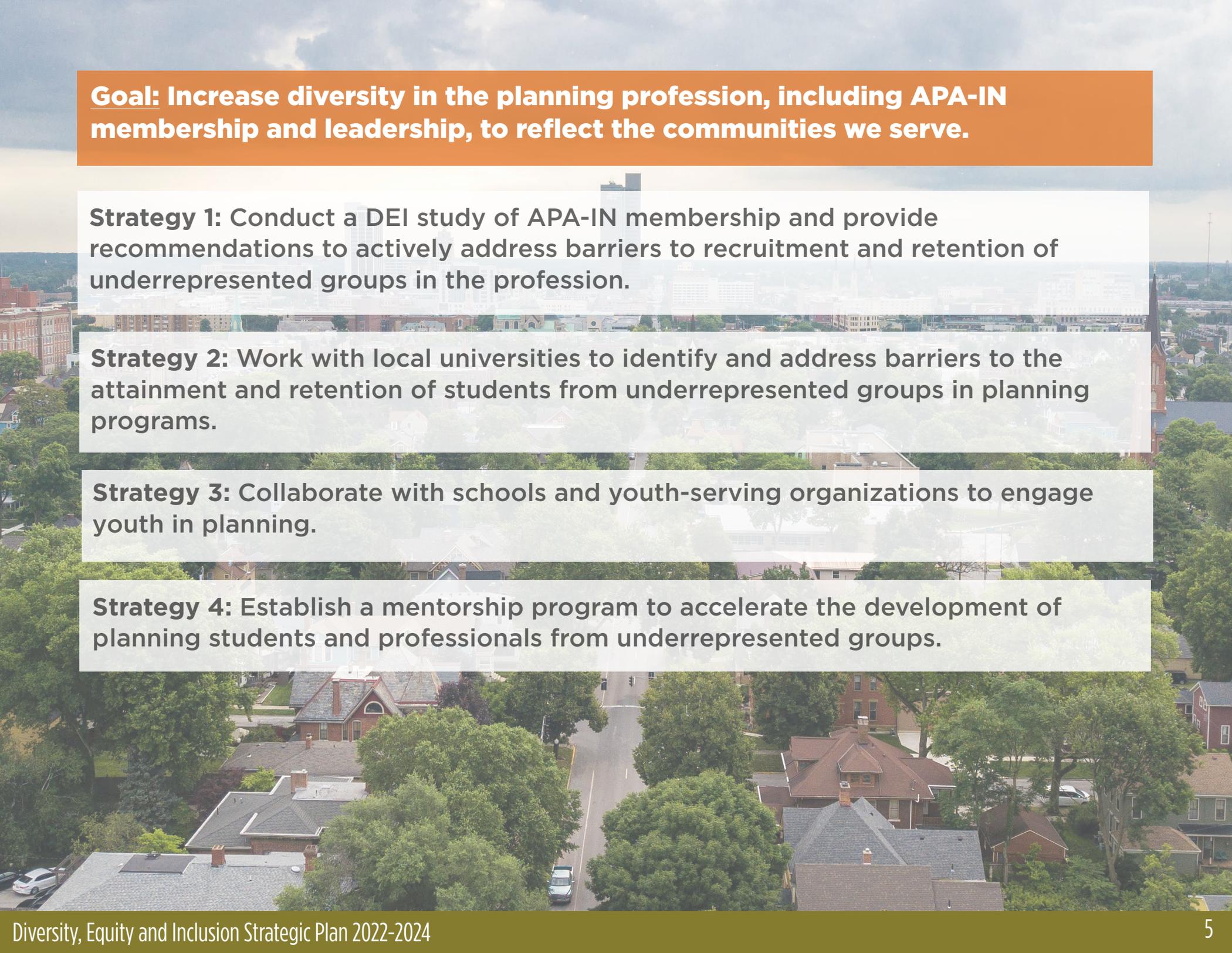
**Goal: Cultivate culturally competent planners who understand embedded inequities which impact the lives of so many people in our state.**

**Strategy 1:** Coordinate sessions at the chapter professional development conferences to educate planners about issues impacting historically disadvantaged groups and make DEI a more prominent topic in planning discourse.

**Strategy 2:** Advocate for equity to be an essential part of planning education and contribute to the continued development of local planning curricula.

**Strategy 3:** Host events that provide opportunities to facilitate communication and information sharing between planners.

**Strategy 4:** Provide practical resources and tools to help planners effectively advance equity.



**Goal: Increase diversity in the planning profession, including APA-IN membership and leadership, to reflect the communities we serve.**

**Strategy 1:** Conduct a DEI study of APA-IN membership and provide recommendations to actively address barriers to recruitment and retention of underrepresented groups in the profession.

**Strategy 2:** Work with local universities to identify and address barriers to the attainment and retention of students from underrepresented groups in planning programs.

**Strategy 3:** Collaborate with schools and youth-serving organizations to engage youth in planning.

**Strategy 4:** Establish a mentorship program to accelerate the development of planning students and professionals from underrepresented groups.



**Goal: Advocate for policies that support equity in all aspects of planning at local, state, and federal levels.**

**Strategy 1: Monitor state policy trends that impact equitable planning and provide recommendations for the chapter's policy platform.**

**Strategy 2: Outreach to state legislators and local decision-makers about policies impacting equitable planning.**

**Strategy 3: Engage in local policy initiatives without conflicting with AICP Code of Ethics and Professional Conduct.**

# Resources

## **APA Planning for Equity Policy Guide**

The policy guide highlights the role the planning profession has played in discriminatory practices against entire groups of people. It outlines equity-focused approaches planners can use to address several key issues.

[https://planning-org-uploaded-media.s3.amazonaws.com/publication/download\\_pdf/Planning-for-Equity-Policy-Guide-rev.pdf](https://planning-org-uploaded-media.s3.amazonaws.com/publication/download_pdf/Planning-for-Equity-Policy-Guide-rev.pdf)

## **APA Statement on Righting the Wrongs of Racial Inequality**

The American Planning Association published a statement regarding the effects of structural racism nationwide. The statement includes resources to center equity in all planning processes in keeping with APA's mission of creating great communities for all.

<https://www.planning.org/policy/statements/2020/may31/>

## **APA-Indiana Statement on Racial Inequality**

In July 2020, The APA-IN Board of Directors released a statement regarding civil unrest and racial inequalities.

<http://indianapanning.org/apa-indiana-statement-on-racial-inequality/>

## **A Message of Solidarity from the Food Systems Planning Division**

APA Food Systems Planning Division published a statement regarding racial equity in food systems. The statement includes links to helpful resources.

<https://apafood.org/2020/06/04/a-message-of-solidarity-from-the-food-systems-planning-division-of-the-american-planning-association/>

## **APA Equity, Diversity, and Inclusion**

APA has made a focused commitment to Equity, Diversity, and Inclusion in all forms. The following webpage includes a variety of resources to supports planners who work towards achieving thriving communities in which everyone has equal opportunity to live a safe, healthy, and prosperous life.

<https://planning.org/equity/>

## **History of Redlining – Indianapolis, IN**

Fair Housing Center of Central Indiana created a video to explain how today's neighborhoods have become so segregated. The video covers a history of harmful policies, such as redlining.

[https://www.youtube.com/watch?v=kX\\_W\\_XRNHJ4](https://www.youtube.com/watch?v=kX_W_XRNHJ4)

## **Where Are We Going? Where Have We Been?: The Climate for Diversity within Urban Planning Educational Programs**

This paper summarizes findings from a nationwide survey of degree-seeking urban planning students regarding the climate for diversity within their degree programs. The study examined interactions within the classroom, with faculty, with peers, and with professional planners.

<https://journals.sagepub.com/doi/10.1177/0739456X18815740>

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