

# DEI Trivia

These are the demographics for Public Works professions by gender. Which has the highest and lowest female percentage?



# DEI Trivia



In what year did the first female engineer become registered in the State of California?

- 1947
- 1954
- 1965
- 1970

# DEI Trivia

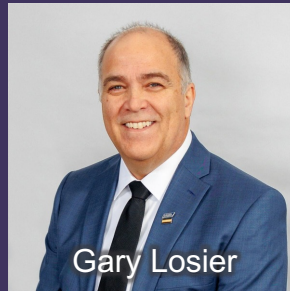
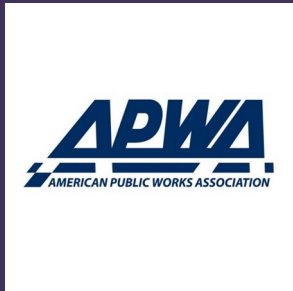
These are the demographics for Public Works Directors by race. What race is least represented when compared to population?



- White, 76.7% (59.9%)
- Hispanic or Latino, 7.6% (19.1%)
- Asian, 7.5% (6.6%)
- Unknown, 3.9% (3.0%)
- Black or African American, 3.7% (13.6%)
- American Indian and Alaska Native, 0.6% (1.3%)

# DEI Trivia

## How many National APWA Board of Directors are from California?



Gary Losier



Lisa Ann Rapp



Keith Pugh



Dominick Longobardi



Richard Benevento



Robert Garland



David Fabiano



Joe Johnson



Joubin Pakpour



Larry Hummel



Kristina Nelson



Helena Allison



Laura Kroeger



Jeffery P. Brown



James Neal



Jeannine Clancy



Vic Bienes

# DEI Trivia



Which of the following were not created for PWX by the National Diversity, Equity, & Inclusion Committee?

- Diversity Brunch
- First Timer's Meeting
- ~~Get Acquainted Party~~
- Women in Public Works Panel Discussion



# APWA DEI Roadmap

The future of diversity, equity, and inclusion (DEI) for APWA

**AWPA San Diego Chapter**

**January 11, 2024**

**Craddock Stropes, Senior Management Analyst**

**City of Carlsbad**

*January 2023*



# Alignment to APWA Strategic Plan

## STRATEGIC GOALS

### VALUE

Promote the value of public works and enhance its visibility and awareness.

### VOICE

Be the voice of public works to government leaders, the public, and media.

### EDUCATION AND CREDENTIALING

Provide excellence in education and credentialing.

### MEMBERSHIP AND CHAPTERS

Deliver an outstanding and valuable membership experience in collaboration with chapters.



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# Roadmap Intentions

- ⦿ 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.
- ⦿ Roadmap efforts were led by a collection of APWA leaders (Board of Directors, DEI Committee, Young Professional Committee, senior APWA staff) with input from APWA's third-party partner on this work, McKinley Advisors.



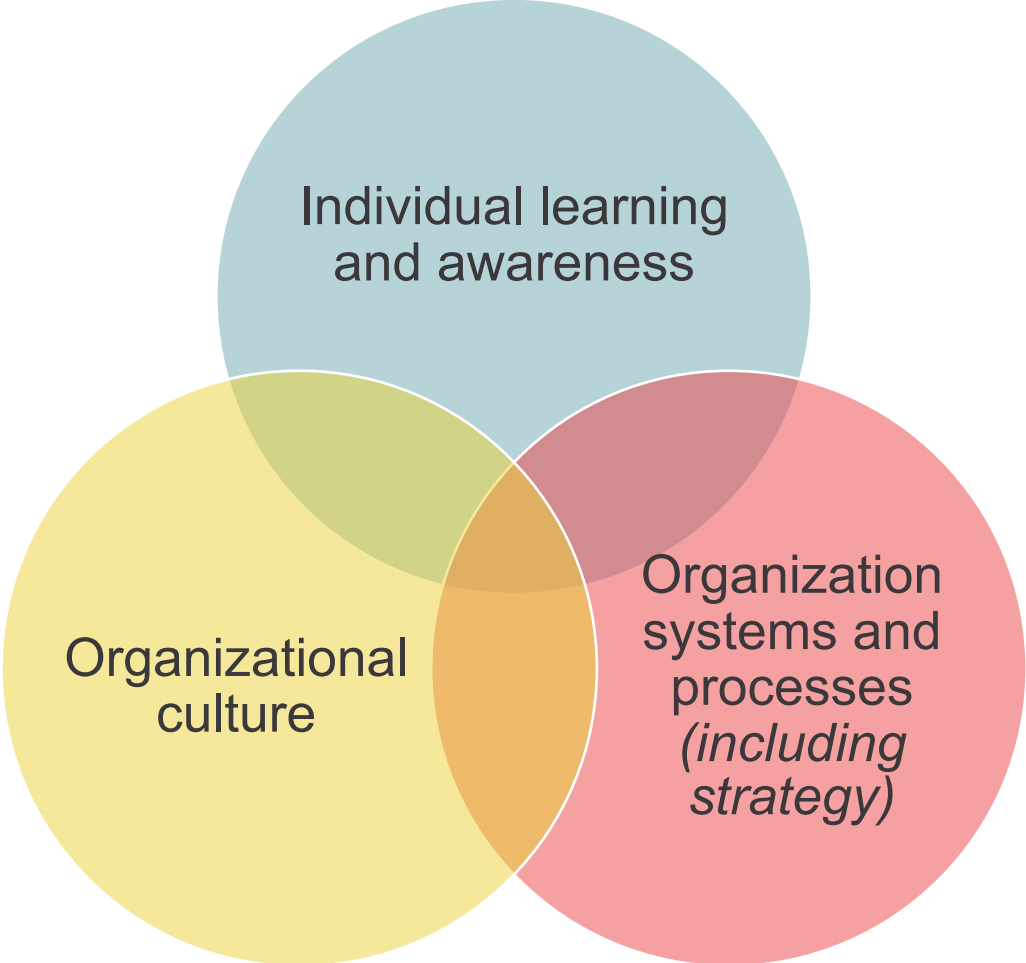
# Diversity, Equity, Inclusion (DEI)

- ◉ **Diversity** is the representation of all our varied identities and differences, collectively and as individuals.
- ◉ **Equity** seeks to ensure fair treatment, equality of opportunity, and fairness in access to information and resources for all.
- ◉ **Inclusion** builds a culture of belonging by actively inviting the contribution and participation of all people.
- ◉ **Belonging** is feeling welcome and part of the organization.

# DIMENSIONS OF DIVERSITY



# Our DEI Change Management Approach



# DEI Change Management Focus Areas



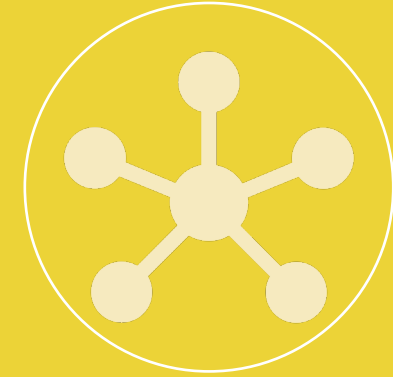
## Individual learning and awareness

- Education and training of staff, volunteer leaders and members on DEI (unconscious bias, microaggressions, privilege, etc.)
- Includes internal, staff-based and community-facing content (conferences, webinars, etc.)
- Awareness of DEI benefits and how individuals contribute
- e.g. DEI training to volunteer leaders, unconscious bias training for leaders in selection positions, inclusive leadership training, holiday and recognition calendars across religions and cultures, etc.



## Organization culture

- How your values show up in everything the organization does
- Norms, behaviors, practices, etc.
- Internal and external (staff and community members)
- e.g. Pledge of Allegiance, prayers (across cultures), prayer rooms, maternity rooms, check-in rounds, conference buddy programs, etc.



## Organization systems and processes (including strategy)

- Selection processes (Board, committees, speakers, awards, etc.)
- DEI Strategy connected to org-wide strategy
- Policies
- e.g. Bylaws, outreach/partnership strategies, pricing strategies, membership scope, etc.

# 1

## Individual Learning and Awareness

*Areas of Focus*

- Provide DEI education to APWA volunteers
- Facilitate DEI education for APWA members
- Diversify education and engagement opportunities
- Provide DEI education and/or resources to managers at public works companies and agencies
- Provide DEI education to APWA staff



## 2 Organization Culture

### *Areas of Focus*

- Create a welcoming APWA community for members and nonmembers
- Develop APWA diversity, equity, and inclusion guidelines
- Synchronize direction with APWA staff



# 3 Organizational Systems, Processes, & Strategy

## *Areas of Focus*

- **Include DEI in APWA Strategic Plan**
- **Collect data to inform DEI strategy**
- **Evaluate membership expansion to include stronger focus on front-line employees**
- **Evaluate pricing strategy to improve access for underrepresented and young professional individuals**
- **Evaluate APWA programs with equity lens**



## What's next

- Stay tuned as we roll out our initiatives by visiting [www.apwa.org](http://www.apwa.org)
- If you would like to get more involved, join APWA's DEI Network.
- Let's connect!  
[Craddock.stropes@carlsbadca.gov](mailto:Craddock.stropes@carlsbadca.gov)  
or find me on LinkedIn





# Thank you!

