

Understanding our Professional Commitments to Diversity, Equity, and Inclusion

REGIONAL AND CITY PLANNING (RCPL)

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CHRISTOPHER C. GIBBS COLLEGE OF ARCHITECTURE
DIVISION OF REGIONAL AND CITY PLANNING
The UNIVERSITY of OKLAHOMA

Presentation Overview

1. DEI initiatives on the OU campus (July 2019 DEI plan)
2. Diversity trends on campus
3. Research on DEI issues
4. The Planning Profession and DEI (Academic and Professional Perspectives).....RCPL Initiatives

APA - American Planning Association

ACSP - Association of Collegiate Schools of Planning

PAB - Planning Accreditation Board

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DEI Beyond the numbers.....

DEI : Multidimensional aspects of “Climate” (*Hurtado 1998*)

- 1) historical legacies of inclusion and exclusion
- 2) structural diversity (numbers)
- 3) behavioral dimensions (how groups interact)
- 4) psychological climate (perceptions of discrimination, prejudice)

Effective DEI plans are integrated into all organization’s operations (mission statements, strategic plans, curricula, recruiting budgeting, planning, etc.)

How RCPL professional orgs define diversity...(1)

APA Mission Statement:

“Creating Great Communities for All”.....”Planning for All”

APA and State Chapters

<https://www.planning.org/diversity/>

EDI Strategy Document (April 2018)

<https://www.planning.org/media/document/9149453/>

How RCPL professional orgs define diversity...(2)

Achieving/Implementing DEI Goals/Strategies

1. APA Divisions and Interest Groups

<https://www.planning.org/divisions/>

2. Policy Guides: “*Planning for Equity*” May 2019

<https://www.planning.org/policy/guides/adopted/equity/>

3. Continuing Education and Certification Requirements

<https://www.planning.org/diversity/efforts/>

AICP Code of Ethics

We shall seek social justice by working to expand choice and opportunity for all persons, recognizing a special responsibility to plan for the needs of the disadvantaged and to promote racial and economic integration. We shall urge the alteration of policies, institutions, and decisions that oppose such needs.

From professional obligation....to aspiration?

How RCPL professional and academic orgs define who is underrepresented...(1)

- Efforts by APA, ACSP and ACSP affiliates (Committee on Diversity-CoD and Persons of Color Interest Group-POCIG) 2009-current
- 2009 Institutional Climate Survey
- 2011 Diversity/Faculty of Color Task Force Report
- 2014 and 2016 ACSP CoD Report's on Faculty and Student Race/Ethnicity
- 2017 PAB Schools Faculty Data Analysis (March 2018)

How RCPL professional and academic orgs define underrepresentation...(2)

RCPL's recruitment and retention strategy includes students of one or more identities in the following list:

- African American / Black
- Hispanic / Latinx / Chicanx
- Native / Indigenous / American Indian / Alaskan Native
- Native Hawaiian / Pacific Islander
- Asian American
- Two or more races, when one or more are from the preceding racial and ethnic categories
- First generation students
- Students of LGBTQ/queer identities

How RCPL professional and academic orgs describe their professionals' obligations and commitments to diversity, equity and inclusion...

ACSP Value Statement

<https://www.acsp.org/page/ValueStatement>

- **Excellence in education and scholarship:** ACSP values rigorous education, scholarship and practice that critically engage with the myriad challenges that affect our planet, communities, and people now and in the future.
- **Broadly inclusive methodological perspectives and a fully inclusive range of voices:** Planning is a field that welcomes multiple disciplinary and methodological approaches and is enriched by scholarship that seriously interrogates questions related to access, equity, and disparities, and the intersectional dynamics of inclusion/exclusion.
- **Engagement across multiple publics:** ACSP recognizes the critical importance of deep and sustained community engagement with multiple publics to create transformative, socially responsible, and just actions.
- **Education that supports inclusion and cultural competence:** ACSP supports curricula and instructional approaches that prepare learners to become future scholars and professionals who serve as ethical and culturally competent partners, adept at working in multiple contexts, from local to global.
- **An inclusive and a welcoming environment within all our association activities:** ACSP is committed to welcoming all members, scholars, and educators and to developing events, meetings, and publications that are welcoming, inclusive, and safe venues for discourse and inquiry.

Principles of diversity and inclusion or best practices that exist to guide RCPL in educational and research pursuits as well as engaging the community...

- Collectively, APA and ACSP resources help to orient both the content and approach to teaching, research and community engagement
- PAB criteria now include Equity, Diversity and Social Justice issues (though outcome measures are.....weak?) More stringent ones being proposed currently
- RCPL Assessment procedures include a requirement to demonstrate a understanding and appreciation of DEI/Social Justice Issues
- Community engaged research is core to planning as research questions and feasible solutions are determined mutually, Relationship building is foundation of approach

RCPL upholds professional commitments to diversity and inclusion by...

- January 2019 adoption of Underrepresented Student Recruiting Plan
- Dedicating scholarships and GA's to "Underrepresented Students"
- All faculty receive *Ally, Implicit Bias* and *Unlearning* Training
- All faculty participate through formal service activity with DEI issues, from national committees/interest groups to on-campus outreach
- Those holding the AICP designation will maintain their memberships and participate in continuing DEI training
- Creating new courses about Planning with Diverse Communities and having a module on DEI/Social Justice issues in others where appropriate

RCPL has identified the following opportunities for improvement toward creating a more inclusive and diverse division and/or college...

- Utilize RCPL courses to expose students to DEI/Social Justice Issues and perform community engaged work in marginalized communities
- Attract/Retain diverse faculty
- RCPL BOV membership being updated to reflect more diverse alumni and program stakeholders
- Include more rigorous (and realistic) DEI-based outcome assessment processes (SLO's reflect DEI competence)
- Pioneer teaching and research opportunities with faculty/departments working DEI/Social Justice issues
- Work with organizations on campus to increase cultural competency of faculty and students