

**TO: APA California Board of Directors**

**FROM: Pete Parkinson, AICP, President**

**Julia Lave Johnston, AICP, President-elect**

**Mary Wright, AICP, VP Marketing and Membership**

**Miroo Desai, AICP, Membership Inclusion Coordinator (North)**

**DATE: September 4, 2018**

**SUBJECT: New VP position**

***Recommended Action: Consider establishing a new VP position for Diversity and Equity***

At the February Board retreat a number of sub-committees were convened to update the Board’s Strategic Plan spearheaded by a set of guiding goals and objectives. Among others, this included promoting values of inclusion and diversity as well as advancing efforts towards social and environmental justice.

Since then the Diversity Subcommittee and the Organizational Stability/Sustainability Subcommittee have worked to develop a recommendation that the Board consider establishing a new position “Vice President for Diversity and Equity” which would be part of the Executive Board. As other VP positions, this would be a funded position on the Board. Initially, we recommend the position be appointed to be able to seat a strong candidate who can start working on diversity issues as soon as possible. Following the initial one-year term, the position would be transferred to an elected position (2-year tenure) to be selected by the membership at large.

The impetus for this recommendation is a recognition that the Board’s structure is not in alignment with its goals and objectives. Membership Inclusion Coordinator positions are nominated and appointed seats with no associated funding or voting rights. This effectively does not allow for their voice(s) to be heard when the Board is making policy decisions as Coordinators are unable to participate in the meetings due to a lack of funding. Even if they do attend on their own they have no voting rights. Nearly sixty percent of California’s population is minority and a glance at any planning conference or workshop will reveal that planners do not reflect the communities they serve. Creation of this position will be a recognition by the Board that it is serious in its commitment to the stated guiding values and goals of promoting inclusion, diversity and social justice.

The proposal also includes eliminating the appointed positions of Membership Inclusion Coordinator – North and South. As each Section has a diversity/membership inclusion type of position on their boards, the idea would be that this new VP position would provide leadership, mentorship and direction to the Section level “diversity” positions. In addition, the responsibility of organizing the annual Diversity Summit at the state conferences would be transferred to this position.

Attached are redlined changes to the By-laws that outlines the duties of this new position. It is envisaged that the portfolio would be further developed as it gets occupied. The changes will be placed on the October meeting agenda for action.

If you have any questions about the amended Bylaws before we meet in San Diego, please let me know via email ([pete.parkinson54@gmail.com](mailto:pete.parkinson54@gmail.com)) or phone (707) 326-1265)