

Diversity Summit 202: Redefining Tokenism

With DEI becoming essential topics in the workplace, community, and policy, "token" planners are unconsciously tasked with being advocates for communities they represent on both project review and implementation and in the structure of their workplaces. This forces them to take on the role of a professional DEI practitioner rather than that of a planner.

This year's Diversity Summit will discuss how planners and planning organizations should navigate tokenism and inclusion in alignment with the AICP COE. Join us for an authentic discussion on how to recognize tokenism as it gets incorporated into workplace diversity, policy equitability, and program inclusion.

Are we masking Tokenism as inclusion? Tokenism is the practice of making only a perfunctory or symbolic effort to do a particular thing, for example, recruiting a small number of people from underrepresented groups to give the appearance of sexual or racial equality within an organization.

With diversity, equity, and inclusion becoming essential topics in the workplace, the community, and policy, these "token" planners are unconsciously tasked with being advocates for the communities they represent on both project review and implementation and in the structure of their workplaces. This forces them to take on the role of a professional DEI practitioner rather than that of a planner.

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Tokenism in the Workplace (Diversity)

Hiring just one person of any underrepresented group may be considered a "band-aid solution" to a systematic problem. It can isolate the employee, increase attention on that person's action, and often make them out to be *the representative* of their gender or race. The panel will discuss imposter syndrome in the workplace and how planners of color can break from the limited space and mindset.

Tokenism in Policy and Outreach (Equity)

Many local governments and companies have made public announcements on their stance against racism. Do these announcements translate into policy direction for general plan and other policy updates? Have there been efforts to tackle concepts like "neighborhood compatibility" from an equity lens? From the community perspective, planning can be very unnerving, with its technical terms, processes, reports, and more. The panel will discuss forms tokenism takes when it comes to community outreach and ways to incorporate equity lens in policy making.

Tokenism as a Microaggression (Inclusion)

Talking about diversity can be challenging and implementing organization-wide changes to create a more diverse workforce and inclusive practices can feel insurmountable. Although, companies and governments may create systems that are inclusive in hiring of employees, contractors, consultants, and suppliers, what happens to those individuals once they are brought into the fold? The panel will discuss the newly found interest of organizations in DEI and the challenges of changing an organization's status quo.

2021

Diversity Summit

Redefining Tokenism





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CHANGING PLANNING

 APA California Conference

2021 Diversity Summit: Redefining Tokenism

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This is an interactive session




**Please use the chat to ask any questions, give a kudo, or
a hello.**



Today's Panel






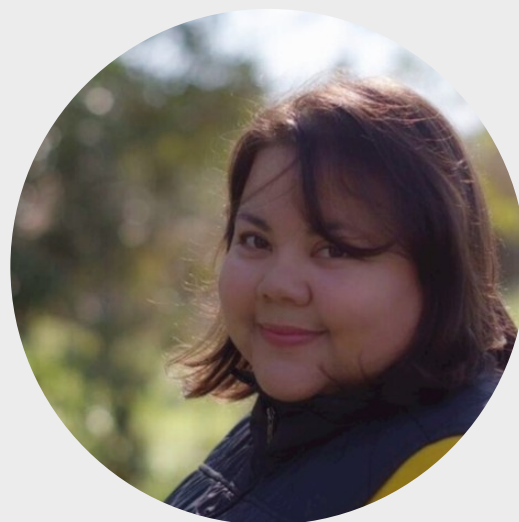
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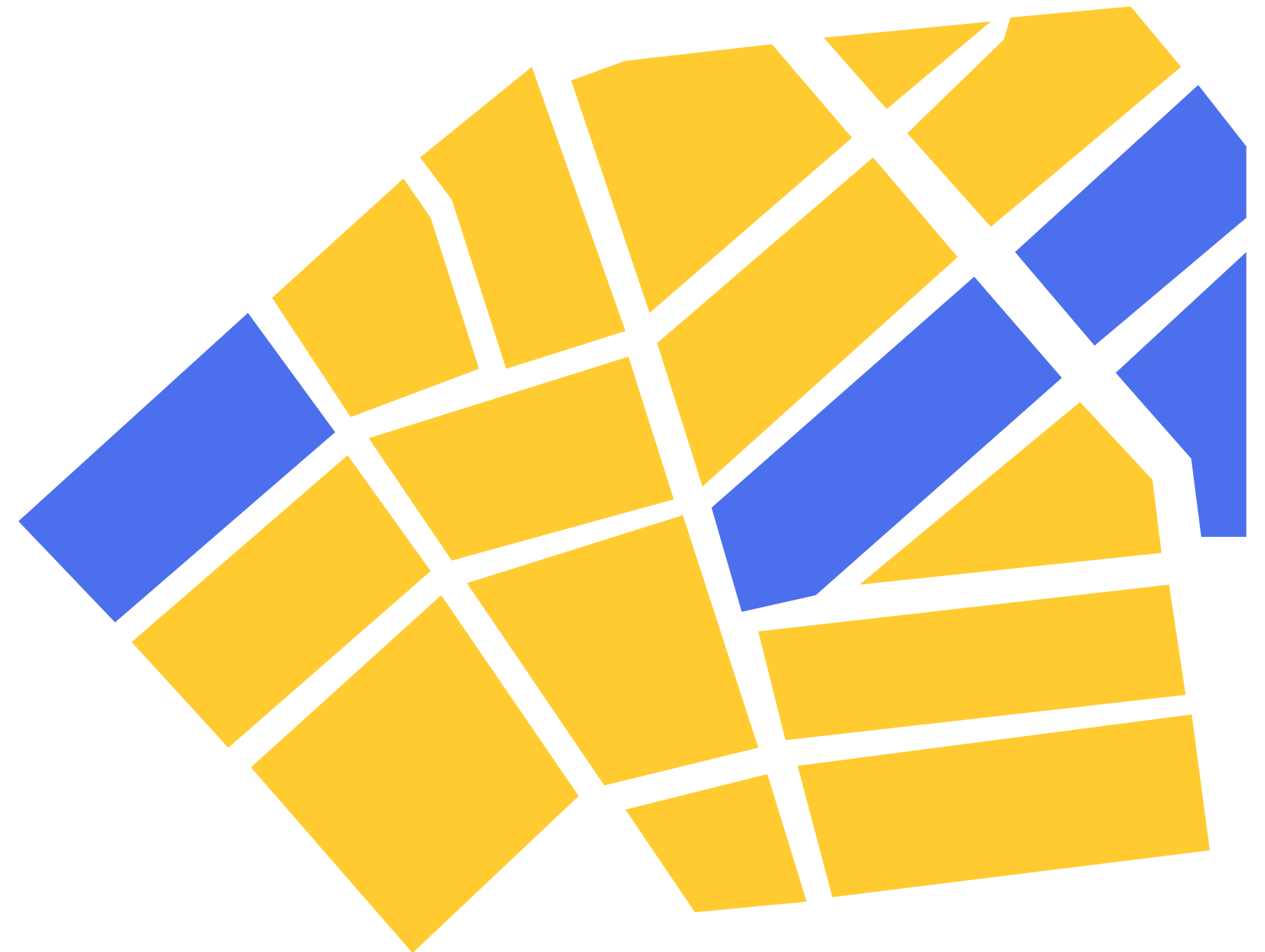


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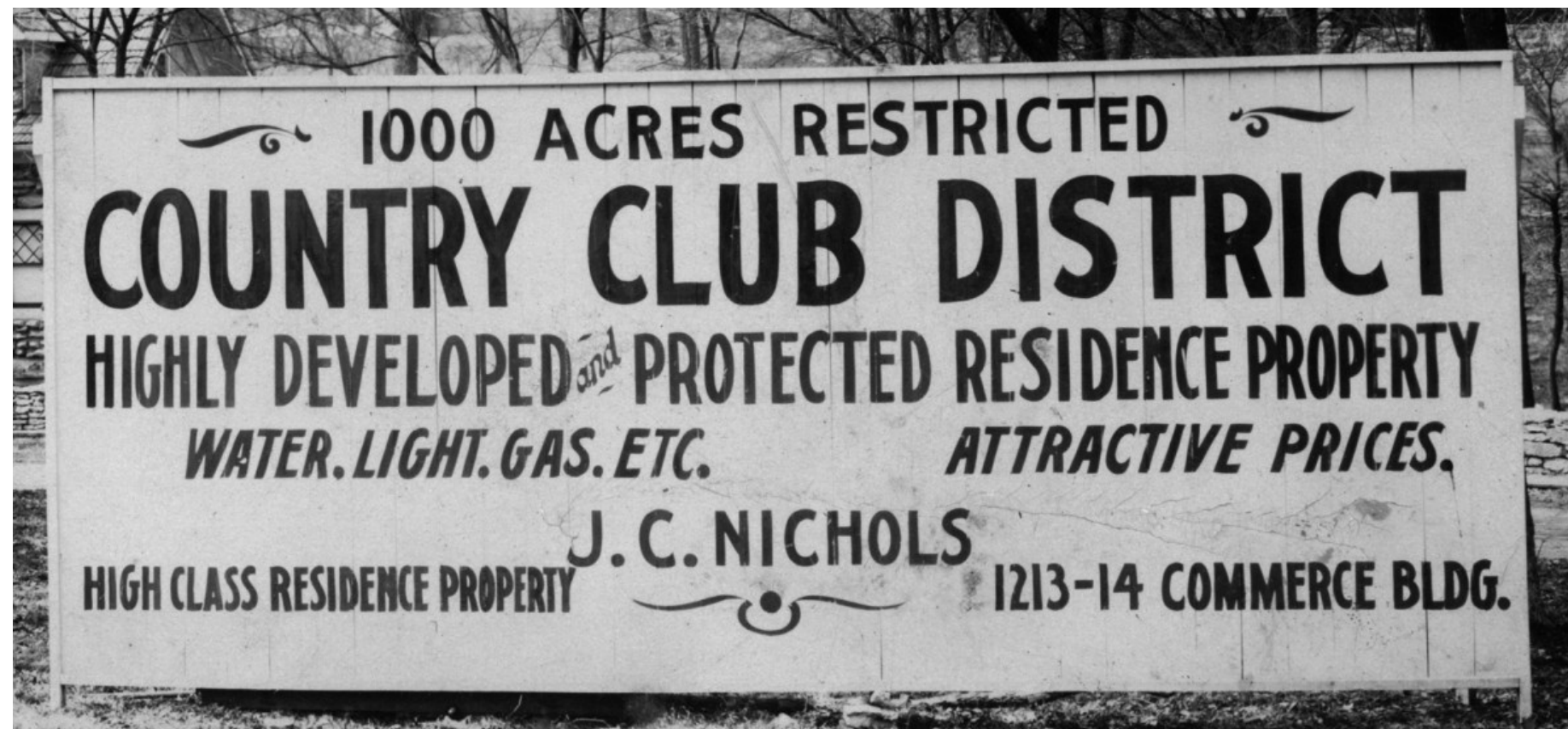
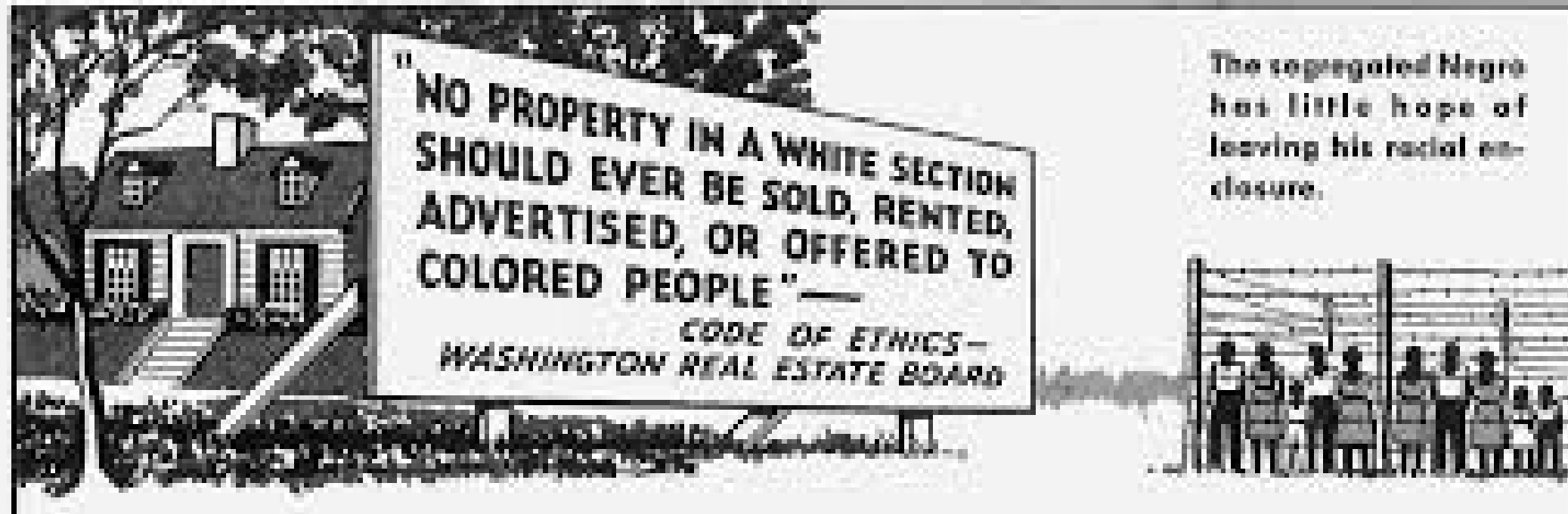
Planning is Racist

Segregation is the result of historic practices such as the issuing of racialized real estate covenants that kept non-White individuals and families from buying or occupying land.



Not by accident, but by
design. - Adrien Weibgen


WHAT HOUSING SEGREGATION MEANS TO THE CAPITAL'S NEGROES





What is Diversity?

The presence of differences that may include race, gender, religion, sexual orientation, ethnicity, nationality, socioeconomic status, language, (dis)ability, age, religious commitment, or political perspective



What is tokenism?

— When a planner of color is asked to participate on a project only because of their identity, rather than their work standing on its own.

— When communities of color are asked to participate in community projects that will change the fabric of their neighborhood, but their input isn't considered.

— When diversity programs focus on hiring people of color, but do not consider the necessary organizational changes that must also take place for that POC to be success



Terms

Terms that we may use throughout the summit.

01

BIPOC

Black, Indigenous, and People of Color

02

Equity

Promoting justice, impartiality, and fairness within the procedures, processes, and distribution of resources by institutions or systems.

03

Inclusion

An outcome to ensure that those that are diverse actually feel and/or are welcome.

Terms

Terms that we may use throughout the summit.

04

NIMBY "Not in my backyard"

NIMBY, and other practices, policies, and structures that are and support racist planning and land use regulations, and have racist results, no matter the intent.

05

YIMBY "Yes in my backyard"

Intensely local response to specific trends in both population and the housing market.

The

Conversation



Question & Answering



Diversity Summit

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Thank you for
attending



Contact Us






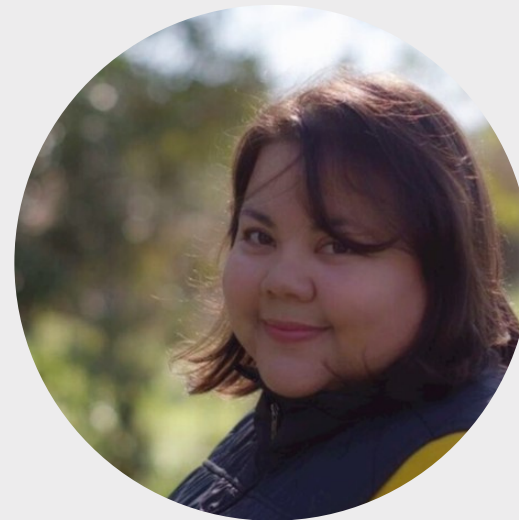
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