

DIVERSITY COMMITTEE



American Planning Association
New York Metro Chapter

~~RECRUITING~~
SUPPORTING A DIVERSE TALENT POOL

Tiffany-Ann Taylor
Co-chair, APA New York Metro
Diversity Committee

OVERVIEW

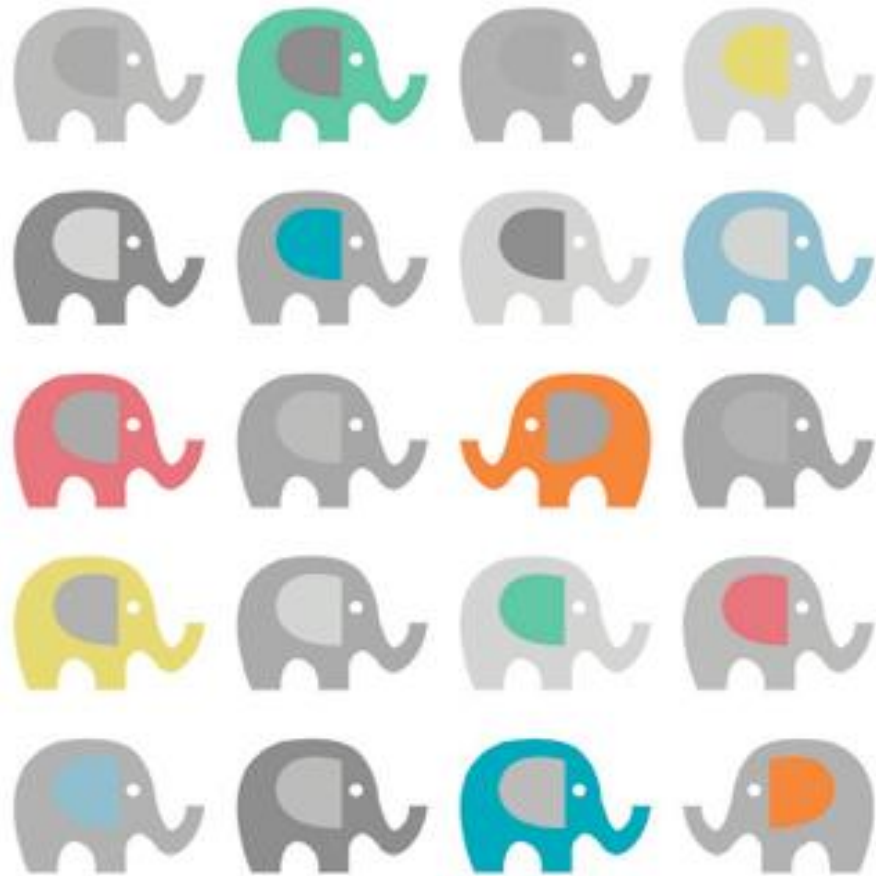
MISSION:

To increase diversity and cultural competency within the planning profession and provide a resource for planners of different backgrounds in the NY Metro Area to build meaningful connections and share ideas

GOALS & OBJECTIVES:

- **Foster a welcoming environment, safe space and community** for planners of varied backgrounds to share experiences, find mentorship, personally/professionally grow, and make deep connections
- **Actively address barriers to recruitment and retention of underrepresented peoples in the profession**, including but not limited to people of color, women, and LGBTQ-identifying individuals.
- **Serve as a resource of information** on diversity and planning issues, success stories, events, leadership training, workshops, etc., especially for institutions
- **Work together with other APA NY Metro committees, sections, and national divisions** to ensure that content of programs include diverse voices/panels and cover concepts of equity and inclusivity

ELEPHANT IN THE PLANNING ROOM



**Overcoming Barriers to Recruitment and
Retention of People of Color in the
Planning Profession
(NY Metro Area)**



Graduate Thesis
By Giovania Tiarachristie
Pratt Institute, 2016

MAIN FINDINGS

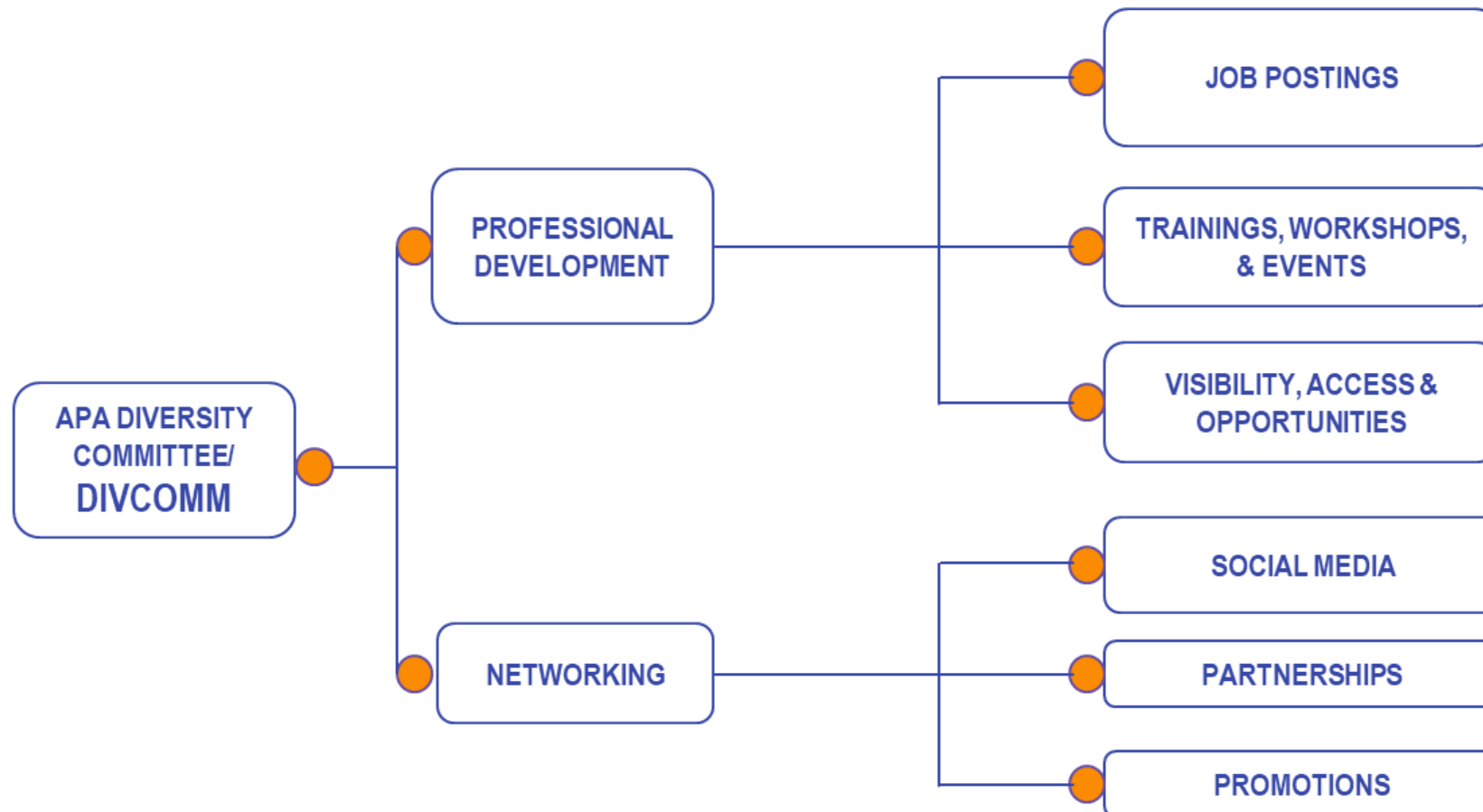
5 BARRIERS TO RECRUITMENT

1. Inequitable communities
2. Lack of social capital and exposure to the profession
3. Lack of diversity in planning schools
4. Unequal opportunities to gain experience
5. Unconscious bias and colorblindness in hiring

5 BARRIERS TO RETENTION & ADVANCEMENT

1. Micro-aggressions and racial fatigue
2. Self-doubt and isolation
3. Skipped promotions and less meaningful and visible work
4. White and patriarchal culture that covertly hinders advancement
5. White-dominant planning lens and inner conflict

PROFESSIONAL DEVELOPMENT & NETWORKING



ELEPHANT IN THE PLANNING ROOM

Forum on Diversity in Planning Schools (2015)

- Students, faculty and administrators from local planning graduate schools
- Identified common barriers to recruitment and retention in graduate planning programs and potential solutions
- Skype session with Harvard GSD BlackInDesign creators



HARLEM CHILDREN'S ZONE

What's an Urban Planner? (2015)

- 'Introduce' the concept of Urban Planning to children
- Hands-on city building exercises
- Representation is key



PROFESSIONAL DEVELOPMENT

Professional Development for Underrepresented Planners (2017)

- Multi-purpose event
- Student moderator
- Open networking



Left to Right:
Mitchell Silver, Kerry McLean, Athena Bernkopf and Yvonne Lopez-Diaz

MWBE EVENT

For Planning and Design Professionals (2018)

- Targeted audience
- Coordinated with NYCxDesign Week
- Included open networking with multiple organizations including NYCDOT

A PANEL AND NETWORKING EVENT ON

minority women
owned
business enterprises

MWBE

May 22 at 6:00 pm
EDC, 110 William St
New York, NY 10038

Register at
[www.nyplanning.org/
events/mwbe-planning-
networking/](http://www.nyplanning.org/events/mwbe-planning-networking/)

PANELISTS:
Bomi Kim
SVP & Director, Opportunity MWDBE,
NYCEDC

James Johnson-Piett
Principal & CEO of Urbane
Development

Linda Barie Gumeny
Principal of Linda Barie Landscape
Architect

Larisa Ortiz
Principal of Larisa Ortiz & Associates
Commissioner, NYC City Planning
Commission

MODERATED PANEL:
Hear from panelists on why and how they started their own firm, the challenges and rewards being an MWBE, and how the City/State can better advance MWBE planning and design.

OPEN NETWORKING + RESOURCES TABLES:
To promote minority and women entrepreneurship in planning and design.

For more info, contact us at diversity@nyplanning.org



HINDSIGHT

First Annual Conference (2017)

- Created a safe space within our profession and a professional platform for difficult conversations
- Equity, access, exposure, and inclusion as themes
- Received 62 proposals; hosted 400+ attendees from across the country, England and Bermuda



THANK YOU!



www.Hindsightcon.com



diversity@nyplanning.org



[@divcomm](https://www.instagram.com/divcomm)



[groups/DivComm](https://www.facebook.com/groups/DivComm)



[@divcommittee](https://twitter.com/divcommittee)

Guide for Students of Color:

<http://bit.ly/dvcmsocgsignup>