



APWA COMMITTEE CHARTER

COMMITTEE FOR DIVERSITY, EQUITY AND INCLUSION

MISSION STATEMENT

To foster the inclusion, participation and equitable treatment of APWA members without regard to gender or gender identity, race, national origin, ethnicity, religion, age, sexual orientation, physical or cognitive ability, political affiliation, or family, marital or economic status.

To provide resources to public works professionals to further increase awareness of and advancing diversity, equity and inclusion in the workplace.

OBJECTIVES

The principal objectives of the committee, in support of APWA's Strategic Goals and Activities, are:

Value: Promote the value of public works and enhance its visibility and awareness

1. Raise awareness of existing cultural and institutional barriers to create a more diversified APWA membership and diversity within the public works professional as a whole.

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

1. Advocate for equity and the inclusion of underrepresented groups in public works and promote the benefits of a diversified workforce.

Education & Credentialing: Provide excellence in education and credentialing

1. Organize speakers and educational sessions for APWA's annual PWX conference to promote and educate attendees on diversity, equity, and inclusion.

Membership and Chapters: Deliver an outstanding and valuable membership experience in collaboration with Chapters

1. Identify and develop content for diversity, equity, and inclusion deliverables promoting awareness and education of public works professionals at both the national and chapter levels of APWA.

ORGANIZATION

Chair: The committee chair shall be appointed by the APWA President-Elect. The chair is responsible for overall direction and management of the committee. The term of office for the chair shall be one-year but may be reappointed for a second year by the APWA President-Elect. No member of the committee can serve more than a maximum of 6 years including a maximum of two years as chair.

Vice-Chair: The committee may select a vice-chair. The vice-chair must be an appointed member of the committee. The vice-chair will serve as the chair in the event the committee chair cannot attend and/or participate in a meeting. Selection of a vice-chair does not guarantee the individual will be appointed by the President-Elect to the chair position when the position becomes vacant.



Members: The APWA President-Elect shall appoint up to twelve voting members (including the chair). Committee members can serve up to three two-year terms for a maximum of six years served on the committee. The qualification basis for appointment to this committee is to be a motivated, “highly knowledgeable” subject matter expert in the specific area of diversity, equity, and inclusion.

Corresponding Members: The committee chair may designate any number of non-voting corresponding members as the need arises, especially to address areas of development that may not be fully represented by the committee. Corresponding members need not be APWA members. If they are invited to attend a face-to-face meeting, they must cover their own travel expenses.

Groups of corresponding members (subcommittees and knowledge teams) may be formed as necessary to further the mission of the committee. A group of corresponding members may be dissolved or established by a simple majority vote of the committee.

FINANCIAL AND ADMINISTRATIVE SUPPORT

The committee will participate every year in a combined meeting or in a collaborative effort that addresses the objectives of the committee and the APWA strategic plan. These expenses are reimbursable for committee members in accordance with the APWA Volunteer Travel Policy. The committee for Diversity and Inclusion will meet one-day prior to PWX. Committee members shall commit to fund their own travel and expenses to attend the committee meeting held at PWX. Generally, the committee also meets by conference call monthly for approximately one hour. Administrative support shall be provided by APWA staff.

REPORTS

The committee shall produce an annual work plan that takes into consideration review of APWA products and programs and addresses the objectives listed in this charter. A written summary of each conference call meeting and in-person meeting shall be prepared by the chair or his/her designee to be provided to all committee members and which may be posted on the APWA website as information to general APWA membership. Committee updates may also be requested periodically for submission to the APWA Board of Directors via the board liaison.

CHARTER CHANGES

Amendments to this charter require a majority vote of the voting committee members present at a regularly scheduled meeting (when there is a quorum) and are subject to approval by the APWA Board of Directors.

Date of Board Approval: June 8, 2018. Amended Charter Approved: July 27, 2021.