



American Public Works Association

## **APWA Board of Directors Diversity Statement:**

**The Board of Directors of the American Public Works Association embraces inclusiveness within the APWA membership and leadership and will continually work to strengthen the diversity of its leadership by utilizing the vast contributions of the association's diverse membership.**

**8** Hold cultural diversity training for chapters through videos, brochures and programs to increase awareness at the local level.

**9** Provide leadership training at the local level, specifically for our diverse younger members, and provide mentors for them at the local level.

**10** Support the APWA Leadership & Management Committee's core competencies for leadership; develop objectives for each of the competencies that reflect diversity; and share those objectives with our membership.

Questions or information should be directed to Kaye Sullivan, APWA Deputy Executive Director/COO at [ksullivan@apwa.net](mailto:ksullivan@apwa.net) or 800-848-2792, ext. 3523.

APWA diversity resources and information are available on-line at: [www.apwa.net/about/board/diversity.asp](http://www.apwa.net/about/board/diversity.asp).

APWA Diversity Resource Guides, Volumes I and II are also on-line at the above URL.

## **Top Ten Ways**

**to Increase  
Diversity of  
Membership  
and Leadership  
at the APWA  
National Level**



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The APWA Board of Directors believes that institutionalizing the diversity concept takes a commitment from all levels of the association, but that it must be embraced at the top level in order to empower the concept throughout APWA. The concept involves constant introspection and attention to the ways we all communicate and work with one another. APWA needs to be proactive in making sure the APWA leadership will be as diverse as the membership.

Diversity means “all the ways in which people differ from each other” and how we accept and use those differences depends on whether diversity becomes an asset or a liability for APWA and its chapters.

We can either embrace and celebrate diversity and use it to APWA's benefit or we can fail to recognize the world's demographic future and lose out on valuable resources and contributions to

the association. People in the public works profession who experience “difference” will seek out other associations to meet their needs if APWA doesn't serve a diverse population.

### **Top Ten Ways to Increase Diversity at the National Level:**

- 1 Reach out to younger people in the profession of public works to become APWA members and encourage them to participate in the association.
- 2 Encourage supervisors, who determine membership rosters, to include more diverse staff on those rosters or to designate a particular number of positions on the roster for young, minority, and/or female staff.
- 3 Nominate and appoint diverse members, who are qualified, for leadership positions.
- 4 Request specific members to fill national level appointed positions.
- 5 Increase APWA's overall membership which will increase the diversity of membership.
- 6 Work with minority/gender based public works related associations through co-sponsorship of programs to get APWA's name and mission in front of their members.
- 7 Educate public works supervisors on the benefits of their employees getting involved in APWA. Show supervisors how APWA will help develop all levels of employees in their jobs.

