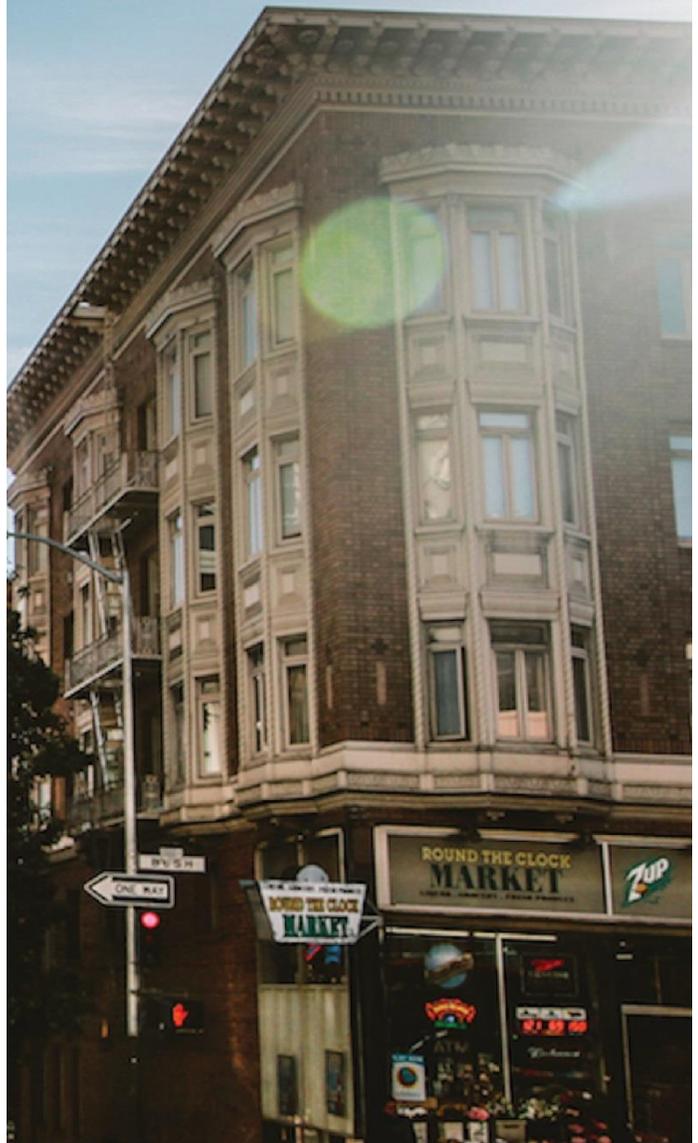


# CHAPTER DIVERSITY & INCLUSION



**AUGUST 14, 2019**

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**TEXAS A&M**  
UNIVERSITY

# Chapter Diversity & Inclusion

## A Report to the Texas Chapter of the American Planning Association

### Introduction

In 2018, the Texas Chapter of the American Planning Association formed a new committee on diversity and inclusion. To develop programming for this committee, leadership sought to better understand the current composition of our membership. This knowledge will allow the Chapter and committee to develop targeted programming to serve chapter members better, and to assess the effectiveness of committee activities in enhancing diversity and inclusion.

To address this issue, Chapter Leadership engaged chapter member Dr. Shannon Van Zandt of Texas A&M University to help us understand the diversity of our membership. With input from chapter and committee leadership Dr. Van Zandt designed and executed this survey on behalf of the Chapter. As the principal investigator, only Dr. Van Zandt has access to responses, and she designed the survey so that no identifying information was collected, so even she is not able to attach individual responses to specific individuals, making responses both anonymous and confidential.

The survey was conducted in January and February of 2019, using an emailed survey link. Each respondent was sent three reminders over the four-week period of the survey. Of 2,405 surveys distributed, 691 surveys were initiated, and 631 were completed, resulting in an 81% completion rate and a 26% response rate, very high for this type of survey. While some response bias is expected, particularly due to the nature of the survey (expected to engage some and repel others, depending on their views on inclusion and diversity, and their place in the work environment), the resulting sample appears to provide a representative sample, based on the demographic information collected.

This report is organized first by the descriptive characteristics of respondents. Following that are breakdowns by demographic characteristics by whether or not respondents are AICP, and what their salaries are. Multivariate analysis of these data then help us to understand whether any inequalities in salary or AICP achievement appear. The next section addresses perceptions of discrimination in the workplace, as well as perceptions of inclusivity within the workplace. After reporting these results, a discussion of the findings, as well as implications for committee activities are drawn.

Finally, respondents' interest in diversity and inclusion issues are gauged. An appendix includes responses to an open-ended question, as well as the names and contact information of those who are interested in becoming involved in the diversity and inclusion committee.

## Executive Summary

In 2018, the Texas Chapter of the American Planning Association formed a new committee on diversity and inclusion. To develop programming for this committee, leadership sought to better understand the current composition of our membership. To address this issue, Chapter Leadership engaged chapter member Dr. Shannon Van Zandt of Texas A&M University to help us understand the diversity of our membership. With input from chapter and committee leadership as well as pretesting among about ten representative respondents, Dr. Van Zandt designed and executed this survey on behalf of the Chapter.

The survey was conducted in January and February of 2019, using an emailed survey link. Each respondent was sent three reminders over the four-week period of the survey. Of 2,405 surveys distributed, 691 surveys were initiated, and 631 were completed, resulting in an 81% completion rate and a 26% response rate, very high for this type of survey. While some response bias is expected, particularly due to the nature of the survey (expected to engage some and repel others, depending on their views on inclusion and diversity, and their place in the work environment), the resulting sample appears to provide a representative sample, based on the demographic information collected.

The survey focused on first understanding the composition of the Chapter membership—their demographic characteristics—age, race, ethnicity, gender identity, and sexuality. In addition to demographics, it also asked about professional characteristics—section, sector (private, public, non-profit), position level, salary, and AICP status. It also asked about personal characteristics beyond demographics, including country of origin, religion, and disability. Following these questions, several questions were asked about experiences with discrimination and perceptions of inclusiveness and diversity.

The analyses contained herein provides descriptive statistics about responses to each of the questions, as well as cross-tabs or bivariate comparisons of responses by demographic characteristics. To understand the impact of these characteristics on career outcomes—salary and AICP certification—multivariate analyses (regression) were conducted to identify independent impacts. Finally (and exhaustively), perceptions of discrimination, inclusiveness, and diversity are broken down by demographic characteristics to help us understand how different subpopulations experience discrimination, inclusiveness, and diversity. This knowledge should allow the Chapter and committee to develop targeted programming to serve chapter members better, and to assess the effectiveness of committee activities in enhancing diversity and inclusion.

These results lead to several important conclusions:

- **Hispanics are underrepresented among Texas planners.**
- **Race, gender, and sexuality are influencing planning salary ranges**, even when controlling for age, suggesting the possibility of discriminatory practices. However, **AICP certification is the single most important factor in predicting higher salary ranges**, and lower levels of AICP-certification among racial minorities largely explains the gap. A marginally significant finding remains for gender even after controlling for AICP certification. Factors like years in position were not gathered and thus are not included in the model, and may account for that difference. However, these findings indicate that more data is needed to address differences in salaries by demographic factors.
- **Hispanics are achieving AICP certification at much lower rates than Non-Hispanics.** They also report lower levels of being able to see people like themselves in leadership positions. Given the importance of AICP certification in accessing higher salary ranges, as well as a probable lack of models in leadership positions, along with the underrepresentation of Hispanic among Texas planners, a strong rationale exists for a robust

program reaching out to Hispanics and offering professional development and pathways to AICP certification.

- While still generally satisfied, **African-Americans exhibit considerably less satisfaction with their level of inclusion in the workplace** than do Whites. Consistently, on items related to feeling heard, respected, valued, and a sense of belonging, African-American specifically, and to a lesser extent, other racial minorities, displayed lower levels of agreement when compared to Whites. Ethnicity, however, does not appear to have a similar influence.
- **A small number of older planners—those at or above retirement age—feel undervalued.** While satisfaction with inclusion in the workplace generally increases throughout the career, for some, feelings of exclusion and neglect become more pronounced.
- **Gender identity and sexuality are not having a dramatic influence on perceptions of acceptance and inclusion in the workplace.** The most pronounced affects are on cis females, who display generally higher levels of disagreement with statements expressing feelings of inclusion and being valued and heard. There is a small number of non-binary individuals in the sample, but for the most part, they do not seem to feel excluded or disrespected. However, they do exhibit a somewhat greater reluctance to share their true identity with others.
- **Homosexual people may be overrepresented in the planning profession (based on national estimates), and appear to be slightly more satisfied with their feelings of inclusion and being heard and valued.** This is a bit of a surprising finding, and is difficult to interpret. It may be that, at least in Texas, planning is a more open and accepting discipline than many others, and its focus on public service is attractive to people who are more likely to be homosexual.
- **Mental and emotional disabilities—those disabilities influencing people’s behavior in the workplace—are not well understood or appreciated.** Not only are these types of disabilities (neuro-atypicality and chronic illnesses such as depression, anxiety, and autoimmune disorders) the most prevalent types of disabilities (chronic illnesses are double the prevalence of the next most common disability, which is neuro-atypicality), they consistently appear in the findings as influencing people’s perceptions of inclusion, being heard, and respected, and notably, recognizing people like themselves in leadership positions. Because these types of disabilities are largely invisible, and are not included in standard understandings of disabilities, more openness and information about these disabilities and the ways in which they influence behavior in the workplace is warranted. There is still a stigma attached to these disabilities, and overcoming it will take time and intentional action.
- A small but substantial group of respondents chose not to disclose their sexuality. Repeatedly, this group shows up in findings on perceptions of inclusion and diversity as an outlier—more disgruntled. It is difficult to interpret these findings—it may reflect a group of people who sincerely fear disclosure of their true selves and feel out of place or unhappy in their work groups, or it may reflect a group of people who simply don’t like being asked these questions. Some of the open-ended responses suggest that there are a number of respondents who do not think diversity in general, and sexuality (or other forms of diversity) in particular are important issues for study or consideration.

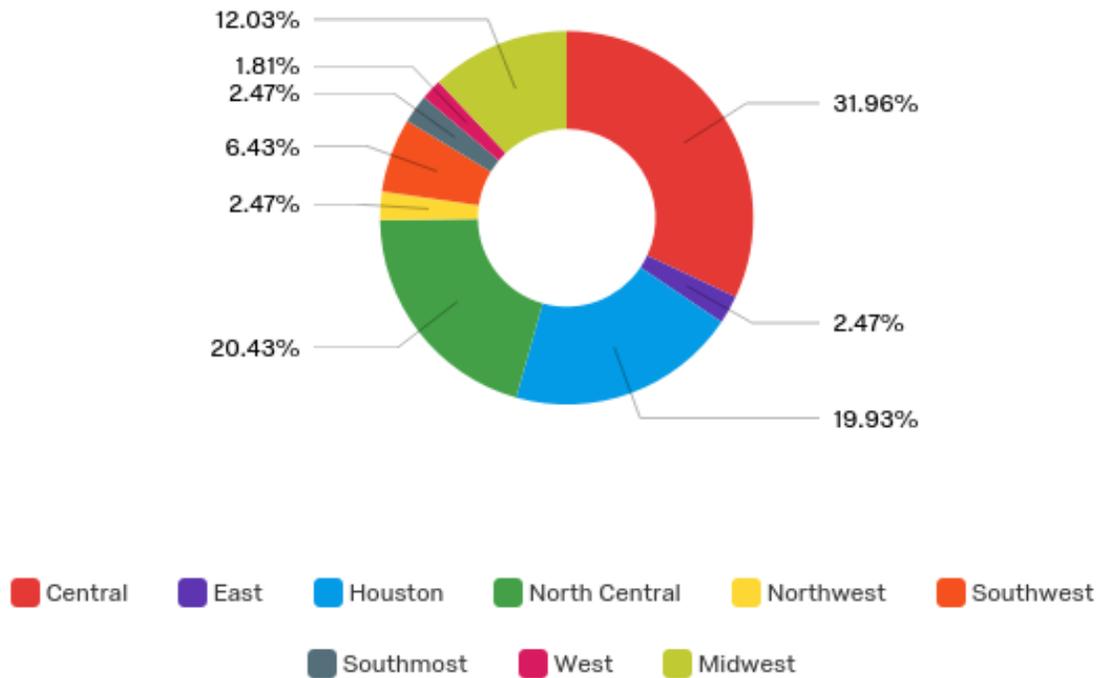
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## I. Respondent Characteristics

Below is a set of graphics that illustrate the characteristics of the sample. These figures tell us who responded to the survey, and help us understand whether the sample represents the chapter as a whole, as well as some of the basic characteristics of chapter members. Since colors can be hard to distinguish, these pie graphs are read starting at 12:00 and moving clockwise to match the legend.

**Figure 1. APA TX Section**

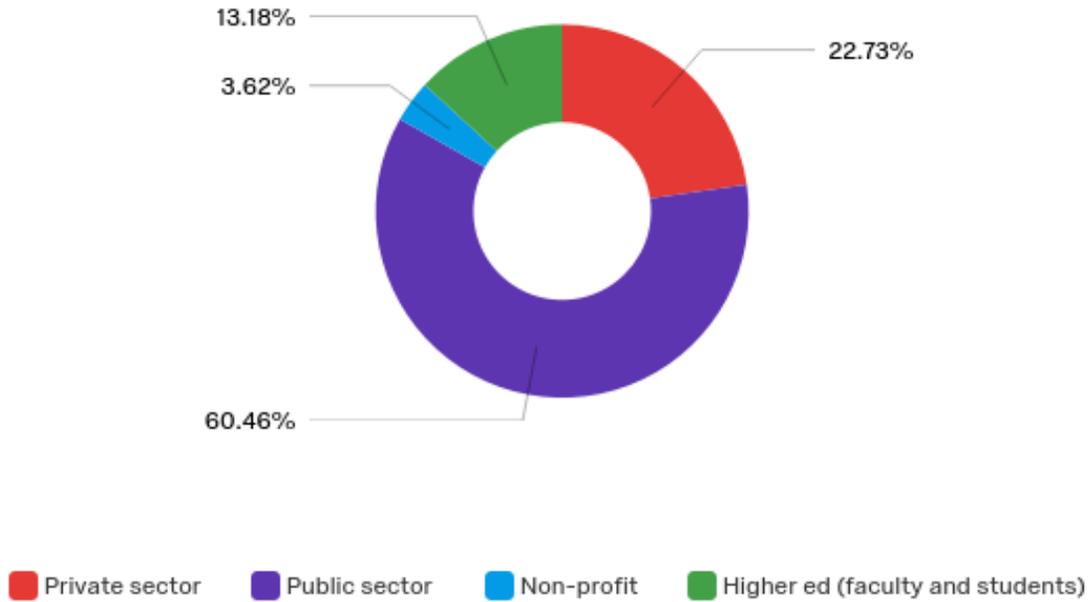


The distribution of the respondents across chapter sections is consistent with chapter membership: the largest group is from the Central Section (32%), followed by North Central (20%), Houston (20%), and Midwest (12%). Table 1 shows the proportions of members represented by each section.

**Table 1. Chapter Membership by Section**

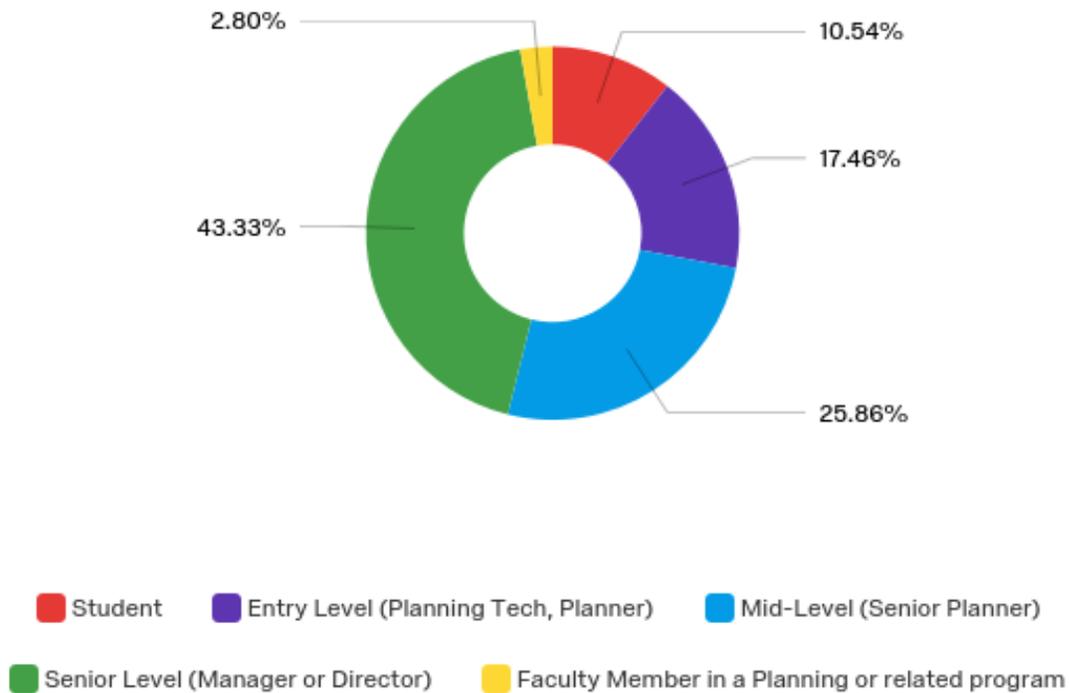
<b>Central</b>	850	33%
<b>East</b>	50	2%
<b>Houston</b>	418	16%
<b>Midwest</b>	371	14%
<b>North Central</b>	464	18%
<b>Northwest</b>	50	2%
<b>Southmost</b>	87	3%
<b>Southwest</b>	207	8%
<b>West</b>	74	3%
<b>TEXAS CHAPTER</b>	2571	100%

**Figure 2. Sector**



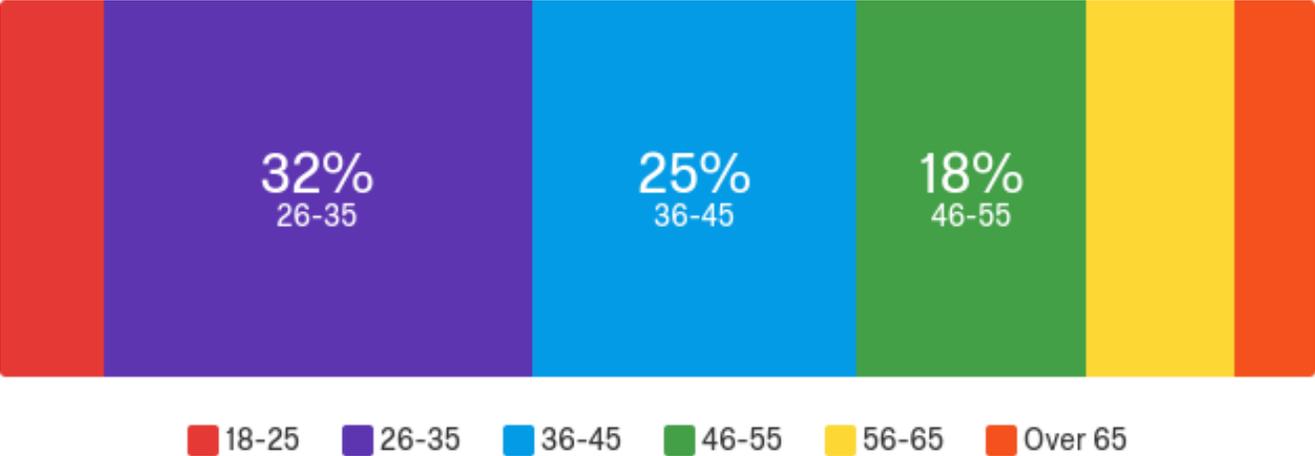
The vast majority of respondents came from public sector positions (60%), followed distantly by those practicing in the private sector. A little over 13% of the respondents were students or faculty members from the planning schools in the state. Only a handful of non-profit planners are represented in the sample.

**Figure 3. Position Level**



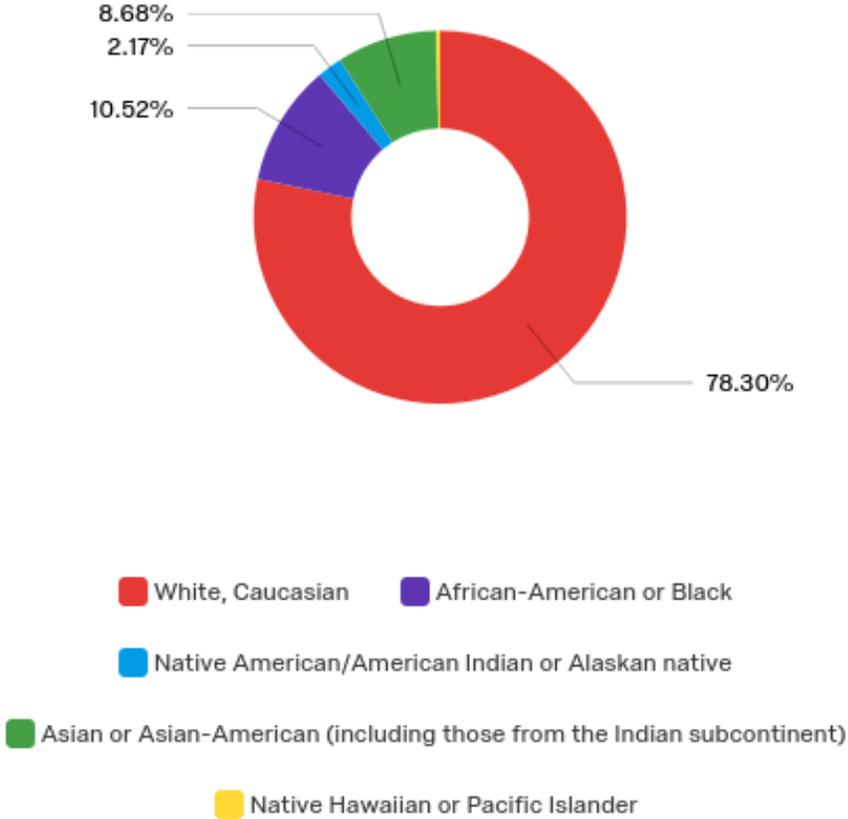
Most respondents currently serve in a more senior level, such as planning manager or director (43%), followed by mid-level planners (26%), and entry level planners (17%).

**Figure 4. Age Range**



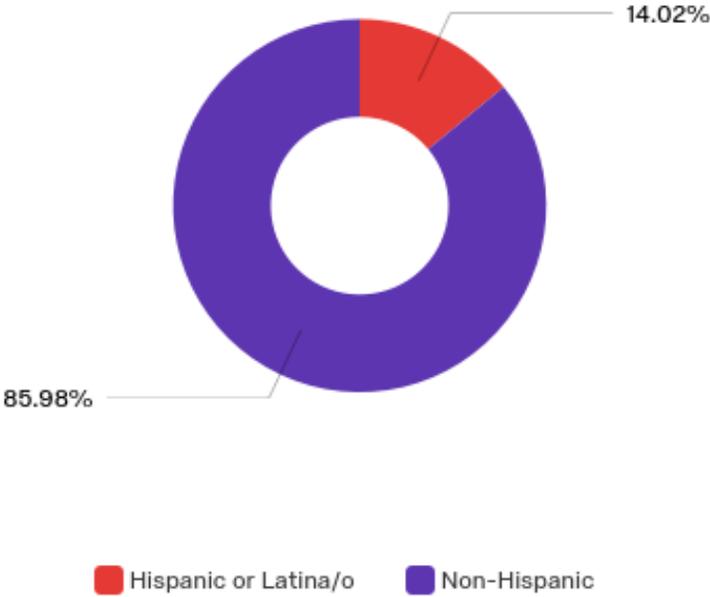
Despite their mid- and senior-level positions, the largest proportion of respondents are young—between 26 and 35 (32%), followed by 36-45 (25%) and 46-55 (18%). At least on the surface, this would suggest that planners are advancing in their careers quickly, reaching higher levels at fairly early stages in their careers.

**Figure 5. Race of Respondents**



The racial breakdown of the sample indicates that the planning profession in Texas is predominantly White (78%), followed by 10.5% Black, and nearly 9% Asian. When compared to the 2019 estimates for Texas, the planning profession is more White (78% compared to 75%), slightly less Black (10.5% compared to 12%), and twice as Asian (9% compared to 4.5%). Most likely, this racial composition reflects the higher levels of education that are expected of planners. Still, it is important to examine differences in the composition of the profession from the population they serve, and to understand the ways in which that might influence how planners practice.

**Figure 6. Ethnicity**

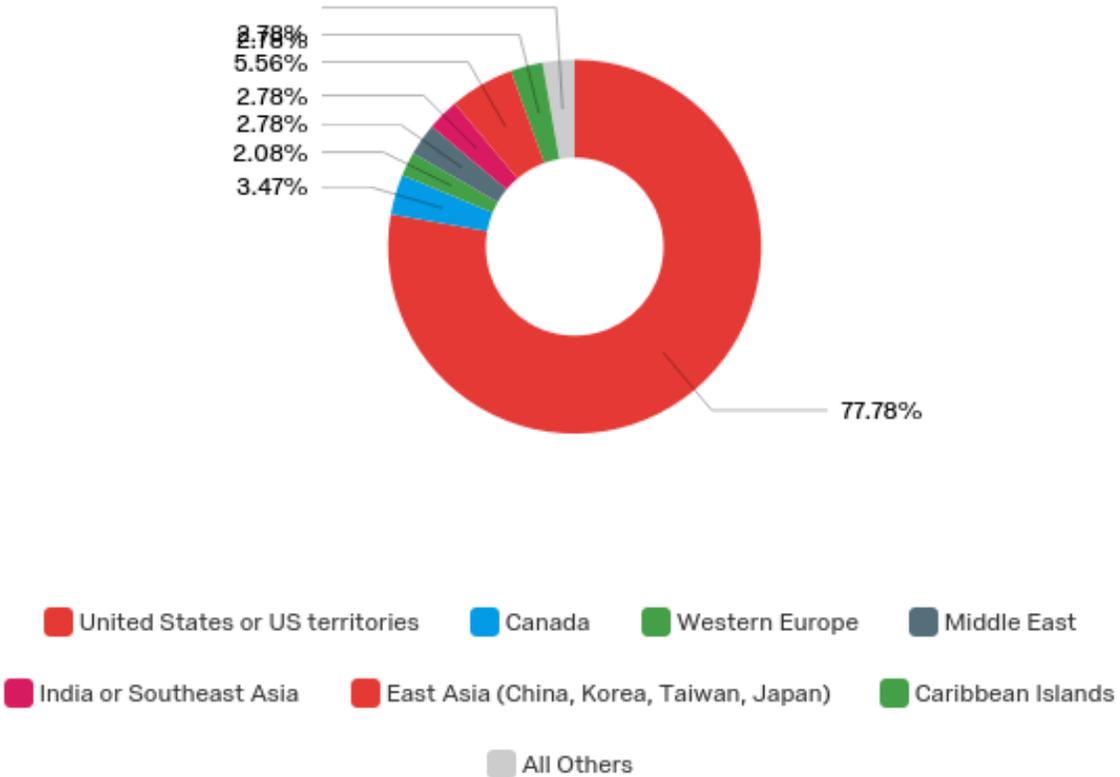


A better sense of the representation of the profession can be gained from examining the ethnicity of the respondents. Although the State of Texas is about 40% Latino/a, only 14% of Texas planners are Latino/a. This large discrepancy is certainly cause for concern, given that this segment of the population is growing rapidly, is largely urban, and has a large influence on planning in those communities.



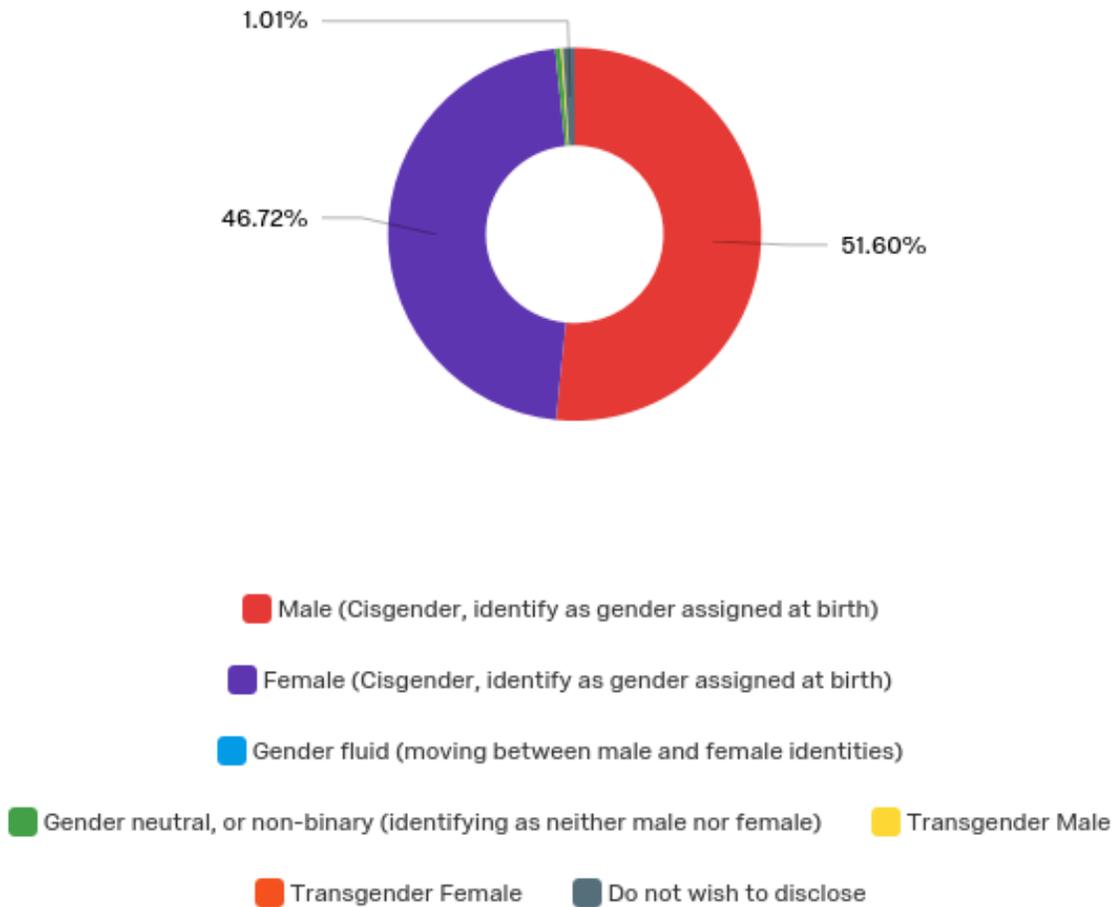
*The Hispanic/Latino/a population is not adequately represented in Texas’ planning profession.*

**Figure 7. Country, Continent or Region of Origin**



As one would expect, the vast majority of Texas planners were born in the United States (78%). East Asia (including Korea, China, and Taiwan) comprises the next most common origin at only 6%, followed by Canada.

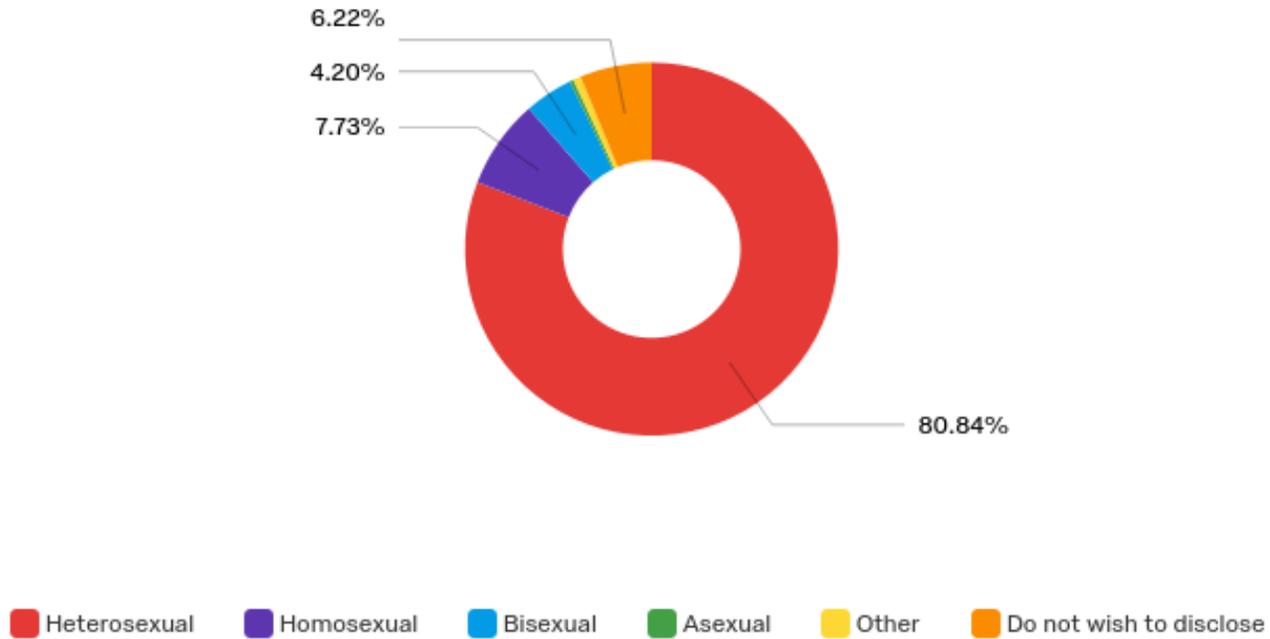
**Figure 8. Gender Identity**



While readers may be accustomed to only two genders, more recent understandings of gender indicate that this characteristic is more of a continuum between masculine and feminine than a dichotomy. The survey question asked respondents to select one of seven gender identities, understanding that even this number may not capture the full spectrum of gender. Just over half of the respondents were cis male (52%), while 47% were cis female. These findings indicate first that the Texas Chapter has a very even distribution of male and female planners, roughly representative of the population of the State and nation.

Further, four individuals also identified themselves as gender fluid (3), and transgender male (1). Six respondents chose not to disclose their gender identity. So while they are few, the Chapter does include a number of planners who do not identify solely with their birth sex. Most estimates put the proportion of transgender people in the population at about 0.3%. Within our sample, transgender and non-binary people comprised 0.67%, which when applied to the full population suggests that there may be 15-20 trans people in the Chapter, perhaps more if those who chose not to disclose include some who are also trans. While still a small number, these individuals should not be ignored or rendered unimportant, especially in discussions of diversity and inclusion.

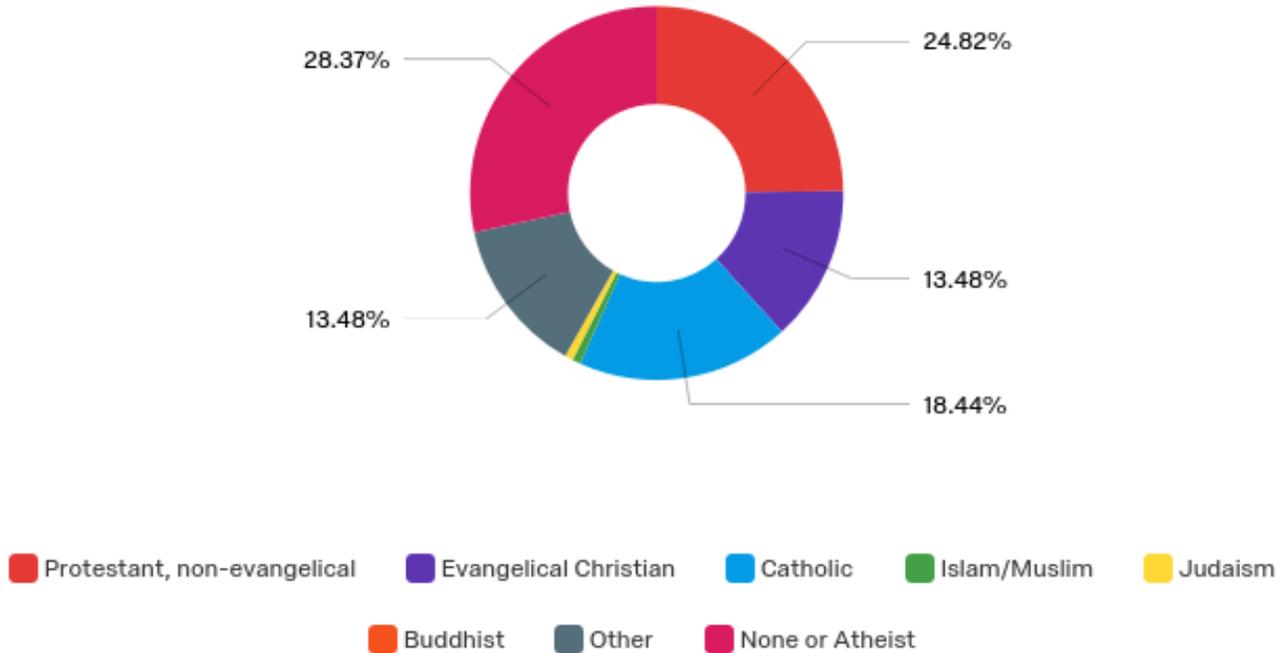
**Figure 9. Sexuality**



In conjunction with gender identity, sexual orientation is important to consider. While more than 80% of Chapter membership is heterosexual, a significant number are not. Nearly 8% are homosexual, and another 4% are bisexual. A fair number of respondents also chose not to disclose their sexuality. While many people feel that sexuality has no place in the workplace, these same people often have photos of their families, weddings, and partners in their offices, and include their partners in office events. Understanding the ways in which these actions can exclude or alienate those with non-traditional sexualities is an important part of inclusion and diversity in the workplace. From a professional planning standpoint, it is also important to consider the ways in which our public spaces and civic engagement activities acknowledge, facilitate, and celebrate non-traditional partnerships as a way of creating welcoming and inclusive communities.

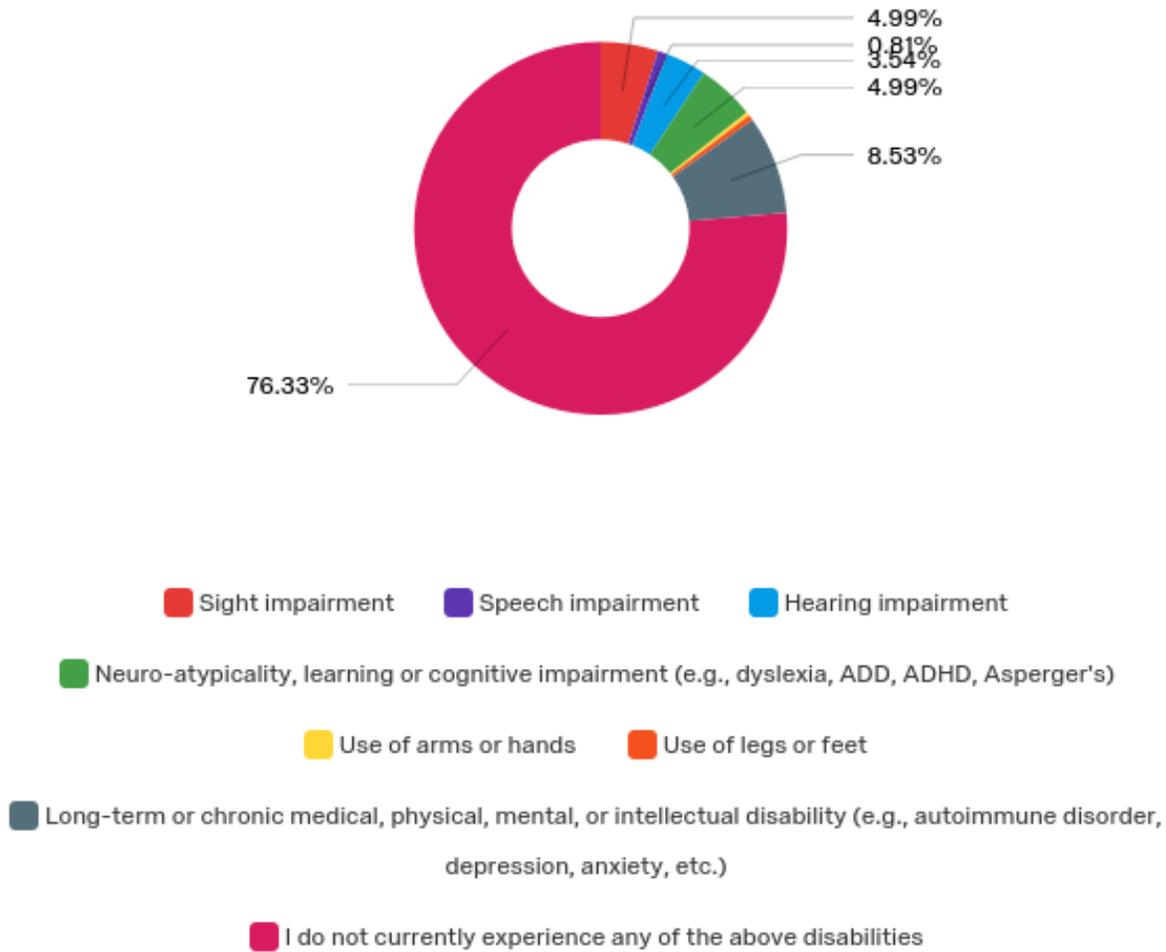
While estimates of the distribution of sexuality in the U.S. population vary a bit, most put the percentage of the population that is non-heterosexual (or, LGBTQ), at about 4-5%. Younger people are more likely to indicate that they are LGBTQ than are older people. That would suggest that the incidence of LGBTQ people is considerably higher among Texas planners than in the general population.

**Figure 10. Religion**



Given the importance of freedom of religion in our nation, it's useful to understand the distribution of religious affiliations within our profession. Within the Chapter, the largest group of respondents do not affiliate with a specific religion or characterize themselves as Atheist (28%). The next largest group is non-evangelical Christians (25%), Catholics (18%), and then equally-sized groups of Evangelical Christians (13.5%) and Others (13.5%). Small numbers of Jewish, Muslim, and Buddhists also reported. These proportions are roughly comparable to the distribution of religious affiliation across Texas, according to the Texas Almanac.

**Figure 11. Disability**



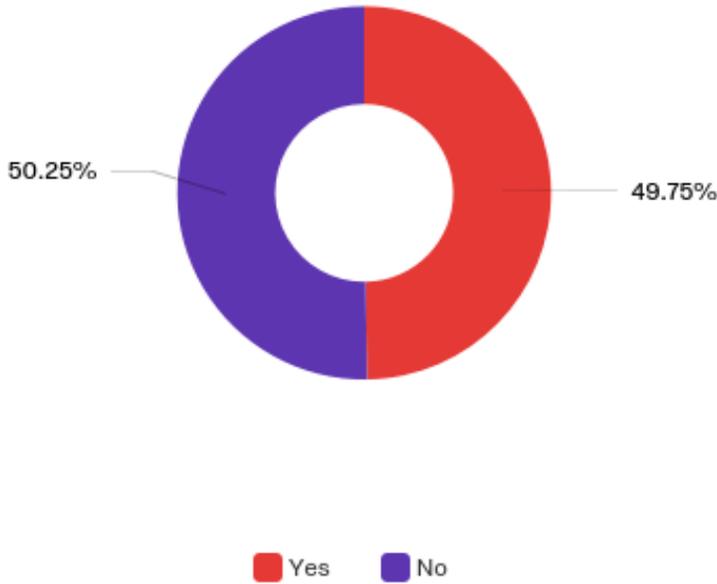
Disability is one of the more overlooked aspects of diversity and inclusion in the workplace, and in our communities. While physical disabilities receive more attention (although not always satisfactorily), mental disabilities and neuro-atypicality are more common than we likely appreciate. While the vast majority of Texas planners do not experience any significant disabilities, almost a quarter of us do. Physical impairments such as sight (5%), hearing (4%), and the use of extremities (1%) are less common than one might expect, but long-term and chronic medical, physical, mental, or intellectual disabilities, such as autoimmune disorders, depression, and anxiety affect almost 9% of planners, while neuro-atypicality (ADD, ADHD, Asperger's) affects as many as does sight impairment.

Mental health disorders, as well as neuro-atypicality are more likely to influence how planners interact with co-workers, clients, and the general public. They may also influence how people receive information and are able to act upon that information. They may also influence use of sick leave and medical disability provisions.

## II. Differences by AICP

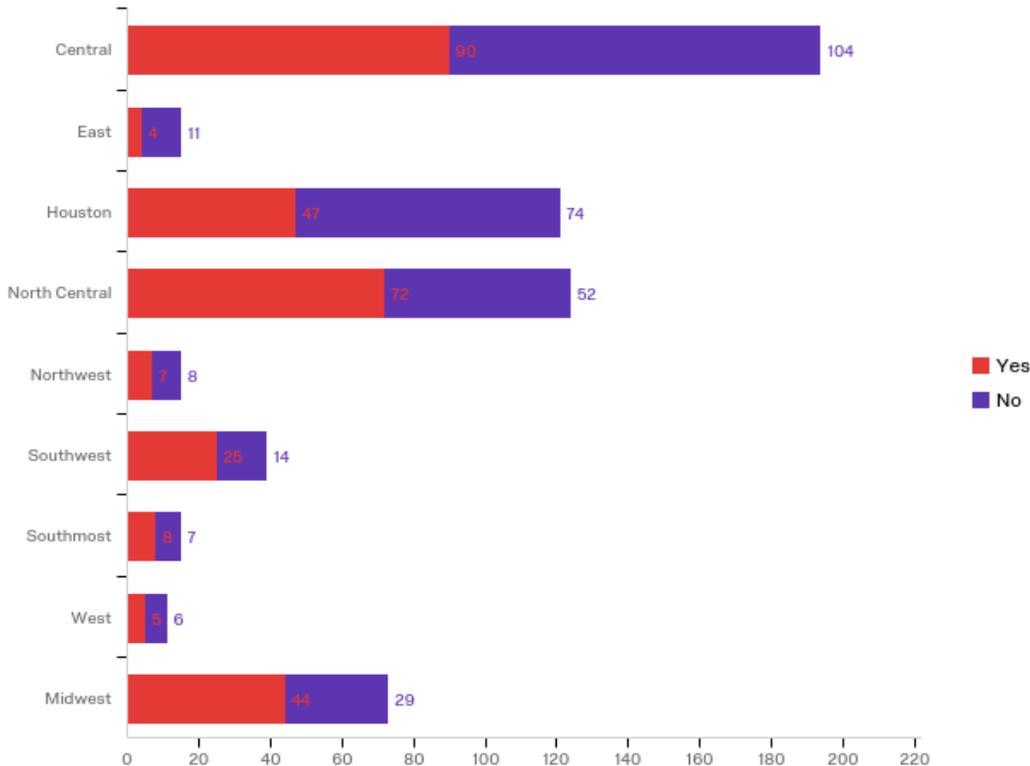
In this next section, we examine the distribution of planners with AICP certification. These bi-variate comparisons, or cross-tabs, help us understand the role that AICP certification may play in career advancement, as well as any demographic characteristics that may be associated with lower levels of AICP certification.

**Figure 12. AICP Certification**



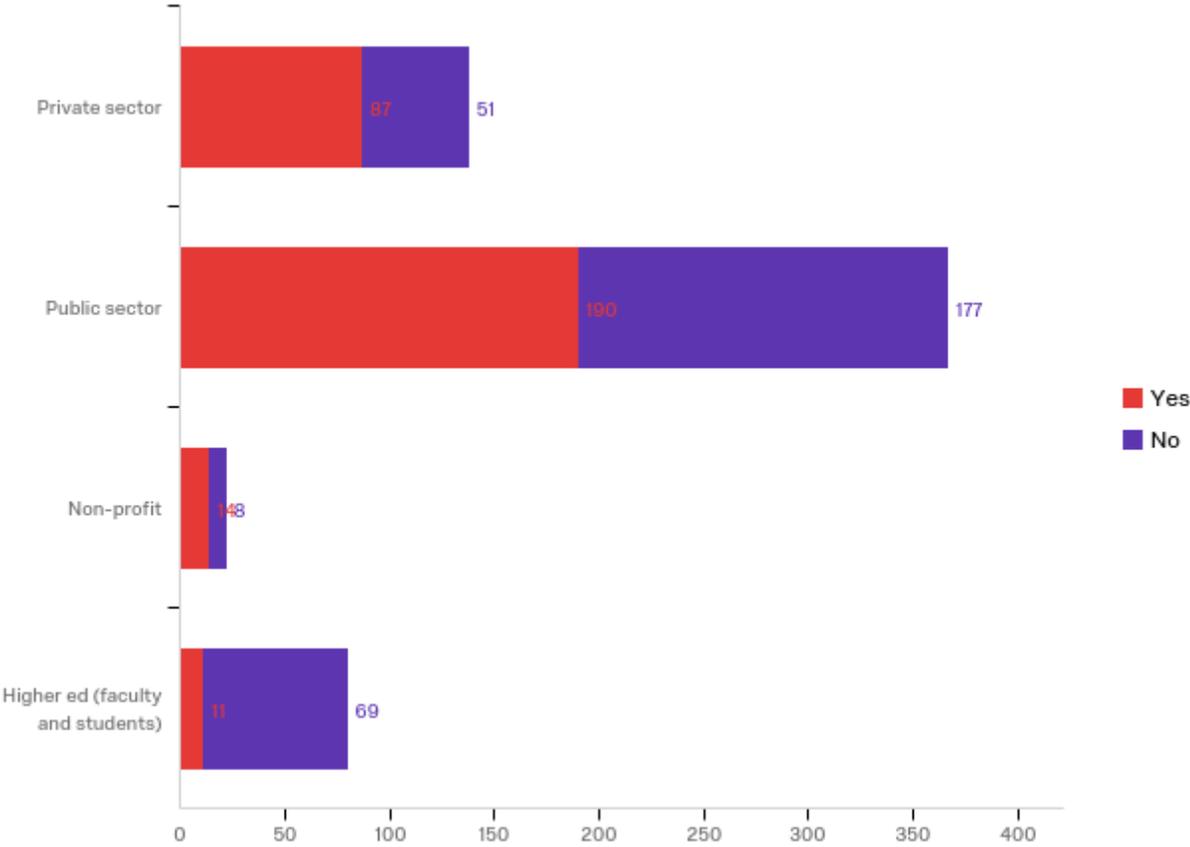
Texas planners are almost perfectly divided between those who have AICP certification and those who do not. In the next series of figures, we will examine how they are distributed among section, sector, and more.

**Figure 13. AICP Certification by Section**



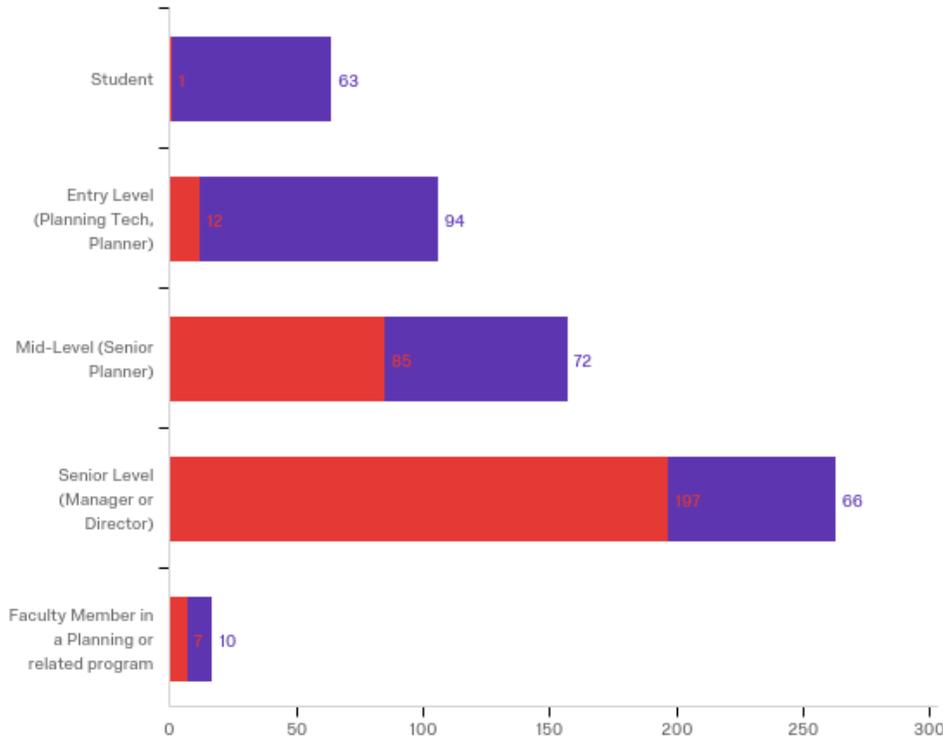
By section, planners are also fairly evenly distributed, but we do see that the North Central, Southwest, and Midwest sections have higher proportions of their membership who have achieved AICP. The largest section, the Central section, is somewhat under 50%, but does include large groups of students. The Houston section is well under 50%.

**Figure 14. AICP Certification by Sector**



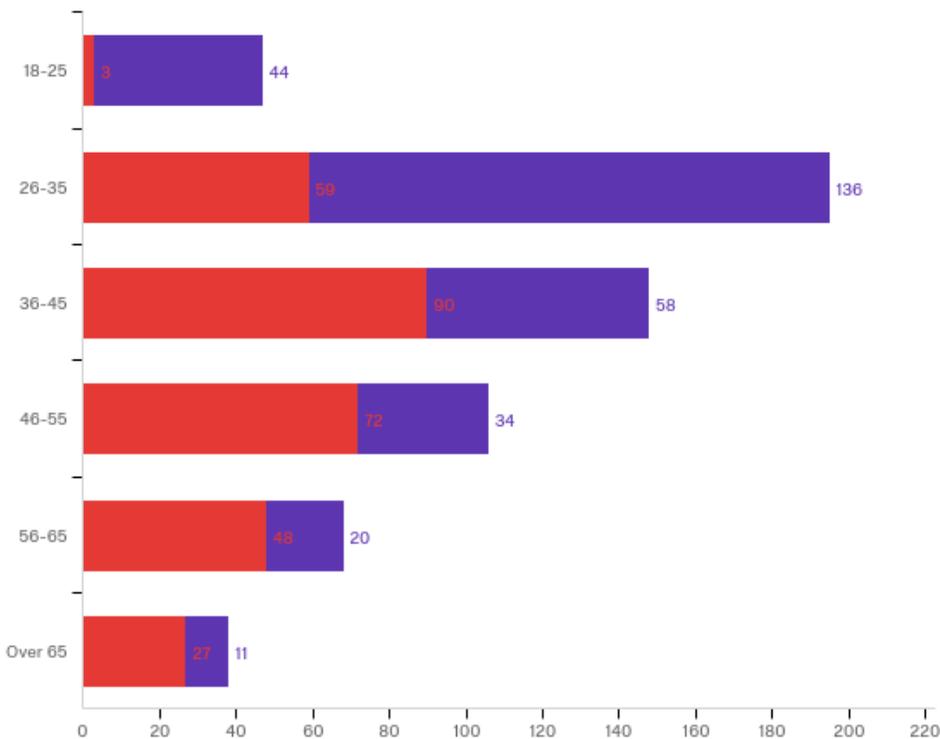
When viewed by sector, we can see that about 60% of private sector planners are AICP-certified, while just over half (52%) of public sector planners are certified. While a small group, non-profit planners are likely to be certified (60% are). As expected, only 14% of faculty and students are certified. We expect that most of these are faculty members.

**Figure 15. AICP by Level**



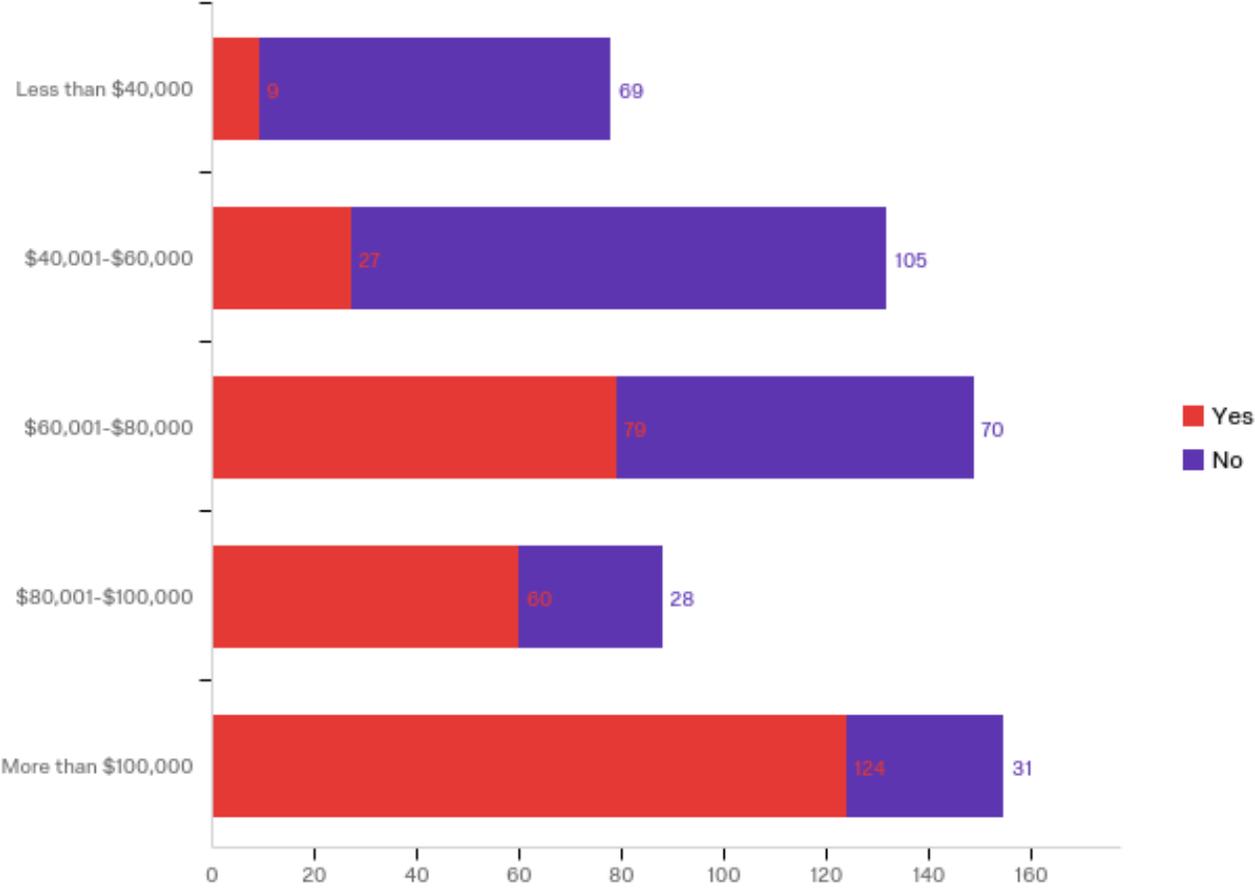
As noted above, only one student who responded has certification, while somewhat less than half of responding faculty members are certified. Otherwise, we see a clear pattern that as planners advance in their careers, they are more likely to achieve certification. While only 11% of entry level planners are certified, 75% of senior level planners are.

**Figure 16. AICP by Age**



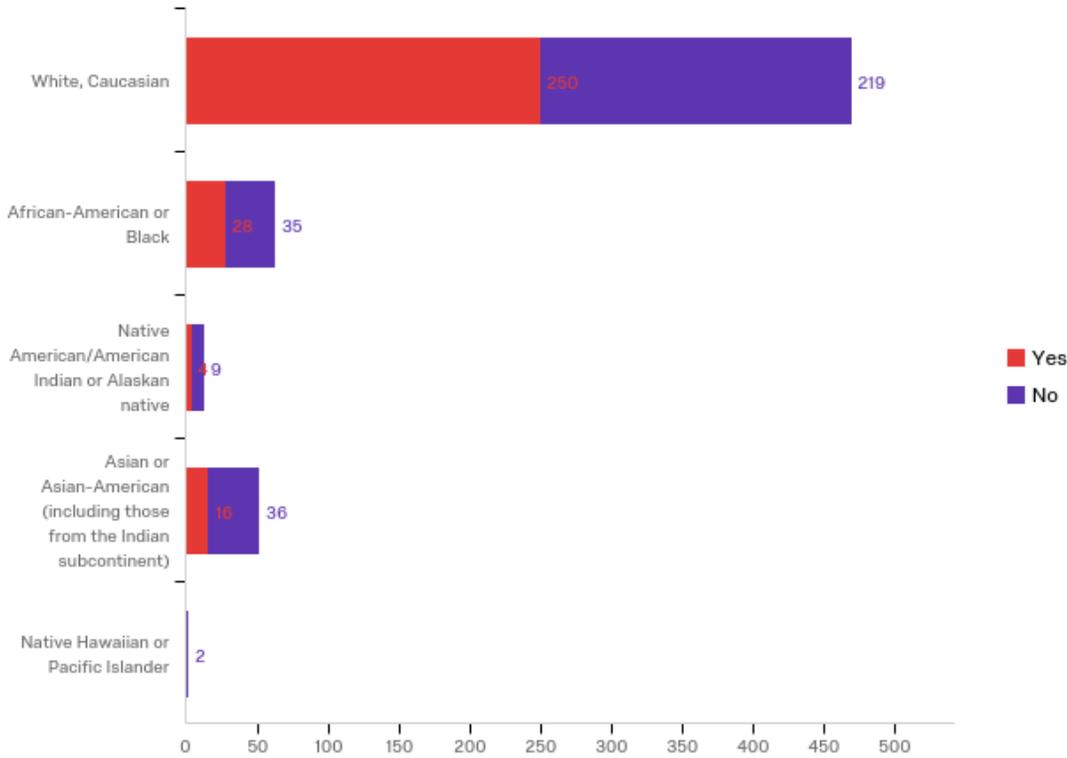
Again, we see evidence that as planners age and presumably advance in their careers, they are more likely to seek and achieve AICP certification. With each increase in age increment, the proportion of certified planners increases.

Figure 17. AICP by Salary



Similarly, AICP certification appears to be associated with higher salaries. As planners advance, their likelihood of being certified increases.

**Figure 18. AICP by Race**

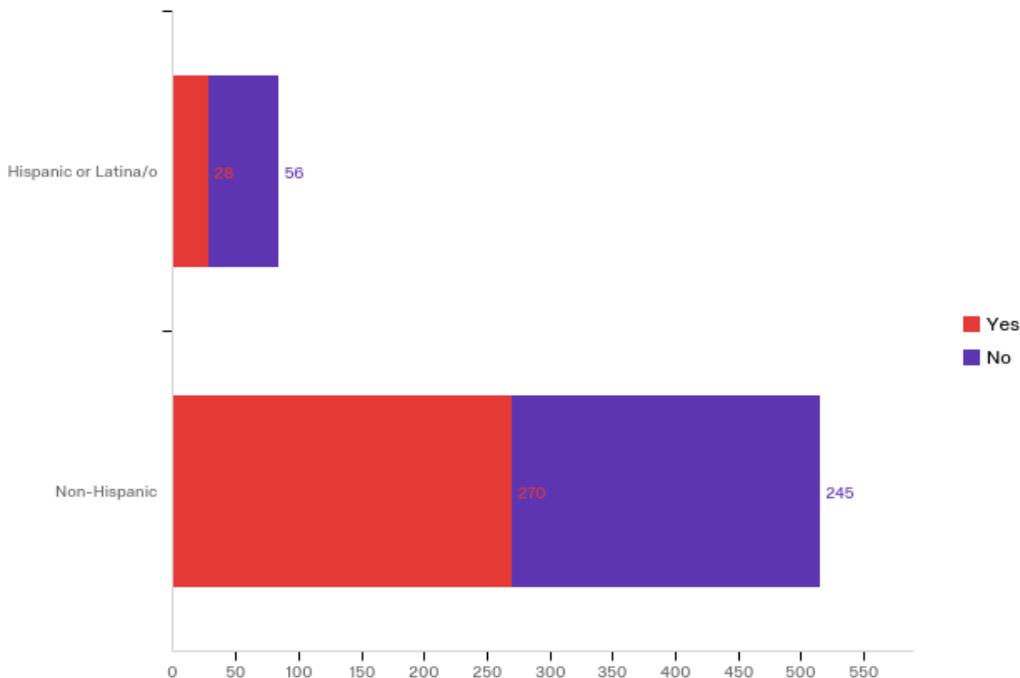


When comparing AICP certification to Race, an interesting pattern emerges. While 53% of White planners are certified, only 44% of Black planners are, only 31% of Native American planners are, and only 31% of Asian planners are certified. While these differences are not statistically significant, they do suggest potential differences in how AICP certification is

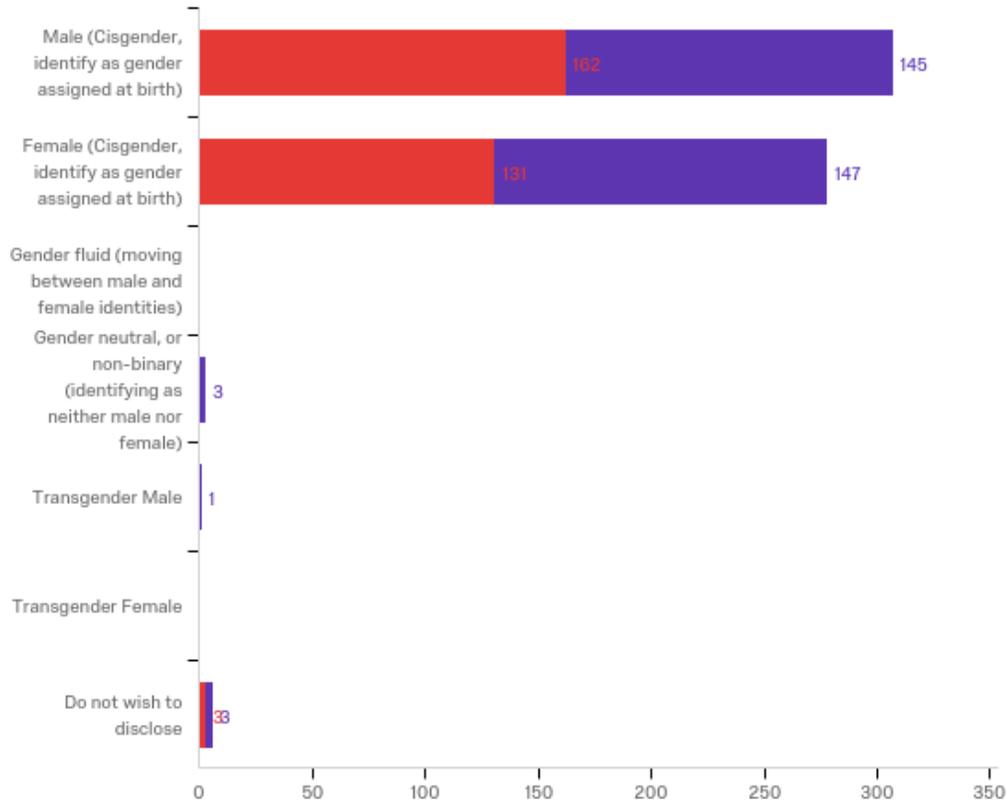
promoted to or valued by planners of different races.

Similarly, we also see that non-Hispanics are more likely to be certified than are Hispanic planners.

**Figure 19. AICP by Ethnicity**



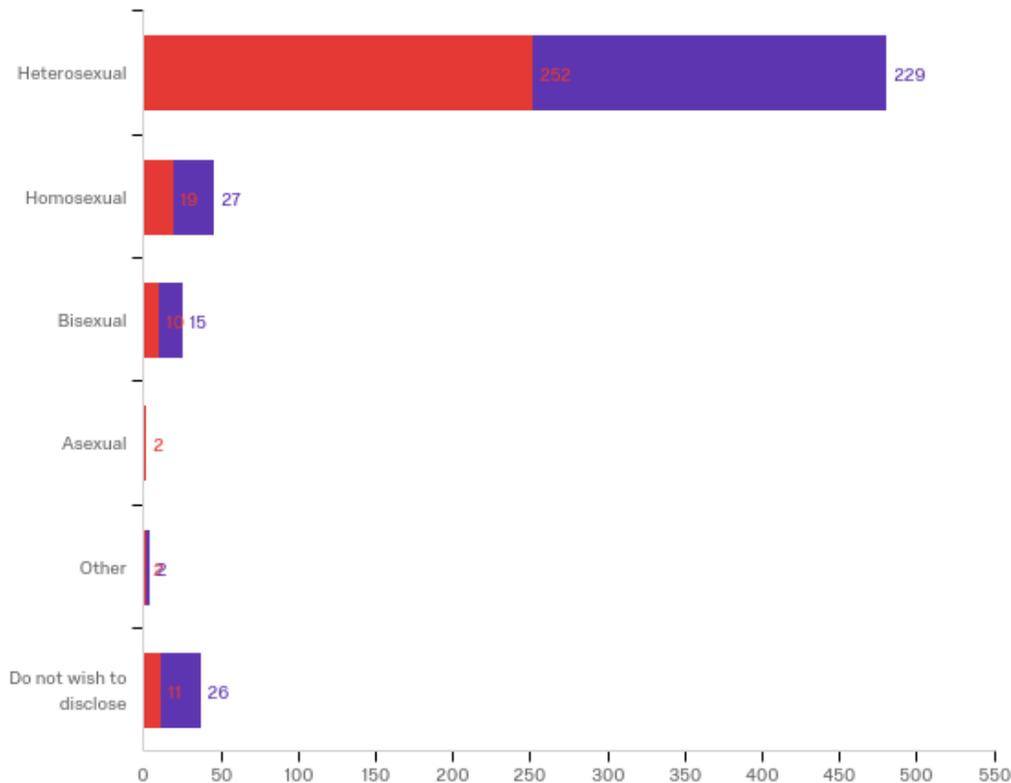
**Figure 20. AICP by Gender Identity**



While 52% of men (cis) are certified, 47% of women (cis) are. The difference is not statistically significant. Of those not cis gendered, none is certified. This may reflect the likelihood that they are younger or earlier in their career.

Yes  
No

**Figure 21. AICP by Sexuality**



Similarly, slightly more than half of heterosexuals are certified, while less than half of other sexualities are certified (except for those reporting asexuality). Again, the differences are insignificant, and may reflect the likelihood that LGBTQ planners are younger and earlier in their careers.

Yes  
No

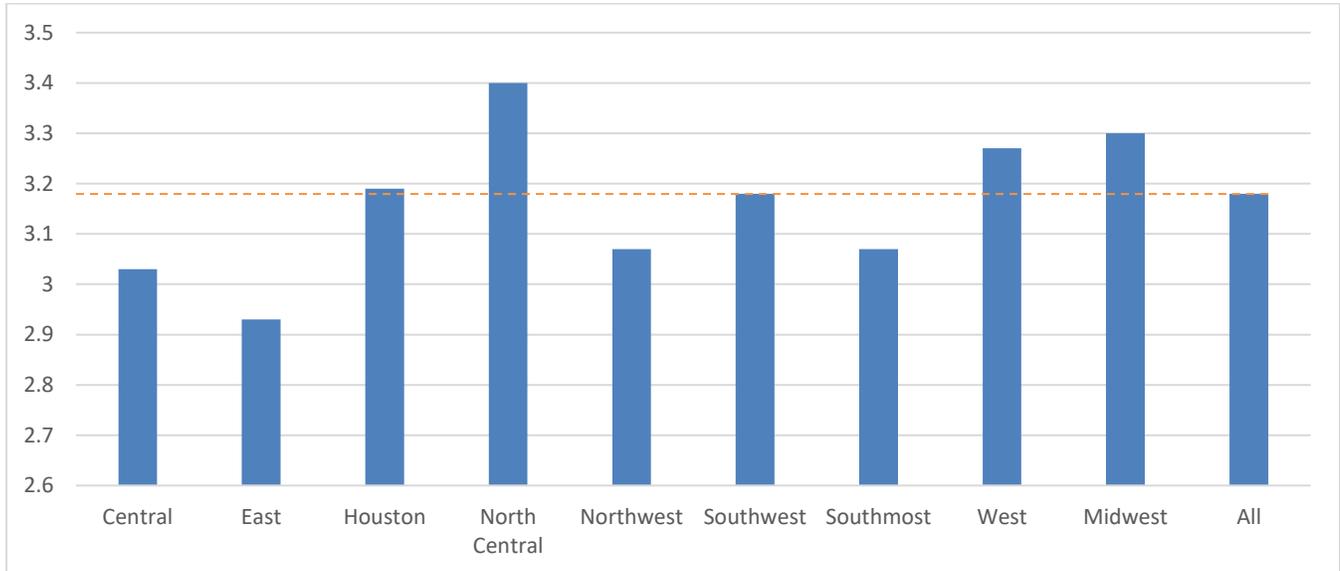
### III. Differences by Salary

In the figures that follow, we will explore differences in salary ranges by different demographic characteristics.

**Figure 22. Salary Distribution**



**Figure 23. Mean Salary Range by Section**



Based on the number of respondents who were in senior level positions, it is not surprising that the largest proportion of respondents is earning over \$100,000. The mean salary range, however, is between \$60-80K (coded as a “3” for the third category). In Figure 23, we can see the breakdown of mean salary range by section. The overall mean is 3.18, which relates to a salary in the low \$60,000s. Figure 23 indicates that the North Central, Midwest, and West sections are all above average, with the Houston and Southwest sections right at the mean. Central, East, Northwest, and Southmost sections have lower salaries than the other sections. It is worth remembering that the

Central Section is home to two of the state’s largest accredited graduate programs, with both UT Austin and Texas A&M University. As students are generally poor, these are likely bringing the mean down.

**Figure 24. Mean Salary Range by Sector**

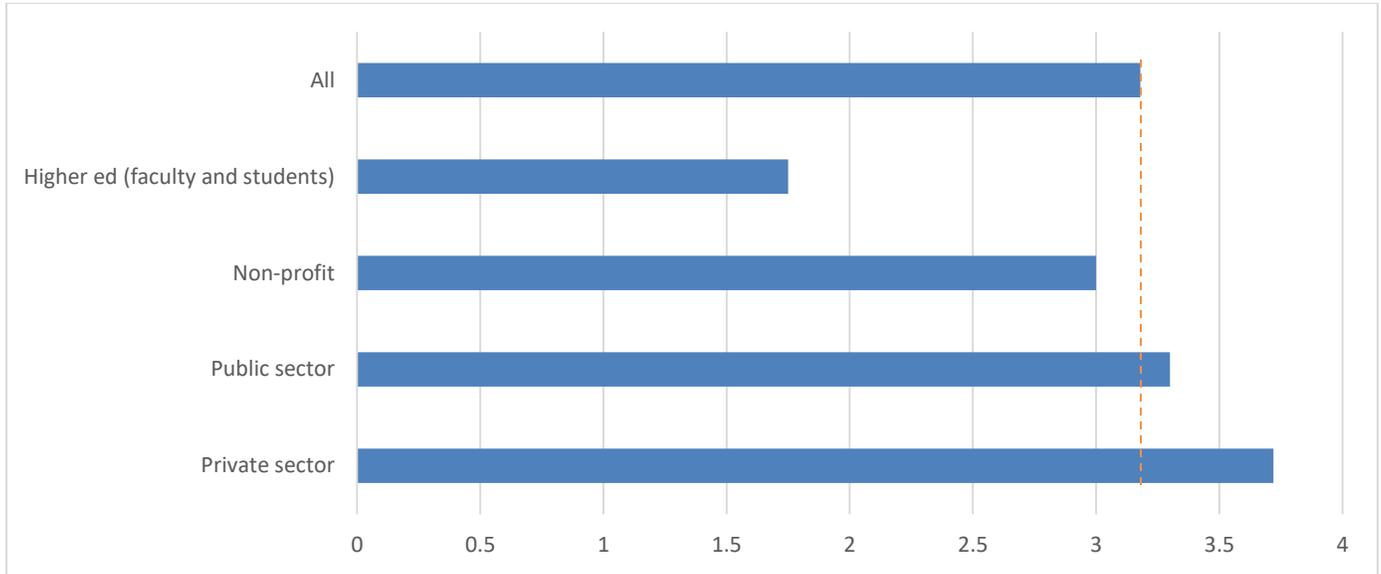


Figure 24 shows the breakdown of salary range by sector. As expected, students (and faculty) bring the overall average down. While both private and public sector have salaries above the sample mean, non-profit planners have salaries below—appearing to average just under \$60,000.

**Figure 25. Mean Salary Range by Race**

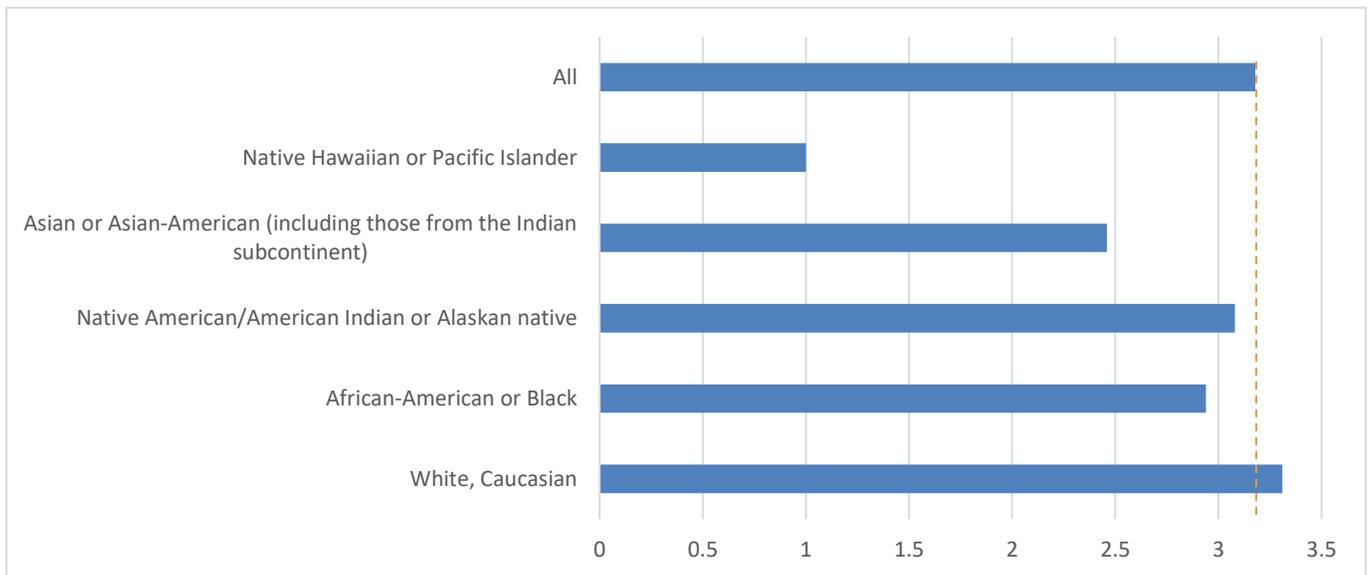
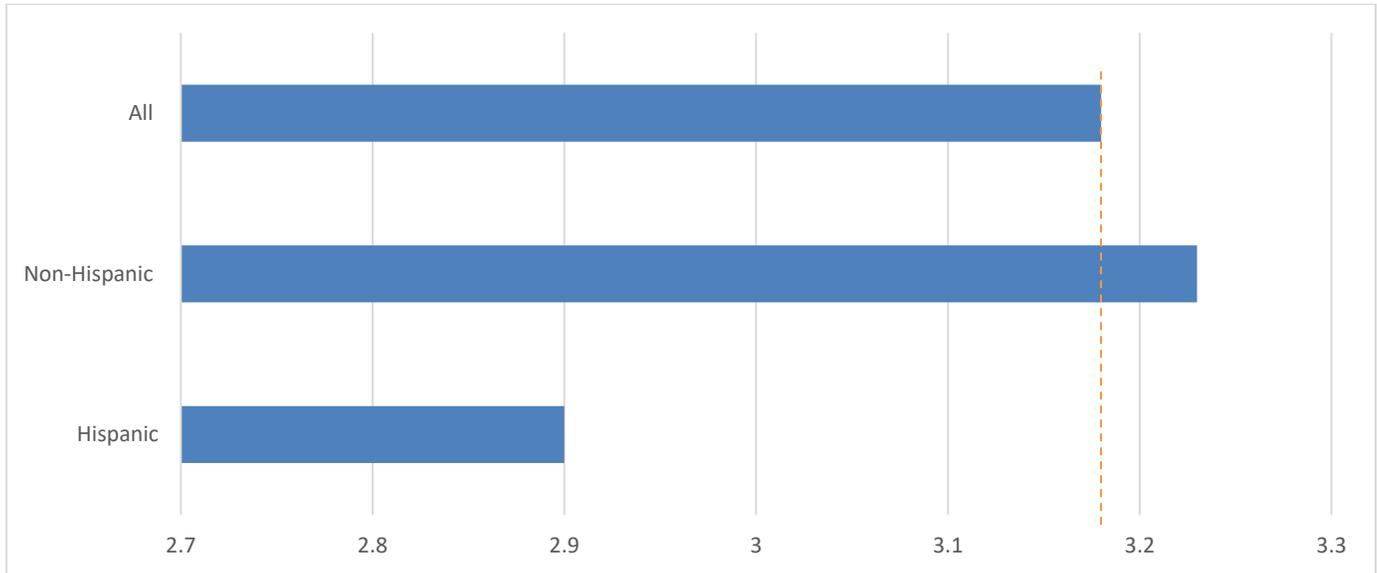


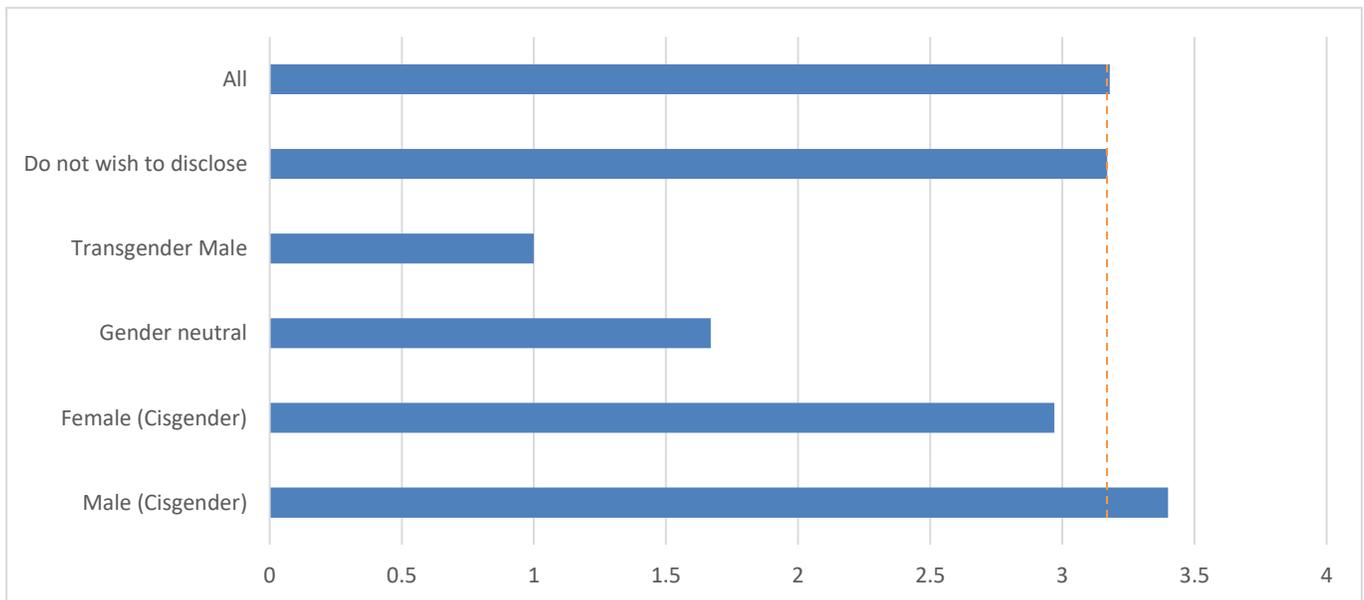
Figure 25 shows the breakdown of salary range by race. Only the Native Hawaiian category (which contains two responses) is significantly lower than the mean, however, it is still troubling to note that all categories lag behind White planners.

**Figure 26. Mean Salary Range by Ethnicity**



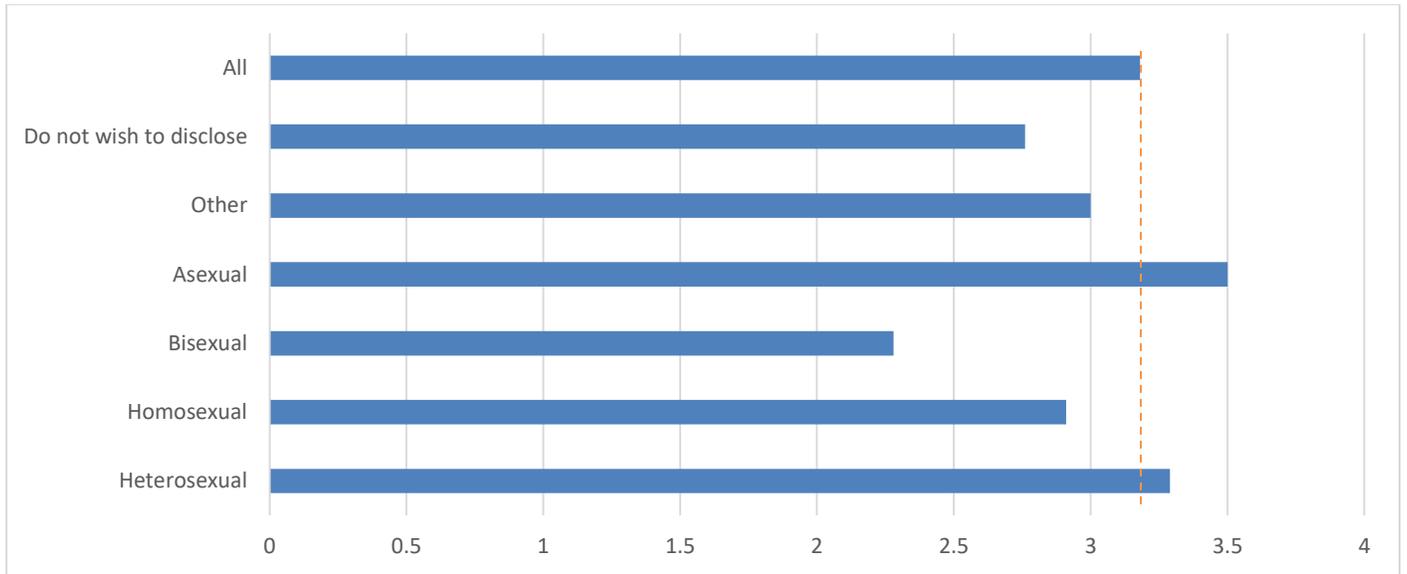
As with race, ethnicity also shows a concerning lag behind non-Hispanic planners. While the difference is not statistically significant, it is nominally lower.

**Figure 27. Mean Salary Range by Gender Identity**



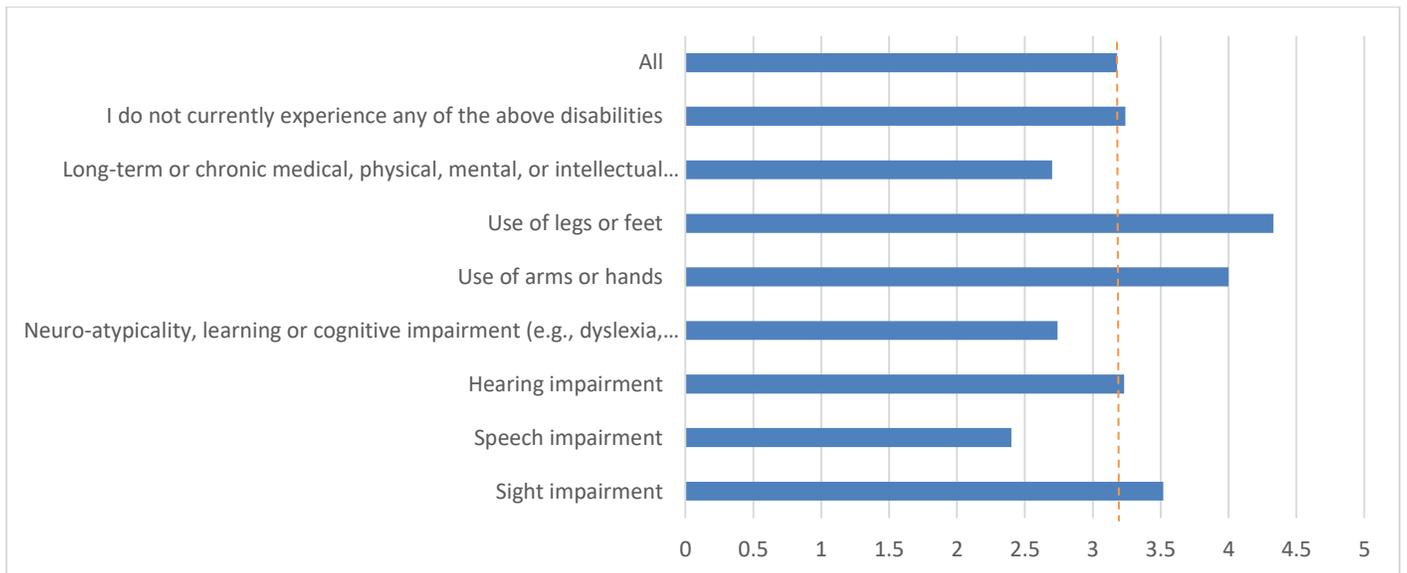
While the numbers of transgender and gender neutral respondents are too small to consider, the differences between cisgendered male and female planners is worth noting. While the salary range of female planners is lower, it is not statistically significant.

**Figure 28. Mean Salary Range by Sexuality**



While the numbers of Asexual (2) and “Other” (4) are too small to consider, the numbers of homosexuals (46) and bisexuals (25) is significant, as is those who do not wish to disclose (37). All sexualities lag behind heterosexuals in terms of the mean salary range, but again, the differences are not statistically significant.

**Figure 29. Mean Salary Range by Disability**



About 20% of respondents indicated a disability of some sort. In Figure 29, we see the differences in mean salary range for those with disabilities. Most likely because they are associated with age, disabilities related to the loss of legs, feet, arms, or hands, as well as those related to hearing or sight impairment, are associated with higher than average salary ranges. Those related to mental health, neuro atypicality, and speech are associated with lower than average salary ranges. While those with speech impairments have significantly lower mean salary ranges than those experiencing the loss of use of extremities, none of the categories are significantly different from the population mean salary range.

## IV. Multivariate Analysis of Career Achievement

To better understand the impact of demographic characteristics on career outcomes, specifically salary and AICP certification, we developed simple multivariate models that allow us to control for all these factors at once. The models below assess the extent to which age, race, ethnicity, gender, sexuality, and disability influence salary range and whether or not a respondent is AICP-certified. Variables that appear as significant in each model indicate that the variable independently influences the outcome.

Prior to running these models, we recoded most of the demographic characteristics into dichotomous categorical variables to aid in interpretation. Both salary range and age range were treated as continuous variables (although both were recorded by respondents as ranges—they are continuous, but do not have the sensitivity that the actual value of salary or age would provide), while race, ethnicity, gender, sexuality, and disability were coded as either “1” for the presence of the variable, or “0” for its absence. The variables in the table are listed as the present variable (White, Hispanic, Cis Male, Heterosexual, and Fully Abled).

**Table 2. Linear Regression of Demographic Characteristics Predicting Salary Range**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
<b>1</b>					
	(Constant)	1.251	.162		
	Age Range	<b>***.466</b>	<b>.037</b>	<b>.458</b>	<b>12.484</b>
	White	<b>*.236</b>	<b>.119</b>	<b>.071</b>	<b>1.977</b>
	Non-Hispanic	-.152	.140	-.039	-1.087
	Cis Male	<b>*.230</b>	<b>.098</b>	<b>.084</b>	<b>2.354</b>
	Heterosexual	<b>*.245</b>	<b>.123</b>	<b>.072</b>	<b>1.999</b>
	Fully Abled	.135	.219	.022	.616
	R	R Square	Adjusted R Square	Std. Error of the Estimate	
	.520 <sup>a</sup>	.271	.263	1.178	

Dependent Variable: Salary Range.

\*p ≤ 0.05, \*\* p ≤ 0.01, \*\*\* p ≤ 0.001

Table 2 shows the regression of salary on predictor characteristics including age, race, ethnicity, gender, sexuality, and ability. As we would expect, the strongest influence is of age—the older the respondent, the higher the salary. Age is the largest standardized coefficient by far, and has the highest level of significance. Age is highly correlated with experience and with the level of position held.

Several other variables also display significance, although at a lower level. The model indicates that, even controlling for age, White respondents have significantly higher salaries than non-Whites. Cis men also have significantly higher salaries than women, non-binary, or trans individuals. Finally, heterosexuals have significantly higher salaries than LGBTQ persons. Neither ethnicity nor disability status have any influence on salary range.

These findings are cause for concern. They provide evidence that race, gender, and sexuality are influencing salaries, perhaps in a discriminatory manner. It is worth noting that the model is not fully specified—it explains less than 30% of the variance seen in the model, which is very normal, and even a strong value for a social science model. The model does not account for levels of education, for time in the workforce, or other characteristics that might account for some of the differences. However, age is likely highly correlated with these factors, and is included in the model. Further, while these factors may influence the extent to which a gender gap exists, they would not be expected to influence gaps related to sexuality or race. Further exploration of the survey results, as well as other data sources, will be necessary to understand this result fully.

*Race, gender, and sexuality are influencing salaries, perhaps in a discriminatory manner.*

**Table 3. Binomial Logistic Regression Predicting AICP Certification**

		B	S.E.	Wald	df	Sig.
<b>Step</b>	Age Range	<b>***.575</b>	<b>.075</b>	<b>58.949</b>	<b>1</b>	<b>.000</b>
<b>1<sup>a</sup></b>	White	<b>*-.441</b>	<b>.221</b>	<b>4.005</b>	<b>1</b>	<b>.045</b>
	Hispanic	<b>** .711</b>	<b>.268</b>	<b>7.038</b>	<b>1</b>	<b>.008</b>
	Cis Male	-.010	.181	.003	1	.957
	Heterosexual	-.280	.227	1.534	1	.216
	Fully Abled	-.183	.415	.194	1	.659
	-2 Log likelihood	Cox & Snell R Square		Nagelkerke R Square		
	734.313 <sup>a</sup>			.153		
					.204	

\*p ≤ 0.05, \*\* p ≤ 0.01, \*\*\* p ≤ 0.001

To explore the influence of demographic characteristics on AICP certification, a similar model was run. The dichotomous nature of the dependent variable requires the use of a binomial logistic model. Three variables appear as significant predictors of whether a planner has been AICP certified. As expected, Age Range is a significant predictor—the older the respondent, the more likely they have been AICP certified. White respondents are also significantly *more likely* to have achieved certification, while Hispanics are significantly *less likely* to have achieved certification.

While discrimination is not a concern where AICP certification is concerned, it is worth knowing that non-Whites and Hispanics are achieving certification at significantly lower levels. As a diversity issue, it will be worth exploring what are the obstacles to achieving certification—are they taking and failing the exam? Is the cost a barrier? Is the certification less valued among Hispanic and non-White planners? Particularly given the apparent salary gap between Whites and non-White, the lack of AICP certification may be an explanatory factor—promoting and facilitating AICP achievement among minority planners may be a way of helping address that gap.

In fact, rerunning the salary models and including AICP certification (see Table 4) renders race insignificant—indicating that AICP certification accounts for the differences between Whites and Non-whites. It also reduces the significance of heterosexuality, although it is still marginally significant at a 0.1 level. Including AICP in the model of salary also increases the explanatory power of the model considerably—the R Square increases from 0.271 to 0.382, an increase of 11%. Further, AICP is the strongest predictor (as indicated by having the largest magnitude of the standardized coefficients), even stronger than age.

**Table 4. Linear Regression of Predictors of Salary, including AICP**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.247	.149		8.363	.000
	White	.143	.110	.043	1.296	.195
	Hispanic	-.006	.130	-.002	-.049	.961
	Cis Male	.229	.090	.083	2.534	.012
	Heterosexual	.183	.113	.053	1.615	.107
	Fully Abled	.099	.202	.016	.493	.622
	<b>AICP</b>	<b>***.993</b>	<b>.096</b>	<b>.362</b>	<b>10.316</b>	<b>.000</b>
	<b>Age Range</b>	<b>***.342</b>	<b>.036</b>	<b>.336</b>	<b>9.392</b>	<b>.000</b>
R		R Square		Adjusted R Square	Std. Error of the Estimate	
.618 <sup>a</sup>		.382		.374	1.086	

Dependent Variable: Salary Range.  
 \*p ≤ 0.05, \*\* p ≤ 0.01, \*\*\* p ≤ 0.001

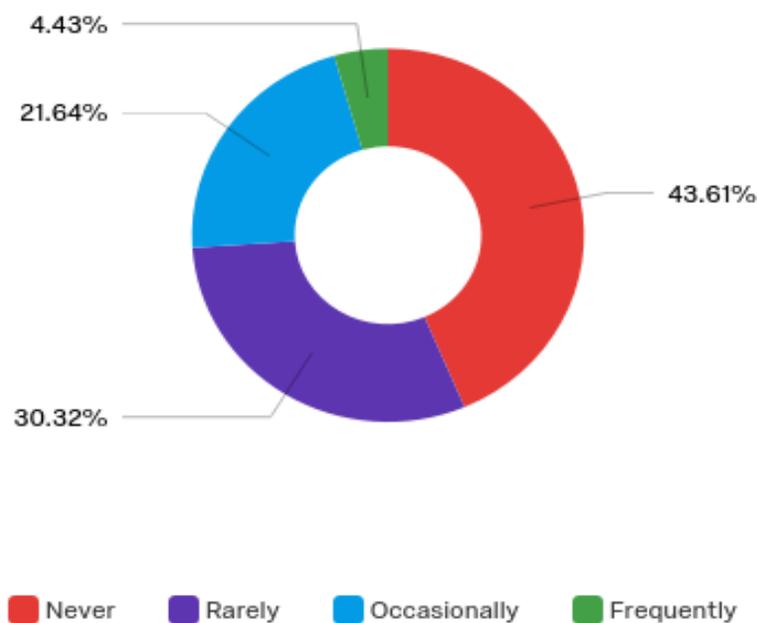


*Being AICP Certified is the single most important predictor of a higher salary. Promoting AICP Certification to racial and ethnic minorities can overcome salary gaps.*

## V. Perspectives on Inclusion, Diversity, and Discrimination in the Workplace

In the sections that follow, we explore respondent perspectives on their experiences in the workplace, including their experiences with discrimination, as well as their feelings of being included and heard within the workplace. In these sections, we use small multiples of the pie charts to help break down the distribution of certain perspectives across race, ethnicity, age, gender, sexuality, and disability.

**Figure 30. I Experience Discrimination or Disrespect**



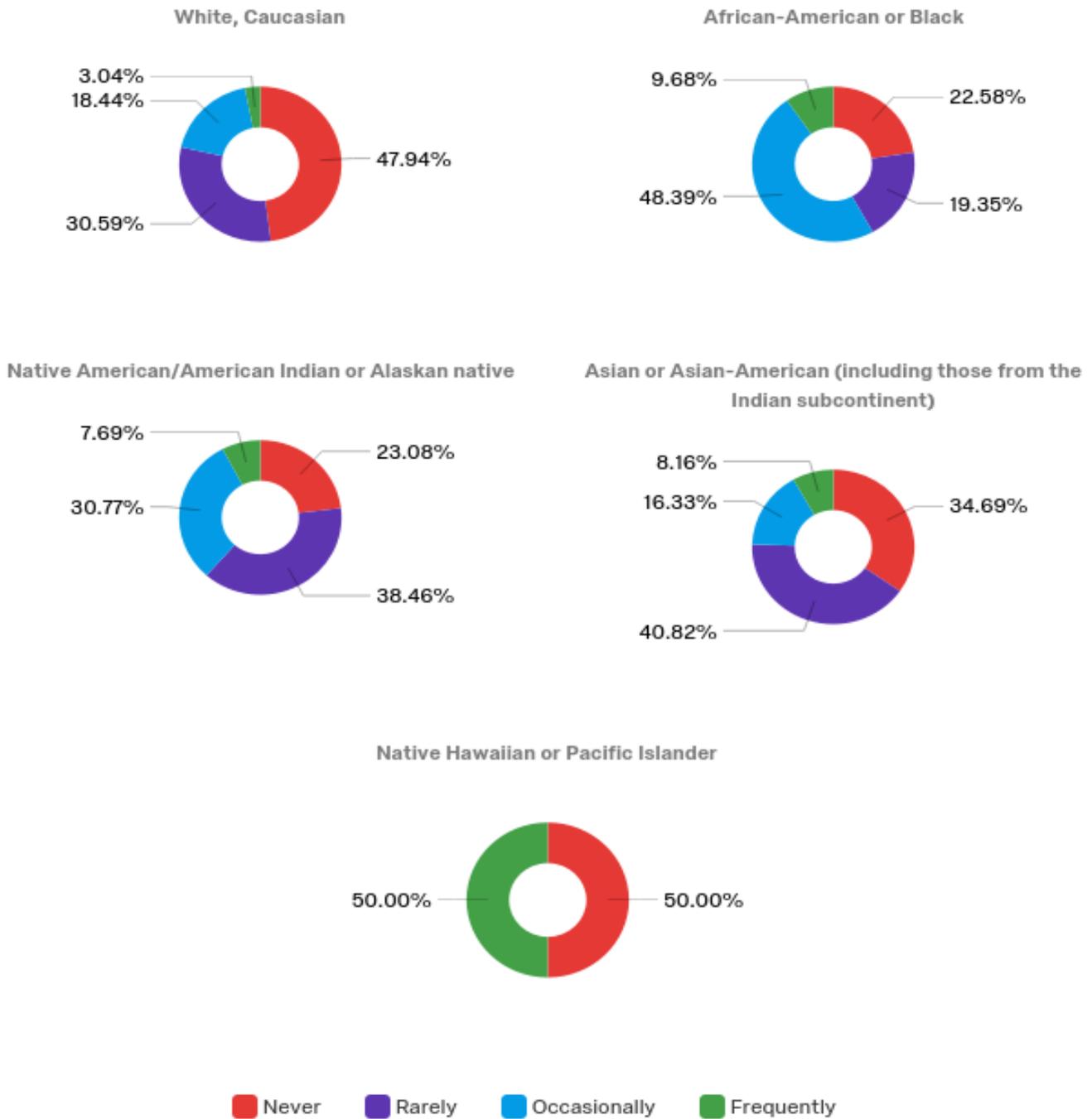
As a whole, the sample reports a low level of active discrimination, with nearly three-quarters reporting that they never or rarely experience it. Yet, the remaining quarter does seem to experience discrimination in the workplace. Without a reference, it's difficult to know whether this is a high or low rate, but it does provide a baseline from which to measure future levels, as well as a population average to compare to subpopulations.

**Figure 30a. Experience Discrimination by Age**



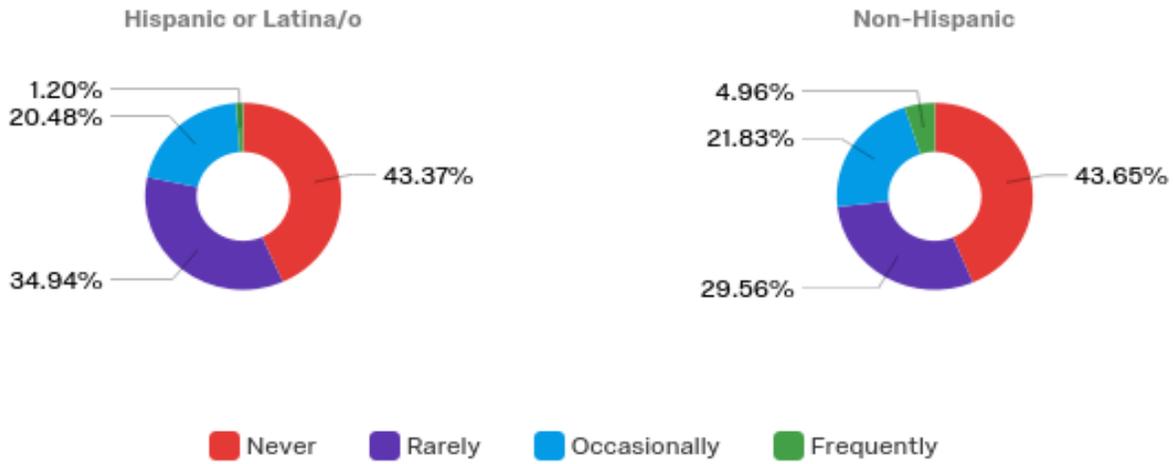
These mini-graphs suggest that our younger planners are more likely to either experience, or be aware of, discrimination. Planners under age 45 indicate higher incidences of experiencing discrimination, which is likely a function not only of their greater awareness, but also perhaps the greater diversity of these younger generations. While older planners have a higher percentage who never experience discrimination, they also have a slightly larger percentage that frequently experience discrimination. This may indicate some potential for age discrimination.

**Figure 30b. Experience Discrimination by Race**



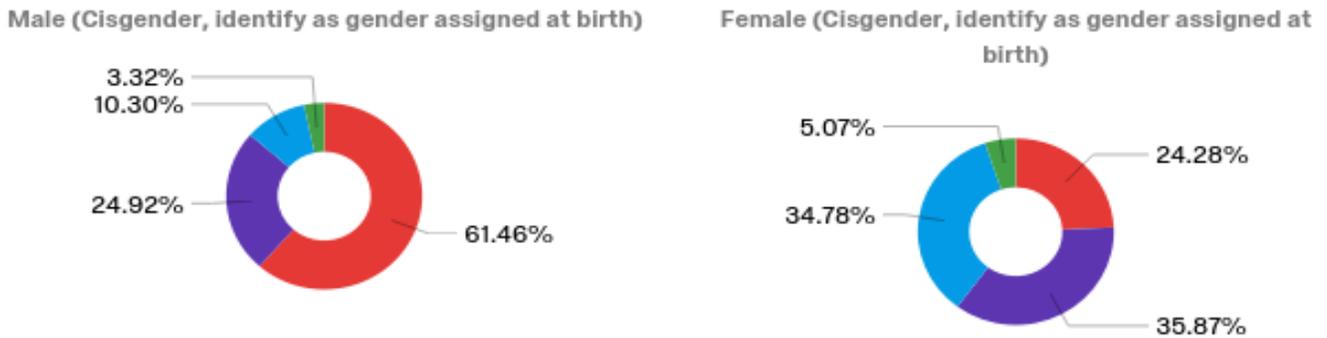
Discounting for this analysis the two Native Hawaiian/Pacific Islanders in the sample, we see clearly that White planners are the least likely to experience discrimination, and Asian/Asian-Americans are also very unlikely to experience it. Native Americans, and particularly African-Americans or Blacks are much more likely to have experienced discrimination in the workplace. More than half of African-Americans report either occasionally or frequently experiencing discrimination, and more than three times the proportion of Blacks report frequent discrimination than do Whites.

**Figure 30c. Experience Discrimination by Ethnicity**



Ethnicity, however, appears to have little association with the experience of discrimination. In fact, Hispanics are less likely to occasionally or frequently experience discrimination than are Non-Hispanics.

**Figure 30d. Experience Discrimination by Gender Identity**



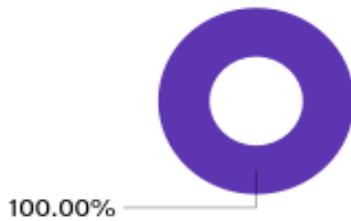
**Gender fluid (moving between male and female identities)**

NO DATA

**Gender neutral, or non-binary (identifying as neither male nor female)**



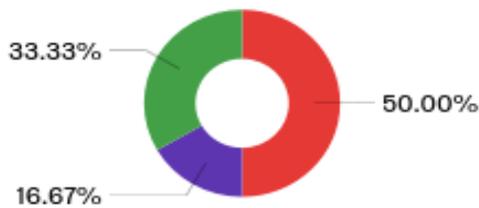
**Transgender Male**



**Transgender Female**

NO DATA

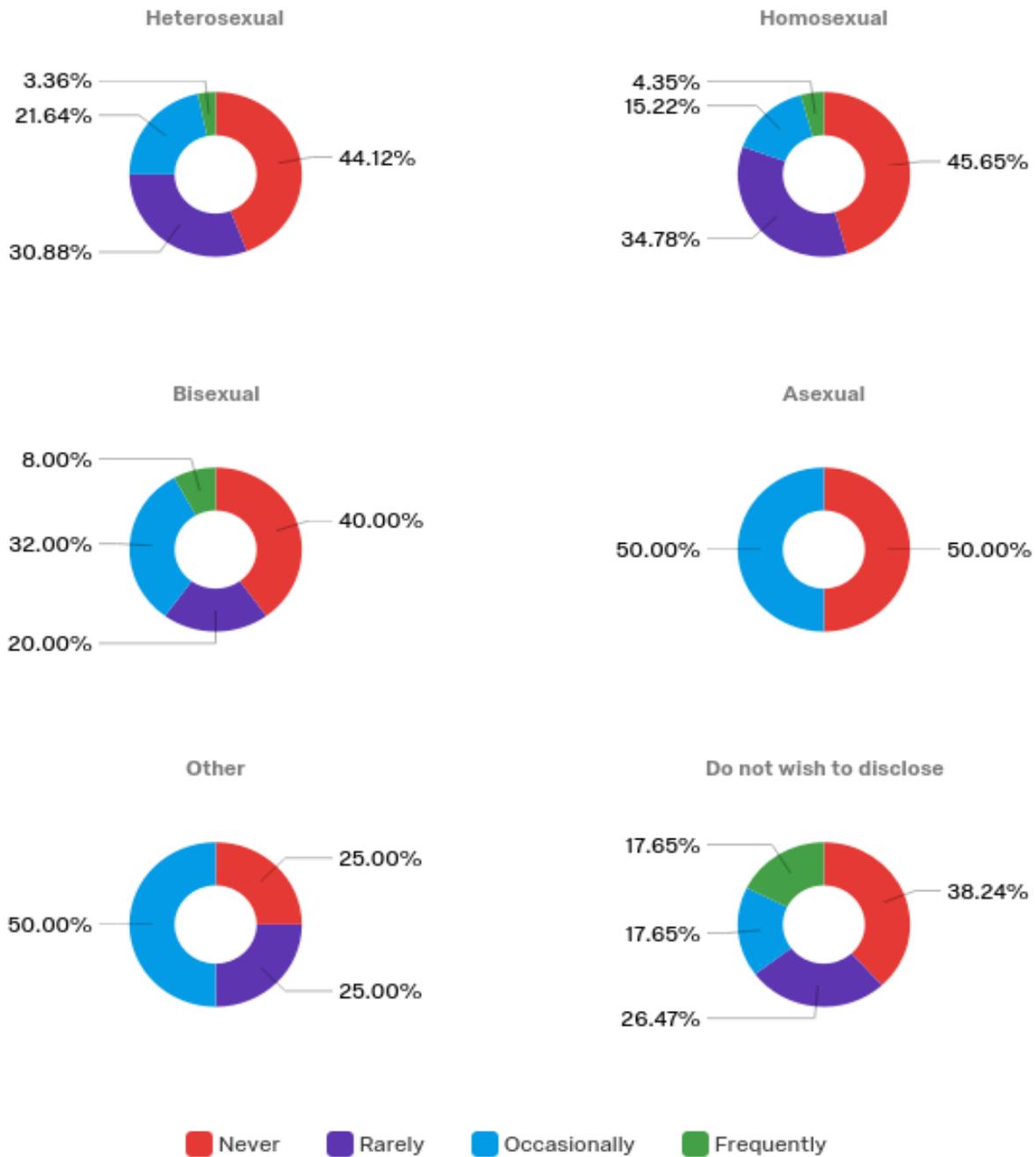
**Do not wish to disclose**



Never Rarely Occasionally Frequently

Recalling that the numbers of non-cisgender respondents are quite low, we focus on the differences between cis males and cis females. Over 60% of cis males report that they never experience discrimination, with over 85% saying never or rarely. Cis females on the other hand, express considerably greater levels of discrimination. While still over 60% say they have never or rarely experienced discrimination, the remaining 40% say that they have occasionally or frequently experienced it. Of the non-cisgender respondents, most report little discrimination. The non-disclosure group, however, which is about 35 people, reports a high level of discrimination (33% say frequently). Combined with their unwillingness to disclose their gender identity, this suggests that there are some among us who feel that their gender identity is likely to lead to discrimination. That number is relatively small, however.

**Figure 30e. Experience Discrimination by Sexuality**

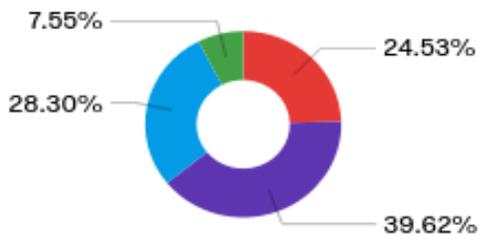


Interestingly, while heterosexuals in the sample are consistent with the sample as a whole, homosexuals are less likely to experience discrimination, with 80% indicating that they never or rarely experience discrimination. Non-binary sexualities report somewhat higher levels, but the numbers of these individuals are small. Like we saw with gender identity, there is a fair number of respondents who did not want to disclose their sexuality, and also report a much higher incidence of discrimination. This subgroup of people is a group that may have legitimate concerns about how they are perceived and treated in the workplace.

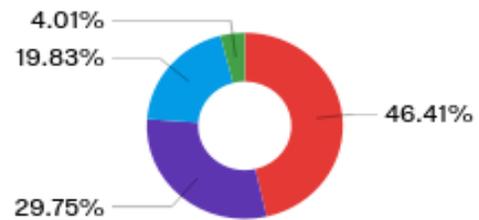
**Figure 30f. Experience Discrimination by Disability**



Long-term or chronic medical, physical, mental, or intellectual disability (e.g., autoimmune disorder, depression, anxiety, etc.)



I do not currently experience any of the above disabilities

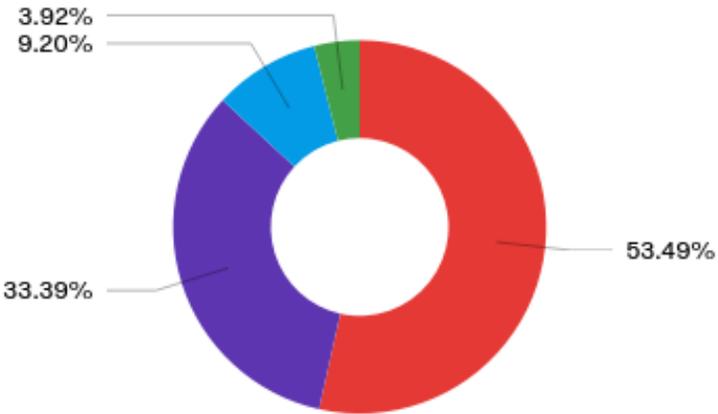


■ Never   
 ■ Rarely   
 ■ Occasionally   
 ■ Frequently

Those with sight, neuro-atypicality, and long-term chronic issues generally report a higher incidence of discrimination than the sample as a whole. Sight-impaired respondents report more than double the proportion of frequent discrimination, suggesting that this physical disadvantage influences how they are treated in the workplace. The higher incidences among neuro-atypical and those with poorer mental health suggest a lack of awareness of these disabilities and how they may influence individuals in the workplace.

Similar analyses were conducted for the question about witnessing discrimination. Results were essentially the same, and thus are not shown here.

**Figure 31. Do you feel that you can disclose your whole identity to your colleagues, or are there aspects of your social identity that you feel you need to keep separate in your current workplace?**



- I feel that I can be myself with all of my colleagues; I don't need to hide any aspects of my social identity.
- I feel that I can be myself with some or most colleagues, but not others.
- I don't feel that I can be myself with my colleagues; I keep some aspects of my identity from most or all of my colleagues.
- I feel that sharing my identity with my colleagues may expose me to discriminatory behaviors and would be risky to my professional career.

Overall, the vast majority of respondents (87%) feel that they can be themselves with all or most of their co-workers. This is encouraging—the vast majority of planners are working in environments that are supportive of their whole selves. Yet the remaining 13% have minor to serious concerns about revealing themselves to their colleagues. In the figures that follow, we will explore how this distribution changes among subpopulations.

In Figure 31a, we see that younger planners are less comfortable disclosing their true selves to their colleagues. While older planners overwhelmingly feel comfortable as themselves, the generations 55 and under are somewhat less so, with the youngest group of 18-25 year olds the least comfortable. As previously mentioned, these feelings may be generational, or they may reflect the greater diversity among the younger planners.

**Figure 31a. Disclosure by Age**



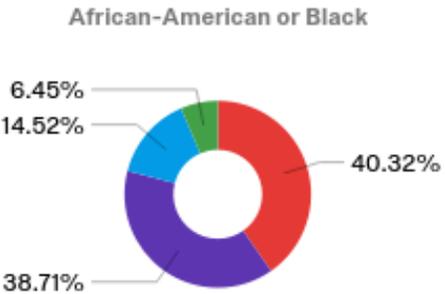
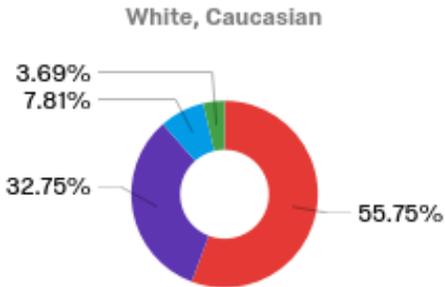
**■** I feel that I can be myself with all of my colleagues; I don't need to hide any aspects of my social identity.

**■** I feel that I can be myself with some or most colleagues, but not others.

**■** I don't feel that I can be myself with my colleagues; I keep some aspects of my identity from most or all of my colleagues.

**■** I feel that sharing my identity with my colleagues may expose me to discriminatory behaviors and would be risky to my professional career.

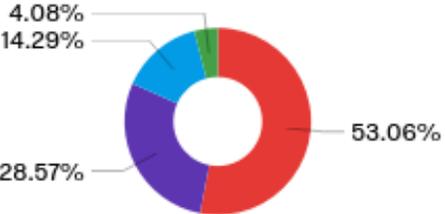
**Figure 31b. Disclosure by Race**



**Native American/American Indian or Alaskan native**



**Asian or Asian-American (including those from the Indian subcontinent)**



Native Hawaiian or Pacific Islander



**I feel that I can be myself with all of my colleagues; I don't need to hide any aspects of my social identity.**

**I feel that I can be myself with some or most colleagues, but not others.**

**I don't feel that I can be myself with my colleagues; I keep some aspects of my identity from most or all of my colleagues.**

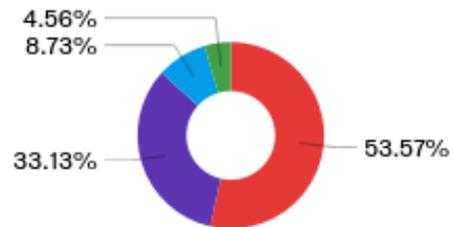
**I feel that sharing my identity with my colleagues may expose me to discriminatory behaviors and would be risky to my professional career.**

Figure 31c. Disclosure by Ethnicity

Hispanic or Latina/o



Non-Hispanic



**I feel that I can be myself with all of my colleagues; I don't need to hide any aspects of my social identity.**

**I feel that I can be myself with some or most colleagues, but not others.**

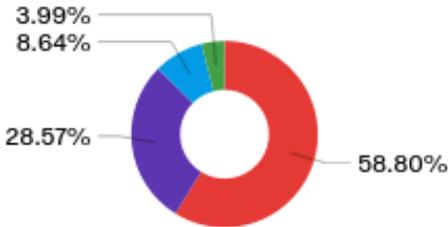
**I don't feel that I can be myself with my colleagues; I keep some aspects of my identity from most or all of my colleagues.**

**I feel that sharing my identity with my colleagues may expose me to discriminatory behaviors and would be risky to my professional career.**

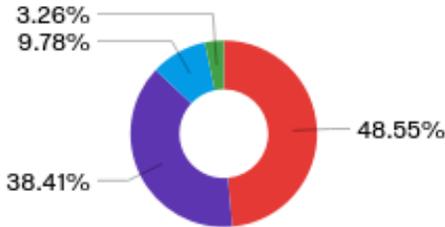
In Figures 31 b and c we see the break down of willingness to disclose by race and ethnicity. Most likely because race and ethnicity are not characteristics that are easily hidden from others, we see few differences between races and ethnicities.

**Figure 31d. Disclosure by Gender Identity**

**Male (Cisgender, identify as gender assigned at birth)**



**Female (Cisgender, identify as gender assigned at birth)**

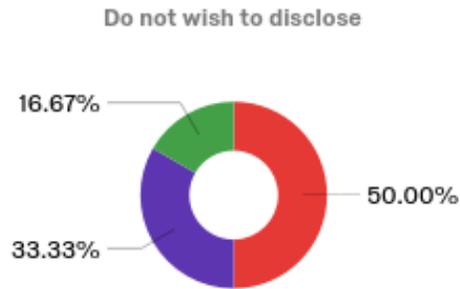


**Gender neutral, or non-binary (identifying as neither male nor female)**



**Transgender Male**





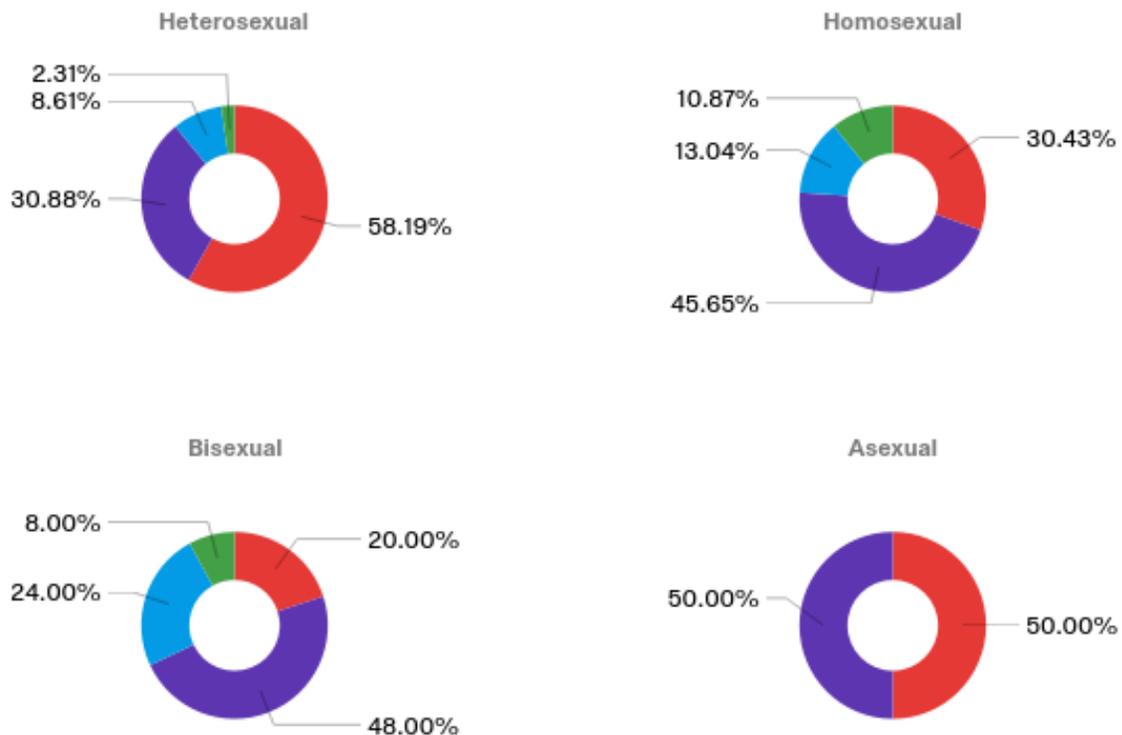
■ I feel that I can be myself with all of my colleagues; I don't need to hide any aspects of my social identity.

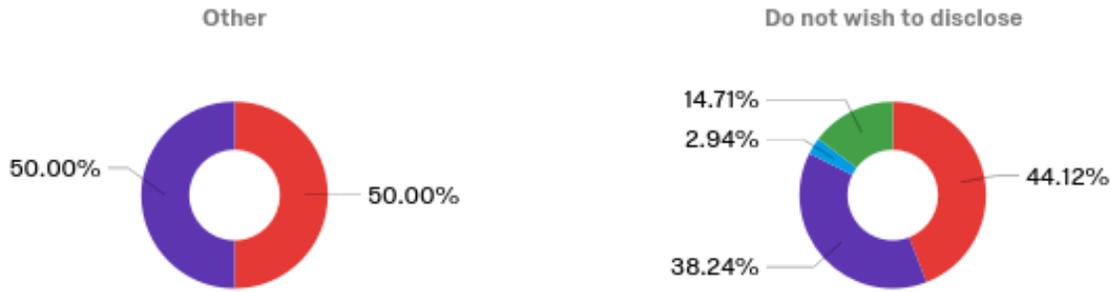
■ I feel that I can be myself with some or most colleagues, but not others.

■ I don't feel that I can be myself with my colleagues; I keep some aspects of my identity from most or all of my colleagues.

■ I feel that sharing my identity with my colleagues may expose me to discriminatory behaviors and would be risky to my professional career.

**Figure 31e. Disclosure by Sexuality**





■ I feel that I can be myself with all of my colleagues; I don't need to hide any aspects of my social identity.

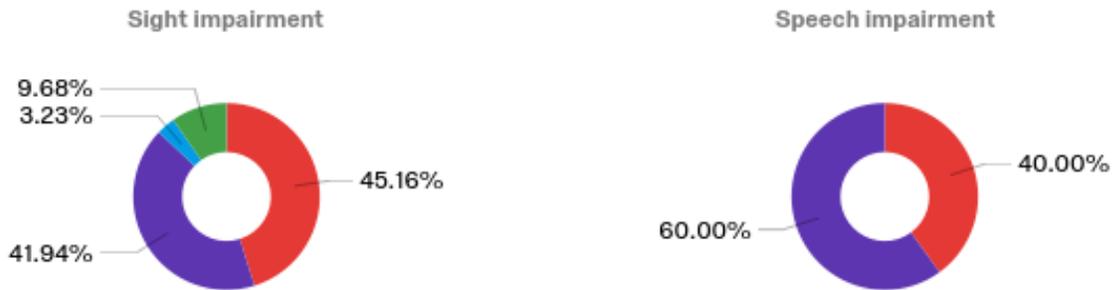
■ I feel that I can be myself with some or most colleagues, but not others.

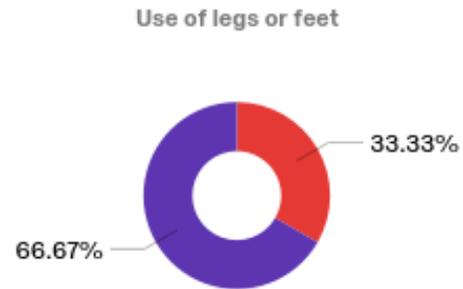
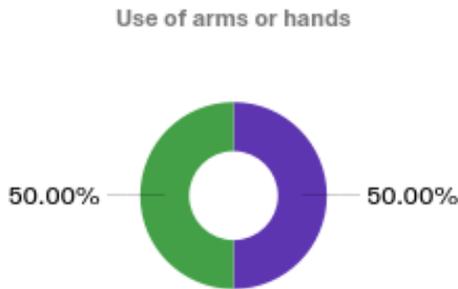
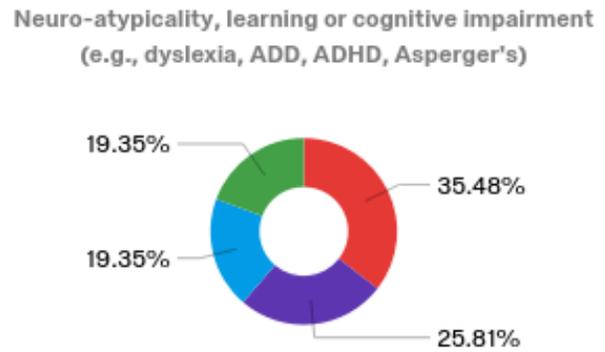
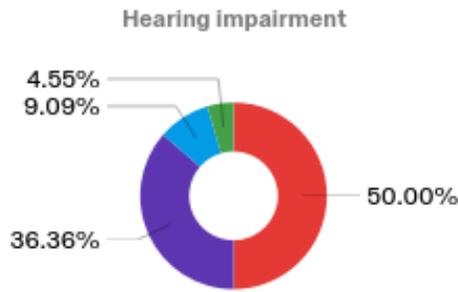
■ I don't feel that I can be myself with my colleagues; I keep some aspects of my identity from most or all of my colleagues.

■ I feel that sharing my identity with my colleagues may expose me to discriminatory behaviors and would be risky to my professional career.

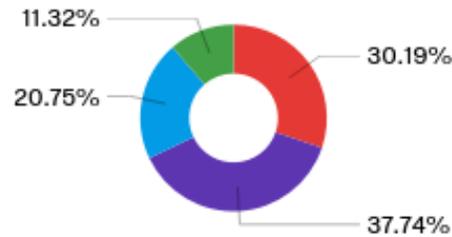
In Figures 31 d and e, we examine the break down by gender identity and sexuality. Since these are characteristics that are easily hidden, we expect to see some differences here. We do see much higher proportions of those less willing to disclose their gender identity to colleagues, as well as somewhat higher proportions of those who are LGBTQ. Again, we see a group of those unwilling to disclose their gender identity or sexuality who also report much greater reluctance to reveal themselves to others.

**Figure 31f. Disclosure by Disability**

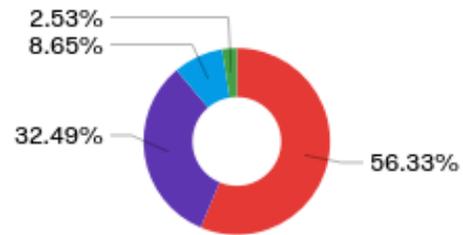




**Long-term or chronic medical, physical, mental, or intellectual disability (e.g., autoimmune disorder, depression, anxiety, etc.)**



**I do not currently experience any of the above disabilities**



**■** I feel that I can be myself with all of my colleagues; I don't need to hide any aspects of my social identity.

**■** I feel that I can be myself with some or most colleagues, but not others.

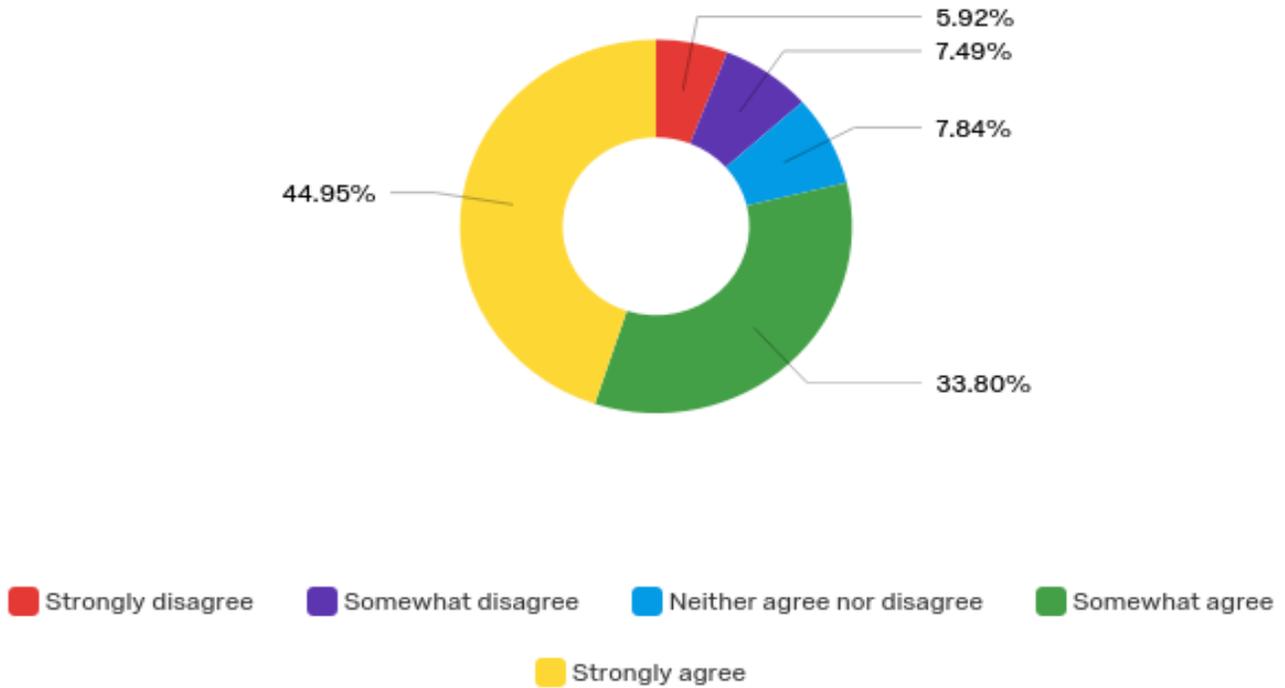
**■** I don't feel that I can be myself with my colleagues; I keep some aspects of my identity from most or all of my colleagues.

**■** I feel that sharing my identity with my colleagues may expose me to discriminatory behaviors and would be risky to my professional career.

Looking at willingness to disclose true self across disability types, we see that across the board, those with some sort of disability (which is about 24% of the sample) are somewhat more reluctant to disclose their true selves. Most of those with disabilities—notably those with sight, loss of use of hands or arms, neuro-atypicality and chronic mental/physical health issues—are more likely to feel that their disability may expose them to discriminatory behavior. Particularly notable are the large proportions of neuro-atypical (19%) and chronic mental/physical health respondents (11%) who fear discriminatory behavior.

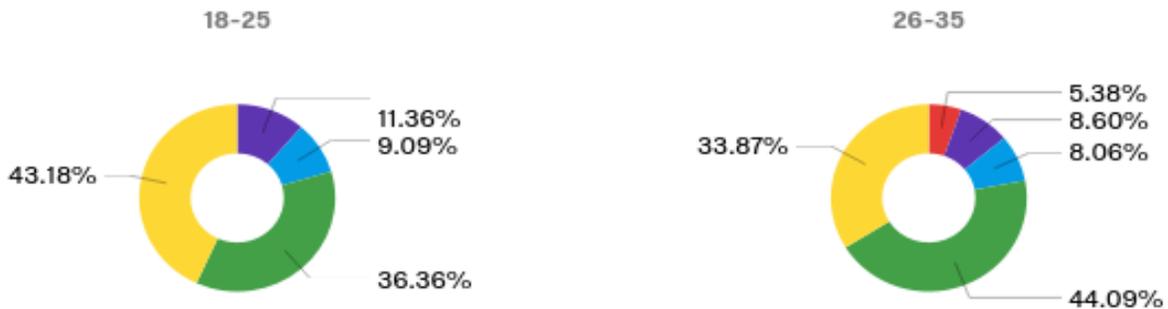
The next several sets of figures examine respondents' perceptions of their workplace—whether they feel they belong, are heard and respected, whether they have models to whom they can relate, and whether they feel APA TX is doing enough to promote inclusion through its actions as a chapter. Like the previous sections, first overall responses are reported, followed by break downs by age, race, ethnicity, gender identity, sexuality, and disability.

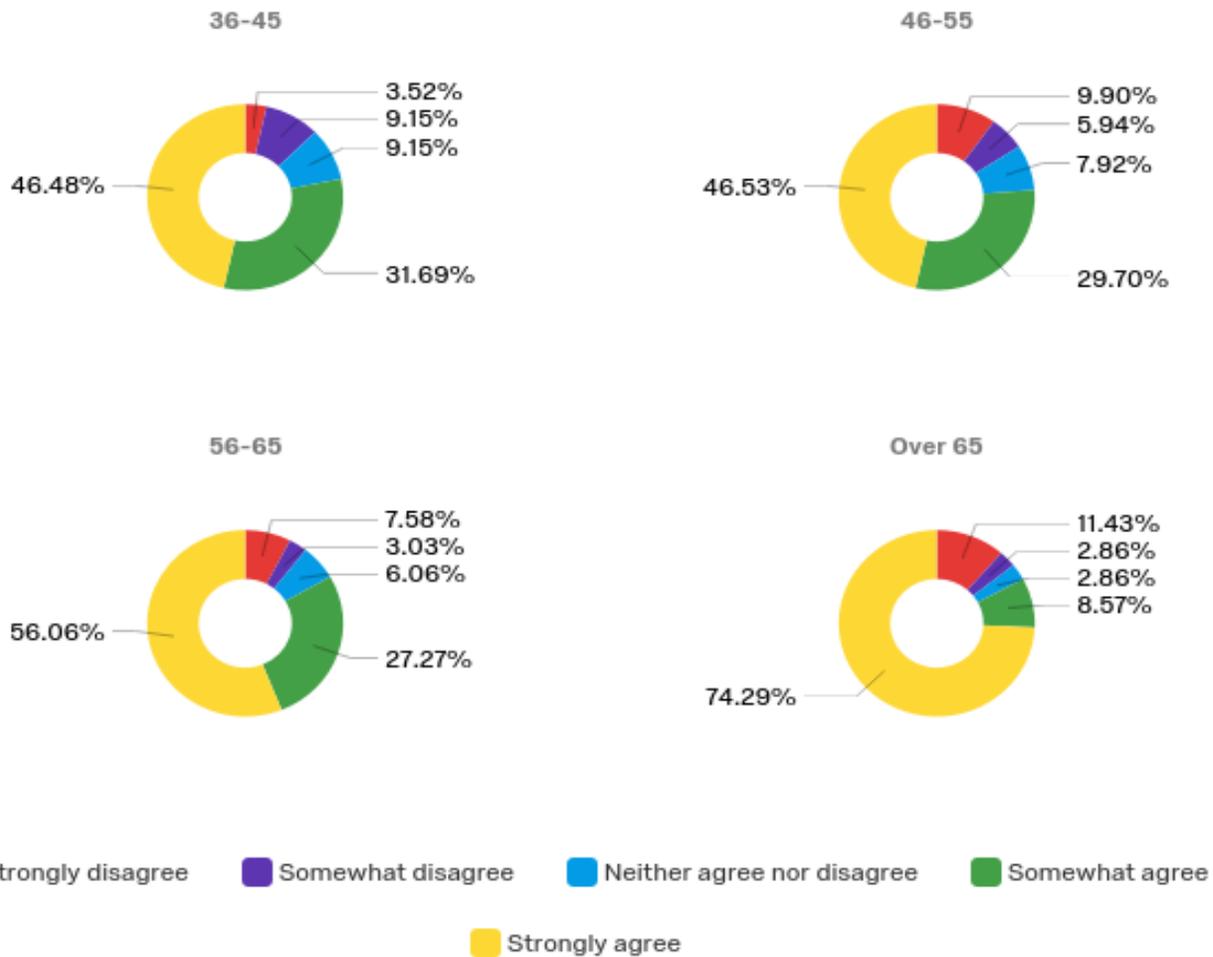
**Figure 32. I feel a sense of belonging in my work environment**



Overwhelmingly, Texas planners feel a sense of belonging in their workplace; this is very good news. Nearly 80% report agreement. However, 22% report ambivalence or disagreement with the statement, indicating that a small but substantial group has some level of dissatisfaction with their sense of belonging.

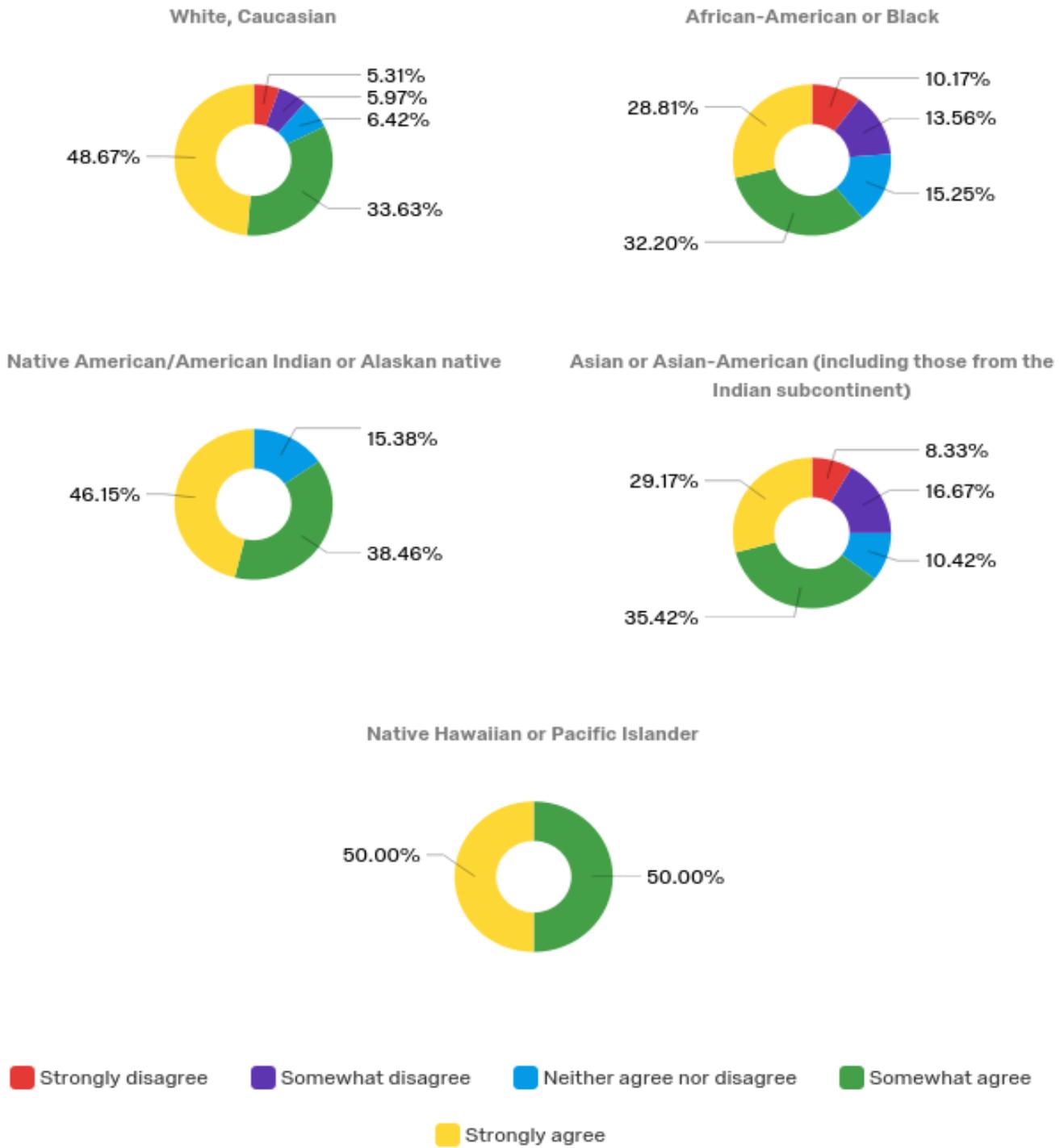
**Figure 32a. Sense of Belonging by Age**



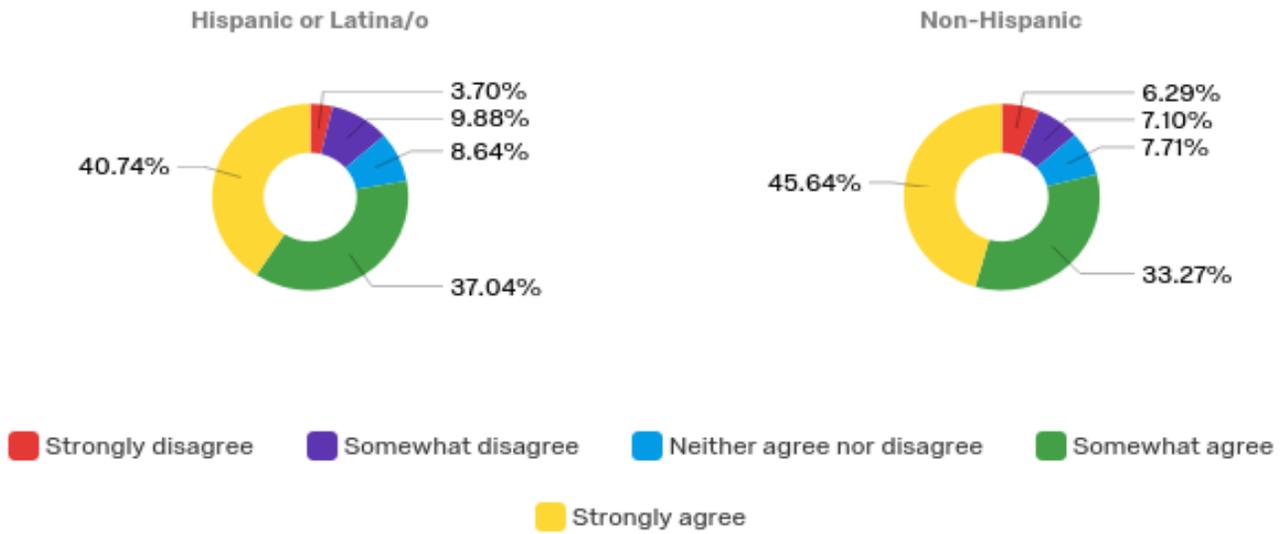


In general, sense of belonging increases with age. With the exception of the younger two cohorts, as age increases, so does the percentage of respondents reporting high levels of agreement on sense of belonging. Considering that much of the youngest cohort is comprised of students, our interpretation of this group is that it primarily speaks to their university experience. For early career professionals in the 26-35 range, slightly more ambivalence is present. Interestingly, while the oldest cohort displays the highest level of agreement, it also displays the highest level of disagreement, at 11%, more than twice the proportion reported for the population.

**Figure 32b. Sense of Belonging by Race**



**Figure 32c. Sense of Belonging by Ethnicity**

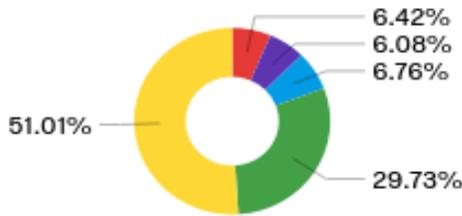


Figures 32 b and c show the breakdown of sense of belonging by race and ethnicity. White respondents’ responses echo that of the overall sample, while those of other races—particularly African-Americans and Asian/Asian-Americans—report significantly lower levels of sense of belonging. Almost 40% of African-Americans report ambivalence or negative feelings about belonging in their workplace, while about 35% of Asians/Asian-Americans report less than positive feelings.

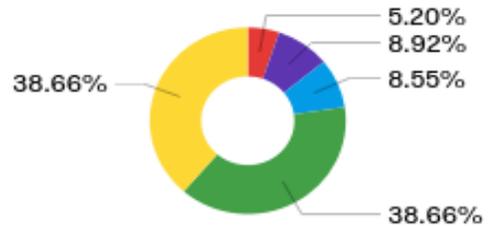
Ethnicity appears to have little influence on sense of belonging. If anything, Hispanics report slightly higher levels of sense of belonging than do Non-Hispanics.

**Figure 32d. Sense of Belonging by Gender Identity**

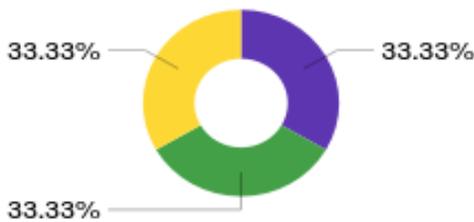
**Male (Cisgender, identify as gender assigned at birth)**



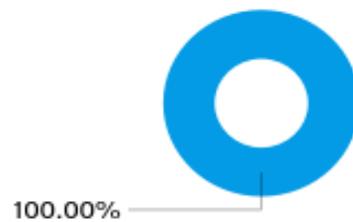
**Female (Cisgender, identify as gender assigned at birth)**



**Gender neutral, or non-binary (identifying as neither male nor female)**



**Transgender Male**



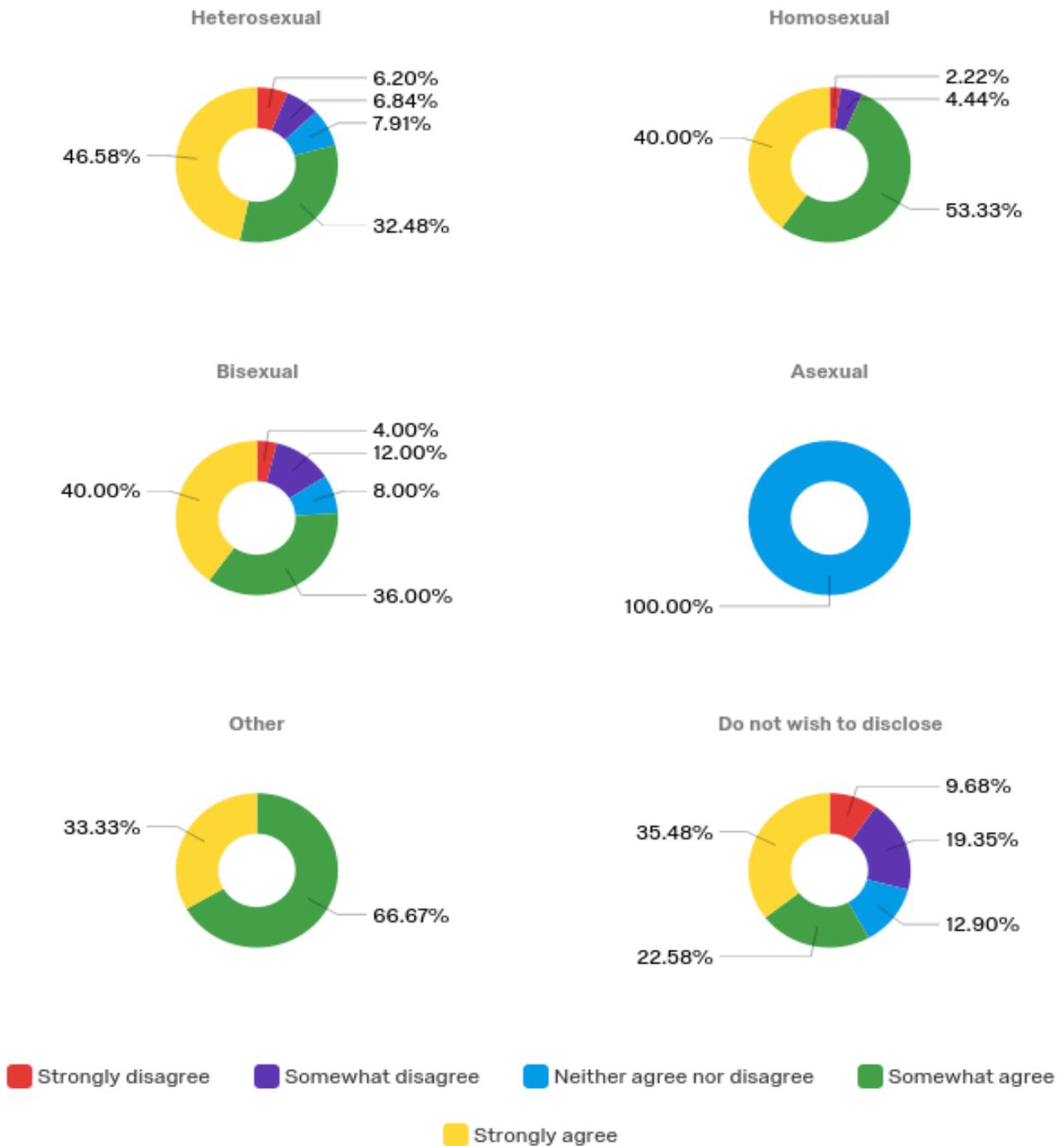
**Do not wish to disclose**



Both cis males and cis females report strong senses of belonging, with cis females slightly less strong in their sense of belonging (more “somewhat agrees” than males). Non cis respondents report more ambivalence, although these

numbers are quite small, so they are more suggestive than conclusive. The small group of non-disclosers show a higher level of not having a sense of belonging. This group continues to present themselves as outliers. It is difficult to know whether they represent a group of people who are uncomfortable and feel threatened, or whether they are respondents who begrudgingly completed the survey but prefer not to share their true feelings.

**Figure 32e. Sense of Belonging by Sexuality**

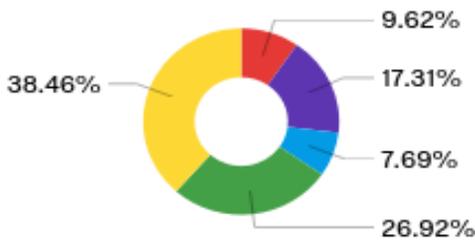


By and large, sexuality appears not to have a great impact on sense of belonging. Levels of agreement are steady across the different sexualities. Interestingly, homosexuals, appear to have somewhat stronger feelings of belonging, which is consistent with our earlier finding that they are less likely to have experienced discrimination in the workplace. We should keep in mind that homosexuals are also overrepresented in the population of Texas planners, compared to nationwide rates. It may be that there is something about planning that attracts homosexuals—perhaps the commitment to public service—that also makes the work place more welcoming to them.

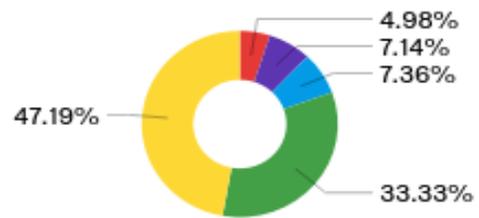
**Figure 32f. Sense of Belonging by Disability**



Long-term or chronic medical, physical, mental, or intellectual disability (e.g., autoimmune disorder, depression, anxiety, etc.)

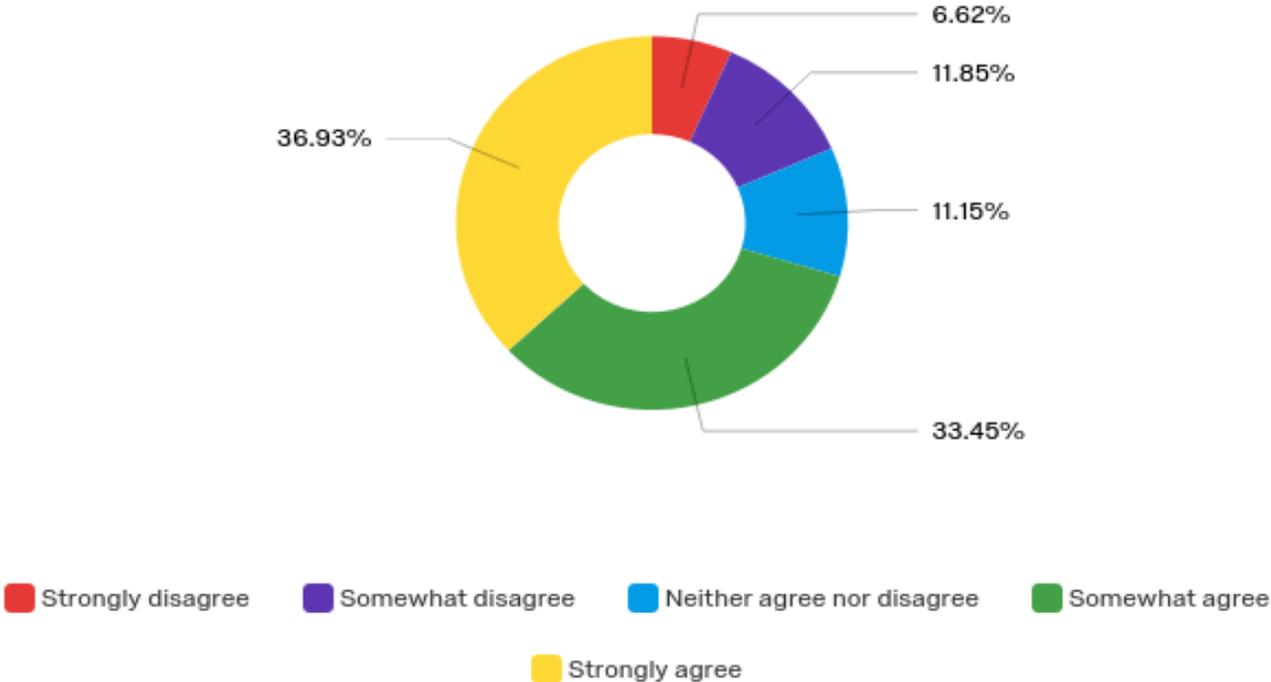


I do not currently experience any of the above disabilities



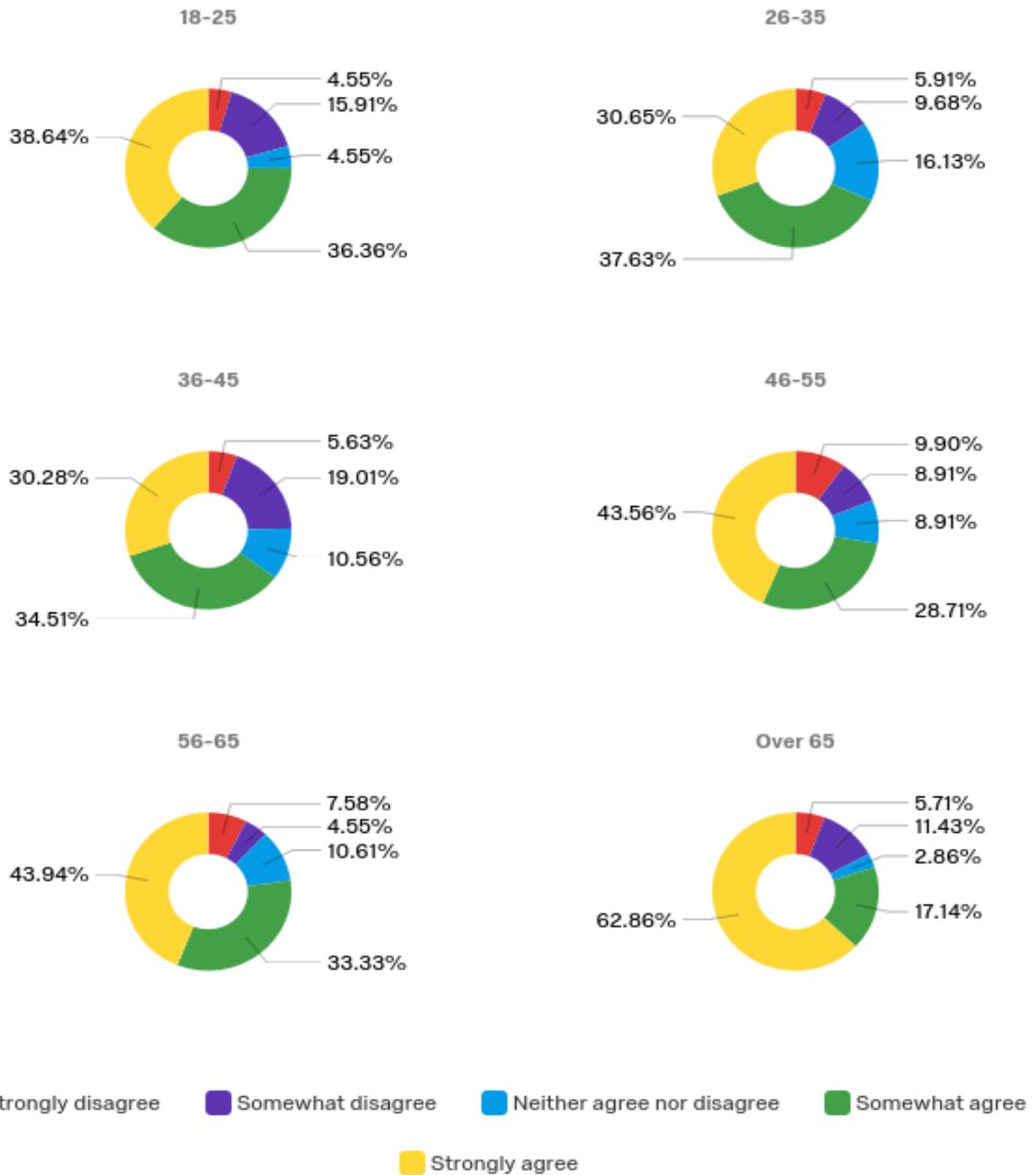
Those with disabilities do appear to have less of a sense of belonging than those who do not. While those with no disabilities mirror the overall sample distribution, those with sight impairments, neuro-atypicality, loss of use of extremities (although these are very small numbers), and long-term mental/physical health problems all report less agreement and more disagreement with feeling like they belong. This likely has to do with the stigma of disability, as well as the possibility of a lack of accommodations. Although we expect that accommodations for physical disabilities have been made, we should recognize that accommodations for neuro-atypicality and chronic mental/physical health problems are neither required nor often considered, despite their greater incidence in the general population.

**Figure 33. I Feel That I Work in an Environment that Fosters Inclusion & Opportunity**



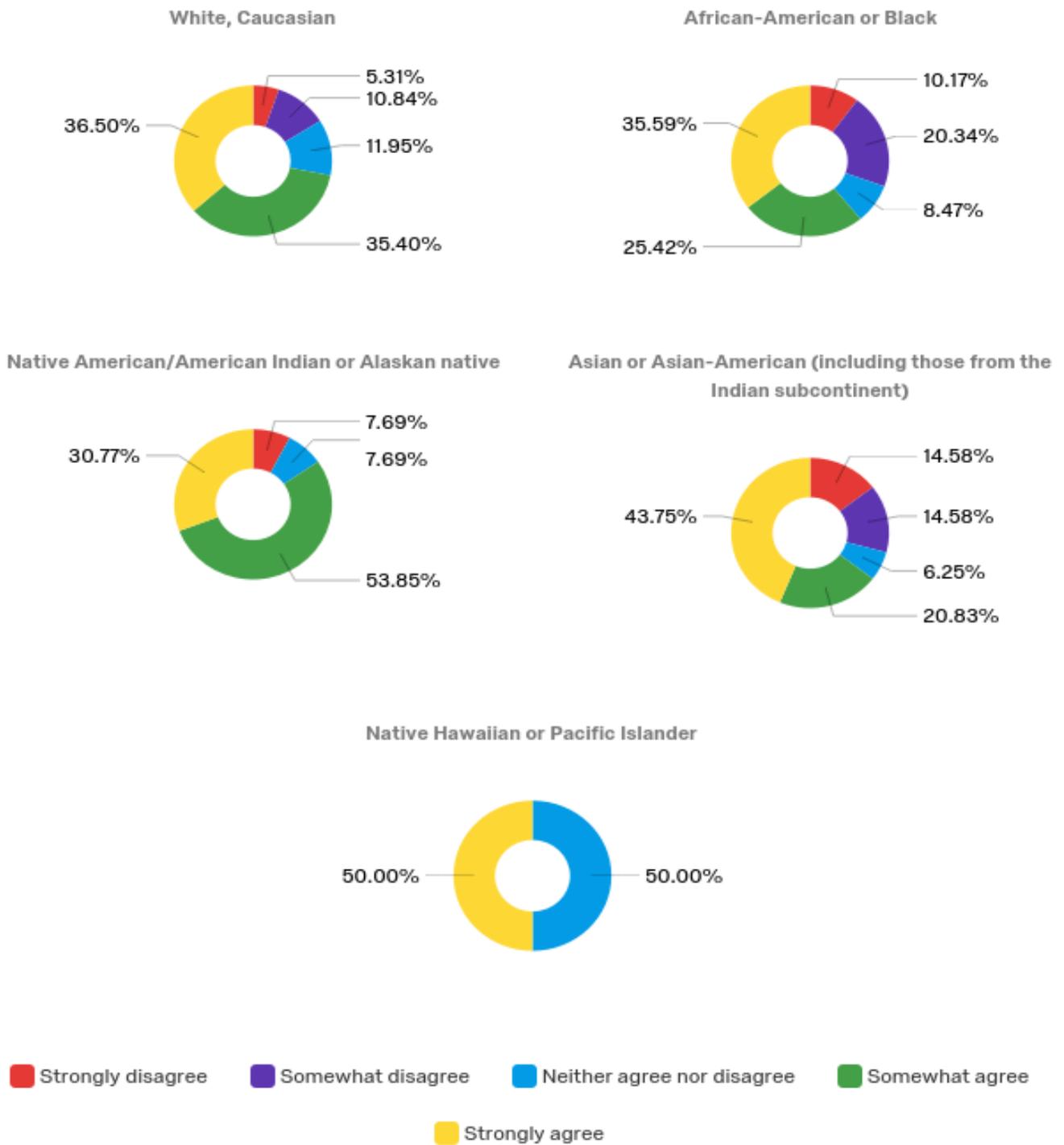
For the entire sample, there appears to be a strong feeling that work environments for planners in Texas are inclusive places that offer opportunity across the board. Just over 70% of planners agree or strongly agree that they work in an environment that fosters inclusion and opportunity. Eleven percent are ambivalent, and almost 18% either somewhat or strongly disagree that they work in such places. Next, we look at break downs by demographic characteristics.

**Figure 33a. Fosters Inclusion & Opportunity by Age**

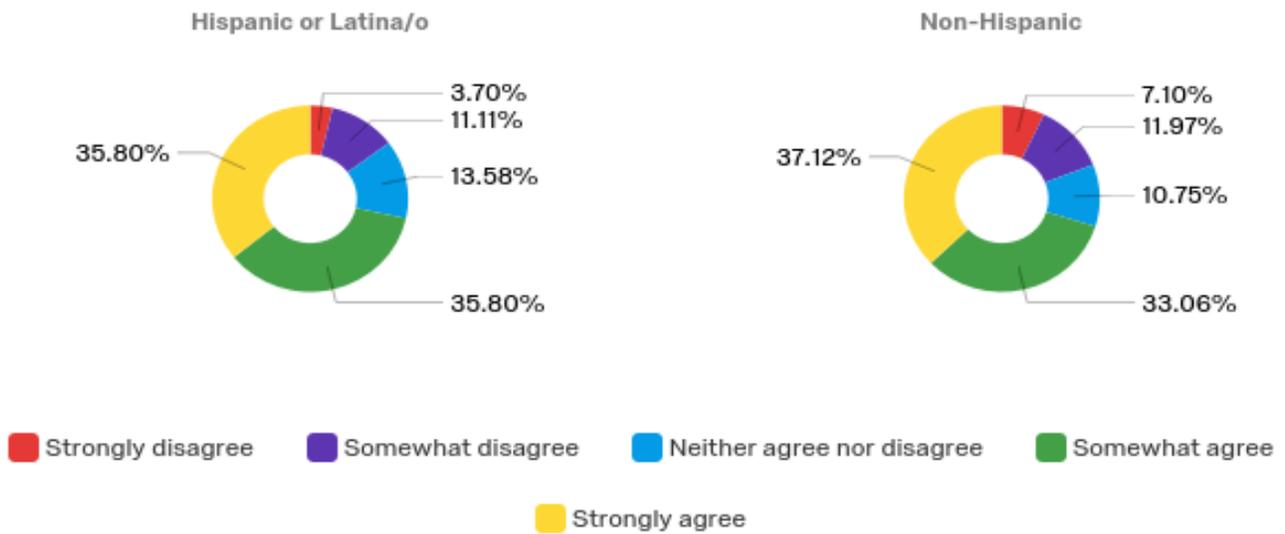


Generally, as planners age, they become more satisfied with the level of inclusion and opportunity offered in their workplace. Younger generations, and particularly those already in the workplace (assuming most 18-25 year olds are still in graduate school), have somewhat more ambivalence or negativity about the degree of inclusiveness in their workplace. This most likely reflects not only generational attitudes about diversity and inclusion, but also a more diverse workforce in the younger cohorts.

**Figure 33b. Fosters Inclusion & Opportunity by Race**

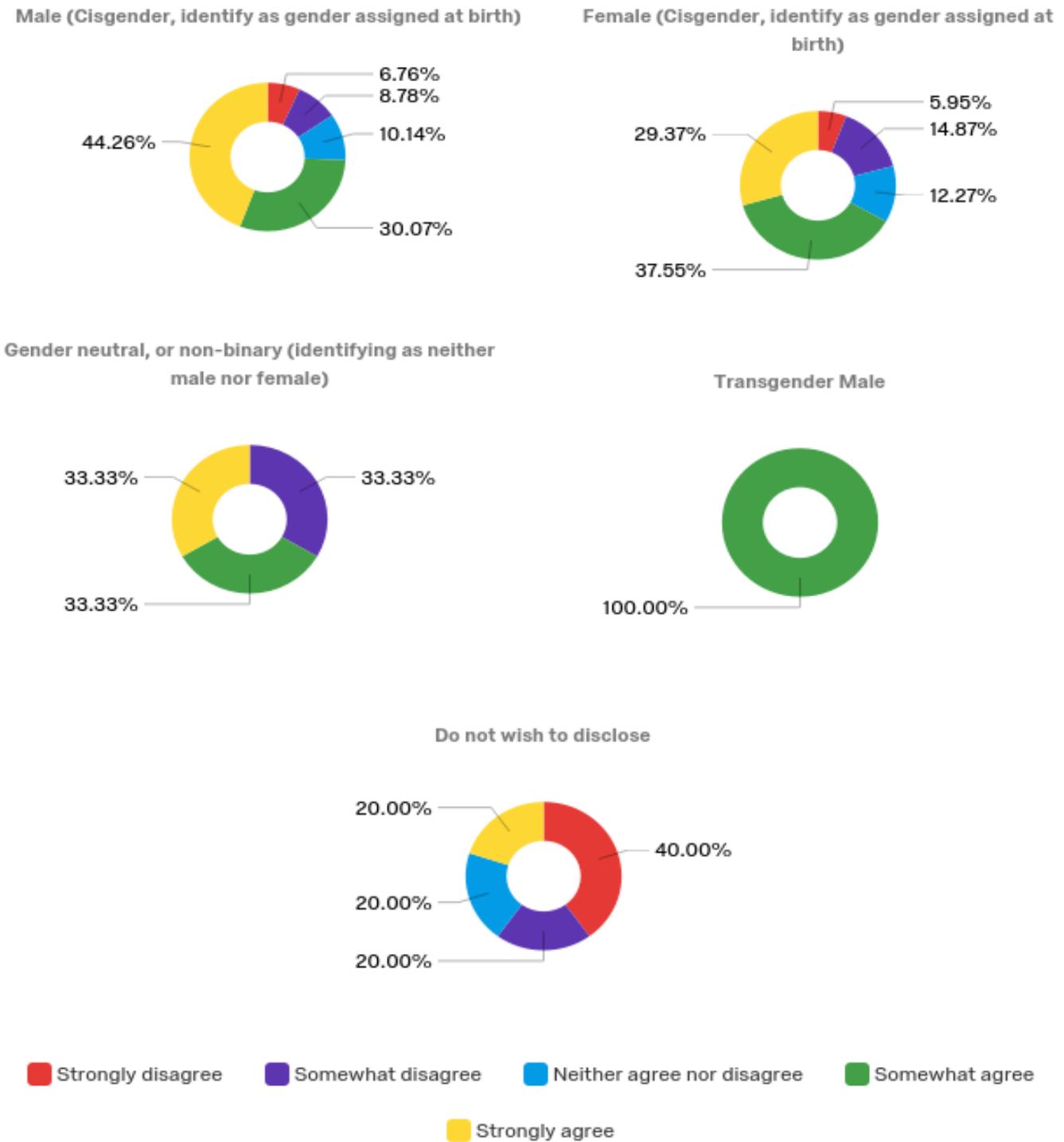


**Figure 33c. Fosters Inclusion & Opportunity by Ethnicity**



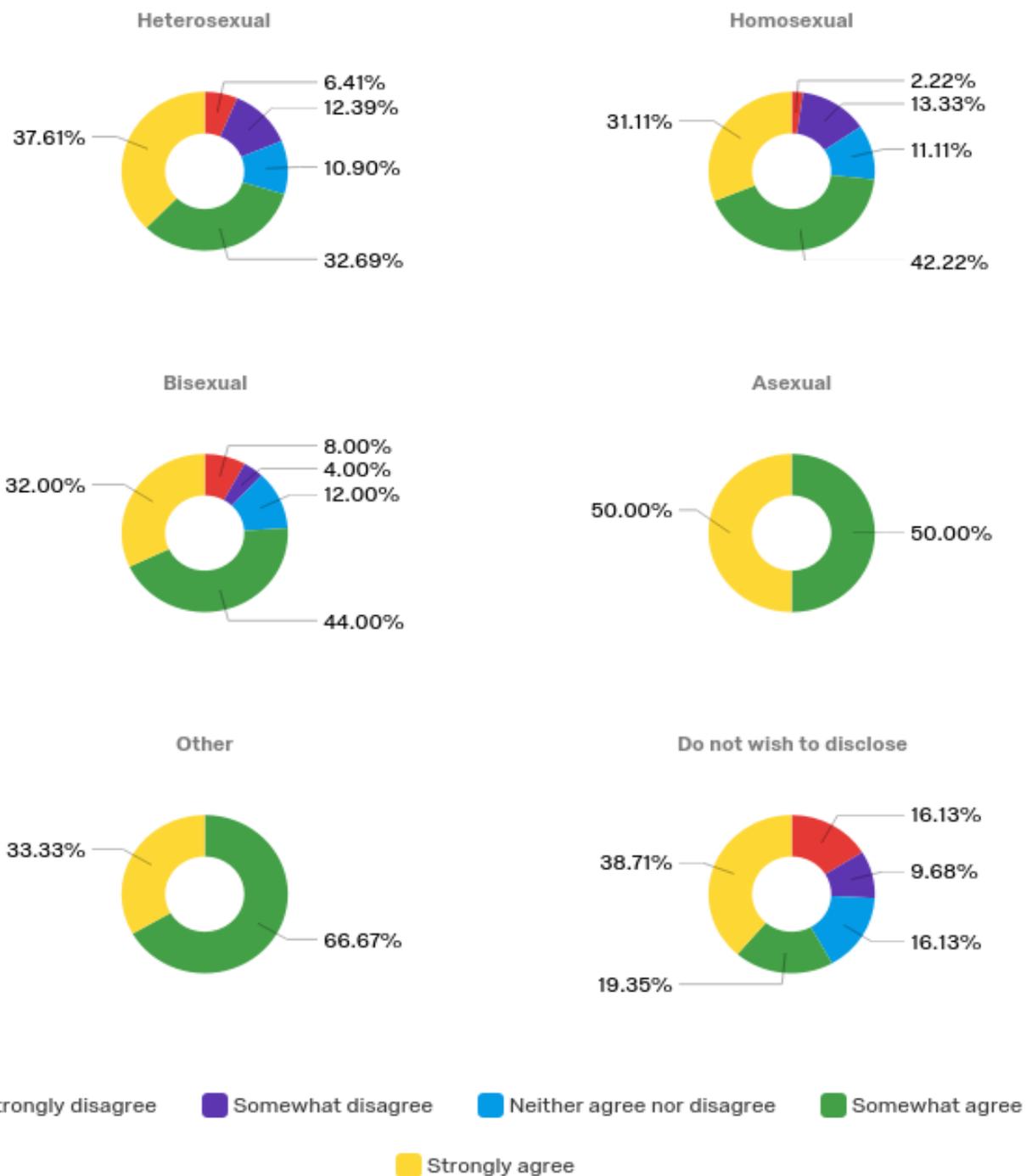
Figures 33b and c show results consistent with earlier categories—African Americans and Asians/Asian-Americans report more ambivalence and negativity about inclusion and opportunity in their workplace. These differences from Whites should serve as a reminder that more can be done to foster inclusiveness. These numbers also provide a baseline from which any progress may be measured. Again ethnicity appears not to play a role in feelings of inclusiveness and opportunity. If anything, Hispanics are more satisfied with the inclusiveness and opportunity present in their workplaces than are Non-Hispanics.

**Figure 33d. Fosters Inclusion & Opportunity by Gender Identity**



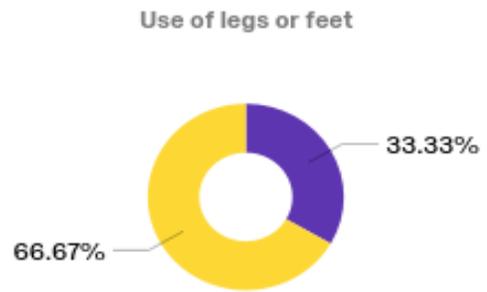
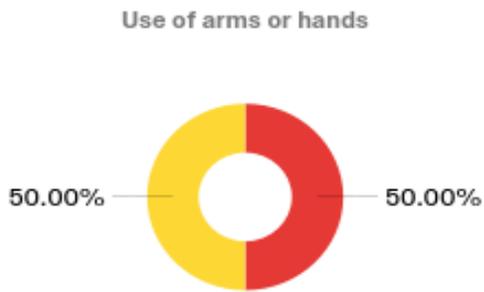
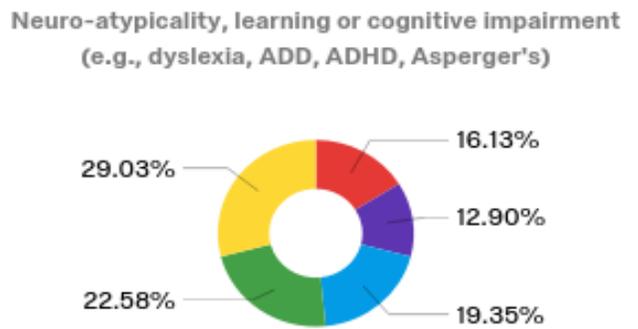
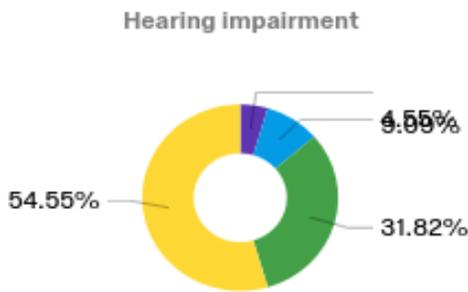
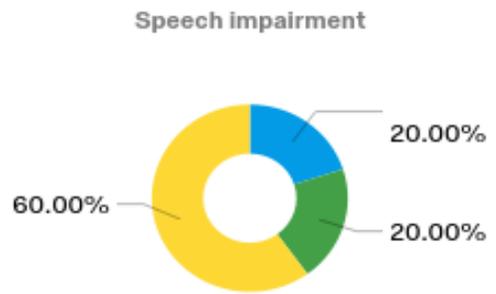
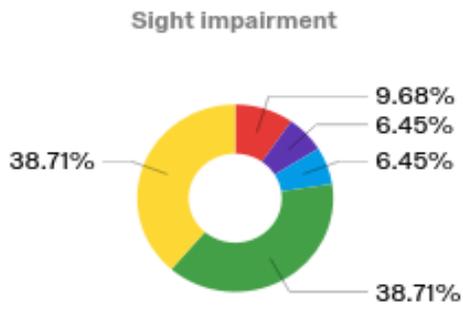
Consistent with what we have seen previously, both cis males and cis females report high levels of satisfaction with inclusiveness and opportunity, but cis females' levels are somewhat lower than males, with significantly higher instances of ambivalence (neither agree nor disagree) and partial disagreement than cis males. The non-disclosers exhibit the highest instances of disagreement, at 60%.

**Figure 33e. Fosters Inclusion & Opportunity by Sexuality**



Similar patterns appear with sexuality. Homosexuals appear to be the most satisfied with inclusion and opportunity in their workplace, while non-binary and non-disclosers have somewhat higher levels of dissatisfaction, particularly the non-disclosers.

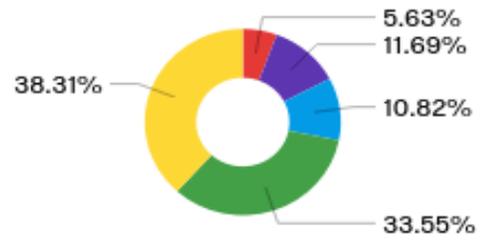
**Figure 33f. Fosters Inclusion & Opportunity by Disability**



Long-term or chronic medical, physical, mental, or intellectual disability (e.g., autoimmune disorder, depression, anxiety, etc.)

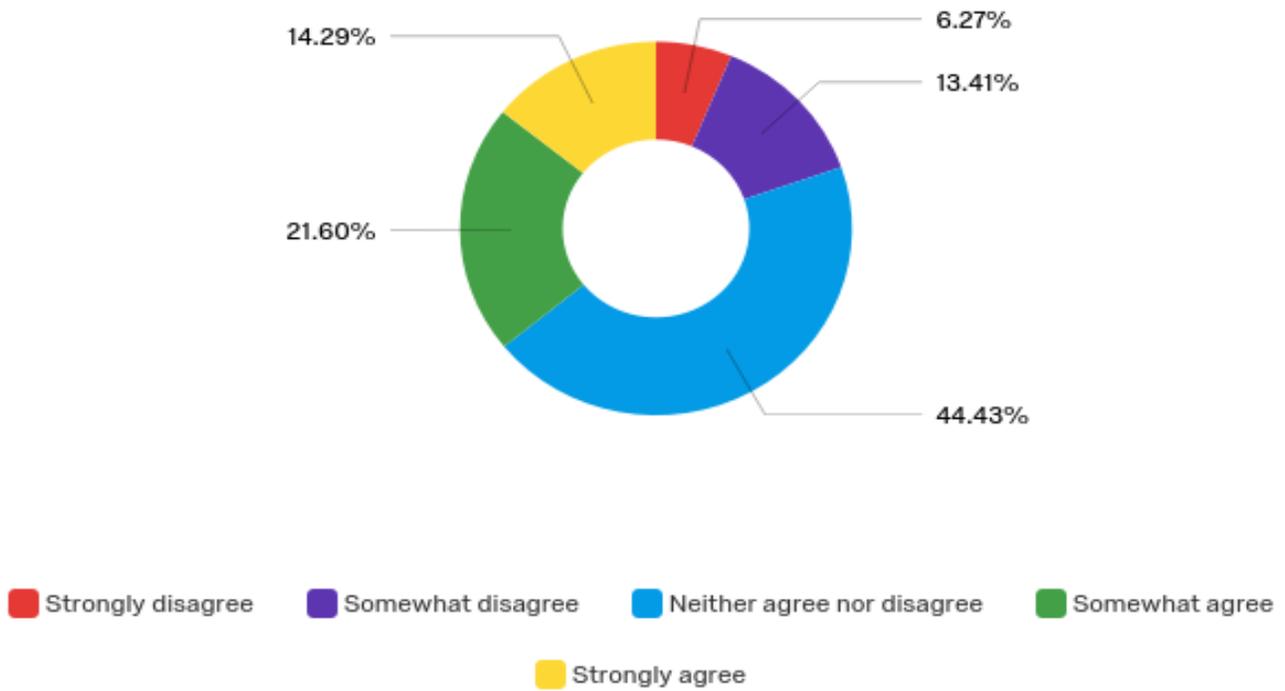


I do not currently experience any of the above disabilities



Compared to those without disabilities, those with disabilities—particularly sight impairment, neuro-atypicality, and long-term mental/physical health disorders—feel less agreement with the idea that their workplace fosters inclusion and opportunity. As mentioned previously, these disabilities are often overlooked, despite their greater incidence, and thus it is not surprising that they have more negative impressions of the inclusive nature of their workplace.

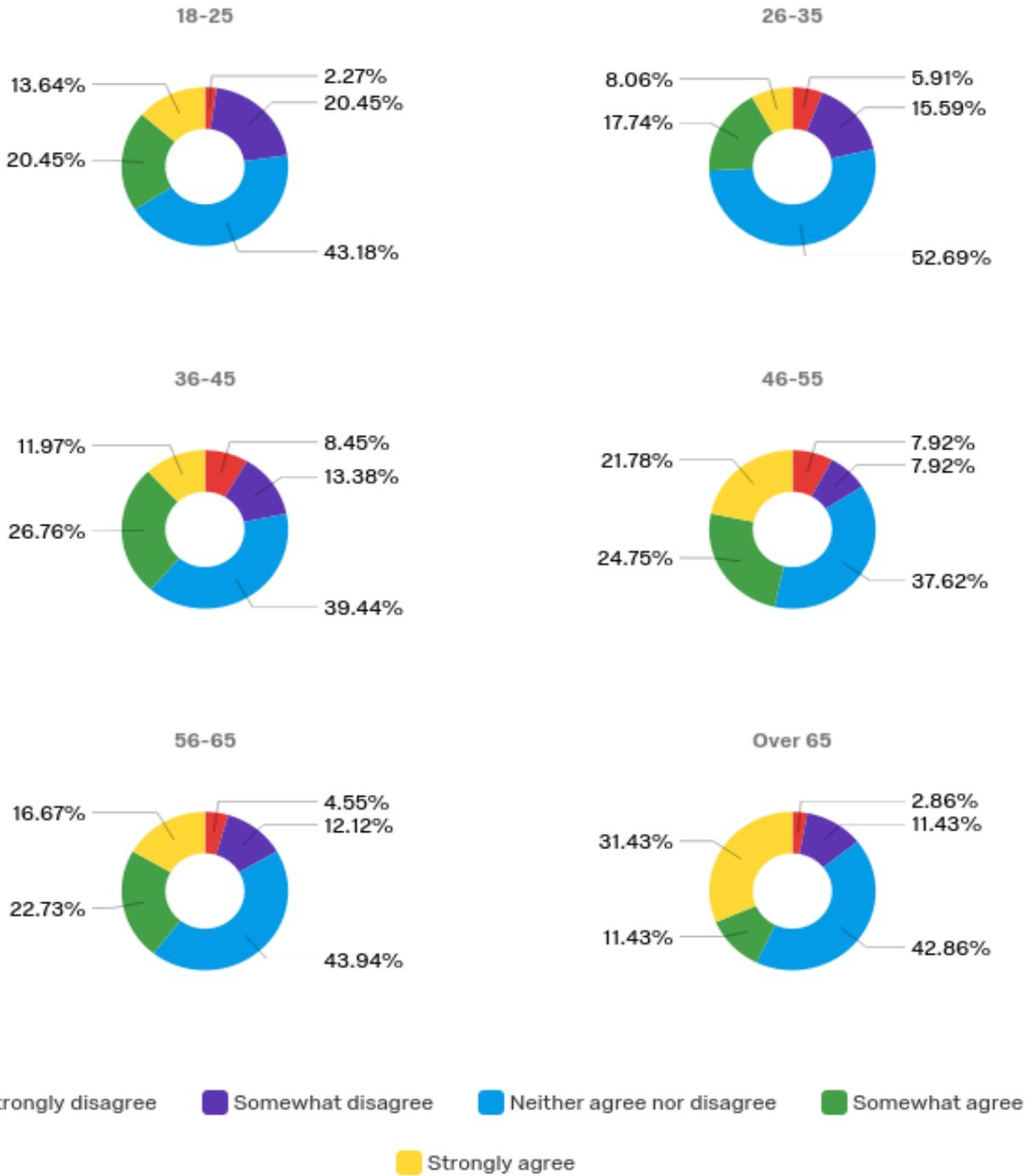
**Figure 34. I Feel that APA TX is Doing Enough to Address Diversity & Inclusiveness**



In this item, we look at whether Texas planners believe that the Chapter is doing enough to address diversity and inclusiveness. Results are interesting—the largest response by far was ambivalence. More than 44% neither agree nor disagree that APA TX is doing enough to address diversity and inclusion. This likely reflects uncertainty about the role of the Chapter in addressing these issues—respondents simply don’t know whether diversity and inclusiveness are things that fall within the purview of the Chapter—which likely reflects the relative newness of these issues as relevant to the workplace.

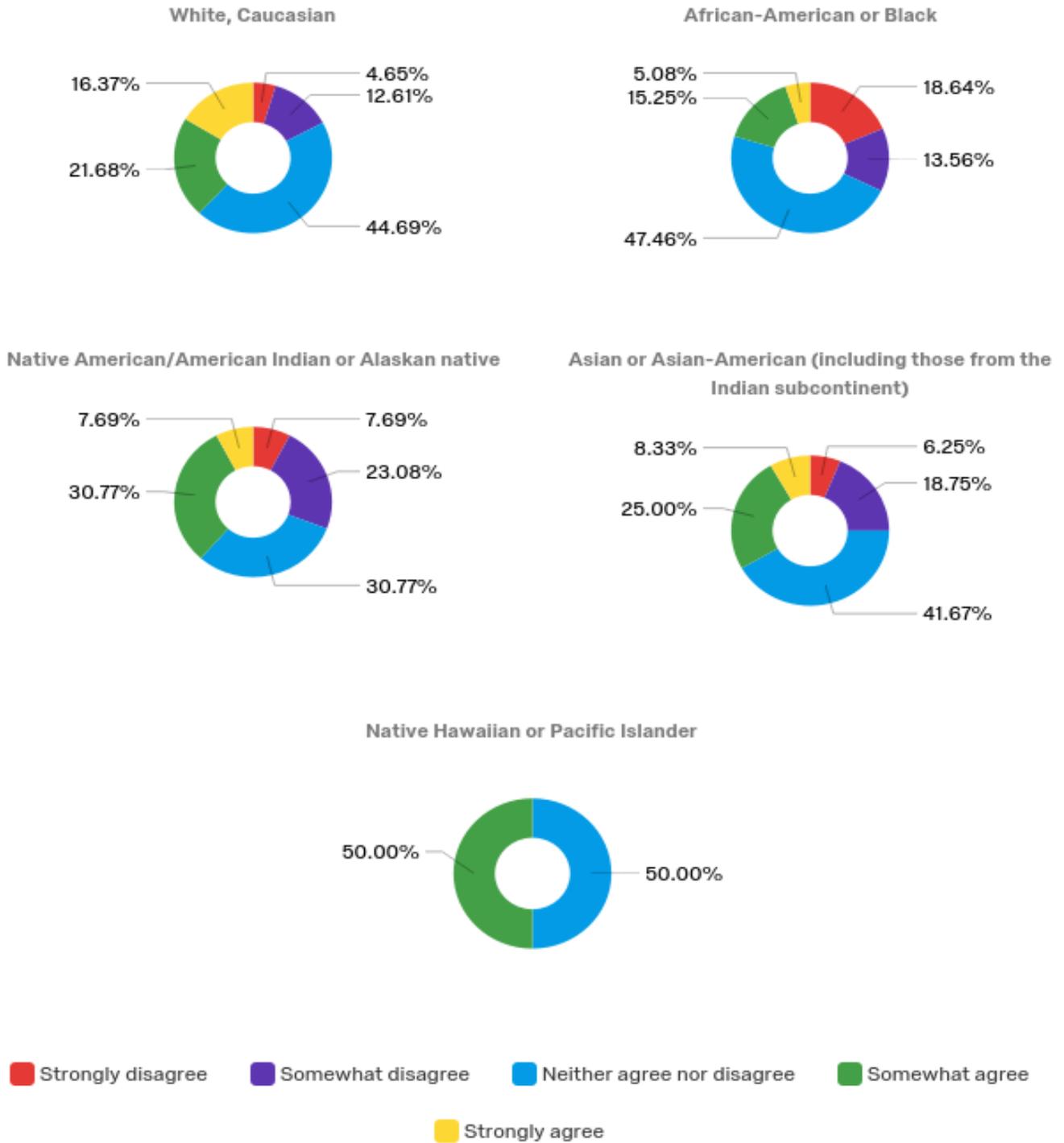
Of those who are not ambivalent, most think APA TX is doing enough; 22% somewhat agree, and 14% agree, while only 13% and 6% somewhat disagree and disagree, respectively.

**Figure 34a. APA TX is Doing Enough by Age**

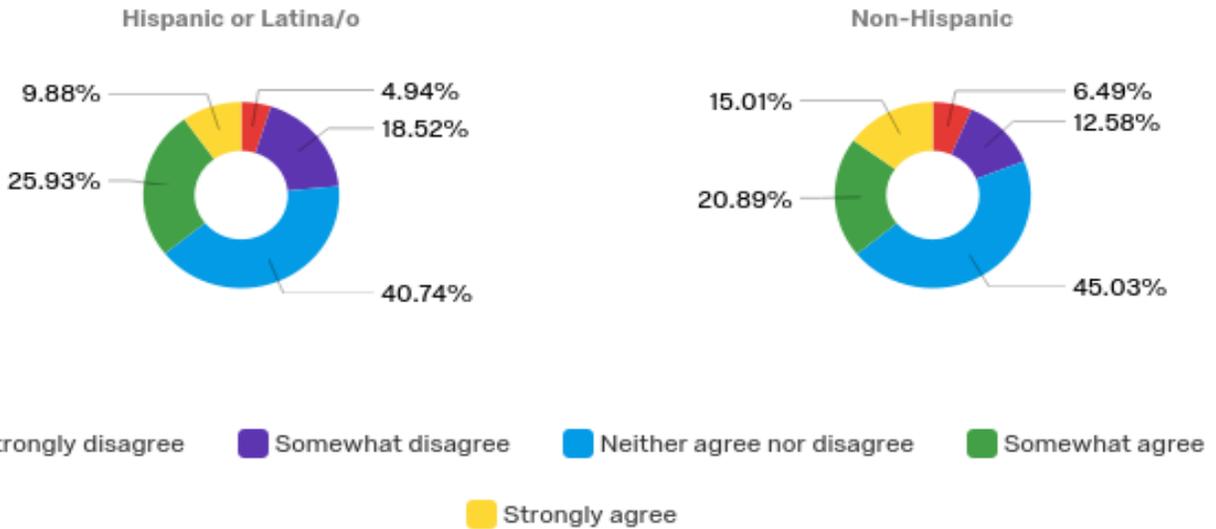


Ambivalence runs throughout age groups, and in fact is highest among young professionals, 26-35. However, younger planners, including students, also display the highest levels of disagreement that APA TX is doing enough. Older planners, particularly those at or over retirement age, exhibit the highest levels of strong agreement that APA TX is doing enough.

**Figure 34b. APA TX is Doing Enough by Race**

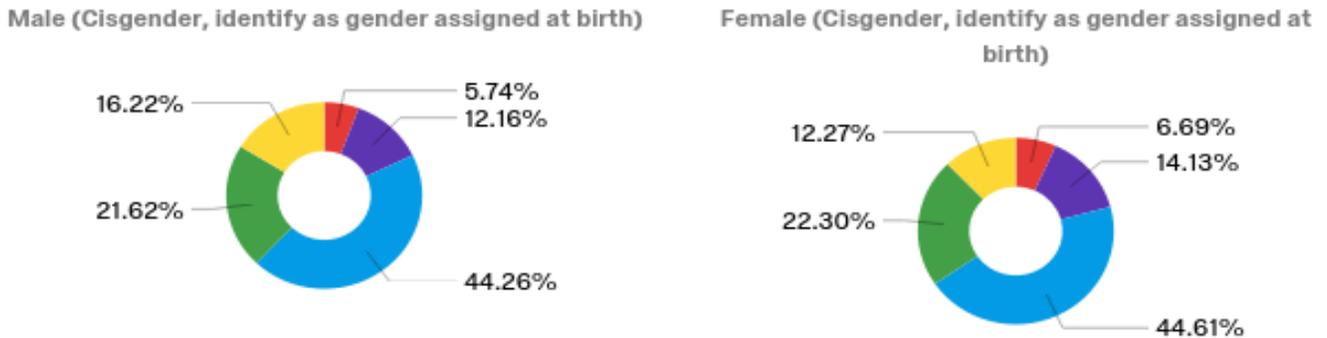


**Figure 34c. APA TX is Doing Enough by Ethnicity**



A high level of ambivalence runs across races, as well. African-Americans actually exhibit the highest levels of ambivalence (48%) towards whether APA TX is doing enough, but also display—by far—the largest proportion that believe APA TX is NOT doing enough (strong disagreement), at 18%. Other races, as well as ethnicities, show little difference from the mean distribution.

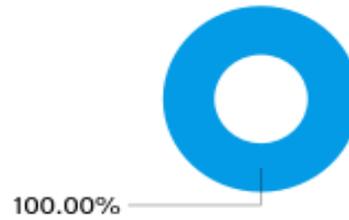
**Figure 34d. APA TX is Doing Enough by Gender Identity**



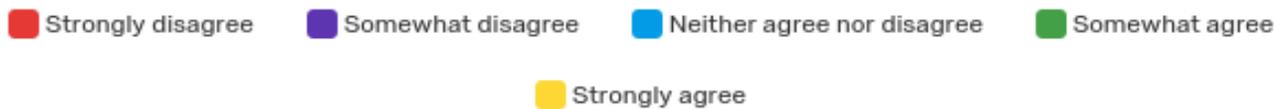
Gender neutral, or non-binary (identifying as neither male nor female)



Transgender Male



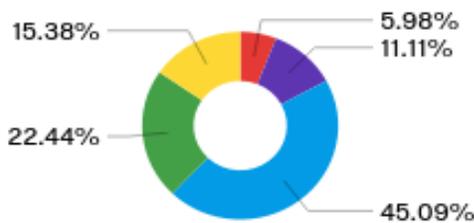
Do not wish to disclose



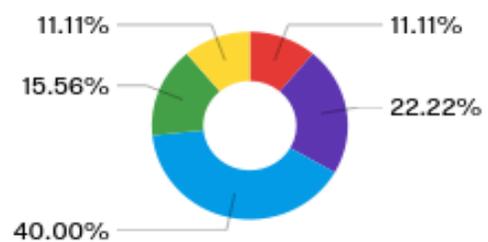
Cis gender appears not to influence opinions about whether APA TX is doing enough to address issues of inclusion and diversity; both cis male and cis female distributions are very similar to the mean . Although the numbers are small, the non-cis genders and those who do not wish to disclose are generally negative or ambivalent; very few (only 2 of 5) indicated any level of agreement.

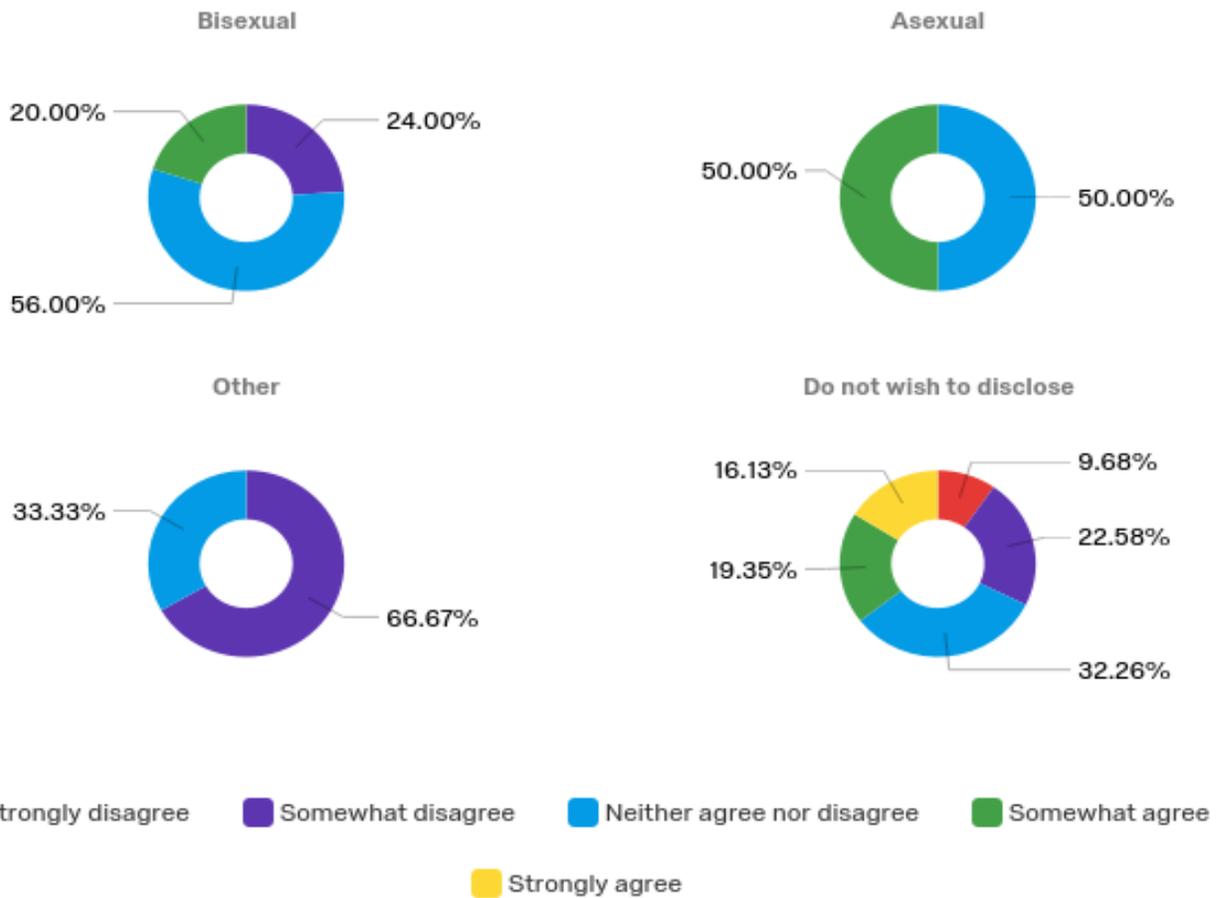
**Figure 34e. APA TX is Doing Enough by Sexuality**

Heterosexual



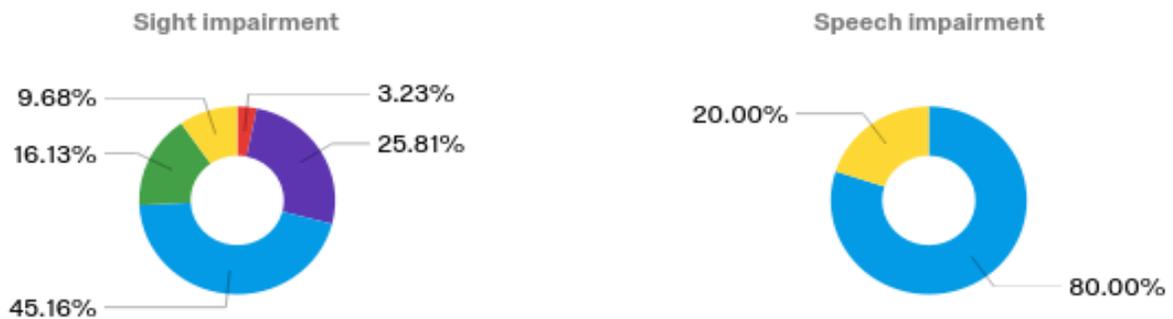
Homosexual

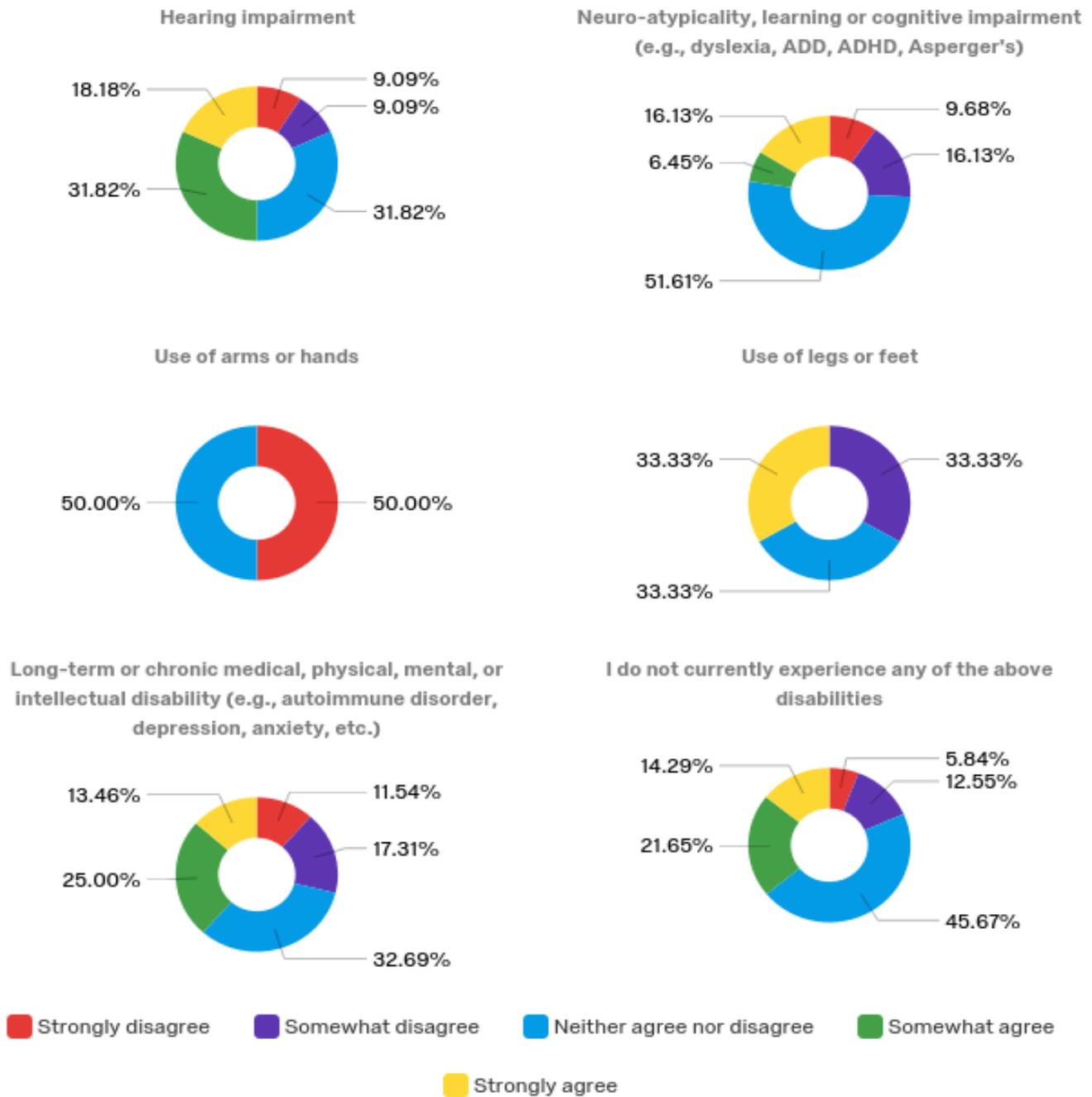




Similarly, sexuality appears to have little influence on whether respondents feel that APA TX is doing enough. Non-binary respondents and the group of non-disclosers (31 respondents for this item) are also fairly ambivalent. Even though a smaller proportion expressed neither agreement or disagreement (32%), these respondents were split on whether they agreed or disagreed.

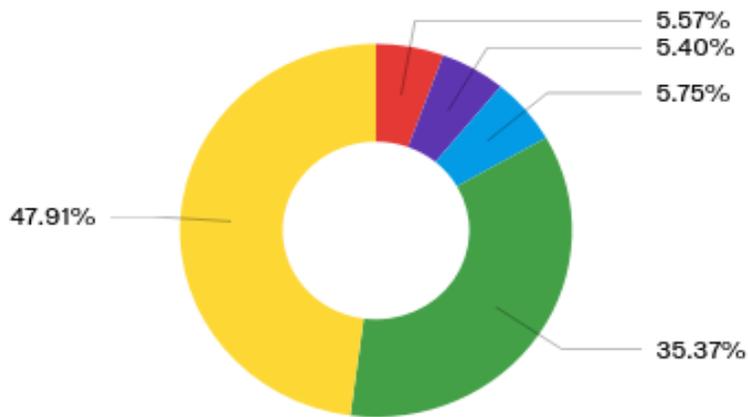
**Figure 34f. APA TX is Doing Enough by Disability**





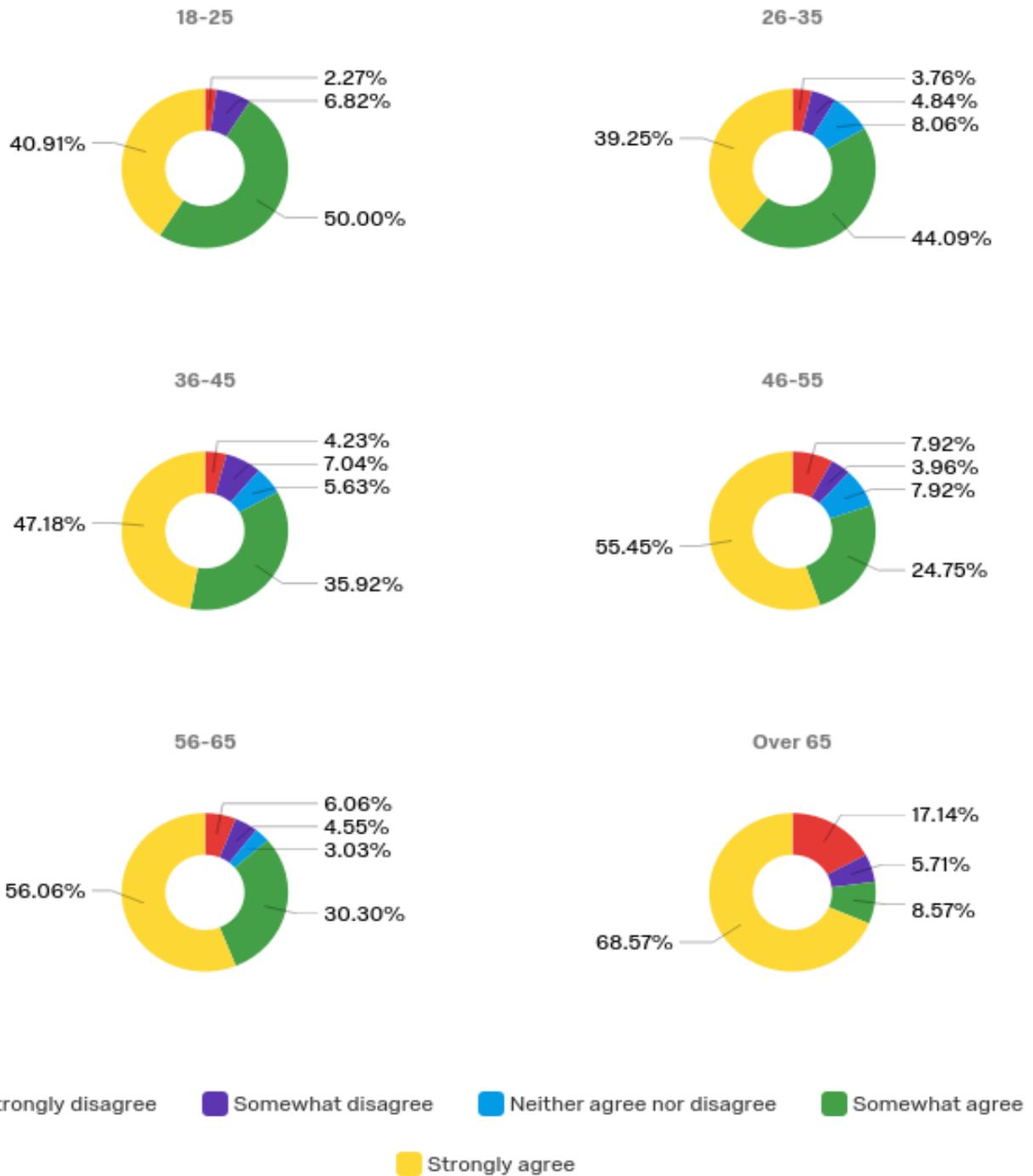
Those with disabilities show few patterns compared to those without disabilities. Those with chronic mental/physical disabilities, and to a lesser extent those who are neuro-atypical or are hearing impaired, express a higher level of disagreement that APA TX is doing enough. This may again reflect a lack of accommodation or understanding of these non-visible disabilities, and a feeling that more should be done to call attention to these commonly overlooked, but very prevalent, disabilities.

**Figure 35. I feel that I am a Valued and Essential Part of My Workgroup**



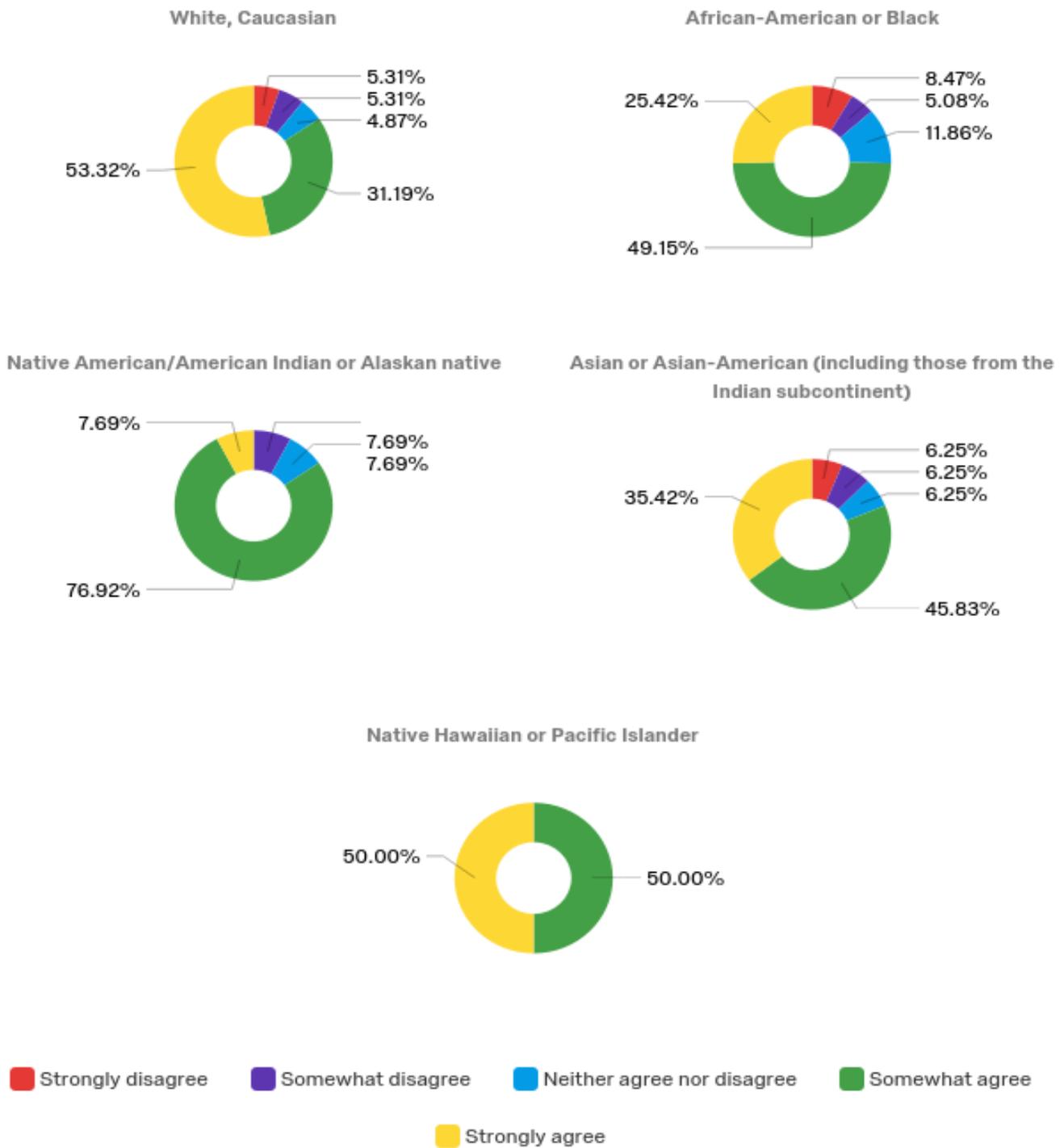
Texas planners express strong levels of agreement with feeling valued and essential in their workgroup. More than 80% respond that they strongly or somewhat agree with that statement. Less than 17% are ambivalent or negative about the statement, in almost equal proportions.

**Figure 35a. Valued & Essential by Age**

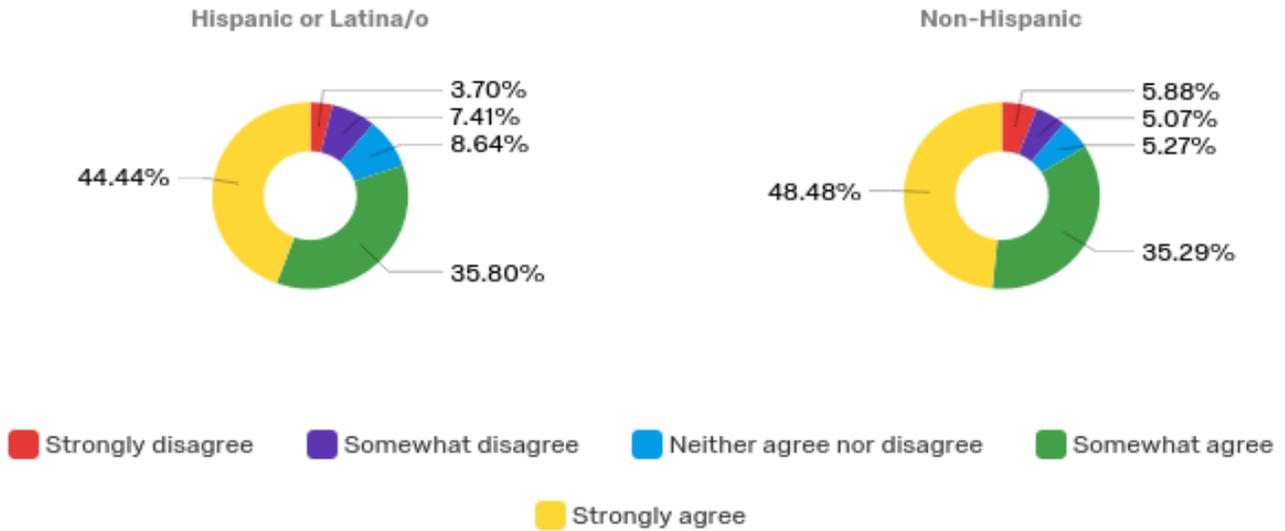


The general pattern holds across age groups, except that respondents hold their opinions more strongly as they age. Older planners have both the highest levels of agreement as well as the highest levels of disagreement (17%!) with feeling valued and essential. Taken with the other results, it does appear as though some older planners are feeling as though they are being pushed out—with lower senses of belonging and lower levels of feeling valued and essential.

**Figure 35b. Valued & Essential by Race**



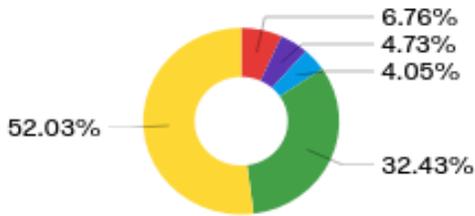
**Figure 35c. Valued & Essential by Ethnicity**



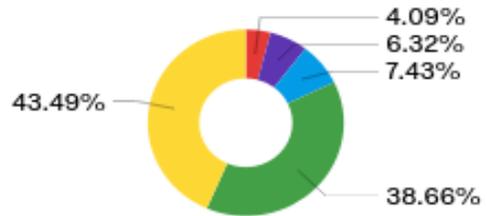
As we've seen before, racial minorities exhibit lower levels of feeling valued and essential, although the differences are not dramatic. African-Americans in particular exhibit higher proportions of disagreement and ambivalence than do Whites or other minorities. Ethnicity seems also not to have much influence.

**Figure 35d. Valued & Essential by Gender Identity**

**Male (Cisgender, identify as gender assigned at birth)**



**Female (Cisgender, identify as gender assigned at birth)**



**Gender neutral, or non-binary (identifying as neither male nor female)**



**Transgender Male**

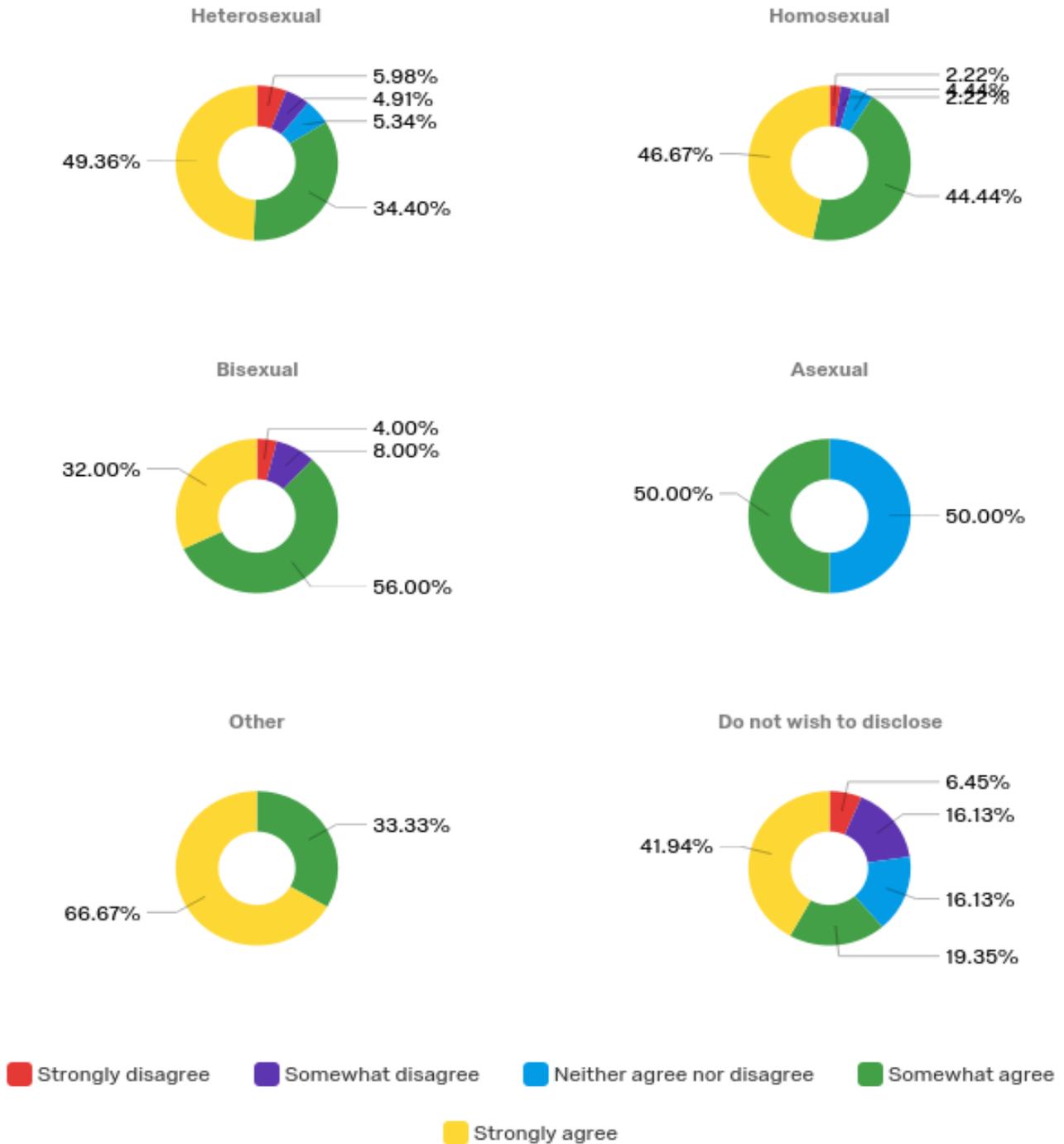


**Do not wish to disclose**



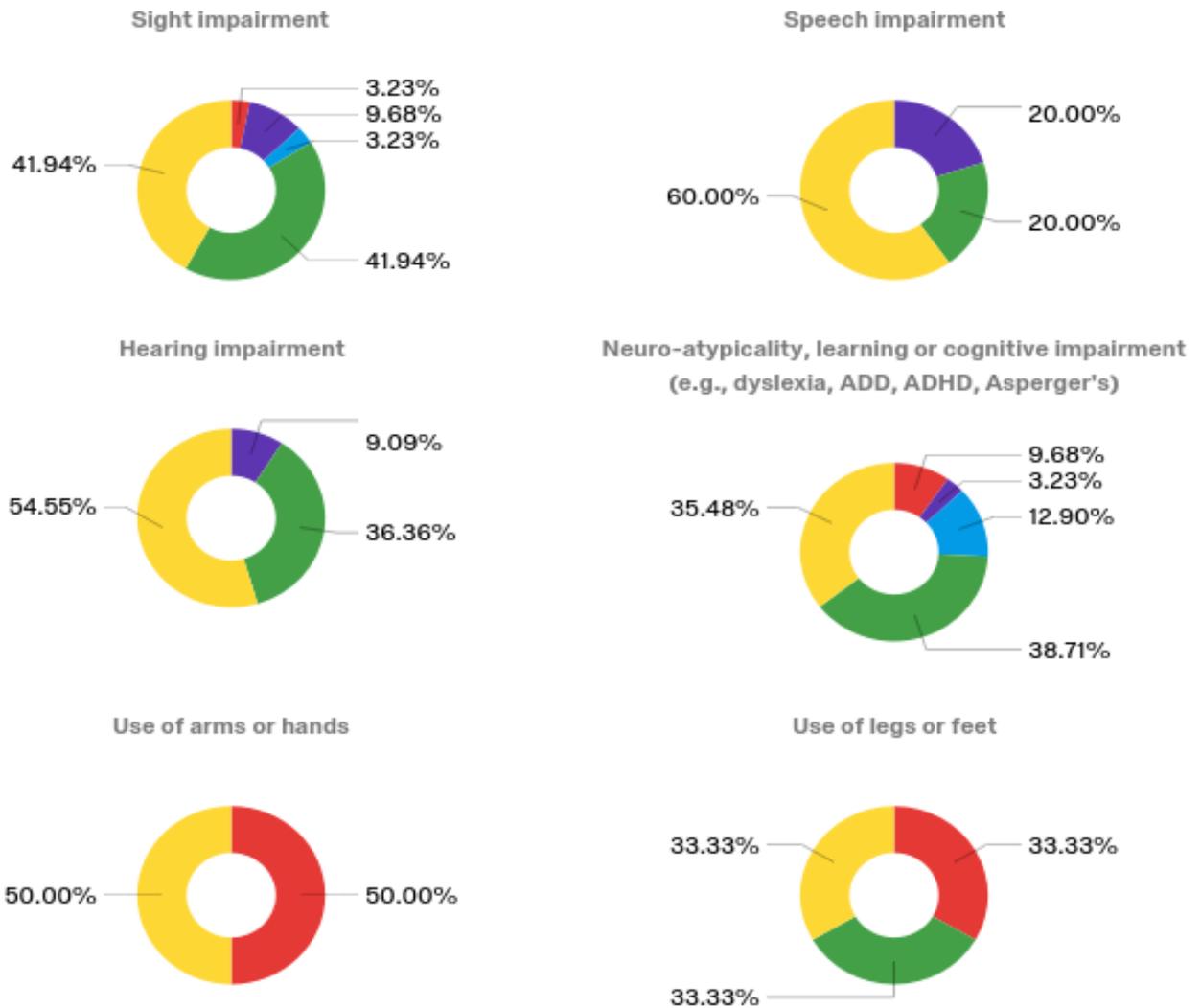
Few differences appear across gender identity. Cis males and females both exhibit high levels of agreement with feeling valued and essential. Only our small group (6) of non-disclosers demonstrates lower levels of agreement, and these are likely non-significant given the size of the group.

**Figure 35e. Valued & Essential by Sexuality**

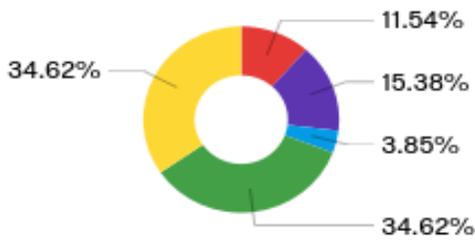


Sexuality also appears to have little influence over feelings of being valued and essential, even among our typically outlying group of non-disclosers.

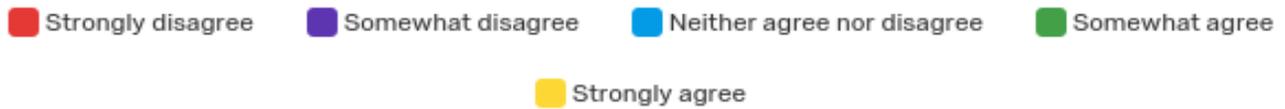
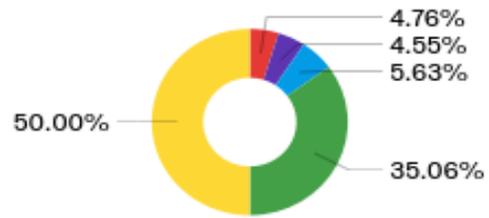
**Figure 35f. Valued & Essential by Disability**



Long-term or chronic medical, physical, mental, or intellectual disability (e.g., autoimmune disorder, depression, anxiety, etc.)

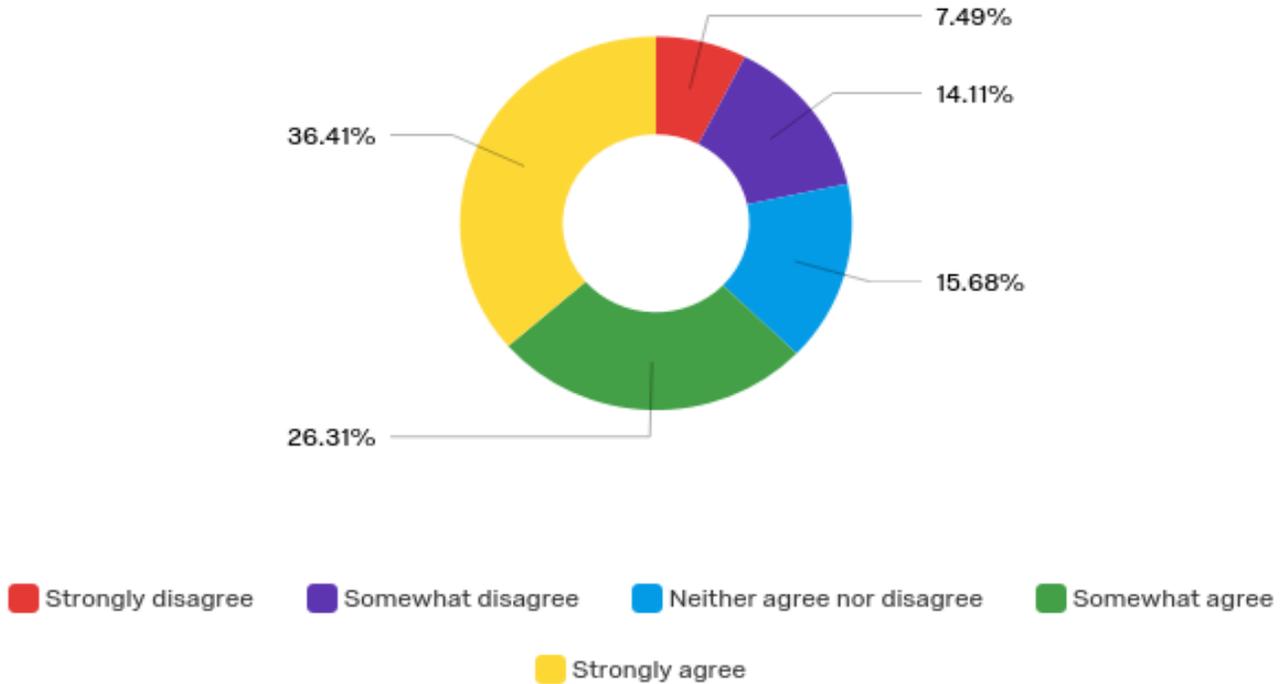


I do not currently experience any of the above disabilities



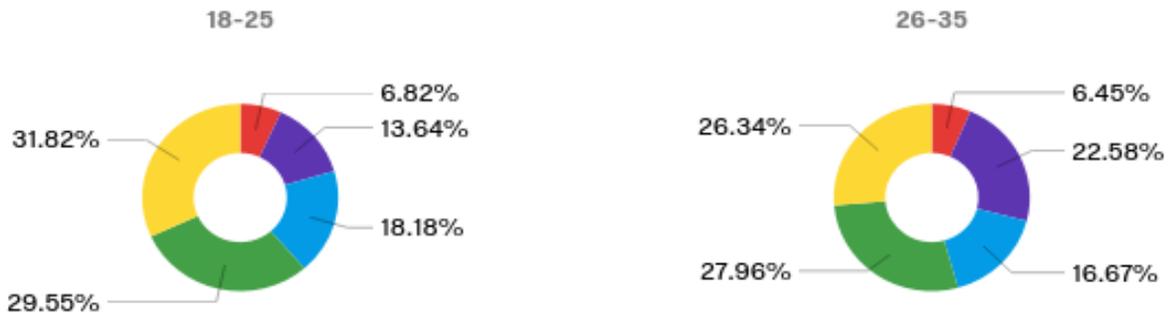
While some of the groups of disabilities are quite small, an overall pattern of lower levels of agreement with feeling valued and essential are noticeable across disabilities. The groups of physically-disabled respondents (hands and arms, legs and feet) are very small, 3 and 2 respectively, and so their proportions should be interpreted with great caution. The groups of neuro-atypical and those with chronic mental/physical disorders are larger, however, 31 and 52, respectively. These two groups do show lower levels of feeling valued and essential. Taken with our other findings, a pattern is emerging that these two groups feel unrecognized and perhaps undervalued more often than others.

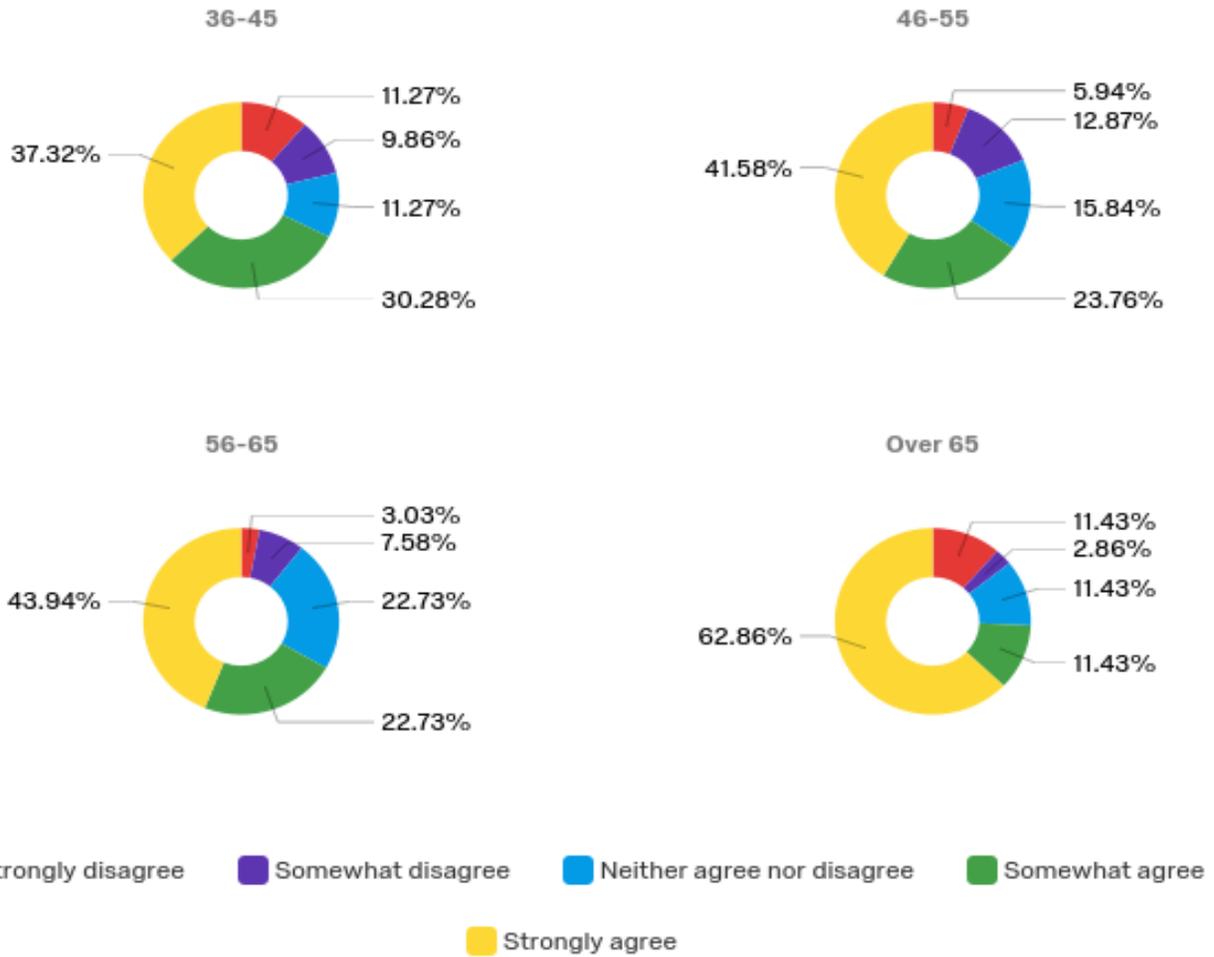
**Figure 36. I Can Identify People Similar to Myself in Leadership Positions in My Organization**



In this statement, respondents indicated agreement with whether they can identify others like themselves in positions of leadership in their organization or in APA TX. This item addresses the importance of having models and representation in positions that one might imagine themselves to be one day. Over 60 percent of respondents do feel that they can identify people like themselves in positions of leadership, while the remaining 38% don't necessarily feel that way.

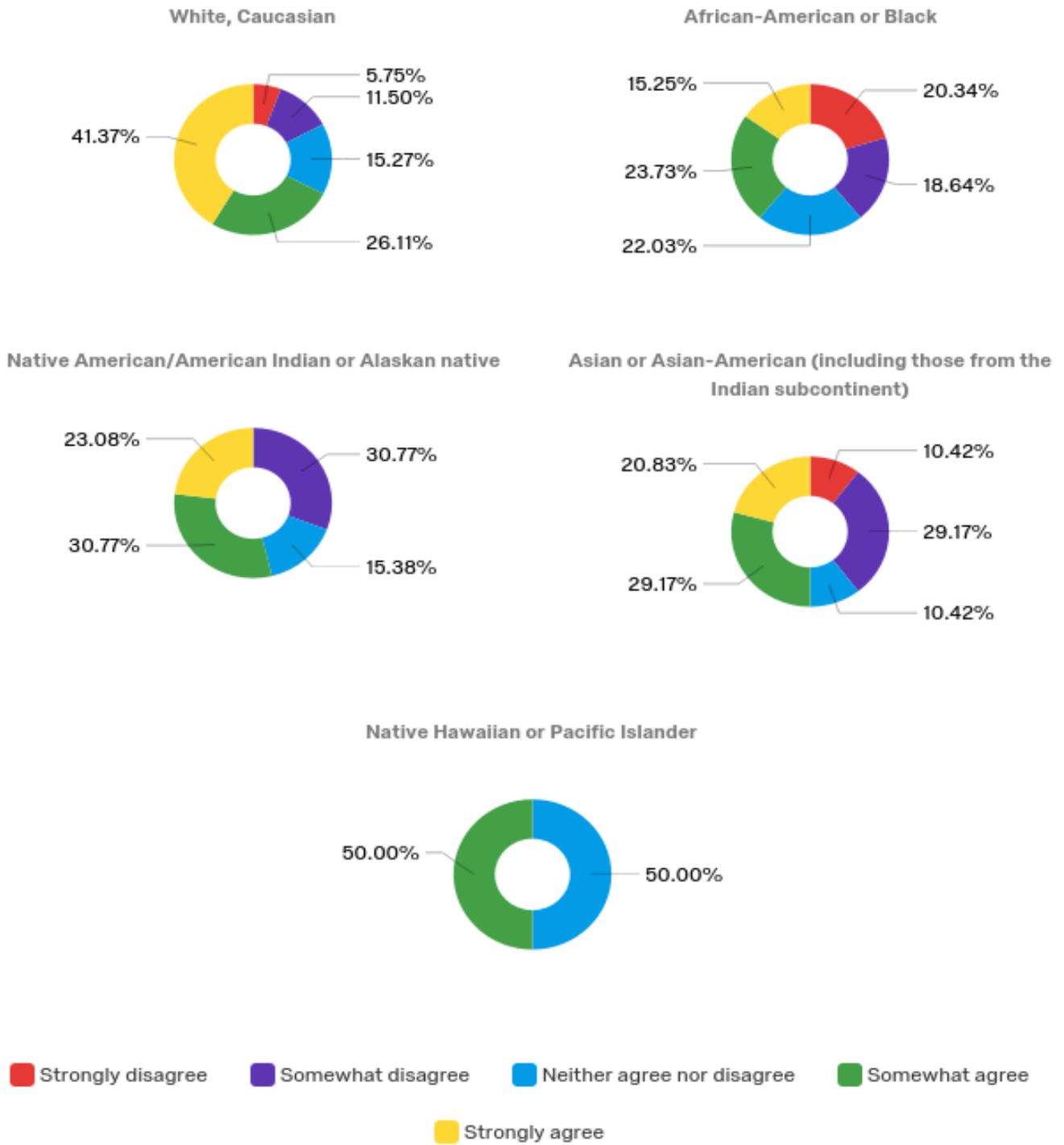
**Figure 36a. Leadership Positions by Age**



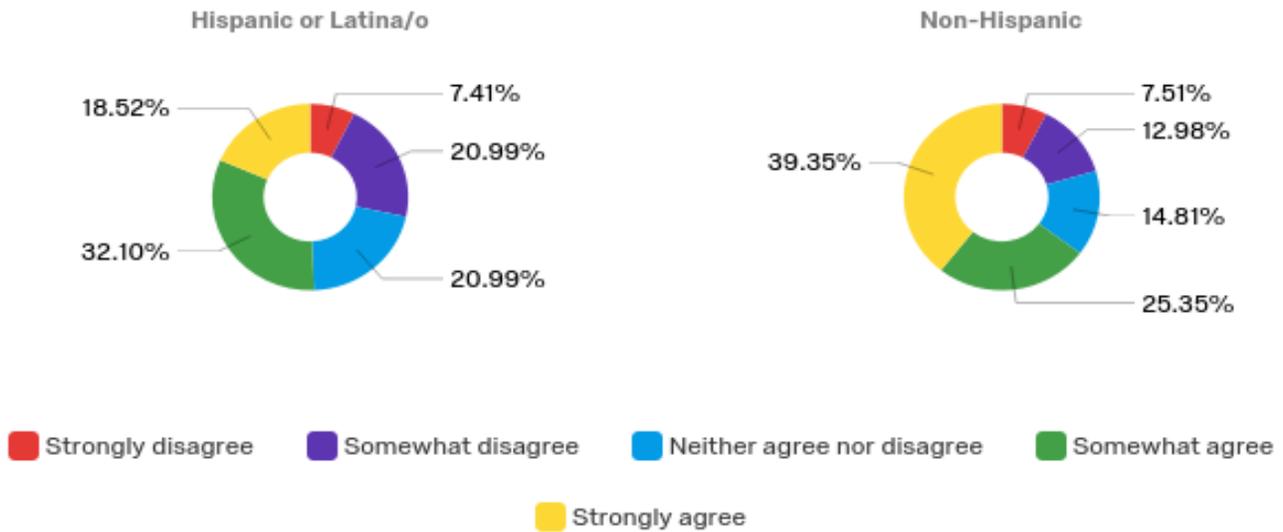


In general, proportions being able to identify leaders like themselves increased as respondents aged; more than double the proportion of older (over 65) planners feel strongly that they can identify such leaders than did those in the two youngest cohorts. As we have seen previously, this likely reflects both changing attitudes and greater diversity among the younger generations of planners.

**Figure 36b. Leadership Positions by Race**



**Figure 36c. Leadership Positions by Ethnicity**



Again, race seems to have a significant influence on respondents’ being able to see themselves among leadership in their organization or APA TX. All of the minority categories display much lower agreement with the statement. As we have seen previously, the influence is most stark with African-Americans. Only 15% strongly agree, compared to 41% of Whites. Whites have nearly double the proportion of strong agreement than any other racial group.

Further, ethnicity actually exhibits an impact here, when it has not in almost every other item. While Hispanics still exhibit overall agreement with being able to see leaders like themselves, their levels of strong agreement are less than half that of Non-Hispanics, and their ambivalence and weak disagreement levels are also much higher.

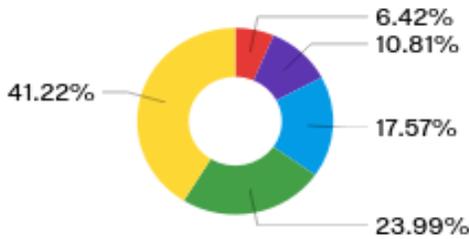
Given the previous lack of influence of ethnicity on perceptions related to inclusiveness and diversity, it is interesting that it appears as strongly as it does on leadership. This is perhaps a clear message that while Hispanics feel comfortable and welcome in their workplaces, they may not be seeing routes to leadership within their organizations. Coupled with their lower levels of AICP-certification and underrepresentation in the discipline, this provides a clear directive to the Diversity & Inclusion Committee.



*Hispanics may not be seeing routes to leadership within their organizations. Coupled with their lower levels of AICP-certification and underrepresentation in the discipline, this provides a clear directive to the Diversity & Inclusion Committee.*

**Figure 36d. Leadership Positions by Gender Identity**

**Male (Cisgender, identify as gender assigned at birth)**



**Female (Cisgender, identify as gender assigned at birth)**



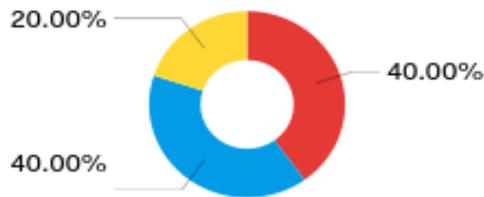
**Gender neutral, or non-binary (identifying as neither male nor female)**



**Transgender Male**



**Do not wish to disclose**



While not dramatic, cis women and non-cis gendered respondents express lower levels of being able to see themselves in leadership within their organizations and APA TX. Ten percentage points fewer women strongly agree

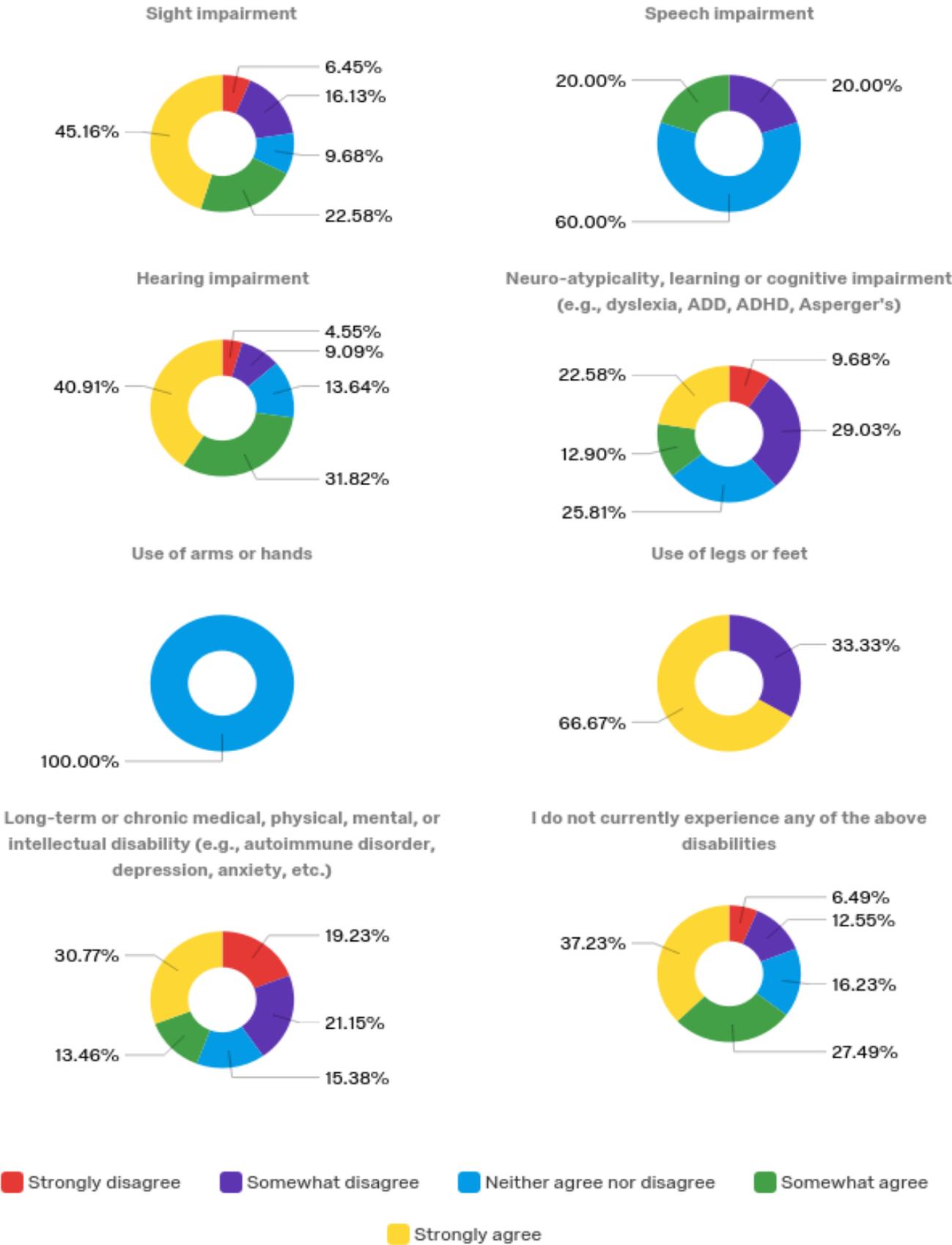
that they can see models of leadership, although when combining somewhat and strongly agree, the proportions are much closer.

**Figure 36e. Leadership Positions by Sexuality**



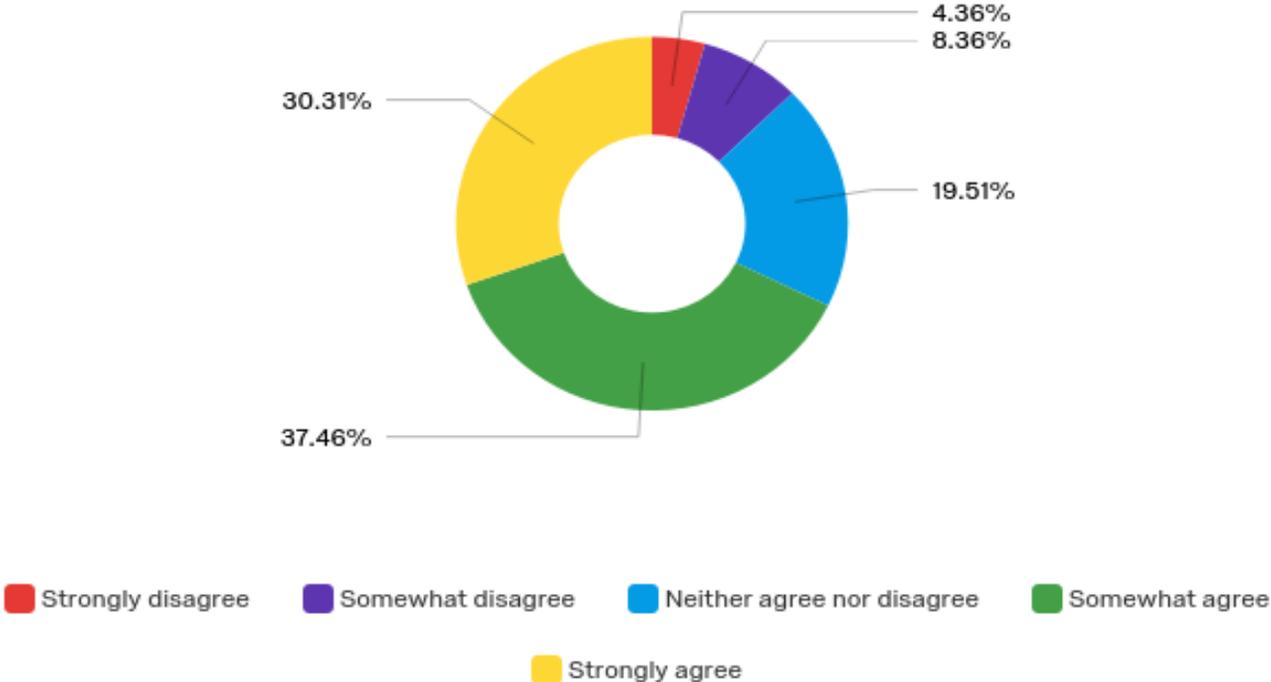
Few differences appear across sexuality as well. While slightly more homosexuals and non-disclosers report strong or weak disagreement and higher levels of ambivalence than do heterosexuals, the differences are not pronounced.

**Figure 36f. Leadership Positions by Disability**



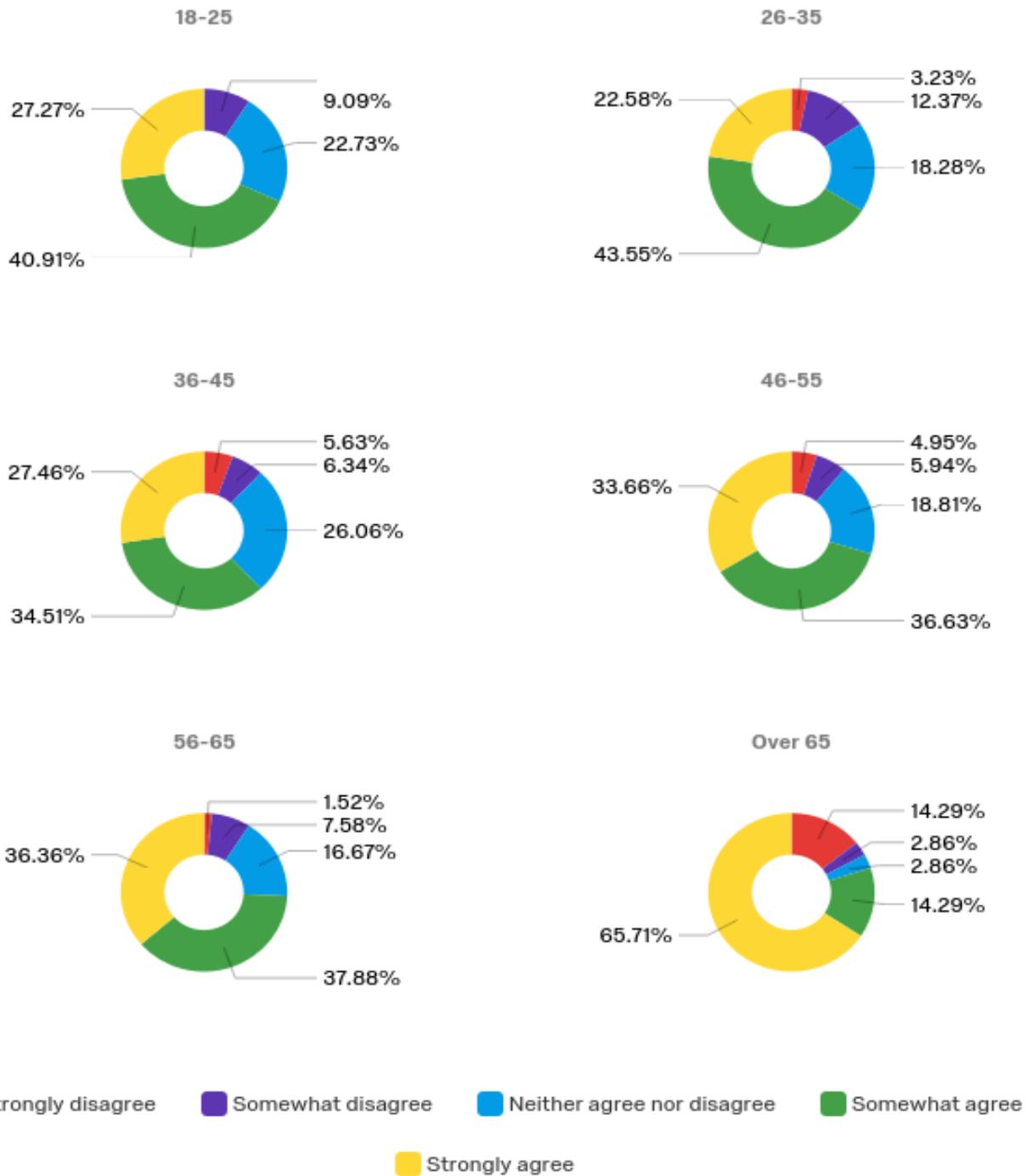
Overall, those with disabilities are less likely to indicate that they can see models of those like themselves in leadership positions. Most notable are those who are neuro-atypical and experience chronic mental/physical disabilities. Nearly 40% of both those who are neuro-atypical and those with chronic mental/physical disabilities report strong or weak disagreement with the statement, with nearly 20% of those with chronic mental/physical disabilities like depression and anxiety report strong disagreement. Such a strong response suggests again that these kinds of disabilities may be largely hidden, especially by or among leaders in organizations. Certainly disabilities like depression and anxiety are seen as (and may actually be) obstacles to achieving career advancement and leadership positions. However, these are also conditions which may be invisible to others and so respondents may not realize that people in leadership positions also suffer from these difficulties. Programming related to mental health, particularly as it influences work performance and career advancement, may be suggested.

**Figure 37. I Feel My Voice is Heard and Respected by My Peers, Supervisors, Subordinates and/or Others within APA TX**



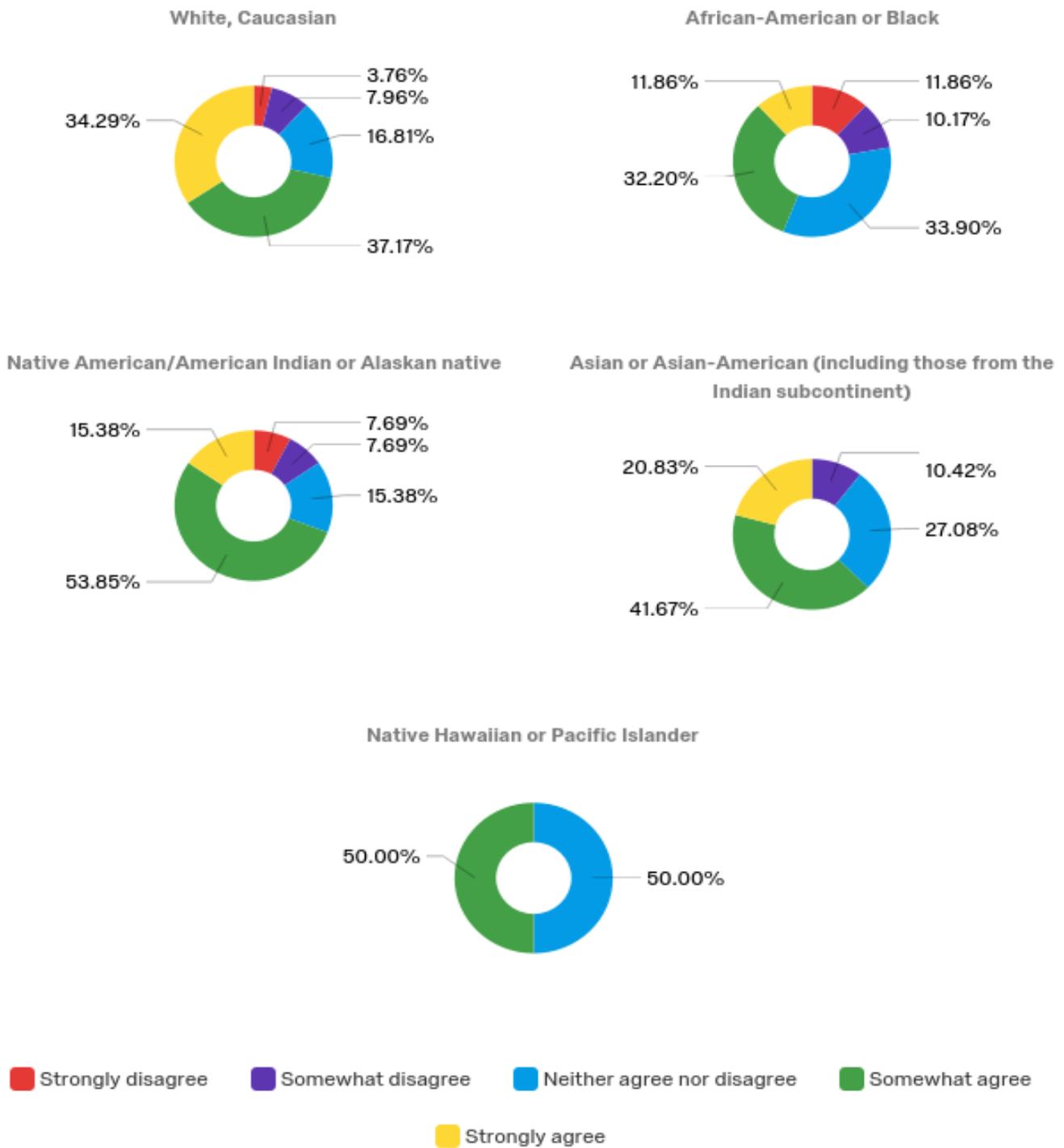
As has been seen in previous items, most Texas planners feel heard and respected in their workplace and discipline. Sixty-eight percent report that they somewhat or strongly agree that their voice is heard and respected. Another 20% express ambivalence, while 13% do not feel heard or respected.

**Figure 37a. My Voice is Heard & Respected by Age**

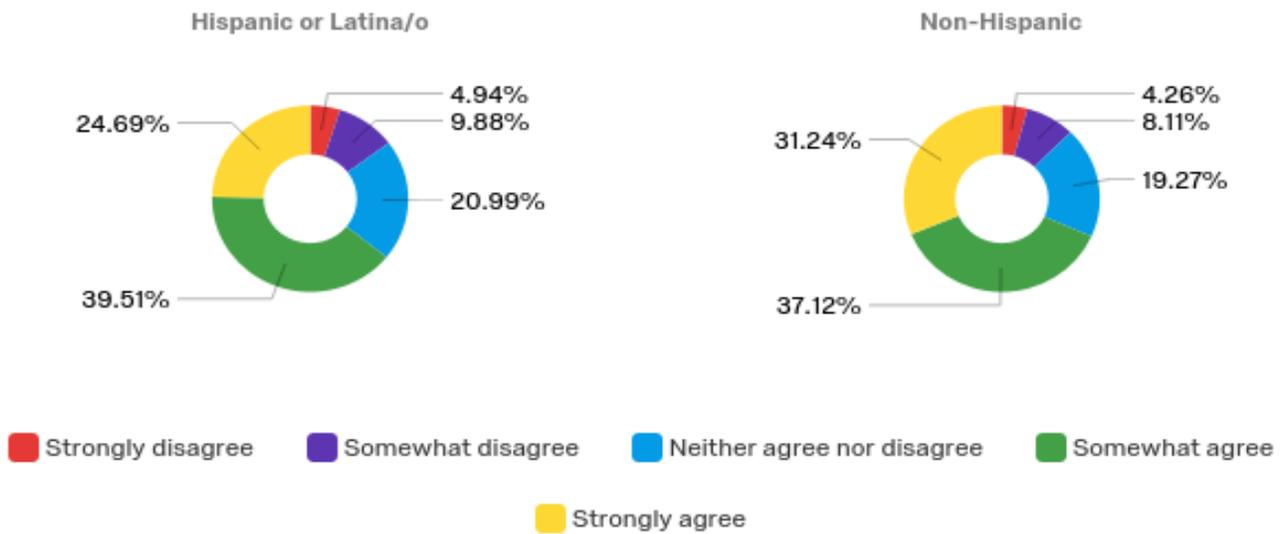


As we've seen in previous items, planners' feelings of being heard and respected increase as they age; by the time they are retirement age, 66% strongly agree, and 80% somewhat or strongly agree. Compared to just 27% among the 18-25 cohort, and 22% among the 26-35 cohort, this is a big increase over time, one that is expected as one advances in their career. However, also as we've seen before, the proportion of those strongly disagreeing that they feel heard and respected is also greatest among those of retirement age. It is clear from these results that many retirement age planners feel neglected and undervalued.

**Figure 37b. My Voice is Heard & Respected by Race**

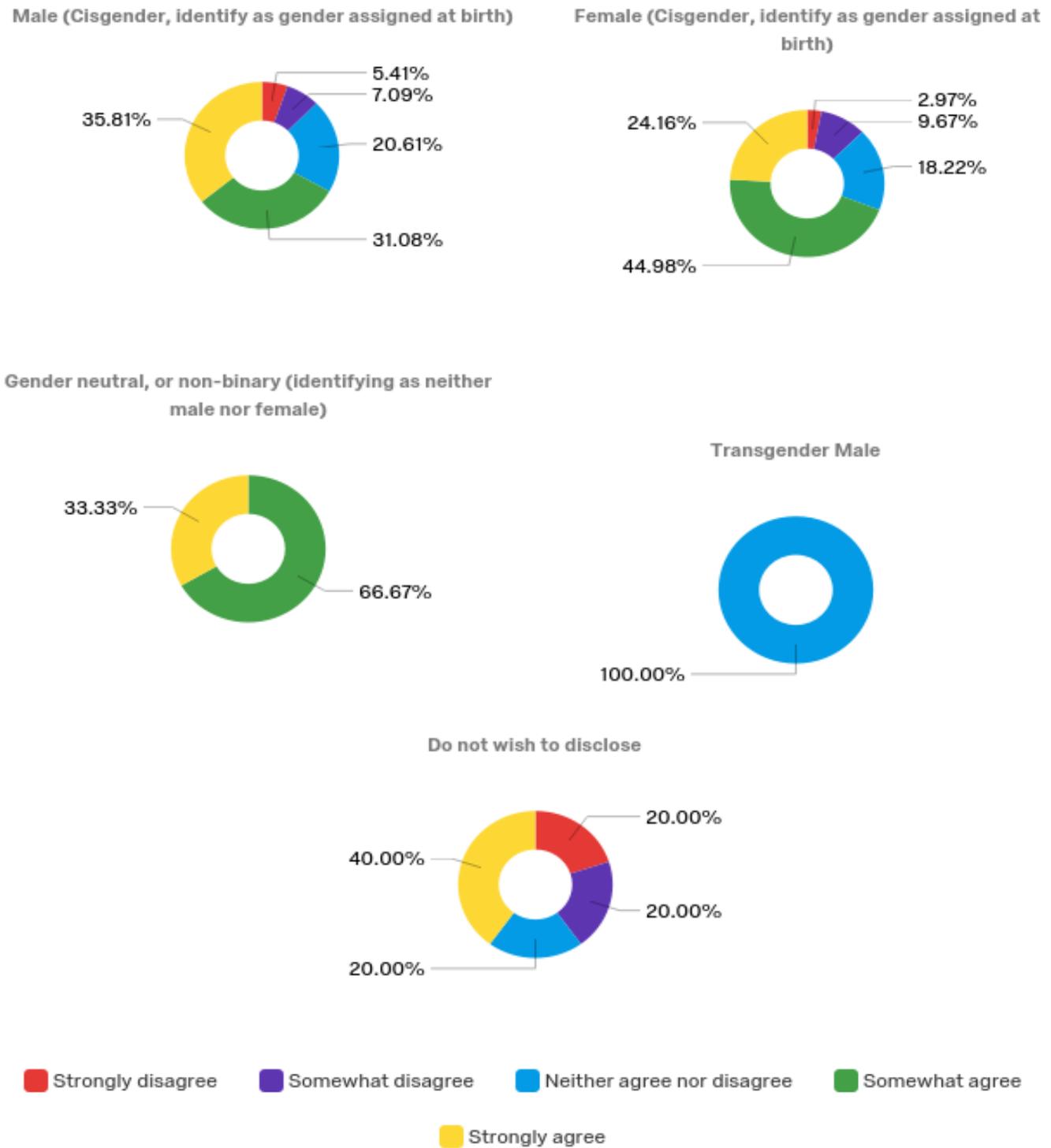


**Figure 37c. My Voice is Heard & Respected by Ethnicity**



When looking at race and ethnicity, we see that again, African-Americans specifically, and racial minorities more generally, express much greater disagreement with feeling heard and respected. While only 4% of Whites strongly disagree, 12% (3 times) of African-Americans feel this way, and more than 55% of African-Americans express no agreement (disagreement or ambivalence) that they are heard and respected. As we’ve consistently seen, ethnicity seems to have no influence on respondents’ feelings of being heard and respected.

**Figure 37d. My Voice is Heard & Respected by Gender Identity**



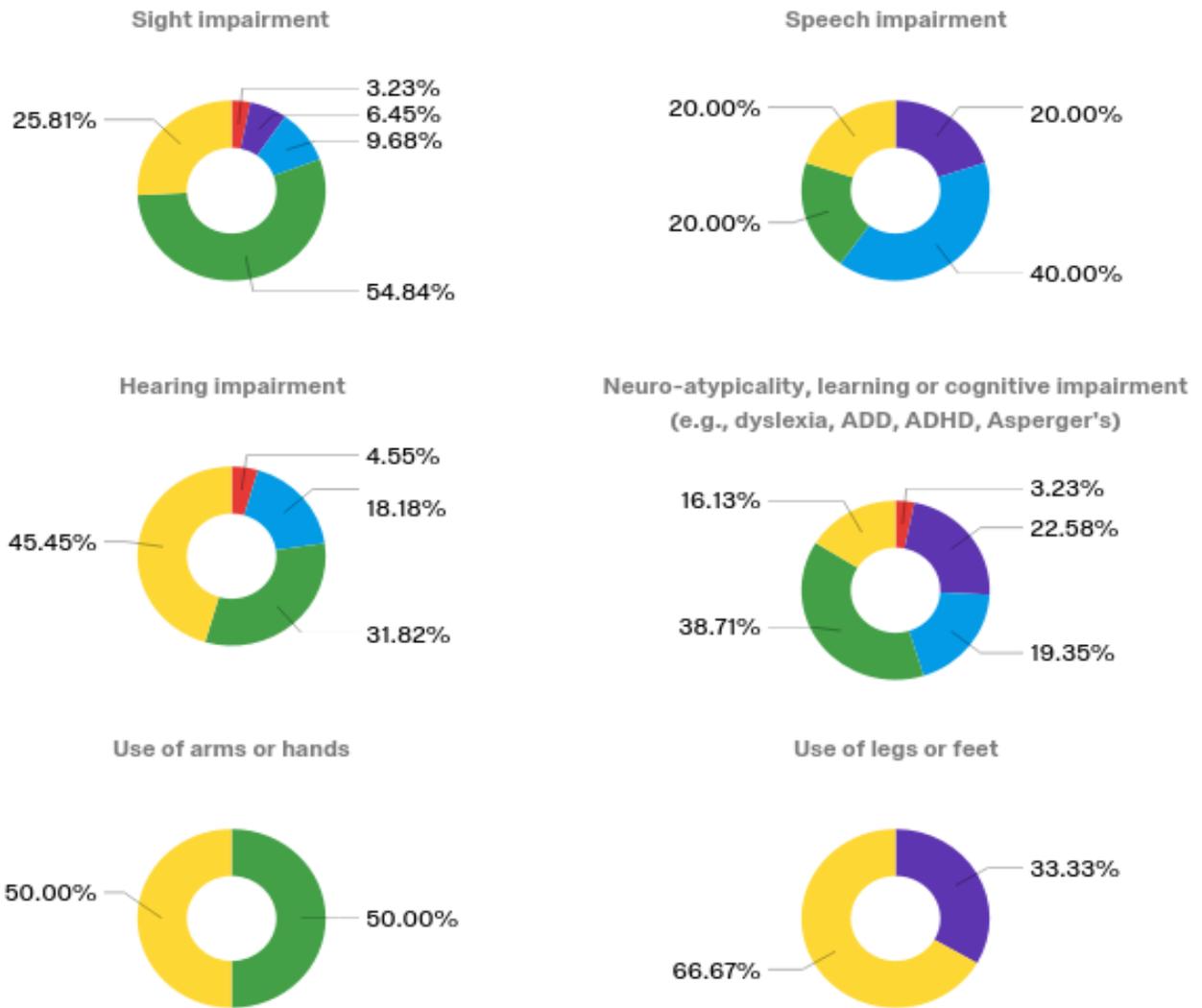
While cis males express somewhat strong disagreement with feeling heard and respected than do cis females, they also express significantly higher levels of agreement. In general, non-cis males feel somewhat less heard and respected, but the differences are fairly small.

**Figure 37e. My Voice is Heard & Respected by Sexuality**



As we've consistently seen, sexuality seems to have little influence on whether respondents feel heard or respected. The group of non-disclosers does express more disagreement that they feel heard or respected, as has been consistent across most of the items of this nature.

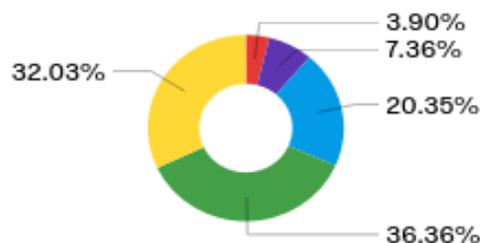
**Figure 37f. My Voice is Heard & Respected by Disability**



Long-term or chronic medical, physical, mental, or intellectual disability (e.g., autoimmune disorder, depression, anxiety, etc.)



I do not currently experience any of the above disabilities



With one exception, disability seems to have little influence over whether respondents feel heard and respected. Those with long-term or chronic mental/physical disorders like anxiety, depression, or auto-immune disorders express significantly more disagreement with feeling heard and respected. While only 13% of respondents expressed strong or weak disagreement with the statement, 23% of those with chronic mental/physical disabilities expressed strong or weak disagreement, with another 17% expressing ambivalence. These findings may reflect the impact of the actual disease from which they are suffering. Those with depression and anxiety often exaggerate their own feelings of inadequacy, and so may be more inclined to feel like they are not being heard or respected. That is not to say that their feelings are not real. On the contrary, this finding suggests a need for more openness about the nature of their disabilities and how it may influence their behavior in the workplace.

## Conclusions

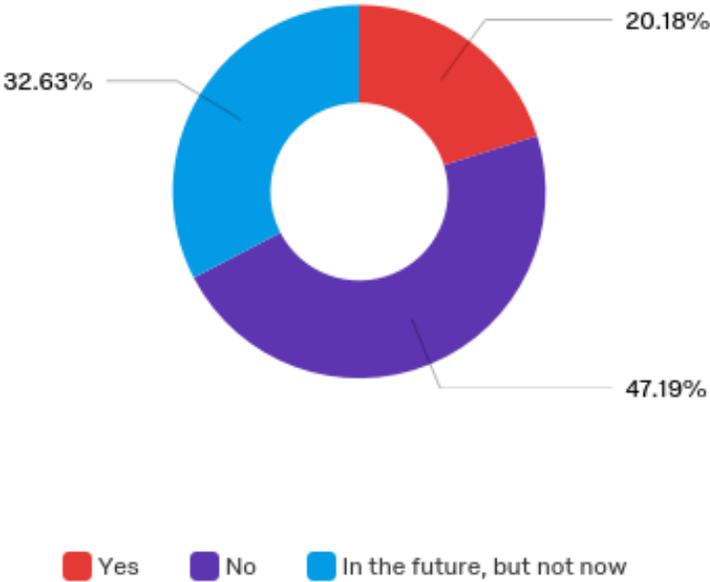
These results lead to several important conclusions:

- Hispanics are underrepresented among Texas planners.
- Race, gender, and sexuality are influencing planning salary ranges, even when controlling for age, suggesting the possibility of discriminatory practices. However, AICP certification is the single most important factor in predicting higher salary ranges, and lower levels of AICP-certification among racial minorities largely explains the gap. A marginally significant finding remains for gender even after controlling for AICP certification. Factors like years in position were not gathered and thus are not included in the model, and may account for that difference. However, these findings indicate that more data is needed to address differences in salaries by demographic factors.
- Hispanics are achieving AICP certification at much lower rates than Non-Hispanics. They also report lower levels of being able to see people like themselves in leadership positions. Given the importance of AICP certification in accessing higher salary ranges, as well as a probable lack of models in leadership positions, along with the underrepresentation of Hispanic among Texas planners, a strong rationale exists for a robust program reaching out to Hispanics and offering professional development and pathways to AICP certification.

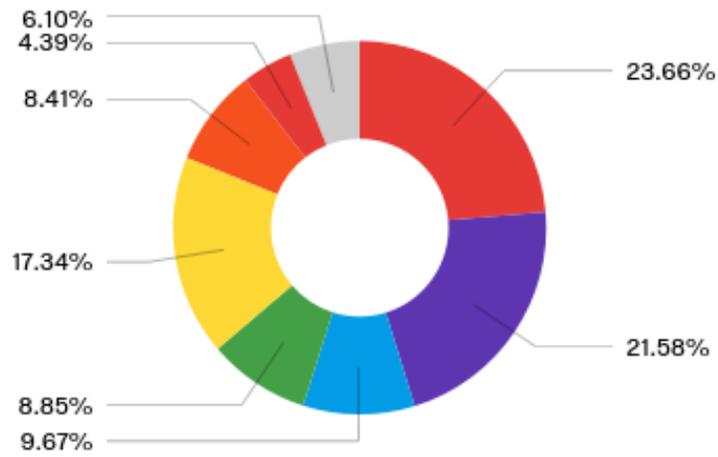
- While still generally satisfied, African-Americans exhibit considerably less satisfaction with their level of inclusion in the workplace than do Whites. Consistently, on items related to feeling heard, respected, valued, and a sense of belonging, African-American specifically, and to a lesser extent, other racial minorities, displayed lower levels of agreement when compared to Whites. Ethnicity, however, does not appear to have a similar influence.
- A small number of older planners—those at or above retirement age—feel undervalued. While satisfaction with inclusion in the workplace generally increases throughout the career, for some, feelings of exclusion and neglect become more pronounced.
- Gender identity and sexuality are not having a dramatic influence on perceptions of acceptance and inclusion in the workplace. The most pronounced affects are on cis females, who display generally higher levels of disagreement with statements expressing feelings of inclusion and being valued and heard. There is a small number of non-binary individuals in the sample, but for the most part, they do not seem to feel excluded or disrespected. However, they do exhibit a somewhat greater reluctance to share their true identity with others.
- Homosexual people may be overrepresented in the planning profession (based on national estimates), and appear to be slightly more satisfied with their feelings of inclusion and being heard and valued. This is a bit of a surprising finding, and is difficult to interpret. It may be that, at least in Texas, planning is a more open and accepting discipline than many others, and its focus on public service is attractive to people who are more likely to be homosexual.
- A small but substantial group of respondents chose not to disclose their sexuality. Repeatedly, this group shows up in findings on perceptions of inclusion and diversity as an outlier—more disgruntled. It is difficult to interpret these findings—it may reflect a group of people who sincerely fear disclosure of their true selves and feel out of place or unhappy in their work groups, or it may reflect a group of people who simply don't like being asked these questions. Some of the open-ended responses suggest that there are a number of respondents who do not think diversity in general, and sexuality (or other forms of diversity) in particular are important issues for study or consideration.
- Mental and emotional disabilities—those influencing people's behavior in the workplace—are not well understood or appreciated. Not only are these types of disabilities (neuro-atypicality and chronic illnesses such as depression, anxiety, and autoimmune disorders) the most prevalent types of disabilities (chronic illnesses are double the prevalence of the next most common disability, which is neuro-atypicality), they consistently appear in the findings as influencing people's perceptions of inclusion, being heard, and respected, and notably, recognizing people like themselves in leadership positions. Because these types of disabilities are largely invisible, and are not included in standard understandings of disabilities, more openness and information about these disabilities and the ways in which they influence behavior in the workplace, is warranted. There is still a stigma attached to these disabilities, and overcoming it will take time and intentional action.

**APPENDIX A. Interest in Involvement and Diversity Issues**

**Are you interested in being involved with the Diversity & Inclusion Committee?**



**What types of diversity and inclusion issues are of most interest to you? (check all that apply)**



- Race and ethnicity
  Gender
  Sexual orientation and sexual identity
- Neuro atypicality, cognitive or learning disability
  Physical disability
- Mental and psychological health
  Age discrimination or bias
  All Others

## APPENDIX B. Open-ended responses

What additional diversity and inclusion issues might be of interest to you?

Professional status by job title, i.e., being a GIS Analyst versus a Senior Planner or Project Manager.

Political and religious

Pay equity for women, gender neutral/fluid, and homosexuals. REAL mentorship for racial and ethnic minorities who have not had the privilege of educated parents or family members.

Political diversity/inclusion

Retention and access for underrepresented groups

Recruiting

N/A

Planners with international origins have lower chance to be involved in planning in Texas.

I would like to see APA do away with race, sexual orientation, sex and other divisions or alternatively create a straight, white male division.

None. I don't believe that APATX should utilize its limited resources to address this topic.

Political expression

I perceive the AICP accreditation process very very discriminatory against Planners with broad experience abroad, as it's primarily based on US legislation (for example) but does not take into account other professional skills, such as design, zoning experience, innovative public engagement, etc. that are in fact transferable (and would be beneficial for the US professionals). A combined system of exam and skill assessment, like the one that the Canadian Planning Institute has looks much fairer to me.

None.

over/under weight; healthy/not healthy lifestyle; left/right handedness; blue/brown/green eyes; tall/short stature; style consciousness

none

Language

Encouraging high school/college students to pursue planning and diversify the profession through these new planners with fresh perspectives.

political, cultural, etc. At work, everyone assumes that I am a heterosexual, republican, christian. Gay jokes are made---although I am openly gay. Racial jokes/comments are made---although I am clearly of a different race. Religious holidays are forced upon me when I do not celebrate religious holidays. There is a plethora of diversity and inclusion issues where I work. Until recently, I was the ONLY black person working in City Hall. I am in my 30s and I feel discriminated because I am young. The word generation term "millennial" is used in a derogatory way nearly every day.

"The Big Sort" by Bill Bishop explains the danger of ideological echo chambers as reinforcing extreme thoughts or behaviors. This is something I am concerned about when discussing the concepts of DEI in that they are almost always exclusively presented in a liberal stance (everything is political, right?). As Bill Bishop explains in his book, we inevitably seek out evidence that supports our beliefs (confirmation bias) while becoming closed off to people who hold differing opinions. This relates to DEI in the manner in which it is presented to organizations or audiences - only certain segments of the population are marginalized and other segments (majority, White, etc.)

are recipients of undue racial privilege. DEI is more than racial diversity, it is just as important to have diversity of thought as well, in addition to racial diversity. If you have an ethnically diverse room but everyone thinks the same way, you are only hitting one criteria of capturing "the truth" which always lies somewhere in the middle between our reality and everyone else's reality. Just some thoughts. Thanks for reading.

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Equity issues should be managed by APA members from the same community

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sensitivity to persons with mental illness

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Discrimination against caucasian and/or males from female and ethnically diverse supervisors. I definitely experienced this point blank in a previous job.

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Ageism, sexism

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Pay gaps and different opportunities between male and female

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Language barriers in public and non-profit services

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Competitive pay

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Political ideology

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Power dynamics within an office and abuse/mistreatment of junior staff.

---

socio-economic standing

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I think that it's important for the professional organization to foster inclusivity and recognize and appreciate diversity. I also think it's important for professional members to do the same in the communities and work places where they work.

---

class background (especially in higher ed)

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religion

---

A complete lack of moderates and conservatives within planning. There is diversity of everything except for diversity of political spectrum viewpoints.

---

Migrant Planners need a voice in APA.

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Un such a multidisciplinary profession some planners may be working with engineers or architects. These people will treat different professions in different ways

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Inclusion/diversity of family types and issues of discrimination while pregnant or for family reasons.

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Religious diversity.

---

religion

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Neuro-atypicality and issues of depression/anxiety as a group to be included, rather than a medical illness.

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Cultural and/or political beliefs

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We need to discuss mental health.

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Religious view/worldview/philosophy. I am surprised this was not on the list

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I feel that, especially in the planning profession, that the APA doesn't focus on diversity in education enough. While a planning degree is certainly helpful to establish a clear career path in the planning and policy field, planning isn't a mono-focused career. Furthermore, so often in the planning and policy field we encourage cross-cutting, un-siloed approaches to problems and solutions; however, in undergraduate and graduate schools, planning careers are only marketed to planning degrees. Personally, I feel that APA TX should do more to

encourage educational diversity within planning. Additionally, I feel that these degrees should have an easier path to receiving their AICP certification.

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#### Economic Diversity

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We need diversity of opinion in TxAPA that includes meeting the needs of those in the central portions of large cities and in rural minority communities. We are not all white suburban planners who create "lifestyle" communities we drive to and then walk around, and it feels like that's what TxAPA focuses on.

---

single-parents are often not included in training or promotional opportunities

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We also need to address issues such as immigration (immigrants) - what is their role in the community

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#### Faith

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Opinion towards professional concepts

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Education levels

---

religion

---

Issues related to socioeconomic status. Some people may have an entry-level or manual labor job and are treated different'y based on that job when in fact they are intelligent able people who may be capable of more but choose not too or haven't been encouraged too. For example Matt Damon's character in Good Will Hunting.

---

Religious/spiritual beliefs (or lack thereof). Political beliefs.

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income level, education level

---

political ideology

---

family status (single, single parent, dual parent, grandparent, couple w/ no kids...); body size (short/tall, thin/overweight); political affiliation;

---

Parents/pregnant people

---

Where you attended college as well as where you live, work and serve (urban vs. rural and central city vs. suburbs)

---

political affiliation

---

Lack of representation in our planning curriculum, as well as professors within departments.

---

Undocumented/citizenship

---

Cultural background and traits

---

national origin, religion, DACA status, income, education level

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Affordable housing, in all areas for all age groups coupled with diversity will help assure that there are service providers and support systems. A shift away from property tax burden especially as it relates to cost of public education. Property tax burden weighs on all these groups and ability to borrow or even pay for housing is more challenging to discriminatory practices.

---

Disparity in pay based on gender.

---

integration of international planners and recent immigrants

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Religious or practiced beliefs

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economic (class), value systems/religions, etc

I don't feel that planning is inclusive of different opinions. There is too much progressive ideology and it's having a negative affect on the profession. I have seen more concern with gender and sexuality in the field than concern for proper subdivision practices. We can't make good cities or communities that benefit everyone, but more specifically people with limited means, if we aren't paying attention to developing a functional built environment. That is why I think studies that focus on gender and sexuality in one of the most accepting professional fields for that is a complete waste of time and dollars spent. You want to be uncomfortable in a room full of planners, tell them you believe in conservation principles and small government.

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Immigration Status

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Body Shape

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Any other discrimination that may have been not captured by the previous statements

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People with kids vs. no kids-- both sides. Including maternity and paternity leave issues.

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Diversity in workplace positions

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Attempting to engage a more diverse set of students at a younger age.

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political affiliation

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Parental status -- have witnessed and experienced discrimination related to pregnancy, parental leave (for birth of child), and role as a parent to a baby/young child.

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being conservative/gun owner

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Neighborhood diversity. Changing demographics in the U.S

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Besides the racial background, the identity and citizenship affects the work environment. Also, the expectation is extremely high in the field but I cannot see any masterpiece by APA Texas planners. Especially, for entry level position, your members must consider these people are fresh and do not have experience. While applying an entry level position, we are offered too low wages, may be under a teacher. For a master graduate, this is a funny wage range. A truck driver is making more money than a planner in the US.

---

Your membership is not all professionals, some of us are appointed officials. Why did you leave out any questions related to that demographic?

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Hgac is predominately white A&M grads. Many black planners do not get an interview

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Inclusion of Pansexual, Gender Genies, Genderqueer, Hijra, and Genderfuck people

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Classism. Educational attainment

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That your conferences do not reflect the diversity of Texas.

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Cultural diversity is also important aspect of our profession and workplaces. I have daily interactions that go beyond race or ethnic backgrounds but has an impact on how we respect and include people different from ourselves.

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I think we need to look more at the rest of the environment, because it's one thing if the Planning professionals recognize the need for diversity & inclusion, but if the wider organization does not, then it remains an issue.

---

Conservative / constitutional balance needed in profession

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Inclusion of relative newcomers from different parts of the country; inclusion of people in rural areas, suburbs, and small cities; inclusion of people with different political views

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Perhaps not that frequent, but age inclusion is also a category.

Perhaps this would fall under gender discrimination, but I have been affected by workplace discrimination during pregnancy and postpartum. I am currently work independently as a consultant and divide my time as a mom and planner. As I have tried to re-enter the profession full-time, I have also found that the time I have taken away from full-time employment to care for my family has made me a less-attractive candidate, in spite of qualifications or experience.

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Political parties and Religions

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Physical stature; health conditions

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Outward appearance, e.g. obesity, etc.

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How our job affects diversity in communities

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Social aspects of each individual, there hobbies, family life, upbringing.

---

Mental Issues; depression, anxiety, coping with them at work

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Sexism, racism, classism, inability to empathize with others

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How insurance and benefits are handled

---

Appropriate sexual communication among peers.

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Religious affiliation, nation of origin

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A recognition that the community one plans for (at least for public sector) can inform the atmosphere of the workplace.

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In addition to looking at equity within the planning profession, APATX should be leading the discussion of equity and inclusion at the state level for planning policy

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Socioeconomic factors - such as income, access to technology, etc.

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There is no programming for individuals with hearing or visual impairment at any of the professional events sponsored by APATX. For example, there was no offer of a sign language interpreter for the sessions at the APATX 18 conference. Planners with hearing and visual impairment are entirely shut out of any CE credits, which is a huge detriment to their professional development.

---

People with children are sometimes passed over for opportunities or are unable to attend after work sessions because of time commitments and it can sometimes hurt chances for promotion.