



DIVERSITY, EQUITY AND INCLUSION (DEI)

STRATEGIC PLAN AND ROADMAP

July 2022

www.apmp.org

TABLE OF CONTENTS

www.apmp.org



MESSAGE FROM LEADERSHIP

www.apmp.org



"Through APMP's authentic commitment to our DEI journey, we all share in the opportunity to learn more with and about each other. This further strengthens the qualities that make our association a unique and extraordinary place to belong."

Steven Coles
APMP Chair



"Diversity, equity and inclusion is part of APMP's mission now and in the future. We are a better community, association and family when we welcome a diversity of thoughts and ideas. Our DEI Plan is about measurable action - now."

Rick Harris
CEO, APMP



The background of the lower half of the slide is a vibrant, abstract marbled pattern in various shades of teal and blue, with white and light blue veins swirling through it.

DIVERSITY IS A FACT.
EQUITY IS A CHOICE.
INCLUSION IS AN ACTION.
BELONGING IS AN OUTCOME.

- Arthur Chan

DEI MISSION AND VISION

www.apmp.org



APMP is a diverse association committed to creating, nurturing and sustaining a global, inclusive culture where all members feel a sense of belonging.

We commit to embracing diverse perspectives and backgrounds, we will award and celebrate differences while sustaining and building equity and inclusion.



DEI COMMITMENT TO DIVERSITY

www.apmp.org



APMP promotes a diverse, equitable and inclusive association and a workplace where employees and members of all races, genders, sexual orientations, identities, ages, education, disabilities or origin feel included, valued and respected.

We are committed to a nonbiased, nondiscriminatory and equal opportunity across all APMP departments and volunteer opportunities. We are committed to a workplace and association that values the contributions of its members and employees.



APMP DEFINES DIVERSITY AS...

www.apmp.org



1

Unique
backgrounds,
cultures and traits

2

Job Functions –
such as proposal
writers, marketers,
sales leaders, etc.

3

Geographies

4

Company type
and size

5

Industries

6

Individual work
history and
experience

CURRENT DEI INITIATIVES - AFFINITY GROUPS

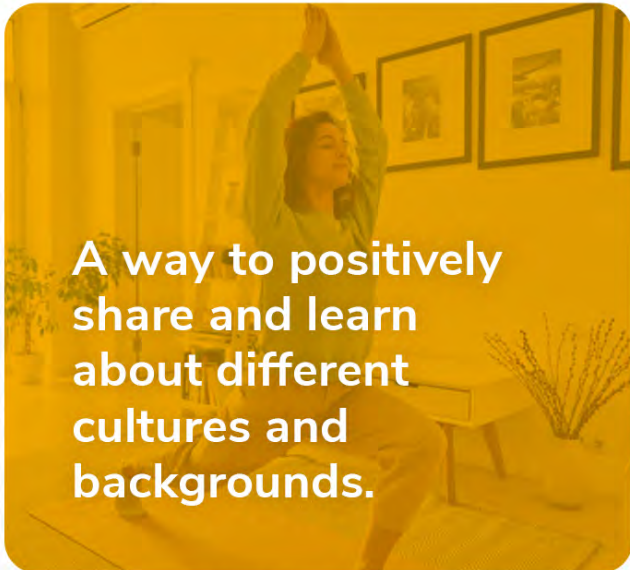
www.apmp.org



Affinity Groups Allow

A photograph of three people (two men and one woman) sitting around a table, engaged in a discussion. The image is overlaid with a green tint.

**Holding space for
people with shared
experiences and
interests.**

A photograph of a person sitting on the floor with their arms raised in a celebratory gesture. The image is overlaid with a yellow tint.

**A way to positively
share and learn
about different
cultures and
backgrounds.**

A photograph of a group of people in a meeting room. One person is standing and presenting to a group seated around a table. The image is overlaid with a blue tint.

**An excellent way
to network and
deepen the APMP
membership
experience.**

AFFINITY GROUPS AND LEADERS — CURRENT

www.apmp.org



APMP looks forward to expanding the Affinity Program (add more networks) with increased adoption and support from its leadership and members.

Military and Veterans – Jason Decker

Pride – Heather Finch

Professionals of Color – Hy Alvaran

Young Professionals – Ashley Kayes and Rixio Mendez

GOALS AND OBJECTIVES (5-YEAR PLAN)

www.apmp.org



01
DEI training
required for
board of
directors and
APMP staff.

02
Expand, support,
provide funding
and resource
APMP's Affinity
Network Program.

03
Recruiting efforts
will include diversity
resources,
committees and
business partners.

04
Transparency
around APMP's
DEI demographic
data.

05
APMP will seek the
DEI perceptions
and needs of its
membership – a
summary will be
shared and
leveraged to
improve APMP's
DEI efforts.

01

02

03

04

05

GOALS AND OBJECTIVES (5-YEAR PLAN)

www.apmp.org



06

All major APMP HQ events, will have at least one DEI training session as part of programming.

07

APMP HQ will look to consider and hire diverse and/or global-based vendors, suppliers and marketing.

08

APMP HQ will seek diverse speakers – will look for diversity and representation in programming (topics), event speakers, panelists, etc.

09

Attributes and requirements for award nominations and selections will include examples of diversity and inclusion work.

10

Add a full- or part-time DEI resource to APMP staff.

DIVERSITY METRICS AND MEASUREMENTS

www.apmp.org



1.

At minimum, 25% of APMP's board and leadership team will be filled with diverse members of our association (this includes diversity in age, origin, disability, race, ethnicity, sexual orientation, gender, etc.).

2.

APMP will ensure the geographical mix on the board and in leadership positions is in balance with the [geographical] percentage mix of our membership.

3.

At minimum, 25% of APMP's staff will be filled by diversity in age, origin, disability, race, ethnicity, sexual orientation, gender, etc.

4.

Annual DEI training will be required for staff and members of the APMP HQ board.

5.

APMP will share summary of demographic data every other year as part of annual report to show progress.

6.

APMP will share the summary of DEI feedback and measurable successes to memberships annually.

QUESTIONS?

www.apmp.org



Contact APMP's CEO at

APMP

20130 Lakeview Center Plaza

Suite 400

Ashburn, VA 20147

+1-240-308-0143

rick.harris@apmp.org

