

Courtesy: APA – New Orleans



PBCD NEWS

APA
American Planning Association
Planning and the
Black Community Division

Making Great Communities Happen

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of the American Planning Association

Winter Edition Newsletter

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Greetings from PBCD Chair

By Derek R. Hull

Remembering Dr. King, a Legacy Deserving of Reflection and Replication!

PBCD members, as we begin to reflect on the life and legacy of Dr. Rev. Martin Luther King, Jr., I am reminded of the countless sacrifices that Dr. King endured to address the injustices of America. With his regal and commanding presence, deliberately slow and impactful speaking cadence, and masterful organizational skills to garner support from a diverse group of people, Dr. King could have easily taken the pathway to money and fame, but he did not. Instead he stood in the gap for thousands of individuals, some whose voices were diminished by the constant acts of suppression and others who lacked the courage to use their voices to speak out. Even with a beautiful wife and energetic children at home, Dr. King found purpose in peacefully and reverently protesting to highlight the contradiction of the 14th amendment to the U.S. Constitution. While these actions deserve reflection, the struggle remains especially for Planners of Color.

I surmise that if Dr. King was alive today, he would not take credit for the civil rights movement, a movement that he helped to create, but instead would give credit and recognition to the women and men who

worked behind the scenes to make it happen. These were the typical church folks and business owners who prepared and cooked the food for marchers, opened their homes and transported protest organizers without the expectation of payment and gave money to support the protests. If there is but one lesson we take away from Dr. King's legacy, it should be replicate his countless acts of selflessness by helping others.

It is appropriate that our 2018 PBCD theme- Each One, Reach One- builds on the legacy of Dr. King. Use today, the next day and the day after that, to help someone in need. As Planners, we are already "wired" to give back; it is a part of our DNA. Use your talents to lead a community meeting, conduct a neighborhood clean-up event, volunteer at a local school, or fundraise for your favorite charity. Of course, PBCD can always use your talents by volunteering to serve on one or more of PBCD committees:

- Communications Committee
- Elections Committee
- Fellowship Committee

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- Membership Drive Committee
- Fundraising Committee
- Regional Ambassador Program

During the 2018 National Planning Conference, PBCD will dedicate a Day of Service in New Orleans on Friday, April 20, 2018. We encourage PBCD members to arrive in New Orleans on Friday by 12:00 p.m. to participate in the Division community service event. Later in the evening, the Division will host a PBCD Consultants Reception in which consultants will showcase their products and services to PBCD members. The PBCD Day of Service event and Consultant Reception along with the full PBCD schedule will be finalized and sent to the membership in February 2018.

On behalf of the PBCD Executive Board, I want to extend to you a happy and safe King Holiday!

Derek R. Hull, PBCD Chair



PBCD Executive Board Updates

by Derek R. Hull

Due to the departure of Nicole Bennett, AICP, serving as PBCD Vice Chair, the Election Committee reached out to members to ascertain their interests in filling the vacancy. Andrew Baker, AICP, has agreed to serve as Vice Chair for the Division. Andrew serves as the Director of Planning and Sustainability for DeKalb County in Georgia.

As Director, Andrew manages Long Range Planning, Current Planning, Building Services, Neighborhood Empowerment and Code Compliance. Andrew joined DeKalb County in June 2006 as the Associate Director of Planning. Prior to joining DeKalb County, Andrew worked for the City of Columbia in South Carolina as a Community Development Specialist and later as a Zoning Analyst. In addition, Andrew worked for the Hillsborough County City-County Planning Commission in Tampa, Florida where he oversaw comprehensive plans, subdivisions.

His extensive background in urban planning also includes more than 20

years of experience in the private sector. Andrew started A.A. Baker and Associates, Inc. in February 1994, and operated the business for 12 years. With a specialty in zoning, public facilitation and redevelopment plans, he subcontracted work to economists, landscape architects and facilitators.

Andrew also worked throughout Florida on community redevelopment plans, zoning code updates and master plans, and served as a member of program management teams for HOPE VI projects in Detroit, MI; Pittsburgh, PA; Santa Fe, NM; Punta Gorda, FL and Tampa, FL.

Andrew has a bachelor's degree in Business Administration from Maryville College in Tennessee and a Master's Degree in Urban Planning from the University of Tennessee, Knoxville. He is AICP certified and serves on a division committee of the American Planning Association.

Please welcome Andrew to the Board and we appreciate Nicole's service as Vice Chair for the Division!

PBCD MEMBER ALERT

Look for PBCD Regional Membership Events hosted by PBCD Board members in Feb. and March 2018.

Details will be sent to the membership at end of January 2018.

PBCD MEMBER ALERT

PBCD website will be undergoing an entire overhaul between February – April 2018 by APA. Stay tuned for future updates on this initiative.

PBCD MEMBER ALERT

Don't forget to update your email and mailing address information in MYAPA online to receive future PBCD news and information!

www.planning.org/myapa/

FOLLOW PBCD ON SOCIAL MEDIA

Website:

www.planning.org/divisions/blackcommunity

Facebook at Planning and the Black Community Division

Twitter @ twitter.com/pbcdiv

PBCD Regional Ambassador Program

by Derek R. Hull

PBCD is excited to announce the PBCD Regional Ambassador Program. The Division is seeking Regional Ambassadors who will assist in networking opportunities, membership recruitment, event planning and other support activities to the Division.

Regional Ambassadors will work alongside of PBCD Executive Board members and will serve as the point of contact (POC) within the region. The following is a list of expected activities and responsibilities of PBCD Regional Ambassadors:

Assist in membership recruitment for PBCD of APA to:

- Prepare at least two news articles per calendar year for the PBCD Newsletter;
- Host a Regional Membership Drive with PBCD Executive Board member to highlight activities of the Division and to engage the local Black community;
- Identify networking opportunities and establish collaborative partnerships with similar industry organizations.

Applications to apply to the PBCD Regional Ambassador Program will be distributed to the PBCD member in February.

For more information, please contact PBCD Division Chair Derek Hull at drhull@hotmail.com

The Value of College Internships

by Gisla Bush

Today most college graduates are looking to take the professional world "by force" once they have received that degree for which they shed blood, sweat and tears. However, there is one small dilemma that most college graduates face – they do not have any experience within their field. This is the case because most employers are looking for people that have at least some experience along with either an Associate's, Bachelor's, or Master's degree. Although many graduates that are fresh out of college do not have that experience requirement to obtain a job, there is a remedy that can get them closer to fulfilling that goal. That remedy is to obtain an internship while in college.

These days many degree requirements include a semester long internship that is mandatory by all who are pursuing that particular degree. These internships are worth their "weight in gold" in some circumstances. One of the most important aspects of an internship is that it aids students in getting into a particular field that they long to be in. Conversely, an internship can give students an idea as to whether they should pursue a particular aspect of their chosen field. Some techniques to secure the right internship opportunity includes: contacting governmental, nonprofit community development organizations or planning consulting firms. You may also reach out

internship, students and recent graduates should understand that this experience can be very beneficial to them in the long term.

In some instances, a full-time or part-time job can result from being an intern. This was exactly what happened in my case. During my final semester in undergraduate school, I started working at my current job as an intern. Within a year at that position I was offered a position as a part-time zoning technician; and now I am a part-time planner. (You may wonder why I am still part-time; the reason is that I am set on pursuing professional credentials after having received a post-graduate degree.) Initially, I did not plan on staying with my job as an intern. However, after having obtained my Bachelor's Degree in Urban Design at Florida Atlantic University and transitioned into their Master's Degree in Urban and Regional Planning program, I thought that it may be beneficial for me to stay and gather some beneficial experience while in graduate school and while getting paid at the same time. I am most glad that I did because it certainly paid off in the long haul, especially when I began making double my salary as a zoning technician. I am not the only person at my job that was able to benefit in that way. There are many other people at my job that started out as interns and

have successfully transitioned throughout the years. One person started as an intern, then moved on to become a zoning technician, planner, senior planner, and is now a principal planner – and he has

only been there for about seven years.

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to fellow students on campus or colleagues with similar interest to your career objectives. Additionally, some of your college instructors likely have direct connections to local planning professionals or former students. All in all, whether it is a paid or an unpaid



Another added benefit to me, for having interned while in college, is the fact that I could apply for the American Institute of Certified Planners (AICP) sooner. The American Planning Association (APA) requires that those who have a Master's Degree from an accredited planning program must also have two years of planning-related experience before taking the AICP exam. Because I was interning while in graduate school, which eventually turned into a part-time job after the first year, I was able to apply for the AICP just a year after graduating. This catapulted me greatly in my professional endeavors because it allowed me the opportunity to sit for the exam "fresh out of college", while still having not forgotten many of things learned in school.

According to the National Association of College and Employers (NACE), about 44% of the internships that graduating seniors reported to have taken part in 2016 were unpaid. Many students and young graduates cannot afford to spend countless hours in an office working for someone because they have living expenses, unless they are interning for class credit. If a student were to voluntarily intern, it may be beneficial if they only interned ten hours a week and have their own income producing job on the side. On the other hand, paid internships have a higher overall benefit for students versus unpaid internships. More than 50% of paid interns at for-profit organizations ultimately received a job offer and their chances were also boosted in getting a higher starting salary in comparison to their overall class.*

To summarize, I believe that every student should have the opportunity to experience an internship within their desired field. Students should actively search for a place to intern, and if they cannot find an ideal location that offers internships, they can always ask. Many places may not explicitly state that they are actively offering internships, but it does not hurt to just make a call and inquire as to whether they are willing to allow you to intern with them. Unless you inquire you may never know, but you

could end up being the director at that organization within a few short years.

*<http://www.nacweb.org/uploadedfiles/files/2016/publications/executive-summary/2016-nace-student-survey-executive-summary.pdf>

Gisla Bush earned her Master's Degree in Urban and Regional Planning from Florida Atlantic University. She is currently working as a planner for the City of Pompano Beach, Florida. Gisla serves on the PBCD Executive Committee. She is also a candidate for AICP. Gisla may be reached at gislabush1016@gmail.com

STUDENT CORNER



Students!

There are many ways to contribute to PBCD:

- Serve on a division committee
- Contribute articles for the next Division newsletter
- Participate in regional ambassadorship

Contact Division Chair Derek Hull regarding your interest at drhull@hotmail.com



American Planning Association
**Planning and the
 Black Community Division**

Making Great Communities Happen

FAST FACTS

605

PBCD current membership at end of December 2017

264

PBCD membership at end of May 2017

Since APA launched free membership for all new students beginning in the summer of 2017, all APA divisions and chapters have seen a substantial increase in its membership.

PBCD membership has more than doubled in size during that timeframe.

PBCD 2018 Fellowship Program Application Period Opens

The Robert A. Catlin/David W. Long Memorial Fellowship

DEADLINE: February 9, 2018

The Purpose

Named after committed planners and long-standing former PBCD members, The Robert A. Catlin/David W. Long Memorial Scholarship is designed to foster an increased interest in the profession of urban planning among African American students. The goal of the scholarship is to encourage the pursuit and achievement of the growing number of African American graduate students entering the urban planning profession. The goal is to create a critical mass of African American planning professionals who support one another and to provide new perspectives on issues facing the communities that they serve.

Eligibility Criteria

The \$1,500 scholarship is available to:

- African-American/Black undergraduate students who are and plan to enroll into, an urban planning program for graduate studies;
- African-American/Black graduate students, majoring in urban planning or a related field (geography, environmental studies, urban studies, urban policy etc.)
- Students cannot be enrolled in the last semester of a graduate planning program.

Students applying to graduate programs must show proof of acceptance and intent to enroll if awarded the fellowship. The applicant should be in good academic standing and active member of their communities. The fellowship will be awarded to the student to cover costs associated with the pursuit of their studies. The fellowship is awarded to a student only one time during their tenure in a planning program.

Application Process

The applicant should submit ONE application package that includes the following materials:

- Fellowship Application
- Personal Statement/ Essay Question
- Proof of enrollment in graduate program, list of graduate programs applied to, or acceptance to graduate program
- A letter of recommendation (must be sent directly to the review committee)

All materials must be received by PBCD via e-mail at planningandtheblackcommunity@gmail.com by 11:59 pm PST on Feb. 9, 2018.

A review committee comprised of members of the division shall review applications and select a recipient. The anticipated notification date is March 2018. The winner will also be honored at the Planning and the Black Community Business Meeting taking place during the American Planning Association National Planning Conference in April 2018 in New Orleans.

Contact

For more information, contact: Gisla Bush, PBCD Student Representative at gislabush1016@gmail.com

APA 2018 National Planning Conference

April 21-24, 2018

www.planning.org/conference

Register now for the 2018 National Planning Conference, the year's premier planning event.

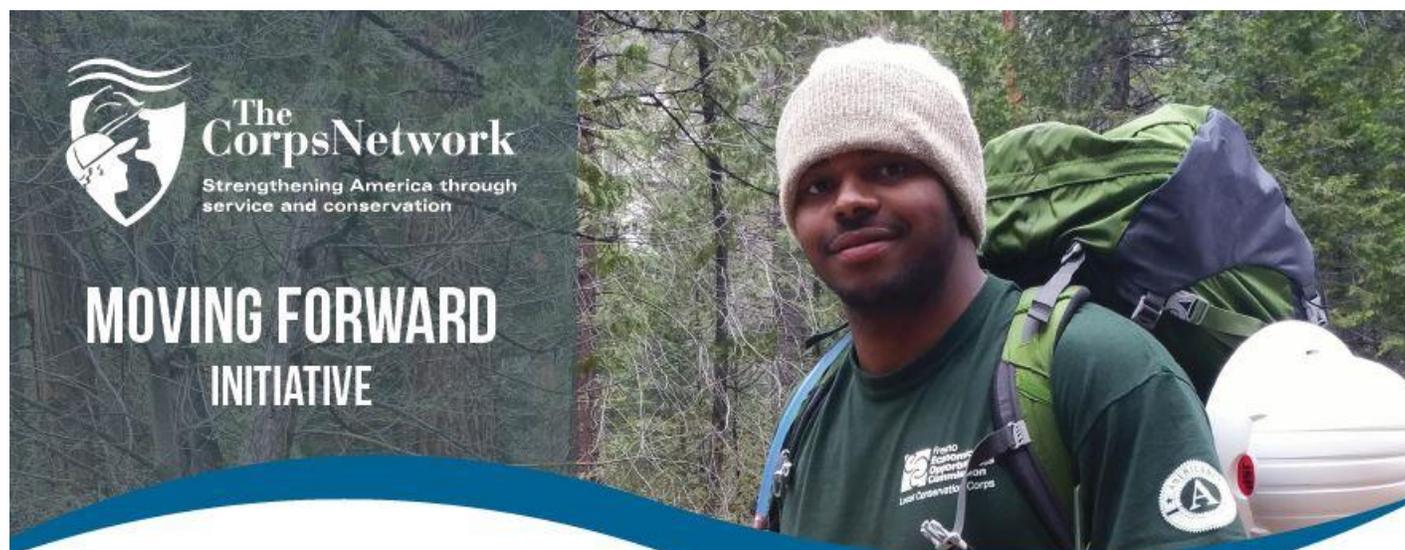
Learn about new issues, challenges, and trends that are motivating planners worldwide to plan smarter.

Expand your network — your most valuable professional asset.

Explore New Orleans!

Courtesy: APA – New Orleans





About the Initiative

Launched by The Corps Network (TCN) in the spring of 2017, Moving Forward is an initiative to expand career exposure and increase employment in conservation and resource management for young adults of color. TCN will explore unconscious bias and structural racism within our own organization, our member Corps, and America's land management agencies. Though often unintentional, unquestioned bias limits opportunities for young adults of color and feeds off economic inequality, which we will also address in this initiative.

TCN describes this work in racial equity as a journey and not just as trainings. The start of this journey is the development of a foundation of knowledge on which to examine racism in the United States and understand our own connections to institutional racism. TCN will provide tools and education to our staff, staff at our member Corps, youth enrolled in our Corps, and staff at America's federal resource management agencies to make all parties more aware and better prepared to address bias and structural racism.

The vision of the Moving Forward Initiative is a space where young people of color are more aware of career opportunities in conservation and resource management; they are ensured equal access to these careers; and the organizations and agencies that manage our public lands are more culturally competent and aware of the history that has shaped the conservation workforce. *The Initiative is supported by the W.K. Kellogg Foundation.*

Who We Are

What is a Corps?

Based on the model of the Civilian Conservation Corps of the Great Depression, modern Corps are locally-based organizations that engage young adults (generally ages 16 – 25) and veterans (up to age 35) in up to year-long terms of service addressing conservation, disaster response, and community needs. Through their service to our country, Corps participants – or “Corpsmembers” – gain work experience and develop in-demand skills.

The Role of The Corps Network (TCN)

Founded in 1985, The Corps Network (TCN) is the National Association of Service and Conservation Corps. TCN supports Corps by advocating on their behalf, providing access to funding and projects, and offering expertise in Corps operations. Based in Washington, DC, TCN has long-standing relationships with America's federal resource management agencies.

Every year, TCN's 130+ member organizations engage over 25,000 diverse young adults in service projects that often involve conservation-related work on public lands and waters. Roughly half of Corps participants in 2016 identified as non-white. Through their service, Corps participants gain knowledge and abilities that can translate into careers in conservation and resource management.



Southwest Conservation Corps, Ancestral Lands



Virginia Service & Conservation Corps

Why This is Important

Failure to address systems and knowledge deficits that limit opportunities for Corps alumni would be antithetical to TCN's mission of helping Corps empower America's youth. At the intersection of Corps, which train the next generation of conservation professionals, and the agencies that hire such professionals, TCN is uniquely positioned to – with the guidance of experts in racial equity – help make racial equity the standard in resource management.

TCN recognizes the racial inequities at the origin of Corps. Created in 1933, during the time of Jim Crow, the Civilian Conservation Corps (CCC) separated black and white members into different camps. Though they represented 10 percent of overall membership, African-American corpsmen had little opportunity to climb the leadership ranks. Qualified men were overlooked and, when eventually hired, often faced hostility. The CCC was disbanded in 1942, but, *to this day, the contribution of over 250,000 African-American corpsmen remains underrecognized*. These “hidden figures” were essential to the development of our nation's public lands and resources.

As TCN's member Corps train diverse young adults for resource management careers, it is essential that we recognize past injustices and help create a conservation work environment in which diversity is celebrated.

Why This is Important at This Time

It has become clear to us at The Corps Network that, as Martin Luther King, Jr once stated, there is *“a fierce urgency of now”* in addressing the issue of racial equity in conservation. History continues to repeat itself in that less than 20 percent of employees with the National Park Service and U.S. Forest Service are people of color. The same lack of diversity is also seen at state and local resource management agencies. America's Great Outdoors are for everyone to enjoy, but a range of barriers – including unconscious biases, structural racism, lack of access, and historical hiring practices – have kept people of color from working in the resource management field. This is unsustainable.

Considering the growing diversity of our country, and the power that different backgrounds and opinions can bring to the workforce, it is critical that we address racial barriers to ensure the future preservation of our natural environment. Meaningful, well-paying jobs in resource management should be accessible to all.

Learn More:

Visit: corpsnetwork.org/moving-forward-initiative
Follow: @TheCorpsNetwork
Contact: Capri St. Vil, Dir. of Education & Workforce Development,
 cstvil@corpsnetwork.org



A member of the Civilian Conservation Corps (CCC). There were more than 140 African-American CCC Camps.

The Corps Network
 1275 K St. NW - Ste. 1050
 Washington, DC 20005
 202-737-6272

PBCD Division Executive Leadership Board

Division Chair:

Derek R. Hull - drhull@hotmail.com

Vice Chair:

Andrew Baker, AICP –
aabaker@co.dekalb.ga.us

Secretary-Treasurer:

Vontra Giles – vgiles7@gmail.com

Student Representative:

Gisla Bush – gislabush1016@gmail.com

Past Division Chair:

Zunilda Rodriguez, AICP -
zuniz8g@hotmail.com

DIVISION NEWSLETTER BOARD:

Chief Newsletter Editor:

Zunilda Rodriguez:
zuniz8g@hotmail.com

Newsletter Director:

Calvin Whitaker:
cmwhitaker@yahoo.com

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Employment Opportunities

APA Career Center:

www.planning.org/jobs/search/

Govtjob.net:

www.govtjob.net/job_openings.htm

Foundation Center – Jobs:

<http://foundationcenter.org/pnd/jobs/>

Planetizen - Jobs:

www.planetizen.com/jobs

Govtjobs.com:

www.govtjobs.com/

Governmentjobs.com:

www.governmentjobs.com

Indeed:

www.indeed.com

USA Jobs:

www.usajobs.com

Write for PBCD News

The PBCD Newsletter features original and reprinted articles, letters, case studies, photos, announcements from PBCD members, individuals and organizations around the country. PBCD Newsletters are distributed to a national audience. We encourage individuals to contact us with ideas for content or to provide original content, for publication. Did you attend an exciting, workshop or professional development recently? Have innovative planning ideas? How about your opinion on the state of ongoing planning? Here's your chance to be heard. All submissions are subject to editorial review and edit. Illustrations with submissions are appreciated and are worth a thousand words!

SUBMITTAL DEADLINE:

March 1, 2018

For submittals or questions,
please send them to:

Calvin M. Whitaker:
cmwhitaker@yahoo.com

PBCD
Winter 2018
Newsletter Edition

PBCD MISSION

The Planning and The Black Community Division (PBCD) of APA is an organization that provides a national forum for planners, administrators, public officials, students and other interested individuals to address issues of significance to the black community, promote exchange between members and other organizations, encourage and support professional development among black planners and provide career information.