



American Planning Association
Women and Planning Division

Making Great Communities Happen



WOMEN IN PLANNING: The Road To FAICP

The Road to FAICP

1. Introductions
2. What is FAICP
3. Women & FAICP membership
4. Nomination Process
5. Member Spotlight





American Planning Association
Women and Planning Division

Making Great Communities Happen



Breanne Rothstein, AICP



Corrin Wendell, AICP



Katelynn Wintz, PP, AICP



American Planning Association
Women and Planning Division

Making Great Communities Happen



Carissa Slotterback, FAICP



Libby Tyler, FAICP



Silvia Vargas, AICP, LEED, AP

What is FAICP?

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The History of FAICP

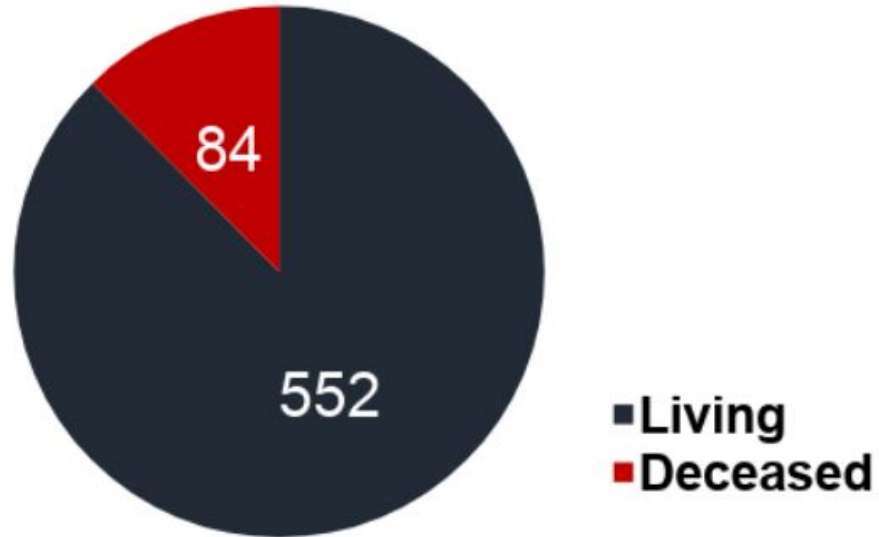


“...that there is a need to recognize and honor planners whose career exhibit excellence.”

There are now
636 inductees
in the AICP College of Fellows

142 are Women

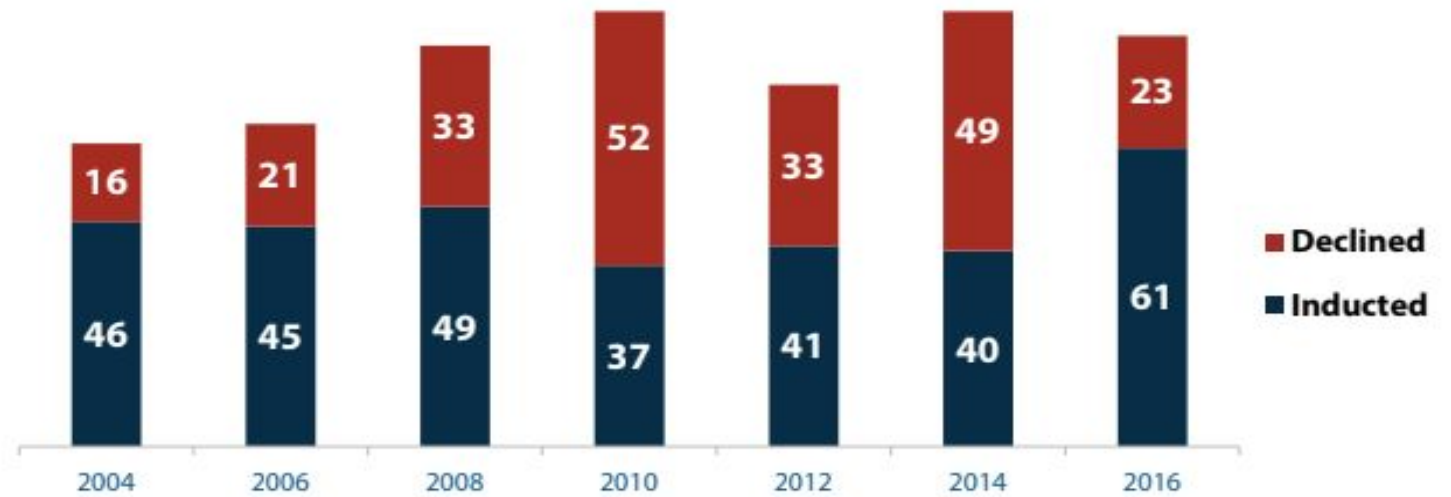
All FAICP Members



87%
or 552
are alive

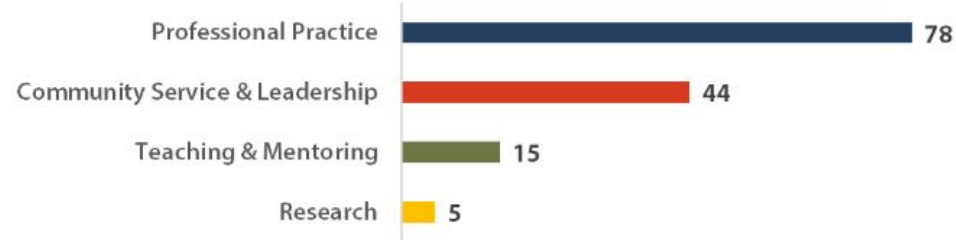


Nomination Selection Rate (2004 - 2016)

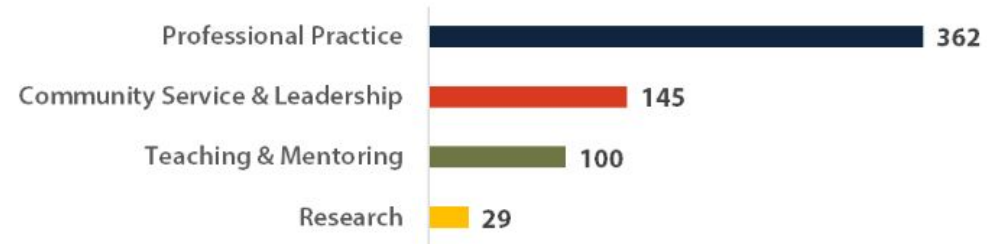


Nomination Categories / Career Focus Areas

Women FAICP Members



All FAICP Members



Members from a professional practice background comprise of 56% of the College of Fellows.

Inductees from the Research category make-up only 4% of FAICP membership.

AICP College of Fellows Committee

Silvia Vargas, AICP | Former Chair | AICP Commissioner, Region III

Denise M. Harris, AICP | Current Chair | AICP Commissioner, Region II

Anna Breinich, FAICP

Julie Pastor, FAICP

Rhonda Phillips, FAICP

Merle Bishop, FAICP

James Rausse, AICP | Liaison



Women & FAICP Membership

1. Introductions

2. What is FAICP

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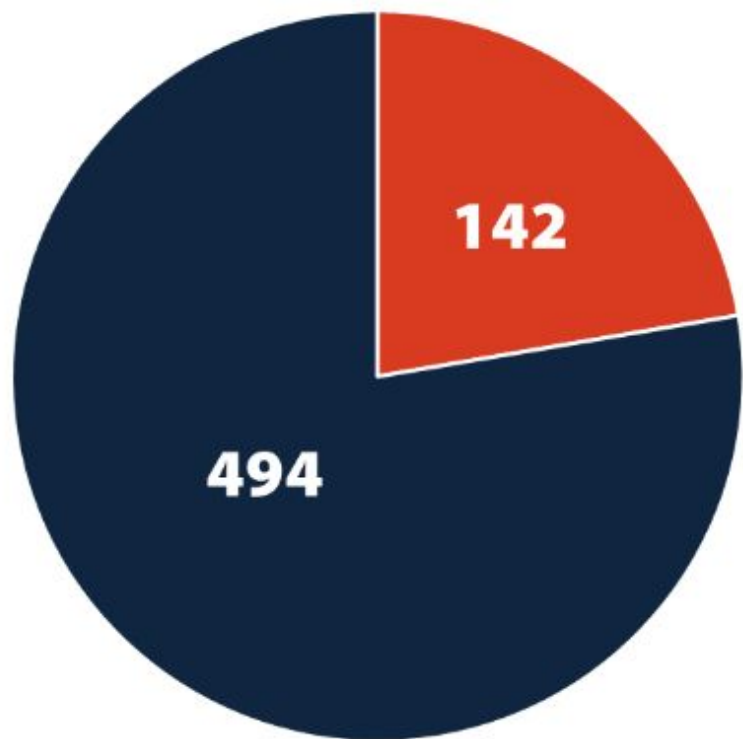
4. Nomination Process

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When Will We Reach Parity?

All FAICP Members by Sex

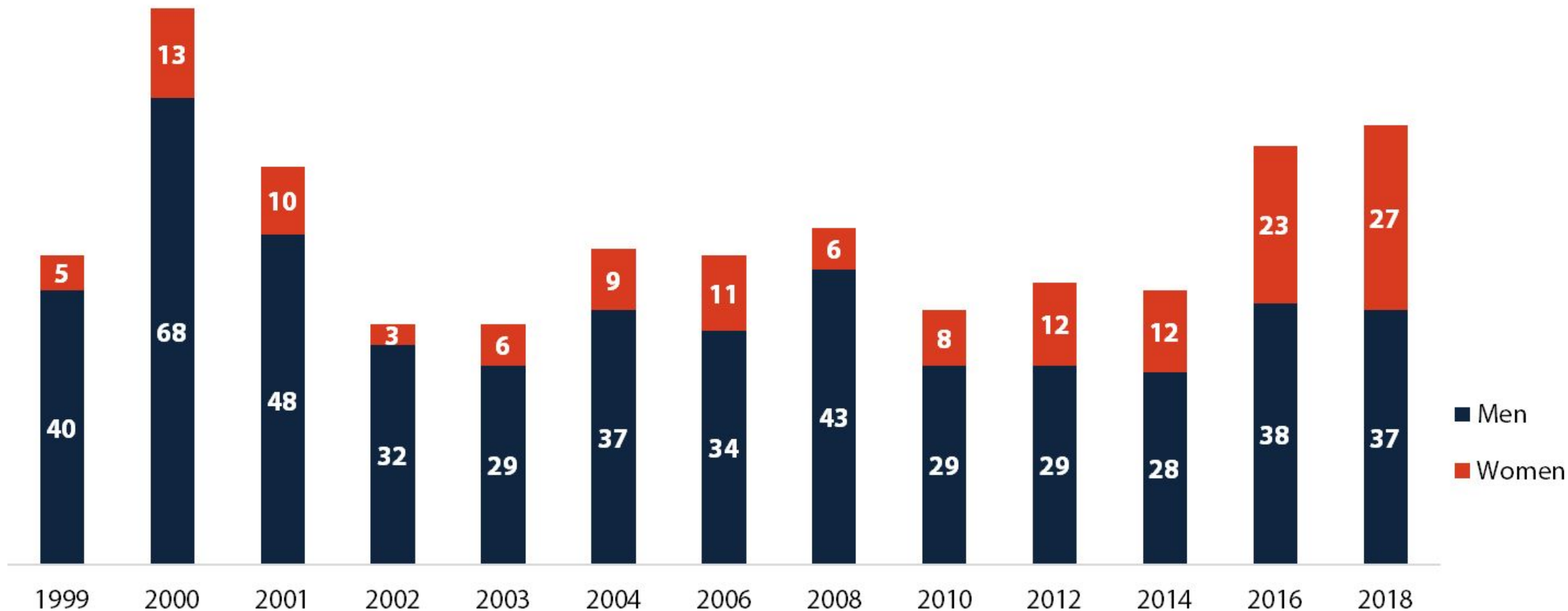


In order to reach parity by 2040, the College of Fellows must induct about 10 Women more than Men **per cycle!**

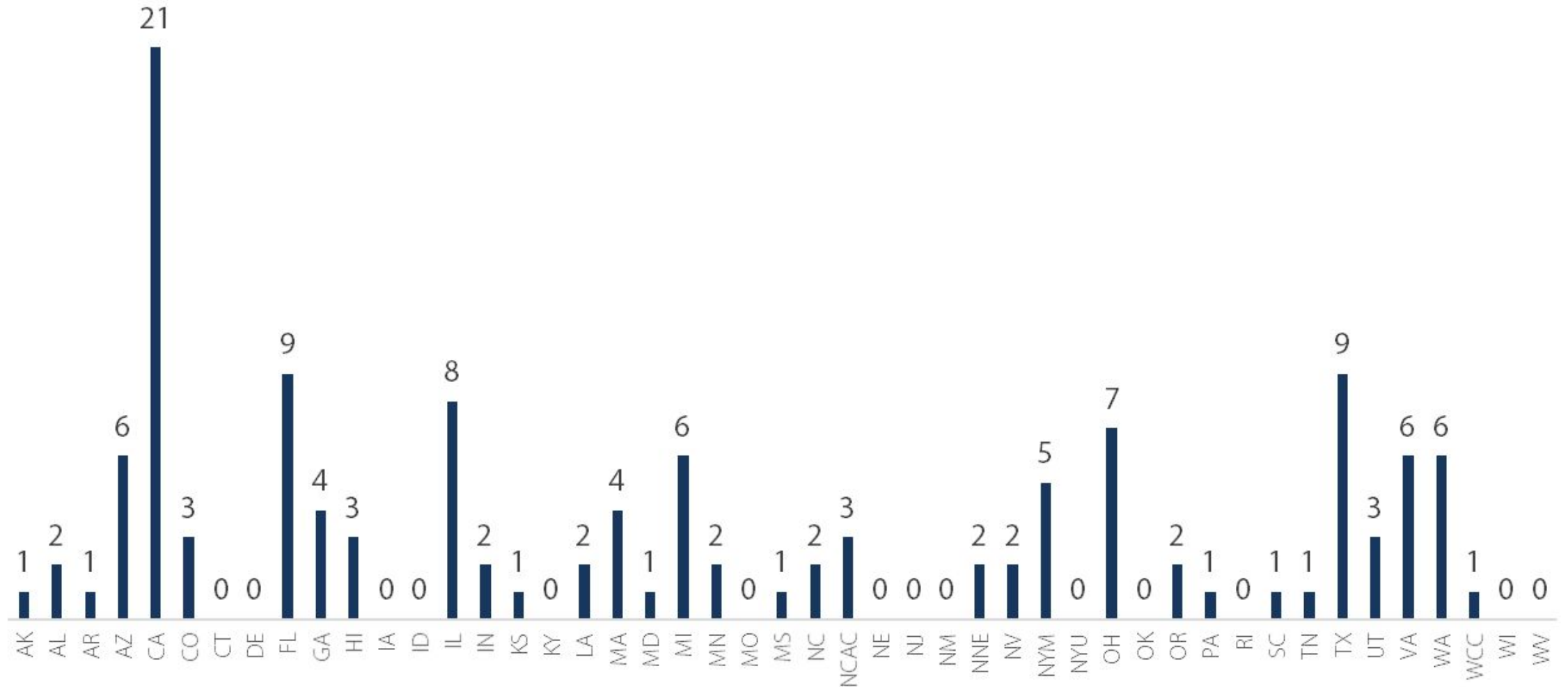
■ Women
■ Men

22%
are
Women

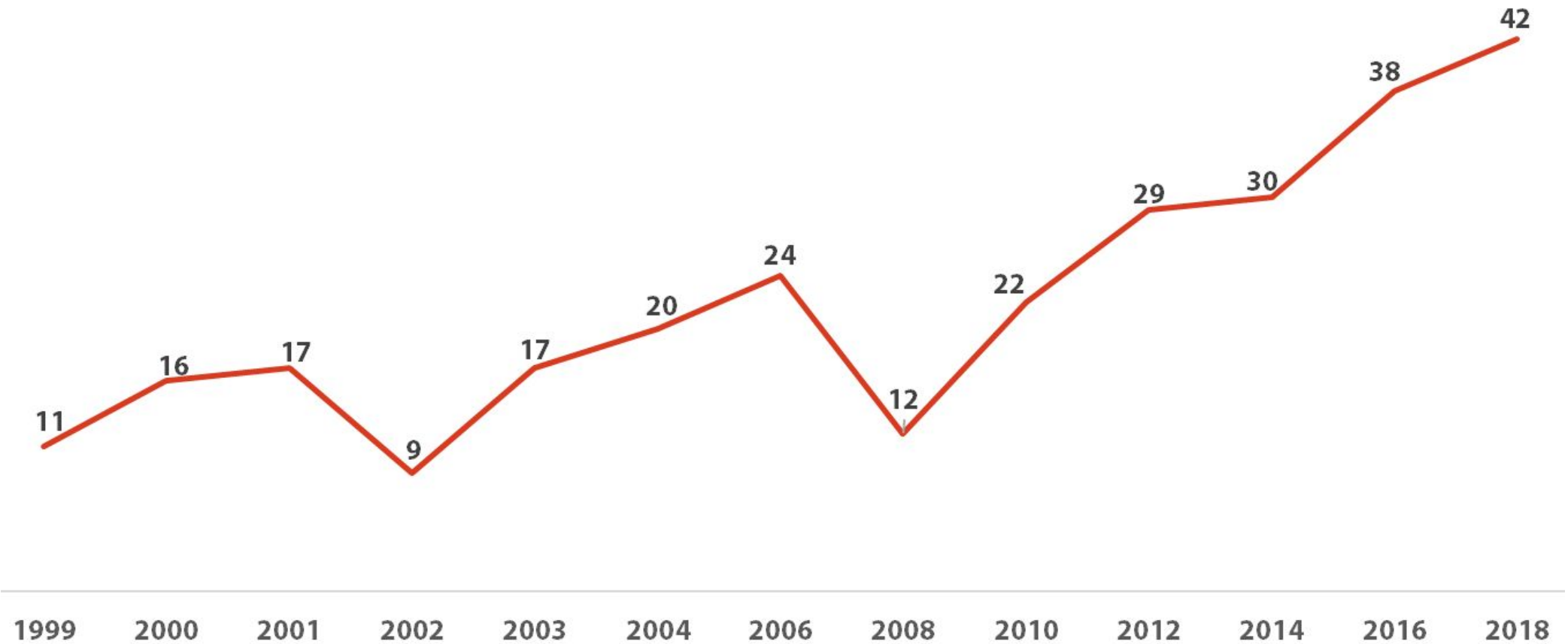
Male vs. Female Inductees



Number of FAICP Women by Chapter



Inductees Per Year: Percentage of Women



Women & Leadership

Women have heard it all.

Speech bubbles containing common biases:

- We've never hired a woman for this position before.
- We didn't realize you liked golf.
- You're so pretty, people have a hard time taking you seriously.
- Will your kids get in the way of your work?
- I need you to plan the office birthday parties.
- Don't take it personally.
- You have a lot of experience, but we're looking for someone who has more authority.
- Why are you getting emotional about this?
- I never thought a woman would be interested.
- You need someone who is going to be tough.
- Can you get the coffee?
- I've never met a woman executive.
- Women aren't natural leaders.
- But you're so good at taking notes.
- We didn't think you'd want to get a sitter.
- I didn't think you'd want that much responsibility.

Don't be a barrier on a woman's path toward leadership.
Learn more at www.aauw.org. #leadHERship

AAUW

HBR.ORG
Harvard Business Review
SEPTEMBER 2013

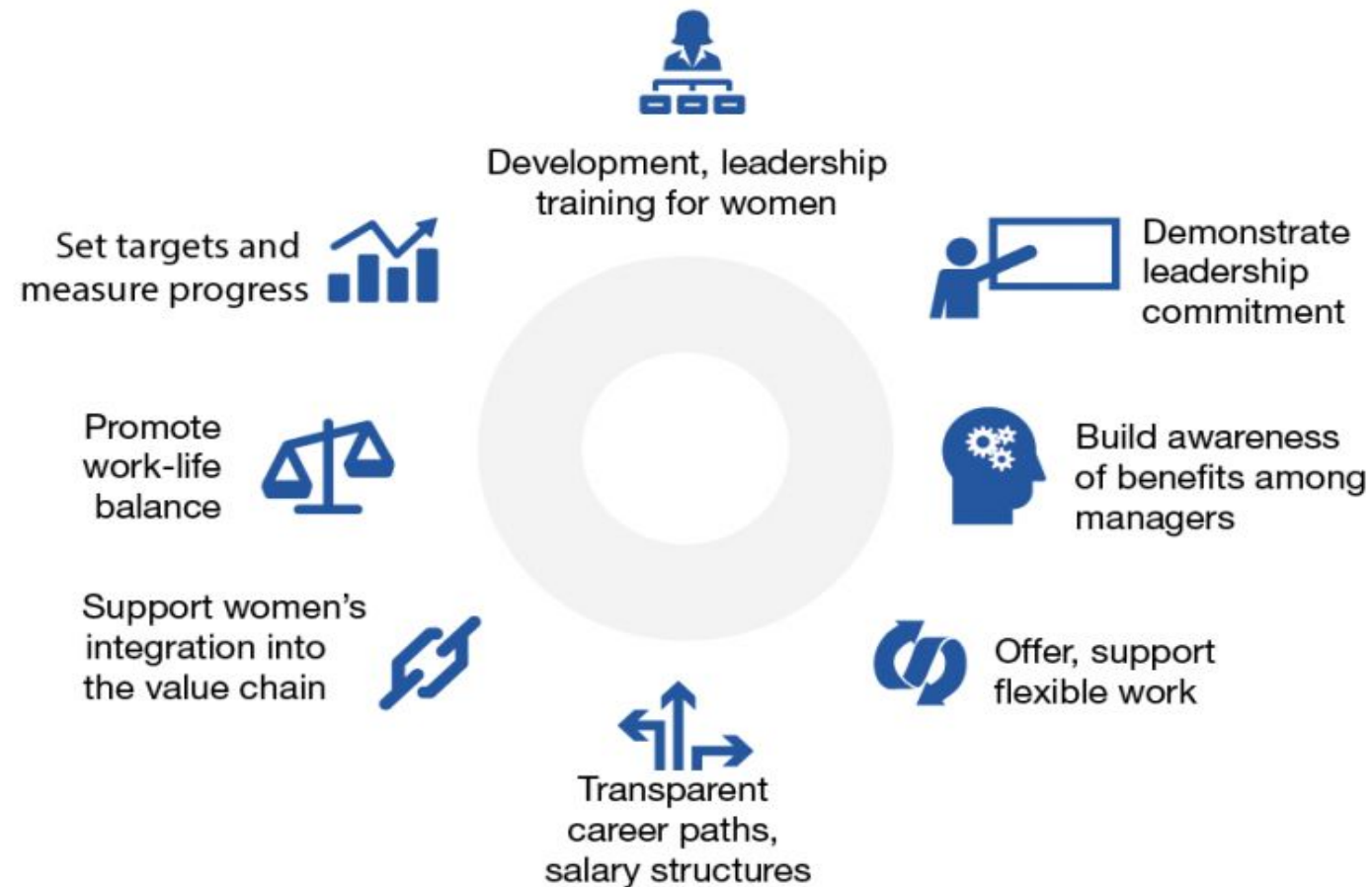
11.5 **Managing Yourself**
Make Time for the Work That Matters
Julian Birkinshaw and Jordan Cohen

30 **Marketing**
The Truth About Customer Experience
Alex Ravron, Ewan Duncan, and Connor Jones

23 **Idea Match**
Wearables in the Workplace
H. James Wilson

Emotional Bossy Too Nice
The biases that still hold female leaders back—and how to overcome them
PAGE 59

Strategies for Gender Parity



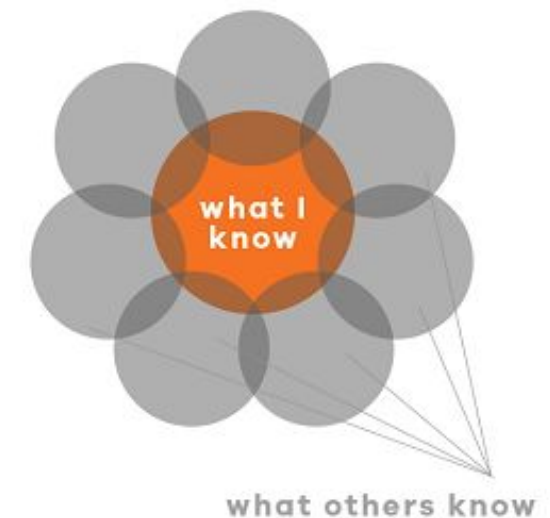
What Qualified Women Planners Have Said...

- Barriers to Women Applying to FAICP (anecdotes)
 - “Not ready. Maybe once I have accomplished more”
 - “It’s a lot of work to apply”
 - “I don’t want to fail”

IMPOSTOR SYNDROME



REALITY



Nomination Process

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How to Nominate?

Nominations must be submitted in one of three ways:

1. Chapter president
2. Division chair
3. 10 AICP members

Chapter presidents and Division chairs receive lists of all AICP members eligible for nomination.

Assembling a nomination package that captures an exemplary planner's career requires considerable time and attention to details. Begin nominations well ahead of time.



FAICP Nomination Checklist

This nomination checklist *must be included immediately following the nomination form* in the submission.

■ Processing Fee

- All nominations must be accompanied with a processing fee of \$95.00. Please mail the check with a copy of the nomination form to the address below; or include your credit card information in the space provided in the Nomination Form.

American Planning Association
Attn: 2018 FAICP
205 N. Michigan Avenue, Suite 1200
Chicago, IL 60601

■ Submission Items

Please make sure (checking the boxes provided) that the following submission items are included and placed in the order below. The full nomination must be submitted with all items in order in a single .pdf document.

- 2018 FAICP Nomination Form
- 2018 FAICP Nomination Checklist
- Nominator Endorsement Letter signed by nominator (not to exceed 3 pages)
- One page narrative statement highlighting greatest accomplishments
- Annotated resume (not to exceed 10 pages)
- Letters of support (minimum of five and maximum of 10), preceded by a one-page listing of the individuals submitting letters of support
- 100-word statement highlighting the nominee's greatest accomplishments, including reference to the region or communities they most influenced
- High-quality digital headshot of nominee (*file saved with nominee's name and submitted separately from other nomination materials*)



FAICP Requirements

Nominee Requirements

- Must get nominated by Chapter or Division (or 10 AICP members)
- Requires significant work on behalf of the applicant (40 or more hours)
- Must be able to get a minimum of 10 solid letters of reference (be able to ask 15 or 20)
- A solid CV/resume that encapsulates your life's work
- Must have a significant impact on the planning profession, such as:
 - Work that has had a national impact
 - Partners with other professionals
 - Active participation in APA

Nominator Requirements

- Motivate the nominee
- Keep track of deadlines and submittal requirements
- A compelling nomination letter that summarizes all the nominee's submittals



Alabama



Arizona



California



Connecticut



Florida



Hawaii



Alaska



Arkansas



Colorado



Delaware



Georgia

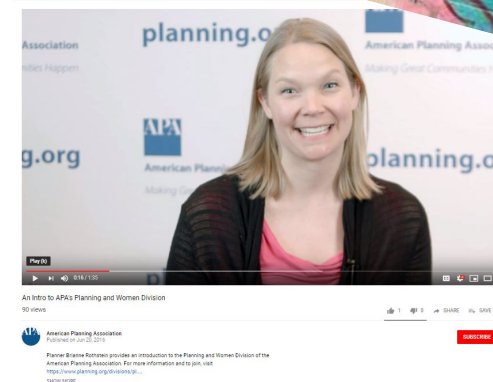


Idaho

FAICP Preparation

Prepare for your Future Nomination!

- Keep your CV/resume up to date
 - Include volunteer work, work with APA
 - Track your professional work, in detail
- Get involved in APA
 - Committee
 - Chapter
 - Division
 - Task Force
- Thought Leadership
 - Write blogs, newsletter contributions to local chapter, Planning Magazine
 - PAS Memos, research publication
- Be Optimistic!



Successful FAICP Nominations by Divisions



The Women & Planning Division has successfully nominated 7 women Fellows.

All other non-chapter nominators have successfully nominated one woman each.

Member Spotlight: FAICP Members

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Carissa Slotterback, FAICP



- Associate Dean at the University of Minnesota, Humphrey School of Public Affairs
- Well respected nationwide for her academic research, strong focus on connecting students with practical planning experiences, and mentorship to other women planning students and professionals.
- Research highlight: How Mothers have obtained tenure in a greater amount of time than men.



Las Vegas, 2008,
with mentor
Michael Blue, FAICP



FAICP Class of 2008 (partial)



Atlanta, 2012, with WPD
mentees Margo Wheeler,
Laurie Marston, Patti Petrie -
all FAICP



With University of Illinois students in
Japan

Libby Tyler, FAICP



- First woman in Illinois to be FAICP
- Recognizing your accomplishment level
- Acting at the right time
- Building the courage & finding support
- A true retrospective of your life
- The importance of mentors and editors
- A chance to mentor others (90% success!)
- A call to a higher level of service
- Role modeling for the future

Question and Answer



Resources: Division Chair Contacts

Charles C. Graves, III	Division Chair City Planning & Management	chas2215@msn.com
Kyle Breuer, AICP	Division Chair County Planning	kbreuer@pendercountync.gov
Rebecca Leonard	Division Chair Economic Development	rebecca@lionheartplaces.com
Malika Victoria Hainer	Division Chair Environment, Natural Resources & Energy	malika.hainer@gmail.com
R. Brett James	Division Chair Federal Planning	rbrjames@gmail.com
Tracey S. Corbitt, AICP	Division Chair LGBTQ and Planning	tcorbitt@villageofossining.org
Angela D. Brooks, AICP	Division Chair Housing and Community Development	abrooks@thecha.org
Michael A. Kolber	Division Chair International	makolber@gmail.com
Edna Ledesma	Division Chair Latinos & Planning	ednaledesma@gmail.com
Christine Dersi Davis, AICP	Division Chair New Urbanism	info@ohioplanning.org
Evan Seeman	Division Chair Planning & Law	eseeman@rc.com
Derek Hull	Division Chair Planning & the Black Community	vm116@columbia.edu
Corrin Hoegen Wendell, AICP	Division Chair Women & Planning	corrinwendell4@gmail.com
Deana Rhodeside	Division Chair Private Practice	deanar@rhodeside-harwell.com
Sharon J. Rooney, AICP	Division Chair Regional & Intergovernmental Planning	srooney@capecodcommission.org
Matthew T. Bucchin	Division Chair Sustainable Communities Division	mbucchin@half.com
Jessica Garrow	Division Chair Small Town and Rural Planning	jessicagarrowaicp@gmail.com
Thomas L. Coleman, AICP	Division Chair Technology	tom.coleman@wsp.com
Gabriela Juarez	Division Chair Transportation Planning	gabriela.juarez@lacity.org
Lauren A. Trice, AICP	Division Chair Urban Design & Preservation	laurentrice@gmail.com
Allison Hardin	Division Chair Hazard Mitigation	AHardin@cityofmyrtlebeach.com

FAICP Nomination Resources

2020 NOMINATION GUIDELINES AND SUBMISSION FORMS

<https://www.planning.org/faicp/nomination/>

<https://planning.org/chapters/>

- [FAICP Nomination Guidelines](#)
- [FAICP Nomination Form](#)
- [FAICP Nomination Checklist](#)

Connect With Us!

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Women
& Planning



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Connect with us!

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www.planning.org/women
www.facebook.com/APAWPD
www.twitter.com/APAPWD
www.linkedin.com/groups/12178753

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