



**MINUTES OF THE REGULAR MEETING OF THE
PLAN COMMISSION, VILLAGE OF TINLEY PARK,
COOK AND WILL COUNTIES, ILLINOIS**

November 3, 2022

The meeting of the Plan Commission, Village of Tinley Park, Illinois, was held in the Council Chambers located in the Village Hall of Tinley Park, 16250 Oak Park Avenue, Tinley Park, IL on November 3, 2022.

CALL TO ORDER –CHAIRMAN GRAY called to order the Regular Meeting of the Plan Commission for November 3, 2022 at 7:00 p.m.

Lori Kosmatka, Associate Planner called the roll.

Present and responding to roll call were the following:

Chairman Garrett Gray
James Gaskill
Terry Hamilton
Eduardo Mani
Andrae Marak
Ken Shaw
Brian Tibbetts
Kurt Truxal

Absent Plan Commissioners: Angela Gatto

Village Officials and Staff: Lori Kosmatka, Associate Planner
Dan Ritter, Community Development Interim Director
Michael Coleman, Building Official
Walter Smart, Zoning Administrator
Carolyn Mitera, Business Retention & Marketing Specialist

Petitioners: None

Members of the Public: David Silverman, Ancel Glink
Jennifer Ganser, Village of Lombard

COMMUNICATIONS- Dan Ritter, Community Development Interim Director, provided the Good Of the Order first due to the training session today.

Good of the Order

Dan Ritter, Community Development Interim Director presented the following:

- Volunteer Christmas Party, December 7th at 6:30pm at the Convention Center. An email or invitation will be coming shortly from Kristin Thirion.

APPROVAL OF THE MINUTES - Minutes of the October 20, 2022 Regular Meeting of the Plan Commission were presented for approval. A motion was made by COMMISSIONER SHAW, seconded by COMMISSIONER GASKILL to approve the October 20, 2022 minutes as presented. CHAIRMAN GRAY asked for a voice vote; all were in favor. He declared the motion carried.

TO: VILLAGE OF TINLEY PARK PRESIDENT AND BOARD OF TRUSTEES
FROM: VILLAGE OF TINLEY PARK PLAN COMMISSION
SUBJECT: MINUTES OF THE OCTOBER 20, 2022 REGULAR MEETING
ITEM #1: AMERICAN PLANNING ASSOCIATION – ILLINOIS CHAPTER PLAN COMMISSIONER TRAINING SESSION

Present Plan Commissioners: Chairman Garrett Gray
James Gaskill
Terry Hamilton
Eduardo Mani
Andrae Marak
Ken Shaw
Brian Tibbetts
Kurt Truxal

Absent Plan Commissioners: Angela Gatto

Village Officials and Staff: Lori Kosmatka, Associate Planner
Dan Ritter, Community Development Interim Director
Michael Coleman, Building Official
Walter Smart, Zoning Administrator
Carolyn Mitera, Business Retention & Marketing Specialist

Petitioners: None

Members of the Public: David Silverman, Partner, Ancel Glink
Jennifer Ganser, Assistant Comm. Dev. Director, Village of Lombard

CHAIRMAN GRAY introduced Item #1.

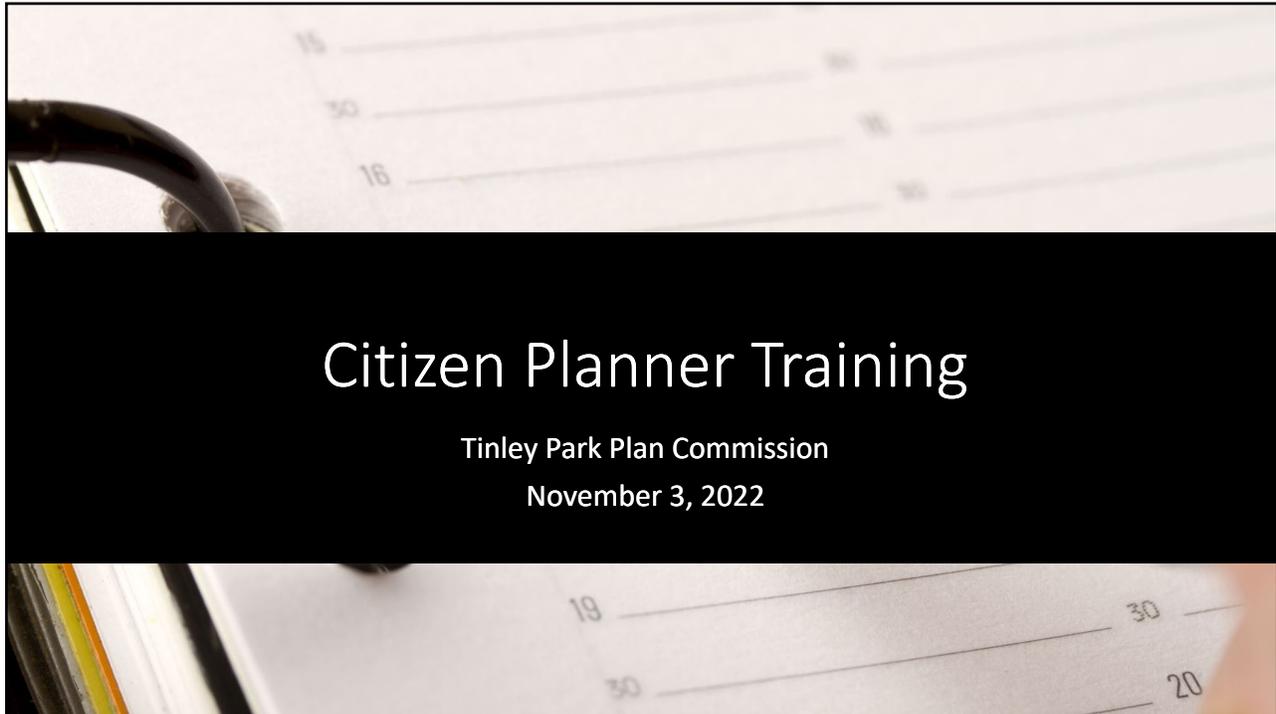
Dan Ritter, Community Development Interim Director, introduced the American Planning Association training session. He thanked the APA Illinois Chapter, the Chaddick Institute at DePaul, and Paula Freeze (who provides coordination on behalf of the APA). He provided a brief introduction of David Silverman (Partner, Ancel Glink) and Jennifer Ganser (Assistant Comm. Dev. Director, Village of Lombard).

Jennifer Ganser (Assistant Comm. Dev. Director, Village of Lombard) and David Silverman (Partner, Ancel Glink) introduced themselves, and offered everyone present to introduce themselves. Ms. Ganser and Mr. Silverman then provided training per the attached presentation and fielded questions.

Receive Comments from the Public

- None

COMMISSIONER GASKILL made a motion to adjourn the Meeting. Second by COMMISSIONER MANI. CHAIRMAN GRAY requested a roll call vote. Hearing no opposition, he declared the Meeting Adjourned at 9:07 pm.



Citizen Planner Training

Tinley Park Plan Commission

November 3, 2022

1

Participating Agencies



Session Leaders:

- David Silverman, AICP
- Jennifer Ganser, AICP

2

Agenda

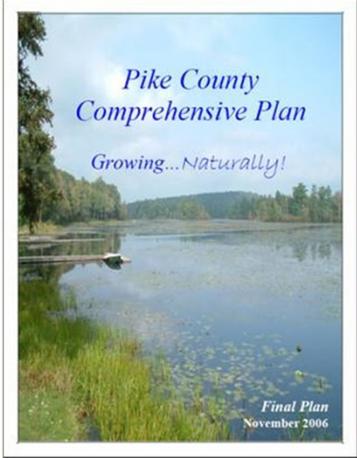
1. Welcome and Introductions
2. Roles in the Process
3. Responsibilities of Commission Members
4. Findings of Fact
5. The Fine Print
6. Planning + Development 101
7. Tools of the Trade
8. Resources for Commissioners

3

Roles in the Process

Citizen Planner Training
APA Illinois Chapter
Chaddick Institute

4



Role of the Commission and Commissioner

- Prepare plans for future of community
- Focus on community vision and character
- Note outstanding examples of development and place making in other communities.
- Visit developments after occupancy
- Keep informed on local issues via local media, municipal newsletter
- Current tools and techniques: APA publications, podcasts, news

5



Role of Elected Officials

- Non-land use responsibilities
- Final authority on land use matters
- Policy direction to Commission
- Appoint Commission members

6

Working with Elected Officials

- Clarify reasons for decision differing from commission decision
- Dialogue about common vision for community
- Consider if comprehensive plan needs updating
- Recommend any needed zoning amendments
- Provide insight from cases about current issues in community
- Suggest solutions for potential future problems

7

Role of the Planner / Staff

- Planner may be a community employee, consultant, other staff member, or part time staff.
- Manages zoning entitlement process.
- Collects and analyzes information from applicants and feedback from other staff.
- Works closely with Commission to provided needed information about zoning applicants.
- Guides applicant and public regarding codes and hearings
- Educates citizens about purpose and process of planning
- Objective and consistent with both supporters and objectors
- Explains the request (the applicant advocates for request)

8

Working with the Staff

- Call staff with any questions about upcoming case
- Review past cases to remain consistent
- Suggest changes to hearing procedure when needed
- Hold workshop for training on technical issues
- Suggest informal meeting with related municipal committees



9

Staff Report



- Overview: applicant, address, action requested, notices
- Background: zoning and uses of site and surrounding area
- Data: description of site, history of prior uses, relief granted
- Comprehensive Plan objectives; zoning requirements
- Standards of review for Findings of Fact
- Documents from the applicant, reports from consultants
- Comments from other departments
- Communications from the public
- May or may not include staff recommendation
- Provide commission adequate time to read it

10

Examples of Related Commissions

- Design Review Commission
- Economic Development Commission
- Environment Commission
- Historic Preservation Commission
- Transportation Commission



11

Other Key Actors

Municipal Attorney

- Provides guidance on hearing procedure
- Might or might not attend hearing
- Clarifies zoning provisions for Commission

Public

- Listen
- Ask questions, provide testimony
- Be courteous to all

12



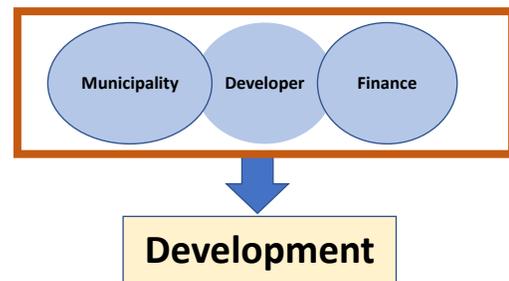
Developer's Role

- Help to implement (build) the community's plan.
- Focus on certain types of development forms (a developer is not always in a position to provide all land uses).
- Provide the municipality complete, current, accurate information about the project (especially if seeking local funds or zoning relief).
- Work with the municipality to answer questions and resolve conflicts throughout the development process.
- Conform to requirements of approval.

13

Developer's Perspective

- Can spend "6 figures" to be told no.
- Must meet the bottom line - there can be no vision nor any development without profit.
- Need to talk to the municipality early to understand the process - not all do.
- Towns have lots of rules, which change from town to town.
- Not all towns can explain the rules they have or why they have them.
- Financing is an essential element of the process – just as important as zoning approval.



14

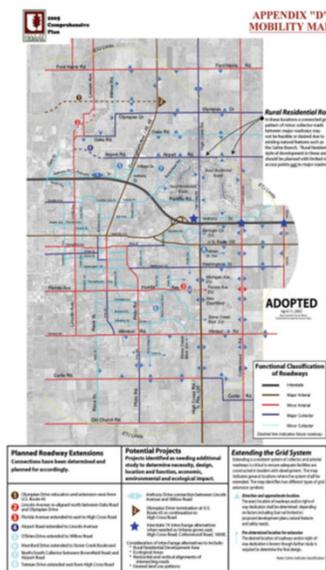
Other Jurisdictions

- School District
- Public Library
- Park District
- Fire Protection District
- Adjoining municipalities
- Townships
- County, Forest Preserve District
- Soil and Water Conservation District
- Stormwater Management Commission
- Water Reclamation District
- State Agencies: IDOT, IEPA, DCEO
- Federal Agencies: FHWA, FEMA, EPA



15

Regional Planning Commission



- RPC addresses issues that cross municipal borders such as: roads, transit, economic development, housing, air quality and water supply
- RPC cooperates with municipalities to further integrated planning for all sub-areas within jurisdiction
- RPC *recommends* on land use issues
- Municipalities *regulate* land use
- RPC partners with municipalities:
 - collects data
 - provides technical assistance to update plans
 - disseminates best practices, case studies
 - develops model plans and ordinances

16



17



Questions and
Discussion

18

Responsibilities of Commission Members

Citizen Planner Training
APA Illinois Chapter
Chaddick Institute

19

Commissioner Responsibilities

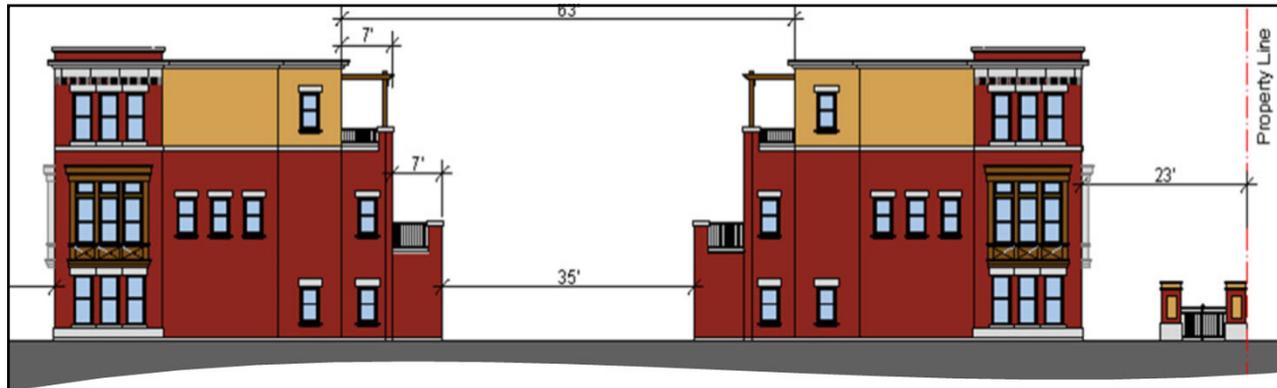
Be Prepared

- Understand Comprehensive Plan and Zoning Ordinance
- Read packet to be informed at the hearing
- Visit site
- Understand proposal
- Contact staff with questions (before hearing)

Play an Active Role

- Attend; alert staff if will be absent
- Arrive on time
- Listen to staff, applicant, public, other commissioners
- Ask questions
- Consider project's relation to Comprehensive Plan

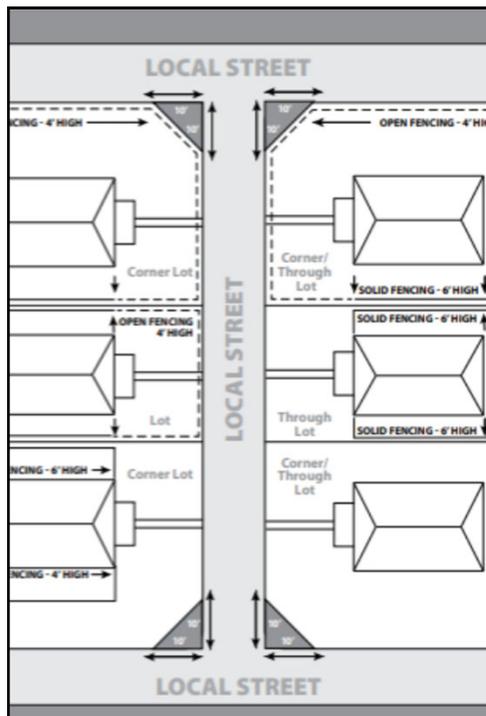
20



Commissioner Responsibilities

- Professionally perform duties
- Be consistent, fair and impartial
- Avoid jargon - use terms understandable to public
- Make all comments on the record
- Not necessary to repeat comments by other commissioners
- Be patient, courteous and respectful
- Remain calm; model appropriate behavior for all

21



Commissioner Responsibilities

Hearing Responsibilities

- Generally follow Robert's Rules to give structure to hearing
- Avoid esoteric details of parliamentary procedure
- Consider requiring conditions to mitigate impacts raised by public
- Avoid debates: Hear public questions, comment later
- Obtain all information needed to make decision
- Continue hearing, if necessary, to obtain information

22

Commissioner Responsibilities

Vote Based on Standards

- Explain how vote relates to standards of review
- Give appropriate weight to staff recommendations, if any
- Keep an open mind
- Recognize audience may not represent all views in community
- Discuss with the other members only during the hearing
- Do not exceed authority granted by Code or Statute

23

Items not Reviewed by Plan Commission

Some items reviewed by staff

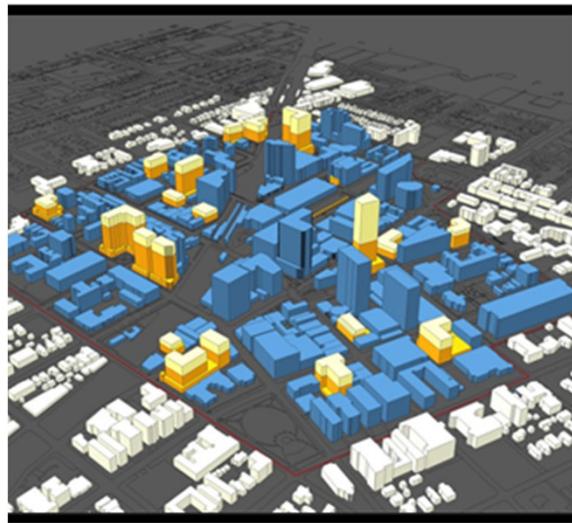
- Building code issues
- Property maintenance issues
- Private security

Some items reviewed by elected officials

- Financing

Some items not reviewed by Municipality

- Interior design
- Internal business operations
- Rents, sale prices and unit mix
- Business competition (free market)



24

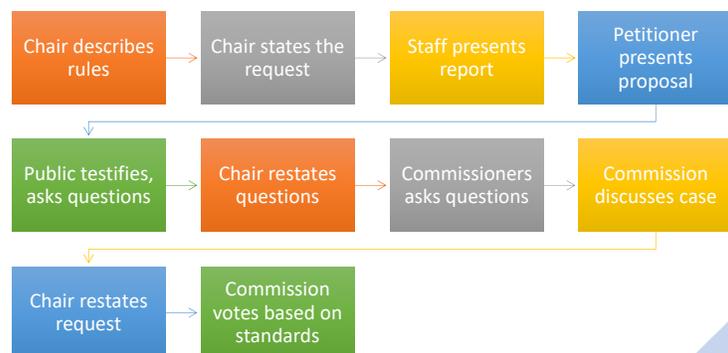
Responsibilities of the Chair

Run Efficient, Effective Meeting

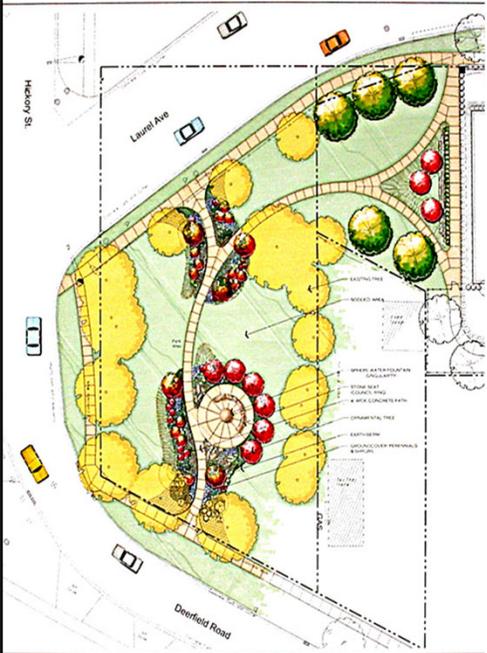
- Quality decisions by Commission depend on strong leadership by Chair
- Chair controls meeting and sets tone
- Ensures all interested parties have input
- Focuses discussion on the topic
- Expedites action
- Votes

25

Typical Hearing Procedure



26



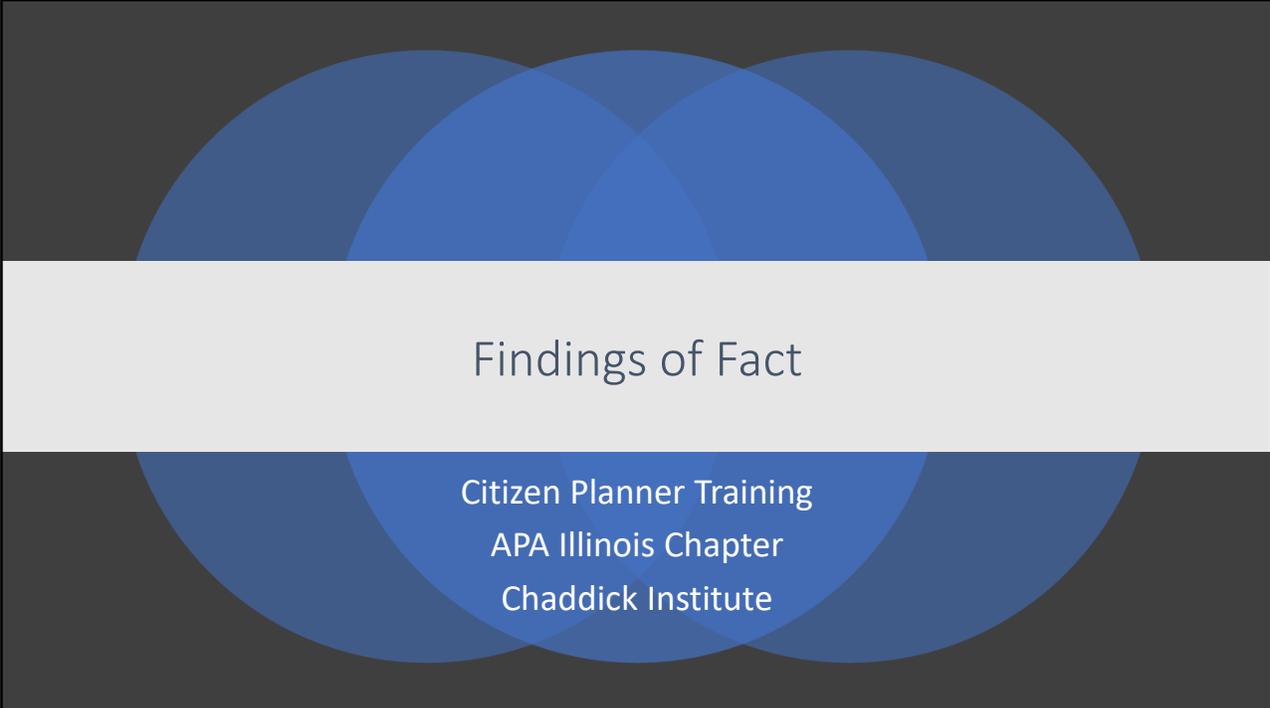
Taking Testimony

Holding a fair hearing so all views heard

- Ensure that all have the right to speak
- Weigh relevance of testimony to standards of review
- Consider all the testimony in voting
- Number of people for or against the application is not criteria for decision

LAUREL AVENUE PARK

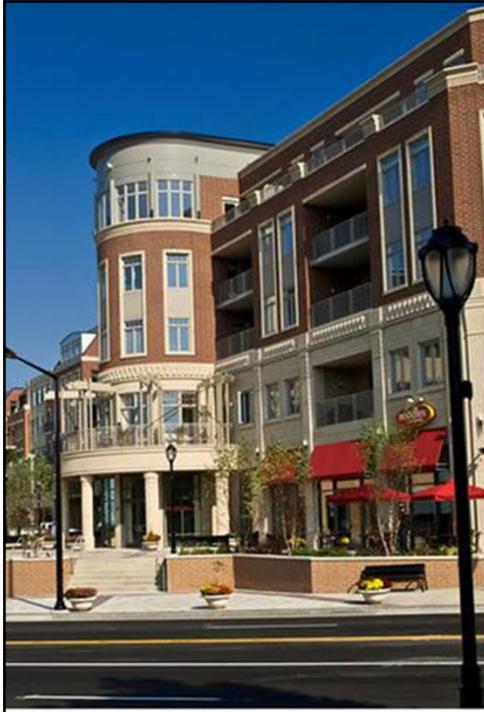
27



Findings of Fact

Citizen Planner Training
APA Illinois Chapter
Chaddick Institute

28



Findings of Fact

- Basis to ensure fair decisions
- Consistency with the Plan
- Evidence must show standards are met
- Refer to standards when voting
- Essential if there is litigation

- Setting a precedent
 - Proposal considered on its merits
 - Record clear reason for decision

29



Findings of Fact

Illinois Supreme Court case: La Salle National Bank of Chicago v Cook County (1957)

- Zoning is constitutional
- Zoning cannot be arbitrary, capricious
- Health, morals, safety and general welfare of the public

The “LaSalle Factors” – basis of zoning standards:

- Existing uses and zoning of nearby property
- Suitability of property for zoned purpose
- Length of time property has been vacant
- Decrease in owner’s property values
- Promotes public health, safety and welfare
- Gain to public versus hardship to owner

30



Special Uses

Special Uses are considered appropriate for the Zoning District, and...

- Possess unique characteristics to consider:
- Mitigate impact of use upon neighboring property, public facilities
- Mitigate impact of use upon environment, natural resources, community
- Consider public need for the particular use at the particular location

31

Tinley Park: Special Use Standards

Standards: No Special Use shall be recommended by the Plan Commission unless said Commission shall find:

- That the establishment, maintenance, or operation of the Special Use will not be detrimental to or endanger the public health, safety, morals, comfort, or general welfare;
- That the Special Use will not be injurious to the use and enjoyment of other property in the immediate vicinity for the purposes already permitted, nor substantially diminish and impair property values within the neighborhood;
- That the establishment of the Special Use will not impede the normal and orderly development and improvement of surrounding property for uses permitted in the district;
- That adequate utilities, access roads, drainage, and/or other necessary facilities have been or are being provided;

32

Tinley Park: Special Use Standards

Standards: No Special Use shall be recommended by the Plan Commission unless said Commission shall find:

- e. That adequate measures have been or will be taken to provide ingress and egress so designed as to minimize traffic congestion in the public streets; and
- f. That the Special Use shall, in all other respects, conform to the applicable regulations of the district in which it is located, except as such regulations may in each instance be modified by the Village Board pursuant to the recommendation of the Plan Commission. The Village Board shall impose such conditions and restrictions upon the premises benefited by a Special Use Permit as may be necessary to ensure compliance with the above standards, to reduce or minimize the effect of such permit upon other properties in the neighborhood, and to better carry out the general intent of this Ordinance. Failure to comply with such conditions or restrictions shall constitute a violation of this Ordinance.
- g. The extent to which the Special Use contributes directly or indirectly to the economic development of the community as a whole.

33

Variations

- Variations may be granted when carrying out the strict letter of the code will create a practical difficulty or a particular **hardship** for the owner.
- The particular physical surroundings, shape or topographical condition of the specific property involved would bring particular hardship upon the owner,
- Variation must be in harmony with the purpose and intent of the zoning code.
- Ordinances often limit variations
- Use variations are not good zoning

34

Tinley Park: Variation Standards

Standards for Variations: The Board or Plan Commission, as the case may be, shall not recommend a variation of the regulations of this Ordinance, as authorized herein, unless it shall have made Findings of Fact, based upon the evidence presented to it, in each specific case that:

- a. The property in question cannot yield a reasonable return if permitted to be used only under the conditions allowed by the regulations in the district in which it is located;
- b. The plight of the owner is due to unique circumstances;
- c. The variation, if granted, will not alter the essential character of the locality; and

35

Tinley Park: Variation Standards

d. For the purpose of implementing the above rule, the Board or Plan Commission shall also, in making its determination whether there are practical difficulties or particular hardships, take into consideration the extent to which the following facts favorable to the applicant have been established by the evidence:

- (1) The particular physical surroundings, shape, or topographical condition of the specific property involved would result in a particular hardship upon the owner, as distinguished from a mere inconvenience, if the strict letter of the regulations were carried out;
- (2) The conditions upon which the petition for a variation is based would not be applicable, generally, to other property within the same zoning classification;
- (3) The purpose of the variation is not based exclusively upon a desire to make more money out of the property;
- (4) The alleged difficulty or hardship has not been created by the owner of the property, or by a previous owner;

36

Tinley Park: Variation Standards

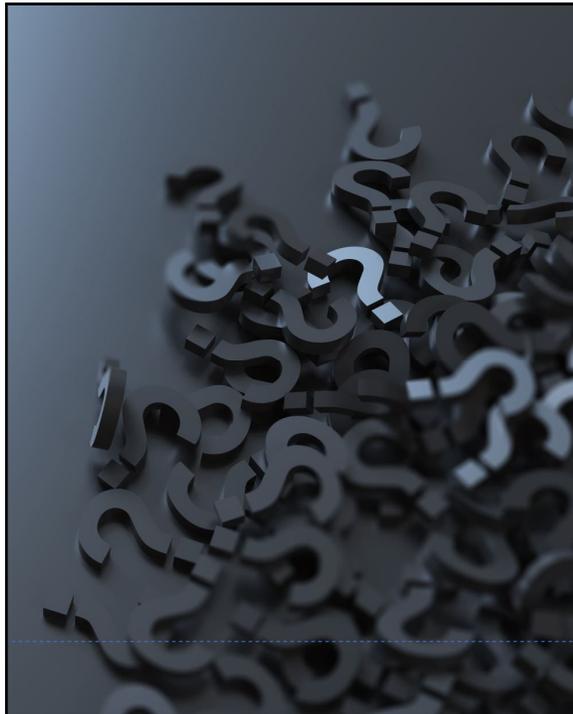
d. For the purpose of implementing the above rule, the Board or Plan Commission shall also, in making its determination whether there are practical difficulties or particular hardships, take into consideration the extent to which the following facts favorable to the applicant have been established by the evidence:

(5) The granting of the variation will not be detrimental to the public welfare or injurious to other property or improvements in the neighborhood in which the property is located; and

(6) The proposed variation will not impair an adequate supply of light and air to an adjacent property, or substantially increase the congestion in the public streets, or increase the danger of fire, or endanger the public safety, or substantially diminish or impair property values within the neighborhood.

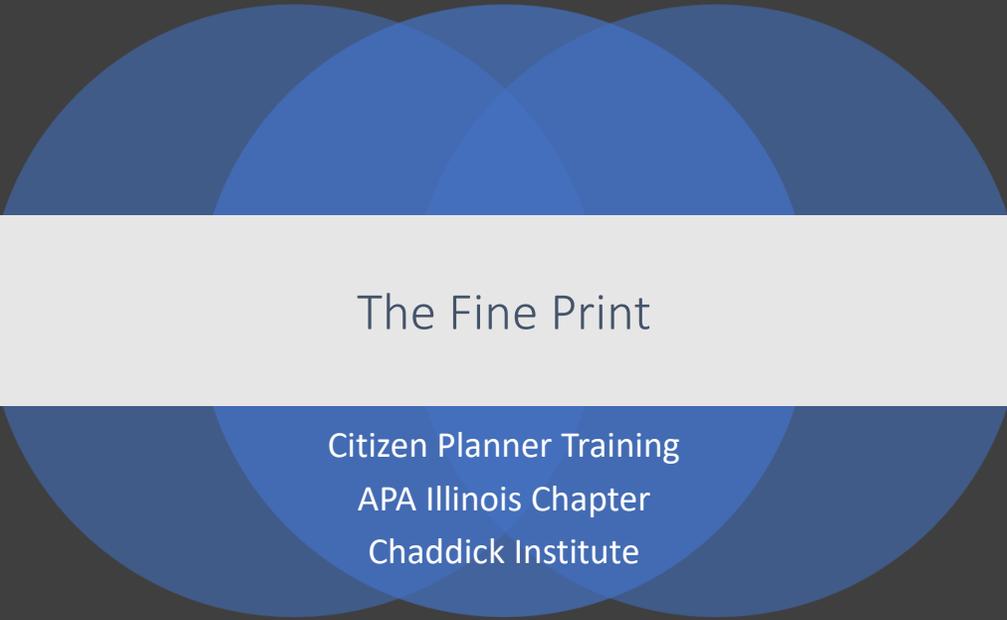
e. The Board or Plan Commission may recommend, and the Village Board of Trustees may require, such conditions and restrictions upon the premises benefited by a variation as may be necessary to comply with the standards set forth in this Section to reduce or minimize the injurious effect of such a variation upon other property in the neighborhood, and better to carry out the general intent of this Zoning Ordinance.

37



Questions and Discussion

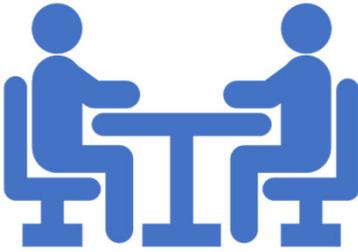
38



The Fine Print

Citizen Planner Training
APA Illinois Chapter
Chaddick Institute

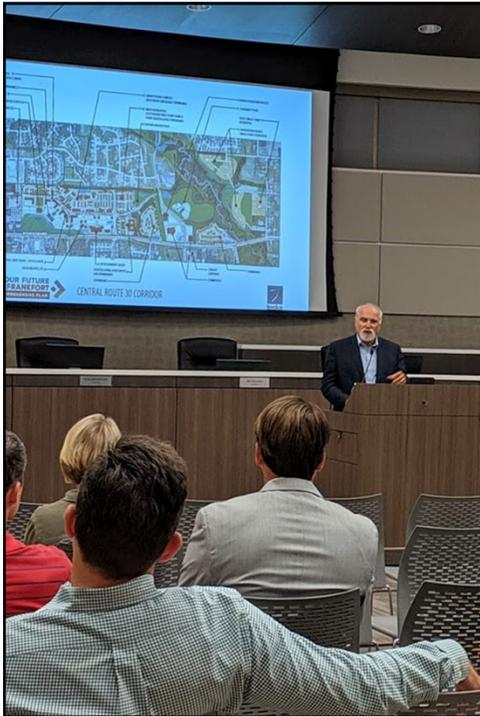
39



Ex Parte Communications

- Contact between Commissioners and applicant, opponents or supporters outside public hearings
- Includes in person contact, phone calls, written materials provided by applicant or interested party
- Avoid it as could invalidate ultimate determination
- Suggest the interested party attend the hearing or send comments to staff
- At the site: avoid contact with public, if possible
- Disclose any ex parte contact at the hearing

40



Ethics

- Intent: serve public interest without opportunity for personal gain
- State Statute 5ILCS 430/1-1 et seq. and Municipal Code
- Applies to elected and appointed officials and employees
- Limits specified gifts and certain political activities
- Some communities have Ethics Advisor or Ethics Commission
- For questions, check with staff or Municipal Attorney

41

Conflict of Interest

Having a business or financial relationship with an applicant as a client or customer

Having a financial interest in the project or are business partner with applicant or own the property

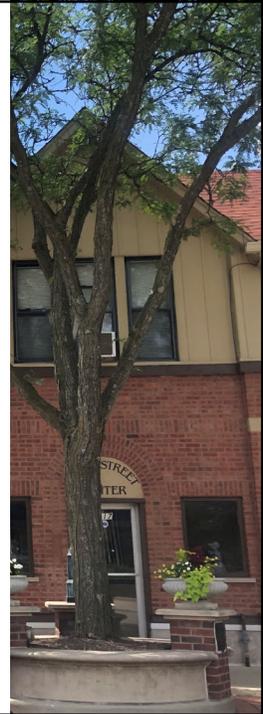
Appearance of Impropriety

- No conflict of interest exists but it may impair ability to exercise independent judgment
- A relationship between applicant and Commissioner such that a reasonable person may believe a conflict exists

42

Conflict of Interest

- **Recuse** when an actual conflict of interest exists, do not participate in the hearing and leave the room
- **Disclose** on the record the relationship when there may be an appearance of impropriety



43

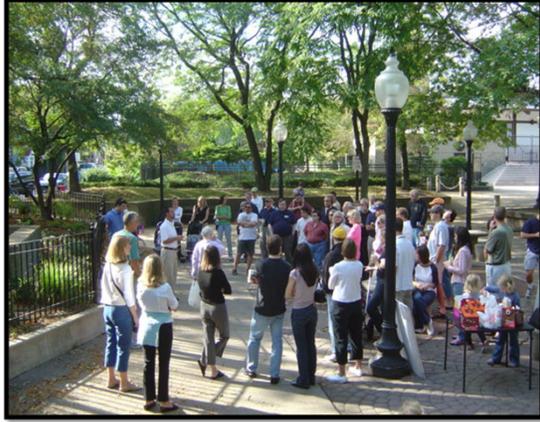
Conflict of Interest

What is not a Conflict of Interest?

- Voting on general laws which affect all citizens
- Request from organization in which you are a member
- Commissioner related by blood or marriage to applicant, but has no financial connection to project

44

Open Meetings Act



Why have the Open meetings Act?

- Public access to information
- Understand decision making process
- Strengthen transparency
- Hold government accountable

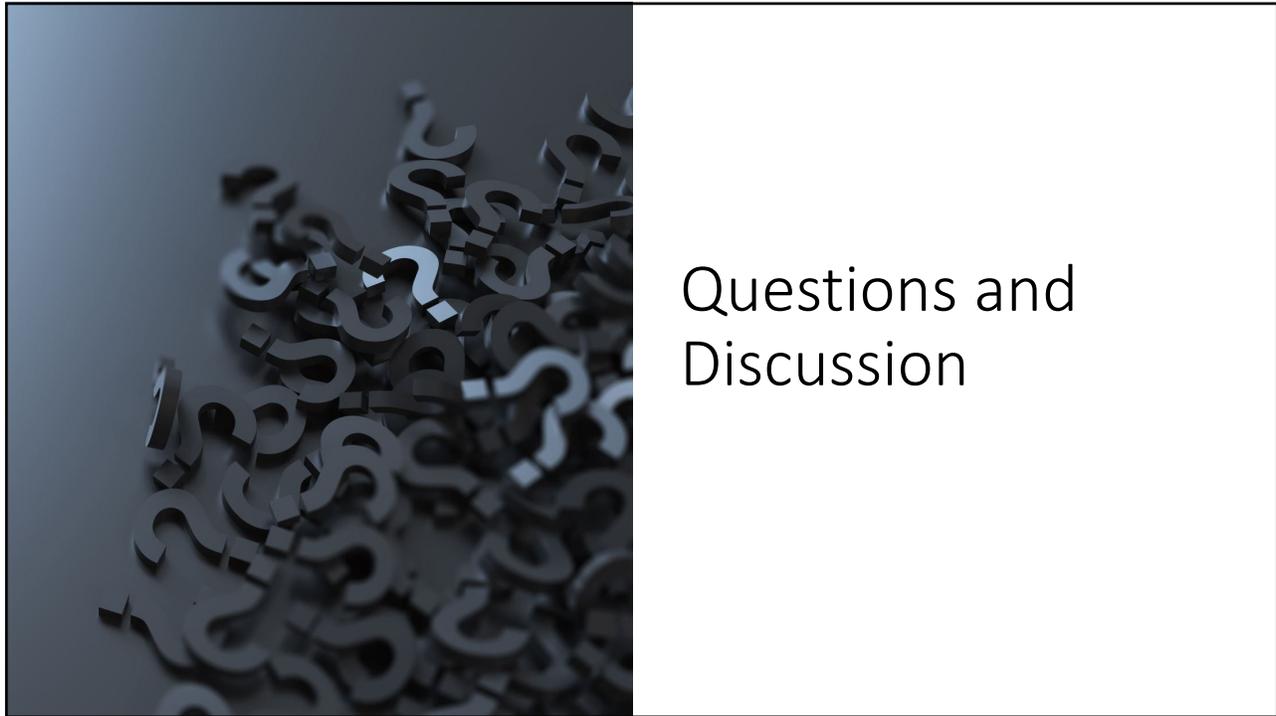
45

Open Meetings Act

- All commission meetings are open to the public
- When commission hears testimony on a specific case, it is a public hearing (which requires 15 day notice)
- When commission meeting is informal workshop, it is a public meeting (which requires 48 hour notice)
- Gathering of a majority of quorum to discuss public business is a public meeting
 - Meetings
 - Phone calls
 - Video conferences
 - Email
 - Instant messaging



46



47



48



Make No Little Plans

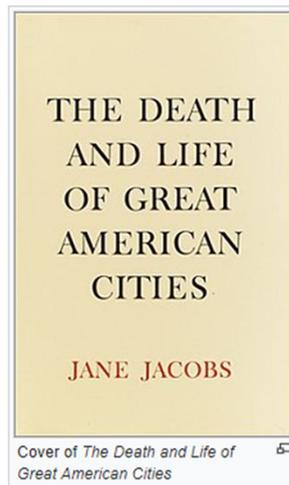
Make no little plans; they have no magic to stir men's blood and probably themselves will not be realized. Make big plans; aim high in hope and work.

Daniel Burnham

49

Jane Jacobs (1916 – 2006)

- Journalist
- Author
- Activist
- Theorist
- Greenwich Village
- Robert Moses



Jacobs as chair of a Greenwich Village civic group at a 1961 press conference

Photos: Wikipedia

50



A Brief History of Planning

- 1893: Chicago Worlds Fair
 - “White City” - vision of what cities could be
- 1909: City Planning evolving
 - Burnham Plan for Chicago
- 1916: New York City
 - first zoning law
- 1926: U.S. Supreme Court
 - Ambler Realty v. Euclid, Ohio

51

Tools of the Trade

Citizen Planner Training
 APA Illinois Chapter
 Chaddick Institute

52



Policy Planning

- Foundation for Implementation, Planning, Budgeting, Grants, CIP...
 - Comprehensive Plan
 - Downtown Plan
 - Corridor Plan
 - Neighborhood Plan
 - Housing Plan
 - Watershed Plan
 - Transportation Plan
 - Preservation Plan
 - Sustainability Plan
- Process fundamentals apply all Planning.

53



Comprehensive Plan

- The community's vision for its future
- Authority established by Illinois State Statutes
- Plan - general future policy
- Zoning - specific current regulation

54



Comprehensive Plan

- **Typical topics:**

- Land Use
- Environment
- Public Facilities, private utilities
- Transportation
- Historic Preservation, urban design
- Housing
- Economic Development
- Sustainability

55



Public Participation in Planning

- Educates and informs the public
- Public ownership of plan supports implementation
- Various formats to engage residents and businesses
 - Print, radio
 - Local cable TV access channel
 - Social Media
 - On line survey
 - Advisory groups
 - Design charrette
 - Open house
 - Public hearing
- No right answer, customize the community.

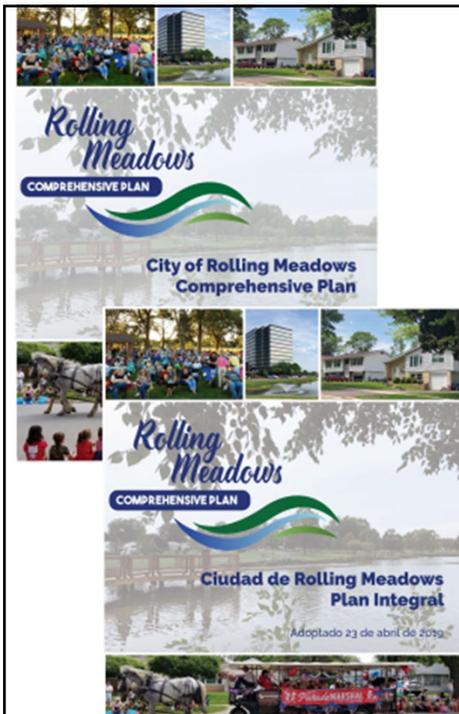
56



Working with the Public

- Make participation as easy as possible
- Work for maximum turnout, don't expect it
- Keep workshops interesting, interactive, and fed
- Anticipate and answer questions – teach, don't lecture
- Publicize meeting on websites, social media, public places, in multiple languages if appropriate.
- Provide copies of material for public
- Public hearings
 - Create atmosphere that welcomes public participation
 - Arrange agenda so simple, non-controversial cases are first

57



Who are your Neighbors?

- Senior citizens, 65 and older; children, 18 and under
- Disabled
- Asian, Black, Hispanic, Native American, White
- High school education, graduate level education
- Speaks a foreign language at home
- Currently unemployed, retired, student
- Income below poverty line, below 80% of median income
- Lives in a single-family home (owner or renter); homeless
- Lives in a multi-family structure (apartment, townhome, condo)
- Moved from another state, moved from another country

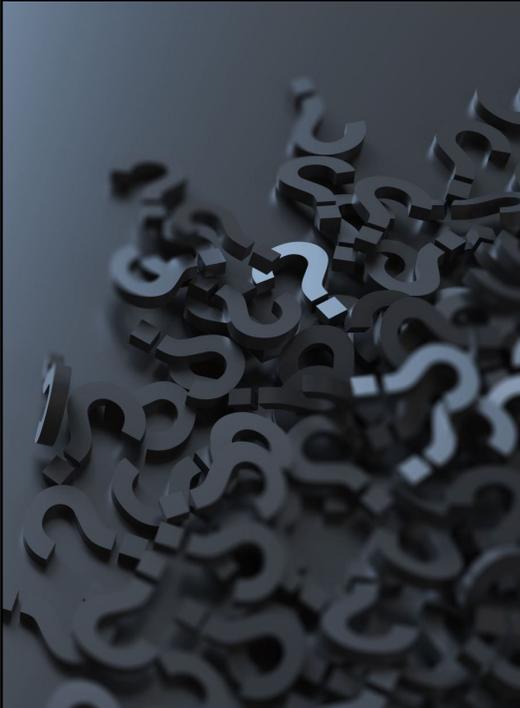
58



Plan Implementation

- Policy: economic, environmental well being of municipality
- Financial: CIP, TIF, SSA, downtown façade grants
- Regulations: solar and wind farms, casinos, cannabis
- Procedures: development review, design guidelines
- Improvements: streetscape, greenway and trail system
- Intergovernmental issues: consolidation, property taxes
- Review and revise plan when needed

59



Questions and Discussion

60

LINES

g

king lots to improve the
ent and to contribute to

with a logical layout
irculation.

s is encouraged in order
g lots.

ses, and other elements
he design of parking lots.

walkability within the
g developments.

minimize curb cuts and
conflict between travel
vehicle access into the

Design Techniques:
Site Access, Circulation

Decorative Fencing a



Landscaped Berm



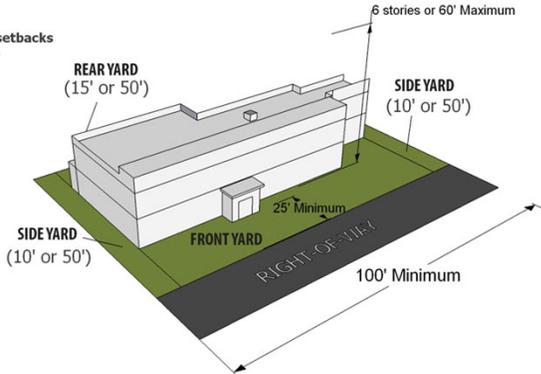
Regulating Development

- Police Power – health, safety, welfare
- Balance community character and economic development
- Clear structure with objective codes applied consistently
- Predictable, fair, timely process
- Each community is different
- No right answer, but consider legal limitations
- Design Guidelines

61

Zoning

**20,000 sq. ft.
Minimum Lot Area**
(50' side and/or rear yard setbacks
when lot abuts residential)



- Creates predictability. Protect residents from others' actions, not primarily to limit owner's use
- State statutes authorize local governments to zone; case law limits how zoning is used
- Tools to implement Plan by regulating
 - Use of land
 - Amount of open space on lot, building setbacks
 - Bulk of buildings, land coverage on lot

62

Zoning Districts

- Single Family
- Multiple family
- Central Business District
- Mixed Use
- Retail
- Commercial
- Office
- Manufacturing
- Institutional
- Open Space
- Agricultural
- Overlay District(s)

63

Types of Zoning Approval

- Permitted Uses (no hearing)
- Variation or variance
- Special Use or Conditional Use
- Planned Development or PUD
- Conditions
 - Must be rational nexus to proposal
 - Listed in approving ordinance

64

Planned Development

(aka Planned Unit Development)

Benefits to Developer

- Flexibility in design
- Phased construction
- Consolidates variations

Benefits to the Municipality

- Public Benefit
- Open space & recreational areas
- Preserve natural features & environmental resources
- Incentivize Community Goals (ie. historic preservation, affordable housing)

65

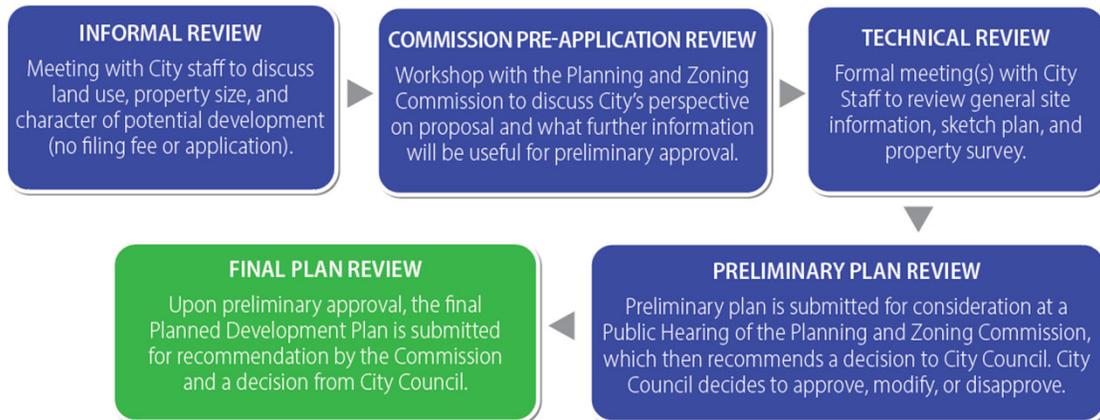


Keeping Zoning Current

- Text Amendment changes the language in the code
- Map Amendment changes the zoning district for some parcels - avoid spot rezoning just one parcel
- Often amend zoning text and zoning map after new Comp Plan adopted

66

Example of Planned Development Process



67

Subdivision



- Procedure to regulate division of land into lots for sale, lease, or development
- Operates with zoning code and building code
- Affects the look and function of a community
- Requirements for access, safety and health
- Technical process to confirm plat meets standards in the ordinance
- Dedication of Land or Fee in Lieu for Schools and Parks

68



Subdivision Regulations

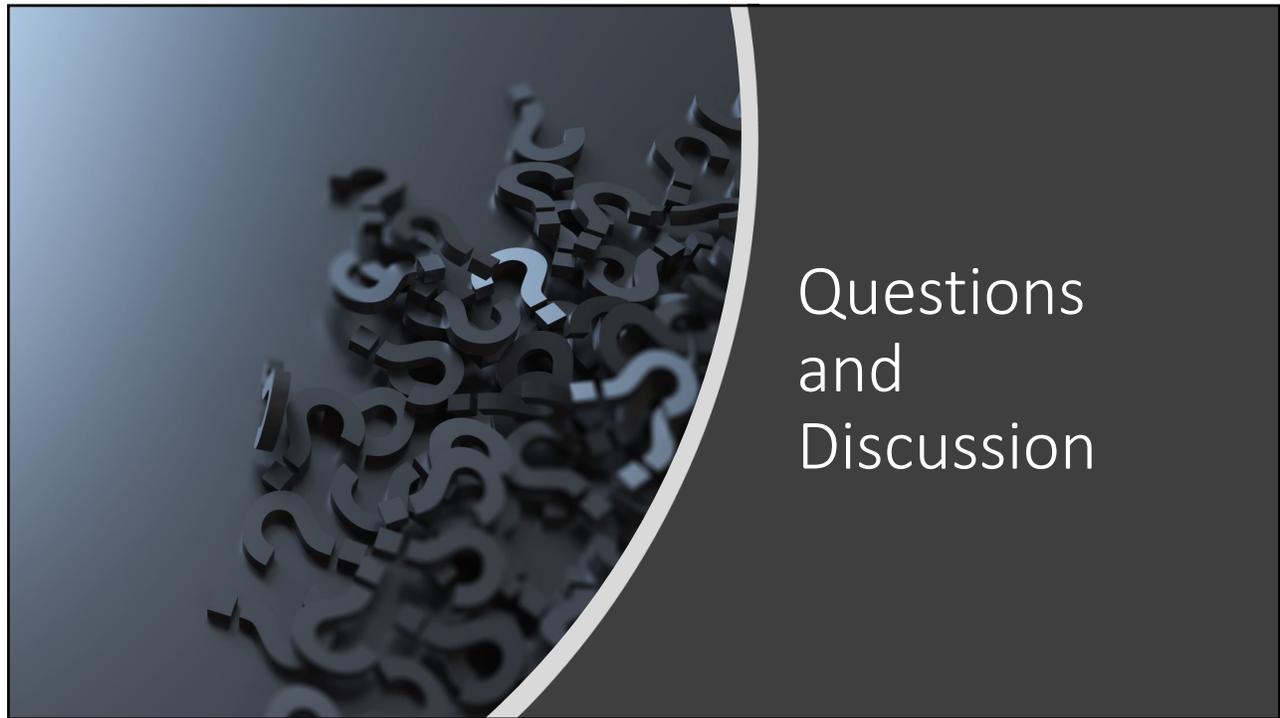
- Public Improvement Standards Define Community Character
 - Roads, curbs & gutter, street lighting
 - Sidewalks (both sides of the street?), paths
 - Utilities, stormwater (sewer or swale?)
- Approval Process Ensures Infrastructure Installation
 - Ministerial Function
 - Plan Commission reviews preliminary & final plat
 - Elected officials act on preliminary & final plat
 - Utilities installed in advance of / concurrent with lotting

69

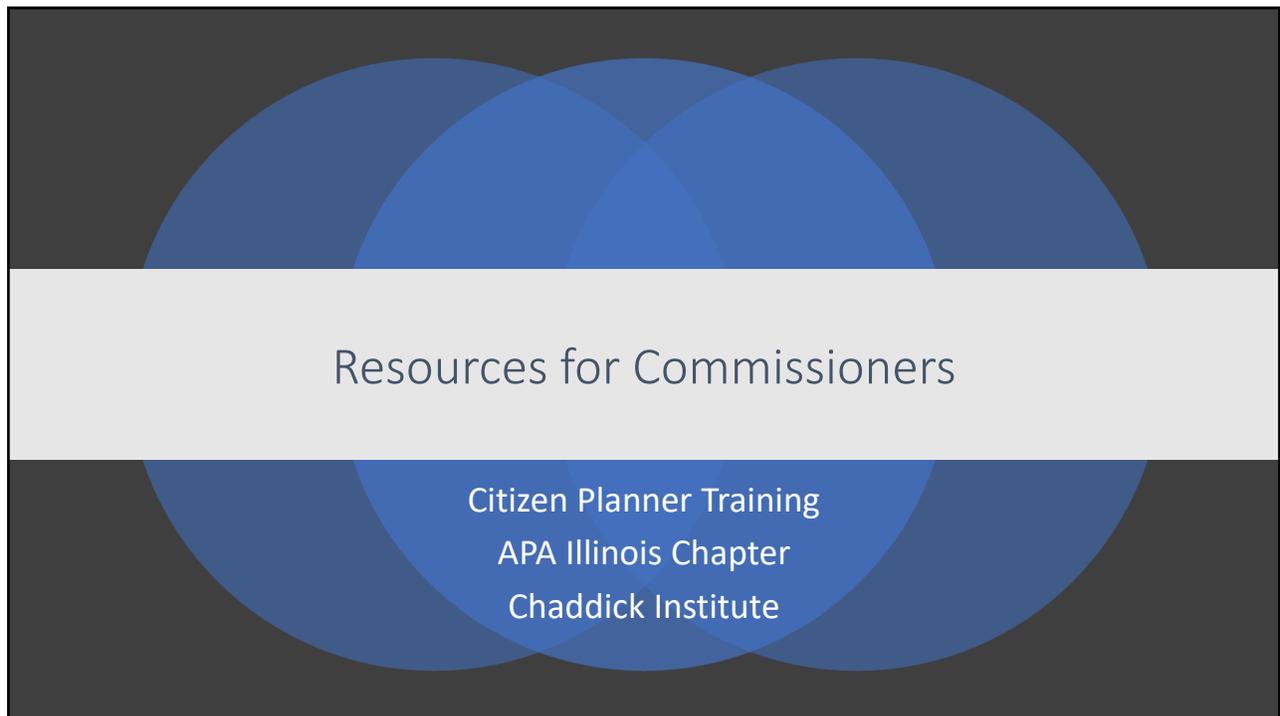
Annexation

- Growth tool to expand municipal boundaries
 - Address potential impacts of adjacent properties outside of municipality
- Voluntary Annexation may be in advance of contiguity
 - Pre annexation agreement sets parameters for later annexation
- Force Annexation
 - Required to be less than 60 acres and surrounded by municipality

70



71



72

Resources:

- Staff, local library
- APA website, magazine, books, podcasts
- APA state & national conferences and webinars
- APA's The Commissioner newsletter
- Local and National media and newspapers
- Planning Commissioner's Journal (plannersweb.com)

73

Resources:

- American Planning Association
 - www.planning.org
 - www.ilapa.org
- Websites & Listserves
 - www.planetizen.com
 - www.plannersnetwork.org
- Other Organizations
 - <https://las.depaul.edu/centers-and-institutes/chaddick-institute-for-metropolitan-development/pages/default.aspx>
 - www.strongtowns.org
 - www.cnt.org
 - www.pps.org
 - www.landmarks.org
 - www.savingplaces.org
 - <http://petepointnerplanning.blogspot.com/>

74

Diversity, Equity, and Inclusiveness Resources:

- APA Annual Diversity Forums: <https://planning.org/diversity/efforts/>
- 2019 PAS Memo Increasing Diversity, Equity and Inclusion in Planning: <https://planning.org/publications/documents/9176238>
- APA-IL 2017 Planning for Equity Program: <https://www.ilapa.org/diversity-equity-inclusion>
- APA Ambassador Program: <https://planning.org/ambassadors/>
- APA Diversity and Inclusion Training: https://learn.planning.org/local/catalog/view/product.php?globalid=LRN_PAC18_001
- APA course Promoting Diversity and Inclusive Communities: https://learn.planning.org/local/catalog/view/product.php?globalid=LRN_188182
- American Association of University Women Work Smart Online: www.salary.aauw.org
- American Planning Association Equity Policy Guide (2019): <https://planning.org/publications/document/9178541/>
- Informational Videos -- Jim Crow of the North: <https://www.tpt.org/minnesota-experience/video/long-lead-jijijix/> and The Color Tax: <https://www.youtube.com/watch?v=UVHqMbyzZ-Y>

75

Thank You!

Citizen Planner Training
APA Illinois Chapter
Chaddick Institute

76