



LOCAL GOVERNMENT
**HISPANIC
NETWORK**

**Board of Directors Meeting
August 7, 2020**

12:00-1:00 PM Eastern Time

11:00 AM-12:00 PM Central Time

10:00-11:00 AM Mountain Time

9:00-10:00 AM Pacific Time

Join Zoom Meeting

<https://us02web.zoom.us/j/82062628878>

Dial by Phone: +1 669 900 6833

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Meeting ID: 820 6262 8878

Advancing Excellence and Inclusiveness in Local Government

Agenda

LGHN Board of Directors

Rolando Fernandez
President

Raymond Gonzales
President-Elect

Veronica Briseño
*Immediate
Past President*

Bob Harrison
*Vice President
for Membership*

Samantha Tavares
*Vice President
for Professional
Development*

Claudia Lujan
*Vice President
for Career Advancement*

At-Large Directors

Carlos Baia

Maria DeLeon

Aubrey Gonzalez

Ramiro Inguanzo

Raoul Lavin

Paulina Martinez

Ramiro Salazar

Patricia E. Martel
*Past ICMA
Board Member*

Maria Hurtado
ICMA Board Liaison

Rod Alcázar
ICMA-RC Liaison

A. Call to Order/Roll Call/Welcome

B. ACTION: Consent Agenda – Receive and Approve

1. Minutes for Board Meeting of July 5, 2020*
2. Board Meeting Attendance Report for 2019/20*
3. Financial Report through July 31, 2020*

C. Approve Candidates for 2020 Board Elections*

D. REVIEW/APPROVE: Quarterly LGHN Budget Review*

E. DISCUSSION: Opportunities to Partner with GFOA*

F. DISCUSSION: Agenda for Annual Meeting - October 15, 2020*

1. October 2, 2020 Board Meeting: Keep or Move to October 15?

G. DISCUSSION: Future Webinars (see report to ICMA-RC: Item J)

H. ICMA Conference

1. Registration
2. LGHN/NFBPA/I-NAPA Sessions*
3. LGHN/NFBPA/I-NAPA Networking Event
4. Latin America Track Sessions and Networking Event*

I. INFORMATION/UPDATES: LGHN Goals

1. Membership
2. Fundraising/Scholarship Program
3. Career Advancement Program
 - a) Harness Your Potential Webinars (monthly)
4. Professional Development
 - a) COVID 19 Webinars (bi-monthly)
5. University Partnerships

J. INFORMATION ITEMS

1. Report to ICMA-RC*

K. Future Board Meeting Agenda Items

1. Quarterly Budget Review/CY 2021 Budget (November)
2. CY 2021 LGHN Budget Approval (November/December)
3. ICMA Contract with GARE
4. Potential Agreement: Latino Leadership Institute
5. Government Alliance on Race and Equity (TBD)
6. Potential Agreement: National Association of Hispanic Federal Executives
7. Website Tracking
8. Social Media Tracking

*Supporting documents provided in board packet

L. Adjournment & Future Meeting Dates

1. Friday, September 11 – LGHN Board Meeting**
2. Friday, October 2 – LGHN Board Meeting
3. October 8-13, 2020 – NFBPA Conference, Austin, TX (Virtual)
4. October 15, 2020 – LGHN Annual Membership Meeting
5. Friday, November 6 – LGHN Board Meeting
6. Friday, December 4 – LGHN Board Meeting

**Revised board meeting date



Advancing Hispanic leadership in local government

Board Members Present

Rolando Fernandez, Jr., President
Raymond Gonzales, President-Elect
Bob Harrison, Vice President for Membership
Samantha Tavares, Vice President for Professional Dev.
Carlos Baia, At Large Director
Maria DeLeon, At Large Director
Aubrey Gonzalez, At Large Director
Ramiro Inguanzo, At Large Director
Raoul Lavin, At Large Director
Paulina Martinez, At Large Director
Ramiro Salazar, At Large Director
Rod Alcázar, ICMA-RC Liaison

Board Members Absent

Veronica Briseno, Immediate Past President
Claudia Lujan, Vice President for Career
Advancement
Patricia Martel, Past ICMA President
Maria Hurtado, ICMA Board Liaison

Others Present

Karen Davis, Executive Director

A. Call to Order/Roll Call/Welcome

Roll call was conducted, and eleven voting members were present, a quorum was established.

B. Discussion: Consent Agenda – Receive and Approve

1. Minutes for Board Meeting of June 5, 2020
2. Board Meeting Attendance Report for 2019/2020
3. Financial Report through June 30, 2020

Maria DeLeon moved to accept the consent agenda. Ramiro Salazar seconded the motion. The motion passed unanimously.

C. DISCUSSION: LGHN Annual Meeting – October 15, 2020

Given that the in-person annual membership meeting originally scheduled at the biennial conference will be held virtually via zoom, the board discussed the format for the meeting. The meeting will include a business portion, history of LGHN, and introduction of new board members. The board discussed options for using the opportunity to obtain feedback from members, sharing information among members attending the meeting about what is going on in their communities, sharing of how communities are overcoming obstacles, and/or a training session. The discussion was referred to the professional development committee for further discussion and recommendations.

D. DISCUSSION: Changes to LGHN Website

Karen Davis updated the board on the latest effort to categorize activities on the website to more easily navigate between registration for upcoming webinars, accessing recorded webinars and recorded drop-in calls. Ray Gonzales asked if there was a way to share best practices through the website. Karen said that links to supporting documents from the webinars are included with the recorded webinars. She will look into a form that could be filled out by the members and uploaded on the site. Other upgrades include a searchable membership directory which has been activated.

E. DISCUSSION: Future Webinars and Drop-in Calls

Karen Davis asked for input for future webinars, in particular the proposed webinar on current public safety issues. Some issues that were raised and/or suggested included:

- *Reallocating resources to mental health, abuse, etc. Who has done this?*
- *What are the current recruitment challenges?*
- *What should the screening process look like?*
- *How to get ahead of the next budget cycle when this will be discussed?*
- *Who is our audience and how to tailor the discussion to meet their needs?*
- *How to educate members on how the system works? There is no one size fits all because of different state laws, labor unions, etc.*
- *What are the models for community academies and other practices to provide better understanding to the community?*

Karen asked for feedback on future drop-in calls. Bob Harrison suggested that the topics follow the most current webinar, e.g., the July 17 discussion would relate to racial equity following the July 16th webinar on that topic.

The discussion was referred to the professional development committee for further discussion and recommendation.

Samantha Tavares provided feedback regarding the number of emails members are receiving. Karen said she would look into how the emails might be minimized.

F. INFORMATION/UPDATES: LGHN Goals

There were no new updates.

D. INFORMATION ITEMS

Karen reminded the board to review the article for PM Magazine and send comments to Julie Zimmerman as soon as possible. The deadline to submit the article is July 15th.

2019-2020 IHN Board of Directors Board Meeting Attendance

Name	Jan 2019	Feb 2019	Mar 2019	April 2019	Annual Mtg. May 2019	June 2019	July 2019	Aug 2019	Sept 2019	Oct 2019	Nov 2019	Dec 2019
Veronica Briseño		Absent	Phone	Present	Absent	Present	Absent	Present	Absent	Present	Absent	Absent
Maria Hurtado		Absent	Present	Present	Absent	Absent	Absent	Present	Present	Present	Present	Absent
Rolando Fernandez		Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present
Raymond Gonzales		Absent	Present	Absent	Present	Absent	Present	Absent	Present	Present	Present	Absent
Carlos Baia		Present	Absent	Present	Present	Absent	Absent	Present	Present	Present	Present	Present
Maria De Leon		Present	Absent	Absent	Absent	Present	Absent	Present	Present	Present	Present	Present
Bob Harrison		Absent	Phone	Absent	Present	Present	Present	Absent	Absent	Absent	Present	Present
Ramiro Inguanzo		Present	Phone	Absent	Present	Absent	Absent	Absent	Absent	Absent	Present	Present
Claudia Lujan		Absent	Present	Present	Present	Absent	Present	Absent	Present	Present	Present	Present
Pat Martel		Present	Phone	Absent	Present	Absent	Present	Present	Absent	Present	Absent	Present
Paulina Martinez		Present	Present	Present	Present	Present	Present	Absent	Absent	Present	Present	Present
Samantha Tavares		Present	Absent	Present	Present	Present	Present	Absent	Present	Absent	Present	Present
James Vega		Absent	Absent	Absent	Present	Absent	Absent	Absent	Absent	Absent	Absent	Absent
Aubrey Gonzalez						Absent	Present	Present	Present	Present	Present	Present
Ramiro Salazar						Present	Absent	Present	Present	Absent	Present	Absent

Name	Jan 2020	Feb 2020	Mar 2020	April 2020	May 2020	June 2020	July 2020	Aug 2020	Sept 2020	Annual Meeting Oct 2020	Nov 2020	Dec 2020
Veronica Briseño	Present	Present	Absent	Present	Present	Absent	Absent					
Rolando Fernandez	Present	Present	Present	Present	Present	Present	Present					
Raymond Gonzales	Absent	Present	Absent	Present	Present	Absent	Absent					
Carlos Baia	Absent	Present	Present	Present	Present	Present	Present					
Raoul Lavin					Present	Present	Present					
Maria De Leon	Present	Absent	Present	Absent	Present	Present	Present					
Bob Harrison	Present	Present	Present	Present	Present	Present	Present					
Ramiro Inguanzo	Absent	Absent	Present	Absent	Present	Present	Present					
Claudia Lujan	Absent	Present	Absent	Present	Present	Absent	Absent					
Pat Martel	Absent	Absent	Present	Present	Absent	Present	Present					
Paulina Martinez	Present	Absent	Present	Present	Present	Present	Present					
Samantha Tavares	Present	Present	Absent	Present	Present	Present	Present					
James Vega	Absent	Absent	Absent									
Aubrey Gonzalez	Absent	Present	Present	Present	Present	Present	Present					
Ramiro Salazar	Present	Present	Present	Absent	Present	Present	Present					
Maria Hurtado	Present	Absent	Absent	Absent	Absent	Present	Present					

Note: Excused v. unexcused absences are not differentiated on the chart.

Local Government Hispanic Network
Profit and Loss
January - July, 2020

	Total
Income	
Direct Public Support	
Corporate Support	50,000.00
Individual Support	100.00
Scholarship	500.00
Total Direct Public Support	\$ 50,600.00
Other Types of Income	
Advertising Sales	11,692.00
Miscellaneous Revenue	455.73
Total Other Types of Income	\$ 12,147.73
Program Income	
LGHN Dinner Registrations	750.00
LGHN Dinner Sponsorships	2,000.00
Membership Dues	
Chapters	8,000.00
Corporate	1,100.00
Individual	3,564.48
Local Government	12,125.00
Total Membership Dues	\$ 24,789.48
Total Program Income	\$ 27,539.48
Total Income	\$ 90,286.21
Gross Profit	\$ 90,286.21
Expenses	
Business Expenses	
Business Registration Fees	85.00
Constant Contact	449.52
PayPal Fees	771.17
Total Business Expenses	\$ 1,305.69
Contract Services	
Accounting Fees	850.00
Outside Contract Services	31,838.50
Total Contract Services	\$ 32,688.50
Operations	
Computer Software	352.03
Telephone, Telecommunications	1,762.95
Website	5,498.00
Total Operations	\$ 7,613.00
Other Types of Expenses	
Contributions	100.00
Insurance - Liability, D and O	888.00
Program Activities	
Catering	2,168.41
Facility Rental	5,500.00
Printing/Copy	931.16
Total Program Activities	\$ 8,599.57
Total Other Types of Expenses	\$ 9,587.57
Unapplied Cash Bill Payment Expense	0.00
Total Expenses	\$ 51,196.76
Net Operating Income	\$ 39,089.45
Net Income	\$ 39,089.45
Bank balance as of 7/31/2020	\$ 96,822.72



2020 LGHN Board Member Elections
Terms Expire 2022

Past President:	Rolando Fernandez
President:	Raymond Gonzales
Vice President for Membership:	Bob Harrison
Board of Directors At-Large:	Aubrey Gonzalez
	Paulina Martinez
	Ramiro Salazar
	Write-in Candidates Allowed

Schedule:

2018 LHN Board Nomination Process	June	July	Aug.	Sept.	Oct.	Comments
Email members re: interest & recommendations	29 th					30 days required
Close member submittals		29 th				31 days
Identify potential candidates		31 st				Committee meeting
Select nominees		27 th				Committee meeting
LGHN Board Approval			7 th			
Issue ballots			10 th			15 days minimum, 30 days before annual meeting required
Close ballots				25 th		44 days
Annual Meeting					15 th	64 days

Local Government Hispanic Network
Profit & Loss Budget Performance
January through November 2019

	<u>Year End Actual</u>	<u>CY 2020</u>	<u>CY 2020 - Revised</u>	<u>CY 2020 - Year End Est.</u>	<u>Comments</u>
Ordinary Income/Expense					
Income					
Direct Public Support					
Corporate Support	50,000.00	70,000.00	50,000.00	50,000.00	
Individual Support				100.00	
Scholarship	1,180.00	5,000.00	0.00	500.00	
Total Direct Public Support	<u>51,180.00</u>	<u>75,000.00</u>	<u>50,000.00</u>	<u>50,600.00</u>	
Other Types of Income					
Advertising Sales	22,050.00	20,000	15,000	20,043.00	
Miscellaneous Revenue	1,967.00			456.00	
Total Other Types of Income	<u>24,017.00</u>	<u>20,000.00</u>	<u>15,000.00</u>	<u>20,499.00</u>	
Program Income					
Workshops/Regional Registration	0.00	0.00	0.00	0.00	
Workshops/Regional Sponsorship	0.00	0.00	0.00	0.00	
LGHN Dinner Registrations	4,425.00	4,000.00	0.00	0.00	
LGHN Dinner Sponsorships	1,421.00		0.00	0.00	
Membership Dues					
Individual	5,085.00	4,500.00	3,060.00	3,565.00	
Local Government	19,500.00	15,500.00	15,500.00	13,000.00	
Chapters	7,750.00	10,000.00	7,750.00	8,000.00	
Corporate	2,250.00	2,250.00	2,250.00	1,000.00	
Membership Dues - Other	0.00	0.00	0.00	0.00	
Total Membership Dues	<u>34,585.00</u>	<u>32,250.00</u>	<u>28,560.00</u>	<u>25,565.00</u>	
Conference Registration	3,722.65				
Total Program Income	<u>44,153.65</u>	<u>36,250.00</u>	<u>28,560.00</u>	<u>25,565.00</u>	
Total Income	119,350.65	131,250.00	93,560.00	96,664.00	
Expense					
Business Expenses					
Constant Contact	412.00	500.00	350.00	450.00	Annual contract amount - prepay 12 mo.
Business Registration Fees	80.00	80.00	80.00	85.00	
PayPal Fees	1,392.00	1,400.00	1,400.00	1,320.00	
Business Expenses - Other	35.00	100.00	100.00	0.00	
Total Business Expenses	<u>1,919.00</u>	<u>2,080.00</u>	<u>1,930.00</u>	<u>1,855.00</u>	
Contract Services					
Accounting Fees	850.00	850.00	850.00	850.00	
Outside Contract Services	69,555.00	75,000.00	70,000.00	60,000.00	
Total Contract Services	<u>70,405.00</u>	<u>75,850.00</u>	<u>70,850.00</u>	<u>60,850.00</u>	
Operations					
Computer Software	247.00	250.00	250.00	350.00	
Postage, Mailing Service	471.00	500.00	500.00	250.00	None spent to date
Printing and Copying	396.00	400.00	250.00	250.00	None spent to date
Supplies	53.00	75.00	75.00	50.00	None spent to date
Telephone, Telecommunications	1,191.00	1,200.00	1,200.00	2,000.00	Includes zoom cloud recording
Website	7,970.00	7,000.00	7,000.00	6,000.00	Searchable directory + monthly contract
Total Operations	<u>10,328.00</u>	<u>9,425.00</u>	<u>9,275.00</u>	<u>8,900.00</u>	
Other Types of Expenses					
Board of Directors Retreat					
Retreat	131.32	150.00	0.00	0.00	
Travel	780.88		0.00	0.00	
Total Board of Directors Retreat	<u>912.20</u>	<u>150.00</u>	<u>0.00</u>	<u>0.00</u>	

Local Government Hispanic Network
Profit & Loss Budget Performance
January through November 2019

	<u>Year End Actual</u>	<u>CY 2020</u>	<u>CY 2020 - Revised</u>	<u>CY 2020 - Year End Est.</u>	<u>Comments</u>
Program Activities Contingency					
Program Activities					
Catering	16,258.92	17,000.00	0.00	2,168.00	2019 ICMA conference pd in 2020
Facility Rental	5,500.00		0.00	5,500.00	2019 ICMA conference pd in 2020
Postage/Shipping	662.62	700.00	700.00	931.00	2019 ICMA conference pd in 2020
Stipends and Speaker Fees	1,780.00	500.00	500.00	500.00	
Other Costs	0.00	0.00	0.00	0.00	
Program Activities - Webinars	-25.00		2,000.00	0.00	Included in Outside Contract Services
Total Program Activities	<u>24,176.54</u>	<u>18,200.00</u>	<u>3,200.00</u>	<u>9,099.00</u>	
Special Projects	2,500.00	2,500.00	2,500.00	0.00	None identified
Advertising/Marketing Expenses	1,513.00	1,500.00	1,500.00	0.00	None identified
Insurance - Liability, D and O	888.00	888.00	888.00	888.00	
Contributions	1,500.00	4,500.00	0.00	0.00	
Other Costs	1,815.70				
Transfer to Scholarship Fund	0.00	0.00	0.00	0.00	
Transfer to Valdez Fund	0.00	0.00	0.00	0.00	
Transfer to Conference fund	0.00	0.00	0.00	0.00	
Total Other Types of Expenses	<u>33,305.44</u>	<u>27,738.00</u>	<u>8,088.00</u>	<u>9,987.00</u>	
Travel and Meetings					
Conf, Conv, Meeting-Nat'l	1,243.07	1,500.00	0.00	0.00	
Meeting Travel-Reg'l	0.00	500.00	0.00	0.00	
Total Travel and Meetings	<u>1,243.07</u>	<u>2,000.00</u>	<u>0.00</u>	<u>0.00</u>	
Total Expense	<u>117,200.51</u>	<u>117,093.00</u>	<u>90,143.00</u>	<u>81,592.00</u>	
Net Ordinary Income	<u>2,150.14</u>	<u>14,157.00</u>	<u>3,417.00</u>	<u>15,072.00</u>	
Net Income	<u>2,150.14</u>	<u>14,157.00</u>	<u>3,417.00</u>	<u>15,072.00</u>	

Notes from Conversation with GFOA:

- GFOA would like to partner with LGHN to reach out to Hispanics and assist with financial training
- GFOA offers a mix of free and fee webinars
 - There is an entry level training program coming up
 - Information at <https://www.gfoa.org/education>
- GFOA would be willing to have a free webinar with LGHN members to introduce them to GFOA as a research and present options for free and fee webinars, and certification programs
- Usually it is the jurisdictions that join and they get X number of memberships, and those usually go to upper managers. They would be willing to look at how membership can be expanded to increase the number of entry and mid-management professions.
- GFOA offers scholarships to young professionals to assist with getting masters' degrees. This could be available to LGHN members – information at <https://www.gfoa.org/gfoa-scholarships>
- GFOA is creating a task force assist with research over the next 18 months – the task force will look at rethinking budgeting in terms of equity, challenge assumptions and how to move beyond current accounting standards that may impede equity – information at <https://www.gfoa.org/rethink-budgeting>

Professional Development Committee Notes
July 15, 2020

- Annual Meeting Suggestions:
 - Help Build the Future of LGHN: Conduct a survey late July/early August to get member input on topics (survey being developed in conjunction with SGR to also get input on future webinar topics for career advancement)
 - Have you participated in the career advancement webinars on “Harnessing Your Potential?”
 - If so, are they meeting your needs? Rank relevance/usefulness on a scale of 1 to 5
 - If not, what would you recommend for future sessions? _____
 - Suggestions for future topics to help you advance in your career:
 - Have you participated in the professional development webinars on the COVID 19 pandemic?
 - If so, are they meeting your needs? Rank relevance/usefulness on a scale of 1 to 5
 - If not, what would you recommend for future sessions? _____
 - Suggestions for future topics to help you in your role with your organization (does not have to be pandemic related):
 - The LGHN annual membership meeting will be held virtually October 15, 2020. In addition to the business meeting, what is your preference for the interactive portion of the meeting? Select top two.
 - Discussion of the future direction of LGHN
 - Facilitated discussion with participating members on equity and inclusion and what is happening in your communities.
 - Roundtable of managers discussing on overcoming obstacles, resiliency and mentally surviving in difficult situations.
 - Roundtable discussion on work-life balance.

Proposed ICMA Sessions

Accepted Sessions

Title: Redefining Leadership While Battling Two Pandemics

Topic: Leadership

Target Audience: Young professionals, executives, city management

Three Learning Objectives:

By the end of this session, attendees will be able to:

1. Understand how the COVID-19 pandemic impacted the Black Lives Matter protests
2. Understand how several local government agencies navigated (and continue to navigate) the pandemic and the recent Black Lives Matter protests through policy and program changes
3. Take fresh energy and ideas back to their teams to begin positive dialogue about powerful change in their organizations

Description:

Simon Sinek once described leadership as a choice and that it is about making others feel safe. How do you make people feel safe while battling racism and COVID-19 pandemics, especially to a community who has never felt safe? How are leaders preparing to address the cries for reallocation of resources and justice reinvestment? In this session, you will hear from two young city managers and two police chiefs of how they navigated their organizations and communities during the start of the COVID-19 pandemic and the rise of the Black Lives Matter protests.

Sessions Speakers: Two young CMs, two police chiefs (Hispanic and African American); I-NAPA moderator

Title: Listening to the Unheard Voices of Your Community

Topic: Equity

Target Audience: Program managers, city management

Three Learning Objectives:

By the end of this session, attendees will be able to:

1. Distinguish the difference between fair and equal
2. Avoid common pitfalls when discussing equity and fairness in the community
3. Understand how to improve programs to make them equitable throughout their organization

Description:

Equal and fair does not create equity. In education, it is said that treating students equally can only be fair if all students begin at the same starting point and can achieve success with the exact same opportunity, treatment, access, and resources. Communities of color are confronting inequities in education, housing, access to health care, and lower wage front line jobs. As a result, you must put the needs of unheard, underrepresented students and families first and provide access, representation, and meaningful participation for everyone. In this session, you will hear how local agencies have taken this same philosophy and executed programs in their communities to serve the unheard voices in their communities.

Session Speakers: City program leaders, Nonprofit leaders (maybe there is a P3 out there to bring in)

Title: Youth Voices Amid Unrest: Making a Difference

Topic: Leadership

Target Audience: Youth Programs Staff (expand)

Learning Objectives:

By the end of this session, attendees will be able to:

1. Opportunities and strategies for engagement and inclusiveness.
2. How local governments can provide safe spaces to voice fears, anger and concerns.
3. How local government and community programs are enriched by harnessing the energy of youth activists.

Description:

Young people in our communities around the world are looking for ways to take charge of their future and make a difference in the world in which they live. The students of Marjorie Stoneman Douglas High School in Parkland, Florida were able to influence legislation and 26 states, and the District of Columbia passed 67 bills aimed at curbing gun violence. Two teenagers in the San Francisco Bay Area organized the first ever Black Lives matter protest to be held on the Golden Gate Bridge. Swedish activist Greta Thunberg addressed the 2019 UN Climate Summit and criticized world leaders for their lack of action on climate change. This session will look at how communities are enabling youth to participate in programs that contributing to quality of life in their communities and around the world, with a discussion on how these voices can affect policy, systemic racial inequalities and other quality of life issues.

Session Speakers/Short Bios/Contact Information:

Moderator: CM or ACM; Panelists: Neighborhood Youth Program Director (non-profit **and**/or local government); young activist representative(s)

Not Accepted
Could be Developed as Separate Joint Webinars

Title: Talking to Your Children About Racial Inequalities

Topic: Equity and Inclusion | Resilience

Target Audience: ICMA Families | Community Groups

Learning Objectives:

By the end of this session, attendees will be able to:

1. How parents and guardians are navigating the fine line between warning of dangers and creating fear.
2. How much information should be shared at different ages and experiences parents and guardians have encountered.
3. How community outreach programs can assist with this discussion.

Description:

George Floyd's death has been a reminder that parents cannot shield their children from ugly events in the world. While all parents should be talking with their children about why ethnic minorities are disproportionately mistreated, it is an especially difficult for parents of color. Add to that the high public profile of local government leaders. Whether you are Black or Hispanic and concerned about how police will act toward you, or you are Asian American and being vilified because of the COVID-19 pandemic, you want to prepare your children to be able to withstand potential confrontations. How do you walk the line between ensuring they are informed and safe and creating fear that makes them want to withdraw? What is the appropriate level of information for your child's age? A group of behavior professionals and parents will discuss how they address this issue and how local governments can create safe places and programs to assist their communities.

Session Speakers/Short Bios/Contact Information:

Behavioral specialists, diverse group of parents of color

Title: All Eyes on You: The Challenge of Leading

Topic: Leadership

Target Audience: Young professionals, executives, city management

Three Learning Objectives:

By the end of this session, attendees will be able to:

1. Identify potential strategies for peers to hold each other accountable
2. Understand what resources are available among their peers and in their communities to assist with the discussions
3. Identify tools to help navigate change in their organization and their communities

Description:

It is not only the responsibility of [people of color to drive the conversation about race and demand change. It is the responsibility of every local government manager regardless of race or ethnicity. As professionals, we need to hold each other accountable at the local level, as well as the regional, state and federal levels of government. In this moment, local governments have the opportunity to step up and lead our organizations and communities through this process with transparency and openness. Strategies and policies will come together sooner if we work together to tackle these sensitive and difficult issues.

Sessions Speakers:

Latin American Networking Event at ICMA – Message from Cintya Flores

Hola Todos,

As discussed, Isabelle and I spoke with Carlos, who is helping with the LAC track development and after further consideration we thought it would be better for this networking session to actually be geared towards our Puerto Rican municipal participants. ICMA started working in Puerto Rico two years ago after Hurricane María. We conducted a service delivery and governance assessment of all 78 municipalities. As a result of that project, which involved half a dozen ICMA Spanish-speaking members, we felt that it was important to continue to support local governments on the island. We have participated in conferences (including one a year ago where Jane Brautigam was a featured speaker) and we have begun to market ICMA membership. There is a great need for and interest in good governance practices in Puerto Rico and we see UNITE ICMA as a great opportunity to promote ICMA to their local government leaders and staff. We feel that Puerto Rican participants would be better able to take advantage of the mentorship opportunity that Rolando described and all that LGHN and ICMA have to offer. To that end we propose the agenda below. We could have participants sign up to participate and fill out a form about themselves beforehand. We could do an ice-breaker around facts about Puerto Rico and ask LGHN members if they have ever been and what was their best memory. The event would still be held in Spanish. Please feel free to get back to us with feedback/reactions before presenting to the board.

Proposed Agenda:

1. 10 min- Ice Breaker Activity
2. 10 min-Introduction of LGHN (including mentoring program) –
3. 10 min Introduction of situation of Puerto Rican local governments – Mickey Espada
4. 10 min presentation of Benefits of ICMA and LGHN membership
5. 20 min Discussion- Question/Answer Mingle

Lastly, if the agenda is agreed to our PR contact has requested we provide the participants with a brief teaser of the mentoring program (perhaps a link), this would help with promotion of the event and give folks a chance to prepare any questions.

Best,

Cintya Flores

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LGHN Work Plan: June-December 2020

Professional Development Webinars: COVID-19

1. **Local Government Issues and Resources for the COVID-19 Pandemic**
 - April 9, 2020: This webinar addresses health, well-being and resiliency during times of crisis? How can you sustain employees experiencing rapidly changing situations and their need to provide critical support to their communities? Panelists from across the country share their stories and answer questions about the most pressing issues facing LGHN members and provide information on the myriad resources available to local governments.
2. **Webinar Series: Human Resources on the Front Line of the COVID-19 Pandemic**
 - April 29, 2020: Human resource professionals are providing critical support to local governments during the COVID-19 pandemic. Jurisdictions are hiring for essential services. With interviews occurring online, what are the skill sets necessary for conducting online interviews? What are the best practices to engage and ensure the wellness and well-being for employees working from home? What are the obstacles being encountered as local governments try to adapt to current crisis? Panelists from across the country share their stories and answer questions about human resource issues facing local governments.
3. **Economic Development in the Midst of the COVID-19 Pandemic**
 - May 15, 2020: Economic and community development is vital to our communities. What can local government jurisdictions do to maximize the number of businesses that will survive the impacts of the pandemic? Who have local governments looked to as valuable partners in providing assistance to businesses? As communities "reopen," what appears to be working or not working? What will the "new normal" look like? Panelists from across the country share their stories and answer questions about economic development issues facing local governments.
4. **The Difficult Road: How Local Governments Prepare to Reopen**
 - May 27, 2020: Communities are preparing to emerge from the pandemic and leaders must do so with the same care, if not more, that they did in managing through the crisis. Reopening will not happen overnight. Local government leaders across the US discuss what service delivery will look like, impacts to the community, what plans may change in the fall if there is a second wave, and what current practices will continue.
5. **Maximizing CARES the Impact of CARES Emergency Aid Funds for Communities**
 - June 16, 2020: Who is eligible for CARES Act funding? What are the greatest needs of cities and counties? What are the greatest needs within communities? What are local governments and states doing to address these issues? Panelists share strategies, processes and best practices for how local governments are distributing this aid to create a greater impact within their communities.
6. **How Technology is Shaping Service Delivery During COVID-19**
 - July 8, 2020: The pandemic has compelled local governments to turn toward digital technologies to respond to the crisis, relying more on digital communication channels and the internet. Governments have designed new apps and services while adhering to physical distancing guidelines. In some places, it has led to improvements in service delivery that they will carry post-pandemic. Local government professionals discuss how technology is being used more efficiently and the risks and drawbacks of reliance on technology.
7. **The Two Pandemics: Systemic Racism and COVID-19**
 - July 16, 2020: Systemic Racism and COVID-19. This webinar features subject matter experts from local government who will share information on the disparate impact of COVID-19 on BIPOC (Black, Indigenous, and People of Color) communities and the longstanding racial disparities that have led to systemic and structural inequity. This collaborative event was coordinated by:

- International City/County Management Association (ICMA)
- Local Government Hispanic Network (LGHN)
- National Forum for Black Public Administrators (NFBPA)
- National League of Cities: Race, Equity And Leadership (NLC REAL)
- International Network of Asian Pacific Administrators (I-NAPA)
- National Association of County Administrators (NACA)

8. Financial Planning Basics for Financial Wellness

- July 23, 2020: Do You Have a Tailored Financial Plan in Place? Everyone can benefit from a financial plan that is tailored to individual needs and circumstances. A financial roadmap can motivate you to save money, help you meet your financial goals, and improve your overall financial security now and in the future. LGHN, NFBPA, I-NAPA and NACA are partnering with ICMA-RC for a webinar on financial planning basics presented by ICMA-RC Certified Financial Planner® professionals, followed by a roundtable discussion with seasoned professionals who will share their experiences with financial planning, layoffs and how they managed through it.

Future COVID 19-Related Webinars (Unscheduled)

9. Books on Books on Books: How Libraries Expand Their Reach During COVID-19

- August 2020 (tentative): Libraries across the country have pivoted to new/improved ways of offering services to the public. When their doors closed abruptly, libraries stepped up their digital communications, collaborations, and creative activity. Join LGHN as we discuss how libraries are feeding the hungry, lending 3-D printers to create PPE, providing 24/7 Wi-Fi access and hotspots, and keeping people productive, safe, healthy, informed and connected.

10. Public Safety/Policing

- Late August 2020 (tentative): What should members do to look at the policing issue from all sides. How can they ask the right questions? How can LGHN members be encouraged to start looking at their programs and how can they assume some of the responsibility for addressing the policing issues? How can their programs better serve the community as a whole? How can they be extensions of the public safety function? This webinar is being designed to focus on how to meet the needs of LGHN's mid-managers. How can this session make LGHN members more successful in their jobs? What are some strategies to reach their communities as a whole? How do you engage those who may be skeptical?

11. Resilience and Regeneration: Mentally Surviving During A Pandemic

- It goes without saying: this is a difficult time for everyone. Many of us are experiencing increased feelings of anxiety, powerlessness, impatience, or frustration. There may also be fear or concern about scarcity, or concerns about increased stigmatization or xenophobia. The feeling of uncertainty about the future is prevalent. Join us as we discuss how to navigate these emotions and tips from professionals of how to be resilient during this pandemic.

12. Adapting Work-Life Balance in the Changing Educational Environment

- Due to the coronavirus, homes have become ground zero for work and for children's education. Parents working from home must balance their need to continue to work with their children's need to continue their learning. How and when workers will be able to return to the workplace is linked to meeting the needs of their children- both in the schools and childcare. Additionally, the school closings have turned a spotlight on finance and resource disparities between districts, schools and individual students and how this contributes to educational and income inequality in the nation. The idea is that this is to be a continued learning process. What will the education system look like as we begin to emerge from the pandemic and how will it affect parent's ability to focus on their work and service delivery

13. Creative Service Delivery in the Time of COVID-19

- When local government recovery begins during the pandemic, what services will continue in communities and what will those service look like? Who in the organization will be responsible for overseeing service delivery? What skill sets will be most valuable to the organization? Staff may

find themselves having to wear multiple hats and prove their ability to problem solve and adapt programs in real time. Learn from service providers in various roles how they envision the future of service delivery.

14. What Does Virtual Government Look Like in Your Community?

- Local government agencies have embraced videoconferencing for public meetings for health and safety reasons. While many are experiencing success by continuing their day-to-day operations, those in the community without access to technology are unable to participate. Join us as we discuss how local governments are making sure community engagement is still thriving during this time.

15. Conducting the US Census in the Time of COVID-19

- The Census Bureau has the difficult task of achieving a complete, accurate and fair count of the US population while protecting the health of census workers and the public. An accurate count is vital to the election process and to states and local governments that receive funding based on the census data. What are communities doing to encourage residents to comply with the census process? The coronavirus hits minority communities especially hard. That, along with the fear generated by immigration fears make the process even more challenging to avoid serious undercounting.

Career Development Webinars: Harnessing Your Potential

Strategic Government Resources, Ron Holifield, CEO

Mike Mowery, President of Servant Leadership Implementation at SGR

1. Preparing for an Opportunity...Without Knowing the Details

- October 17, 2019: Part 1 of this webinar series focuses on three key topics: strengthening your competitiveness so you are ready to compete with the right skills, managing your personal brand (and your social media presence), and positioning yourself as a passive candidate so employers will come to you.

2. I Spy: Looking for Opportunities in All the Right Places

- December 4, 2019: Part 2 of this webinar series provides an overview of job boards & platforms, social media, and candidate resources to help you maximize your opportunities during the job search.

3. Evaluating Whether to Pursue a Job Opportunity

- January 9, 2020: Part 3 of this webinar series homes in on key areas for consideration during the job seeking process including: qualifications and competitiveness, evaluating personal fit for organizational culture and life cycle, family impact, and career trajectory.

4. Preparing a Notable Resume and Transmittal Letter to Help You Become a Semifinalist

- February 11, 2020: Part 4 of this webinar series will help prepare you to become a semi-finalist applicant by exploring the nuances of effective resume writing and memorable transmittal letters.

5. Responding to Questionnaires & Online Interviews to Help You Become a Finalist

- March 12, 2020: Part 5 of this webinar series is intended to help you perfect your skills for online interviews and questionnaire responses by providing insight into these commonly used interview tools.

6. Interviewing Like a Boss

- April 8, 2020: Part 6 in this webinar series focuses on mastering the art of the in-person interview through the following areas: 3 inches for the win – preparing your interview briefing book, developing a “leave behind”, the Open, the Close and everything in between.

7. Words from the Wise: An Interview with Raymond Gonzales, County Manager, Adams County, CO

- June 3, 2020: Part 7 in this webinar series features an interview with Raymond Gonzales, County Manager, Adams County, CO provides insight into various job-search topics such as: what they are looking for in candidates, ways to prepare, and advice they would give to job seekers.

8. Words from the Wise: An Interview with Jorge Gonzalez, Village Manager, Bal Harbour, FL
 - June 9, 2020: Part 8 of this webinar series features an interview with Jorge Gonzalez, Village Manager, Bal Harbour, FL who provides insight into various job-search topics such as: what they are looking for in candidates, ways to prepare, and advice they would give to job seekers.
9. Case Studies in Effective Leadership
 - July 9, 2020: Part 9 of this webinar series explores and discusses open-ended case studies of situational leadership events to help develop the decision-making skills, the discernment, and the self-awareness of emerging leaders.
10. Servant Leadership: The Importance of Nurturing Healthy Relationships
 - Scheduled: August 13, 2020: Part 10 of this webinar series will highlight the importance of nurturing healthy relationships and will provide insight into how to successfully develop your relationships.
11. Servant Leadership: Leading Change & Executing with Excellence
 - Scheduled: September 10, 2020: Part 11 in this webinar series will examine how a servant leader initiates change and inspires teams to execute with excellence, all while maintaining healthy relationships among their colleagues.
12. Readers are Leaders: Finding the Time to Grow Your Mind
 - Scheduled: October 6, 2020: Part 12 in this webinar series will provide an overview of some helpful and inspiring books best suited for developing leaders.

Drop-in Calls

LGHN is conducting a series of “drop-in” calls on the zoom meeting platform as follow up to the webinars and on topics of interest to members. Members may join with video or by phone. Recorded calls are on the website as they are available.

1. June 25, 2020: Layoffs: How to Prepare Yourself and Pick Yourself Up
2. July 17, 2020: Racial Equity in the Workplace – How to Start the Discussion
3. July 24, 2020: Financial Planning Basics for Financial Wellness
4. Future calls will follow up on scheduled webinars to allow members to have discussions in smaller settings.

Other

1. Membership Development:
 - Develop regional LGHN chapters in Miami/Dade County, Seattle Metropolitan area and Portland, OR metropolitan area
 - The West Michigan Local Government Latino Network has been established. LGHN will work with them to fully integrate them into LGHN
2. LGHN 2021 Conference: Hyatt Regency, Aurora-Denver Conference Center, September 9-12, 2021
 - Initiate planning and fundraising plan for LGHN 2020 Conference.
 - Start planning timeline so it will be complete and can be held virtually if necessary.
3. LGHN 2023 Conference: Caribe Royale Hotel and Convention Center, Orlando, FL, November 1-5, 2023

Sponsor Promotion

1. ICMA-RC has an active link on the LGHN website: <https://lghn.org/corporate-sponsors/>
2. Although we did not have sponsor information in our few webinars, we have added the following slide to all LGHN developed webinars:

Strategic Partners

