



LOCAL GOVERNMENT
**HISPANIC
NETWORK**

Advancing Excellence and Inclusiveness in Local Government

Board of Directors Meeting
September 11, 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/84253955083>

Dial by Phone: +1 669 900 6833

+1 929 205 6099 US

Meeting ID: 820 6262 8878

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 Martínez

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 August 7, 2020*
2. Board Meeting Attendance Report for 2019/20*
3. Financial Report through August 31, 2020*

C. REVIEW: LGHN Membership Survey and Options for Follow-up*

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

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

E. UPDATE: ICMA Conference

1. Registration
2. LGHN/NFBPA/I-NAPA/NACA Sessions*
3. LGHN/NFBPA/I-NAPA Networking Event – Not Scheduled
4. Latin America Track Sessions and Networking Event

F. INFORMATION/UPDATES: LGHN Goals

1. Membership
 - a) Portland Metro Area Regional Chapter Discussion
2. Fundraising/Scholarship Program
3. Career Advancement Program
 - a) Harness Your Potential Webinars (Series concludes in October)
4. Professional Development
 - a) COVID-19 Webinars
5. University Partnerships

G. INFORMATION ITEMS

H. 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

I. Adjournment & Future Meeting Dates

1. October 8-13, 2020 – NFBPA Conference (Virtual)
2. October 15, 2020 – LGHN Board Meeting/Annual Membership Meeting
3. Friday, November 6 – LGHN Board Meeting
4. Friday, December 4 – LGHN Board Meeting



Advancing Hispanic leadership in local government

Board Members Present

Rolando Fernandez, Jr., President
Raymond Gonzales, President-Elect
Veronica Briseno, Immediate Past President
Bob Harrison, Vice President for Membership
Samantha Tavares, Vice President for Professional Dev.
Claudia Lujan, Vice President for Career Advancement
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
Ramiro Salazar, At Large Director
Patricia Martel, Past ICMA President

Board Members Absent

Paulina Martinez, At Large Director
Maria Hurtado, ICMA Board Liaison

Others Present

Karen Davis, Executive Director

A. Call to Order/Roll Call/Welcome

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

B. Discussion: Consent Agenda – Receive and Approve

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

Pat Martel moved to accept the consent agenda. Raoul Salazar seconded the motion. The motion passed unanimously.

C. Approve Candidates for 2020 Board Elections

The slate of candidates was presented to the board for approval:

Past President: Rolando Fernandez

President: Ray Gonzales

Vice President for Membership: Bob Harrison

Board of Directors At-Large: Aubrey Gonzalez

Paulina Martinez

Ramiro Salazar

Write-in Candidates Allowed

Rolando Fernandez noted that there was no option for filling the President-Elect position. The board agreed that an email would be sent to the full board requesting a volunteer to fill the position. The final slate of candidates approved by email vote of the board includes:

Past President: Rolando Fernandez

President: Ray Gonzales

President-Elect: Samantha Tavares

Vice President for Membership: Bob Harrison

*Vice President for Professional Development: Aubrey Gonzalez
Board of Directors At-Large: Gricelda Estrada
Paulina Martinez
Ramiro Salazar
Write-in Candidates Allowed*

Ballots have been sent out. The final day for voting is September 25th.

D. REVIEW/APPROVE: Quarterly LGHN Budget Review

Karen Davis provided an overview of the budget through the end of July with projections through the end of the year. Current estimates indicate that the year-end budget will be a net of approximately \$15,000. Carlos Baia moved approval of the budget; Pat Martel seconded the motion. The motion passed unanimously.

E. DISCUSSION: Opportunities to Partner with GFOA

Karen Davis presented a set of potential programs for partnering with GFOA, including free and fee-based training programs, membership options, and educational benefits. Rolando asked Claudia and Samantha to work with GFOA to refine the list of opportunities. GFOA is also creating a task force to look at rethinking budgets in terms of equity, challenge assumptions, and how to move beyond current accounting standards that may impede equity. Rolando, Bob and Maria DeLeon expressed interest in serving on the task force.

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

The recommendations from the professional development committee were presented to the board. The discussion of this item was combined with the discussion on future webinars. Claudia reported that Ron Hollifield, SGR is interested in creating a future series of webinar interviews with “legends in the industry.” Samantha reported on planning future webinars on libraries, the census and policing. Karen will conduct a member survey that will also look at input from the members on future webinars, the madrinas/padrinos program and preferences for the annual meeting. The results will be provided at the September board meeting. The board also was considering combining the October board meeting with the annual meeting.

G. DISCUSSION: Future Webinars

See above

H. DISCUSSION: Future Webinars and Drop-in Calls

I. 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.

A copy of the report of LGHN activities to date that was provided to ICMA-RC was included in the packet. Bob Harrison is applying to serve on the ICMA-RC board.

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	Present				
Rolando Fernandez	Present	Present	Present	Present	Present	Present	Present	Present				
Raymond Gonzales	Absent	Present	Absent	Present	Present	Absent	Absent	Present				
Carlos Baia	Absent	Present	Present	Present	Present	Present	Present	Present				
Raoul Lavin					Present	Present	Present	Present				
Maria De Leon	Present	Absent	Present	Absent	Present	Present	Present	Present				
Bob Harrison	Present	Present	Present	Present	Present	Present	Present	Present				
Ramiro Inguanzo	Absent	Absent	Present	Absent	Present	Present	Present	Present				
Claudia Lujan	Absent	Present	Absent	Present	Present	Absent	Absent	Present				
Pat Martel	Absent	Absent	Present	Present	Absent	Present	Present	Present				
Paulina Martinez	Present	Absent	Present	Present	Present	Present	Present	Absent				
Samantha Tavares	Present	Present	Absent	Present	Present	Present	Present	Present				
James Vega	Absent	Absent	Absent									
Aubrey Gonzalez	Absent	Present	Present	Present	Present	Present	Present	Present				
Ramiro Salazar	Present	Present	Present	Absent	Present	Present	Present	Present				
Maria Hurtado	Present	Absent	Absent	Absent	Absent	Present	Present	Absent				

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

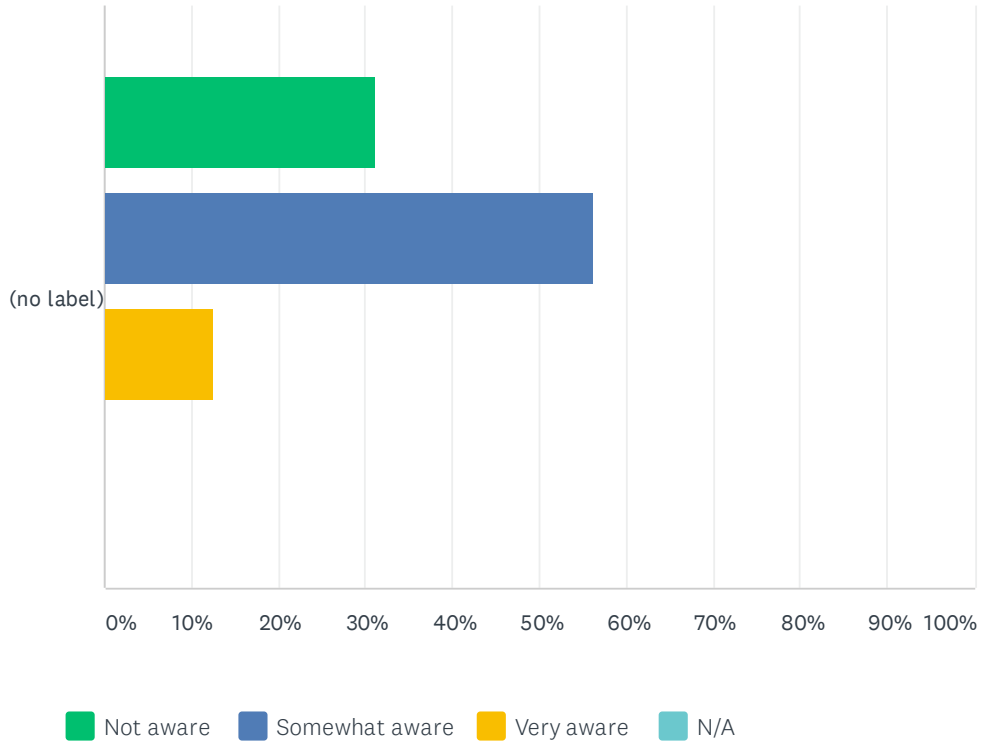
Local Government Hispanic Network
Profit and Loss
January - August, 2020

	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	14,467.05
Miscellaneous Revenue	455.73
Total Other Types of Income	\$ 14,922.78
Program Income	
LGHN Dinner Registrations	750.00
LGHN Dinner Sponsorships	2,000.00
Membership Dues	
Chapters	10,500.00
Corporate	1,100.00
Individual	3,724.48
Local Government	12,125.00
Total Membership Dues	\$ 27,449.48
Total Program Income	\$ 30,199.48
Total Income	\$ 95,722.26
Gross Profit	\$ 95,722.26
Expenses	
Business Expenses	
Business Registration Fees	85.00
Constant Contact	449.52
PayPal Fees	878.74
Total Business Expenses	\$ 1,413.26
Contract Services	
Accounting Fees	850.00
Outside Contract Services	45,172.50
Total Contract Services	\$ 46,022.50
Operations	
Computer Software	402.32
Telephone, Telecommunications	1,811.72
Website	6,173.00
Total Operations	\$ 8,387.04
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	\$	65,410.37
Net Operating Income	\$	30,311.89
Net Income	\$	30,311.89
bank balance as of 8/31/20	\$	85,542.09

Q1 How aware are you of the Madrinas/Padrinos program on a scale of 1 to 3 with 1 being not aware and 3 being very aware?

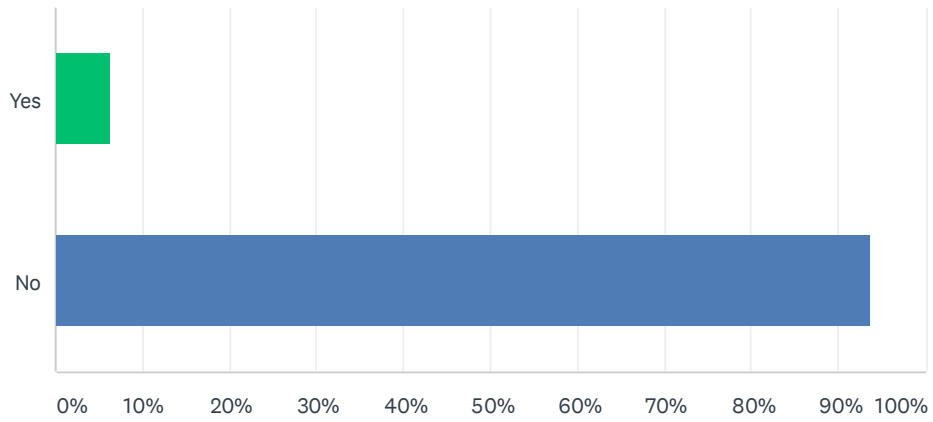
Answered: 16 Skipped: 0



	NOT AWARE	SOMEWHAT AWARE	VERY AWARE	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	31.25% 5	56.25% 9	12.50% 2	0.00% 0	16	1.81

Q2 Have you contacted a Madrina or Padrino requesting career guidance?

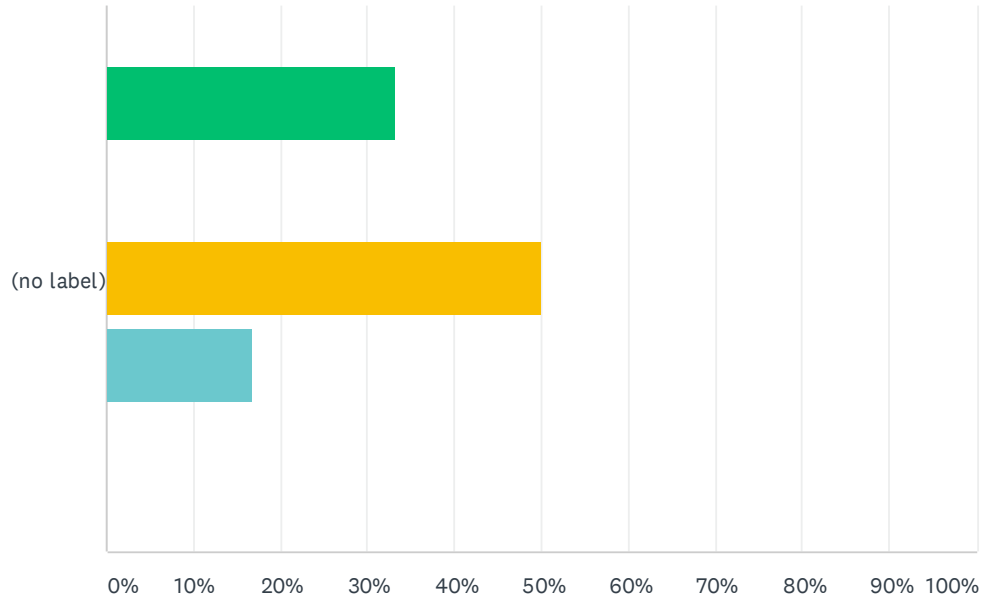
Answered: 16 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	6.25%	1
No	93.75%	15
TOTAL		16

Q3 If yes, how satisfied were you with the experience on a scale of 1 to 5 with 1 being not satisfied and 5 being extremely satisfied

Answered: 6 Skipped: 10



■ Not at all satisfied
 ■ Somewhat satisfied
 ■ Satisfied
 ■ Very satisfied
 ■ Extremely satisfied

	NOT AT ALL SATISFIED	SOMEWHAT SATISFIED	SATISFIED	VERY SATISFIED	EXTREMELY SATISFIED	TOTAL	WEIGHTED AVERAGE
(no label)	33.33% 2	0.00% 0	50.00% 3	16.67% 1	0.00% 0	6	2.50

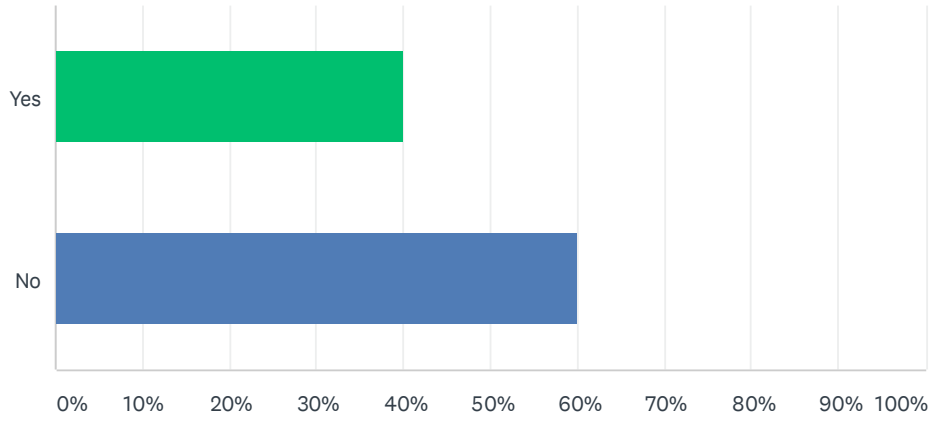
Q4 Do you have suggestions for improving the use of the Madrinas/Padrinos coaching program?

Answered: 9 Skipped: 7

#	RESPONSES	DATE
1	I believe the program has been well marketed. I just haven't had the opportunity to partake.	9/1/2020 11:21 AM
2	I guess it just seems like a cold call just reaching out to these people blindly. It would be nice if LGHN facilitated organized Zoom meetings with them and then we could join and hear from each of them about their experience and professional path. Then it would be like an ice breaker and people could follow up with the person that resonated with them most! Also, the madrina/padrinos wouldn't be repeating introductory information and could get right down to direct questions from the LGHN member. Alternatively, posting the recorded Zoom session or a video of them might also help bring them to life. It's hard to read the text of a bio online and get a feel for the person and make a connection.	8/31/2020 4:59 PM
3	Madrinas/Padrinos profiles in email newsletters to build awareness and possibly find a bio. I know bios are available online, but perhaps this can be a set of questions they answer.	8/31/2020 4:42 PM
4	I see an opportunity to make people more aware of the Madrinas and Padrinos, by showcasing one of them each month or every other month on the emails that are sent out. This will be another way to let members know about this resource. If there are more Madrinas and Padrinos needed, this could also be a way to recruit.	8/27/2020 4:30 PM
5	Yes, make it more accessible. Can you send out an FAQ re: eligibility to participate, how to contact, answers to general questions.	8/26/2020 3:22 PM
6	Better outreach. Maybe a newsletter about the program and quarterly updates.	8/26/2020 2:21 PM
7	Yeah provide contact info for all of the mentors to be able to communicate with them on a regular basis.	8/26/2020 11:27 AM
8	Looks great, I love the ability to review profiles. Recommendation: Note on the workshops if any Madrinas or Padrinos are leading a workshop, it would be nice to watch them in action and get a sense of their working style.	8/26/2020 7:00 AM
9	More marketing	8/25/2020 5:38 PM

Q5 Have you participated in the “Harnessing Your Potential” career development webinars?

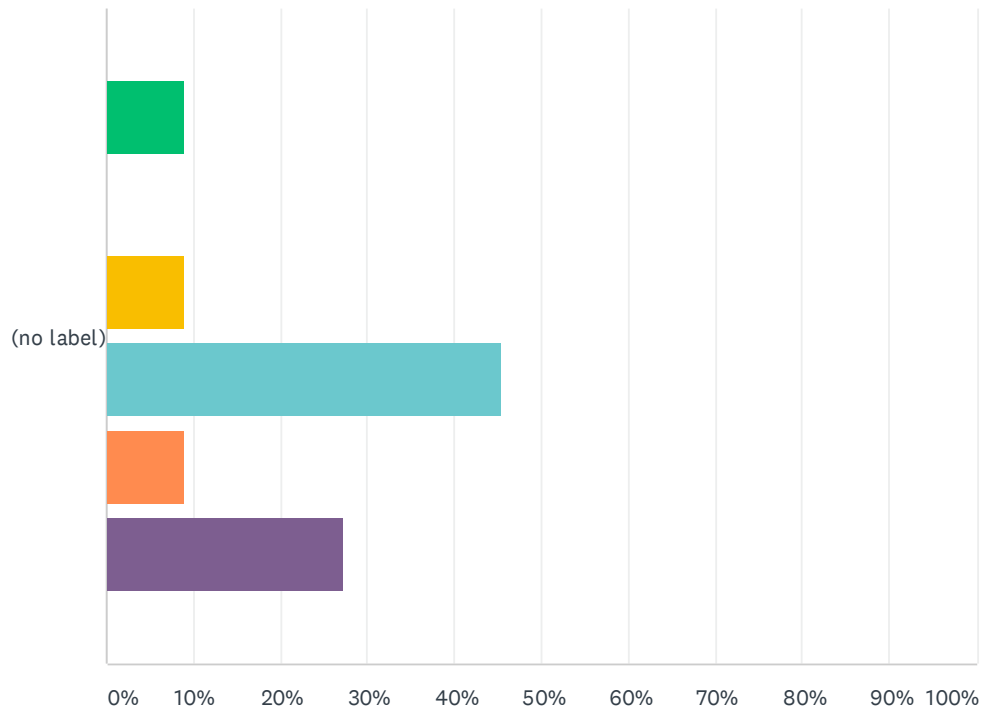
Answered: 15 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	40.00%	6
No	60.00%	9
TOTAL		15

Q6 If yes, please rank their relevance on a scale of 1 to 5 with 1 being not relevant and 5 being extremely relevant.

Answered: 11 Skipped: 5

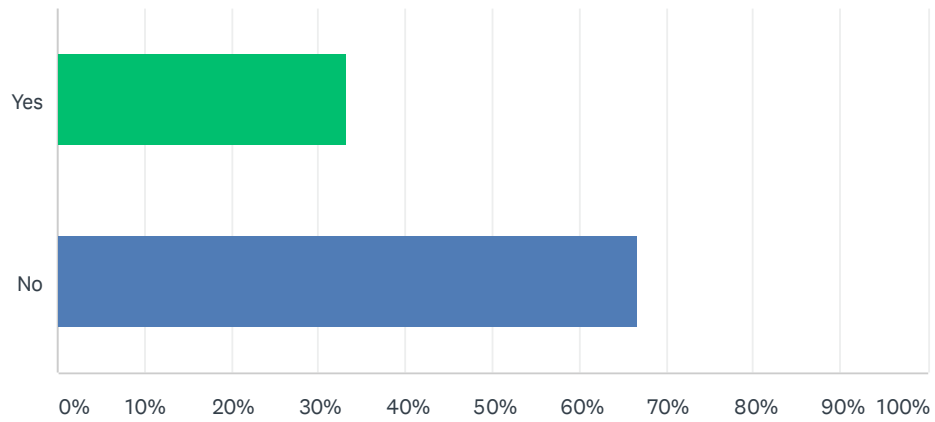


■ Not relevant
 ■ Somewhat relevant
 ■ Relevant
 ■ Very relevant
■ Extremely relevant
 ■ N/A

	NOT RELEVANT	SOMEWHAT RELEVANT	RELEVANT	VERY RELEVANT	EXTREMELY RELEVANT	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	9.09% 1	0.00% 0	9.09% 1	45.45% 5	9.09% 1	27.27% 3	11	3.63

Q7 Have you participated in the “COVID-19” professional development webinars?

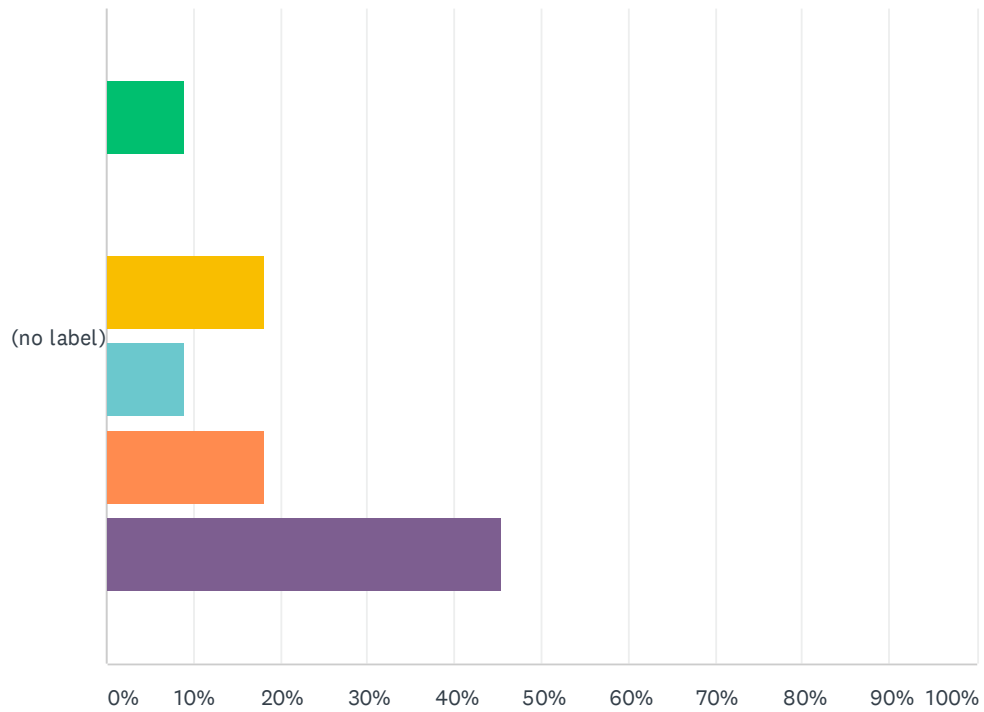
Answered: 15 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	33.33%	5
No	66.67%	10
TOTAL		15

Q8 If yes, please rank their relevance on a scale of 1 to 5 with 1 being not relevant and 5 being extremely relevant.

Answered: 11 Skipped: 5

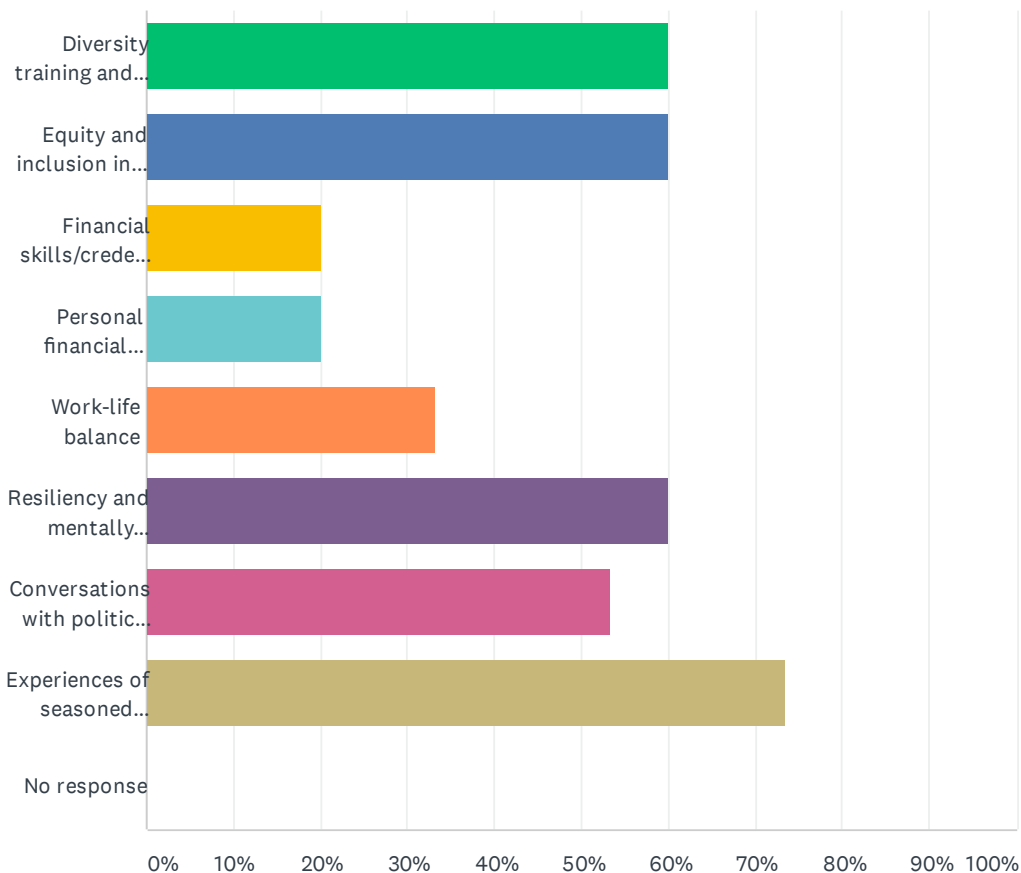


■ Not relevant
 ■ Somewhat relevant
 ■ Relevant
 ■ Very relevant
■ Extremely relevant
 ■ N/A

	NOT RELEVANT	SOMEWHAT RELEVANT	RELEVANT	VERY RELEVANT	EXTREMELY RELEVANT	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	9.09% 1	0.00% 0	18.18% 2	9.09% 1	18.18% 2	45.45% 5	11	3.50

Q9 Please review the list of Potential future webinars and identify sessions that would be your top 4 priorities.

Answered: 15 Skipped: 1



ANSWER CHOICES	RESPONSES
Diversity training and issues related to implicit bias in the workplace	60.00% 9
Equity and inclusion in the workplace and in the community	60.00% 9
Financial skills/credentialing programs	20.00% 3
Personal financial skills and management	20.00% 3
Work-life balance	33.33% 5
Resiliency and mentally surviving difficult situations	60.00% 9
Conversations with political leaders regarding what they look for when interviewing for top management positions	53.33% 8
Experiences of seasoned professionals regarding factors that influenced their careers, i.e., how managers of color had navigated preconceived perceptions. "legends" in the profession.	73.33% 11
No response	0.00% 0
Total Respondents: 15	

Q10 Other suggestions for what would help you in developing personal skills for advancement and skills to help you in your you current and/or future role in your jurisdiction

Answered: 10 Skipped: 6

#	RESPONSES	DATE
1	Bios of membership, regional opportunities	9/2/2020 7:30 PM
2	None at this moment	9/1/2020 12:01 PM
3	I feel as though in the past few interviews I have had, there are tons of questions about management and management "style". I never know how to explain my actual management style or how my management style fits the job I'm interviewing for. I'd like to hear more about those intricacies of explaining relevant experience, management, etc.	9/1/2020 11:28 AM
4	A webinar that identifies research across several local govts that brings to light the lack of diversity in top positions and highlights local govts that are doing great work in succession planning to help encourage and strength their pool from within their current workforce.	8/31/2020 5:06 PM
5	How to build relationships with peers/upper management. Working in environments where you're the only POC can be difficult at times.	8/31/2020 4:45 PM
6	Although somewhat tied to resiliency, managing change especially during these times would be a great topic to dive further into.	8/27/2020 4:41 PM
7	NA	8/26/2020 3:23 PM
8	breaking the barrier of shyness and public speaking. being confident to speak your own voice and ideas.	8/26/2020 12:05 PM
9	Webinars on how to develop networking abilities to be able to be seen more ,therefore creating more opportunities.	8/26/2020 11:29 AM
10	Would be nice to have resources emailed post the workshop with speaker recommended resources that have helped them in their development.	8/26/2020 7:19 AM

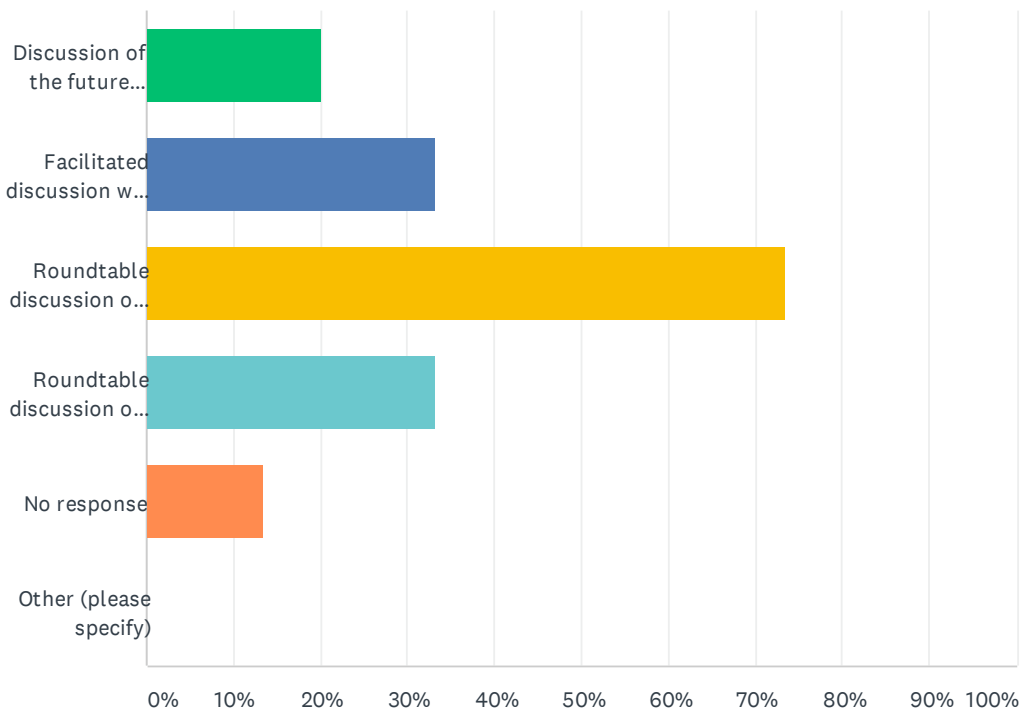
Q11 Do you have suggestions for speakers for any of the above listed topics?

Answered: 7 Skipped: 9

#	RESPONSES	DATE
1	Don Logan	9/2/2020 7:30 PM
2	None at this moment	9/1/2020 12:01 PM
3	N/A	8/31/2020 4:45 PM
4	Former Deputy Chief of Pasadena, Darryl Qualls, is such an inspirational speaker and would have so much to share about his experiences as a seasoned professional as well as how managers of color have navigated preconceived perceptions.	8/27/2020 4:41 PM
5	Local people, or people from the Southwest area nationally. employers on the East coast tend to approach life, work and professional concepts very differently from the West coast.	8/26/2020 3:23 PM
6	I do not, sorry.	8/26/2020 12:05 PM
7	make yourselves available.	8/26/2020 11:29 AM

Q12 In addition to the annual business meeting what is your preference for the interactive portion of the meeting? Please select your top two:

Answered: 15 Skipped: 1



ANSWER CHOICES	RESPONSES
Discussion of the future direction of LGHN	20.00% 3
Facilitated discussion with participating members on equity and inclusion and what is happening in your community	33.33% 5
Roundtable discussion on overcoming obstacles, resiliency and mentally surviving in difficult situations, with Q&A with participants	73.33% 11
Roundtable discussion on work-life balance, with Q&A with participants	33.33% 5
No response	13.33% 2
Other (please specify)	0.00% 0
Total Respondents: 15	

#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

Q13 Do you have any other suggestions for the meeting content?

Answered: 3 Skipped: 13

#	RESPONSES	DATE
1	None at the moment	9/1/2020 1:08 PM
2	N/A	8/31/2020 4:45 PM
3	How to deal with jealous people , who don't let you in the circle.	8/26/2020 11:30 AM



LGHN Annual Meeting
October 15, 2020
Webinar Log-in Information:
TBD

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

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

9:00 Pacific/Arizona, 10:00 Mountain, 11:00 Central, 12:00 Eastern Time Zones

- A. Call to Order, Roll Call, Welcome and Introductions
- B. History of LGHN
- C. Message from LGHN President Rolando Fernandez, Jr. and President-Elect Raymond Gonzales
 - a. Year in Review
 - b. Vision for the Future \ Looking Toward 2021
- D. ICMA-RC Updates
- E. Member Engagement
- F. LGHN Sponsors
- G. LGHN Strategic Partners
- H. LGHN Chapters
- I. Introduction of New Board Members

9:30 Pacific/Arizona, 10:30 Mountain, 11:30 Central, 12:30 Eastern Time Zones

LGHN Training Webinar (TBD – Overcoming Obstacles, Resiliency and Mentally Surviving Difficult Situations)

9:30 Pacific, 10:30 Mountain, 11:30 Central, 12:30 Eastern Time Zones

Instructions for joining the meeting and webinar are:



Advancing Excellence and Inclusiveness in Local Government

LGHN Sessions at ICMA

Monday, September 21: 3:00 to 3:45 PM ET

Redefining Leadership While Battling Two Pandemics

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 city/county managers and a police chief 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. [LGHN, NFBPA, I-NAPA, NACA]

Learning Objectives:

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

Speakers:

Moderator: Ed Shikada, City Manager, Palo Alto, CA

Panelists: John Perez, Police Chief, Pasadena, CA

Steve Mokrohisky, County Administrator, Lane County, Eugene, OR

Aretha Ferrell-Benavides, City Manager, Petersburg, VA

Tuesday, September 22: 3:00 to 3:45 PM ET

Listening to the Unheard Voices of Your Community

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. [LGHN, NFBPA, I-NAPA, NACA]

Learning Objectives:

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

Speakers

Moderator: Genesis Gavino, Deputy Resilience Office, Dallas, TX

Panelists: Valmarie Turner, Assistant County Administrator, Loudoun County, VA

Raoul Lavin, Assistant City Manager, Tallahassee, FL

Dee Williams-Ridley, City Manager, Berkeley, CA

Friday, September 25: 5:00 PM to 5:45 PM

All Eyes on You: The Challenge of Leading

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. [LGHN, NFBPA, I-NAPA]

Learning Objectives:

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

Session Speakers:

Moderator: Stacy Rodgers, County Administrative Officer, Baltimore County, MD

Panelists: Rolando Fernandez, Jr., LGHN President, Director, Office of Contract Management, Austin, TX
Ed Shikada, I-NAPA President, City Manager, Palo Alto, CA
Anthony Snipes, NFBPA President, Missouri City, TX

Friday, September 25: 5:00 PM to 5:45 PM

Engaging Youth Voices to Make a Difference

5:00pm to 6:00pm ET

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. Local government can play a proactive role in reaching out to youth and involving them in public policy discussion and actions. This session will look at how organizations are enabling youth to participate in programs that contribute 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. [LGHN, NFBPA, I-NAPA]

Learning Objectives:

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.

Speakers:

Moderator: Monica Davis: Community Services Manager, City of Hayward, CA

Panelists: Stephanie Hughes, Postgraduate Administrative Fellow for Spectrum Health, Grand Rapids, MI, Student Board Member, NFBPA
Sohail Rajesh Daulat, PHXteens Teen Councils (by Council District), Phoenix, AZ
Student, San Jose State