



Diversity, Equity, and Inclusion Policy

WHAT

As members of the Local Government Hispanic Network (LGHN), we adhere to our organizational mission and objectives. In addition, we abide by the ICMA Code of Ethics, serve all members, facilitate representative governance, and are guided by the principles of servant leadership. Moreover, we embrace, encourage, and respect our members' differences in age, color, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our members unique.

LGHN's members believe that a core function of the organization is to provide tools, resources, and training to build local governments and our members' capacity and competency to deliver high-quality community outcomes with compassion and empathy by aligning our performance with our commitment to diversity, inclusion, and equity. We define these terms as follows:

- **Diversity.** We recognize and honor individual differing interests, values, experiences, knowledge, and strengths and see them as a critical asset to our vocation and the delivery of meaningful results to our members and the communities we serve.

- **Equity.** As public servants, we define equity as the quality of being just, leveling the playing field, creating shared opportunities, advantage, consideration, or latitude to all parties.
- **Inclusion.** Our association defines inclusion as the purposeful intent to embrace all people, including those who may be excluded or marginalized by race, gender identity, sexual orientation, ability, national origin, political affiliation, and other characteristics that make our members unique.

WHY

LGHN is committed to fostering, cultivating, and preserving a culture of diversity, inclusion, and equity in all aspects of our work. The collective sum of each of our differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities, and talents that our members invest in their communities and our organization represents our culture, reputation, mission, and results.

HOW

LGHN will provide opportunities for member training and dialogue to facilitate our members shared learning and development, including:

- Provide and support cultural competency and unconscious bias workshops.
- Share tools and techniques to facilitate member learning, growth, curiosity, and development.
- Distribute a member commitment statement.
- Engage service providers and affirm their dedication to diversity, equity and inclusion aligned with LGHN's commitment.
- Assist members to identify resources to facilitate cultural competency dialogues in a safe place and community engagement.
- Practice diversity, equity, and inclusion individually as well as explore new ways to become an ally within our communities and organizations that we serve and agencies and affiliates of ICMA.