



LGHN 2021 Report of Accomplishments and 2022 Goals



The Local Government Hispanic Network is the primary voice of Hispanic/Latino professionals within ICMA. As an affiliate of ICMA, LGHN provides resources and training to enable Hispanic/Latino professionals to develop leadership, financial and service delivery skills so they can be competitive when looking to step into local government leadership positions. LGHN's goal is to increase the number of Hispanics/Latinos in city and county management positions and as department heads in their organization.

It is my pleasure to share LGHN's accomplishments in 2021 and the initiatives and our goals for 2022. It is my hope that you will become involved these initiatives and help LGHN meet and surpass our goals.

Raymond H. Gonzales, President

2021 Accomplishments and 2022 Goals

LGHN Biennial Conference: The conference – Embracing *Change and Transformation* – was held in Aurora, Adams County Colorado. The hybrid event included 82 in-person attendees and 37 virtual participants. The conference featured cutting edge sessions and a celebration of Hispanic culture. The [conference program and recorded sessions](#) are available on the LGHN website. LGHN's next conference will be held in Orlando, Florida, November 2 through November 5, 2023. LGHN's conference planning committee will drive the process with quarterly meetings in 2022 and monthly sessions in 2023.

Annual Awards: At the LGHN conference, we announced the *Emerging Leader Award* recipients. This year we honored two LGHN members, Marcus Steele, and Andrea Alicoate, both with the City of Mesa, Arizona. In addition, we honored Frances A. Gonzalez, retired, from the City of San Antonio, Texas with the *Joel D. Valdez Legacy Award* for her service and legacy to local government.

Information about the LGHN awards and awardees are available on the [LGHN website](#). Nominations for the 2022 *Emerging Leader Award* opened in February 2022. Awardees receive a scholarship to attend the ICMA conference in Columbus, Ohio in September 17-22, 2022, as well as a stipend to pay for travel costs. Details are posted on the LGHN website.

Professional Development Webinars: In 2021, LGHN offered ten original content webinars and collaborated with NFBPA, I-NAPA, NACA, GFOA and ICMA to provide six additional webinars. Recordings of these webinars can be viewed on the [LGHN website](#). In 2022, the professional development committee will identify training topics and work with LGHN chapters to create webinars and encourage regional in-person training and networking events where they can do so safely.

Affiliate Conference Participation: In 2021, the LGHN professional development committee created a variety of sessions for conferences hosted by our affiliate partners, including the NFBPA Emerge Conferences and annual Forum, the Government Finance Officers, and Administrators' annual conference and the ICMA annual conference in Portland, Oregon. In addition, at the ICMA conference,

LGHN hosted its annual dinner and coordinated the affiliates' reception with NFBPA and I-NAPA. Look for these events at the 2022 ICMA annual conference in Columbus, OH. We hope to see you there!

In early 2022, LGHN began meeting with affiliate partners and will work to establish a quarterly gathering to collaborate and leverage our resources as well as improve the exchange of information with NFBPA, I-NAPA, NACA and Civic Pride. Our hope is that it will enhance program opportunities and grow the LGHN network for our current and future members.

Madrinas y Padrinos Program: In late 2021, LGHN launched the first structured [Madrinas y Padrinos coaching program](#) that strategically pairs mentees with seasoned professionals to address individual goals and aspirations to pursue a career and advance in local government management. The program spans a six-month timeframe and includes webinars, mentorship resource tools, recommended meeting structure, and check-in meetings for the participants. In 2022, the career development committee will begin development of a similar program for youth and student engagement with a focus on the ICMA university chapters.

Membership Development: LGHN prepared a guide to encourage growth of regional chapters as well as single jurisdiction chapters. Chapters are an effective way to keep members engaged in professional development, networking, and outreach to communities to celebrate Hispanic heritage. The Oregon Latinos in Local Government was established in 2021 along with an affiliate agreement approved by the Oregon and LGHN Boards. The chapter development tool kit is available on the [LGHN website](#).

In 2022, LGHN membership will exceed 1,000 members, more than doubling the membership in just a few years. The committee will continue to collaborate with representatives in several regions to establish additional chapters, including Florida, Colorado, Illinois, California, and Washington, and will work with the Western Michigan chapter to expand their membership. The committee has also created chapters' advisory subcommittee that will meet quarterly. In January 2022, LGHN and ICMA held a joint membership drive.

In addition to our membership development work in the United States, LGHN plans to build relationships with international partners. In 2022, the international committee will lead this effort by sending six LGHN members to Puerto Rico to join other local government professionals in an information exchange at the *Experiencia Puerto Rico* conference April 4 through 6. The committee is also working closely with ICMA's global education program in the development of international local government training and professional development programming.

Financial Stability: LGHN worked with Management Partners, our administrative agency, to develop a long-range financial forecast to ensure LGHN maintains sufficient funding for the organization going forward. In 2022, LGHN will work closely with private sector representatives to grow sponsorships and to ensure our value to them remains at a high level. Membership and sponsorship growth will ensure that the organization revenues sustain LGHN and valuable programming for our members.

As LGHN's membership continues to grow, so have our sponsorships. In 2022, the scholarship and fund development committee will focus its efforts on recruiting more sponsors to support LGHN's scholarship endowment goal of \$50,000 as well as to expand professional development programming for our members.