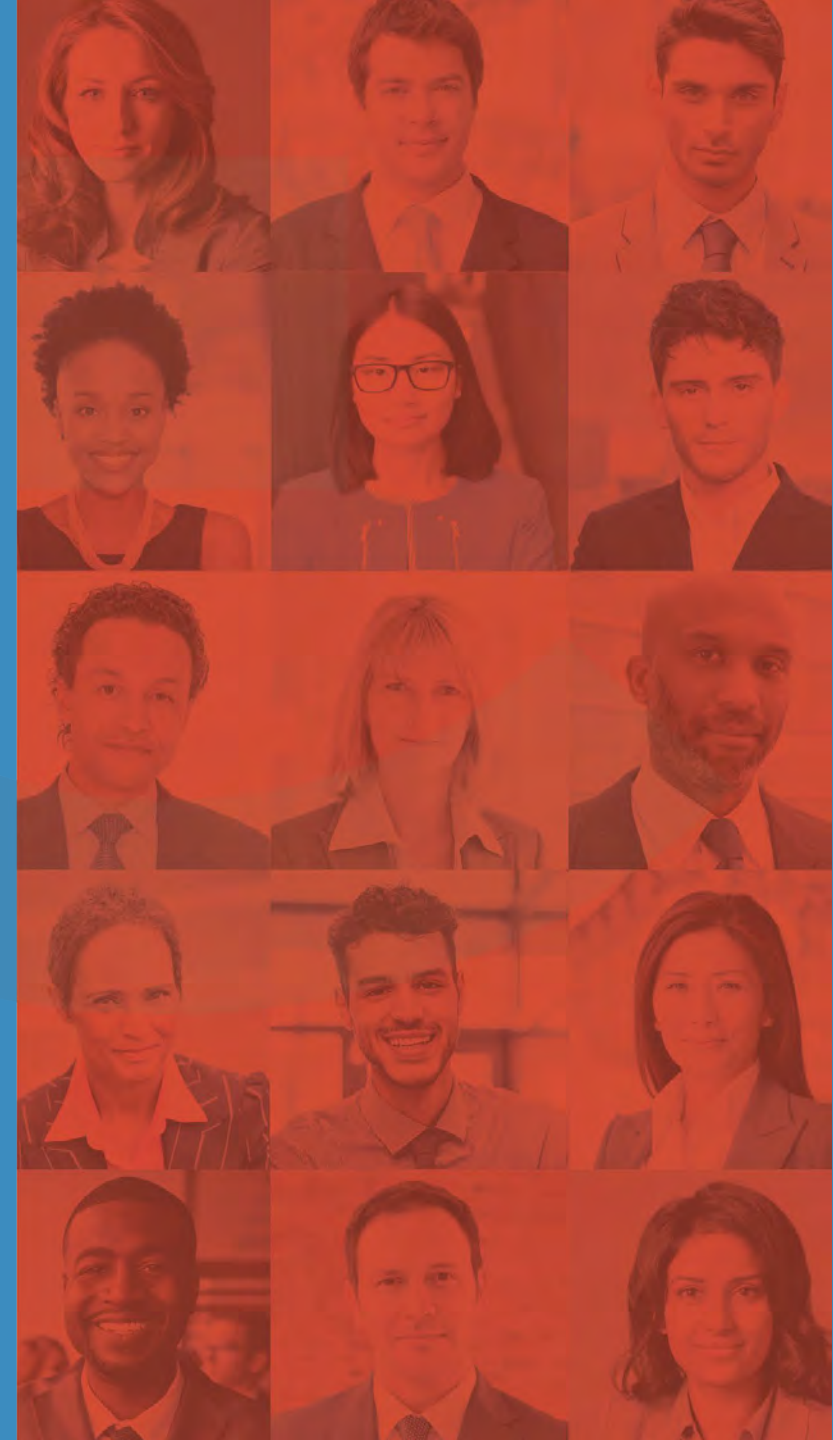


REACHING CONSENSUS ON REPRESENTATIONAL DIVERSITY

ICMA Membership Engagement
and Ideation Process



STRATEGIC PLAN

Increase diversity and inclusion in the local government management profession while providing a balanced board that represents the profession and those served by it.

BUILDING A DIVERSE PIPELINE

A multi-pronged, on-the-ground effort to bring more diversity to the field through outreach, scholarships, coaching, fellowships and affiliations.

AFFILIATE RELATIONSHIPS

- National Forum for Black Public Administrators
- Local Government Hispanic Network
- League of Women in Government
- Women Leading Government
- MMASC/NC
- I-NAPA
- ELGL
- NACA, State, and International Associations

OTHER INITIATIVES...

- Local Government Management Fellows
- Student Chapters
- ICMA Coaching Program
- Veterans Local Government Management Fellows

TODAY'S DISCUSSION. . .

TOPIC #1

Should ICMA change voting rights and Board service requirements to better reflect the membership diversity we are building? If so, how?

CURRENT MEMBERSHIP CATEGORIES

- Chief Administrative Officers (CAOs), assistant/deputy CAOs and other senior-level staff in local government (annual salary $\times 0.008$, up to \$1,400)
- Entry-level to mid-management staff in local government (\$150 the first year, \$175 the second year and \$200 for years three and beyond)
- Department heads in local government (\$200; effective April 1, 2015 for the July 2015 membership cycle)

ICMA MEMBER SNAPSHOT

VOTING MEMBERS	n=7,200
Male	79%
Female	21%
Hispanic	2%
African American	5%
Asian	<1%
Average age	56 years

AFFILIATE MEMBERS IN SERVICE	n=2,300
Male	49%
Female	51%
Hispanic	6%
African American	7%
Asian	2%
Average age	43 years

CURRENT VOTING RIGHTS

- **Full Voting Members:** Chief Administrative Officers who meet these six criteria: appointment, policy formulation, budget, appointing authority, organizational relationships and qualifications. Assistant/Deputy Chief Administrative Officers. A member who previously held the position of CAO/Assistant but no longer serves in local government. Other senior-level staff in local government with significant administrative duties who report to a qualifying CAO.
- **Affiliate Non-voting Members:** Anyone who does not meet the qualifications for full membership, including entry- to mid-level local government employees, professors, private and nonprofit sector employees, federal/state government employees and full-time students and interns.

THREE PROPOSED VOTING ALTERNATIVES

1. Extend voting eligibility to Affiliate Members in service who have been a member of ICMA and serving in local government for three years.
2. A three-tiered membership in which both full members and second-tier members in local government service are eligible to vote. The tiers would be as follows: 1) Full Members: CAO/Assistant, 2) Department Director/Mid-Career, 3) Entry Level.
3. Voting eligibility could be extended to any member in service to local government, except for student members, interns or elected officials.

MARK YOUR CHOICE

- Use the boxes to mark where you stand on this question
- Use the space to briefly explain why
- Use the Career and ICMA Experience charts to mark what you think is necessary to have ICMA Regional Nominating rights

TOPIC #2

Currently, only Full Members in service to a local government may serve on the Regional Nominating Committee. What are your thoughts about allowing any ICMA member serving in a local government and in good standing to serve as the appointed representative to the Regional Nominating Committee?

TOPIC #3

How important is it to you to change voting, nominating rights and Board service eligibility to create more diverse governance at ICMA?

EXECUTIVE BOARD DIVERSITY PROPOSALS

1. Extend eligibility to serve on the Board in the non-CAO position to Affiliate Members in service—entry-level to mid-management and department directors—who have been a member of ICMA and serving in local government for three years.
2. Extend eligibility to serve on the Board to Affiliate Members in service—entry-level to mid-management and department directors—who have been a member of ICMA and serving in a local government for three years. This option would apply to any seat on the Board, not just the designated non-CAO seat.
3. Add one seat a year for the next three years that will be selected by the incoming ICMA President to enhance diversity on the Board. The incoming President will select the candidate from among the slate of non-selected candidates to the Board from each of the five regions within the US. The incoming President will make a recommendation to the full Board in June. This will result in three additional seats to the Board.

OTHER THOUGHTS?

Thank you

