

## Question 2

What are some of the practical things our associations (MME or ICMA) should or should not be doing to better address diversity, equity, and inclusion?

Easel Post-It Pg. 1

- MME Curate the list save
- In person, face to face conversation to build trust, relationships
- Priority at every event – Main Session
- Opt-out if you don't like it – our code matters
- Help w/ Gov Boards?
  - Yes
  - MML Followers
- Take Responsibility
- ICMA Credentialed Manger
  - DEI Certification

Easel Post-It Pg. 2

C)

- Help address generational divide by getting to students at HS or college (??) level to build diversity pool
- Need to change the pipeline, get started early- fix the pipeline
  - Self-awareness
  - Provide(?) view of positive, moving traditions
- HS Managers, encourage involvement engagement in the progression
- Recruit form City-Barrier like unpaid internships
- Continue to Support 1650 Programs to develop pool, develop ability to apply
- MME
- Fire/PD- enable academy attendance
- Keep conversation going- make it generational
  - Make it our job to impact diversity

Easel Post-It Pg. 3

B)

- Build/resources to help bring along policy makers
  - MML
  - MME
  - Elected testimonials to Elected(?) (workshops)
- What is the role of the ICMA Code of Ethics in diversity – is the code a victim of systemic racism?
  - Or are there blind spots – how do we address them

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- Constitutional or law
- Change
- Focus group
- BIG(?)

Easel Post-It Pg. 4

B)

- MME-DEI subcommittee \*that is diverse in terms of size of community and type of gov to capture and done w/divergent opinions. -A standing committee?
- Increase diversity in candidate pool (MME/ICMA) HBCU?
- 16/50 Works
- Work to increase talent pools through HS/College visits
- Team/Partnership of DEI/CM to help each other/Mentor both
- Talent pool stymied by City Commission
  - Or diversity as MME has disclosed (??)
  - Educate Commoners & Community

Easel Post-It Pg. 5

A2)

- MME/ICMA are focused on training so, tailor it to different needs of a variety of communities- Deep toolbox
- Pragmatic implementation
  - Not emotional, make it an “actionable”
- Acknowledge where each community is -and why-then deal with it
- Oak Park, IL =confront issues d(?) and openly – but harder in some (most) communities
- Find Champions
- Stakeholder Education- Corporate, commissioners, staff presidents
- Firm case for the Whys
- Reach out to assessors about inclusive hinging and bias in v(??) of the home (MME)

Easel Post-It Pg. 6

A)

- Best Practices & guidance and advice-help advance DEI
- “Road Show” – Committee and SME” to help, mentor and deal with local issues tool kit
- Avoid national divisive narrative
  - Focus on what is “right”
  - List serve does not necessarily represent us

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- Each community is different, different needs- educate a (????) City
  - Look at worldwide best practices “I” in ICMA
- 16/50 programs expansion – it works expand to other groups.