

# LOCAL GOVERNMENT HISPANIC NETWORK

## ANNUAL MEMBERSHIP MEETING

Rolando Fernandez Jr., President

# LGHN

Our purpose is to encourage professional development among Hispanic/Latino local government administrators and those local government officials working in communities with significant Hispanic/Latino populations, to improve the management of local government, to provide unique resources to Hispanic/Latino local government executives and public managers, and to advance the goals of professional, effective, and ethical government administration.



# AGENDA

- Year in Review
- Vision for the Future
- How can you get engaged?
- How can we better serve you?



## 2018-2019 YEAR IN REVIEW

- One year under new name and logo
- Current Membership Count is 514 up from 287 in 2017.
  - Chapter: Austin TX, Phoenix AZ, Meza AZ, Glendale AZ
- Budget: LGHN is operating with a 2019 balanced budget. \$134,155 in budgeted expenses and projected income of \$148,697.00. Maintain a reserve of \$35K.
- Well respected and experienced team of board members
- Created VP for Career Advancement
- Website: Jan-Mar 2019: 8,288 page views with 2,546 users
- Review of Management Partners Inc. (Received score 28 out of 30)
- ICMA Board Nominations
  - Mountain Plains Region -Ray Gonzales
  - Midwest Region -Victor Cardenas





# 2018-2019 YEAR IN REVIEW — PROFESSIONAL DEVELOPMENT

**2018 LGHN Biannual Conference:** *Transformational Leadership: Honoring the Past, Treasuring the Present, Shaping the Future.*

- Tommy Nuñez, First Latino NBA Referee
- Dr. Maria Harper-Marinick, Chancellor, Maricopa Community Colleges
- Patrick Ibarra, Co-Founder and Partner, Mejorando Group

**Webinars:** Partnered with NFBPA and Blacks in Government to present:

- Ethics in the Workplace
- Skills to Persevere in Adverse Situations
- Moving Up the Ladder without Burning Bridges

**Seminars:** Partnered with the Miami-Dade City/County Management Association (MDCCMA) and the Florida City/County Management Association (FCCMA) to present a seminar on *Cyber Security: How Vulnerable are Municipal Governments and Why?*



## 2018-2019 YEAR IN REVIEW — PROFESSIONAL DEVELOPMENT

- LGHN Board Retreat (March 15-16, 2019) Evanston, ILL
  - Board Retreat
  - Regional Training led by Joyce Marter on Difficult Conversations and Conflict Resolution & Platicas
- LGHN Professional Development & Best Practice Survey (22 Respondents)
- Madrinas/Padrinos coaching program – 30 Coaches
- Support of ICMA Student Chapters via complimentary LGHN memberships



## 2018-2019 YEAR IN REVIEW — PROFESSIONAL DEVELOPMENT

### **ICMA 2018 Conference**

- LGHN Dinner
- Participation in ICMA Equity Mixer
- Panel Presentations:
  - Project Implicit and Think Strategically About the Next Steps in Your Career



### **NFBPA Conference**

- Inspiring Intentional Inclusion: Women In Government
- Achieving Your Leadership Potential: Thinking Strategically About the Next Steps in Your Career



## 2018-2019 YEAR IN REVIEW — PROFESSIONAL DEVELOPMENT

- ***Emerging Leaders Award:*** Young professionals who demonstrate professional excellence and leadership in improving minority and disadvantaged communities through their work in their organization and their community. The 2018 Awardee is Aubrey Gonzalez, Phoenix, AZ.
- 2019 Emerging Leaders Award And Scholarship to the ICMA Conference: June 21, 2019 Deadline for submissions
- ***Joel D. Valdez Legacy Award*** honors Joel Valdez, long-time city manager in Tucson, Arizona, and the impetus behind the creation of LGHN. A role model and mentor to many young professionals in public administration and the IHN founders established the award to honor him. The 2018 awardee is Severo Esquivel.



## 2018-2019 YEAR IN REVIEW — PROVIDE UNIQUE RESOURCES

- **Civic Engagement Award:** Individuals and their organizations that represent insightful and sustained change in their communities through inclusive civic engagement practices. The 2018 Awardee is the City of Phoenix “Love Your Block” mini grant program.

- 2019 Civic Engagement Recognition Program: June 21, 2019, Deadline for submission.

- **Practitioners:** LGHN, ICMA, NFBPA have contracted with Arizona State University to develop a “white paper” on model practitioner programs that is intended to encourage more practitioners to become involved in university teaching programs and to increase the number of public administration programs that have practitioner programs. Completed by 2019 ICMA conference.

- **MOU with the National Association of County Administrator (NACA)**

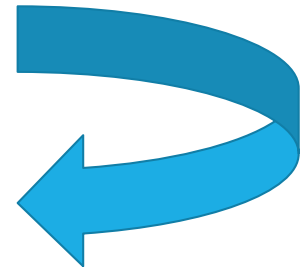
- Members of both organizations receive a 25% discount on cost of combined membership dues



## VISION FOR THE FUTURE

- Start 3-year effort to Build reserve fund to \$100k and develop endowment fund
- Grow membership by 15% per year for the next 5yr – 1,031 by 2024!
  - Chapter Development with a regional strategy
- Focus on what separates us from the other organizations
- Leverage relationships with ICMA, ICMA-RC, NFBPA, NACA, I-NAPA, Women leading Government
- Examine new organizations for potential partnerships:
  - National League of Cities | Race, Equity and Leadership Program
  - National Association of Hispanic Federal Executives

**Develop a 3-5yr Strategic Plan**



## VISION FOR THE FUTURE

- Continued Focus on Professional Development via Conferences
  - LGHN October 2020 Biennial Conference: Adams County, Colorado
  - October 20-23, 2019 – ICMA Conference, Nashville, TN
    - Participation in ICMA Equity Mixer
    - LGHN Annual Dinner on Sunday, October 20, 2019
    - Panel Presentations:
      - How to Be Family-Friendly in the Workplace
      - Beyond Diversity: An Inclusive Workforce for 21<sup>st</sup> Century Outcomes
      - Open Mind Required: Facing the US Identity Crisis on Immigration
  - September 26-27, 2019 – ICMA-RC Workforce 2030 Summit, Fort Lauderdale, FL
- Implement input from LGHN Professional Development & Best Practice Survey
  - Regional/Webinar Meetings to engage with members
  - Personal Coaching - be a resource on next steps in your career & advice from executive search firms
  - Public speaking/presentation skills, managing difficult situations, skills for women in local government

## VISION FOR THE FUTURE

- Continued effort to enhance website:
  - Contract with Neon Rain for day to day content management
  - Access to LGHN sponsored webinars
  - Searchable membership directory based on location, career path (e.g., HR, PW, Admin, etc.)
  - Enhance use of Social Media
  - Record and play LGHN conference session on website
- Continued growth and enhancement of Madrinhas/Padrinos coaching program
- Implement “LGHN Conectar Program” to assist LGHN members seeking career advancement by working with executive search firms and human resource professionals to:
  - An opportunity for members to share and receive feedback on their resumes
  - Place members in a database for one-on-one interaction with executive search firms
  - Participate in webinars that provide members an opportunity to hear executive recruiters about interview skills/trends.
  - Enable members to develop skills in resume writing, interviewing, and presentations



## VISION FOR THE FUTURE

- Develop “Meeting in the Box” for Board use to host regional social gatherings to engage members
- Program committee to examine and develop leadership/executive training programs for members
- Develop a member recognition program:
  - Celebrate career advancement or achievement in continued education
  - Member profiles and articles will feature success stories about our members and their communities
  - Member in transition resource
- Build on use of surveys with a prioritization on:
  - Local government best practices for working with people/communities of color
  - Local government demographic statistics for manager and assistant manager positions
  - Receive input on issues facing leader and develop program to meet these issue

## HOW CAN YOU GET ENGAGED?

- Serve on Committees

- Professional Development Committee: Samantha Tavares, City of Phoenix, AZ
- Career Development Committee: Claudia Lujan, City of El Paso, TX
- Membership Committee: Bob Harrison, City of Renton, WA
- Communications Committee: Gabe Rodriguez, Adams County, CO and Angelita Palma, City of National City, CA
- Fund Development Committee: Veronica Briseno, City of Austin, TX
- University Partnerships: Philip Rodriguez, City of Brighton, CO

- Respond to Surveys

- Participate and share the word on our Programing

- Connect us with organization that support the advancement of Hispanics/Latinos

- Represent LGHN on ICMA Committees

## HOW CAN WE BETTER SERVE YOU?

- Send us your input at:
  - Email [info@LGHN.org](mailto:info@LGHN.org)
  - Email Karen Davis [KDavis@LGHN.org](mailto:KDavis@LGHN.org)
  - Call Karen Davis at 408-221-8458