

Your Equity Journey: Learning Opportunities

Learning and Development Opportunities

Leadership Institute on Race, Equity, and Inclusion

As a thought leader, ICMA is committed to creating and supporting thriving communities. As part of this commitment, ICMA has created, in partnership with the Kettering Foundation and the National Civic League, the Leadership Institute on Race, Equity, and Inclusion. The institute supports the ICMA Executive Board's [statement regarding systemic racism](#), and more specifically the commitment to: "Engage our members and partners in a process of listening to understand what our profession needs in order to deliver on the work of our mission and vision through the lens of equity and inclusion." The institute will offer local government participants interactive learning, superlative instructors, networking with colleagues, and engaging discussions of the key leadership issues surrounding racial equity. Participants will embark on a 12-18-month journey to transform themselves, their community, and the local government profession into something greater than it was when they started. For more information, contact SpeakUp@icma.org.

Equity Officer Cohort to Advance Equity and Inclusion in Local Government Leadership

The Equity Officer Cohort identifies individuals serving as chief equity officers, or have equity as an adjunct responsibility, and bring them together to share their insights with ICMA and each other to build a learning community for ICMA members on equity, inclusion, and social justice. This new space will provide networking, a repository for shared resources, and serve as a focal point for chief equity officers and those filling similar roles and programs.

Individuals participating in the cohort have expertise in current content areas and reaffirm ICMA's commitment to equity and inclusion in the association's membership and the profession. Additionally, those within the cohort represent the membership from different regions, type of local government,

career positions or job functions, and diversity of gender, race, and age. (2020-21 Cohort) For more information, contact Laura Savage, Senior Program Manager, Member Services at lsavage@icma.org.

UNITE

On-Demand

PODCASTS

Join us at UNITE!

Equity and Inclusion Conference Sessions

Monday, September 21

League of Women in Government Symposium

Redesigning Systems for Equity in Criminal Justice

How to Gather the Opinions of Hard-to-Reach Residents

Advancing Age-forward Communities

Tuesday, September 22

Listening to the Unheard Voices of Your Community

Diversity Uncovered™ Online - An Interactive Introduction to Implicit Bias, Microaggressions in Local Government

Enhancing Resilience and Racial Equity through Civic Capital

Wednesday, September 23

Europe/Africa Track: Resilient and Inclusive Cities

ICMA University - Racism Both in The Department and How It Reaches Out to Its Community

Keeping Women in the Workforce During a Pandemic and Beyond

How to Plan for Financial Resilience and Build a More Equitable City, Starting Today

See, Hear, Heal: Engaging Artists in Solving Community Problems

What Are We Doing to Bring About Real Change? Taking a Closer Look at Systemic Racism and Police Reform.

President's Colloquium: Lessons Learned on One City's Racial Equity Journey – Size Doesn't Matter; Commitment Does

Officers and Social Workers – Police Reform and Enhancements to Police Response

Embedding Equity into the COVID-19 Resilience Framework

Manuel Pastor: Uncommon Common Ground: Centering Racial Equity for a Better America

Thursday, September 24

Thursday General Session Featuring Robin DiAngelo

A Public Communication and Engagement Strategy for Local Government with a Citizen as Partner, Deliberative Democracy, and Racial Equity Approach

Welcome to "Our" Team: A Facilitated Discussion about Diversifying Historically Homogenous Workgroups

ICMA University - Process Matters: Transforming Public Engagement in a Divided World

Protecting Residents from Water Shutoffs during COVID-19

ICMA University - Social Media in Local Government: Leave or Experiment-The Choice is Yours

Human Trafficking - What Local Governments Need to Know

Roundtable: Engaging Artists in Solving Community Problems

Friday, September 25

Asia Track: Technology Innovations, and Alternative Service Delivery Models and Approaches

Understanding Generational Differences within Assistant and Deputy Managers

Organizational Change in Policing

Defunding Police: The Concept, the Practice and the Community Discussion

Confronting the Past: Alachua County's Journey of Truth and Reconciliation

Build It and They Will Come...and Stay: Creating a Workplace Culture of Innovation, Productivity, and Sustainability

Culture Wars: What to do When Values Clash in the Workplace

Cities Closing Racial Income Wealth Gaps

Engaging Youth Voices to Make a Difference

Saturday, September 26

Roundtable: Operationalizing Racial Equity

Equity and Inclusion in the Local Government Workplace: How Are We Doing?

Homelessness 201: Putting the Team Together and Dealing With COVID

Recruit for Diversity, Hire for Competence - Change Management Results in the Tumwater Fire Department

Sponsorship: Taking Mentoring to the Next Level to Build Inclusive Leadership

Municipal Broadband - A City Utilities Resilience During a Pandemic

On-Demand Sessions

Success with Equity Programs: Engaging at the Leadership Level

Five Ways to Reduce Bias and Promote Inclusiveness

Academic Symposium: Local Government Professional Development Organizations and Their Role in Women Obtaining the Top Spot : City Manager

Emergency Management - How to Include Citizens with Disabilities

Having Tough Conversations About Equity - Accepting and Welcoming Discomfort

Diverse Pathways to Assistant and Deputy Manager Positions

Better Together: Leading Through the Pandemic

Discussion on Equitable Climate Resilience

Confronting Human Trafficking and Modern Slavery in Time of Crisis: Innovative Local Responses to a Global Problem

Neurodiversity and Inclusion - It IS Possible

On-Demand Webinars

ICMA Coaching: Managing Hostility in Public Discourse to Create Effective Public Engagement: Living in an Age of Anger and Getting Things Done

Recorded On: 09/09/2020

Learn how to avoid anger and have productive conversations about difficult subjects.

Building and Maintaining an Equity Mindset in Local Government

Recorded On: 07/28/2020

This free webinar will discuss the present and future of equity work with ideas on challenges, experiences, and tools for how to build equity programs.

The Two Pandemics: Systemic Racism and COVID-19

Recorded On: 07/16/2020

In this webinar you'll learn about the relationship between systemic racism and adverse public health outcomes, and how COVID-19 has placed this link in stark relief.

Transforming Law Enforcement to Address Public Health

Recorded On: 07/15/2020

Join a panel of public safety and health experts as they discuss the reallocation of police department funding to address public health issues in the wake of the recent wave of protests.

The New Executive Order on Law Enforcement

Recorded On: 07/01/2020

Join a panel of law enforcement experts as they discuss the recent Executive Order on Law Enforcement and its impact on police reform efforts.

The Public Health Crisis and Racial Inequities

Recorded On: 06/19/2020

Join speakers from Dallas, Texas and the Government Alliance on Race and Equity for a webinar on the racial disparities in public health in the United States, and how they have been exacerbated by the ongoing pandemic.

Sharpening the Focus on Social Equity to Make Strategic Budget Decisions

Recorded On: 06/11/2020

Learn how to incorporate equity in your local government's budget decisions, especially in challenging situations such as the ongoing COVID-19 pandemic.

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