

TCMA Equity Task Force Minutes
August 16, 2019
Texas Municipal Center

Members present included: TML President Kenneth Williams, City Manager, Buda; Task Force Vice Chair, Debbie Maynor; James Childers, Assistant City Manager, Irving; Emily Crawford, City Manager, Brownwood; Karen Daly, Mountain Plains Regional Director ICMA and Executive Director, Texas Women Leading Government; Andrew Fortune, Assistant to the City Manager, Grand Prairie; Micah Grau, Deputy City Manager, Buda; Jack Harper, City Manager, Fulshear; Paulette Hartman, Deputy City Manager, North Richland Hills; Lauren Middleton-Pratt, Assistant City Manager, Buda; Elvenn Richardson, President, EJAR STAR & Associates, Inc.; Anthony Snipes, City Manager, Missouri City and President, National Forum for Black Public Administrators; Monique Vernon, City Manager, Kirby

TML staff: Kim Pendergraft

Kenneth Williams called the meeting to order at 9:05 a.m. and thanked everyone for volunteering to serve on the Task Force.

Kenneth provided a background and overview of the Task Force objectives stating that the Task Force was approved by the Board and an initiative of the TCMA 2018-2020 Strategic Plan. He suggested that the Task Force meet quarterly.

Debbie Maynor provided an orientation to define and create an agreeable framework from which the Task Force will work. She also provided current demographics of the TCMA membership. **The Task Force requested that Kim Pendergraft research TML elected official demographics and historical demographics of TCMA.**

The Task Force discussed the need for TCMA to be intentional with its efforts to build equity and diversity for a stronger association and future of the profession. The discussion included the following insights and ideas:

- Consider a TCMA led session at the TML Annual Conference.
- Promote diversity in TCMA leadership positions.
- Modify gender identifiers when collecting demographics.
- Build the bench and grow the pool of underrepresented groups in TCMA membership and careers in city government through internships and fellowships.
- Use LinkedIn as a medium to connect and have meaningful conversations, develop relationships, and encourage a new generation of those in city government careers.
- Offer unconscious bias training.
- Focus on core issues and not numbers.
- Report to TCMA regions the creation of the Task Force and its mission; awareness is critical.
- Develop regional conversations and frame the topic of equity and diversity in a nonthreatening manner.
- Provide additional funding for the Leadership Development Scholarship and promote it to the membership.
- Avoid duplication of efforts between the Task Force and objectives of current TCMA committees.

Following open discussion and dialogue, the objectives of the Task Force were reviewed and it was suggested that the following subcommittees work to accomplish the goals of the Task Force:

- 1. Recruitment. Increase TCMA membership by 10%. Target groups include student, young professional, women, African-American, Hispanic, and other unrepresented groups.**
- 2. Professional Development. Develop a training template to use at the region level to begin the conversation on equity.**
- 3. Diversity Workshop. Conduct a workshop focusing on overcoming unconscious bias in decision making.**
- 4. University Outreach. Target historically black colleges and others with significant underrepresented populations for careers in local government.**

The meeting adjourned at 12:30 p.m.