

## TCMA STATEMENT ON RACISM AND EQUITY

As public servants and leaders in Texas local government, we have been heartbroken and angered far too many times - the recent events in our country have shown where society has failed to promote equality and has highlighted the need for social reform and justice. TCMA adopted the code of ethics in 1984 that serves as a guide to serve the best interest of all and act with integrity so that we may earn the trust of all those we serve. Addressing systemic racism and discrimination is our ethical obligation.

As such, we are called to serve and protect the freedoms and rights of all people, especially those who have been marginalized. It is up to each of us to make our voices heard, but more importantly, to listen, to learn, and to use our voices to amplify the voices of others.

To that end, as professional members of the Texas City Management Association:

### We Stand Against:

- Systemic racism and any form of discrimination in our communities
- The use of excessive, unlawful force in any instance or form
- Any inequality and oppression that exists in our organization and communities

### We Stand With:

- Those who protest in peace and take a stand for change
- The Black community, people of color, and other individuals who are marginalized
- Our public safety staff in providing equitable services

### We Will:

- Engage in professional dialogues within our membership and within our communities
- Embrace new ideas, methods, and skills in support of equity and social justice
- Recommit to the highest ideals of just and effective local government
- Courageously step into roles that may be uncomfortable and embrace challenging conversations to positively impact social change in our organization and communities
- Partner with our police departments and community leaders to recognize the challenge of biases to better serve our communities
- Actively work to build cultures of inclusion through training, recruitment, and other methods

As leaders, we are the ones who can forge real change in our own communities. As members of the TCMA, we are committed to being agents of change within our organizations and affirm our commitment to reimagine ways that can ensure our organization reflects ideals that value all people. As an Association, we help identify policies, practices, and strategies to assist our members in identifying and eliminating any inequities in their respective communities.

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