

Balancing Political Neutrality with Personal Advocacy Resource List

- **Balancing Political Neutrality with Personal Advocacy; Free webinar for ICMA Members, June 13:** <https://icma.org/events/balancing-political-neutrality-personal-advocacy>
- **ICMA Code of Ethics with Guidelines:** <https://www.icma.org/page/icma-code-ethics>
- **ICMA's Civility landing page:** <https://www.icma.org/topics/civility>
- **What If I Want to March?** Taking part in our democracy while modeling the civility and non-partisanship at the core of our profession by Kate P. Fitzpatrick, ICMA-CM; William (Bill) J. Fraser, ICMA-CM; Opal D. Mauldin-Jones, ICMA-CM; and Martha Perego, ICMA-CM | March 2020 | PM Magazine – Article: <https://icma.org/articles/pm-magazine/what-if-i-want-march>
- **Reclaiming Civility: The Cornerstone of Trust and Leadership in Local Government;** Why civility is crucial for governance and community leadership by Katryna Peart | May 2025 | https://icma.org/articles/article/reclaiming-civility-cornerstone-trust-and-leadership-local-government?utm_source=marketingcloud&utm_medium=email&utm_content=20250510_NL_Weekly&utm_term=Reclaiming+Civility%3a+The+Cornerstone+of+Trust+and+Leadership+in+Local+Government&utm_campaign=newsletter
- **ETHICS MATTER! Reflections on the Code's Value Throughout My Career;** A former ICMA regional vice president's perspective on the Code of Ethics as we celebrate Ethics Awareness Month by Ken Parker, ICMA-CM | March 2025 | PM Magazine – Article: <https://icma.org/articles/pm-magazine/ethics-mattertm-reflections-codes-value-throughout-my-career>
- **INSIGHTS: Q&A with Dawn Peters on Ethics and Advocacy for the Profession;** Recognized for her advocacy for professional local government management, Dawn Peters is a true and tireless ambassador in service to the profession | March 2025 | PM Magazine – Article: <https://icma.org/articles/pm-magazine/insights-qa-dawn-peters-ethics-and-advocacy-profession>
- **Career Compass No. 112: Can You Show Your True Self at Work?** Given the culture of an organization, you may feel uncomfortable revealing who you really are and what you believe. Is it your leadership responsibility to be authentic? by Dr. Frank Benest | December 2024 | Article: <https://www.icma.org/articles/article/career-compass-no-112-can-you-show-your-true-self-work>
- **ETHICS MATTER!™ Political Neutrality in an Era of Polarization;** Sharing my journey to political neutrality, a foundational value for the profession by Jessica Cowles | August 2024 | PM Magazine – Article: <https://icma.org/articles/pm-magazine/ethics-mattertm-political-neutrality-era-polarization>
- **Q&A: How Was the ICMA Code of Ethics Valuable to Your Career?** Advice from ICMA Senior Advisors | June 2024 | PM Magazine – Article: <https://icma.org/articles/pm-magazine/qa-how-was-icma-code-ethics-valuable-your-career>

- **ETHICS MATTER! There's Always an Election Somewhere!** The ethical obligation to be politically neutral in the era of the perpetual election cycle by Jessica Cowles | October 2023 | PM Magazine – Article: <https://icma.org/articles/pm-magazine/ethics-matter-theres-always-election-somewhere>
- **ETHICS MATTER! Thriving in the 24/7 World of Politics;** Practical advice for you and your staff by Martha Perego, ICMA-CM | April 2023 | PM Magazine – Article: <https://icma.org/articles/pm-magazine/ethics-matter-thriving-247-world-politics>
- **Democrat or Republican Manager? Why It's Crucial to Stay Politically Neutral;** Professional city and county managers must adhere to the spirit of the ICMA Code of Ethics and remain politically neutral in today's hyper-politicized environment by Matthew Candland, ICMA-CM | August 2022 | PM Magazine – Article: <https://icma.org/articles/pm-magazine/democrat-or-republican-manager-why-its-crucial-stay-politically-neutral>
- **Managing Council/Staff Relationships in an Election Year and Beyond;** Understanding the importance of the relationship between the CAO and elected officials before, during, and after election by Darrin Tangeman, ICMA-CM; Mike Conduff, ICMA-CM; Cheryl Hilvert, ICMA-CM; and Martin Bernal | August 2022 | PM Magazine – Article <https://icma.org/articles/pm-magazine/managing-councilstaff-relationships-election-year-and-beyond>
- **Returning to the Politics Versus Administration Debate;** Defining the “political” role of managers and their role in the policy process by Kimberly Nelson, PhD | May 2022 | PM Magazine – Article: <https://icma.org/articles/pm-magazine/returning-politics-versus-administration-debate>
- **What Is Political Acumen?** A toolkit from ICMA affiliate Canadian Association of Municipal Administrators (CAMA) supporting city managers/municipal administrators in their relationship with elected officials by Jennifer Goodine, executive director, CAMA (Canadian Association of Municipal Administrators) | February 2022 | Article: <https://icma.org/articles/article/what-political-acumen>
- **ETHICS MATTER! Being Politically Neutral in a Partisan World;** How best to give voice to your values by Martha Perego, ICMA-CM | April 2021 | PM Magazine – Article: <https://icma.org/articles/pm-magazine/ethics-matter-being-politically-neutral-partisan-world>
- **How to Deal with Water Cooler Talk in the Workplace;** Three experienced managers offer their insights on encouraging a work culture built on trust by asking three questions that help guide managers in performing this important work | May 2020 | Blog Post: <https://icma.org/blog-posts/how-deal-water-cooler-talk-workplace>
- **Checklist for Fostering Good Governance** <https://icma.org/documents/checklist-fostering-good-governance>
- **Career Compass No. 94: Ten Principles for Leading in Turbulence** <https://icma.org/articles/article/career-compass-no-94-ten-principles-leading-turbulence>

ICMA Coaching Webinars Available Free and On-Demand

- **Ethics at the Helm: Staying the Course Despite Unethical Elected Officials** https://shop.learninglab.icma.org/products/13183910-a?_pos=15&_sid=fb0e9f2cc&_ss=r
- **Fostering Civil Discourse;** How do we talk about issues that matter? https://shop.learninglab.icma.org/products/10536265-a?_pos=5&_sid=fb0e9f2cc&_ss=r
- **Managing Council/Staff Relationships in an Election Year;** <https://shop.learninglab.icma.org/products/10396246-a>