ICMA'S PATH TO BUILDING DIVERSE AND INCLUSIVE COMMUNITIES AND PROFESSION

November issue of PM magazine announced ICMA's launch of "goals review" December issue of PM magazine focused on urban unrest in summer of 1967

Urban Data Service released first report: "The American City and Civil Disorders"

HUD grant awarded to advise participating universities on the recruitment of minority group members

National Urban Fellowship Program created

April issue of PM magazine devoted to minorities in management efforts by ICMA First Task Force for Women in the Profession created Ford Foundation

grant established Minority Executive Placement Program



September issue of PM magazine features articles on the changing nature of the council-manager relationship

November issue of PM magazine featured an article discussing Elijah Rogers appointment as DC's city manager

ICMA's Minority **Executive Placement** Program was highlighted in The Congressional Record



June issue of PM magazine published a special edition on Black Managers Caught in the Middle



.

February issue of PM magazine focused on the Model Cities Program

1968

May issue of PM magazine featured an article on the Kerner Commission

July issue of PM magazine featured articles by various senators and Otto Kerner about the Kerner Commission Report

September issue of PM magazine featured article on U.S. Riot Commission Report

ICMA Executive Board launches a Task Force on Race Relations

ICMA establishes talent program for minorities and women in the profession

Talent Referral Program for minorities and women established

PM magazine published special edition on Hispanic issues in the profession

1969

ICMA Training Program on Race Relations and Social Change

Minorities in Management **Program Launches**

•••••

ICMA membership

ICMA Action Plan

ICMA establishes

Committee on

on Diversity created

Workplace Diversity

on Diversity

approved a Resolution

ICMA Executive **Board Task Force** created Minority Development and Placement in the Profession

May issue of PM magazine featured article "Minorities. Women, and Young People in Local Government"

Municipal Yearbook "Minorities in Municipal Management"

ICMA's Next

Generation

Initiatives began

November issue of PM magazine featured articles on ICMA's programming and perspectives from African-American city managers and others

ICMA board approved decision to include more minorities on the ICMA **Executive Board**

Task Force on

Women in the

Profession was

with examining

women in local

reestablished

and charged

the status of

government

management

Ford Foundation grant to ICMA to support women in the profession

HUD grant to develop outreach mechanisms for Hispanics interested in the profession

October issue of PM magazine featured article on award given by ICMA to DRCOG's (Denver) minority placement program

Created an ICMA Affirmative Action

Subcommittee on diversity created

Committee

Executive Board approved recommendations of the diversity subcommittee to consider expanding eligibility for voting and for service on published article the ICMA Executive Board

> ICMA announces new award category for community Diversity and Inclusion

The board directed staff to develop an implementation plan with the goal of engaging the membership in a discussion prior to placing a constitutional amendment before the membership

1983 ICMA Annual Conference keynote speech delivered by James Baldwin

Elected Sy Murray as ICMA's first African-American president

NFBPA founded

ICMA membership votes to adopt a constitutional amendment expanding member voting to include affiliate members

ICMA launched Social Justice Action Team composed of ICMA staff members

PM magazine published a special supplement "Moments of Change: Leading with Courage and Commitment for Social and Racial Equity"

August issue of PM magazine devoted to ICMA's declaration of ideals

1985

ICMA begins publishing Job Opportunities Bulletin (J.O.B.) newsletter

1989

Task Force on Workplace Diversity created

Hired first director of ICMA International Hispanic Network

1991

ICMA board issues policy statement in the aftermath of Rodney King heating



the diversity of the communities we serve



Task Force on Strengthening Inclusiveness in the Profession created

2014

Report of the Task Force on Strengthening Inclusiveness in the Profession produced



Marc Ott selected

African-American

executive director

as ICMA's first

The Strategic Plan, Envision ICMA, codified our commitment to equity and inclusion into ICMA's current and future operations

ICMA Equity and Inclusion Team composed of ICMA staff members created







Engaged ICMA members on board diversity initiative through online focus groups and at regional conferences and state association meetings, which resulted in 2020 ballot initiative

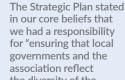
Executive Board to consider ballot initiative at the 2019 Annual Conference in Nashville











2008