



LEADERSHIP INSTITUTE ON RACE, EQUITY, AND INCLUSION 2021-2022

As an ICMA thought leader who is committed to creating and supporting thriving communities we hope you will apply to become a member of the Inaugural ICMA Leadership Institute on Race, Equity, and Inclusion sponsored by ICMA, the Kettering Foundation, and the National Civic League. The creation of this Leadership Institute supports the ICMA Executive Board's [statement regarding systemic racism](#) and the [action steps announced in July](#). Among other steps, the Board specifically, committed 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.

Institute Purpose

- To explore the barriers to and identify how to start and continue community conversations about race, equity, and inclusion.
- To create a cohort of executives who will actively participate in an ongoing conversation, share challenges and successes in increasing equity and inclusion in local government and addressing racial issues.
- Participants will be representative of the diversity within ICMA and will be at the Manager, assistant, or deputy level to create work that will benefit the most senior of ICMA members and thus have the greatest impact on communities. *Some exceptions may apply.*
- Meeting frequency and method will be determined by those participating in the Institute and the sponsoring entities. We will meet no less than 5 times per year in conjunction with the Kettering Foundation Research Weeks. **Each session will be 2-3 hours.** For the time being meetings will be held virtually. When travel is again possible, the Kettering Foundation will support the project through reimbursement for travel, provide lodging and provide all meeting requirements. The Kettering Foundation is located on a beautiful executive campus located in Dayton, Ohio.

Please join us for an informational session via Zoom.

Details can be found at the [website](#).

Key Dates:

| | |
|---------------------|---|
| December 15 | 12:30-1:30 PM ET informational meeting via Zoom |
| December 18 | Applications due to ICMA by close of business |
| January 15 | Successful candidates will be notified. |
| Week of February 22 | First meeting of Inaugural Class time and exact day TBD |

APPLICATION LEADERSHIP INSTITUTE ON RACE, EQUITY, AND INCLUSION

General Information (Please complete all fields.)

Name

Title

Organization

Phone

Cell Phone

E-mail

Date of Birth

"The fierce urgency of now," as Dr. Martin Luther King Jr. stated, is long overdue. We are the ones who can forge real change in our own communities. As our cities, towns, and counties rebuild from the pandemic, we can create a new foundation that replaces white supremacy and racism with an aggressive respect for human rights.

How did you hear about the ICMA | Kettering| NCL Leadership Institute on Race, Equity, and Inclusion?

- ICMA E-mail
- ICMA Website
- Other, please specify _____

What is the highest level of education that you have achieved?

- High School
- Some College
- Associate degree
- Bachelor's Degree
- Master's Degree
- JD/PhD/MD
- Other Advanced Graduate Degree

How do you describe your gender identity?

- Male
- Female
- Non-Binary/3rd Gender
- Other _____
- Prefer not to answer

Do you identify as LGBTQ+?

- Yes No

How do you describe your racial or ethnic identity?

- | | |
|---|---|
| <input type="checkbox"/> African American or Black | <input type="checkbox"/> Multiracial or Biracial |
| <input type="checkbox"/> American Indian or Alaska Native or Indigenous or First Nations | <input type="checkbox"/> Native Hawaiian or Pacific Islander |
| <input type="checkbox"/> Arab or Middle Eastern | <input type="checkbox"/> White or Caucasian or European American |
| <input type="checkbox"/> Asian or Asian American | <input type="checkbox"/> Prefer not to answer |
| <input type="checkbox"/> Hispanic or Latina or Latino | <input type="checkbox"/> Other _____ |

Please indicate your military status

- Not a Veteran
 Veteran
 Current Member of U.S. Military
 Member of a Military family
 Prefer not to answer

How do you describe your religion, spiritual practice, or existential worldview?

- | | | |
|------------------------------------|--|---|
| <input type="checkbox"/> Agnostic | <input type="checkbox"/> Jewish | <input type="checkbox"/> Taoist |
| <input type="checkbox"/> Animist | <input type="checkbox"/> Muslim | <input type="checkbox"/> Unitarian Universalist |
| <input type="checkbox"/> Atheist | <input type="checkbox"/> Pagan | <input type="checkbox"/> Wiccan |
| <input type="checkbox"/> Baha'i | <input type="checkbox"/> Pantheist | <input type="checkbox"/> No response |
| <input type="checkbox"/> Buddhist | <input type="checkbox"/> Polytheist | <input type="checkbox"/> Prefer not to answer |
| <input type="checkbox"/> Christian | <input type="checkbox"/> Secular | <input type="checkbox"/> Other _____ |
| <input type="checkbox"/> Hindu | <input type="checkbox"/> Sikh | |
| <input type="checkbox"/> Humanist | <input type="checkbox"/> Spiritual but not religious | |

Do you have any physical challenges that require accessibility accommodation?

- Yes No

If yes, please describe: _____

The application process is highly competitive. Your answers to the following questions and the capstone description which will be a key factor in successful selection. Your answers do not need to be more than 250 words per question. To create the strongest cohort the selection committee will be looking at experience and where you and your community are in this journey.

Please respond to the following prompts

1. What do you hope to learn through your participation in the Institute?

2. What do you struggle with in the areas of race, equity, and inclusion?

3. Have you developed a race, equity, and inclusion engagement strategy?
If so, describe. what results you have experienced?

4. Has your organization made a commitment to Racial Equity? If so, please explain.

Capstone Project

The Leadership Institute requires participants to formulate a capstone, which is your plan for the actions you want to take in the months or years following the Institute to amplify your impact in areas of race, equity and inclusion. This could be an entirely new initiative or a refinement or expansion of a project the manager or community is already working on for example- a policy proposal to develop and circulate; an event concept or media strategy to raise awareness or funds for a cause; a blueprint for activism to organize one's community around an issue; etc.

At this stage, you do not need to have a capstone plan, and your initial designs will likely change as you are exposed to new people and ideas during the Institute. However, as you think about where you want to go in the next few years in addressing race, equity, and inclusion, what do you imagine your capstone might entail or include?

In other words, during your time in the Institute, what kinds of problems in your community are you interested in solving, for example, or what sort of causes might you seek to advance? And how will being a Leadership Institute Participant help you to eventually execute on your goals in a way you feel you are not currently equipped? (Maximum 350 words)

Submit your application to: speakup@icma.org, subject line: Leadership Institute

Non-discrimination statement

ICMA, the Kettering Foundation and the National Civic League does not discriminate on the basis of gender, race, religion, national origin, citizenship or naturalization status, political affiliation, sexual orientation, disability, income or economic status, marital or family status, or any other legally protected class or affiliation.

Mutual respect, humility, responsibility, dedication, and full participation are key to the success of the cohort and to the Institute.

Mutual respect exists when people value the input and participation of others as if it were their own. Honesty is an integral part of mutual respect. Mutual respect applies to interactions with the cohort members, faculty, the mentors, and any person who attends Institute meetings.

Humility requires participants to look beyond their or others' mistakes and focus on the larger goal at hand. Integrity and honor allow every person to perform at his or her best and to feel equal with and respected by others.

Responsibility is the ability of a person to fulfill commitments or obligations to the Institute, his or her mentor, or affiliated organizations. If a participant promises or volunteers to do something, it is vital that this person follow through on his or her commitment. Dedication requires that each participant pledge enough time to the Institute so that one benefits from and contributes to the Institute.