



IHN Annual Meeting

June 16, 2017

12:00 PM Eastern, 11:00 central, 10:00 Mountain, 9:00 AM Pacific and Arizona Time Zones

Logon: [IHN Annual Meeting Logon Information](#)

Agenda

1. Welcome & Introductions
 - Current Board Members
 - New Board Members
 - Outgoing Member: Yocelyn Galiano
2. 2016 Accomplishments
 - IHN Biannual Conference in Austin
 - Events
 - Increased Membership
 - Rebranding
 - Awards
 - Civic engagement
 - Emerging leaders
 - Joel Valdez award
 - Website redesign
3. 2017 Goals/Activities
 - Membership
 - IHN Membership Benefits
 - Chapter Agreements (Austin & Phoenix)
 - Regional Events
 - September 7-8: Brighton, Adams County, Colorado
 - Latino Leadership Institute Training Program and Advancing Excellence and Inclusiveness in Local Government Seminar
 - September 22: San Francisco Bay Area Joint Seminar (IHN, NFBPA, CalNAPA, MMANC): Oakland, California
 - Personal Resiliency: Overcoming Stumbling Blocks in Your Career
 - Volunteer for Committees
 - Rebranding/Logo Redesign/Name Change
 - Madrinas/Padrinos Coaching Program
 - ICMA Conference (October 22-25)
 - Partnership with ICMA
 - Partnership with NFBPA
 - Other
4. 2018
 - Spring – El Paso Regional Seminar
 - Hold the date – IHN Biannual Conference, Phoenix, AZ: October 25-26, 2018
5. Questions and comments

International Hispanic Network
Board of Directors Roster

2015-16 IHN Board of Directors/Executive Committee

<p>Ms. Veronica Briseño, President/Executive Committee Term: expires 2018 City of Austin, TX Director Small Minority Business Resources Department</p>	<p>Ms. Magda Gonzalez, Immediate Past President/Executive Committee Term: expires 2018 City Manager City of Half Moon Bay, CA</p>
<p>Rolando Fernandez, President-Elect/Executive Committee Term: expires 2018 Assistant Director Office of Contract Management City of Austin, TX</p>	<p>Ms. Maria Hurtado, Vice President for Programs/Executive Committee Term: expires 2018 Assistant City Manager City of Hayward, CA</p>
<p>Raymond Gonzales, Vice President for Membership/Executive Committee Term: expires 2019 Interim County Manager Adams County, CO</p>	

IHN Board of Directors

<p>Mr. Carlos Baia, Director at Large and ICMA Board Liaison Term: expires 2018 Deputy City Manager, Development City of Concord, NH</p>	<p>Tommy Gonzalez, Director at Large Term expires: 2019 City Manager City of El Paso, TX</p>
<p>Bob Harrison, Director at Large Term expires: 2018 City Administrator Issaquah, WA</p>	<p>Samantha Tavares, Director at Large Term: expires: 2019 Management Assistant to City Manager Phoenix, AZ</p>
<p>Daro Mott, Director at Large Term: expires 2019 Chief, Office of Performance Improvement and Innovation City of Louisville, KY</p>	<p>Claudia Luján, Director at Large Term: expires 2018 HR Assistant Director City of El Paso, TX</p>
<p>Mr. Ramiro J. Inguanzo, Director at Large Term: expires 2019 Assistant Village Manager Bal Harbour Village, FL</p>	<p>Ms. Patricia Martel, Past ICMA Board Member Term: expires 2017 City Manager, City Manager's Office City of Daly City, CA</p>

International Hispanic Network
Board of Directors Roster

IHN Liaisons

Mr. David Mora, ICMA Staff Liaison Salinas, CA	Mr. Rod Alcazar, ICMA-RC Liaison Senior Client Services Manager Washington, DC
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IHN Staff and Office Information

Karen Davis IHN Executive Director Management Partners San Jose, CA	IHN Main Office International Hispanic Network 2107 N. First Street, Suite 470 San Jose, CA 95131 Phone: 408-392-0232 Fax: 408-453-6191
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Advancing Excellence and Inclusiveness in Local Government

2016 Report of Accomplishments



The International Hispanic Network is the primary voice of Hispanic/Latino professionals within ICMA. The purpose of the association is to encourage professional development among Hispanic/Latino local government administrators and those local government officials working in communities with significant Hispanic/Latino populations, to improve the management of local government, to provide unique resources to Hispanic/Latino local government executives and public managers, and to advance the goals of professional, effective, and ethical government administration.

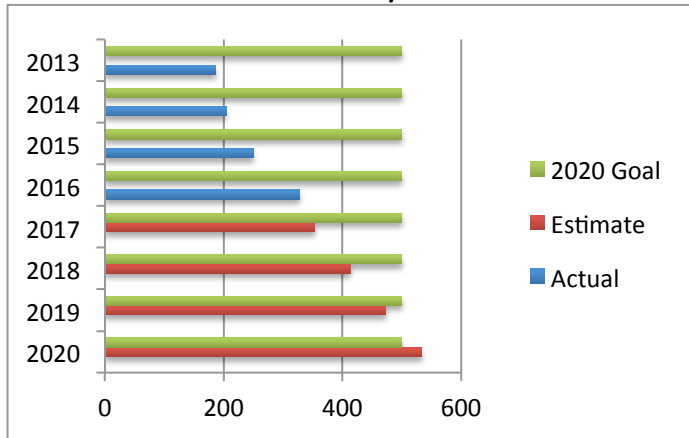
It is with great pleasure that I share with the IHN and ICMA membership the accomplishments of our organization over the past year. It is my hope that you will join us in addressing issues impacting the quality of life in our communities, as well as diversifying the local government workforce.

Veronica Briseño, President

Increased Membership

The IHN board of directors set a goal of increasing membership to 500 by the year 2020. Membership in 2016 increased 24% over the previous year and has increased 43% since 2013. The majority of growth was in the local government membership category, which increased 33% between 2015 and 2016.

IHN Membership Growth



IHN is coordinating with ICMA to increase student memberships by offering free membership to any student in an ICMA University Chapter to provide resources and mentoring to attract more young professionals into the local government profession, with an emphasis on attracting more people of color.

Formalizing IHN Chapters

IHN has had an informal relationship with Austin and Phoenix, both having formed local chapters. The membership committee is working with both organizations to formalize the relationships between the local chapters and IHN. The agreement being developed will be used to develop similar chapter relationships throughout the U.S. The program will be completed by the end of the year.

Events

- IHN and Women Leading Government co-hosted a seminar on “*How to Diversify Executive Search Results,*” in the San Francisco Bay Area, with search firms as the featured speakers.
- IHN representatives developed panel presentations at the annual Miami-Dade County League of Cities Best Practices Conference.
- IHN participated in the NFBPA conference in Portland, OR emphasizing the importance of the recently approved affiliation agreement between the two organizations.
- ICMA Conference in Kansas City
 - Presented “Building Diverse Leadership in Your Community and Your Organization” at the ICMA conference in Kansas City
 - Hosted the annual IHN dinner
 - Co-hosted the annual IHN/NFBPA/CalNAPA reception
- IHN National Conference, November 3-5 in Austin, TX
 - Approximately 200 attendees
 - The conference was successfully executed within budget
 - 98% of attendees were satisfied or very satisfied with the overall conference
 - The City of Phoenix has announced they will host a national conference in 2018

Awards

- The first annual IHN Civic Engagement Award was given to Chandler, AZ for their “For our City” program.
- Presented the Joel D. Valdez Legacy Award to A. J. Ojeda, Jr., Miami Dade County, FL
- Presented the Emerging Leaders Award to Gabriel Rodriguez, Adams County, CO and Angelita Palma, National City, CA

IHN Rebranding

The IHN board initiated a review of perceptions of the organization and reached out to the membership to determine if an image change was warranted. The outreach included a survey of the membership, and forums at the ICMA and IHN national conferences. The process will be completed in 2017.

Website Redesign

IHN completed redesign of the website: www.ihnonline.org. In addition to a new look, the website is designed to be easier to navigate and better communicate the mission and value of IHN as a professional development organization.

ICMA Board Nominations

IHN nominated Maria Hurtado, Assistant City Manager in Hayward, CA to the 2017 ICMA Executive Board as Regional West Coast Vice President, and supported the nomination of Wally Bobkiewicz, City Manager of Evanston, IL (IHN local government member) for Midwest Regional Vice President.

Administrative

- Updated the IHN Bylaws
- IHN renewed the contract with Management Partners for administrative support
- IHN renewed the contract with ICMA-RC for financial support
- IHN and ICMA held their annual leadership meeting at the ICMA conference in Kansas City

For additional information about IHN programs and membership, contact Karen Davis, Executive Director at kdavis@ihnonline.org or by calling 408-392-0232.

Benefits of IHN Membership

Individual Membership	Local Government Membership	Chapter Membership
Networking/sharing ideas	Networking/sharing ideas	Networking/sharing ideas
Host/co-sponsor regional events	Host/co-sponsor regional events	Host/co-sponsor regional events
Reduced rates at regional events and biannual conference	Reduced rates at regional events and biannual conference	Reduced rates at regional events and biannual conference
	Event planning assistance	Event planning assistance
Access to online training	Access to online training	Access to online training
Madrinas/Padrinos Coaching	Madrinas/Padrinos Coaching	Madrinas/Padrinos Coaching
Access to civic engagement best practices	Access to civic engagement best practices	Access to civic engagement best practices
Routine communications/announcements	Routine communications/announcements	Routine communications/announcements
Links to other professional associations' events	Links to other professional associations' events	Links to other professional associations' events
Access to IHN database	Access to IHN database	Access to IHN database
Access to student chapters (thru ICMA)	Access to student chapters (thru ICMA)	Access to student chapters (thru ICMA)
	7 or 15 designated members from local governments	Unlimited designated chapter members (must sign up) also members of IHN through chapter membership
	Unlimited job postings	Unlimited job postings (required local government base membership fee)
	Dedicated City & IHN board or membership committee partners	Dedicated City & IHN board or membership committee partners
		Use of IHN tax exempt status
		Fiscal support (optional)
		Host chapter website (optional) and/or access to chapter site
		Fundraising support
		Chapter recognition in brochures
		Use of logo (or variation) TBD
		Semi-annual chapter meetings

IHN CALL FOR VOLUNTEERS TO SERVE ON COMMITTEES

IHN is seeking volunteers to serve on committees that focus on activities that further the IHN mission. Any IHN member may serve on a committee. Committees provide networking opportunities, skill development that enhances experience and opportunity to serve on the IHN board of directors, and the opportunity to work in other ICMA affiliates including NFBPA, Women Leading Government, etc.

Program Committee | Chair – Maria Hurtado: The Vice President for Programs chairs the committee. The committee provides for professional development, including support in the development of regional/national events and workshops; provides support to the Communications Committee to provide access to resources on the IHN website; currently working on enhancements to the IHN Madrinas/Padrinos coaching program; develops conference sessions for presentation at the ICMA, National Forum for Black Public Administrators (NFBPA) and other national conferences; currently developing professional development webinars with NFBPA; and plans the annual dinner at the ICMA conference.

Membership Committee | Chair – Ray Gonzales: The Vice President for Membership chairs the committee. The committee develops an annual strategy for individual and institutional membership recruitment and renewals; currently developing a process for creating formal IHN chapters; creating a strategy to expand the number of IHN chapters in all regions; and recommends annual dues structure to the IHN Board of Directors.

Communications Committee | Chair – Angelita Palma: The committee promotes the organization through various outreach efforts, including social media, internet and printed publications; assists with the development of promotional brochures and other media to market IHN; prepares routine communications to the membership; monitors and updates website with current information; works with other committees to develop enhancements to the website; and coordinates articles for ICMA newsletter and PM Magazine and other national publications.

Fund Development Committee | Chair – Magda Gonzalez: The Immediate Past President chairs the committee. The committee assists with formulating and implementing organizational income strategies to support regional events; national conferences and events, including the annual dinner at the ICMA conference; scholarships/stipends to assist young professionals attend regional and national events; and IHN operations. The committee assists in identifying potential sponsors, with staff providing specific follow-up.

University Partnerships | Chair – Magda Gonzlaez: The President appoints the chair of the committee. The committee is comprised of practitioners and academics. The committee is developing strategies to increase the number of practitioners in the classroom and to increase the number of people of color in the local government profession. In 2017, the committee is preparing a panel discussion to be presented at the NASPAA conference October 10-13 and the ICMA conference October 22-25. Future presentations will include ASPA and NFBPA. The committee is also working with NFBPA to identify mutual issues for research in partnership with universities; identifying IHN members to serve as liaisons to ICMA university chapters; and developing strategies to link students to the IHN Madrinas/Padrinos coaching program.

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The Padrinos/Madrinas Coaching Program



"IHN's coaching program offers a wonderful and unique opportunity to expand your network and learn from experienced professionals. Our coaches are distinctively positioned to provide guidance and assistance as you move through your career path. They offer great words of advice, encouragement, and new ideas; not to mention they are "awesome individuals!"

Magda Gonzalez
City Manager – Half Moon Bay
IHN Board Member

International Hispanic Network

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Advancing Hispanic Leadership in Local Governance



The Padrinos/Madrinas Coaching Program builds on the Padrinos/Madrinas tradition in Hispanic/Latino(a) culture. Padrinos and Madrinras are an extension of family and provide a strong support system for family members.

Extending this concept to the professional realm, the IHN Padrinos/Madrinas Program creates the same support system for emerging leaders working in local government.

IHN is excited to offer seasoned leaders in local government who are committed to assisting emerging leaders who serve diverse populations and supporting the next generation of government innovators. These one-to-one volunteer coaches are from all disciplines and are available to offer career advancement strategies, solution based discussions, assistance in addressing local challenges faced when serving a diverse community and/or to share their experience and expertise on specific issues.



The Padrinos/Madrinas Coaching Program

The Choice is Yours!

Each coach has expertise and knowledge in a variety of areas including public sector management, finance, human resources, economic development, utilities, community engagement, among others. As an aspiring manager, feel free to contact anyone of our coaches for enlightening discussions on leadership challenges, problematic work situations or best strategies to accelerate your advancement in local government. Choosing a Padrino/Madrina is simple.

1. Visit www.ihnonline.org and click on the **Padrinos/Madrina Coaching Program** link on the right.
2. On the **Padrinos/Madrinas** home page you will find a **number of seasoned leaders in local government; select one or two whose career path suits your goals.**
3. **Reach out to them by phone or email and begin developing your coaching relationship.**



It's easy, it's confidential, and it's tailored to you!

"The IHN Coaching Program is an important part of career development and advancement. Whether you're an emerging or mid-career professional, even a new manager, coaching and mentoring can be beneficial in sharpening the skills needed to be an effective organizational leader. The opportunity to learn and gain perspective from a seasoned professional's career journey can help you to be inspired, encouraged and supported to achieve your own career aspirations. Developing the critical skills of self-awareness and self-reflection can be practiced by soliciting feedback in a supportive coaching relationship. Leaders at all levels should take advantage of the valuable professional resources available through the IHN Coaching Program."

Pat Martel
ICMA President 2015-16
IHN Board Member

Not a Member? Consider joining IHN!



The International Hispanic Network is the leading support organization for Hispanic local government professionals. The Network operates in two ways: as a forum for individuals who are interested in programs and issues related to the Hispanic population and as a consortium of local governments that serve a significant Hispanic population.

The IHN offers its members a variety of services and programs. Through a growing network of members and cities, IHN members benefit from exchanging ideas and solutions about best practices in local government, participating in Professional development seminars and workshops, access to career development coaches, access to news on the latest information about members, best practice programs, and linkages to employment opportunities.

To join the International Hispanic Network, visit the IHN website at www.ihnonline.org and complete the new member application and pay your membership online or by mail. Individual membership is just \$100 annually.