



LOCAL GOVERNMENT
**HISPANIC
NETWORK**

Advancing Excellence and Inclusiveness in Local Government

Board of Directors Meeting
August 6, 2021
12:00-1:00 PM Eastern Time
11:00 AM-12:00 PM Central Time
10:00-11:00 AM Mountain Time
9:00-10:00 AM Pacific Time
Dial by Phone: +1 346 248 7799
+1 253 215 8782 US
Meeting ID: 408 221 8458

Agenda

LGHN Board of Directors

Ray Gonzales

President

Samantha Tavares

President-Elect

Rolando Fernandez

Immediate

Past President

Bob Harrison

Vice President

for Membership

Aubrey Gonzalez

Vice President

for Professional

Development

Paulina Martinez

Vice President

for Career Advancement

At-Large Directors

Carlos Baia

Noel Bernal

Maria DeLeon

Gricelda Estrada

Ramiro Inguanzo

Raoul Lavin

Ramiro Salazar

Patricia E. Martel

Past ICMA

Board Member

Victor Cardenas

ICMA Board Liaison

Orlando Cruz

ICMA-RC Liaison

Gabe Rodriguez

NACA Liaison

A. Call to Order/Roll Call/Welcome

B. APPROVAL: Consent Agenda – Receive and Approve

1. Minutes for Board Meeting of July 9, 2021*
2. Board Meeting Attendance Report for 2020/21*
3. Financial Report through July 31, 2021*

C. DISCUSSION/UPDATES: Conference Update

1. Registration
2. Conference Schedule/Sessions *
3. Scholarships*
4. Conference Budget and Sponsorships*

D. DISCUSSION: LGHN Board Retreat Agenda (Saturday, Sept. 11, Aurora, CO)*

E. DISCUSSION/APPROVAL: Career Advancement Madrinas/Padrinos Program*

F. DISCUSSION: How to Better Engage with State Associations

G. INFORMATION/UPDATES: LGHN Goals and Committee Activities

1. International
2. Membership
3. Fundraising/Scholarship Program
4. Career Advancement Program
5. Professional Development
6. Nominations
7. University Partnerships

H. Future Board Meeting Agenda Items

1. Topics for PM Magazine
2. ICMA Contract with GARE
3. Potential Agreement: Latino Leadership Institute
4. Potential Agreement: National Association of Hispanic Federal Executives
5. Social Media Tracking

I. Adjournment & Future Meeting Dates

1. September 8-10, 2021 – LGHN Biennial Conference, Aurora, Adams County, CO (includes annual membership meeting)
 - a) September 8, 2021, 4:00 PM – Meeting with LGHN Chapters
 - b) September 9-10, 2021 – Conference
 - c) September 11, 2021, 8:00-2:00 – LGHN Board Retreat

*Supporting documents provided in board packet

2. October 3-6, 2021 – ICMA Conference, Portland, OR
 - a) October 3, 2021 – LGHN Dinner, Crystal Ballroom, Benson Hotel, Portland, OR
 - b) October 4, 2021 – LGHN/NFBPA/I-NAPA Joint Reception, Hyatt Regency Hotel, Portland, OR
3. Friday, November 5, 2021 – LGHN Board Meeting (2022 Budget)
4. Friday, December 3, 2021 – LGHN Board Meeting



Board Meeting Summary July 9, 2021

Attendees: Rolando Fernandez, Immediate Past President; Bob Harrison, Vice President for Membership; Aubrey Gonzalez, Vice President for Professional Development; At-Large Directors: Carlos Baia, Noel Bernal, Maria DeLeon, Gricelda Estrada, Ramiro Iguanzo, Ramiro Salazar

LGHN Staff: Karen Davis, Executive Director and Christine Butterfield

A. Call to Order/Roll Call/Welcome

The meeting was called to order at 9:05 am pacific standard time (PST)

B. APPROVAL: Consent Agenda – Receive and Approve 1. Minutes for Board Meeting of June 11, 2021; 2. Board Meeting Attendance Report for 2020/21; 3. Financial Report through June 30, 2021

*Ramiro Inguanzo moved approval,
Carlos Baia seconded the motion, and
Unanimously approved by the Board.*

C. DISCUSSION/APPROVAL: Mid-Year Budget Review

Karen Davis reviewed the status of the budget status and the proposed revised format for monthly reporting to the board.

*Noel Bernal made a motion to receive the report and use the revised format going forward,
Ramiro Inguanzo seconded the motion,
Unanimously approved by the Board.*

D. DISCUSSION/APPROVAL: Proposal to Increase At-Large Positions on the LGHN Board of Directors.

Karen Davis presented information that was discussed with President Gonzales to add one at-large position to the LGHN Board of Directors. When the Program Development position was separated into Professional Development and Career Advancement, the result was an even-number fourteen-member board. Most boards are odd number to avoid a tie vote on issues. The action will require an amendment to the bylaws.

*Maria DeLeon moved approval,
Carlos Baia seconded the motion,
Unanimously approved by the board.*

Update: The bylaws were sent to the membership on Friday, July 9, 2021 and will become effective on August 9, 2021 if there are no member objections.

E. APPROVAL: Board Candidates for 2021-2022 LGHN Board of Directors

The positions requiring a vote of the membership to serve on the 2021-2022 board of directors are:

<i>Vice President for Professional Development:</i>	<i>Ramiro Inguanzo (2-year term)</i>
<i>Vice President for Career Advancement:</i>	<i>Gricelda Estrada (2-year term)</i>
<i>Board of Directors At-Large:</i>	<i>Vacant (2-year term)</i>
	<i>Vacant (2-year term)</i>
	<i>Vacant (1-year term)</i>
	<i>Maria DeLeon (2-year term)</i>
	<i>Raoul Lavin (2-year term)</i>
	<i>Write-in Candidates Allowed</i>

Four members submitted their information to serve in one of the three at-large positions:

- *Ramón Pérez-Goizueta, Chief Compliance Officer, Department of Employment Service, District of Columbia*
- *Mariana Priscilla Bojorquez, Latino Engagement Librarian, City of Evanston, IL*
- *Marcus Steele, Arts & Culture Department Finance Manager, City of Mesa, AZ*
- *Matt Rivera, Director, Community Safety & Well Being, Adams County, CO*

After discussion of geographic diversity and involvement in LGHN programs, the board recommended Ramón Pérez-Goizueta and Marcus Steele for two-year terms and Mariana Bojorquez for the one-year term. Contingent upon the outcome of the bylaw’s amendment, the board will have the opportunity to appoint Matt Rivera to a one-year term prior to the conference in September and all will take office at that meeting.

*Rolando Fernandez moved approval,
Carlos Baia seconded the motion,
Unanimously approved by the board.*

E. DISCUSSION/UPDATES: LGHN Conference

The conference sessions and budget status were provided to the board for their information and review.

F. DISCUSSION/APPROVAL: Proposed Disbursement of LGHN Scholarships

Rolando Fernandez presented proposed LGHN Scholarship/Stipends Guidelines to the board, including historical perspective, short and long-term goals for a sustainable program, and funding priorities. The recommendation was to provide four scholarships for 2021: two \$1,000. Scholarships for the emerging leaders and two \$1,000 scholarships for LGHN members to attend the LGHN conference in Colorado. That leaves a balance of \$9,000 in the scholarship fund with the intent of dedicating some of the proceeds from the LGHN conference to the program.

The board will have a more in-depth discussion at the September LGHN board retreat.

*Rolando Fernandez moved approval,
Carlos Baia seconded the motion,
Unanimously approved by the board.*

H., I., J., K. Board Items

These items were moved to the August board. Agenda.

The meeting adjourned at 10:05 am PST



2020-2021 IHN Board of Directors Board Meeting Attendance

Name	Jan 2020	Feb 2020	Mar 2020	April 2020	May 2020	June 2020	July 2020	Aug 2020	Sept 2020	Annual Meeting Oct 2020	Nov 2020	Dec 2020
Veronica Briseño	Present	Present	Absent	Present	Present	Absent	Absent	Present	Present	Present		
Rolando Fernandez	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present
Raymond Gonzales	Absent	Present	Absent	Present	Present	Absent	Absent	Present	Present	Present	Present	Present
Carlos Baia	Absent	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present
Raoul Lavin					Present	Present	Present	Present	Present	Present	Present	Present
Maria De Leon	Present	Absent	Present	Absent	Present	Present	Present	Present	Present	Present	Present	Absent
Bob Harrison	Present	Present	Present	Present	Present	Present	Present	Present	Present	Absent	Present	Present
Ramiro Inguanzo	Absent	Absent	Present	Absent	Present	Present	Present	Present	Present	Present	Present	Present
Claudia Lujan	Absent	Present	Absent	Present	Present	Absent	Absent	Present	Present	Absent		
Pat Martel	Absent	Absent	Present	Present	Absent	Present	Present	Present	Absent	Present	Present	Absent
Paulina Martinez	Present	Absent	Present	Present	Present	Present	Present	Absent	Present	Present	Present	Absent
Samantha Tavares	Present	Present	Absent	Present	Present	Present	Present	Present	Present	Present	Absent	Absent
James Vega	Absent	Absent	Absent									
Aubrey Gonzalez	Absent	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present
Ramiro Salazar	Present	Present	Present	Absent	Present	Present	Present	Present	Present	Present	Present	Absent
Gricelda Estrada										Present	Present	Present
Maria Hurtado	Present	Absent	Absent	Absent	Absent	Present	Present	Absent	Absent	Present		
Noel Bernal										Present	Present	Absent
Victor Cardenas										Present	Present	Present
Name	Jan 2021	Feb 2021	Mar 2021	April 2021	May 2021	June 2021	July 2021	Aug 2021	Annual Meeting Sept 2021	Oct 2021	Nov 2021	Dec 2021
Raymond Gonzales	Present	Present	Present	Present	Present	Present	Present					
Samantha Tavares	Absent	Present	Present	Present	Present	Present	Absent					
Rolando Fernandez	Present	Present	Absent	Present	Present	Present	Present					
Bob Harrison	Present	Present	Present	Present	Present	Present	Present					
Aubrey Gonzalez	Present	Present	Present	Present	Present	Absent	Present					
Paulina Martinez	Absent	Present	Present	Present	Present	Present	Absent					
Carlos Baia	Present	Present	Present	Present	Absent	Present	Present					
Noel Bernal	Present	Present	Present	Absent	Absent	Absent	Present					
Maria De Leon	Present	Present	Present	Present	Present	Present	Present					
Gricelda Estrada	Present	Present	Present	Present	Present	Present	Present					
Ramiro Inguanzo	Present	Present	Present	Absent	Absent	Present	Present					
Raoul Lavin	Present	Present	Present	Present	Present	Present	Absent	Absent				
Pat Martel	Absent	Absent	Present	Present	Present							
Ramiro Salazar	Present	Present	Present	Present	Present	Present	Present					
Victor Cardenas	Present	Present	Present	Present	Present	Present	Absent					

Note: Excused v. unexcused absences are not differentiated on the chart.

Local Government Hispanic Network
Account balances
As of August 5, 2021

	<u>Total</u>
Bank Accounts	
US Bank - checking	0.00
Conference Cash AHLN	15,669.28
Frances Gonzalez Scholarship	11,658.04
Joel Valdez	428.03
LGHN Conference	-28,541.94
Operating Cash	43,689.27
Operating Reserves	23,345.35
Total US Bank - checking	<u>\$ 66,248.03</u>

Local Government Hispanic Network 2021 Operating Budget vs. Actuals

January - July 2021

	TOTAL	
	Actual	Budget
Income		
Direct Public Support	0.00	0.00
Corporate Support	35,000.00	50,000.00
Individual Support	0.00	500.00
Total Direct Public Support	\$ 35,000.00	\$ 50,500.00
Other Types of Income	0.00	0.00
Advertising Sales	27,675.00	28,000.00
Miscellaneous Revenue	0.00	460.00
Total Other Types of Income	\$ 27,675.00	\$ 28,460.00
Program Income	0.00	0.00
LGHN Dinner Registrations	0.00	7,500.00
LGHN Dinner Sponsorships	0.00	5,000.00
Membership Dues	0.00	0.00
Chapters	6,000.00	12,000.00
Corporate	1,300.00	2,000.00
Individual	3,425.00	4,500.00
Local Government	19,500.00	14,250.00
Total Membership Dues	\$ 30,225.00	\$ 32,750.00
Total Program Income	\$ 30,225.00	\$ 45,250.00
Total Income	\$ 92,900.00	\$ 124,210.00
Gross Profit	\$ 92,900.00	\$ 124,210.00
Expenses		
Business Expenses	0.00	100.00
Business Registration Fees	80.00	80.00
Constant Contact	417.66	450.00
PayPal / Stripe Fees	924.56	1,300.00
Total Business Expenses	\$ 1,422.22	\$ 1,930.00
Contract Services	0.00	0.00
Accounting Fees	0.00	850.00
Outside Contract Services	73,872.00	75,000.00
Total Contract Services	\$ 73,872.00	\$ 75,850.00
Operations	0.00	0.00
Computer Software	592.92	625.00
Postage, Mailing Service	0.00	250.00
Printing and Copying	32.45	250.00
Supplies	53.88	75.00
Telephone, Telecommunications	1,537.36	2,200.00
Website	5,488.00	13,050.00
Total Operations	\$ 7,704.61	\$ 16,450.00
Other Types of Expenses	0.00	0.00

Advertising/Marketing Expenses	0.00	1,500.00
Board of Directors Retreat	0.00	0.00
Retreat	0.00	150.00
Total Board of Directors Retreat	\$ 0.00	\$ 150.00
Contributions	1,500.00	3,000.00
Insurance - Liability, D and O	858.00	858.00
Other Costs	305.53	2,000.00
Program Activities	0.00	0.00
Catering	1,200.00	12,500.00
Other Costs	0.00	1,000.00
Postage/Shipping	0.00	500.00
Printing/Copy	0.00	500.00
Stipends and Speaker Fees	0.00	500.00
Total Program Activities	\$ 1,200.00	\$ 15,000.00
Special Projects	5,000.00	5,000.00
Transfer to Scholarship Fund	0.00	5,000.00
Total Other Types of Expenses	\$ 8,863.53	\$ 32,508.00
Travel and Meetings	0.00	0.00
Conf, Conv, Meeting-Nat'l	0.00	1,500.00
Meeting Travel-Reg'l	0.00	500.00
Total Travel and Meetings	\$ 0.00	\$ 2,000.00
Total Expenses	\$ 91,862.36	\$ 128,738.00
Net Operating Income	\$ 1,037.64	-\$ 4,528.00
Other Income		
Prior Year Budget Surplus	0.00	15,797.17
Total Other Income	\$ 0.00	\$ 15,797.17
Net Other Income	\$ 0.00	\$ 15,797.17
Net Income	\$ 1,037.64	\$ 11,269.17

LGHN Conference Program At-A-Glance

Wednesday, September 8 – Arrive if attending in person		Room
3:00 p.m. MDT	Registration	Aurora Foyer
4:00 pm MDT	LGHN Chapter Meeting	Conference Center Foyer
5:00-7:00 pm MDT	Informal Meet & Greet	Borealis Bar

Thursday, September 9 8:00 PT/9:00 MT/10:00 CT/11:00 ET		Room
8:00 a.m. MDT	Registration	Aurora Foyer
9:00 am MDT	Breakfast/Membership Meeting (breakfast served @ 8:30) Membership updates; history of LGHN; ICMA updates; introduce LGHN board of directors	Aurora Ballroom I & II
	Opening Keynote: Jared Polis, Governor, CO	
10:45 am MDT	Three Concurrent Breakout Sessions	
New Abnormal	Session 1: Emerging Public Safety Strategies to Provide Alternative Emergency Response (GHN)	Aurora Ballroom I & II
New Abnormal	Session 2: Anythink Libraries	Conference Room I
Diversity, Inclusion & Community Connection	Session 2: Organizational Environment Development Strategies (NFBPA)	Conference Room II
12:00 am MDT	Lunch served	Aurora Ballroom I & II
	Lunch Keynote: Rocky Mountain Partnership Panel	
1:20 pm MDT	Social Event: Unveiling of LGHN/Adams County/Aurora Mural	
2:15 pm MDT	Four Concurrent Breakout Sessions	
New Abnormal	Session 2: Making Services More Relevant Through the Use of Data (MHN)	Conference Room I
New Abnormal	Session 3: Human Resource Post-Pandemic Policies (PHN)	Conference Room II
Diversity, Inclusion & Community Connection	Session 3: Leading an Organization with Diversity, Equity & Inclusion (CCCMA)	Aurora Ballroom I & II
New Abnormal	Session 4: More Than a Buzzword: Understanding Equity in Budgeting (GFOA)	Virtual
3:30 pm MDT	Break (snacks served)	Aurora Foyer
3:45 pm MDT	Padrinos/Madrinas Platicas	Virtual & Conference Room VI
6:30-9:00 pm MDT	Welcome Event Hosted by Denver Botanic Garden	

Daily options to meet one-on-one with executive search firm representatives

All sessions are at the Hyatt Regency

AHLN: Austin Hispanic/Latino Network GHN: Glendale Hispanic Network MHN: Mesa Hispanic Network

NACA: National Assoc. Of County Administrators. NFBPA: National Forum for Black Public Administrators

PHN: Phoenix Hispanic Network

Friday, September 10 8:00 PT/9:00 MT/10:00 CT/11:00 ET		Room
8:00 a.m. MDT	Registration	Aurora Foyer
9:00 am MDT	Breakfast/General Session (breakfast served @ 8:30)	Aurora Ballroom I & II
	Opening Keynote: Dominick Moreno, State Senator, CO	
10:45 am MDT	Four Concurrent Breakout Sessions	
New Abnormal	Session 1: Customer Service & Measuring Call Center Success - Lessons from the Pandemic (AHLN)	Conference Room I
New Abnormal	Session 2: Hybrid Models for Community & Council/Commission Meetings (NACA)	Conference Room II
Diversity, Inclusion & Community Connection	Session 3: Whole Community (Diversity, Equity & Inclusion) Conversations in Decision-Making in Environmental Sustainability (MHN)	Aurora Ballroom I & II
New Abnormal	Session 4: Understanding and Addressing the Impact of COVID-19 on the Hispanic/Latino Local Government Workforce (MissionSquare Retirement)	Virtual
12:00 am MDT	Lunch served	Aurora Ballroom I & II
	Lunch Keynote: Mario Treto, Jr., Secretary, Illinois Department of Financial and Professional Regulation	
1:20 pm MDT	Social Event: Cumbia & Folk Music	
2:15 pm MDT	Three Concurrent Breakout Sessions	
New Abnormal	Session 1: Emerging Public Safety Strategies to Support Communities and Family Members of Citizens Killed by Police (PHN)	Aurora Ballroom I & II
Diversity, Inclusion & Community Connection	Session 1: Innovative Engagement Practices for Building Community Cohesion (MHN)	Conference Room I
Diversity, Inclusion & Community	Session 3: Spanish Media Best Practices & Tools for Connecting with Your Community	Conference Room II
3:30pm MDT	Break (snacks served)	Aurora Foyer
3:45 pm MDT	Closing Session: MissionSquare Retirement updates, LGHN International Committee, introduction of Incoming board of directors	Aurora Ballroom I & II
	Closing Keynote: Ken Salazar, U. S. Ambassador to Mexico (nominated)	
5:30 pm MDT	Awards Reception	Aurora Ballroom III
6:30-11:00 pm MDT	Awards Dinner & Keynote: Julián Castro, former Secretary of Housing and Urban Development	Aurora Ballroom I & II

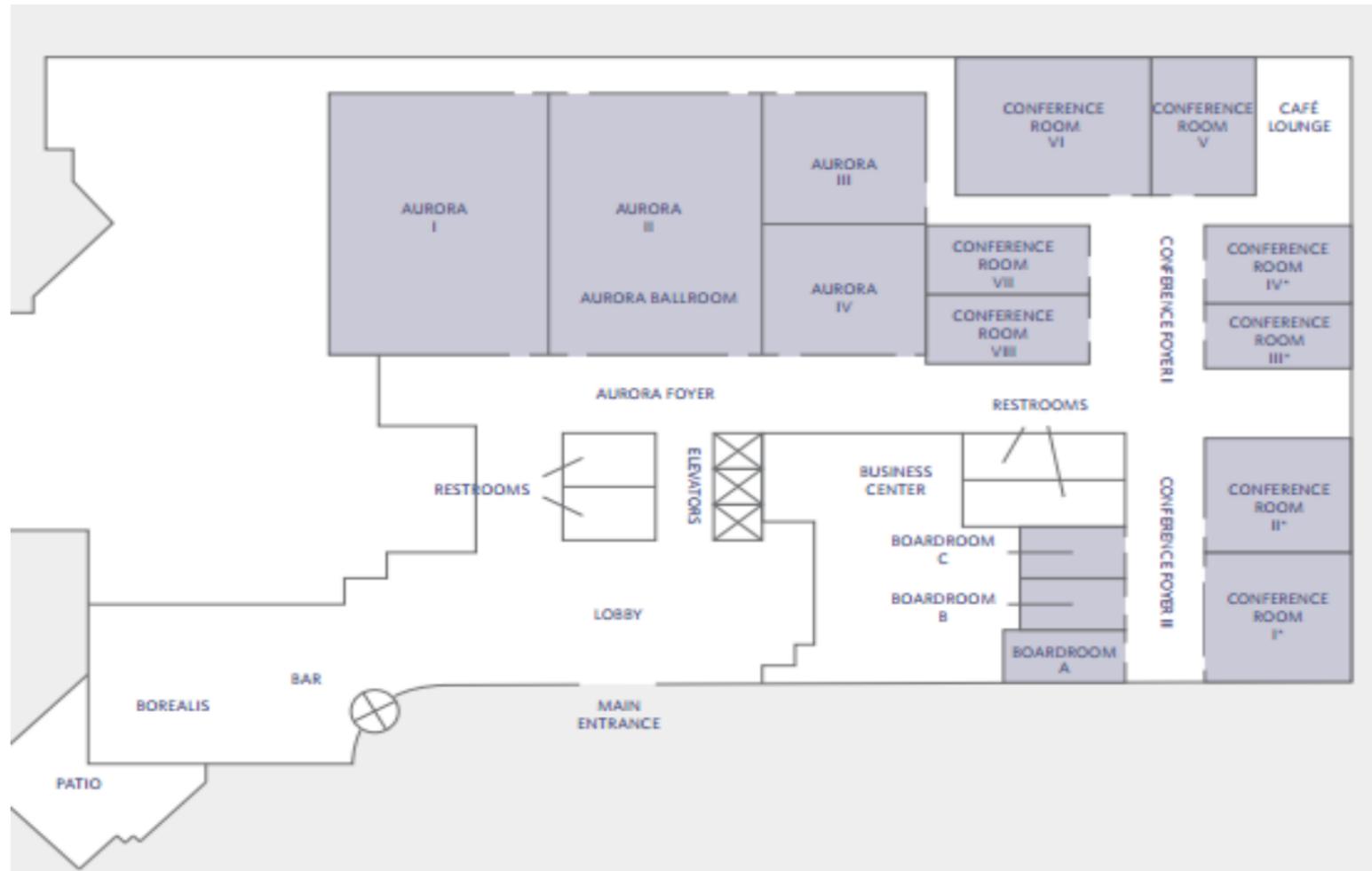
Daily options to meet one-on-one with executive search firm representatives

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In-person

Virtual

EMBRACING CHANGE & TRANSFORMATION LGHN 2021 Biennial Conference Program

Message from the President...

Hotel map...

Program at a glance...

SESSIONS:

Wednesday, September 8

- 8:00 am MDT Registration
Aurora Foyer
- 4:00-5:00 pm LGHN Chapter Meeting
Conference Center Foyer
- 5:00-7:00 pm Informal Meet & Greet
Borealis Restaurant/Bar

Thursday, September 9

- 8:00 am MDT Registration
Aurora Foyer
- 9:00 am **Opening Session & Membership Meeting** (breakfast served at 8:30 am)
Aurora Ballroom I & II
Keynote: **The Honorable Jared Polis, Governor of Colorado**
Liaison: _____
- 10:45 am Concurrent Sessions
The New Abnormal
Emerging Public Safety Strategies to Provide Alternative Emergency Response
Learn about how other local governments are assessing, engaging, and developing public safety programs through the framework of human centered design to meet the unique needs of their residents and overcome institutional bias. *Sponsored by the Glendale Hispanic Network*
Aurora Ballroom I & II
Moderator: **Aubrey Gonzalez, Chair and Assistant Housing Director, City of Phoenix Housing Department, Phoenix, AZ**
Panel: **Scott Snow, Director of Crisis Center/STAR Program, City of Denver, Police Department**
Chris Richardson, Associate Director of Criminal Justice Projects with the Mental Health Center of Denver
Christina Grover-Roybal, City of Seattle, Police Department
Liaison: Samuel Pena, Glendale, AZ

Anythink Libraries

Anythink is a new style of library - a place of unlimited imagination, where play inspires creativity and lifelong learning. Your community space where anything and everything is possible. Anythink serves the residents of Adams County, Colorado.

In-person

Virtual

Anythink’s vision is to be the catalyst for innovation in Adams County – a place where people are happy, healthy, safe, and smart. They support lifelong learning for children, families, artists and entrepreneurs through hands-on programming, popular resources, and the one-on-one assistance of dedicated staff.

Conference Room I

Moderator: **Ramiro Salazar, Director of Libraries, City of San Antonio**

Panel: **Adams County Library Staff (TBD)**

Liaison: Matt Rivera, Adams County, CO

Diversity, Inclusion & Community Connection

Organizational Environment Development Strategies.

How do we create an inclusionary environment within your organization in order to assure that young leaders are not marginalized? The panel will discuss strategies to use to create an inclusive work environment. An environment where young professionals feel like they belong and can bring their authentic selves to work. If these strategies are implemented, young professionals will build confidence and actively contribute to meetings, policy development and innovative ways to serve the public, our constituents. *Sponsored by the National Forum for Black Public Administrators*

Conference Room II

Moderator: **Cheryl D. Orr, former HR Director, Owner, Insight HR Partners, Dallas, TX**

Panel: **Janice Napper, Diversity, Equity & Inclusion Officer, City of Aurora, CO; President, National Forum of Black Public Administrators Rocky Mountain Chapter**

Charles Gilford III, Deputy Director of Council Relations and Special Projects Mayor’s Office, City and County of Denver; Western Region Vice-President, National Urban League Young Professionals; Chair, City of Aurora Human Relations Commission

Dr. Ron Carlee, former City Manager, Visiting Assistant Professor of Public Service, Old Dominion University, Norfolk, VA

Liaison: Angel McKinley Page

12:00 pm

Lunch served

Aurora Ballroom I & II

Keynote: **Rocky Mountain Partnership Panel**

The Rocky Mountain Partnership is a member of the National “StriveTogether Cradle to Career Network” movement helping every child succeed in school and life regardless of race, zip code or circumstance. The panel will discuss how a coalition of cross-sector stakeholders are working together to collectively improve economic and social mobility across the Adams County (including 6 municipalities), the City of Aurora and the City and County of Broomfield region.

Moderator: TBD

Panel: TBD

TBD

TBD

1:20 pm

Social Event: Unveiling of LGHN/Adams County/Aurora Mural

In-person

Virtual

2:15 pm

Concurrent Sessions

The New Abnormal

Making Services More Relevant Through the Use of Data

How do you transform anecdotes and organizational experiences into useful tools that guide administration and implementation? Tracking data supports the organization to meaningfully measure information that can help drive thoughtful problem solving and cultivate innovation. This session will discuss models for collecting, analyzing, and using data for decision-making and looking at data in different ways. *Sponsored by the Mesa Hispanic Network*

Conference Room I

Moderator: **Marcus Steele, Finance, Arts & Culture Department, City of Mesa, AZ**
Panel: **Candace Cannistraro, Office of Management & Budget Director, City of Mesa, AZ**
Jeff Kulaga, Town Manager, Town of Guadalupe, AZ
Liaison: Mesa liaison

Human Resource Post-Pandemic Policies

After a year of social distancing mandates and work from home operations for most employees, jurisdictions are actively developing and implementing hybrid workplace models and policies to address post pandemic workplace changes while setting the “new normal” protocols, expectations and risk mitigations for both employers and employees. *Sponsored by the Phoenix Hispanic Network*

Conference Room II

Moderator: **Mae Sinclair, City of Phoenix, AZ, Human Resources Curriculum/ Training Coordinator**
Panel: **Erica Philpot, Human Resources Director, Coconino County, AZ**
Steve Mason, Human Resources Director, City of Falls Church, VA
Lori Bays, Human Resources Director, City of Phoenix, AZ (Tentative)
Liaison: Berenice Felix-Baca, Phoenix, AZ

More than a Buzzword: Understanding Equity in Budgeting

The term "equity" continues to be mentioned often involving discussions on a host of topics in our society, communities, and governments. But what does equity actually mean in terms of provision of governmental services and how does this impact the budget? Equity-driven initiatives are and will be very different from one community and organization to the next. However, common themes have emerged in both the definition of equity and how to overcome common challenges. This session will focus on the finance officer's role in making more equitable financial decisions related to both revenues and expenses. *Sponsored by the Government Finance Officers Association*

Association

Virtual

Moderator: **Anjali Chainani, Senior Advisor, Results for America**
Panel: **Bertha Johnson, Budget Director, City of Durham, NC**
David Schmiedicke, Finance Director, City of Madison, WI
Glen Lee, Finance Director, City of Seattle, WA
Ben Noble, Budget Director, City of Seattle, WA

In-person

Virtual

Diversity, Inclusion & Community Connection

Leading an Organization with Diversity, Equity & Inclusion

Leaders across the nation had some difficult decisions to make during the pandemic and BLM events from last year. This panel features City Managers as they discuss their leadership experiences and policymaking in the aftermath of 2020, as well as share what they are doing within their organizations and communities to support diverse, equitable and inclusive practices. *Sponsored by the Colorado City/County Management Association*

Aurora Ballrooms I & II

Moderator: **Jane Bais DiSessa, City Manager, Brighton, CO**

Panel: **Matt Mendisco, City Manager, Town of Hayden, CO**
Heather Geyer, City Manager, City of Northglenn, CO
Roberto Venegas, Deputy City Manager, Aurora, CO

Liaison: Brighton liaison

3:30 pm

Break (snacks served)

Aurora Foyer

3:45pm

Padrinos/Madrinas Platicas

Join LGHN in the kick-off of its annual mentorship program. The refreshed program provides students, emerging and seasoned professionals' opportunities to network, evolve and grow to achieve their long-term goals. The session will include roundtable discussions in-person and virtually. *Sponsored by LGHN's Career Advancement Committee*

Virtual

Leader: **Gricelda Estrada, Executive Administrative Assistant, City of Grand Rapids, MI**

Conference Room VI

Leader: **Bob Harrison, City Manager, Yakima, WA**

6:30-9:00 pm

President's Reception: Hosted by Denver Botanic Gardens

In-person participants will enjoy an evening at the Denver Botanic Gardens. Spanning more than 24 acres, Denver Botanic Gardens presents a wide range of gardens and collections that illustrate an ever-widening diversity of plants from all corners of the world. Distinctive gardens define and celebrate our Western identity and a unique high-altitude climate and geography. Folkloric dancing, mariachis, food and beverages will be available. Transportation will be provided.

Friday, September 10

8:00 am MDT

Registration

Aurora Foyer

9:00 am

General Session (breakfast served at 8:30 am)

Keynote: **The Honorable Dominick Moreno, Member of the Colorado State Senate, Chair of the Joint Budget Committee and Vice Chair of the Appropriations Committee**

Aurora Ballrooms I & II

Liaison: _____

In-person

Virtual

10:45 am

Concurrent Sessions

The New Abnormal

Pandemic: Customer Service and Measuring Call Center Success

The pandemic has far-reaching implications for public power utilities across the country. Hear from the Austin Energy team how the City of Austin's 3-1-1 contact center, which is managed by Austin Energy, responded to the pandemic. Learn what worked, what did not, and how the City is moving forward. Explore which metrics and key performance indicators offer meaningful measures for the call center. The team will also discuss teleworking and remote customer service operations; and other ways the pandemic has impacted customer service operations. *Sponsored by the Austin Hispanic Latino Network*

Moderator: **Darlene Berghammer, Austin Energy, City of Austin, TX**

Panel: **Jerry Galvan, Vice President of Customer Care, Austin Energy, City of Austin, TX**

Conference Room I

Liaison: _____

Hybrid Models for Community and Council/Commission Meetings.

Jurisdictions have found that public participation increased during the pandemic using virtual meetings. How did jurisdictions transition and adapt to digital meetings? How do you sustain that momentum as they go back to in-person meetings? How do you make the meetings seamless for in-person and virtual participation? *Sponsored by the National Association of County Administrators*

Conference Room II

Moderator: **Austin Ramirez, Community & Economic Development Manager, Lane County, OR**

Panel: **Steve Mokrohisky, County Manager, Lane County, OR**
Kenneth Wilson, County Administrator, Franklin County, OH

Liaison: **Gabe Rodriguez, Adams County, CO**

Understanding and Addressing the Impact of COVID-19 on the Hispanic/Latino Local Government Workforce

The COVID-19 pandemic continues to have a reverberating impact on the health, employment, and financial outlook of public sector workforce employees, many of whom have been on the front lines throughout the crisis. The effects of the pandemic on various cohorts within this workforce have not been equal, with certain demographic groups disproportionately impacted. Join this session to learn about the latest results in a series of surveys about the COVID-19 pandemic's impact on the public sector workforce, with a focus on the unique financial, job, and safety concerns of Hispanic/Latino local government workers. Hear from local government leaders about how they are addressing inequities and specific needs of their jurisdictions and discuss strategies to improve resilience and recovery. *Sponsored by MissionSquare Retirement*

Virtual

Moderator: **Rivka Liss-Levinson, Senior Research Manager, MissionSquare Retirement**

Panel: **Noel Bernal, City Manager, Brownsville, TX**

In-person

Virtual

Diversity, Inclusion & Community Connection

Equitably Shaping our Future through Environmental Sustainability

Sustainability is often defined with the “Three E’s”: equity, environment, and economy. Equity can be more challenging to measure compared to other environmental metrics, such as gallons of water saved, or emissions reduced. Our three speakers play different roles in the decision-making process helping local governments address climate justice. They will share citizen engagement strategies, successes and challenges in their roles, and people-centered approach to sustainable development, to promote healthy, safe, inclusive, and vibrant communities for all.

Sponsored by the Mesa Hispanic Network

Aurora Ballrooms I & II

Moderator: **Andrea Alicoate**, Diversity & Special Projects Manager, City of Mesa, AZ

Panel: **Andrea Odegard-Begay**, Senior Associate at Hazen and Sawyer; City of Phoenix Environmental Quality and Sustainability Commission Member

Nancy Allen, Environmental Programs Manager, City of Phoenix
Nnenia Campbell, Ph.D., Research Associate at the Natural Hazards Center with the University of Colorado Boulder

Liaison: Mesa representative

12:00 pm

Lunch served
Aurora Ballrooms I & II

12:15 pm.

Keynote: **The Honorable Mario Treto, Jr.**, Secretary, Illinois Department of Financial and Professional Regulation

Liaison: _____

1:20 pm

Social Event: **Cumbia & Folk Music Discussion**

2:15 pm

Concurrent Sessions

The New Abnormal

Emerging Public Safety Strategies to Support Communities and Family Members of Citizens Killed by the Police

How can local and county governments recognize the impact, enhance transparency, address needs and offer supportive services to impacted communities and family members after deadly use of force? This session will present models and practices being utilized in three communities. *Sponsored by the Phoenix Hispanic Network*

Aurora Ballrooms I & II

Moderator: **Aubrey Gonzalez**, Chair and Housing Director, City of Phoenix Housing Department, Phoenix, AZ

Panel: **Sergeant Carla D. Havard**, Denver Police Department, City Wide Impact Team

Dolores (D.C.) Ernst, City of Phoenix Fire Department, Community Assistance Program

Miriam Brown, Los Angeles County Department of Mental Health, Family Assistance Program

Liaison: Samantha Tavares

In-person

Virtual

Diversity, Inclusion & Community Connection

Innovative Engagement Practices for Building Community Cohesion

How can you create and maintain community cohesion to ensure that topical issues and concerns of all populations are able to be voiced? What are unique and innovative ways to promote conversations, activities and learning of inclusion and equity within local government? This session features two cities that excel at creating out-of-the-box programs working with their communities to spark cohesion. *Sponsored by the Mesa Hispanic Network*

Conference Room I

Moderator: **Andrea Alicoate, Diversity & Special Projects Manager, City of Mesa, AZ**

Panel: **Mandy Tripoli, Mesa Art Center Director of Community-Engaged Practice, City of Mesa, AZ**
Cheyenne Brodeen, Internal Services Manager for Neighborhood and Community Relations, City of Minneapolis, MN

Liaison: Mesa liaison

Spanish Media Best Practices & Tools for Connecting with Your Community

Strategic communication is central to any organization’s ability to advance its messages and its capacity to serve the community. The ability to communicate and engage with diverse Hispanic populations is essential as this segment continues to grow across the nation. Learn directly from experts in broadcast media on best practices from that industry and tools from municipal public information officers to better connect with your community. *Sponsored by the Mesa Hispanic Network*

Conference Room II

Moderator: **Marcus Steele, Finance, Arts & Culture Department, City of Mesa, AZ**

Panel: **Marrisa Ramirez-Ramos, Senior Public Information & Communications Specialist, City of Mesa, AZ**
Mike Ferruffino, CEO, Colorado Hispanic Chamber of Commerce
Tatiana Arguello, CEO, Telemundo

Liaison: Mesa liaison

3:30 pm Break (snacks served)
Aurora Foyer

3:45 pm Closing Session
Aurora Ballrooms I & II

Keynote: **The Honorable Ken Salazar, Former U.S. Colorado Senator, Former Secretary of the Interior under President Barack Obama, U.S. Ambassador to Mexico (nominated)**

Liaison: _____

5:30 pm **LGHN Awards Reception**
Aurora Ballroom III

6:30 pm **Dinner**
Aurora Ballrooms I & II

The LGHN Awards Dinner will recognize outgoing LGHN board members, the 2021 LGHN Emerging Leaders and the 2021 Joel D. Valdez distinguished service awardee.

Keynote: **The Honorable Julián Castro, Former Mayor of San Antonio, Texas and Secretary of Housing and Urban Development under President Barack Obama**

The dinner will be followed with entertainment and dancing.

In-person

Virtual

Keynote speakers' bios and photos

Session speakers' bios and photos

Things to do...



2021 LGHN BIENNIAL CONFERENCE SCHOLARSHIP
SCHOLARSHIP INCLUDES COMPLIMENTARY REGISTRATION AND \$1,000 TRAVEL STIPEND

September 9-10, 2021

Hyatt Regency, Aurora-Denver Conference Center
Aurora, Colorado

[2021 LGHN BIENNIAL CONFERENCE INFORMATION](#)

APPLICATION DEADLINE: AUGUST 4, 2021

Completed forms may be submitted to KDavis@LGHN.org

SECTION 1 (Basic Information)

Name: Jennifer Johnston

Title: Director of Human Resources **Agency/School:** City of Concord, NH

Mailing Address: 41 Green Street

City: Concord

State: NH

Zip: 03301

Email Address: jjohnston@concordnh.gov

SECTION 2 (Eligibility)

I am a current LGHN member (you must be a LGHN member to be eligible)

Yes

No

I am able to attend the full conference (required)

Yes

No

This is my first LGHN conference (this is for information only, not eligibility)

Yes

No

SECTION 3 (Work Experience)

Please describe the following two questions in 150 words or less.

1. Please describe your current position and interest in the public sector.

I am the Director of Human Resources in the capital City of New Hampshire. I joined LGHN to better understand how to bring Diversity, Equity and Inclusion to my organization and to reach Latinx candidates for our many, many, many open career opportunities.



2. How will attending the LGHN Biennial Conference address your career goals within the next 3-5 years?

I don't really have career goals per se. More like culture goals for the organization that I work at. I want to be able to get us on a path to being more inclusive, restorative, and to focus on professional growth for our employees. I am hopeful the conference will give me the tools to continue on this path and I am certain it will help me stay engaged and motivated along the way.

Please attach a copy of your resume and one letter of recommendation.



CITY OF CONCORD

New Hampshire's Main Street™
City Manager's Office

Thomas J. Aspell, Jr.
City Manager

August 2, 2021

To Whom It May Concern:

This letter is to formally recommend Jennifer Johnston for a scholarship to attend the 2021 Local Government Hispanic Network Biennial Conference. Ms. Johnston is the Human Resources and Labor Relations Director here at the City of Concord, New Hampshire. She has been in this position for over 11 years.

The City of Concord has adopted an initiative to become more diverse and inclusive. In her position as Director of Human Resources and Labor Relations, Ms. Johnston is responsible for bringing diversity, equity and inclusion to our organization. This conference will provide her with the tools to better understand how to carry out this very important initiative.

Very truly yours,

Thomas J. Aspell, Jr.
City Manager



2021 LGHN BIENNIAL CONFERENCE SCHOLARSHIP
SCHOLARSHIP INCLUDES COMPLIMENTARY REGISTRATION AND \$1,000 TRAVEL STIPEND

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2021 LGHN BIENNIAL CONFERENCE INFORMATION

APPLICATION DEADLINE: AUGUST 4, 2021

Completed forms may be submitted to KDavis@LGHN.org

SECTION 1 (Basic Information)

Name: Amanda Hernandez

Title: Economic Development Admin /
Student

Agency/School: City of Barstow / CSUSB MBA Program

Mailing Address: 17960 Symeron Rd

City: Apple Valley

State: CA

Zip: 92307

Email Address:

SECTION 2 (Eligibility)

I am a current LGHN member (you must be a LGHN member to be eligible)

Yes

No

I am able to attend the full conference (required)

Yes

No

This is my first LGHN conference (this is for information only, not eligibility)

Yes

No

SECTION 3 (Work Experience)

Please describe the following two questions in 150 words or less.

1. Please describe your current position and interest in the public sector.

I am currently the Economic Development Administrator at the City of Barstow, a disadvantaged, rural community full of opportunity. At the City, I have had the pleasure of acting as the Public Information Officer from December 2019-March 2021, through the pandemic, as a result of budget cutbacks because of a COVID hiring freeze. This allowed me the opportunity to meld my two roles to effectively communicate goals, initiatives, programs, and opportunities with community stakeholders. I took our social media followings to triple and double their initial counts on Instagram and Facebook respectively. My goal is to remain in public service at the local level, especially in the High Desert of California. My family roots are here and my desire is to help this region flourish. I am grateful to have a degree from University of Southern California in Public Policy and am pursuing an MBA at Cal State San Bernardino.



2. How will attending the LGHN Biennial Conference address your career goals within the next 3-5 years?

Within the next 3-5 years, I will have successfully completed my MBA program which will help me leverage my experience to secure a leadership role. Programs like the Local Government Hispanic Network provide a framework for networking, which leads to endless possibilities. While I know I want to remain in local government, I am not beholden to a specific agency. This leaves me open to ideas presented by network connections. I hope to successfully use this opportunity to attend the LGHN Biennial Conference to expand these connections. I am reading a book called "Switchers" by Dawn Graham who gives the advice to use your personal network to find your next professional endeavor. Personal references go much further than words on a resume. I hope to attend this conference to help my own career prosper so that I can in turn help other Latinas achieve success in their careers.

Please attach a copy of your resume and one letter of recommendation.

Amanda Hernandez

Passion for Public Policy, Public Affairs, and the Mojave Valley Region

Linkedin.com/in/
amandahernandez1
760-524-2261
camandahernandez@gmail.com

EXPERIENCE

City of Barstow — Economic Development Administrator & Acting Public Information Officer

OCTOBER 2019 - PRESENT

Management classification. Hosted virtual and in-person community engagement workshops. Presented complex material to Council. Met grant deadlines and requirements. Maintained new and existing stakeholder relations. Secured development opportunities, performed site selection, collaborated with other agencies to ensure project success. Maintained budget for numerous accounts. Public Information Officer from 12/19-3/21 in response to resignation of former PIO and COVID hiring freeze. Developed social media and marketing strategy which tripled Instagram following and increased Facebook following by fifty percent. Performed website updates on newly implemented Granicus website platform.

Apple Valley Fire Protection District — Board Member

DECEMBER 2020 - PRESENT

Labor negotiations. Interview panels. Finance committee. Managed personal campaign for election, including get-out-the-vote strategies, email, mail, and social media marketing, public speaking engagements, fundraising, and financial management.

Global Inheritance — Social Media Consultant

APRIL 2017 - JANUARY 2021

Improved social media strategy. Established target customer. Interviewed, hired, and managed intern team. Performed program activation set-up, operations, and tear-down at numerous music festivals and large-scale events.

She Should Run — Brand Ambassador

JANUARY 2019 - DECEMBER 2019

Used personal social media platforms to drive up engagement on the She Should Run online platform. Targeted potential clients using social media targeting. Assisted organization's efforts to increase the representation of women in elected office. Used social media marketing to highlight the importance of public service and engagement.

EDUCATION

CSU San Bernardino — Masters of Business Administration

IN-PROGRESS (EXPECTED 2022)

CSU Sacramento — Graduate Cert. Applied Policy and Government

Univ. of Southern California — B.S. Policy, Planning, & Development: Public Policy and Law

Victor Valley Community College — Emergency Medical Technician

ACTIVITIES

Citizen's Budget Advisory Committee
Town of Apple Valley
2021

Marian Bergeson Excellence in Public Service Series
2020-2021

CALED Intro to Economic Development Keys Course
October 2020

Skydiving "A" License USPA
2019

California Center's Women in Politics Youth Program Instructor and Mentor
2018

CA State Assembly, Assemblyman Lackey, Sacramento Office
— *Legislative Aide, Jesse M. Unruh Assembly Fellowship*

SEPTEMBER 2017 - AUGUST 2018

Accepted into nation's oldest legislative fellowship with average 4% acceptance rate.

City of Big Bear Lake — *Development Services Specialist*

OCTOBER 2016 - AUGUST 2017

Improved processes within the department to increase efficiency and provide excellent customer service.

Clarion Project (Israel Office) — *Brand Management Intern*

MAY 2016 - AUGUST 2016

Public affairs. Fundraising. Press releases. Social media. Website.

M.U.S.E. (Los Angeles) — *Public Relations and Marketing Intern*

MAY 2013 - AUGUST 2015

Press releases. Social media. Interviews. Event coverage.

USC Student Housing — *Student Lead, Customer Service Representative*

AUGUST 2012 - AUGUST 2015

Served as lead customer service representative.

Town of Apple Valley — *Human Resources Intern*

MAY 2015 - AUGUST 2015

Project management. Managed classified information.

Committee on Ways and Means, Washington D.C. Office — *Health Subcommittee Intern*

JANUARY 2015 - MAY 2015

Provided support for legislative staffers and congresspeople. Managed research projects and reports. Ensured prompt customer service.

Victoria's Secret: PINK — *Brand Ambassador*

JULY 2014 - DECEMBER 2014

Managed media projects. Managed group of interns. Increased engagement.

Congressman Col. Paul Cook — *District Office Intern*

MAY 2013 - AUGUST 2013

Served as customer service representative. Attended district events.

ACTIVITIES

Doves of Big Bear Valley
Domestic Violence Advocate
Training
2016-2017

Election Poll Clerk
2016 Presidential Election

Price Latino Student Association
(Co-Chair) Public Relations &
Professional Development
2015-2016

Price School of Public Policy
Student Ambassador
2015-2016

MEMBERSHIPS

American Society for Public
Administration 2021

California Association of Public
Information Officials 2021

California Women Leading
Government 2021

Local Government Hispanic
Network - ICMA 2021

National Latina Business
Women Association - Inland
Empire 2021

August 1, 2021

Local Government Hispanic Network
2107 North First Street, Suite 470
San Jose, CA 95131

RE: C. Amanda Hernandez Reference

Dear Local Government Hispanic Network:

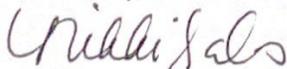
I had the pleasure of working with Amanda Hernandez at the City of Barstow. Amanda worked directly for me as the Economic Development Administrator for the City. Within a month of being hired, Amanda took on the additional job duties associated with the Public Information Officer for the City. As the Economic Development Administrator and Public Information Officer, Amanda was responsible for the marketing and development of economic growth strategies for the City of Barstow. Amanda took on a leadership role amongst the city staff and formed an Economic Development team made up of a cross-section of professionals representing all City departments. Amanda provided training, skills, and knowledge to staff on this team to build their skills and build a better organization with a more agile response to growing business development within the City of Barstow.

Additionally, as the Economic Development Administrator, Amanda was solely responsible for the City's social media platforms as well as the website. She was the first line of community between the City staff and the community. In this capacity, Amanda was creative, dedicated, a quick study, hardworking, and knowledgeable. She worked hard earning the trust of City staff, management, and the City Council. I found Amanda's work to be complete with the appropriate amount of time and detail while staying concise in her recommendations on projects and development issues. Amanda would consistently look for opportunities to improve the organization and find creative solutions to economic development and public information issues to come up with a win/win scenario whenever possible. Amanda took the lead on the social media outreach for the community during the ongoing COVID-19 crisis, creating messages for the mayor's minute and keeping the community up to date on COVID related testing events.

This biennial conference is well suited for Amanda's career projections. Throughout our time working together, I watched Amanda embrace change and strategically produce constructive outcomes as a result. I believe she will contribute positively to this program and develop a network of other like-minded leaders committed to diversity, inclusion, and equity. As the former City Manager for the City of Barstow, I recognize that the locality, which is socioeconomically disadvantaged, cannot afford to fund attendance to this program. This scholarship will help Amanda's professional career flourish, which in turn will benefit the City of Barstow's residents and others in Amanda's network.

Please contact me at (909) 725-2964 should you require any further information.

Sincerely,



Nikki Salas, Ed.D.

Sponsor	Amount	Approved	Pending
United Health Care	\$ 25,000	X	
Amazon	\$ 10,000	X	
City & County of Denver	\$ 10,000		X
Adams County	\$ 12,500	X	
City of Aurora	\$ 12,500	X	
Waste Management	\$ 5,000		X
Republic Services	\$ 5,000		X
CCCMA	\$ 1,500		X
Visit Aurora	\$ 2,500	X	
5 other private sector companies	\$ 25,000		X
Brighton ED Corporation	\$ 1,000	X	
Cities in Adams County (\$1,000 ea)			X
Bob Murray			
Mercer Group			
City of Brighton	\$ 3,800	X	

reimbursement for hotel rooms

LGHN proceeds from 2015

\$ 113,800

LGHN 2021 Hybrid Conference Budget

LGHN 2021 Hybrid Conference Budget				
REVENUE	Estimated Attendance	Projected Revenue	Actuals	Notes
Registration				
In-Person	\$200	175	\$ 35,000	
Virtual	\$125	100	\$ 12,500	
Retirees	\$50	25	\$ 1,250	
Volunteers			\$ -	
Students	\$25	50	\$ 1,250	
Registration Total		350	\$ 50,000	
Sponsorships				
Sponsorships			\$ 115,000	\$63,500.00
Exhibitors			\$ -	
TOTAL REVENUE			\$ 165,000.00	\$ 63,500.00
EXPENDITURES				
Hyatt Regency Hotel	Estimate	Actuals	Sponsor	Notes
Food and Beverage				minimum is \$20,000 + 24% gratuity
Host Committee Meet & Greet (Wed.)	\$ -			
Membership Meeting (Thurs.)	\$ -			
Welcome Reception (Thurs.)	\$ -			
Breakfast (Thurs.)	\$ 6,150			assumes 150 in-person w/ 175 registrations
Luncheon (Thurs.)	\$ 5,250			assumes 150 in-person w/ 175 registrations
Afternoon Break (Thurs.)	\$ 1,700			assumes 100 in-person w/ 175 registrations
Breakfast (Fri.)	\$ 5,250			assumes 150 in-person w/ 175 registrations
Luncheon (Fri.)	\$ 5,250			assumes 150 in-person w/ 175 registrations
Afternoon Break (Fri.)	\$ 1,700			assumes 100 in-person w/ 175 registrations
Awards Dinner (Fri.)	\$ 7,625			assumes 125 in-person w/ 175 registrations
Gratuity	\$ 7,900			24%
*Total	\$ 40,825	\$ -		
Outside Food, Beverage and Entertainment				
	Estimate	Actuals	Sponsor	Notes
Thursday Welcome Reception Entertainment	\$ 3,000			
	\$ -			
	\$ -			
Outside Food and Beverage Subtotal	\$ 3,000			
Complimentary Registrations				
	Estimate	Actuals	Sponsor	Notes
Assumes 10 in-person comps		\$2,000		
Assumes 15 Virtual comps		\$1,875		
Comp Registrations		\$3,875		
Registration Expenses/Supplies				
	Estimate	Actuals	Sponsor	Notes
Printing	\$ 100			posters/sponsor banners
Envelopes	\$ 100			
Badges	\$ 250			
Ribbons	\$ -			
Conference Bags	\$ 875			
Bag Giveaways/Swag	\$ 300			
PayPal Fees	\$ 500			
Registration Subtotal	\$ 2,125			
Keynote/Speakers				
	Estimate	Actuals	Sponsor	Notes
Honoraria	\$ 2,500			
Travel				
Gifts	\$ 1,000			
Keynote/Speakers Subtotal	\$ 3,500			
Venue/Technology/AV Equipment				
	Estimate	Actuals	Sponsor	Notes
Session Room rental (discounted)	\$ 2,000			
Session room equipment (discounted)	\$ -			Hotel cost \$3,000
Outside Hybrid Conference Coordinator	\$ 28,000			Can provide Spanish translations for additional cost
Computer rental				In-kind frm City/County
Conference App	\$ -			Included with Image AV contract
AV Equipment Subtotal	\$ 30,000			

Printing	Estimate	Actuals	Sponsor	Notes
Banners, programs, signs, etc.	\$ 500			
Printing Subtotal	\$ 500			
Special Events	Estimate	Actuals	Revenue	Notes
Special Event (Thurs. am - tours)	\$ -			
Transportation	\$ -			
Special Events Subtotal	\$ -			
Advertising and Promotions	Estimate	Actuals	Sponsor	Notes
Mailing, Postage	\$ 150			
Social Media Ads	\$ 5,000			
Printing (sponsor and exhibitor packets)	\$ 1,000			
Advertising and Promotions Subtotal	\$ 6,150			
Professional Services	Estimate	Actuals	Sponsor	Notes
Graphic Design	\$ 5,000.00			
Sponsorship Coordinator				
Professional Services Subtotal	\$ 5,000.00			
Miscellaneous	Estimate	Actuals	Sales Revenue	Notes
Volunteer/Board Shirts**	\$ 375			25 shirts
Shirts to sell**	\$ 750		\$ 1,250.00	50 shirts
Contingency (5-10%)	\$ 6,500			
Miscellaneous Subtotal	\$ 7,625			
TOTAL EXPENDITURES	\$ 102,600			
NET REVENUE*	\$ 62,400			

**15 small | 25 med | 25 large | 10 X-large

If registrations are estimated at 125 in-person, revenues would be \$55,000, costs \$90,605 and net revenue \$64,305.



**LGHN Board Retreat
September 10, 2021
Aurora, Adams County, CO**

1. Meet with Jerry Newfarmer – in-person review
2. Long-range financial planning
3. Budget issues
 - a. Staffing/Management Partners contract
 - b. Website updates/enhancements/upgrades
 - c. Membership management software
 - d. Multi-year sponsorships
4. Membership/chapter growth strategy
5. Scholarship/Stipend Funding Strategy
6. International Committee
7. Other

Discussion draft

Madrinas y Padrinos Program



**LOCAL GOVERNMENT
HISPANIC
NETWORK**
AN AFFILIATE OF ICMA

Mentorship Program
September 9, 2021

1

Madrinas y Padrinos Program Overview 2021/2022

'...the most important things I did in my lifetime, I wasn't paid to do...'

Ruth Bader Ginsberg

- Started in 2014
- Seasoned professionals coach and serve as a resource to entry and midlevel professionals
- One-on-one confidential coaching based upon your unique needs and interests



2

The Program Reimagined

- Structured nine-month commitment
- Pairs seasoned professionals with students and entry-level professionals
- Toolkit and programming available to make the most of your mentoring experience
- Monthly check-ins on your own terms and time
- Track progress to continue improving the program




3

Madrinas y Padrinos Commitments

- Attend virtual "meet and greet" event
- Create mutual SMART goals to maximize your relationship
- One 30-60 minute monthly conversation for the duration of the nine-month program with the mentor/mentee
- Attend a "speed networking" event
- Fill out an exit survey at the end of the nine months
- Pay it forward!




4

Benefits of the Program for Ahijados (Mentees)

- Understanding how to best navigate a career in government.
- Developing an understanding of how local and county governments operate.
- Guided support and mentorship
- Building a professional network
- Enhancing their personal and professional self-confidence.



5

Benefits for Madras y Padrinos (Mentors)

- Provide guidance to emerging leader's
- Develop new relationships
- Share lessons learned with a values centered, ethical and equitable leadership lens
- Promote tenet 8 of the ICMA code of ethics call on all members to "[m]ake it a duty continually [...] to develop the competence of associates in the use of management techniques."



6

Program Structure, Orientation and Tools to Position Professionals for Success

- Madras y Padrinos toolkit includes:
- Set three SMART goals at the beginning
- Clarify expectations of participants
- Mentees: Have questions prepared for your mentor ahead of each check-in
- Mentors: Always come ready to share something new you've learned in the field



7

2021/2022 Program Milestones

- Send members Interest and Talent Survey – August 2021
- Conference preview of the program – September 2021
- Close survey – September/October 2021
- Hold program kick/off – October/November 2021
- Conduct midyear program review including university partnerships – February/March 2022
- Hold end of program year celebration and gather peaks and valleys – June 2022



8

Let's Get to Know Each Other! ¡A Platicar!



9

How Do Platicas Work?

- One or two Madrinas y Padrinos seated at each table
- Four 15-minute rotations
- Suggested questions are provided in a sheet of paper at the center of the table
- This is a free flow dialogue among mentors and mentees
- Close with a debrief discussion



10

Sign-up for the Program!

- Add link!



11