



Board of Directors Retreat
February 3-4, 2017
Plaza de Armas Board Room
San Antonio, TX

Call-in Number:
1-866-210-1669
Guest Code: 5150240

Advancing Excellence and Inclusiveness in Local Government

IHN Board of Directors

Veronica Briseño
President

Manuel Esquibel
President-Elect

Magda Gonzalez
Immediate Past President

Rolando Fernandez
Vice President for Membership

Maria Hurtado
Vice President for Programs

At Large Directors

Carlos Baia
ICMA Board Liaison

Yocelyn Galiano

Raymond Gonzales

Tommy Gonzalez

Ramiro Inguanzo

Claudia Lujan

Daro Mott

Patricia E. Martel
Past ICMA Board Member

David Mora
ICMA Staff Liaison

Rod Alcázar
ICMA-RC Liaison

Friday, February 3

8:30 AM: Tour Cantilever Room, Convention Center (IHN dinner venue)

9:00 AM – 5:00 PM: Board Retreat

6:00 – 8:00 PM – Networking Reception, Guadalajara Grill

Saturday, February 4

9:00 AM – 12:00 PM: Board Retreat

Agenda

A. Review 2016 accomplishments

B. Branding update

1. Organization name and tag line
2. Logo

C. Committee 2017 work plans

1. Communications
2. Membership
3. Programs
4. Awards: Civic Engagement/Emerging Leaders/Joel D Valdez Legacy Award
5. University Partnerships
6. Nominations
7. Research and Development
8. Fund Development
9. Other
 - a) Executive Committee
 - b) Leadership Council
10. Summary and revisit value statement (notes from 2016 retreat)

D. IHN Board Member commitments/expectations

E. IHN Conference contract/procedures/lessons learned

F. NFBPA Affiliate Agreement: 2017 Work Plan

1. Review agreement terms
2. 2017 work plan options

G. ICMA Affiliate Agreement

1. Review agreement terms
2. 2017 work plan options

H. Arizona travel bans: strategies to encourage local governments to reconsider

I. Other items

2016 Accomplishments

Increased Local Government Membership

Jurisdiction	2015	2016
<i>Adams County, CO (15 members)</i>	X	X
<i>City of Boulder, CO (15 members)</i>	X	X
<i>City of Tualatin, OR (7 members)</i>	X	X
<i>City of Evanston, IL (7 members)</i>	X	X
<i>City of Chandler, AZ (15 members)</i>	X	X
<i>Town of Golden Beach, FL (15 members)</i>	X	X
<i>City of Phoenix, AZ (15 members)</i>	X	X
<i>City of San Antonio, TX (15 members)</i>	X	X
<i>City of Tracy, CA (7 members)</i>	X	X
<i>City of Oxnard, CA (15 members)</i>		X
<i>City of San Leandro, CA (7 members)</i>	X	X
<i>City of Half Moon Bay, CA (7 members)</i>		X
<i>City of Austin, TX (15 members)</i>	X	X
<i>Village of Pinecrest, FL (7 members)</i>		X
<i>City of Brighton, CO (7 members)</i>	X	X
<i>City of Glendale, AZ (7 members)</i>		X
<i>City of Miami, FL (15 members)</i>		X
<i>City of El Paso, TX (15 members)</i>		X
<i>Village of Palmetto Bay, FL (7 members)</i>		X
<i>City of Dodge City, KS (7 members)</i>		X
<i>City of Mesa, AZ (15 members)</i>		X
<i>City of Dallas, TX (15 members)</i>	X	
<i>City of Coachella, AZ (15 members)</i>	X	

Regional Events

- IHN/WLG Bay Area Seminar: How to Diversify Executive Search Results
- Panel presentations at Miami-Dade County League of Cities Best Practices Conference

National Conferences

- Representation at NFBPA Conference in Portland, OR
- ICMA Conference in Kansas City
 - IHN panel presentation
 - IHN dinner
 - Joint IHN/NFBPA/CalNAPA reception (hosted)
- IHN national conference in Austin

IHN Rebranding

- Completed survey of IHN membership
- Retained consultant to assist with rebranding IHN image
- Retained consultant to assist with creating new IHN logo
- Conducted forums and a survey to narrow options for name and tag line

Website Redesign

- Completed redesign of the IHN website

ICMA Board Nominations

- Nominated Maria Hurtado as West Coast Regional Vice President with support from CalICMA, MMANC and NFBPA
- Provided a letter of support for Wally Bobkiewicz for Midwest Regional Vice President

Awards

- Launched the IHN Civic Engagement Award – City of Chandler, AZ
- Renewed/launched Joel D Valdez Legacy Award – Tony Ojeda
- Renewed/launched the Emerging Leaders Award – Gabe Rodriguez and Angelita Palma

Administrative

- Updated and amended IHN bylaws
- Renewed IHN contract with Management Services for administrative support
- Renewed IHN contract with ICMA-RC for financial support

Confirm and update list of accomplishments

Branding

Brand Names:	Vote
Hispanic Organization of Local Administration (HOLA)	2
Organization of Hispanic Local Administration (OHLA)	
Organization of Hispanic Local Executives (OHLE)	
Association of Local Hispanic Administration (ALHA)	2
Association of Hispanic Local Administration (AHLA)	
Association of Hispanic City/County Administration (AHCA)	
Association of Hispanic City/County Executives (AHCE)	
Association of Local Hispanic Executives (ALHE)	
Association of Local Hispanic Administration (ALHA)	1
Association of City/County Hispanic Administration (ACHA)	
Association of City/County Hispanic Executives (ACHE)	
Local Government Hispanic Network (LGHN)	10
Association of Hispanic Local Government Professionals (AHLGP)	3
Hispanic Local Government Professionals (HLGP)	5
International Hispanic Network (IHN) - keep current name	2
Other: Hispanic Local Government Network	1
Tag Lines:	Vote
Networking Inclusivity	1
...Insights. Influence. Inclusivity	3
Networking America's Future	2
Networking Insights, Influence and Opportunities	3
Network of La Gente	2
Advancing Excellence and Inclusiveness in Local Government - current	3

2017 Communications Committee Work Plan

1. Refresh/increase readership of IHN communications (emails, newsletters, social media, etc.)

The statistics for readership of IHN materials is fairly low, ranging from 20-40%. "Noticias" emails are opened less than 30% of the time and the job openings emails are opened between 35-40%. Given the amount of time required to produce the newsletter, the committee decided to not send the January issue and review other options for communication. The committee is reviewing ways to distribute information through social media platforms such as Workplace by Facebook which offers news feeds, Chat messenger, Groups, etc. IHN is looking at how to expand its presence on Facebook, Instagram, Twitter, LinkedIn, etc. In planning for the IHN conference, the board approved purchasing ads on Facebook, which appeared to increase visibility based on the number of emails that were opened. Following the review of options by the committee, recommendations will be presented to the board for consideration.

One consideration in determining the most effective method of outreach is to determine the best method for outreach for both internal outreach to inform and retain IHN members and external outreach to affiliate organizations and potential new members.

2. Social Media

The committee is developing a social media content strategy (i.e., a matrix of dates to post content on the different social media platforms). Over time the committee will be collecting photos from regional events to share and to maintain a strong IHN presence. The strategy will include what to push out and how to get fresh content on a regular basis.

3. Website Enhancements

The committee will be reviewing the existing website to see what tweaks might be desirable. Enhancements will also be part of the agenda. In 2016, the board expressed an interest in an information-sharing/discussion forum feature. Members would be able to post questions and issues and get thoughts and input from the broader membership. The committee is soliciting other ideas from the board and the IHN membership.

4. IHN Focus

The committee is asking the question, "What does IHN want to focus on?" As part of the IHN value statement discussed at the 2016 retreat, the board had a placeholder for priority areas of research or technical assistance guides. Once priorities are identified, IHN may discuss the assistance of universities in the development of white papers.

5. Rebranding

The committee is assisting with the development of a new logo in conjunction with the rebranding discussions. After the rebranding process is completed, the committee will also be responsible for the updating of promotional materials.

6. Publications

Prepare at least 3 ICMA Newsletter articles; prepare at least 1 article for PM Magazine (article on border cities will be in March 2017 issue). Suggestions from retreat discussions?

2017 IHN Membership Committee Work Plan

1. Update/Progress on Membership Goals/Actuals

Actual Membership Totals	2015 Goal	2015 Actual	2016 Goal	2016 Actual	2017 Goal	2018 Goal	2019 Goal	2020 Goal
Individuals	100	71	130	88	160	190	220	250
Local Government	100	107	130	153	160	190	220	250
Undesignated Local Government	N/A	40	N/A	61	N/A	N/A	N/A	N/A
Subtotal	200	218	260	302	320	380	440	500
Education & Sponsors	10	11	11	12	15	15	15	15
Emeritus	1	1	1	1	1	1	1	1
Founders	7	7	7	7	7	7	7	7
Students	10	13	10	6	10	10	10	10
Subtotal	28	29	29	26	33	33	33	33
Potential Membership Total	228	250	289	328	353	413	473	533

Local Government Members:

- Adams County, CO (15 members)*
- City of Boulder, CO (15 members)*
- City of Tualatin, OR (7 members)*
- City of Evanston, IL (7 members)*
- City of Chandler, AZ (15 members)*
- Town of Golden Beach, FL (15 members)*
- City of Phoenix, AZ (15 members)*
- City of San Antonio, TX (15 members)*
- City of Tracy, CA (7 members)*
- City of Oxnard, CA (15 members)*
- City of San Leandro, CA (7 members)*
- City of Half Moon Bay, CA (7 members)*
- City of Austin, TX (15 members)*
- Village of Pinecrest, FL (7 members)*
- City of Brighton, CO (7 members)*
- City of Glendale, AZ (7 members)*
- City of Miami, FL (15 members)*
- City of El Paso, TX (15 members)*
- Village of Palmetto Bay, FL (7 members)*
- City of Dodge City, KS (7 members)*
- City of Mesa, AZ (15 members)*

As renewals are sent out, the committee will make personal calls/emails to ensure that IHN receives all names from local government members.

The goal is to recruit “engaged” and committed members to IHN. There is a need to develop and identify future IHN and ICMA board members. Strategies will include more personal follow up to new/renewing members by both membership committee members and board members. Examples include reviewing letters for renewals prior to the renewal process, letters to new members and asking committee and board members to send an email welcoming members to IHN.

2. Formalize Chapter Organizations (template outline attached)

The committee is working with Austin and Phoenix (both have chapters that have not been formalized with IHN) to create a template for formal chapters. Once the template is agreed upon, the board will be asked to approve the template and formal chapters will be established. The committee will identify other potential local governments and regions for chapters and prepare a marketing and outreach plan.

3. Revisions to Dues Structure (current dues structure attached)

The committee will review alternatives for chapter dues (e.g., options may include one fee for 7 or 15 members and a fee for unlimited memberships), and categories for full and associate memberships to see if current dues are appropriate and make recommendations to the IHN board for action prior to the end of the year. Proposed revisions would be implemented in 2018.

4. Membership Marketing Strategy

The committee will develop marketing and outreach strategies to increase the IHN membership base. Strategies will focus on:

- Individual memberships*
- Local governments*
- Expansion of chapter organizations*
- Hermanos*
- Students*
- Corporate memberships*

IHN Chapter Agreement:

1. Value Statement
2. Recognition of Affiliation/Chapter
 - a. Affiliate (authorize affiliate status)
 - b. Term and Termination (effective date, termination provisions)
 - c. Territory (e.g., city, county, or region included in the chapter boundaries)
 - d. Authorized Activities (encourage to membership recruitment, professional development, education and training activities, networking activities, career enhancement and awareness activities and such other activities ...)
3. Membership
 - a. Members of chapter also members of IHN (discuss how to accomplish)
4. Obligations of IHN
 - a. Maintain IHN Bylaws
 - b. Assign an IHN board member to be a liaison with each chapter
 - c. Maintain national committee structure
 - d. Promote mission, goals and objectives at state and national meetings (state associations, ICMA, etc.)
 - e. Work with chapters to identify and provide information on national issues impacting cities/counties
 - f. Maintain tax exempt status and allow chapters to use to fundraise
 - g. Maintain comprehensive IHN member database
 - h. Establish and maintain national dues structure/work with chapters to establish affordable member dues as part of annual dues approval process
 - i. Invoice members and collect dues for IHN chapters in conjunction with annual IHN dues and rebate to chapters (optional or mandatory?)
 - j. Conduct professional development/training programs
 - k. Conduct online webinars/training
 - l. Conduct national biannual conferences (contingent upon chapter ability to organize conference activities) with logistical and technical assistance to conference planners/organizers, including fundraising support
 - m. Support and sponsor regional networking activities with chapters
 - n. Maintain website with access to chapter sites/host chapter sites
 - o. Provide marketing and educational publications
 - p. Serve as primary link with ICMA through IHN/ICMA affiliate agreement
 - q. Optional:
 - i. Recruit IHN members for chapters
 - ii. Collect dues for chapters and rebate dues (should this be optional rather than required as noted above?)
 - iii. Provide fiscal accounting for chapters (if dues are collected on behalf of chapters and/or other fiscal transactions on behalf of chapters)
 - iv. Offer technical assistance and resources to chapters (e.g., facilitation and strategic planning)
5. Obligations of Affiliate/Chapter
 - a. Develop and maintain bylaws
 - b. Provide bylaws updates to national organization

- c. Develop and promote chapter mission, goals and objectives
 - d. Promote IHN mission, goals and objectives (work with IHN to ensure they are aligned)
 - e. Establish chapters dues structure
 - f. Develop and maintain chapter board and committee structure
 - g. Maintain records of programs, operations and activities
 - h. Sponsor and conduct chapter programs and networking activities (e.g., luncheon, half-day, or one day)
 - i. Develop members to serve on IHN board of directors
 - j. Optional:
 - i. Assist with logistics and planning for biannual conference
 - ii. Recruit members to national IHN organization
 - iii. Submit annual activities report to IHN national organization (will be shared with other chapters to assist with program development)
 - iv. Submit annual financial report to IHN national organization (if dues are collected on behalf of chapters and/or other fiscal transactions provided to chapters by IHN)
 - v. Develop members to serve on IHN executive board
 - vi. Provide speakers for ICMA and IHN conference sessions and regional meetings
6. Joint Obligations
- a. Promote cultural heritage
 - b. Promote IHN national organizational identity
 - c. Promote chapter organizational identity
 - d. Promote IHN civic engagement award
 - e. Optional:
 - i. Prepare annual work plan identifying IHN support for each chapter
 - ii. Set annual goals and work plan for membership development
7. Indemnification
8. Revocation or Surrender of Agreement

2017 IHN Membership Categories and Eligibility Criteria

Category	Membership: Full*/Associate/ Corporate	Definition	Fee
Individual Membership	Full	All active and retired local government professionals are eligible to become members of IHN.	\$100
Large Local Government Membership	Full	All local governments, special districts, authorities, council of governments or state/provincial associations of local governments with more than 1,000 employees are eligible to become members of IHN. Each Large Local Government Membership may designate up to fifteen (15) Individual Full Members with a discount for additional members.	\$1,500; after designating 15 members, additional individual memberships are \$75 per person (new)
Small Local Government Membership	Full	All local governments, special districts, authorities, council of governments or state/provincial associations of local governments with less than 1,000 employees are eligible to become members of IHN. Each Small Local Government Membership may designate up to seven (7) Individual Full Members with a discount for additional members.	\$750; after designating 7 members, additional individual memberships are \$75 per person (new)
IHN Chapter Networks	Full	All active members of an approved Chapter Network	IHN Chapter Network Member – \$75 per person (new)
Nonprofit Member	Associate	All active and retired education professionals of schools of public administration and active and retired nonprofit professionals of local government professional associations are eligible to become members of IHN	\$50 (new rate)

**Full membership affords voting privileges and eligibility to serve on the IHN board of directors.*

Category	Membership: Full*/Associate/ Corporate	Definition	Fee
<i>Hermanos</i>	Associate	Affiliate government professional members of associations such as the National Federal of Black Public Administrators (NFBPA), the National Latino Officers Association, the National Latino Peace Officers Association; National Association of Hispanic Firefighters; and Reforma-The National Association to Promote Library and Information Services to Latinos and the Spanish Speaking; and other similar public sector advocacy and/or members associations. <i>For groups not listed here, eligibility for IHN membership will be determined by the IHN Board of Directors on a case-by-case basis.</i>	\$50 (new rate)
Student Member	Associate	Students at the undergraduate and graduate levels. To be considered for Student Membership, a member must be a full-time student at an accredited college or university and not in a paid, full-time position.	\$10
ICMA Student Chapters Membership	Associate	Students enrolled in a program that has a formal affiliation with the ICMA student chapter program may join IHN at no additional cost.	No cost
Individual Corporate Membership	Corporate	Business leaders who have an interest in working with local governments.	\$100
Small Business Membership	Corporate	Businesses with 200 or fewer employees who have an interest in working with local governments. Each Small Business Member may designate up to 5 employees as Individual Corporate Members of IHN	\$1,000; after designating 5 members, additional individual memberships are \$50 per person
Large Business Membership	Corporate	Businesses with more than 200 employees who have an interest in working with local governments. Each Small Business Member may designate up to 10 employees as Individual Corporate Members of IHN	\$2,000; after designating 10 members, additional individual memberships are \$50 per person

2017 IHN Program Committee Work Plan

1. 2017 REGIONAL EVENTS/PROFESSIONAL DEVELOPMENT

- **2017 EVENTS PRE-PLANNING** (all dates are tentative)

February:

- Arizona: Professional Development Sessions at Arizona City/County Management Association Winter Conference – February 1-3

April:

- Bay Area: Coaching/Mentoring with Executive Recruiters (IHN/NFBPA/CalNAPA)

June:

- Colorado/Arizona: Latino Leadership Institute and Regional Seminar – June 8-9
- Arizona: Surprise, AZ and WLG Chapter Event – June

September:

- Florida: Miami-Dade County League of Cities/IHN U. S. Constitution Day Commemoration

October:

- Florida: Miami- Dade County League of Cities Best Practices Conference

Date TBD:

- Texas: ALHN – TBD
- Texas: El Paso – TBD

- **2018 EVENTS PRE-PLANNING**

- Confirmed: 2018 Bi-Annual Conference, Phoenix, AZ (Need a “Save the Date”)
- Set dates for regional meetings by December 2017

- **2019/20 EVENTS PRE-PLANNING**

- Proposed: Bi-Annual Conference, Dallas/Fort Worth, TX

2. ICMA Conference, San Antonio

- Dinner: October 22, Cantilever Room, Henry B Gonzalez Convention Center
- Joint Reception with NFBPA and CalNAPA: October 23, TBD

3. PROMOTE/MARKET IHN AS A RESOURCE FOR DEVELOPING REGIONAL EVENTS AS A BENEFIT OF IHN MEMBERSHIP?

- Program committee to offer assistance in creating events through conference calls with local planning committees
- Develop/post “how to organize events”
- Provide sample agendas
- Develop/post “tips for success”

4. MADRINAS/PADRINOS COACHING PROGRAM:

- Actively recruit more Madrinass/Padrinos in 2017
- Modify the “Bio” Page to reflect Madrinass/Padrinos Interest, etc. (Make More Personable)
- Organize Monthly “Platicas” with a Madrinass/Padrinos on Specific “Topics (Recruit 12-15 Volunteers – 1 per month)
- ICMA Coach Connect/Training for Coaches

5. HOW TO MAKE THE WEBSITE MORE OF A RESOURCE

- Coaching resource page
 - Information about coaches
 - Sample resumes
- Tips for resume writing
- Tips for interviewing

- Tips for more effective presentations
- Webinars for resume writing, interviewing skills and presentation skills

6. Conference Sessions

- **NFBPA** (April 19-23, Little Rock, AR)
- **NASPAA** (October 11-13, Washington, DC) – panel to be developed by university partnerships committee
- **ICMA Themes** (Committee considering law enforcement and sanctuary cities)
 - ***Contemporary Law Enforcement***
 - Diversity and Inclusion
 - Emerging Technology
 - Preparing for and Managing 21st Century Threats
 - The Intersection of Personal and Professional
 - ***The National Divide***

3. Webinars with NFBPA



INTERNATIONAL HISPANIC NETWORK

Regional Meeting





DESTINATION EL PASO



January 30, 2017

Karen L. Davis
International Hispanic Network
2017 North First Street, Suite 470
San Jose, CA 95131

Dear Ms. Davis:

It is my pleasure to invite the International Hispanic Network and its members to experience the unique culture and warm desert sunshine of El Paso, Texas, as a potential site for your Regional Meeting. Your participants will appreciate the vibrant, international experience and hospitality they will encounter when they come to what we like to call the "Sun City."

El Paso is the largest international border community in the world and is well-prepared to host your event, with all of the essential elements in place. Our airport offers frequent daily flights provided by eight major carriers and you will find plenty of hotel options, conveniently located within walking distance of some of El Paso's finest entertainment venues.

Located at the junction of two countries and three states, our multicultural city offers more than 400 years of history, which is well-documented in public exhibits, performances, and seasonal attractions.

Finally, we know that hungry participants and patrons will need good nourishment, and we have some of the finest Mexican food restaurants in the country.

We are excited about the prospect of welcoming your group to El Paso and are poised to offer a memorable experience. We look forward to that privilege!

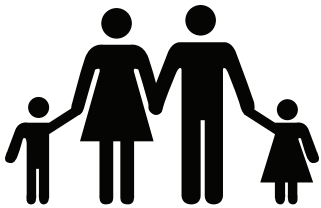
Bryan Crowe
General Manager
Destination El Paso



THE EL PASO DIFFERENCE



El Paso is currently in the midst of a downtown renaissance and is experiencing unprecedented growth and development. The city you may think you know has changed dramatically in the last five years and will continue to do so thanks to both public and private investment. This has allowed El Paso to attract major projects like brand new hotels, \$97 million dollar Street Car project, new museums, public art projects, new parks including the redesign of the San Jacinto Plaza, zoo expansion, libraries and even a new skate park.



Population
674,433
(2013 U.S. Census)



Elevation

At an elevation of **3,740 ft.**, El Paso is the only major city in Texas with mountains as part of the landscape.



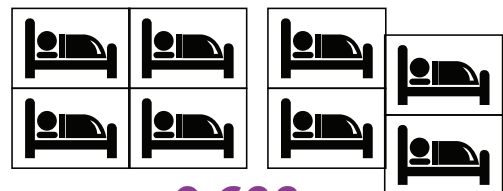
Birthplace of the Margarita and the "Mexican Food Capital of America".



El Paso is the only Texas city that runs on MST.



Daily flights on major carriers to/from El Paso International Airport



More than **9,600** hotel rooms

El Paso Accolades

29 Cities All Twentysomethings Should Pick Up and Move To (Buzzfeed.com, 2015)

#3 Best Run (Managed) Cities in America (WalletHub.com, 2015)

#1 Most Affordable City in Texas (fixr.com/tx, 2014)

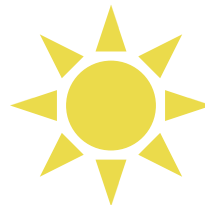
#4 Least Expensive U.S. Metros for conducting business (Wall Street Journal, 2014)

#4 Best Mid-Size Cities for Jobs & #27 overall, out of 398 metro areas (Forbes 2013)

#3 Top Best City to Raise a Family, out of 50 most populated cities (Movoto.com Real Estate, 2013)

Top 20 of America's Best Performing Cities for growth in jobs, income and high-tech GDP- among 200 largest metros (Milken Institute, 2013)

Weather Forecast



El Paso has more than **300** days of sunny weather a year, so you'll get that extra dose of Vitamin D because it's going to be sunny, sunny, sunny! And with desert temps, boy can it get hot! Stay hydrated!



PROPOSED ITINERARIES



Here in El Paso, we love to work hard and play hard. Relax at your hotel in the evening or below find some of our favorite things to do after you've put in a hard day's work.

MAY
5-6, 2017
(Friday & Saturday)



Friday
EL PASO CHIHUAHUAS
TRIPLE-A BASEBALL

Saturday
**THE PHANTOM
OF THE OPERA**

Matinee & evening performances are available for The Phantom of the Opera.



RATE FOR 20+ ROOMS



\$90



15% off \$115- King Standard
15% off \$125- Double Queens

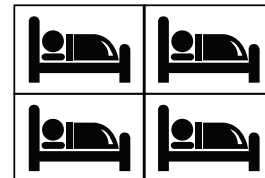
AUG.
11-12, 2017
(Friday & Saturday)



Friday
EL PASO CHIHUAHUAS
TRIPLE-A BASEBALL

Saturday
**PLAZA CLASSIC
FILM FESTIVAL**

Plaza Classic Film Festival (PCFF) is the world's largest classic film festival.



RATE FOR 20+ ROOMS



\$90



15% off \$109- King Standard
15% off \$119- Double Queens

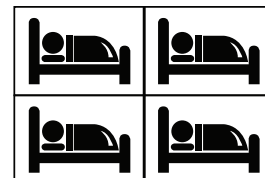
MAY
26, 2018
through
JUNE
11, 2018

Disney
PRESENTS
THE LION KING
THE AWARD-WINNING BROADWAY MUSICAL



EL PASO CHIHUAHUAS
TRIPLE-A BASEBALL

Baseball schedule will not be available until November 2017.



RATE FOR 20+ ROOMS



\$90-weekend
\$99-weekday



15% off \$115- King Standard
15% off \$125- Double Queens

EATS & DRINKS



Downtown Area

501 Bistro & Bar

501 Texas Ave #16
915.351.6023
Mon-Thur: 11am-3pm
Friday 11am-9pm
Varied Menu

Anson 11

303 N. Oregon St
915.504.7058
Sun-Thurs 11am-10pm
Fri-Sat: 11am-12am
*Dress code for Fine Dining begins at
5:00pm
Fine Dining, Continental Cuisine

Big Bun

209 Mills
915.533.3926
Mon- Sat: 7am- 6pm
Hamburgers, Burritos, Breakfast

Blackbird

533 W Franklin Ave
915.533.8169
Sun-Wed: 5pm-2am
Thurs-Fri: 3pm-2am
Full bar, Foodtruck

Café Central

109 N. Oregon
915.545.2233
Mon-Thurs: 11am-10:30pm
Fri- Sat: 11am- 11:30 pm
Bar: Mon-Thurs: until Midnight
Fri- Sat until 2am
Fine Dining, Continental Cuisine

Downtowner / Circa 1963

Hotel Indigo
325 N Kansas
915.532.5200
Restaurant and Bar

Craft & Social

305 E. Franklin Ave
915.219.7141
Tue: 11am-4pm
Wed: 11am-9pm
Thurs-Sat: 11am-11pm
Bar, Food

Dark Horse

115 Durango, Suite C
915.222.8977
Wed-Sun 5:00pm-2:00am
Dinner/Bar

DELlight

502 N. Oregon
915.503.1882
Tues-Sat 11am-10pm
Sunday 11am-3pm
Soups, salads, sandwiches

Fire Restaurant & Bar

Double Tree Hotel
600 N. El Paso
915.532.8733
Mon- Fri:6am-10pm
Sat- Sun: 7am-10pm
Contemporary American

H&H Coffee Shop

701 E. Yandell
915.533.1144
Mon- Sat: 7am- 3pm
Mexican

Healthy Bite

205 E Mills Ave
915.351.1700
Mon-Fri: 7:30am-4pm
Salads, Sandwiches

House of Pizza

208 N. Stanton
915.533.3424
Mon-Fri: 11am- 3pm
Closed Weekends
Pizza, Subs

La Huerta

Camino Real Hotel
101 S. El Paso St.
915.534.3020
Every day: 6am-11pm
Varied Menu

La Malinche

318 N Mesa
915.544.8785
Mon-Fri: 7:30am-4:45pm
Sat: 7:30am-4:45pm
Mexican

La Morena

315 Mills
915.544.1001
Mon-Tue: 7:30am-11pm
Wed: 7:30am-2am
Thurs: 7:30am-11pm
Fri: 7:30am- 2am
Closed Weekends
Mexican Food, Full Bar

Later, Later

109 N. Coldwell St.
915.626.5357
Tue-Thurs: 5pm-2-am
Fri-Sun: 3pm-2am
Full Bar – no food

Los Colorines

201 E Main, Ste 114 1st floor
Inside Chase building
915.544.5565
Mon- Fri: 7am- 2:40pm
Mexican

Luigi's Home Style Pizza

321 E. Mills
915.544.0444
Mon- Fri: 11am- 7pm
Sat: 11am-5pm
Italian/Buffer

Nolita Corner Bistro

420 San Antonio
915.246.2324
Mon-Wed: 7am-12am
Thurs-Fri: 7am-2am
Sat: 11am-2am
American, Lounge

Pallets – Flair Cocktails

204 Mills Ave Suite C
915.303.7120
Mon-Wed: 11am-4pm
Thu-Fri: 11am-4pm, 6pm-2am
American Cuisine

Pike Street Market

207 E. Mills
915.545.1010
Mon- Fri: 7am-3pm
Coffee Deli, and Salads

Pint & Peanut

518 W San Antonio
915.351.0515
3pm-2am
Bar

Pot Au Feu

307 E. Franklin
915.503.8158
Sun: 10am-3pm
Mon-Tue: 11am-3pm
Wed-Fri: 11am-10pm
Sat: 10am-10pm
International

EATS & DRINKS



Sparrows Spirits & Pies

201 S. El Paso Street
915.533.8988
11am-10pm
Specialty Pizzas

Seric's

504 W. San Antonio Ave
915.228.9422
Mexican, Full Bar

Tabla

115 Durango, Ste D
915.533.8935
Tue-Wed: 11am- 10pm
Thurs- Fri: 11am- 11am
Sat: 5pm-11pm
Bar: Thurs-Sat until 2am
International

TCBY/Mrs. Fields

123 W. Mills Ave, Suite #130
915.533.8826
Mon-Fri: 10am-8pm
Sat-Sun: 12pm-6pm
Dessert

The Garden

511 Western
915.544.4400
Mon-Sat: 11am-2am
Sun: Reservations only
American, Full Bar, Lounge

The Pizza Joint

501 N Stanton
915.260.5556
Pizza, Italian

The Tap

408 E. San Antonio
915.532.1848
Mon-Wed 10am-2am
Thurs-Sat 10am - 2 am
Mexican, famous Nachos, Breakfast

University Area

Ardivino's Pizza

206 Cincinnati
915.532.9483
Mon- Thurs: 11am- 9pm
Fri- Sat: 11am- 10pm
Sun: 11:30am- 8pm
Pizza, Salads, Sandwiches

Brass Monkey

3233 N. Mesa, Ste 103
915.544.2424
Mon-Sun: 11am- 2am
American, Mexican, Full Bar

Chicago's Street Food

2400 N Mesa
915.532.1550
8am-11pm
American

Corralitos

2725 N Mesa
915.533.8335
Steakhouse/Mexican

Crave Kitchen & Bar

300 Cincinnati
915.351.3677
Mon-Sat: 7am- 11pm
Sun: 7am- 6pm
American

Crawdaddy's Bar & Grill

212 Cincinnati
915.533.9332
11am- 2am Mon-Sat
Cajun, Full Bar

G2 Lounge

2701 N. Stanton
915.544.4242
11am- 2am
American, Full Bar

Little Shack

2725 N Mesa
915.321.1562
Seafood

Nuovo Capetto

2711 N Stanton
915.532.0700
11am-11pm
Italian

Rib Hut

2612 N. Mesa
915.532.7427
Mon- Sat: 11am- 10pm
Sun: 12pm- 9pm
Barbecue

Sushi Place

2604 N Mesa
915.838.8088
11am-9pm
Sushi

Tara Thai

2606 N Mesa
915.219.9307
11am-10pm
Thai

Airport Area

Andale

9201 Gateway Blvd E
915.590.5999
8am-2am
Mexican

Carlos and Mickeys

1310 Magruder St
915.778.3323
11am-10pm
Mexican

Chicos Tacos

5305 Montana
915.772.7777
Call for hours, varied
Mexican

Dominics

6901 Montana Ave
915.778.0011
11am-11pm
Italian

Famous Daves

1135 Airway Blvd
915.843.8400
11am-10pm
BBQ

Lunch Box

3623 Bucker
915.599.1120
Mexican

Mavericks

6999 Montana Ave
915.779.7368
3pm-2am
Sports bar

EATS & DRINKS



Ojos Locos

1204 Airway Blvd
915.307.7210
11am-2am
Sports Bar

Pho Tre Bien

6946 Gateway Blvd E
915.598.0166
11am-10pm
Vietnamese

Smokey's

9100 Viscount Blvd
915.592.3141
11am-10pm
BBQ

Tacos Chinampa

6110 Gateway Blvd E
915.843.2900
7am-11pm
Mexican

Toro Burger

6590 Montana Ave
915.774.0990
11am-11pm
Burgers

Tokyo House

1160 Airway Blvd
915.778.7888
Japanese

Track One

1330 Robert E Lee
915.779.2170
11am-2pm
Wings/American

Wing Daddy's

1201 Airway Blvd
915.771.9464
11am-12am
Wings

Other Local Favorites

Avila's

6232 N Mesa
915.584.3621
11am-2pm, 4:30pm-8:30pm
Mexican

Barrigas

664 Sunland Park Dr
915.845.1627
11am-10pm
Mexican

Cattleman's

3450 S Fabens Carlsbad Rd, Fabens TX
79838
915.544.3200
5pm-10pm
Steak House

Garufas

5411 N Mesa
915.833.6100
11am-10pm
Argentinian

Independent Burger

5001 N Mesa
915.584.5453
11am-11pm
Gourmet Burgers

Kiki's

2719 N Piedras
915.565.6713
10:30am-10pm
Mexican

L&J Café

3622 E Missouri Ave
915.566.8418
9am-9pm
Mexican

Magic Bistro

5034 Doniphan Dr #B
915.833.2121
11am-10pm
American

Rosa's Cantina

3454 Doniphan
915.833.0402
11am-12am
Mexican

State Line

1222 Sunland Park Drive
915.581.3371
11:30am-9:30pm
BBQ/Steak House

Stonewood

4935 N Mesa Ste 1-A
915.584.2914
11am-11pm
Modern American

The Riviera

5218 Doniphan
915.584.1542
8am-9pm
Mexican

GOLF COURSES



PUBLIC COURSES

Ascarate Golf Course

6900 Delta

915.771.2380

Opened in 1955, Ascarate Golf Course features 6,565 yards of golf, a nine-hole short course or get in some practice on the Delta Nine practice course, putting green, or driving range.

Butterfield Trail Golf Club

1858 Cottonwoods

915.772.1031

The 18-hole course was designed by world renowned course designer Tom Fazio, and features over 55 feet of elevation changes for an unmatched golfing experience. The club has received numerous awards from GOLF Magazine, Golfweek, Golf Inc., and Links magazine, as one of the best new courses in the country, and a top place to play in Texas.

Desert East Golf Driving Range

1351 N. Lee Trevino

915.591.4653

Desert East is a full service golf practice facility. A fully lighted facility is open for practice until 10pm 7 days a week, and a shade canopy makes for cool, comfortable practice.

Lone Star Golf Club

1510 Hawkins

915.591.4927

The traditional style golf course, with tree lined fairways, is a classic. Fully lit driving range and two lighted chipping/putting greens make for the perfect place to play or practice, day or night.

Painted Dunes Desert Golf Course

12000 McCombs

915.821.2122

With 27-holes of championship style golf at the foothills of the Franklin Mountains, Painted Dunes has been recognized by Golf Digest, Texas Golfer, USGA, and named #1 Municipal Golf Course in Texas by the Dallas Morning News.

Vista Hills Country Club

2210 Trawood

915.592.3535

A state-of-the-art 18-hole course is one of the best courses around with challenging fairways and greens surrounded by mountain views and desert landscape. Perfect your game in the chipping and putting practice areas, or head to the driving range where PGA staff is available for lessons.

Horizon Golf Club

16000 Ashford

915.852.3529

Offering a full 18-hole Golf Club experience, HGC allows members unlimited access to the golf course, driving range, and swimming pool, which is also open for public play. Be sure to enjoy their newly remodeled Moonlight Bar & Grill!

GOLF COURSES



PRIVATE COURSES

Coronado Country Club

1044 Broadmoor

915.584.1171

Play at the foothills of the Franklin Mountain and enjoy the panoramic view overlooking Mexico, Texas and New Mexico. With an elevation of 4,700 feet, each hole is different from the one before, with elevated tees to finely groomed greens, the course offers a truly unique experience

El Paso Country Club

5000 Country Club

915.584.1111

A course with 18 holes of championship golf, lush greens and fairways lined with cottonwood trees, make for an oasis in the desert. Enjoy the Franklin Mountains as your backdrop on this mature, meticulously cared for course, where you can still request a caddy to carry your clubs.

MILITARY COURSES

Underwood Golf Complex

3200 Coe Ave. Bldg. 3193

915.568.1059

The newly renovated facility boasts two 18-hole golf courses located on Fort Bliss. Choose from a desert landscape on the Sunrise golf course or go with the lush, parkland-style, Sunset course.

Rates depend on military rank. Open to all active duty, retired military, family members, foreign military, DoD personnel and their guests

2017 Awards Committee Work Plan

Civic Engagement Award

The Civic Engagement Award was updated in December and the announcement for 2017 awards was sent in early January. For 2017, the committee decided the awards would be separated into two categories – up to 100,000 population, and over 100,000 population. The 2017 schedule is:

- *January-May 2017: Issue call for submittals*
- *May 1, 2017: Deadline for submission*
- *June 2017: Selection Committee review of submittals; recommendations to the IHN Board of Directors at the June 2017 board meeting*
- *July 2017: Notify organizations selected for award(s)*
- *October 22, 2017: Recognize organizations at the IHN dinner in San Antonio*

In addition to the written submittal, organizations are asked to submit a 3-minute video.

The committee is comprised of three IHN board members.

Emerging Leaders Award

IHN recognized two young professionals at the IHN conference. The executive committee selected young professionals who have made significant contributions to IHN. Gabe Rodriquez led the effort to update the IHN website and Angelita Palma has prepared the IHN newsletter and co-chaired the IHN communications committee. Both have done much of the work on their own time. The executive committee would like to formalize this award with a goal of presenting in annually at the IHN dinner and/or conference.

The IHN board may wish decide how to move forward with the emerging leaders award. Should a broader awards committee be established? Should the executive committee continue to be responsible for establishing criteria for the award? What outreach should be conducted to identify candidates for the award?

Joel D. Valdez Legacy Award

The Joel D. Valdez award was given to Tony Ojeda at the 2016 IHN conference. The committee is planning to present an award in 2017 at the IHN dinner in San Antonio. In addition to the IHN founders, the selection committee includes two members of the IHN board of directors. The board had determined that the President and President-Elect would represent the board. The IHN board should confirm who they want to represent IHN for the 2017 award.

The committee is creating a bust of Joel Valdez that will be located at the ICMA office. Names of awardees will be placed on the base of the bust.

2017 University Partnerships Committee Work Plan

Priorities

Priority 1. Better integration of practitioners into academic programs

Priority 2. Integration of IHN research interests and case studies

Priority 3. Improvements to coaching program

Priority 4. Develop joint membership program and marketing brochure with
ICMA/IHN/NFBPA

For 2017, the committee will focus on Priority #1. (Improvements to the coaching program (Priority 3) is being referred to the program committee. The joint membership program (Priority 4) is being referred to the membership committee.)

- *Inclusivity and better understanding*
 - *Need to define a clear path to the profession; how to expose students to local government career services departments in universities*
 - *Follow-up conversations on how to partner (include NFPBA/CalNAPA/other)*
- *Challenges (Practitioners)*
 - *Lack of understanding about how to add value*
 - *Lack of understanding on what to talk about*
 - *Not knowing how to develop a syllabus; what are the expectations?*
 - *A lot of available teachers are older white males; need more diverse role models*
 - *Predominantly used as speakers rather than “teachers”*
- *Challenges (Academia)*
 - *Academia too white*
 - *Practitioners need to “push” academia to diversify*
 - *There is some concern/resistance from academics about having practitioners in the classroom; need to educate academic faculty; faculty also needs to increase diversity*
 - *Lack of understanding about the value of practitioners*
 - *Practitioners are critical for students to see people of color in the profession*
- *Opportunities to explore and broaden*
 - *Establish partnerships between academia and practitioners through co-teaching*
 - *Offer services in the universities to help practitioners be an integral part of designing courses vs. being an “also ran”*
- *Review opportunities for outreach in areas where IHN has members; use as a tool for membership development*
- *Reach out to career services departments at universities as a resource*

Goal: How do we move local government managers from speakers to teachers?

Activities

Participate in NASPAA national conference, October 11-13, 2017 in Washington DC: The working theme is how to determine legitimacy in public affairs. IHN should work with NFBPA and university social equity groups to coordinate a panel addressing IHN/NFBPA issues. This is an opportunity to get in front university program managers who make the hiring decisions.

- Diversity among faculty
- Attract a diverse student population
- Getting schools to focus on local government
- Integration of practitioners in classes
- Practitioners vs. full time professors (models)

Panels should also be presented at ICMA, NFBPA, and IHN conferences to increase awareness.

Develop joint membership with IHN/NFBPA/NASPAA/ASPAA: Develop models for membership reciprocity – perhaps at no cost – to increase awareness and encourage more guest speakers in classrooms.

Get members involved in teaching: Increase the frequency of practitioners in the classroom by:

- Identifying members who can be guest speakers in classes at our partner universities, ICMA university chapters, etc. – “guest speaker of the week.”
- Develop a team teaching approach where practitioners can partner with academics to develop curriculum and team-teach.
- Partner with ICMA to provide resources for aspiring teachers. : ICMA has a session at every conference for practitioners who want to teach. There are also resources on the ICMA website: [Managers as Teachers](#) manual/guide and a promotion for the [Manager in Residence](#) program.

Create/launch best practices events: Coordination of events with universities and local governments with a panel of practitioners presenting at the regional and state levels (ASPA, state association conferences, regional seminars, etc.). Florida is working with ICMA to use these events for continuing education credits for professional development. It is key to get the city manager on board and then department heads and other staff will follow. Events help make connections between universities (faculty and students) and practitioners for guest speaker, internships and mentors.

Follow-up/action steps

Coordinate a conversation with Marcia Conner and Reggie Robinson, NFBPA Education Committee Chair and Director, KU School of Public Affairs and Administration to discuss priority and mutual issues

Dallas/Fort Worth would like to host a 2019/2020 IHN national conference (refer to program committee)

Potential article(s) for ICMA PM magazine?

2017 Nominations Committee Work Plan

1. In 2017, there are 5 vacancies/re-election positions to be filled. The nominations committee will assist with identifying potential candidates and advertising openings to solicit candidates from the membership.

2017 IHN Board Nomination Process	Mar.	Apr.	May	June	Comments
Confirm vacancies	3				
Email members re: interest & recommendations	10				30 days required
Close member submittals		14			35days
Identify potential candidates		21			
Select nominees		21			
IHN Board Approval			5		
Issue ballots			5		15 days minimum, 30 days before annual meeting required
Close ballots				2	28 days
Annual Meeting				9	35 days

2. The committee will assist in identifying and reaching out to IHN members to serve on ICMA committees.

2017 ICMA Committees Work Plan Item	Mar.	Apr.	May	June	Comments
Identify IHN members for ICMA committees	3				Opens in March (specific dates not available)
Email IHN members - ask to apply	3				
Email blast to all IHN members - reminder	24	7			
Send reminder to members to apply		7			
Deadline		TBD			

3. The committee will identify potential candidates for the ICMA executive board, assist with the submittal process and with obtaining letters of support.

2017 ICMA Board Nomination Process	Sept.	Oct.	Nov.	Dec.	Comments
Review rotation status. Send notice requesting expressions of interest	X				
Assist potential candidates with application process		X	X		
Solicit and prepare letters of support		X	X		
Deadline				X	

Veronica Briseño Lara, President/Executive Committee

Term: expires 5/1/2017

Manuel Esquibel, President-Elect/Executive Committee

Term: expires 5/1/2017

Magda González, Past President/Executive Committee

Term: expires 5/1/2017

Rolando Fernandez, Vice President for Membership/Executive Committee

Term: expires 5/1/17

Maria Hurtado, Vice President for Programs/Executive Committee

Term: expires 5/1/2018

Tommy Gonzalez, Director at Large

Term: expires 5/1/2017

Carlos Baia, Director at Large (needs Board appointment)

Term: expires 5/1/2018

Claudia Lujan, Director at Large

Term: expires 5/1/2018

Yocelyn Galiano Gomez, Director at Large

Term: expires 5/1/2017

Ramairo Inguanzo, Director at Large

Term expires 5/1/2017

Ray Gonzales, Director at Large

Term: expires 5/1/2018

Daro Mott, Director at Large

Term expires 5/1/2017

Ms. Patricia Martel, Past ICMA Board Member

Rod Alcázar, ICMA-RC Liaison

Dave Mora, ICMA Staff Liaison

2017 R&D Committee and Fund Development Work Plans

Research and Development

The research and development committee was set up at the 2015 retreat but has not been active. As part of the IHN value statement discussed at the 2015 retreat, the board had a placeholder for priority areas of research or technical assistant guides. Once priorities are identified, IHN may discuss the assistance of universities in the development of white papers. The university partnerships committee's second priority is "integration of IHN research interests and case studies." This is not part of the university partnerships 2017 work plan, but will be addressed after completion of the current priority. Research may also be recommended by other committees.

Fund Development Committee

The majority of fundraising for IHN in 2016 was related to specific events (conference, regional meetings, IHN dinner and reception at ICMA, etc.). Following the retreat, the committee will convene to develop strategies for supporting 2017 IHN events and for general support.

Other Committees

Executive Committee

Members include the President-Elect, Immediate Past President, Vice President for Programs, and Vice President for Membership. The committee publically represents IHN positions and determines positions requiring timely responses; acts on issues of an emergency nature. The board may wish to discuss what priorities the committee should address in 2017.

Leadership Council

Emeritus members, board appointed members (e.g., past presidents, retired local government managers and professionals) are eligible to serve on the Council. The Council provides historical perspective and overall guidance to the Board of Directors. The board may wish to discuss how to reach out to ask how they want to be involved in achieving IHN goals.

IHN Retreat Notes (also includes suggestions from member survey) – February 18, 2016

Value of IHN:

“Go to” organization for cultural competencies

Individuals:

- Visible coaching subset of ICMA program/providing cultural perspectives and role models
 - Provide resume assistance
 - Provide interview skills
 - Provide presentation skills
 - Assist with individual development plans
 - Provide insights into “how the game is played,” e.g., Roberts Rules of Order, how to make ethical decisions in a political environment, etc.
 - How to transition from mid-management careers to local government leadership
- Provide networking opportunities regionally and nationally
- Joint membership with ICMA
 - First year discount
 - Single payment for both organizations

Organization:

- Best practices in addressing issues facing increasingly diverse communities
 - Survey membership
 - Civic engagement submittals
 - How to garner political and monetary support to achieve social equity
- Job posting
-
- Leadership responsibilities – provide “nuggets”/regular statements via social media, newsletter, etc./assisting to create leaders who can help navigate these issues
- Discounted membership dues for local government members
- Assist with regional events to increase visibility of IHN to individuals and to organizations
- “*Informacion*” chat room

ICMA (same for state associations and affiliates):

- Coaching subset
- Research and development on key issues/inclusiveness strategies
 - Literacy
 - Healthy communities
 - Housing
 - Neighborhood improvement strategies
 - Community planning
 - Immigration
 - Public safety
 - Intersectionality of cultural/gender/generational demographic issues
- Cross marketing and recruitment
- Cultural insights
 - Competency in cultural and social issues
 - Commitment to diversity and social justice

- Increase University Chapters through local contacts
- Networking
- Find diverse candidates for the board
- Asset for international programs/training, etc. – identify IHN members with skill sets useful to international programs; leverage ICMA program

Corporate members:

- Special category on website
 - Categorize by type of business
 - Brief description of services
 - Link to website
 - Promote on website and at events

Outreach/Marketing:

- ICMA
 - PM Magazine/ICMA Newsletter
 - March – Cesar Chavez Month; Women’s History Month
 - Value of IHN/NFBPA
 - International/border town programs
 - ICMA student chapters
- Noticias Newsletter
 - Cultural competency – provide “nuggets”/regular statements via social media, newsletter, etc.
 - Highlight differences between cultures
 - Recruitments – “intentionality”
 - “Lessons learned” section
- Website
 - Testimonials
 - Cultural insights (nuggets)
 - Highlight members’ promotions
 - Highlight local government events
 - Post board/committee materials
- Email blasts
 - Cultural insights
- ASPA
- State/regional meetings
- Affiliate organization outreach through state leagues
- Contact HR departments in member cities

Membership development:

- IHN chapter dues vs. individual dues structure
- Students
 - Invite Rob Carty (ICMA) to membership committee meeting and future board meeting
- Leagues/state associations (model)
 - South Florida
 - Texas

Board Member Commitments/Expectations

The board has expressed a desire to discuss commitments and expectations of board members in support of IHN. Greater board participation would reduce the amount of staff time required to support the organization.

IHN Bylaws

- *Demonstrate a strong commitment in work pertaining to the Network through a number of activities, such as but not limited to: attending and being fully prepared to participate in board meetings, leading and/or contributing in subcommittee work, and assisting in fundraising efforts.*
- *Communicate and promote the objectives of the Network.*
- *Promote networking among Hispanic/Latino local government officials and those local government officials working in communities with significant Hispanic/Latino populations.*
- *Actively participate in Network events and activities.*
- *Represent the states with the most Network membership.*
- *Participate in established and special committees.*

Recommended/Current Provisions

- *Pay annual board dues (may be included in local government membership)*
- *Board member's jurisdiction join as a local government member*
- *Serve as a Madrina/Padrino*

Examples

A copy of the ICMA executive board member and NFBPA board member expectations is provided for your information.

Discussion

What should the expectations be?

How can the board provide more clarity regarding the obligations of board members?

How can the board better communicate these expectations to potential board members (e.g., agreement to be signed by renewing and potential candidates)?

To what degree would/should IHN enforce these expectations?

EXPECTATIONS OF SERVICE ON THE ICMA EXECUTIVE BOARD

Time and Travel Commitments

Board Meetings. The board meets four times a year and board members are expected to attend every meeting. There are meetings the Friday-Saturday before the annual conference and then a Thursday-Saturday schedule in:

- early November or early December
- late February
- late May/early June

Board members have the opportunity to comment on dates proposed by the President-elect before they are finalized.

Conference call committee meetings may also be scheduled during the year.

State and Committee/Affiliate Meetings.

Vice Presidents:

- The three vice presidents in each U.S. region share representation responsibilities for state associations. Vice presidents typically attend two or three state meetings, in addition to their own, and attend the Regional Summit in their region in March or April. International vice presidents usually attend one affiliate country's meeting other than their own and may attend the International Regional Summit.
- As liaisons to committees, task forces, or affiliates, vice presidents attend meetings held at the annual conference and may attend a mid-year meeting if held.

Other Responsibilities

- In 2004 the board adopted recommendations from the Task Force on Financing ICMA which included engaging in a major membership recruitment and retention effort. The goal was for ICMA to retain its current membership, attract managers and assistants who are currently not members, and encourage the next generation of managers to join the Association. When it adopted the recommendations, the board made a personal commitment to recruit new members in their regions. This commitment has been reaffirmed by each subsequent board.
- ICMA Executive Board members are expected to champion ICMA's priorities. Current examples include The ICMA Fund for Professional Management, the *Life, Well Run* campaign, and Voluntary Credentialing.
- There is considerable reading and member contact in between these meetings. Examples: monthly board mailings/emails, agenda materials for board meetings, regular contact and correspondence with members and with ICMA staff.

Financial Commitments

ICMA pays for almost all travel obligations of board members. The only exceptions are the annual conference and the member's own state/country meeting. It is assumed that board members would be attending those anyway. ICMA does pay the hotel and group meal costs of the two extra days of the pre-conference board meetings. Travel expenses are reimbursed for all assigned state/country or task force/committee travel and for non-conference board meetings.



NFBPA Board Member Agreement

By my signature below I commit to be an active, and productive member of the Board of Directors of NFBPA.

I, _____, understand that as a member of the Board of Directors of the National Forum for Black Public Administrators, I have a responsibility to ensure that the organization does the best work possible in pursuit of its goals. I believe in the purpose and the mission of the organization, and I will act responsibly and prudently as its steward.

As part of my responsibilities as a board member:

1. I will be an ambassador of good will for NFBPA and I will promote NFBPA's work and values to the community, represent the organization and speak publicly in favor of the organization.
2. I will attend at least 75% of board meetings, committee meetings, and special events.
3. I will pay annual membership dues at the sustaining level of \$3,000 and make a personal financial contribution at a level that is meaningful to me.
4. I will actively participate in one or more fundraising activities. I will make my best efforts to secure or arrange to secure through referrals to the national office sponsorships and grant opportunities.
5. I will act in the best interests of the organization, and excuse myself from discussions and votes where I have a conflict of interest.
6. I will stay informed about the organization. I will ask questions and request information. I will participate in and take responsibility for making decisions on issues, policies and other board matters.
7. I agree to serve and be active on at least one Board Committee. I will work in good faith with staff and other board members as partners towards achievement of our goals.
8. If I don't fulfill these commitments to the organization, I will expect the board president to call me and discuss my responsibilities with me.

In turn, the organization will be responsible to me in several ways:

1. I will be sent, without request, quarterly financial reports and an update of organizational activities that allow me to meet the "prudent person" section of the law.
2. Opportunities will be offered to me to discuss with the executive director and the board president the organization's programs, goals, activities, and status; additionally, I can request such opportunities.
3. The organization will help me perform my duties by keeping me informed about public policies and issues in public administration in which we are working, and by offering me opportunities for professional development as a board member.
4. Board members and staff will respond in a straightforward fashion to questions I have that I feel are necessary to carry out my fiscal, legal and moral responsibilities to this organization. Board members and staff will work in good faith with me towards achievement of our goals.
5. If the organization does not fulfill its commitments to me, I can call on the board president and executive director to discuss these responsibilities.

Signed:

_____ Date: _____
Member, Board of Directors

_____ Date: _____
Bruce T. Moore, President, Board of Directors



National Forum for Black Public Administrators
Washington, D.C.

BOARD MEMBER CODE OF CONDUCT

Preamble

Members of the Board of Directors shall conduct themselves professionally, responsibly, ethically and lawfully so as to enhance the honor and reputation of the National Forum for Black Public Administrators. Board members must be committed to the proper use of their authority and to decorum consistent with maintaining the integrity and discipline of governing a professional membership organization.

Code

1. **Conflict of Interest:** Board members shall disclose all known or potential conflicts of interest, which could influence or appear to influence their judgment and decisions made on NFBPA matters.
 - 1.1 Each Board member and officer shall annually complete a Conflict of Interest and disclosure Statement, and shall modify the statement as soon as practical during the year to reflect any changes that occur to ensure the disclosure form is up to date at all times.
2. **Commitment:** Board members shall support the mission, vision, value, goals and objectives of NFBPA. Also Board members shall assist one another in every practicable way, and conduct themselves loyally and respectfully towards NFBPA, its members and fellow Board members.
3. **Independence:** No Board member shall derive any financial gain from confidential information acquired in the course of his or her Board appointment.
4. **Diligence:** Board members shall maintain the highest standards of integrity and objectivity in exercising their authority to approve contracts and agreements, and determine other expenditures of NFBPA resources.
 - 4.1 Board members shall demonstrate due diligence and conscientiousness in preparation for and attendance at the meetings, special events and in all other activities on behalf of NFBPA.
 - 4.2 Board members shall respect and give fair consideration to diverse and opposing viewpoints.

5. **Confidentiality:** Board members shall protect confidential information that comes to them in the course of their Board activities, and shall not communicate such information to a third party without the prior approval of the Board.
6. **Respect for Role of Management:** No Board member shall seek to exercise individual authority over the organization except as explicitly set forth in Board Bylaws and policies. Board members may not intervene in administrative matters under the authority of the Executive Director, internal staff issues, disputes, or negotiations; and Board members may not seek to unduly influence staff hiring or termination decisions that are the responsibility of the Executive Director.
 - 6.1 Although Board members may express differences of opinion on NFBPA issues at the Board level, no individual Board member may direct his or her differences of opinion to staff in a manner, which could create dissention or polarization in the organization, or undermine a decision of the Board.
7. **Board Authority is Corporate:** Each Board member shall conduct him or herself in a spirit of collegiality and respect for the collective decisions of the Board and subordinate their personal interests to the best interests of the NFBPA.
 - 7.1 Board members, in their interactions with the public, press and other entities, recognize that as individuals they may speak for the Board or the NFBPA only as specifically authorized by the Board.
8. **Personal Conduct:** Board members shall not cause or knowingly allow any practice, activity or decision that is imprudent or is in violation of commonly accepted business and professional ethics.
 - 8.1 Board members shall not permit the use of their names or NFBPA affiliation to be associated with any person or firm, which is suspected of or known to be engaged in fraudulent or dishonest activity.
 - 8.2 Each Board member shall assure that their use of social media outlets (i.e. Internet, Facebook, Twitter, YouTube, or any other electronic or communication outlet that may be created, shall not bring discredit or embarrassment to NFBPA, including but not limited to the posting of pictures, statements, chain letters, jokes or links that are of inappropriate taste.
9. **Protocol:** Board members shall be sensitive to cultural, ethnic, and other social, economic, and political issues and protocols in their activities, both domestically and abroad.



"Serving local government professionals and strengthening Latino communities"

International Hispanic Network Conference Responsibilities

Updated: February 2017

KAREN DAVIS 11/16/2016 3:50 PM

Deleted: July 2015

CONFERENCE PLANNING REQUIREMENTS

A. Program Planning and Coordination

The host community is asked to plan a conference that complements and enhances IHN and its mission and objectives. The conference should be a two or three-day conference and plan for approximately 200-250 people in attendance e.g., start on a Wednesday afternoon and ended on Friday ~~or start on Thursday afternoon and end on Saturday~~. Scope and schedule requirements include:

1. IHN is responsible for working with the local membership to establish, and staff a Conference Planning Committee. A request should be sent to the IHN membership to ask for volunteers to assist with planning responsibilities. A member(s) of the previous conference planning committee should serve as an advisor to the planning committee. This should begin approximately **12-15 months** in advance of the conference. The IHN Program Committee is a resource to the Conference Planning Committee.
2. The Conference Planning Committee, in conjunction with the Host Committee and IHN staff is responsible for preparing and submitting a proposed conference budget, including revenue and expense projections, in coordination with IHN staff. This should be completed approximately **12 months** in advance of the conference and should be completed on a timeline that allows for conference-related costs in the IHN annual budget (calendar year).
3. The regional organization and local government are responsible for establishing a Host Committee to provide staffing for all conference functions, including, but not limited to, needs related information technology, facilities, check-in/registration, special events and receptions. This also includes coordination of meals, transportation and other logistics leading up to and during event.
4. As a Conference requires a great deal of staff and volunteers to make it successful, the Conference Planning Committee and Host Committee should be prepared to continuously recruit volunteers to assist in the planning efforts, in order to provide sufficient assistance during and after the conference.
5. The Conference Planning Committee is responsible for developing a conference logo, theme, proposed program and schedule which must be submitted to the IHN board for approval approximately **9 months** in advance of the conference.
6. The Host Committee is responsible for negotiating all conference related contracts, including, but not limited to the contract with the hotel(s), event facilities, caterers, transportation, and entertainment. Negotiations of such contract should be done in coordination with IHN staff. All contracts must be finalized by approximately **6 months** in advance of the event for final approval by the IHN board.

KAREN DAVIS 11/16/2016 3:51 PM

Deleted: . Traditionally, the conference has started

KAREN DAVIS 11/16/2016 3:51 PM

Deleted: at noon

KAREN DAVIS 11/16/2016 3:52 PM

Deleted: ing

KAREN DAVIS 11/16/2016 3:52 PM

Deleted: ing

7. Coordination of all educational sessions, field demonstrations and special events is the responsibility of the Planning Committee. The Host Committee should provide expertise on local venues and activities to support the conference program. These activities should be confirmed by **4-6 months** in advance of the event.
8. Keynote speakers play a critical role in the success of the conference. As such, all keynote speakers must be identified and confirmed **4-6 months** in advance of the event.
9. Conference registration and conference schedule is expected to be available and ready for use through the conference website **3-4 months** in advance of the event.

KAREN DAVIS 11/16/2016 3:54 PM

Deleted: 3-

KAREN DAVIS 11/16/2016 3:54 PM

Deleted: 3-

B. Marketing

IHN staff will provide guidance and assistance with marketing, however, the primary responsibility belongs to the Conference Planning Committee.

1. The Conference Planning Committee will be expected to develop all promotion material, including, but not limited to the following. All materials must be made available in electronic format for use on the Conference website and other promotional materials. The IHN Communications Committee is a resource to the Committee.

- a. Development of conference theme and logo, to be completed **6 months** in advance of the event
- b. Creation of Save-The-Date postcards by **8-9 months** in advance of the event. These should be available at the ICMA, NFBPA, and other affiliate conferences/events and at IHN regional events.
- c. Short article or other write-ups for the Conference website, IHN quarterly newsletter and other promotional email blasts. This type of information will be ongoing and the Planning Committee will be asked to provide promotional information leading up to the date of the conference.
- d. Registration, housing materials, and conference schedule must be published on the website **3-4 months** in advance of the event.
- e. Sponsorship brochure or packet in electronic format **3-4 months** in advance of the event.

KAREN DAVIS 11/16/2016 3:55 PM

Deleted: theme

KAREN DAVIS 11/16/2016 3:55 PM

Deleted: monthly

KAREN DAVIS 11/16/2016 3:57 PM

Deleted: periodically

KAREN DAVIS 11/16/2016 3:57 PM

Deleted: hardcopy and

2. The Planning Committee will also be responsible for producing a printed conference program for distribution at the conference. The program should be completed two weeks prior to the start of the conference. The number of printed copies should be 15% over the number of registrations.

C. Finances

1. Should the Conference Planning Committee require or desire support from IHN staff to complete Scope Requirements A-D, the Committee should include these costs in

the conference budget to cover the cost of this staff support in addition to the financial requirement described in item C.2 below.

2. The Conference Planning Committee and host community is responsible for raising sufficient revenue to cover all conference expenses, including all IHN costs related to the conference (past IHN costs have averaged \$5,000, plus additional costs for the conference website, travel - depending on location. The budget should consider net proceeds (revenues after all expenses have been paid) to support IHN programs.
3. The Conference Planning Committee must develop and implement a fundraising strategy that covers all expenses and net proceeds described above, in coordination with IHN staff, by **12 months** in advance of the event.
4. Sponsors are a critical component in raising the funds necessary to assure a successful conference, and the Conference Planning Committee is expected to develop a sponsorship brochure and packet **12 months** in advance of the event. The Conference Planning Committee should also be prepared to identify and solicit potential sponsors, especially those from the region or state. IHN staff and Board may assist in identifying potential sponsors. Because of potential restrictions on local government staff soliciting funding, the IHN director will follow up on soliciting sponsorships.
5. The Conference Planning Committee must have an effective manner to track all sponsor relations and benefits. This includes all follow through with conference sponsors and IHN sponsors to ensure they receive all benefits they are entitled to receive as a result of their sponsorship. A sponsor-relations strategy should be identified by **12 months** in advance of the event.
6. Net proceeds realized from the conference will be shared as agreed between the IHN Chapter/host community and IHN, as determined after discussions regarding responsibilities.

KAREN DAVIS 11/16/2016 3:59 PM

Deleted: ranged from \$3,000-

KAREN DAVIS 11/16/2016 3:59 PM

Deleted: IHN has a fundraising contract with Acevedo Fundraising Solutions (AFS). The contract requires IHN to submit a budget to AFS 12 months in advance of the event to get their assistance in fundraising.

KAREN DAVIS 11/16/2016 4:01 PM

Deleted: evenly

KAREN DAVIS 11/16/2016 4:03 PM

Deleted: monthly

D. Additional Requirements

1. In order to keep the IHN Board of Directors current on conference planning activities, a representative from the Conference Planning Committee will be asked to join IHN board meetings as appropriate via telephone, and provide updates on programs, budget goals and fundraising activities.
2. IHN Board Members (usually two members) may participate in planning meetings via telephone.
3. IHN strives to continuously improve its events, and as such the Conference Planning Committee should compile evaluations for conference session and event venues. The Conference Planning Committee will work with the IHN Program and

Communication Committees to provide an comprehensive, online, post-conference evaluation.

4. The Conference Planning Committee will participate in a post conference wrap-up, including but not limited to: provision of final detailed expenses and revenues; final listing of all attendees, sponsors, presenters, including name, address, telephone, and email address; provide a write-up for post-conference website and other IHN marketing, along with photographs and conference PowerPoint presentations for posting on the website and inclusion in the IHN newsletter. It is expected that wrap-up activities should be completed within **1-2 months** from the closing date of the conference.
5. As unexpected and time sensitive issues often arise in the last weeks leading up to the conference, the Conference Planning Committee should expect to provide immediate access to IHN staff via email and cell phone 45 days prior to the date of the conference.

E. Onsite Logistics

1. The conference site layout should facilitate traffic through the exhibit hall to give vendors maximum visibility. The committee should consider options such as hosting a reception in the exhibit hall, conducting a drawing among those who visited with exhibitors (similar to ICMA's drawings for those who get stamps from each vendor), and make announcements throughout the conference to remind and acknowledge exhibitors.
2. The program should include ways to acknowledge sponsors such as including a major sponsor on the dais at keynote events.
3. Provide a hospitality suite/"ready-room" for volunteers, speakers and exhibitors with water/snacks/etc.
4. Events should start at a reasonable morning hour. For example, 7:30 breakfast start time did not draw a large enough crowd to pay the cost of breakfast.
5. Post-conference vs. preconference activities may result in greater response for registrants.
6. Identify 1-2 people who will be the point people for the conference site logistics to be responsible for making logistical changes, decisions, etc. and working directly with the conference site staff.
7. Identify a parking plan (discounted parking/reimbursed parking, etc. early on for different types of conference participants: volunteers, attendees (those staying at hotel and those who are not), speakers, exhibitors, and sponsors;
8. Maintain one master registration list that is up-to-date and clean (no duplicates) that tracks check-in, type of participant (speaker, volunteer, exhibitor, sponsor, etc.), and who has registered for special events;

- 9. Conference programs should be provided to registration volunteers ahead of time to become familiarized with conference activities and timing
- 10. Although onsite registration is minimal, the process and forms should be prepared for this since online registration will be closed. Ideally the registration process should provide for online payment of registration.
- 11. Training should be provided for all volunteers ahead of time, especially for registration;
- 12. Badge printing onsite requires reliable equipment (good printer, maybe a tablet to allow individuals to enter their information for printing, etc., and should test equipment ahead of registration opening)

IHN/NFBPA Affiliate Agreement

Communications and Meetings

- *Effective and regular communication*
 - *Establish executive directors regular meeting schedule*
 - *Attend each other's leadership meetings*
 - *At least one annual meeting to exchange strategic plans and discuss common goals and objectives*
 - *Appointment of non-voting liaison to each other's boards*

Establishment of a Collaborative Agenda to Promote Inclusion

- *Share membership database information*
- *Provide link to the other organization's website*
- *Publish at least one article in respective publications*
- *Promote regional and national events*
 - *NFBPA Executive Leadership Institute*
 - *NFBPA Mentor Program*
 - *IHN Padrinos/Madrinas Coaching Program*
- *Coordinate on research issues of mutual interest*
- *Development and funding of potential professional development opportunities for minorities*
- *Work with leadership of universities to increase number of minority students/establish coursework emphasizing local government management*

Collaboration with ICMA

- *Advance ICMA's efforts for inclusion of all minorities*
- *At least one member of IHN and/or NFBPA serve on regional nominating committees*
- *Encourage members to apply for all ICMA and state association awards (we should include IHN awards in this category)*
- *Develop conference sessions relevant to minority communities and minority managers*
- *Sponsor and conduct conferences, workshops, seminars and research of mutual benefit*

Conferences and Other Educational Events

- *Identify opportunities for joint sponsorship of conferences, workshops, seminars and workshops*
- *Provide 2 registrations at regional seminars and workshops*
- *Provide 4 registrations at national conferences*
- *Provide exhibit space at each other's conferences*
- *At other organizations/affiliates events, work collaborative to support each other's presences, such at networking events, workshops, panel presentations, staff assistance, etc.*

Joint Membership Recruitment

- *Work to eliminate barriers*
- *Discounts for combined membership dues (15%)*

Joint Fund Development

- *Joint application for grants, foundation funding, fund development initiatives*

IHN/ICMA Affiliate Agreement

Communications and Meetings

- *Meet annually to discuss common goals and objectives*
- *IHN board and ICMA executive board meet for information sharing and program updates at the annual conference*

Establishment of a Collaborative Agenda to Promote Inclusion

- *Include representation on special task forces and committees*
- *Include representation on developing and implementing recommendations*

Collaboration with ICMA

- *Agree on annual work plan*
 - *Membership development*
 - *Internet, published communications and online professional development*
 - *PM Magazine article*
 - *Publication in three ICMA Newsletters*
 - *IHN to promote ICMA conference*
 - *Explore the possibilities for collaboration/joint sponsorship of one professional development webinar*
- *IHN to provide assistance recommendations for potential participants in Leadership and career development activities*
- *Recognize mutual affiliate status on websites*
- *Encourage application for ICMA awards (include reciprocal promotion for IHN awards)*

ICMA Annual Conference

- *Include IHN representative on conference planning committee*
- *IHN to provide information on conference scholarship opportunities*
- *ICMA to publicize social activities for IHN members at the conference*
- *Facilitate IHN-sponsored dinner registration*
- *Include literature in conference packet*
- *Make meeting rooms available at the conference*
- *Free exhibit space*
- *Conference program advertisement*
- *Recognize affiliate status at opening and closing ceremonies*
- *Present at least one and preferably two educational session*

IHN National/Regional Conferences

- *Include ICMA representative on planning committee*
- *Provide 4 registrations at national conferences*
- *Free exhibit space*
- *Conference program advertisement*
- *One full page, full color ad and one-half page black and white ad in PM Magazine to assist with national/regional conference promotions*
- *Present at least one and preferably two educational session*

ICMA Executive Board Nomination Process

- *Identify an IHN member who is also an ICMA member to serve on ICMA regional nominating committees*
- *ICMA board liaison to serve as member of IHN nominating committee*

Joint Membership Recruitment

- *Mutually explore opportunities and goals for expanding membership in both organizations*
- *ICMA to include IHN membership information in new ICMA membership packets (IHN to provide)*
- *Share membership lists to facilitate recruitment*
- *Explore/Provide membership opportunities to ICMA university chapters (board has acted to provide free memberships to students)*

Joint Fund Development

- *ICMA to identify sources of financial support for IHN*

Snapshot of Phoenix

A Vibrant Phoenix Emerges from the Shadow of SB 1070

This report provides a review of the state of affairs in the City of Phoenix and State of Arizona they relate to Latinos and immigrants in the wake of SB 1070.



Snapshot of Phoenix

A Vibrant Phoenix Emerges from the Shadow of SB 1070

Phoenix in the Wake of SB 1070

In 2010, then-Governor Jan Brewer signed into law SB 1070, a controversial immigration law that made it a crime to fail to carry immigration registration papers and compelled Arizona police to check the immigration status of individuals if they were in the process of enforcing other laws and had “reasonable suspicion” the person was in the country illegally.

Immediately following the passage of SB 1070, boycotts on travel to Arizona and a string of legal challenges against the law ensued. Although the majority of the law has been struck down, and its most controversial “papers, please” provision is not being enforced, many people across the country still associate Arizona and Phoenix with the 2010 controversy.

The State of Arizona and City of Phoenix have long-standing histories building strong relations with Mexico, and Phoenix has doubled down even more in recent years to improve relations and trade with Mexico. Phoenix is a vibrant and diverse city that welcomes immigrants and visitors from around the globe—a fact that may not be well-known, but is no less true.

SB 1070 – What is its status and is it being enforced?

Just a day before SB 1070 was scheduled to go into effect in July 2010, a federal judge issued a preliminary injunction that kept its most aggressive elements from being implemented while lawsuits against the bill played out. Since then, most of the law’s key provisions have been struck down in the courts. In September 2016, civil rights groups ended their challenge of SB 1070 after Arizona agreed it wouldn’t require police officers to demand the papers of people suspected of being in the country illegally, essentially incapacitating the most heavy-handed and controversial “papers, please” provision of the law. There are currently no legal challenges to SB 1070 pending in the courts.

Arizona Attorney General Mark Brnovich on SB 1070



“Officers shall not prolong a stop, detention or arrest solely for the purpose of verifying immigration status.”

“Officers shall not contact, stop, detain or arrest an individual based on race, color, or national origin, except when it is part of a suspect description.”

“I don’t want any law enforcement official, whether they work for me or another law enforcement agency, to be racially profiling.”



Below is a quick breakdown of how SB 1070's key provisions have played out since its passage in 2010:

Current Status of SB 1070 Key Provisions

**Severely
Restrained**

"Papers, Please" provision that lets police check immigration status if they suspect a person is undocumented

- In September 2016, Arizona Attorney General Mark Brnovich announced an end to the practice of requiring police officers to demand papers of people suspected of being in the country illegally
- Brnovich's policy says officers are prevented from delaying a stop for any reason related to immigration status (e.g., waiting for ICE to respond) or arresting anyone for a suspected civil immigration violation

**Struck
Down**

Provision authorizing police to arrest immigrants without warrant where "probable cause" exists they committed any public offense making them removable from the country

- Struck down by the U.S. Supreme Court in June 2012

**Struck
Down**

Provision making it a state crime for "unauthorized immigrants" to fail to carry registration papers and other government identification

- Struck down by the U.S. Supreme Court in June 2012

**Struck
Down**

Provision forbidding those not authorized for employment in the United States to apply for, solicit, or perform work

- Struck down by the U.S. Supreme Court in June 2012

Barred

Provision prohibiting people from blocking traffic when seeking or offering day labor services on streets

- Permanently barred by U.S. District Court Judge Susan Bolton in September 2015



Phoenix has hosted several large-scale events since 2010

A prime destination for conventions and events for decades, Phoenix is still an ideal place to host a conference and has lined up convention gatherings with several of the nation's premier Latino organizations.

- Within the last two years, Phoenix has booked marquee national convention gatherings for three nationally recognized Latino organizations, namely: National Council La Raza (NCLR), the League of United Latin American Citizens (LULAC), and the National Association of Latino Elected and Appointed Officials. These three organizations are set to convene in Phoenix in July 2017 and July 2018.
- Greater Phoenix hosted the NFL Pro Bowl and Super Bowl XLIX in February 2015, and the College Football Playoff Championship Game in January 2016 and will host the NCAA Men's Final Four in 2017. No other city in the U.S. has hosted these three mega events in consecutive years.
- In recent years Phoenix has hosted the National League of Cities, the International City Managers Associations and the Netroots Nation annual conferences.
- The Society for Human Resource Management and the National Education Association have rescinded moratoria on travel to Arizona after taking a stance against hosting conventions in the state.

Phoenix and Arizona have been long-time partners with Mexico

Arizona and Mexico – 57 Years of Partnership

Arizona has a long history of prioritizing and nurturing a bilateral relationship with its largest trading partner, Mexico. Since 1959, the Arizona-Mexico Commission, a public-private organization chaired and championed by Arizona's governor, has promoted trade, networking, and information-sharing between the two states. Arizona first opened trade offices in Mexico City and Hermosillo, Sonora in 1992. The state's Mexico City office was moved to Guadalajara from 2000 – 2011, and in 2014, Arizona re-opened a state trade office in Mexico City in partnership with the City of Phoenix and other regional partners. Arizona's economy depends on a strong trade relationship with Mexico, a reality Arizona's political leaders have long understood.

- Mexico is Arizona's number one trade partner, accounting for more than 30% of Arizona's exports to foreign markets.
- Arizona's exports to Mexico were valued at \$9.2 billion in 2015, a 6.3% increase over its \$8.6 billion in 2014. Arizona's imports from Mexico were \$7.6 billion in 2015.
- Arizona border ports of entry facilitated \$18.1 billion in U.S. imports from Mexico in 2015, an increase of \$240 million, or 1.3% from 2014.



- Since taking office in January 2015, Arizona Governor Doug Ducey has made an effort to engage in a new dialogue around the Arizona-Mexico agenda. He has particularly focused on strengthening relations with Sonora, attending Sonora Governor Claudia Pavlovich's inauguration and meeting with her half a dozen times.

Phoenix-Mexico Relations

In 1976, Hermosillo, Sonora became the first Sister City of the City Phoenix. This Sister City relationship continues to this day, facilitating cultural exchange programs, business development and tourism.

Mexico's Goodwill for Phoenix Mayor



"I look forward to working with Mayor Greg Stanton, a champion of the increasingly prosperous Mexican-American and Hispanic community."

-Consul General of Mexico in Phoenix, Claudia Franco Hijuelos, August 2016

Since taking office in 2012, Phoenix Mayor Greg Stanton has made a deliberate effort to improve relations and trade with Mexico. He has traveled to five cities throughout Mexico spanning 17 official visits, oftentimes alongside high-profile members of the greater Phoenix business community; and, in 2016, he set a goal to double exports to Mexico over the next five years. Business relationships on both sides of the border have blossomed.

- In November 2015, the Mexican government opened a ProMexico trade office in Phoenix (ProMexico the national trade and investment arm of the Mexican government).
- Phoenix established its own trade office in Mexico City in October 2016.
- Trade between the Phoenix metropolitan area and Mexico has increased substantially under Stanton's leadership, with exports to Mexico increasing from \$2 billion in 2012 to \$4.1 billion in 2015, making Mexico the largest trading partner for the Phoenix metropolitan area.
- In August 2016, the City of Phoenix established a Northern Mexico Office of Economic Development in Hermosillo, Sonora.

Phoenix embraces and empowers its diverse population

The people who make up the fabric of Phoenix are as diverse as our desert city is hot. "Respect for Diversity" is one of the City of Phoenix's core values, and the City has committed itself to, "embrace diversity in everything we do to create a healthy and productive community and workplace."

- In 2013, 2014, 2015 and 2016, the City of Phoenix received a perfect score of 100 on the Municipal Equality Index, a comprehensive scorecard that rates the fairness of a city's laws, benefits, and services. The index is administered to the nation's largest cities each year by the Human Rights Campaign.

Snapshot of Phoenix



- In January 2014, Phoenix Mayor Greg Stanton received the Antonio Villaraigosa Leadership Award from the Latino Leaders Network. The award is presented to a mayor from a city with a significant minority population who has exhibited an outstanding commitment to bringing diverse communities together.
- The City of Phoenix is one of the few major cities to recognize the late Cesar Chavez with a paid holiday.
- In August 2016, the Phoenix City Council voted to approve the creation of a secondary municipal photo identification card for individuals living in Phoenix. Advocates for the card believe it will help those who have problems obtaining federal- or state-issued government ID.
- Arizona voters registered as Independents now make up the largest percentage of voters at 35%.
- According to 2014 estimates from the U.S. Census Bureau, ethnic minorities comprise more than 43% of Arizona's population.
- The majority of the 3,000 to 4,000 refugees who come to Arizona each year arrive in Phoenix or Tucson, which offer affordable housing and entry-level work. They come from Asia, Africa, the Middle East, and Cuba.