Appendix D

# Summary of Suggestions from “Inspiring the “I” in Inclusive” at the 2014 ICMA conference categorized by workgroup focus areas

**Work group focus: How can ICMA encourage and equip managers to increase equity in employment and services in their organizations?**

*Explore guidance and assistance in providing access to translation services and information available in multiple languages*

*Explore guidance and assistance that could be provided to make facilities more accessible and inviting*

*Explore guidance and assistance that could be provided to assist organizations in identifying and eliminating structural and institutional barriers in hiring and promotions*

*What tool kits are available to organizations to assist in recruitment outreach to diverse pool of applicants?*

*What training can cities offer that would reduce barriers to entry?*

*What resources and guidelines does ICMA provide to members for leading conversations about inclusiveness and diversity?*

*Provide sessions on cultural norms and differences including how we can best manage and understand them.*

*Develop ICMA agreements with other states to encourage training in diversity (like ethics).*

*Establish a knowledge network resource.*

*Increase the educational sessional at the national conference regarding diversity with a real focus.*

**Workgroup focus: What structural and institutional barriers to inclusion exist within ICMA and state and other affiliates and what are some strategies to address?”**

*What strategies could ICMA use to increase modeling of inclusion on the ICMA board?*

*Make sure that visual materials that are developed by ICMA reflect diversity*

*Fund additional scholarships.*

*Allocate specific financial resources to support.*

*Ensure that there is more diversity on panels at the national conference.*

*Measure diversity of ICMA member communities vs ICMA staff.*

***Workgroup focus: What can ICMA do to increase the diversity and inclusivity of the association?***

*What partnerships/ relationships does ICMA have with Universities that exhibit very diverse populations? How can ICMA grow?*

*Feature more affiliate groups/ Identify opportunities to include affiliate groups in conference agendas.*

*Identify recruitment strategies to recruit a broader base into ICMA.*

*Promote better practice sharing programs with sister cities outside of the United States- Share positive st*o*ries.*

*Measure diversity of ICMA member communities vs ICMA membership.*