

Task Force on Inclusion Survey Summary

Dallas Meeting

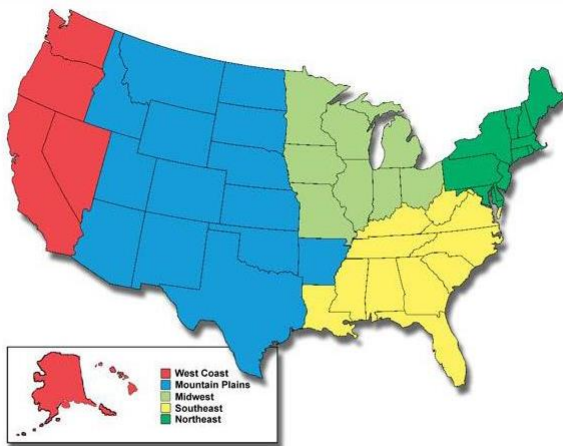
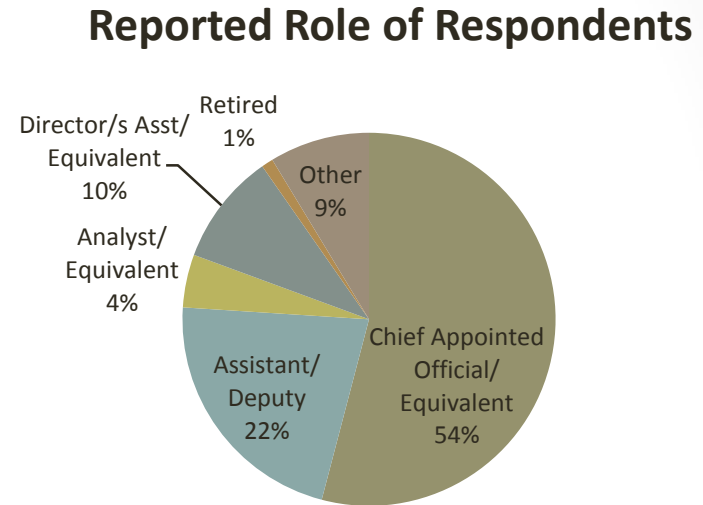
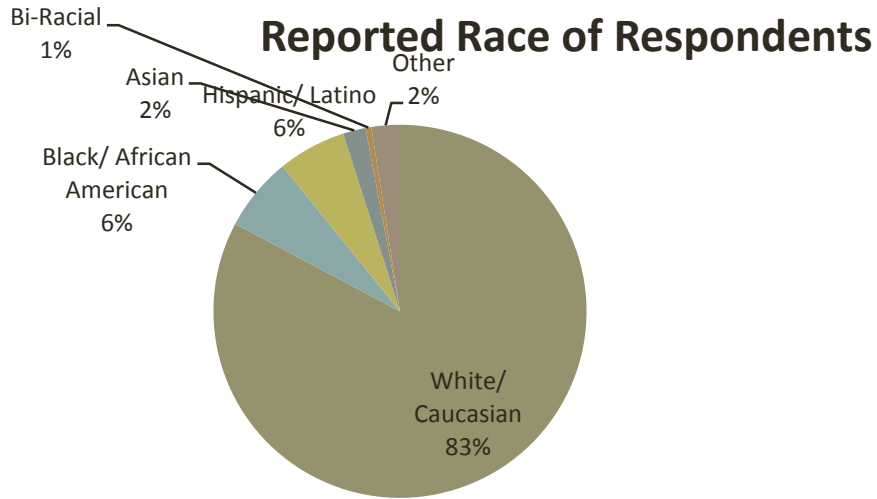
April 17-18, 2015

Survey Participation

- 360 Survey Respondents (As a result, not statistically significant)
- Respondents were members of the following organizations: 99% ICMA; 74% State City/County Association; 2% IHN; 2% NFPBA; 9% ELGL; 6% Other
- Demographics of Survey Respondents:
 - Gender: Female, 66; Male, 141*; No response, 153
 - Age: 20-39, 38; 40-59, 121; 60 and over, 45; No response, 156
 - Race: White, 168; Black 13; Hispanic, 12; Asian, 4; Bi-Racial, 1; Other, 5**; No response, 157
 - Role: CAO, 106; Asst./ Dep., 43; Dir./ Asst, 19; Other, 17; Analyst/Equiv., 9; Retired, 2; No response, 164

**2 individuals designated sexual orientation **Answers suggested disagreement with question*

Survey Participation Charts



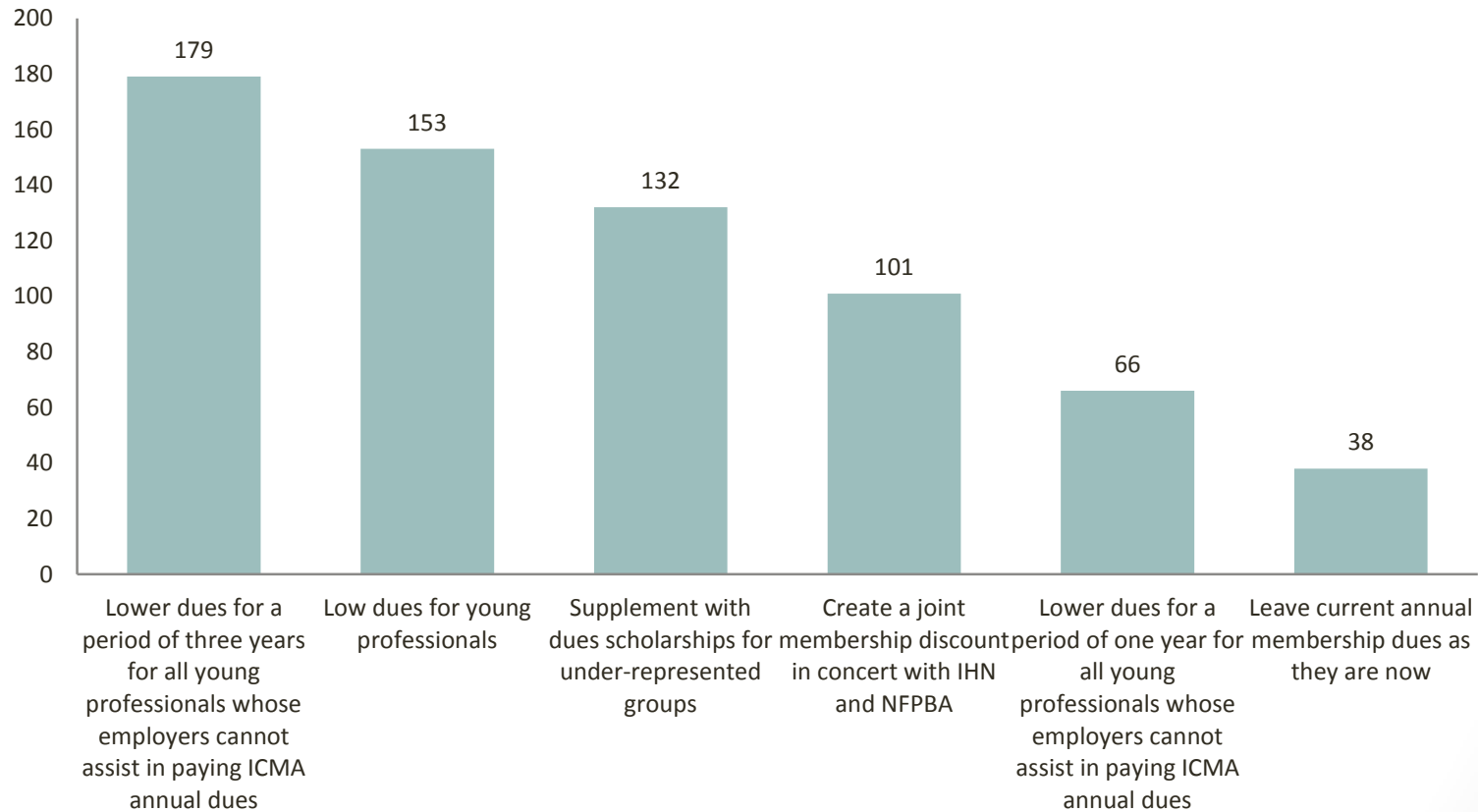
Region	Respondents
West Coast	37
Mountain Plains	57
Midwest	34
Southeast	21
Northeast	26

RESULTS THAT COULD INFORM DISCUSSION RE: INCREASING DIVERSITY AND INCLUSIVENESS ICMA/ STATE ASSOCIATIONS

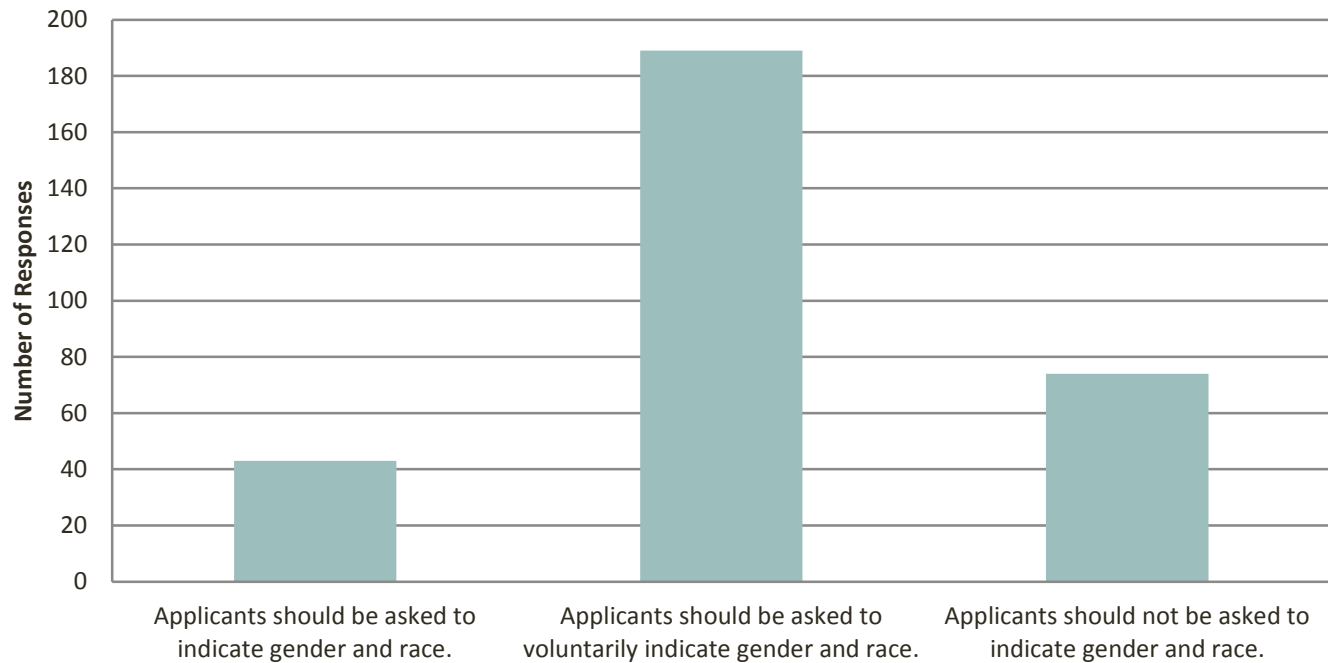
RESPONSES: I AM CURRENTLY A MEMBER OF:

Association	Percentage of Survey Respondents with Membership
ICMA	99.4%
State Association	74.1%
IHN	2.2%
NFPBA	2%
ELGL	8.9%
Other (IEDC, GFOA (3), APA(2), NACA(2), MMANC (2), WLG, ASPA, APMP, Spec Dist of CA	6.1%

Responses: To encourage increased participation in ICMA, which steps should be taken for ICMA annual dues?



Indicate which statement you agree with to include on future state membership applications



RESPONSES: REASON FOR NOT JOINING ICMA OR STATE ASSOCIATION:

Primary Reason:	ICMA # of Responses	State Association # of Responses
Cost	2	5
Level of Benefit	0	10
Doesn't meet Needs	0	7
Not Welcoming	0	3
Other	8 (7 N/A, 1 Affiliate member due to affordability)	22 (Understanding how to join, focus on ICMA, no interest, employer hasn't paid, no state, fit (race, gender and religion), too busy, asst. not permitted)

RESPONSES: PERCEIVED SUCCESS OF ICMA OR STATE ASSOCIATION IN DIFFERENT OBJECTIVES:

Perceived State Association Success in:	Very/Some-what Successful	Some-what / Very Unsuccessful
Networking	91.9%	8.1%
Skill, Knowledge Building	91.8%	8.2%
Council /Manager Plan Support	90%	10%
Professional Support	88.5%	11.5%
Job Placement Assistance	54.2%	45.8%
Increasing Association Diversity	48.3%	51.7%
Increasing Profession Diversity	44.5%	55.5%



Most Successful

Least Successful

Perceived ICMA Success in:	Very/Some-what Successful	Some-what / Very Unsuccessful
Skill, Knowledge Building	96.5%	3.5%
Council /Manager Plan Support	95.4%	4.6%
Professional Support	93.2%	6.8%
Networking	88.3%	11.7%
Job Placement Assistance	81.7%	18.3%
Increasing Association Diversity	67.4%	32.6%
Increasing Profession Diversity	66.3%	33.7%

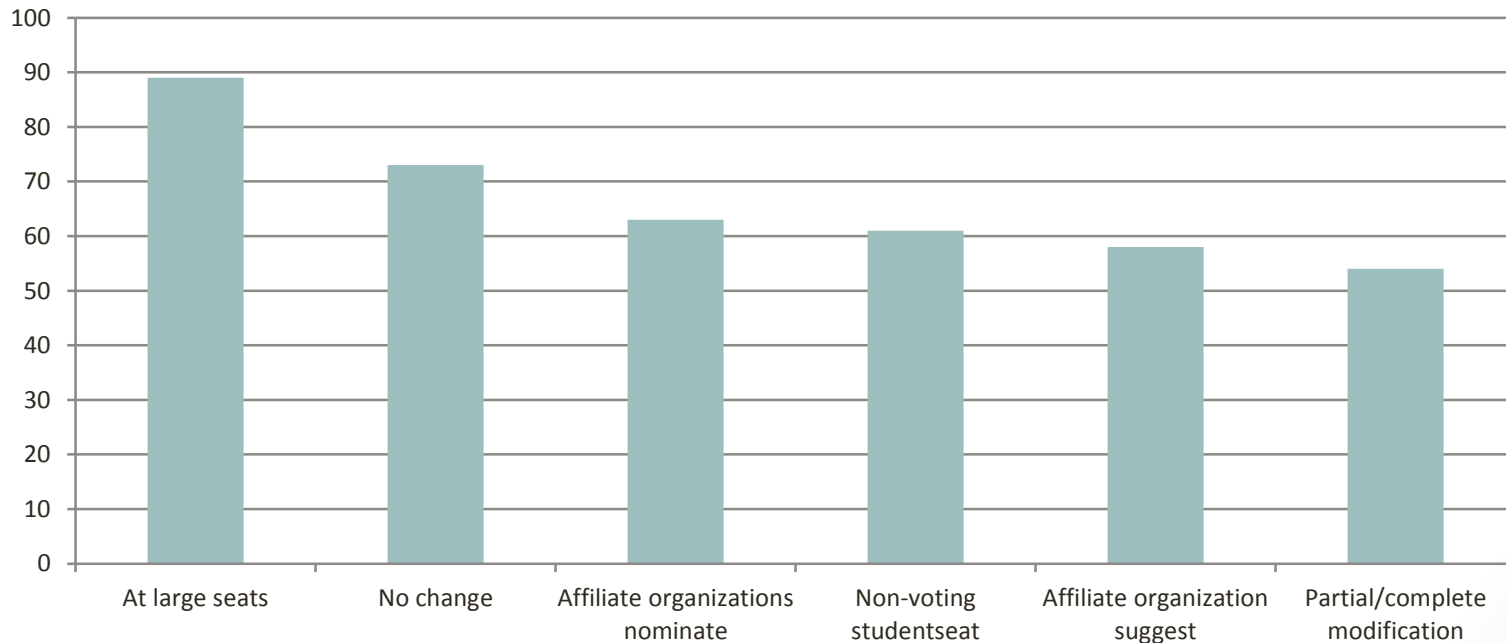
RESULTS THAT COULD INFORM DISCUSSION RE: STRUCTURAL/ INSTITUTIONAL BARRIERS IN ICMA/ STATE ASSOCIATIONS

Information related to perception of bias

Which best describes your experience relative to harassment, discrimination, or bias? (Check all that apply.)		
	% of Respondents	# of Responses
I do not believe that I have been subjected to harassment, discrimination, or bias.	74.80%	190
I have been subjected to harassment, discrimination, or bias by a supervisor (who is a member of my state association or ICMA).	11.81%	30
I have been subjected to harassment, discrimination, or bias by a peer in my state association.	9.84%	25
I have been subjected to harassment, discrimination, or bias by a peer in ICMA.	8.66%	22
I have been subjected to harassment, discrimination, or bias by an executive recruiter.	7.09%	18
Total Respondents: 254		

Information related to ICMA board selection(260 Respondents):

What changes do you support to attempt to increase the inclusiveness of the ICMA Board selection process?

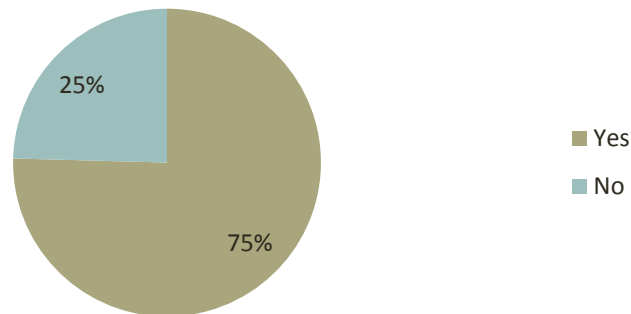


Which of the following do you perceive to be barriers to service on the ICMA board? (Check all that apply.)

Factor	# Respondents	Factor	# Respondents
Time away for travel and duties	210	Not fitting in with board	31
Lack of understanding nom./ appt. process	136	Length of Commitment	29
Getting nominated through state organizations	88	Uncertainty about service in current region	21
Bias among ICMA membership	52	Board service doesn't seem fulfilling	8
Evaluation Criteria	50	Other	25

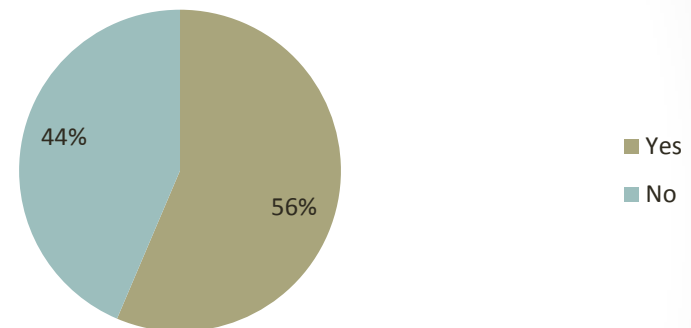
Information related to conference attendance:

Do you regularly attend your State Association conferences?



Barriers to attending State Association Conference		
Factor	# Responses	% Respondents
Time away from my job responsibilities	33	45.83%
Cost	12	16.67%
The focus of the content is not helpful	10	13.89%
I don't feel that I fit in	7	9.72%
People are not welcoming	5	6.94%
I don't know anyone	4	5.56%
I have perceived a bias that makes me uncomfortable	1	1.39%

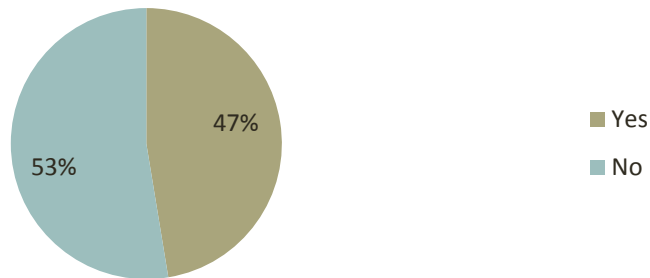
Do you regularly attend the ICMA conference?



Barriers to attending ICMA Conference		
Factor	# Responses	% Respondents
Cost	84	67.74%
Time away from my job responsibilities	32	25.81%
The focus of the content is not helpful	5	4.03%
I don't feel that I fit in	2	1.61%
I have perceived a bias that makes me uncomfortable	1	0.81%
I don't know anyone	0	0.00%
People are not welcoming	0	0.00%

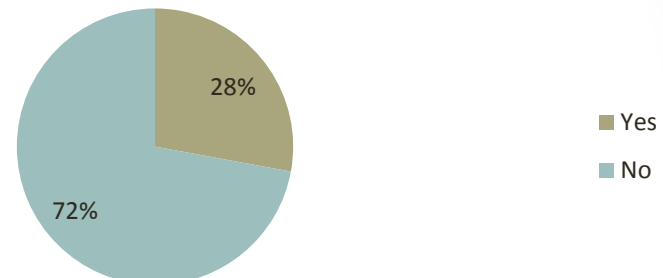
Information related to conference participation:

Have you spoken at a state conference?



Barriers to Speaking at State Conference		
Factor	% Respondents	# Respondents
I don't know how to be considered	45.0%	59
I do not feel qualified	28.2%	37
Time away from my job responsibilities	26.0%	34
I do not feel welcome	7.6%	10
I don't believe my perspective would be shared	6.1%	8
I submitted a topic, but it was not selected	3.8%	5
Cost	2.3%	3
I volunteered, but was not selected	2.3%	3

Have you spoken at an ICMA conference?



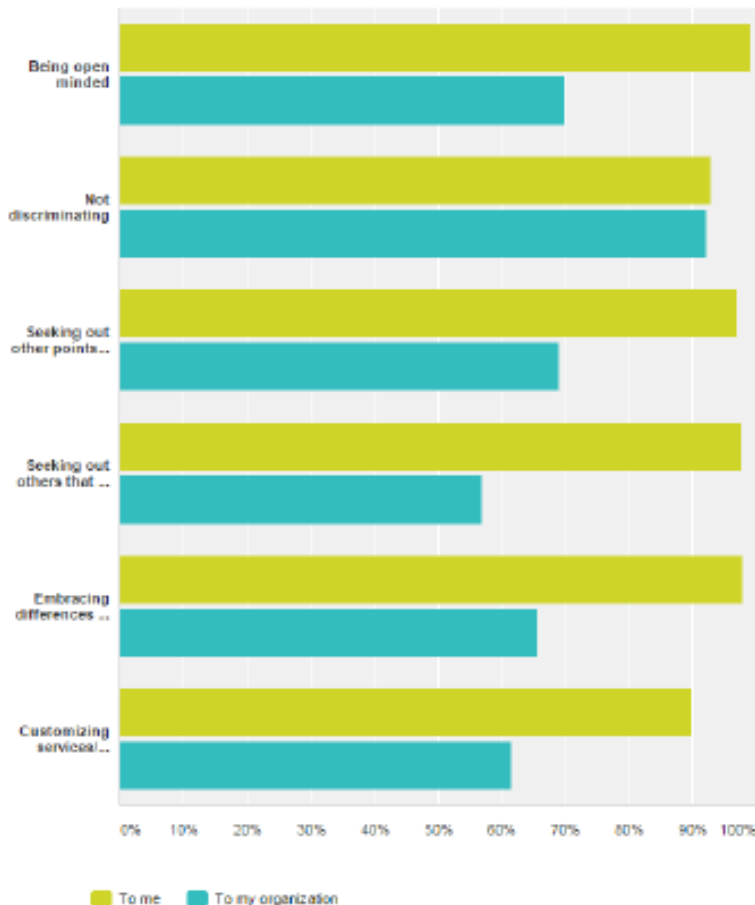
Barriers to Speaking at ICMA Conference		
Factor	% Respondents	# Respondents
I don't know how to be considered	41.30%	76
I do not feel qualified	29.35%	54
Time away from my job responsibilities	27.17%	50
Cost	15.22%	28
I don't believe my perspective would be shared	7.07%	13
I do not feel welcome	6.52%	12
I submitted a topic, but it was not selected	5.98%	11
I volunteered, but was not selected	4.35%	8

RESULTS THAT COULD INFORM DISCUSSION RE: EQUIP MANAGERS TO INCREASE EQUITY AND INCLUSION IN ORGANIZATIONS

Personal and Organizational views on equity and inclusivity

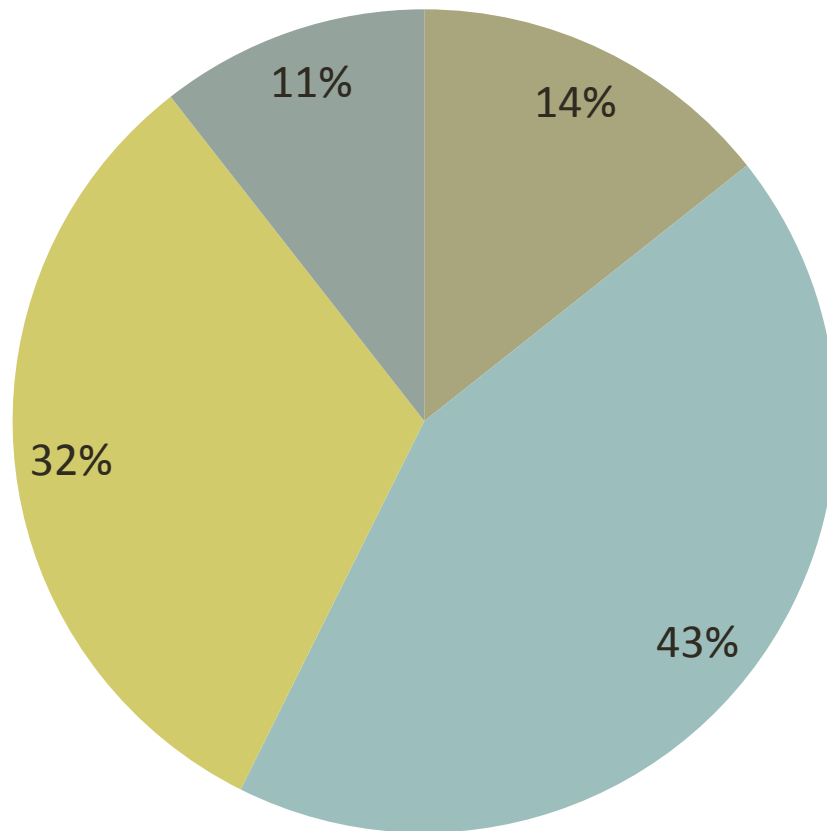
What does being equitable and inclusive mean to you and to your organization?

Answered: 263 Skipped: 98



	To me	To my organization	Total Respondents
Being open minded	99.19% 244	69.92% 172	248
Not discriminating	92.97% 238	92.19% 236	258
Seeking out other points of view	97.80% 228	69.10% 181	253
Seeking out others that are different from you	97.74% 218	57.01% 128	221
Embracing differences in individuals	97.94% 238	65.84% 160	243
Customizing services/policies to meet specific needs of underrepresented populations	90.80% 162	61.67% 111	180

Current Local Government Efforts re: Diversity/ Inclusiveness



- My local government has not begun to work on the issue of equity and inclusion.
- My local government has taken a few beginning steps.
- My local government has made significant progress.

Current Use of Diversity and Inclusion Strategies

Top 5 Strategies- Respondents report in use or planned implementation

Strategy	Response #
Formal policies related to discrimination, diversity, equity or inclusion	221
Local government staff training or programs to discuss and raise awareness about diversity and inclusiveness in your city and or county	145
Personal Goals/ Expectations to diversity, equity or inclusion	134
Executive/ Senior Management training related to inclusion and equity including topics such as cultural competency or institutional or structural bias	126
Community Celebrations to diversity, equity or inclusion	112

Lowest 5 Strategies- Respondents report in use or planned

Strategy	Response #
Governing body training related to inclusion and equity including topics such as cultural competency or institutional or structural bias	60
Organizational celebrations related to diversity, equity or inclusion	61
Citizen board/ commission to advance to diversity, equity or inclusion	74
Community training or programs to discuss and raise awareness about diversity and inclusiveness in your city and/or county	77
Programs to increase diversity of local government workforce	102

Service Delivery or Policy Priorities

Top 3 Responses Yes, No, Don't Understand for the question, Are the following service delivery or policy priorities in your organization?

Top 3: Yes	# Yes Response	Top 3: No	# No Response	Top 3: Don't Understand	# Response
EEO	232	Performance metrics re: equity in service	193	Reducing request-reliant service systems	34
Fair Housing	175	Implementation of an equity tool	194	Universal/inclusive design	22
Increasing diversity in local govt employees	164	Immigration	186	Implementation of an equity tool	19

Responses: What kind of assistance would be most valuable from ICMA, your state association, or other organization in making your local government more successful in its efforts to be equitable and inclusive? (Select only one.) (241 Responses)

