



## LEADERSHIP INSTITUTE ON RACE, EQUITY, AND INCLUSION

As an ICMA thought leader committed to creating and supporting thriving communities, we hope you will apply to become a member of the ICMA Leadership Institute on Race, Equity, and Inclusion sponsored by ICMA, the Kettering Foundation, and the National Civic League.

The creation of this Leadership Institute supports the ICMA Executive Board's [statement regarding systemic racism](#) and the [six action steps announced in June 2020](#). Among other steps, the Board specifically, committed to *engage our members and partners in a process of listening to understand what our profession needs in order to deliver on the work of our mission and vision through the lens of equity and inclusion*.

### Institute Purpose

- To explore the barriers to and identify how to start and continue community conversations about race, equity, and inclusion.
- To create a cohort of managers who will actively participate in an ongoing conversation, share challenges and successes in increasing equity and inclusion in local government and addressing racial issues.
- Participants will be representative of the diversity within ICMA and will be at the Manager, assistant, or deputy level to create work that will benefit the most senior of ICMA members and thus have the greatest impact on communities. *Some exceptions may apply.*
- Meeting frequency and method will be determined by those participating in the Institute and the sponsoring entities. The cohort will meet no less than five times per year in conjunction with the Kettering Foundation Research Weeks.

**Each session will be 2-3 hours.** For the time being, meetings will be held virtually. However, the orientation for the cohort class will be held in-person at this year's ICMA Annual Conference on the day before (Friday) the Conference begins. Those selected to participate in the program will be required to attend this orientation session. *Some exceptions may be considered.*

**General Information** (Please complete all fields.)

First Name

Last Name

Title

Organization

Phone

Cell Phone

E-mail

Date of Birth

Are you an ICMA member?  Yes  No

*"The fierce urgency of now," as Dr. Martin Luther King Jr. stated, is long overdue. We are the ones who can forge real change in our own communities. As our cities, towns, and counties rebuild from the pandemic, we can create a new foundation that replaces white supremacy and racism with an aggressive respect for human rights.*

**How did you hear about the ICMA | Kettering| NCL Leadership Institute on Race, Equity, and Inclusion?**

- ICMA E-mail
- ICMA Website
- Other, please specify \_\_\_\_\_

**What is the highest level of education that you have achieved?**

- High School
- Some College
- Associate degree
- Bachelor's Degree
- Master's Degree
- JD/PhD/MD
- Other Advanced Graduate Degree

**How do you describe your gender identity?**

- Male
- Female
- Non-Binary/3rd Gender
- Other \_\_\_\_\_
- Prefer not to answer

**Do you identify as LGBTQ+?**

- Yes       No

**How do you describe your racial or ethnic identity?**

- |   |   |
|---|---|
| <input type="checkbox"/> African American or Black  | <input type="checkbox"/> Multiracial or Biracial                    |
| <input type="checkbox"/> American Indian or Alaska Native<br>or Indigenous or First Nations | <input type="checkbox"/> Native Hawaiian or Pacific Islander        |
| <input type="checkbox"/> Arab or Middle Eastern   | <input type="checkbox"/> White or Caucasian or<br>European American |
| <input type="checkbox"/> Asian or Asian American  | <input type="checkbox"/> Prefer not to answer                       |
| <input type="checkbox"/> Hispanic or Latina or Latino                                       | <input type="checkbox"/> Other _____                                |

**Please indicate your military status**

- Not a Veteran  
 Veteran  
 Current Member of U.S. Military  
 Member of a Military family  
 Prefer not to answer

**How do you describe your religion, spiritual practice, or existential worldview?**

- |                                    |  |   |
|------------------------------------|--|---|
| <input type="checkbox"/> Agnostic  | <input type="checkbox"/> Jewish                      | <input type="checkbox"/> Taoist                 |
| <input type="checkbox"/> Animist   | <input type="checkbox"/> Muslim                      | <input type="checkbox"/> Unitarian Universalist |
| <input type="checkbox"/> Atheist   | <input type="checkbox"/> Pagan                       | <input type="checkbox"/> Wiccan                 |
| <input type="checkbox"/> Baha'i    | <input type="checkbox"/> Pantheist                   | <input type="checkbox"/> No response            |
| <input type="checkbox"/> Buddhist  | <input type="checkbox"/> Polytheist                  | <input type="checkbox"/> Prefer not to answer   |
| <input type="checkbox"/> Christian | <input type="checkbox"/> Secular                     | <input type="checkbox"/> Other _____            |
| <input type="checkbox"/> Hindu     | <input type="checkbox"/> Sikh                        |   |
| <input type="checkbox"/> Humanist  | <input type="checkbox"/> Spiritual but not religious |   |

**Do you have any physical challenges that require accessibility accommodation?**

- Yes       No

If yes, please describe: \_\_\_\_\_

The application process is highly competitive. Therefore, responses to the following questions along with the capstone description will be key factors in who will be selected to participate. Please limit your responses to no more than 250 words per question. The selection committee will evaluate applications based on an applicant's experience to foster equity and inclusion in their organization in addition to any efforts undertaken in their communities to supplement their efforts.

**Please respond to the following questions.**

1. What do you hope to learn through your participation in the Institute?

2. What do you struggle with in the areas of race, equity, and inclusion?

3. Have you developed a race, equity, and inclusion engagement strategy?  
If so, please describe. What results have you experienced?

4. Has your organization made a commitment to Racial Equity? If so, please explain.

## Capstone Project

The Leadership Institute requires participants to design and begin implementation of a capstone project, with the goal of moving needle on equity and inclusion, in their organization and/or community. This can be an entirely new initiative or a refinement of an existing one. Participants are only limited by their creativity.

At this stage, you do not need to have a capstone plan, and your initial designs will likely change as you are exposed to new people and ideas during your work with the Institute. However, as you think about what you want to accomplish as it relates to addressing race, equity, and inclusion, what do you imagine your capstone might entail or include?

In other words, during your time with the Institute, what kinds of problems in your community are you interested in solving? Or what sort of causes might you seek to advance? And how will being a Leadership Institute fellow help you to eventually execute on your goals in a way you feel you are not currently equipped? (Maximum 350 words)

Submit your application to: [speakup@icma.org](mailto:speakup@icma.org), subject line: Leadership Institute

## **Non-discrimination statement**

ICMA, the Kettering Foundation and the National Civic League does not discriminate on the basis of gender, race, religion, national origin, citizenship or naturalization status, political affiliation, sexual orientation, disability, income or economic status, marital or family status, or any other legally protected class or affiliation.

Mutual respect, humility, responsibility, dedication, and full participation are key to the success of the cohort and to the Institute.

Mutual respect exists when people value the input and participation of others as if it were their own. Honesty is an integral part of mutual respect. Mutual respect applies to interactions with the cohort members, faculty, the mentors, and any person who attends Institute meetings.

Humility requires participants to look beyond their or others' mistakes and focus on the larger goal at hand. Integrity and honor allow every person to perform at his or her best and to feel equal with and respected by others.

Responsibility is the ability of a person to fulfill commitments or obligations to the Institute, his or her mentor, or affiliated organizations. If a participant promises or volunteers to do something, it is vital that this person follow through on his or her commitment. Dedication requires that each participant pledge enough time to the Institute so that one benefits from and contributes to the Institute.