

TCMA Allies Committee Minutes
January 7, 2022, 1:30 p.m.
Virtual

Members present: Chair Noel Bernal, City Manager, Brownsville; Vice Chair Debbie Maynor; James Childers, City Manager, Flower Mound; Vicki Chiavetta, Deputy City Manager, Coppel; Lea Davila, City Manager, Friona; Karen Daly, Mountain Plains Regional Director, ICMA; Micah Grau, Deputy City Manager, Buda; Paulette Hartman, Deputy City Manager, North Richland Hills; Jennifer May, Assistant City Manager, Sugar Land; Lauren Middleton-Pratt, Assistant City Manager, Buda; Brian Moran, Assistant to the City Manager, Baytown; Elvenn Richardson, President, EJAR STAR & Associates, Inc.; Michelle Rivera, Assistant City Manager, McAllen; Trent Slovak, Director of Engineering, K Friese and Associates; Isaac Turner, Interim City Manager, Hutto; Rebecca Vice, Assistant City Manager, Allen

TML staff: Kim Pendergraft

Noel Bernal called the meeting to order at 1:35 p.m. and thanked everyone for attending.

Each region provided the status of regional DEI work sessions.

- Region 1: February pending confirmation
- Region 2: Unknown
- Region 3: February/March
- Region 4: Pending
- Region 5: March
- Region 6: January 14, 2022
- Region 7: Spring
- Region 8: Unknown
- Region 9: Noel and Debbie will contact
- Region 10: Spring

The Committee discussed ideas for the 2022 TCMA Annual Conference education session. Ideas included a panel on how cities have implemented DEI training in their organizations, how DEI looks like in TCMA, and inviting a professional speaker. **Paulette will meet with the subcommittee to finalize the session. Lauren Middleton-Pratt will also join the discussion.**

Subcommittee Reports

Recruitment and Outreach. James Childers reported that he and Lauren Middleton-Pratt have a contact at Prairie View A&M and had the opportunity to visit with students. **James will follow up for a second visit and continue to reach out to other HBCUs.**

Professional Development. Paulette Hartman reported she will moderate a panel at the William “King” Cole 2. James Childers, Lea Davila, and Erin Rinehart will serve as panelists.

Organizational Culture/Structures. Brian Moran will serve as chair. Trent Slovak will also serve on the subcommittee. Karen Daly reported how she led the effort for new and first time members to feel welcome at the 2021 TCMA Annual Conference.

The Committee discussed next steps. Noel will request feedback from the Committee for a one-day diversity event. **TML staff will provide an estimated cost. Staff will also provide updated DEI statistics.** Noel would like to consider creating a diversity dashboard on the website. Micah Grau suggested having a brainstorming discussion on next steps for the committee.

Paulette, Karen, and Lauren reported there will be a podcast airing this month on women leading in local government.

The meeting adjourned at 2:25 p.m.