

**Texas City Management Association
2022-2023 TCMA Allies Committee**

Purpose: *Developed with the idea of making recommendations on policies, practices and strategies to identify and eliminate disparities in the public administration arena.*

Vision: *We are passionate about creating an inclusive organization that promotes and values diversity. We are committed to individual and organizational efforts to build respect, dignity, fairness, caring, equality and self-esteem. We believe diversity drives innovation. We are building a culture where difference is valued. Equality isn't just the right thing to do; it is the smart thing to do. Together, we can continue to build an inclusive culture that encourages, supports and celebrates the diverse voices of our members which connect us closer to the citizens and communities we serve.*

Mission: *Intentionally recruit, develop, and retain young professionals, women, African- Americans, Hispanics, and other underrepresented populations.*

Objectives:

- *Create an atmosphere for a comfortable conversation on equity and inclusion.*
- *Increase student, young professional, women, African-American, and Hispanic TCMA membership by 10%*
- *Conduct an equity workshop to educate our membership on the value of equity, diversity and inclusion for city managers.*
- *Support women leadership initiatives in the public administration arena.*
- *Target historically black colleges and others with significant underrepresented populations for careers in local government.*
- *Encourage appointed officials to recruit underrepresented populations for careers in public administration.*
- *Monitor the progress in achieving equity goals.*
- *Develop operational plan with metrics to complete the goals of the Equity Task Force*

RANK	NAME	TITLE	CITY
Chair	Elena Quintanilla	City Manager	Town of Ransom Canyon
Vice Chair	Debbie Maynor	Principal	
Region 1	Leander Davila	City Manager	City of Friona
Region 2	Elena Quintanilla	City Manager	Town of Ransom Canyon
Region 3	Emily Crawford	City Manager	City of Brownwood
Region 4	Victoria Chiavetta	Deputy City Manager	City of Coppell
Region 5	Position Vacant		
Region 6	Jennifer May	Deputy City Manager	City of Sugar Land
Region 7	Micah Grau	City Manager	City of Buda
Region 8	Monique Vernon	City Manager	City of Kirby
Region 9	Kevin Carruth		
Region 10	Michelle Rivera	Assistant City Manager	City of McAllen
Committee Member	Mayra Cantu	Strategic Support Manager	City of Georgetown
Committee Member	James Childers	Town Manager	Town of Flower Mound
Committee Member	Karen Daly	Mountain Plains Regional Director	
Committee Member	Jerry Ducay	City Manager	City of Colleyville
Committee Member	Andrew Fortune	Dir of Policy & Government Relations	City of Plano
Committee Member	Paulette Hartman	Deputy City Manager	City of North Richland Hills
Committee Member	Matthew Hitt	Deputy Emergency Management Coordinator	
Committee Member	Sheyi Ipaye	City Manager	City of Willis
Committee Member	Lindsay Koskiniemi	Assistant Director of Development Services	City of Angleton
Committee Member	Lauren Middleton-Pratt	Assistant City Manager	City of Buda
Committee Member	Brian Moran	Assistant to the City Manager	City of Baytown
Committee Member	Elvonn J. A. Richardson	President/Strategic Relationship Manager	
Committee Member	Isaac Turner	Interim City Manager	City of Hutto