

## **Minutes of the TCMA Board Meeting of May 3, 2022**

In attendance (Via Zoom): Tim Ellis, Kim Foster, Jay Evans, Greg McClain, David Smoak, Tracy Baker

Discussion regarding the official position of TCMA on the ICMA diversity, equity, and inclusion effort.

Motion by Baker, second by Foster, all voting aye, to approve the attached letter to ICMA President Troy Brown dated May 4, 2022 on the official TCMA position.



May 4, 2022  
President Troy Brown  
International City/County Management Association

Dear Troy:

I hope this letter finds you and the members of the International City/County Managers Association (ICMA) Board of Directors are doing well.

This letter has been written on behalf of the Tennessee City Management Association (TCMA) Board of Directors and its membership, as it relates to ICMA's work on diversity, equity, and inclusion (DEI) and systemic racism. As you are aware, there was discussion on this matter during the recently held ICMA Southeast Regional Conference in Atlanta, Georgia, and later the TCMA Board of Directors had a follow up discussion during its April 5th Board meeting. This response has been prepared for the ICMA Board to have, as a part of the record, as the official position of the TCMA Board of Directors.

The Tennessee City Management Association agrees that there must be conversations in reference to equity and inclusion, for the fact it is a matter of significant importance in our nation. We further agree that the Executive Board's statement on systemic racism is adequate.

However, the TCMA Board of Directors does wholeheartedly feel that the focus that ICMA has given the subject matter of DEI and systemic racism over the past two years has reached the level of almost compulsiveness. It seems that almost all communications from the association have been geared solely in the direction of this subject matter.

To summarize the TCMA's position:

1. TCMA supports and commends ICMA's position on DEI and Systemic Racism.
2. TCMA strongly encourages that there be a more balanced approach in the work of ICMA. This will assure that ICMA is not used as a platform for social issues and prevents any decline in support for ICMA and the city management profession.
3. TCMA strongly encourages the ICMA to take steps to assure that all matters facing our profession are addressed with the same robustness as what has been done for DEI and Systemic Racism.

TCMA applauds ICMA's desire to seek input on this matter and truly hope that this open dialogue will remedy concerns that have been identified.

Thank you for the opportunity to provide input on this important discussion.

Tim Ellis, President  
Tennessee City Management Association