ICMA | coaching program

INTERNATIONAL CITY/COUNTY MANAGEMENT ASSOCIATION
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Encouraging Inclusive Communities

Wednesday, June 12
12:30 - 2:00 pm ET / 9:30 am - 11:00 pm PT
Registration is FREE - Advance registration is required.

Local governments can play an important role in creating and enhancing inclusive communities. Learn from three leaders who have successfully guided initiatives to make their organizations and communities more inclusive. This session includes insights and practical steps applicable to agencies large and small, across the country. Invite your team to explore what's possible in your community.

Webinar Topics:

1. How are local governments encouraging inclusive communities?
2. What are effective ways to engage diverse segments of the community?
3. What innovations are local government applying to be inclusive internally and externally?

Presenters:

Bridget Wachtel, Village Manager, Flossmoor, IL
Maria Hurtado, Assistant City Manager, Hayward, CA
Preeti Shridhar, Deputy Public Affairs Administrator, Renton, WA

Audience: all persons in or interested in local government careers

Meets Practice 2. Community Engagement, 3. Equity and Inclusion, 8. Policy Facilitation and Implementation

Post-Webinar Discussion Questions:

Many agencies organize groups to participate in the webinars (live or recorded) and discuss the topics among themselves after the webinars. Some are summarizing their discussions and distributing them to managers throughout their organizations. Here are some discussion starters for this session.

a. Where would our community benefit from greater inclusiveness?
b. What initiatives would we like to consider to make our agency more responsive?
c. What resources can we tap to help us succeed?

Biographical Sketches of Presenters

Bridget Wachtel, Village Manager, Flossmoor, IL



Bridget Wachtel has served as the Village Manager of the Village of Flossmoor, Illinois since 2004. The Village of Flossmoor, population 9,464, is an affluent non-home rule suburb located south of Chicago providing the full array of local government services. Bridget oversees an energetic organization of 57 fulltime employees with an annual budget of $26 million. In her tenure with the Village of Flossmoor, she has been challenged with issues of financial stability, succession planning, and infrastructure rehabilitation as well as stimulating economic development in a bedroom community. She and her management team are credited with not only sustaining services while planning for long term capital improvements but also receiving an upgrade in the community's bond rating to AA+ in a recessionary environment.

In 2017, the Village Board adopted a new Strategic Plan identifying diversity and communication as one of five strategic priorities. Specifically, the team has been charged with pursuing activities to maintain Flossmoor's diversity, promote inclusiveness, and build communications, understanding and unity among residents across neighborhoods and throughout the community.

Prior to her current appointment, she served as the Assistant Village Administrator for the Village of Morton Grove, Illinois for four years with previous administration experience in the Villages of Glencoe and Northbrook, Illinois. Bridget has a Master's in Public Administration from Northern Illinois University and a Bachelor of Science in Geography from Carthage College in Kenosha, Wisconsin. Over the course of her career, Bridget has served on and led various boards including intergovernmental boards, chambers and professional associations as well as the NIU MPA Board of Advisors. In addition to her career, she is a busy mother and an avid runner completing several half marathons since 2010. Bridget was raised in Homewood and Flossmoor and is proud to have returned to her hometown to work and raise her family.

Bridget, her husband Kevin and their four children reside in Flossmoor.

Maria Hurtado, Assistant City Manager, Hayward, CA



Ms. Hurtado has worked in local government for 20 years and began her professional career in the non-profit sector. In November 2016, Ms. Hurtado was appointed as the Assistant City Manager for the City of Hayward, CA, where she oversees the Departments s of Public Works, Maintenance Services, Utilities, Finance, and Library and Community Services, and is the staff liaison to 3 Council Subcommittees, and supports the City Manager's Office with special projects. Prior to this recent appointment, Ms. Hurtado was the Chief Operating Officer (COO) for the City of Oxnard in southern California, and was responsible for IT, Finance, Human Resources, Cultural and Community Services, and the Public Information Office (PIO), including implementation of 121 recommendations resulting from an organizational assessment.

Ms. Hurtado has had a long tenure in northern California before leaving for Oxnard. Ms. Hurtado was hired in 2006 as the Director of Parks and Community Services for Tracy, CA and was subsequently appointed and held the Assistant City Manager position from 2007 through 2015. As the Assistant City Manager, she oversaw the daily operations of Development Services and Economic Development, Administrative Services, Public Works and Utilities, and 3 divisions in the City Manager's office, including the City Clerk's Office, the Mayor's Community Youth Support Network program/PIO and the Cultural Arts divisions. Ms. Hurtado completed two 6-month Interim City Manager appointments during her tenure as Assistant City Manager in Tracy, where she was responsible for Council and Community Relations, and department operations.

Prior to her work with the City of Tracy, Ms. Hurtado served as Deputy Director of Parks & Neighborhood Services for the City of San Jose, CA, Assistant Director for Parks and Community Services and Assistant Director for Redevelopment and Housing for the City of Watsonville, CA.

Ms. Hurtado came from the non-profit sector prior to moving into local government and worked as the Executive Director of an alcohol and Counseling agency, which included a women's residential treatment facility, drug and alcohol counseling center, and an anti-gang afterschool youth program.

Ms. Hurtado is a Vice President on the ICMA Board of Directors, representing the West Coast Region and is the ICMA Liaison to the Local Government Hispanic Network (LGHN) Board of Directors and a member of Municipal Management Association of Northern California (MMANC). In 2016, Ms. Hurtado served as the ICMA 102nd Conference Planning Committee Co-Chair held in Kansas City. Ms. Hurtado received the MMANC West McClure Outstanding Assistant Award in 2012 and most recently, received the League of California Cities 2018 Assistant City Manager of the year award.

Ms. Hurtado received her Master's in Social Work from San Jose State University and a Bachelor of Arts degree in Sociology from the University of California in Santa Cruz.

Preeti Shridhar, Deputy Public Affairs Administrator, Renton, WA



Preeti Shridhar is the Deputy Public Affairs Administrator for the City of Renton and reports to the Mayor. She oversees intergovernmental relations, working with state and federal elected officials. She also manages the city's public affairs and communications department, is responsible for launching Renton's nationally recognized inclusion program, and more.

Preeti has 26 years of experience working for the public sector. Previously, she was the Communications Director for the Seattle Mayor's Office of Sustainability and Environment. She helped launch Seattle's nationally recognized environmental programs.

She has received national recognition for the programs she manages. These include awards for Renton's Inclusion Program from National League of Cities, United States Conference of Mayors, and International City Managers Association, as well as several communications and environmental awards including an Emmy and a Tully.

Among her proudest achievements are launching Renton's Inclusion Program that has now become a national model; contributing to the national launch of Seattle's Climate Protection Initiative; and organizing the Seattle visit of former vice president Al Gore leading to the production of An Inconvenient Truth.

Preeti has several publications to her name. Her work is recognized internationally, and she has worked on projects in Jordan, several on behalf of USAID. She is very active with Tasveer, an organization committed to engaging and empowering South-Asian women. She has an MBA in marketing and finance from the University of Minnesota, and a bachelor's degree in economics and business. In 2017, she ran for Port Commission and made history by being the only woman of color in the 104-year history of the Port of Seattle to win the primary. She lives with her family in the greater Seattle area and her son is an engineer in Chicago.

Additional Coaching Resources

Career Compass
Monthly Advice Column
Career Compass No. 70
How to Handle a Difficult Conversation with a Direct Report

CoachConnect
One-to-one Coach Matching: Find a coach or sign up to be a coach!

Webinar Archives
Watch more than 80 past Coaching Webinars with downloadable slide decks

Talent Development Resources
Start or Accelerate Your Coaching Journey

Sign up for the complimentary email list

The ICMA Coaching Program provides resources on best practices and career development to local government professionals worldwide. The program uses the knowledge and expertise of experienced managers and leaders to inspire, support, and guide emerging and mid-career professionals.

ICMA State Association Coaching Partners: Alabama, Alaska, California, Colorado, Connecticut, Florida, Georgia, Illinois, Iowa, Kansas, Kentucky, Maine, Maryland, Massachusetts, Michigan, Minnesota, Missouri, Nebraska, New Hampshire, North Carolina, Oklahoma, Oregon, Pennsylvania, South Carolina, Texas, Utah, Virginia, Washington, and Wisconsin.

ICMA Outreach Partners: Canadian Association of Municipal Administrators, Engaging Local Government Leaders, International Network of Asian Public Administrators, International Public Management Association for Human Resources, League of Women in Government, Local Government Hispanic Network, Local Government Management Association of British Columbia, National Association of County Administrators, National Forum for Black Public Administrators, Women Leading Government