

March 3, 2022

Troy Brown
President
International City/County Management Association

Dear President Brown,

The International Network of Asian Public Administrators (I-NAPA) Board of Directors would like to extend our support and gratitude for ICMA's commitment to diversity, equity, and inclusion into the current and future operations.

Programs offered by ICMA such as the Equity Officer Institute and Leadership Institute on Race, Equity, and Inclusion; webinars like *Kickstarting Inclusion* from April 2021; and, various articles included in the PM Magazines such as the recent one entitled *Assistants and Deputies: Diversity, Equity, and Inclusion may be the keys to solving your employee recruitment and retention issues*, published in the January 2022 edition help ICMA members in finding available resources, learning about best practices in the field, and in establishing a sense of camaraderie. All of these (and other) efforts support ICMA's mission towards creating better communities around the world. However, there is still more that ICMA can do to support local government entities in reflecting the diversity of the communities we serve. According to the findings of the 2014-2015 Task Force on Strengthening Inclusiveness in the Profession, only 2 percent of ICMA's full members were of Asian heritage and less than 4 percent of full-time city employees were of Asian heritage. I-NAPA seeks to develop and support excellence in Asian public leaders because we believe diversity among public leaders plays an important role in cultivating a better future for all.

In collaboration with some of the other affiliate organizations, we have released joint statements in support of the Black Lives Matter movement, and in solidarity with Asian communities that have been targeted by racially motivated assaults. As mentioned in these statements, difficult conversations about diversity, equity, and inclusion are important to initiate and have, but as local government leaders, we have a seat at the power table and we have a great moral and ethical responsibility towards our communities, the profession, and the future change makers. We stand in solidarity with you and the ICMA Executive Board and we will continue to support you in making such conversations possible through different ways.

We thank you for supporting I-NAPA and our vision of inspiring inclusion. Please let us know how we can be of assistance.

Sincerely,



Aishwarya Kumar
President-Elect
I-NAPA Board of Directors