



2020 Officers

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Broward County City Managers' Association Position

Statement on Racial Equity and Social Justice

A global reaction to the shooting of Jacob Blake in Kenosha and the killing of George Floyd in Minneapolis resulted in nationwide demonstrations and calls for change. Our members hear these calls and are taking swift action. BCCMA will champion initiatives that support racial equity, inclusion, fairness and social justice. With one unified voice, we join in the International City/County Management's Association's (ICMA) Executive Board condemnation of systemic racism.

We are compelled by our history, and now current events, to look within and face our own thoughts and feelings about an issue that is too often ignored.

We believe in inclusion. We demand that all human beings be treated with respect and all are afforded the same opportunity to live freely and without fear. While it is easy to say systemic racism has no place in our society, it is evident there is more work to do.

Together, we will make a difference.

We are duty-bound as enshrined in our By-Laws to participate as an organization in community problem solving, discussion of issues and other efforts to improve the quality of life for the residents of Broward County and the various communities which we serve. Therefore, we urge our membership in Broward County, and local governments nationwide, to take the following actions:

- Critically examine, assess, and review existing municipalities' policies, practices, and procedures through the lens of racial equity to ensure that both their intent and impact match those outlined in the [ICMA Equity & Inclusion Toolkit](#).
- Confirm that law enforcement recruitment and hiring practices represent and meet the needs of our communities.
- Evaluate nationwide best practice models for citizen review boards for law enforcement agencies and recommend the implementation of the most appropriate solution for each community.
- Dismantle systemic barriers and improve outcomes by establishing standardized training resources for elected officials, appointed officials and municipal employees on the topics of racial equity and implicit bias.

By pledging to take these minimum steps, members of our organization are showing the power behind our promise to do something about these issues.

About Broward County City Managers' Association:

The Broward County City Managers' Association brings together local government professional managers and administrators in Broward County, Florida, to stimulate the highest standards of public service and administration and to promote good fellowship and closer intergovernmental relationships. BCCMA advocates the principles, standards and code of ethics of [the International City Management Association](#), and members are bound and agree to abide by the ICMA Code of Ethics.