

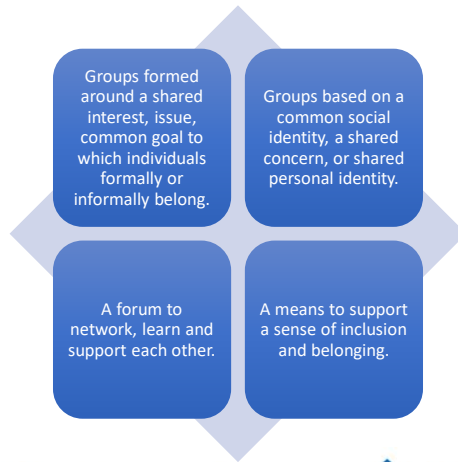
# Finding Your People – A Conversation

AWC Annual Conference 2025



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## Purpose of Finding Your People



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# Ways to Find Your People



AFFINITY GROUPS



EMPLOYEE  
RESOURCE GROUPS  
(ERG'S)



CAUCUSING  
GROUPS



CONSTITUENCY  
GROUPS



DIALOGUE HUBS  
(AWC ANNUAL  
CONFERENCE)



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## A Bite of History



Affinity groups began forming in the 1960's, initially emerging as a response to civil rights movements in the United States

Provided a safe space for underrepresented people to connect and support one another.

Helped each other to navigate challenges they faced.

More recently organizations are recognizing their value in driving innovation and retention.



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## Constituency Groups at NLC

### Focus of NLC Constituency Groups

Host conferences and convenings across the country for municipal leaders to:

- Gather, connect and build meaningful connections
- Learn about issues and projects municipalities are undertaking
- Discover creative solutions to challenges experienced in your communities
- Acquire new tools and resources

### Current Constituency Groups

- Asian Pacific American Municipal Officials (APAMO)
- Hispanic Elected Local Officials (HELO)
- LGBTQ+ Local Officials (LGBTQ+LO)
- National Black Caucus of Elected Officials (NBC-LEO)
- Women in Municipal Government (WIMG)
- Local Indigenous Leaders (LIL)



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## NLC Constituency Group Experience



Ty Stober, Councilmember  
City of Vancouver



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## A Conversation...



- What has been your experience in finding your people?
- What have you learned?
- How might this concept enhance your experience at Annual Conference, in your home city or town, in your community?
- What questions do you have?



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## Dialogue Hubs at Annual Conference

**What they are:** An opportunity to connect with others on the topics that matter to you.

**How to initiate a Dialogue Hub:** Decide who you want to invite, what focus area of discussion, choose a time from the list of suggested options.

**Guidelines for Dialogue Hubs** (adapted from *Open Space Technology* by Harrison Owen):

- Whoever comes is the right people (even if it is only you).
- Whatever happens is the only thing.
- If you are not learning or contributing, find another space.
- Be prepared to be surprised.
- When it's over, it's over.



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