



AMERICAN SOCIETY OF
SAFETY PROFESSIONALS

Repositioning ASSP for Success

Governance Proposal 2021

What Is ASSP Governance?

- The systems and structures that dictate how we operate.
- Helps us set strategy, address risks, make decisions and deliver value to members.
- We must ensure these components are always serving ASSP.
- In 2014, members approved a governance change that focused on delivering top member value with an intent to revisit governance to keep operations and culture strong.



Why Reposition ASSP: An Overview

- Less than 5 percent of associations operate under our form of governance with a House of Delegates, which impedes decision-making and exposes ASSP to legal and financial risks under non-profit law.
- Modernizing governance by having member-elected Board of Directors lead ASSP would create an agility and accountability to meet present challenges.
- Change would create year-round opportunities for member voice to inform and influence Society decisions, giving chapters and other member communities a larger role if desired.
- It's the path ASSP must follow to stay competitive and remain valuable to members. Without this evolution, our future is put at considerable risk.



Task Force

Governance Task Force

- Committed to the Society's greater good, a 12-member task force involving many different ASSP groups studied the issue over several months and confirmed the need for change.
- After considering many options, the task force recommended ASSP evolve governance to create an inclusive member engagement opportunity to bring forward member voice and build a more versatile infrastructure.

Proposed Governance Change

- Align with best management practices of today's nonprofit associations by empowering Board of Directors to fully govern the Society.
- Transition the House of Delegates to a more inclusive and agile at-large advisory group.



At-Large Advisory Group

- What will it look like?
- How will it operate?
- Who will be included?





Advisory Group Membership

- Current delegates transition
 - Representation from current communities at current representation levels
 - Communities can utilize current process to support transition
- Members in Good Standing (at-large)
 - Utilize ASSP Leadership Connection

Outcome: Inform strategy, deliver value, address risk and secure the future of our Society while advancing the OSH profession.

Year-Round Engagement Activities

Virtual meetings

Annual plan of work

- Micro-engagement
- Quick response survey
- Focus groups
- Onboarding / Leadership training

Activities under ASSP's New Business Planning Process.

- Member input, ideas and concerns

Support member communication

Year 1 and 2 Plan of Work (Draft)

1

Select the Oversight Committee (ASSP blind selection)

2

Society Operating Guide

3

Inform Advisory Committee composition

4

Inform ASSP's next strategic plan

5

Inform member value and membership packaging

An Example: Putting Into Practice

Example: Deepening members value packages



Collect research –
Advisory group and
market research



Develop models –
Advisory group to inform
and test



Market testing – Advisory
group focus group,
consumer feedback and
practices



Adjust product and
implementation based on
member feedback and
performance

Oversight Committee

7-9 Advisory Group Members

Blind selection by sub-set of Advisory Group members via Leadership Connection

Three-year term of service (staggered terms year 1 & 2)

Coordinate and facilitate Advisory Group meetings

Track outcomes and hold Advisory Group accountable for deliverables

Produce KPI report (June/December)



Lessons Learned: DEI Task Force



OPEN CALL TO ALL
INTERESTED MEMBERS
VIA LEADERSHIP
CONNECTION



MEMBER RESPONDED TO
QUESTIONS SUPPORTING
IDENTIFIED
COMPETENCIES



BLIND RATING PROCESS
WITH A SCORING RUBRIC



CALIBRATION EXERCISE
BALANCING
STAKEHOLDER
REPRESENTATION



FINAL SLATE WAS
PRESENTED TO THE
BOARD OF DIRECTORS
FOR APPROVAL

Elevating Member Voice

- Year-round opportunities for member voice to inform and influence Society decisions, including micro-engagements.
- Involvement will be considered at-large to create a wider, more inclusive path for engagement and contribution, even though members may still put forward local issues.
- Members retain voting authority on key Society issues.



What We Gain From Change

- Voice of membership more easily heard with increased opportunities to engage.
- Greater diversity of thought improves Society's decisions on range of issues.
- Best practices ensures Board is driven by credible data, market research and year-round counsel from at-large advisory group and other engaged members.
- ASSP's checks and balances grow stronger when Board's authority aligns with legal requirements. Board currently has fiduciary responsibility by law but does not have full control over where funds are invested.
- Society gains ability to swiftly act on market opportunities, implementing programs and solutions much faster than today's process.



We Are Listening



Timing



Process,



Member Voice



Board
Accountability





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Inform Your Vote

- Visit www.assp.org/governance.
- Participate in surveys and polls that will be executed to deepen delegate feedback on the proposal.
- Send questions to governance@assp.org.
- Look for information on the House of Delegates meeting in early 2022 later this year.

