



# Leadership Week Continues

## Committee/BOD Collaboration – Day 2

Ken O'Dell – NCSEA Secretary



# Agenda Day Two

- Update on the ISE Grant Task Group
- Committees Through a DEIB Lens
- Crossover Committee Collaboration Sessions
- Prep for Speed Dating with SEA Leaders
- One-on-Ones with Board Liaisons – Session Two
- Recap & Wrap Up
- Speed dating with the SEA Leaders





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# Update on the ISE Grant Task Group

Brian Petruzzi – NCSEA Treasurer

Andrew Sundal – AI Grant Task Group





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# Priming the Space for Belonging

Shani Dellimore Barrax

Ryan Kersting – NCSEA Past President



# ***Priming the Space for Belonging***

Shani Dellimore Barrax, Aurora Change Agency



# ***Building Capacity Towards Action Series***

## **Module 1: Cultural Humility and the “You” in Unity**

- Introduction to cultural humility, self-reflection, and their role in creating inclusive environments.

## **Module 2: Bias Awareness and Socialization**

- Engagement with biases, how they develop, and how they can be addressed.

## **Module 3: Monocultural and Multicultural Practices and Equity**

- Introduction to the anatomy of a multicultural organization and its role in facilitating inclusion and equity.

## **Module 4: Organizational Culture and Belonging**

- Exploration of the juxtaposition of inclusive leadership, change management, and organizational culture to facilitate belonging.

## **Module 5: Let’s Make a Plan!**

- Examination of and engagement with the 4Ps charts the course for action.

# Today we will...



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...explore active inclusion and belonging, including barriers to and opportunities for maximizing engagement.





## NCSEA Strategic Plan Overview

### NCSEA Vision

Structural engineers are valued for their contributions to safe structures and resilient communities.

### NCSEA Mission

NCSEA, in partnership with its Member Organizations, supports practicing structural engineers to be highly qualified professionals and successful leaders.

### Education and Training

Practicing structural engineers operate effectively in complex and dynamic technical, economic, and social environments

### Perception and Professionalism

#### Advocacy (External Communication)

Practicing structural engineers are recognized by clients, media, policymakers, educators, students, and the public for the value of their contributions to society

#### Collaboration (Internal Communication)

Practicing structural engineers create and sustain a positive, mutually supportive environment for everyone in the profession

### Codes and Standards

Practicing structural engineers exert a positive influence on the development and application of relevant codes and standards

## 2023-24 Strategic Implementation Plan Actions

### Vision Statement:

Structural engineers are valued for their contributions to safe structures and resilient communities.

### Mission Statement:

NCSEA, in partnership with its Member Organizations, supports practicing structural engineers to be highly qualified professionals and successful leaders.

### Pillars:

**Education and Training:** Practicing structural engineers operate effectively in complex and dynamic technical, economic, and social environments

**Advocacy (External Communication):** Practicing structural engineers are recognized by clients, media, policymakers, educators, students, and the public for the value of their contributions to society

**Collaboration (Internal Communication):** Practicing structural engineers create and sustain a positive, mutually supportive environment for everyone in the profession

**Codes and Standards:** Practicing structural engineers exert a positive influence on the development and application of relevant codes and standards

### Actions:

#### Action 1: Content Development

Develop a plan to re-envision current and future educational and technical content.

#### Action 2: Brand & Marketing Campaign

Continue efforts of the Branding & Marketing campaign.

#### Action 3: External Collaboration & Advocacy for the Profession

Continue to advance discussions and initiatives under Joint Leadership efforts of CASE-NCSEA-SEI.

#### Action 4: Internal Collaboration & Communication

Streamline and improve NCSEA-MO, Committee, and MO-MO communications.

#### Action 5: Best Practices

Support efforts to facilitate open, honest, and transparent conversations for the establishment of best practices in the provision of structural engineering services.

#### Action 6: Codes & Standards

Exert a positive influence on the development and application of relevant codes and standards.

#### Board Commitment: Diversity, Equity, and Inclusion within NCSEA

Examine and strive to increase the diversity of individuals involved in NCSEA and SEA leadership positions and committee activities.



# Action Items: 12 – 18 months



## Education and Training

- Provide ongoing DEIB training to staff and committee members
- Member Organizations: identify those within for training and development

## Advocacy (External Communication)

- Identify and pursue inclusive social media strategies
- Encourage diverse group of engaged members to be part of branding images
- Outreach for broader participation via new topics, voices, perspectives

## Collaboration (Internal Communication)

- Use intentionally inclusive language to encourage broader participation with value proposition

## Codes and Standards

- DEIB training to encourage more community-minded codes and standards

# Relevant Considerations



Offer DEIB-related training opportunities for staff and beyond “core” groups

Seek the perspectives of those beyond the “usual” through intentional inclusion

Member organizations engage in more targeted outreach

Communicate the work that has been done already and build upon it (ex. Code of Conduct)

Consider collecting demographic data from members as part of their member profile/membership renewal (with accompanying self-ID campaign explaining why)

# Defining DEIB

*Aurora Change Agency*  
STRATEGIC EQUITY AND INCLUSION

## Diversity

The wide variety of personal and group characteristics (identities) that make one individual or group different from or similar to another.

WHO

## Inclusion

Efforts **resulting in experiences of respect, belonging, and full engagement.** Inclusion can be applied to policies, programs and practices with the aggregate effect of an inclusive **organizational culture and climate.**

WHY

## Equity

**Fair and just** practices and policies ensuring all can thrive by **acknowledging and addressing structural historic and current inequities** that advantage some and disadvantage others. **Assessing and adjusting** policies, programs, and practices to **facilitate fairness.**

HOW

## Belonging

The state of **acceptance and affirmation,** typically accompanied by **psychological safety and authenticity.** A culture of belonging makes those feel valued by **welcoming all dimensions** of their identities, experiences, and perspectives.

WHAT

# Golden vs. Platinum Rule

## Golden Equality



The assumption is that everyone benefits from the same supports. This is equal treatment.



**SAMENESS**

## Platinum Equity



Everyone gets the supports they need (this is the concept of "affirmative action"), thus producing equity.



**FAIRNESS**

## Justice



All 3 can see the game without supports or accommodations because the cause(s) of the inequity was addressed. The systemic barrier has been removed.

**ACCESS & INCLUSION**



# **ALL IS IMPLIED; ACTIVE INCLUSION**

- **Our Mission:**

*NCSEA, in partnership with its Member Organizations (MOs), supports **[ALL]** practicing structural engineers to be highly qualified professionals and successful leaders.*

**Our Vision:**

***[ALL]** Structural Engineers are valued for their contributions to safe structures and resilient communities.*



## ACTIVE Inclusion ⇨

### BELONGING

- Action, verb
- Outreach
- Acknowledges who or what is missing and why
- Acknowledges unspoken barriers and exclusion
- Value proposition





**INVITATION.**

"You can't be  
what you can't  
see."

-Marian Wright  
Edelman

- Can ALL NCSEA MEMBERS see themselves on your committees?
- Once they get there, can they fully engage?
- Will they be the “lonely only?”



POWERFUL PARTNERSHIPS. POWERFUL

# RESULTS.

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# Dimensions of Diversity

## **Primary Dimensions**

- Gender & Gender Identity
- Race
- Age
- Religion
- Sexual orientation
- Ethnicity
- Physical or other ability
- National Origin
- Indigenous Status
- Linguistic heritage
- Appearance

## **Secondary Dimensions**

- Socioeconomic status
- Veteran status
- Education
- Marital status
- Geographic location
- Parental status
- Personality
- Belief systems and values
- Attitudes, habits

## **Tertiary Dimensions**

- Hobbies and interests
- Job or career
- Nonprofit or volunteer involvement
- Political or social cause involvement
- Life experiences (ex. Abuse or illness survivor)
- Talents







## Active Inclusion: Opportunities and Barriers

- Who is **PRESENT** on your committees? Who is **MISSING**?
- How can you **ACTIVELY** seek representation?
- What are the **BARRIERS** to outreach?
- What is the value proposition (offered, perceived, and received)?



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**Shani  
Dellimore  
Barrax**



**Adding  
PROFICIENCY to  
your passion for  
DEIB**



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# Crossover Collaborations

Ken O'Dell – NCSEA Secretary





# Crossover Committee Collaboration

This is a Leadership Event: **EXCLUSIVE, INVITE ONLY, VIP**

**REMINDER:** The Board Liaisons, Chairs, and Vice Chairs of committees outside of the Community will be invited to future Community meeting as observers.

# Crossover Committee Collaboration

## 1<sup>st</sup> Session

**Educating Membership & Profession** – Brian Petruzzi/Kat Ort Ely **Earhart**

**Education**  
**Code Advisory**  
**Resilience**  
**Sustainable Design**  
**SEER**

**Communicating to Membership & Profession** – Ken O’Dell/Al Spada **Lindbergh**

**Communication**  
**Academia-Practice Partnerships**  
**Young Member Support**  
**SE3**  
**Licensure**



# Crossover Committee Collaboration

## 2<sup>nd</sup> Session

**Educating Membership & Profession** – Brian Petruzzi/Kat Ort Ely **Earhart**

**Education**

**Academia-Practice Partnerships**

**Young Member Support**

**SE3**

**Licensure**

**Communicating to Membership & Profession** – Ken O’Dell/Al Spada **Lindbergh**

**Communication**

**Code Advisory**

**Sustainable Design**

**SEER**



# Committee Collaboration

Next steps?





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# Prep for Speed Dating

Ken O'Dell – NCSEA Secretary

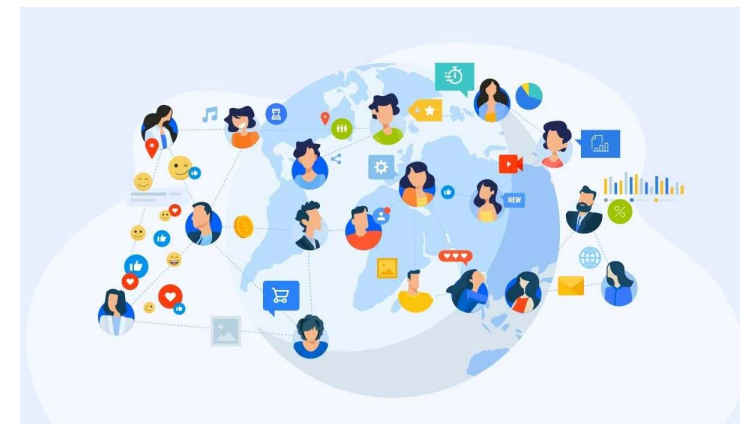
Jami Lorenz – NCSEA Vice President



# Speed Dating – Preparation

Your opportunity to meet with SEA leaders and share about your committee and how their SEA can become part of future activities.

- Committee goals/charges
- Current activities
- Recent successes
- Resources available to SEAs
- Opportunities for SEAs:
  - Participation, collaboration, support
  - Local-national connection
- Committee needs:
  - Members, expertise, topics, etc.





# Speed Dating – Preparation

15 Tables – 6 rotations/15 minutes each

**Lindbergh**  
Academia-Practice Partnerships  
Communications  
Education  
SEER  
SE3  
Licensure  
Young Member Support

**Garden AB**  
Resilience  
Sustainable Design  
CAC - Existing Buildings/General Requirements/Special Inspection/  
Seismic Provisions/Wind Engineering

**Garden C**  
NCSEA BOD/Foundation BOD  
Structure Media BOD  
Business Practices  
ISE Grant Task Group  
We SEE Above & Beyond





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# One-on-Ones Committee Chairs & BOD Liaisons 2nd Session

Ken O'Dell – NCSEA Secretary



# One-on-Ones with ... Committee Chairs and BOD Liaisons

- 2<sup>nd</sup> Session

**Code Advisory** – Ryan Kersting/Leo Baran **Lindbergh**

**Young Member Support** – Jami Lorenz **Earhart**

**Education** – Brian Petruzzi/Kat Ely Ort **Lindbergh**

**Licensure** – Michelle Ryland **Earhart**

**SEER** – Ken O'Dell **Lindbergh**



# Recap

## Community and Crossover Discussions

How was the Committee-BOD collaboration?

How were the Community meetings?

How were the Crossover collaboration meetings?

- Action items
- Next steps



## Committee Chairs ...

Thank you for all that you do!  
We appreciate *you* and *your work* ...

Now ... on to the Leadership Retreat!

