



Minnesota

Committee and Knowledge Community Leadership Orientation

July 2023

**Congratulations and
Thank You**

Quick round of introductions

- Name
- Committee / Knowledge Community
- Leadership Role for June 2023–May 2024

Types of Groups

- Advisory
- Project-Based
- Policy-Focused
- Oversight
- Learning Communities

Policy on Committees

(to be revised to reflect knowledge communities, hybrid approach)

- How AIA Minnesota committees, knowledge communities, and task forces are established and sunset
- How leaders are chosen
- Who can serve on an AIA Minnesota committee or knowledge community

Charters

- Outline purpose, type of group, volunteer and staff roles, etc.
 - Each new committee and knowledge community works with staff to develop a charter
 - Working with existing committees and knowledge communities to develop their charters over the next few years

Diversity Policy - Implementation

- Diversity Task Force Report
- Collaboration with MSP NOMA
- Staff training
- Member training – *Foundations of Intercultural Development and National Intercultural Leadership Program* (discounted)
- Committee on Equity in the Built Environment
- Community of Practice for Culture Change

Mission

Advancing a vital profession, vibrant communities, and architecture that endures

Core Values

Authenticity

Equity

Collaboration

Integrity

Strategic Priorities

These priorities are deeply interrelated, and our approaches will reflect this. Making progress requires attention to how each priority influences and supports the others. Progress also requires living our core value of collaboration within and beyond the AEC industry.

Model the desired culture of the profession and business practices that are sustainable in terms of financial, staff, and volunteer capacity

Build and mentor the profession – from first introduction through every stage of career success, with a priority on expanding access and reflecting the demographics of the broader Minnesota population.

Make architecture accessible, understandable and highly valued – engagement to grow awareness of and appreciation for the process, outcomes, and importance of the profession among the general public and key influencers.

Take immediate, bold action to address climate change – drive wide-scale adoption of sustainable, resilient, and regenerative design solutions for human and ecological health.

Foster equity, belonging, and agency for women, people of color, and other marginalized groups – in the built environment, the profession of architecture, and the state and local chapters of AIA in Minnesota.

Core Leadership Responsibilities

- Intentionality
- Communication
- Facilitation
- Equity, Diversity, Belonging, Agency
- Attention to climate impact of activities
- Volunteer cultivation and engagement

Climate-oriented Leadership

- How does attention to climate change relate to the content of our work? How can these considerations be integrated into our regular conversations?
- How can our committee/knowledge community operate in a manner that minimizes the climate impact of our gatherings and activities?

Facilitative, Equity-oriented Leadership

- Trust and respect lead to culture of candor, authenticity, equity, and collaboration.
- What does it mean to cultivate belonging and agency in the work of our committee / knowledge community?
- What ground rules / commitments can we set for our group meetings to help ensure all are heard? All are engaged? Especially in the context of virtual meetings?
- How can attention to equity, diversity, belonging, and agency be integrated into our conversations and our work?

Strategic Workplan

- Multi-year workplan
- Member research
 - Individual member interviews
 - Member survey
- Alignment with AIA national plan
- Resource constraints will be the biggest challenge

Staff, Volunteer & Financial Resources

- **AIA Minnesota Staff** – Highly skilled and experienced. Stretched thin. Both see and experience not just the whole of the elephant, but need to manage across the whole elephant family.
- **Volunteers** – A “new normal” is setting in regarding how and when members prefer to volunteer their time. Research is thin; your experiences and observations are key to shaping our path forward.
- **Finances** – Still emerging from severe financial impact in 2020. Retained the full staff team, preserved responsible level of reserves. Now navigating a evolving, ambiguous hybrid future. Also face reduced financial support from AIA national as their budget has also been impacted.

Hybrid Future

- What could a hybrid approach look like for committees and knowledge communities?
 - One or two in-person gatherings per year for each group, and all other meetings being virtual
 - New norms, firm support varies, work from home more common
 - Climate impact of travel
 - What is most important to be done in person? How do we cultivate connection, affinity among group members?

Documents on Website

BoardSource article on Principles of Governance

McKinsey article: Lead at Your Best

Running good meetings article

HBR article on virtual meetings

Identify bias in meetings

AIA Minnesota Strategic Workplan

Orientation slides

Committee and Knowledge Community Leadership with email contacts

Antitrust Policy

Policy on Committees

Diversity Policy

Whistleblower Policy

Joint Venture Policy

Donation Acceptance Policy

Questions? Comments? Requests?