



Committee and Knowledge Community Leadership Orientation

June 2025

**Congratulations and
Thank You!**

Quick round of introductions

- Name
- Committee / Knowledge Community
- Leadership Role for June 2025-May 2026

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
- 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
- Volunteer cultivation and engagement
- Reflecting core values (authenticity, equity, collaboration, integrity)
- Attention to climate impact of activities

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 committees and knowledge communities 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 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, and belonging be integrated into our conversations and our work?

Staff, Volunteer & Financial Resources

- **AIA Minnesota Staff** – Highly skilled and experienced. Stretched thin. Present for your group's work, while holding many other responsibilities. Understand the whole.
- **Volunteers** – A “new normal” is setting in regarding how and when members prefer to volunteer their time.
- **Finances** – Pandemic financial impacts were severe. Retained the full staff team, preserved responsible level of reserves and have adjusted to new normal in terms of higher event costs. Recently dealt with significant reductions to financial support from AIA national as their budget has been impacted by the sale of contract documents and the reworking of AIA HQ building.

Hybrid Approach to Committees & KCs

- 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?

Website Overhaul

- A kick-off meeting will be held today.
- All committees and knowledge communities will be engaged - specifically as related to their pages/sections of the website, and potentially more (e.g., Arch in Schools Committee in developing section focused on youth; Emerging Professionals Committee in developing section focused on an EP hub)
- Aiming for January launch. Much of the content development and transfer will take place this fall.

Strategic Workplan

- Multi-year workplan being developed focused on Emerging Professionals and right-sizing AIA MN efforts to our resources (time of staff and volunteers; financial resources)
- Member research
 - 2024-25 member survey
 - New data from AIA national
- Alignment with AIA national strategic plan is required (new plan is in development)
- Resource constraints are and will be the biggest challenge

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

Diversity Policy

Whistleblower Policy

Joint Venture Policy

Donation Acceptance Policy

COMMITTEE AND KNOWLEDGE COMMUNITY LEADERSHIP ORIENTATION

Questions? Comments? Requests?