

May 2019 Virtual Meeting Pre-Meeting Delegate Survey Compilation

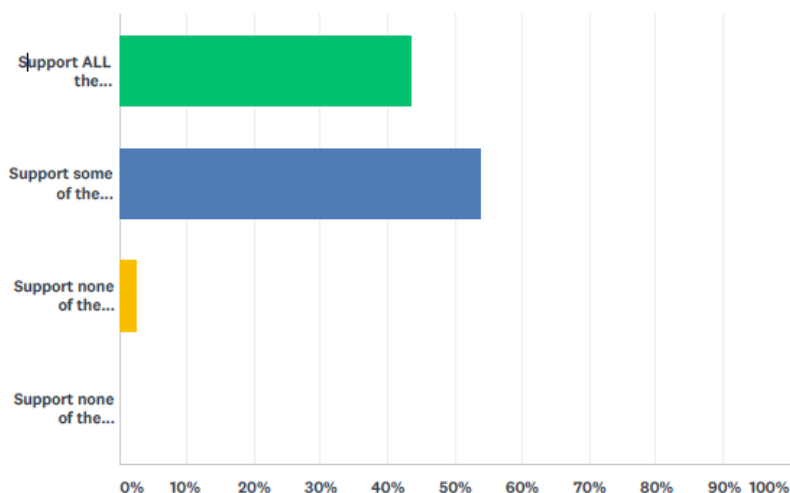
April 2019

This document contains all of the comments received from delegates the last week of April 2019, either from Survey Monkey or on the HOD Platform pertaining to the Evolution Designers Recommendations.

May 6 HOD Virtual Meeting - Evolution Designers Recommendations

Q1 1. After reading the Evolution Designer Report:

Answered: 78 Skipped: 0



ANSWER CHOICES	RESPONSES	
Support ALL the recommendations	43.59%	34
Support some of the recommendations	53.85%	42
Support none of the recommendations	2.56%	2
Support none of the recommendations	0.00%	0
TOTAL		78

Recommendation Issues:

Overall

- I think it should be presented as Phase One so that everyone is clear upfront that tweaks will be necessary as implementation moves forward.
- Many of the STP were on the committee - just saying.

- -What is the evaluation plan, what are the measures of success? It sounds like lots of positive changes, would be nice to see how the effectiveness will be evaluated for continued improvement
- All the proposed changes have to be **FOR REAL** changes if you want the HOD to be more relevant to the average member and to the profession. I admit that I worry a little about this being a great plan that does not actually get executed.
- Support all recommendations. Suggest a good implementation plan with timelines, as the implementation phase is crucial and often where things break down.

Diversity

After receiving feedback with constituents, all agreed with the recommendations except for one. The rationale behind that one agreeing with some of the recommendations was as follows: They didn't think it is adequate enough to hope that raising awareness of diverse members through a compiled list and sending that to leadership will increase representation of underrepresented groups. Just like we are adding additional seats to the HOD for younger members, the constituent thinks we should add more seats for diverse members. Perhaps adding one seat in the HOD for the chair of the Diversity Committee will help.

Consider the diversity desired and how to achieve that diversity. Just adding diverse delegates may not achieve the desired diversity of thought and perspective.

Consider a broad perspective on defining diversity in terms of what types of diversity are necessary and how to achieve diversity. Just having diversity of delegates may not achieve the desired diversity.

Disabilities is an area that is not mentioned related to diversity/inclusion. Also men are not represented in the breakdown of the HOD. Any avenues to increase representation by men.

Concerns were shared about the master's requirement further limiting the diversity of the profession in the future.

Age and ethnicity is noted, but we wonder about gender diversity as I found no mention of this. Perhaps there was discussion about this, otherwise it does seem a huge miss in terms of diversity.

With the goal of increasing diversity, recommend determining how do the numbers of members (by ethnicity -page 9) compare to total Academy membership? To overall US population?

Consider more Delegates at Large for representation - Emerging Leaders (<30y), Young Professional (<35y), Second+ Career (<40y)

I agree with the addition of the at-large delegates diversity efforts. Much needed.

I think diversity training for affiliates may help provide ways for recruitment that we're not thinking of.

I like the ideas. I see that in the FAQ there is an idea that training on diversity may be done at the affiliate level for the nominating committees - I think this is a nice idea and I am wondering if larger membership states like PA that get more than one or two delegates should change their nominating

practices so instead of East, Central, West delegates then PA moves to a system of electing Under 35 Delegate and then rotate east, west, and central through the other two positions? That way the HOD has at least an under 35 year old member from at least a couple states. Just a thought.

I appreciate the fact that the HOD is actively making an effort to diversify the selection of delegates with the addition of younger professionals. I agree that a wide range of ages and backgrounds can cover the best variety of opinions and ideas. It is important to maintain the satisfaction of the Academy members, and I think this proposal does an excellent job of covering many trending topics.

In addition to diversity, consumer mindset largely contributes to many aspects of the success of our profession. In the era of technology and social media, it is important that we are able to successfully compete with outside nutrition information that is accessible to consumers. I find importance in the focus of technology and tailored health care as I believe these are upcoming areas for the Dietetics profession to expand on. It is beneficial that matters such as these are brought to light in national meetings.

There is a focus on increasing diversity and youth. Was this diversity representative on the evolutionary team? Which members of the design team were "youth" (as defined within the document as <30 years of age or <35 years of age). What other diversity groups were included in the design team? If we are designing a process within which this demographic will thrive, they need to be included in the design process.

The one concern one member had was how to promote the profession to help increase overall diversity.

Diversity is a complex topic because it crosses practice areas, age, sex, ethnicity, geographic areas. Is this how the Academy defines diversity – or are there other parameters? Has HOD representation changed over time? The category names have changed (e.g. millennials, gen xers, etc) – but historically has the HOD representation always skewed older because the younger folks are busy establishing careers and families? P. 10 – to consider 'diversity' for table assignments – the breadth of 'diversity' categories (e.g. men/women; age; work location; geography; etc) should be kept in mind.

Have never been clear on the politics of the "at-large" member selection. Am not clear how by just increasing the number of at-large delegated diversity will increase? Having diverse/minority background as a preference criteria might help increasing the "at-large" member's diversity. The MIG route does not seem logical as not all diverse groups have a MIG. It might also cause duplication of representation, i.e. IAAND is the international affiliate and the new Global MIG would basically involve a similar membership.

MIGS

Q9 3b. Do you support the addition of three MIG Delegates-at-Large to increase HOD diversity and inclusion?

Just because a delegate is added from these areas does not mean that it will create diversity. Many MIGs are joined as special interest groups. Please also consider what percentage of the membership they represent when deciding. Affiliate and DPG delegate positions can be held by members of underrepresented groups

The current MIGS do not represent all minorities.

Some members of MIG's simply join to learn more about that MIG and would not offer diversity

Not supportive of MIG representation

I think the constituency of the 3 MIG at large delegates would be dynamic which I believe has pluses and minuses with professional issues.

“Concerns were raised that MIGs may not currently have the infrastructure to support and effectively utilize a delegate” — I don’t think this is a very fair assumption or concern and I hope it doesn’t impact the decision to include MIGs

MIGs especially the new ones that consist of the diverse, underrepresented groups may be small in numbers and finances but they still need to be heard and included. I support them being included with the financial support of other at-large delegates.

Being on HOD may actually help them grow and get their feet off the ground quicker because members interested in joining the MIG will see that they have a platform in the Academy to make change.

MIG’s are a great place to solicit input from a more diverse set of members than we typically see in the HOD.

p. 9 – MIG representation - The very small member categories (less than 3 %) reflect the general population and the Academy membership. While I can support the at large delegate concept for MIG – I think ‘three voting MIG delegates’ is disproportionate to our members and as stated on page 10 – ‘those who bring diversity and inclusion to the HOD are represented by affiliate delegates’ One (1) at large delegate to represent the entire MIG membership seems adequate. However – the representation should be based in membership numbers.

Age

Q7 3a. Do you support the addition of two Delegates-at-Large: Under 35 Years of Age to increase HOD diversity and inclusion? (This will result in a total of three Delegates-at-Large: Under 35 Years of Age)

Why and how is adding an additional delegate under 30 or 35 creating more diversity? It seems that a certain number of years of RD experience could add better diversity. Also, affiliates and DPGs are responsible for following guidelines for electing delegates, people who choose to run are who represent that group. Also, please consider whether any part of this change would be age discrimination.

As in my previous open response, I think there should be more representation than the addition of <35y; this is not enough additional representation. There is also no consideration of diversity (age/experience) which is not being addressed by this change.

prefer years of practice to age; often they overlap anyway

It shouldn’t be based on age, should be based on years as an Rd, age limits new RDs that are in a second career and seeks age Prejudice

Would add by years of experience in profession not age, due to possible legal concerns

I'd like to see representation of both younger clinicians and new clinicians, groups which may or may not overlap. I suggest to reflect new 2nd career RDs an addition or modification to at-large delegate to 1 in practice 5-7 years and over 30/35 years.

I am still struggling with the age requirement for being under 35.

Consider changing the recommendation to include more members under the age of 35. Rather than focusing on age, should we focus on years in practice?

Age focus versus when newly credentialed

I find it interesting that the Evolution Team thought younger delegates were going to solve this. I was 35 when I was elected to the House, I was basically told to "shut up" because I had no experience in House matters. It's the culture that needs to be changed, and this is not fixed by practicing ageism.

Maintain age 30 to obtain feedback from that segment or get rid of "age" criteria and add in place "less than or equal to 3 years of professional experiences. Feel strongly that the young professionals are represented as it is "their future" and their thoughts, ideas and leadership engagement is critical.

I agree that younger RDs/NDTRs need to be included more in the House of Delegates as we carry a different vision and approach to furthering our reach as RDs and NDTRs

The idea of having more participation by younger and more diverse professionals is fantastic.

I think it's a positive step to get younger people involved. If there is a generation gap it's important that the issue is addressed.

Fresh ideas from younger generations and allowing "new blood" to bring new perspectives

Not sure if the age in years vs age in the profession is the best way, but either way gets new ideas.

While it sounds like the academy would like younger (in age, not practice) RDs and DTRs to represent the HOD, aren't the more "seasoned" RDs that have served on their affiliate boards more likely to be in the HOD? In other words, I think it's less likely to have younger RDs because few have gotten their "sea legs" yet in board positions.

I like the term "emerging leader" VS "delegate at large", but it sounds like they only use that in context to the leader award. Are they bumping the age to under 35 VS under 30?

Some concerns about under-35 member voices being heard. Could they be assigned to a mentor?

p 9 – 'under 35' – why two additional at-large delegates? What is this number based on? Is it representative of the membership? Why 3 years professional work experience? Why not 5? The rationale for these limits should be grounded in member data. Does 35/3 years contribute to the quality of deliberations?

Members agree that 35 and under seems right vs. under 30, b/c we are seeing more and more second degree RDNs, or students who changed majors and/or are doing the MS degree right away and the experience is the average "traditional" student finishing the DI is about 25-28 (they take longer than 4 years to do college, then 1-2 years to get matched, then 2 years of MS/DI). Also think the under 35 will help improve diversity (race and gender).

Strategic and Professional Issues

Q5 2b. Do you support discussion of both Strategic and Professional issues during the meeting?

- Support both if needed; but might have two professional issues sometimes and possibly two strategic at other times. Would keep all options open allowing for discussion of both
- How many strategic and professional issues will be discussed yearly?
- Is there a set number due to time constraints of virtual and FNCE HOD meetings. Would there be consideration of adding another virtual HOD meeting annually so more issues can receive attention?
- Will there be a portal that members can access any time year round to specify concerns? (other than the quarterly questions, town hall meetings, discussions at regional/pg events, HOD EML) after requesting and receiving SME input, will non-delegate SME persons be allowed to present at HOD?
- Will SME persons be allowed to recommend themselves or do the HOD members have to recommend them?
- Will AND send out notices to all members on subjects that need SME input?
- How will student scribes be selected to ensure diversity in regions, schools, ethnicity, etc?
- Will any other meetings/lectures be scheduled during the FNCE town hall meeting time?

Hopefully more relevant long term strategic issues will be identified as well as the short term practice issues. Using true design principles require that all ideas are worthy of consideration, not ridicule, and the quantity during brainstorming trumps quality. This is the way to change the culture of a clunky, and argumentative body.

I do like the recommendation for a webinar to inform HOD regarding reports from treasurer, ANDPAC, AND Foundation, ACEND, CDR and NDEP before the in person or virtual HOD meetings. This leaves more time for discussion, deliberations and motions. I'm also glad to see that motions will originate in the HOD again. As a delegate I felt like a consultant at times rather than a representative of my affiliate or group when motions from the HOD floor were eliminated. I'm in favor of increased diversity and leadership opportunities.

Question why the regulatory/educational arms appear to be mainly tasked with identifying strategic issues only, large amount of support for gaining input on strategic/professional issues from the members. Gaining input directly from members may prevent the Academy from getting bogged down in the process that does not lead to timely action. With the diversity of our profession often merits considerable consideration for actions to be effective across a spectrum of practice areas.

Recommendation for development of short, medium and long term goals in the implementation so all of the changes can be realized and the plan gets fully executed.

I think there are places in the document that should be re-thought because of the health care climate in the US and because, as a profession, we need to move forward more quickly to ensure that we provide the nutrition information that people are receiving.

The recommendations seem like a good plan to be more inclusive and involve members, which also bringing more diversity to the group. I like the idea of having Strategic and Professional Issues (and looking at them on separate days in the fall at the meetings).

The Strategic and professional issues portion of this document seems one of the most important, yet this part seems unclear. In my humble opinion, the strategic and professional issues portion should be the first part of the new plan discussed and clearly defined by the new HOD structure.

I like the elimination of mega-issues and transitioning to Prof/Strat issues. But I want to make sure we also emphasize results and outcomes. I like being able to focus on honing in on our constituents issues, but concerned we may have too many balls in the air to be effective. If we can track outcomes and show results, then I think this model can be very effective. I am skeptical if the request for issues from the membership will provide enough responses but I hope I am wrong. It seems to me that the request should go out in a very short email from the delegates to the members, the request can't be buried in other communications from AND or it will be lost.

Designation of Strategic vs Professional Issues: Agree with the delineation of these issues and how strategic issues will be addressed globally and the professional issues will be addressed more locally within the HOD. Makes complete sense. Wondering if the professional issues end up as tactical in terms of supporting what ends up being the strategic issues so in other words much of what you work on locally ends up supporting the global (Strategic) issue. I imagine there will be some nice cross over! Nicely organized.

Key respondents support the separation of issues into Strategic and Professional issues, and the plan to address each in a different way. One consideration is on any issue is to be sure to involve Academy committees who may already be working on the issue, so there is congruence among Academy groups and work is not done in silos. The proposal to have delegates act as liaisons to Academy Committees on an ad hoc basis will help with this.

I like the idea of separating the strategic and practice issues, although there may be logistical challenges managing 3 practice issues simultaneously, especially if one is more complex and has a longer timeline for resolution. Will day two of the fall HOD meeting be longer for discussion/presentation/developing next steps for 3 issues? (from a former delegate)

I like both methods of capturing info. I would suggest Academy first sends out survey and then the delegates follow up 2-4 weeks after as a reminder. If doing both is not an option, I would opt for the survey to come from the delegates (2). Members will feel more responsible to participate when they see it coming from a name that they know and work with.

TERM LIMIT

Q11 4. Do you support the proposed term limits for delegates?

This is a yes, but answer. It is fine for term limits representing the same group but becoming a delegate to represent a different group doesn't seem to warrant someone to sit out for a year bc having been delegate for another group allows one to bring a different perspective the new crop.

I'd love to know how many people hop from one group to the other as delegate.

We currently follow this policy and I don't think it provides enough ability for new candidates to enter the pool.

I support the recommendation with the qualification of what happens if an affiliate or other entity is not able to secure a delegate. Would they lose the position even if the current delegate is willing to stay in the position?

Smaller states don't have a lot of volunteer options for elected positions

The break between term limits should be 2-3 years

Small states need to have repeated elected positions at times.

Strong support for Term Limits and suggest break in service is 3 years instead of 1 year to add ensure more member diversity in the HOD.

I have spent some time in the House as a State Delegate, Practice Group Delegate, and as a part of the House leadership team. Over the years I see the same people running, and rerunning, for election, and the same loud voices in the House and in other leadership roles. I support the term limits and the break between additional services. I think this should also apply to the nominating committee where they move one person from one job to another - you can see how that culture was changed by a write in candidate this year for Academy president.

Agree with the changes, the clarification of term limits optimizes membership representation and expertise.

-I like the idea of term limits and the new creation of positions for the HOD (MIG and Delegates at large under 35)

I wonder if 1 yr. is long enough break to work on the same "10 people in the room" issue.

I understand the need to control years of service -- sometimes which is good, sometimes not because you lose those who understand the "history".

- I like the idea of a break between terms to keep the mix of people of HOD diverse/not the same repeating individuals. Six consecutive years is a long time to serve.

Key respondents in my affiliate supports term limits. However, they would like a consideration that the "break" between terms be 3 years, not 1. For example, it currently lists that a delegate could serve two consecutive terms (6 years total) for an affiliate, take a 1 year break, and then serve terms for a DPG. This does not effectively provide new representation to the DPG.

Longer than one year break (maybe two). Rationale: ensure more turnover in delegates.

The "same ten people" feeling of the house composition is so true. I suggest a 3-5 year cooling period between two terms as delegate. This will reshuffle the participating delegates and the affiliates will have to prepare carder of potential candidates for election as delegates. Fresh delegates would bring new ideas and fresh thoughts to HOD.

I am concerned about the term limits. This might be problematic for some smaller DPGs and MIGs. Would the one year off after two consecutive 3 year terms block anyone interested in running for HLT?

Agree with the term limit idea, which we already do in NJ, think that helps keep it from becoming the same people.

SME

Support for inclusion of related professionals (farmers), etc. to bring a more global perspective of how AND does business. Most important is to see how AND fits into the needs of the current society in our country – in relation to its effectiveness, engagement in the health and welfare needs of our country, impact on those with unmet needs for nutrition knowledge and access, and our standing among other health professionals.

Stakeholders and SMEs that are NOT delegates

MEETINGS

Q3 2a. Do you support the addition of the second virtual meeting during the fiscal year?

- I don't think there is near the discussion that take place in a live meeting as one that is virtual.
- Support additional virtual meetings only if the length of the Spring Mtg is decreased in length
- One day meeting might not be effective. two days meeting, alternating topics between years
- If additional virtual meeting is needed I support, if not needed I do not support
- Does this mean no Spring meeting?
- With consideration to more virtual meetings, timing should be considered so as not to have many "multiple day" or "lengthy" meetings throughout the year. In a virtual environment it is hard to "pay attention." Shorter meetings 2 hours or less should be considered.

For the proposed 2nd day of the HOD Fall meeting, there may be a chance that a delegate would find themselves as a SME on more than one Professional/Practice Issue, and/or more than one issue would be highly relevant to a group they are there to represent, especially delegates representing affiliates, with members in a variety of specialty areas. Effort should be made to avoid overlapping issues so that the delegates can focus on the issues at appropriate times; alternatively, there should be a method for delegates to provide input on more than one of the identified practice issues.

I appreciate the timeline for pre-meeting work as it seems more spread out and will allow the volunteer delegate ample time with work and personal commitments to do a better job than providing backgrounders and other materials within a few weeks of the meeting.

Pre-meeting - HOD EML - The suggestion that small ? teams (taskforce, workgroup??) of delegates will be formed to engage members does not sound realistic to me. What is the rational for a group to approach a member rather than the direct delegate??

Fall meeting - day 2 - A short list of 3-5 topics should be selected by the LT and all delegates will work on all of them. Pending group interest I suspect that the information gather will differ within each group pending their specific interests. Making delegates select a topic of their constituents' interest may leave out numerous topics and over select others. 3. Virtual Meeting - The rational for splitting the spring meeting to 2 separate days rather than, as at present, two consecutive days, is not clarified or justified. My personal experience over the years is that the two consecutive days meeting is effective because of becoming comfortable with the online process, getting familiar with the participants, being able to get a summary of discussions the following day, adjust time table if needed. I would rather suggest alternate

years for strategic and administrative topics discussions. This way the time will be used more effectively and topics' discussions would be completed. If a hot issue comes up that needs disguising and resolution, the first hour or two of the first day can be devoted to it.

COMMUNICATION

On page 11 of the Designers' report, it refers to Twitter parties. Constituents in my affiliate had concern for Twitter parties as these are widely public and true substantive content is impossible in the limited characters Twitter provides.

Communication - this is a big one. I like the idea of Town Hall meetings - most large corporations do these and I have found them beneficial in the past. Never had a problem with PA Delegates updating us on HOD issues you all do a great job but I think with the more continuous meeting process proposed by the task force, our PA membership will have even more timely updates that can be provided. Social Media - I think the Academy needs to do better with Social Media in general - Oh their posts are boring! Eatright pro's instagram platform is awful. The Facebook posts all look the same. No wonder they don't really promote their social media platforms! Gosh if the Academy wants member engagement then they need to step up their social media game so they can help the HOD with communication. Sorry this is my only negative and it's out of your control but I think if you want to use social media for communication then tell the Academy to up their game. I will be honest - I am more likely to respond with an opinion or issue on social media than I am an email. I think many of us use 5-10 minutes of our down time to scroll through social media to see what is happening with our colleagues (and news, etc) and I usually do an instant response when I am doing this if something catches my eye for example - a like, response, a share, etc.... I hate to say email is getting too clunky but it kind of is... I mean a text message sent to me would more likely get answered. The Academy can send me a text and I will answer because it take a lot less effort LOL! I am not lazy just busy! I want to provide my input but in the most streamlined way possible.

I like the use of electronic communication (virtual meeting, webinar, twitter chat, FB live) to keep members engaged- especially younger members that are more tech savvy.

Also like creation of app or web portal for Academy members to send questions to HOD

1.1 Creation of an additional app.....there are so many apps that one can be confused as to what goes where. Better clarification of the existing options to share information and how to reach them and correctly use them would be more effective, I surmise.

While I am not entirely sure of how the HOD works pre- and post-meeting at this point, I am thinking the framework for those time periods proposed by the Evolution Designer Task force appear succinct, promote continued engagement, provide for more structure yet allow for flexibility and take advantage of the use of technology.

MISC

We do not feel reducing the number of delegates from larger states is beneficial. Do not elect HLT on national ballot. HLT should be elected by members of the HOD.

Do not decrease representation from large states like CA. Rationale: A low population state like WY, which has about 50 RD while CA has thousands. SCAN thinks that representation should mirror populations. But we don't to see more than 50 delegates from affiliates because HOD needs to balance

affiliates with DPG and MIG representation. More and more, DPGs and MIGs are a key reason why members join, remain, and become active.

Support for limiting the number of Affiliate Delegates to 2 per state – “Senate Model”. This model will help even the playing field between states and will allow for additional Delegates from MIGs and other unrepresented groups.

Diversity of members - I support the "Senate" structure.

Need further guidance on how the HLT will be represented at the BOD

I think it is great to change the board structure to include board members across the generations.

I like the town hall session at FNCE. Great idea.

Suggest that there be local Town Hall meetings for members preferably affiliate level, possibly regional.

-I also like the additional ways to seek membership input including town hall meetings and EML

High support for Town Hall and all the methods designed to get more member input and engage the members at the grassroots level in the HOD business. Keep the feedback process varied and simple so member engagement is increased.

Town hall meeting = great idea, would attend *make sure Academy members know when & where.

Love the town hall and the open feed. Something similar needed after the HOD virtual meetings and twitter and FB live don't seem the best place to capture and represent member input.

The FNCE townhall as an avenue to interact with less engaged individuals seems a contradiction to me because if they are at FNCE aren't they already engaged? FNCE appears to be the most engaged portion of the profession and although we may reach an audience the geographically might attend when it is closer in regards to location the less engaged seem to be those that never attend a FNCE or professional meetings. There may be value to looking at an avenue to reach those that have registration as an RDN but no membership in the academy. I would rank them as the less engaged.

Specific capture and selection of strategic of strategic & professional issues:

- More member input ... LOVE the Town Hall meeting idea.
- More grassroots involvement ... LOVE SME concept
- More use of technology ... webinars, Zoom meetings, anything to get more people involved ... how about an HOD podcast?
- More different delegates ... LOVE term limits, diversity, inclusion, new POVs
- More streamlining ... do everything that can be done to make process LESS complicated, MORE engaging.

‘Engaged HOD’ is a critical concept addressing both internal HOD *engagement* and external HOD-member *engagement*. The importance of fostering and maintaining frequent 2-way communications with constituents is a beneficial strategy to develop an engaged HOD and membership. Also a way to identify SME's at the grass roots level.

Process – makes sense, however I expected to see more outreach to members included throughout to get their input/feedback/reactions. It should be documented from recent member surveys what Academy members expect from their Delegates and from their professional organization.

I applaud the valuable language used throughout that clarifies that Delegates ‘represent their constituents’. Sometimes delegates forget that – hence the value of a ‘Representing Your Constituents – what this means’ section.

p. 5 – for idea capture (about ¾ down the page) – add ‘practice demographics’ so that sentence reads: “The EDT recommends multiple methods be used to ensure idea capture from all age and practice demographics.”

P 8 – What is ‘authentic communications’? What does this mean to the members?

P 11 – Outcomes – this (to me) is most critical and should have been outlined initially for this work group. How do you know you’ve arrived if you don’t know where you are going? What is the expected outcome for the members of all of the HOD re-design that *advances* the Academy strategic plan? I’m struggling with this aspect of the report – which details processes, but doesn’t provide an understanding of how these processes will advance the Strategic plan. What are the 3-5 measurable strategic plan outcomes expected from the re-design? Should one be an increase in member understanding of the professional value of the HOD. Take a step back and get about 20,000 feet up to develop these outcomes.

Other thoughts to consider – perhaps these were considered during the deliberations:

- How do members view the HOD and its delegates in helping their profession? Baseline data by members is key to inform where/how the HOD can ‘evolve’.
- What outcome data were reviewed re: the HOD and its successes in moving the profession forward? Specifically – what actionable outcomes from recent past mega issue deliberations are currently in play and advancing the profession?
- Accountability – strong concept and should be included for delegates, and for members so that both constituents understand they are mutually responsible for moving the profession forward.

Given the recent issues with communication related to the proposed DPG management system changes, I have to say I am skeptical and would encourage the HOD to push for timeline details, to ask the BOD to provide the HOD with continuous updates to implementation and that the HOD becomes a constant sharer of information with members.

Provide effective training to new and ongoing delegates on effective approaches to request members' participation.