September Advisory Group Meeting
Breakout Room Discussion Summaries
(AI Generated)

1) How does ASSP exemplify our CLEAR values?

The organization exemplifies its values through various channels, including chapter meetings, community events, and networking opportunities. With a membership of 35,000, it fosters a diverse community where professionals from different backgrounds can connect and grow. The Board actively seeks member input to evolve organizational values, and extensive leadership training is provided.

Members engage in volunteer activities with local organizations, enhancing community ties and professional development. The Professional Safety Journal offers timely, accessible information relevant to both safety experts and broader operational leaders. ASSP provides educational resources, including webinars and CEUs, and supports members through scholarships and grants.

Collaboration with other organizations, like AIHA and state associations, enhances the organization's reach and impact. There is a focus on mentorship, diversity, and respect for all members, recognizing them as individuals beyond their professional roles. Standards committees emphasize collaboration and accountability, and communication is crucial for fostering a sense of community.

Overall, ASSP promotes ethical responsibility, professional growth, and the advancement of workplace safety, solidifying its role as a trusted resource in the EHS field.

2) What are the strengths of ASSP?

- **Community Engagement**: Chapters actively participate in community events and volunteer initiatives, fostering local connections.
- **Diversity and Inclusion**: The organization boasts a diverse membership across various industries, enhancing perspectives and networking opportunities.
- **Established Reputation**: With a long-standing presence, ASSP is recognized for its best practices in safety, and other organizations look to it for guidance.
- **Partnership Building**: Strong relationships with entities like AGC demonstrate respect and collaboration in disseminating information.
- **Accountability Framework and Ongoing Discussions**: Defined accountability measures at the national level, supported by financial guidance and tools, enhance organizational integrity. The organization prioritizes accountability, as seen in its conference themes and virtual meetings, encouraging open dialogue on important topics.
- **Welcoming Environment**: Local chapters create an inclusive atmosphere for new members, promoting networking and professional growth.
- **Resource Availability**: Access to technical writing documents, forums, and mentorship programs facilitates engagement and skill development.

- **Excellence in Membership**: A member-driven focus on excellence, technical expertise, and consistent messaging supports career development and fosters competition among students in the EHS field.

3) **What are the challenges ASSP faces?**

- **Engagement and Participation**: There's a need to share more information and create opportunities for smaller volunteer roles to encourage participation.
- **Maintaining Excellence**: The large size of ASSP can dilute focus, as efforts to standardize activities may hinder groups from achieving local goals. Additionally, catering to a wide range of experience levels makes it difficult to provide relevant content.
- **Innovation and Technology**: There are challenges in maintaining an innovative and user-friendly website, and in keeping pace with competing safety organizations to retain members.
- **Outreach and Awareness**: Many potential members remain unaware of ASSP, highlighting the need for improved outreach and better leveraging of mentorship and partnerships with other organizations.
- **Volunteer Involvement**: Post-COVID, it's challenging to engage new volunteers, requiring a strategy to break down tasks and simplify participation.
- **Cultural Sensitivity**: Navigating a politically divisive climate while acknowledging cultural differences is crucial for maintaining respect and inclusivity.
- **Leadership Development**: Strengthening leadership skills is necessary for better accountability, and there's a lack of financial resources to support this.
- **Communication**: Members struggle with receiving important information, as emails can get lost. There's a need for updated communication methods, potentially leveraging technology.
- **Consistency and Accountability**: Ensuring consistent accountability across all levels of the organization is vital, alongside developing new leaders who can uphold these standards.
- **Metrics and Evaluation**: There is a lack of clear metrics regarding member engagement and expectations, indicating a need for more structured evaluation processes.

4) **What are the areas of improvement?**

- **Support for Struggling Chapters**: Provide ideas and resources for revitalizing chapters, such as site tours and presentations on relevant topics. Foster connections with thriving groups for inspiration.
- **Leadership Development**: Offer more leadership development opportunities, particularly for early career professionals, and leverage live virtual training meetings.
- **Grants and Scholarships**: Update the ASSP Foundation's grant and scholarship processes to be more responsive and reflective of inflation.
- **Website and Technology Enhancements**: Revamp the ASSP website to update content, improve user experience, and simplify the registration process. Ensure the CEU claiming process is more accessible.
- **Diversity, Equity, and Inclusion (DEI)**: Increase visibility and awareness of the DEI committee and its initiatives.

- **Member Engagement**: Enhance communication about membership benefits, focusing on advocacy and networking advantages. Improve efforts to attract young professionals through schools and internships.
- **Communication Improvements**: Clearly communicate member expectations and deadlines, along with easy access to necessary documents.
- **Mentorship Programs**: Strengthen mentorship opportunities for new and early career members to encourage leadership roles.
- **Accountability Measures**: Increase auditing and verification processes for leadership training and submissions, ensuring accountability for meeting requirements.
- **Community and Forums**: Improve the usability of community pages and forums to facilitate information sharing and engagement.

Overall, focusing on these areas will help enhance member experience and strengthen the organization's effectiveness.

5) Other topic/question that your breakout room discussed

- **Communication Channels**: Utilizing platforms like LinkedIn and ROC events to enhance communication and information sharing between groups.
- **Committee Accountability**: Exploring strategies for holding committee members accountable and encouraging new members to become active participants.
- **Mentorship Programs**: Emphasizing the importance of effective mentoring for new members to transition into leadership roles at the local level. Some chapters face challenges with long-standing members occupying positions, which may not always align with the best candidates for those roles.

Overall, the focus was on improving communication, accountability, and mentorship to foster engagement and leadership development within the organization.