



Objectives

- Engage the chapters in IRWA governance changes contemplated to meet the evolving needs of the Association.
- The previous effort to reexamine IRWA governance may have been perceived as directed from the top down. This was not and has not been the intention.
- Provide a summary to explain how IRWA has arrived at this moment.

Overview and History

- IRWA started the Governance Project in 2015. Its scope started with an initial question to examine international bylaws, and then broadened in response to Advisory Council recommendations made at Nashville in 2016. The Advisory Council raised the following issues:
 - Examine impact of globalization. Current international chapters in Australia, South Africa, Nigeria and Saudi Arabia are disparate and do not have a region. IRWA also has at-large memberships in China, Germany, Georgia, Thailand, Namibia, Netherlands, Uganda, UAE and UK.
 - Examine whether IRWA is getting the best utilization of its leadership assets: IEC, Advisory Council, Industry Committees and Communities of Practice.
 - Examine ways to improve governance's inclusiveness.
- IRWA response to these recommendations included hiring consultant Tecker International in January 2017, which led the Governance Project effort for the next 18 months. Tecker Int'l reached the milestone of delivering three governance structure recommendations at the Edmonton conference in June 2018. These recommendations were met with noticeable opposition.
- IEC voted in September 2018 to pause the IRWA Governance Project and postpone the Board of Directors vote that had been scheduled for June in Portland. It voted to form a Governance Task Force and gave it the task to carefully evaluate the current status of IRWA governance, its challenges and opportunities, and to present a recommendation to the Association. It is also tasked the GTF to do this with greater transparency.

The GTF Plan

- Representation: One member from each of the 10 Regions, IEC as ex-officio and Staff Liaison.
- General Plan:
 - Review history.
 - Agree to Terms of Reference.
 - Identify GTF goals.
 - Identify timeline to complete goals.
 - Identify stakeholders, groups and committees to be consulted.
 - Develop communication plan.
 - Review issues raised to date and develop list of issues to be addressed.
 - Develop recommendations.

GTF Accomplishments to Date

- Reviewed written historical summaries, and received detailed input from Mary Ann Marr, who witnessed much of the development and progression of the Governance Project.
- Agreed to Terms of Reference. See attachment.

- Agreed to post minutes and supporting materials on the public page of GTF Member Network.

Purpose of Outreach

- **Provide information to** chapters from the GTF meetings.
- **Receive input from** chapters to bring to the GTF meetings.

Questions to the Membership

- How should IRWA respond to changes from globalization?
 - For example, do you want to see IRWA return its focus to North America, focus strongly on international growth, or develop a governance structure which accomplishes both?
- How can IRWA better utilize its leadership assets?
 - For example, do you want to see the International Executive Committee or the Advisory Council (comprised of past International Officers) focus on other areas? Do you want to see the Industry Committees or Communities of Practice work differently with membership?
- How can IRWA improving governance's inclusiveness?
 - For example, we currently interact at Chapter meetings and seminars, through semi-annual region forums and annually at the International Education Conference. Do you want IRWA to develop different ways to interact professionally?
- What are other issues?