Get involved and help us lead the way

ASSP Leadership
ASSP Strategic Priorities

- Member Community
- Education
- Standards
- Value of the Profession
### Connecting to the ASSP Mission

<table>
<thead>
<tr>
<th>Task Oriented</th>
<th>Local Chapter</th>
<th>Regional Leadership</th>
<th>Practice Specialty/Common Interest Group</th>
<th>Society Committees</th>
<th>Board of Directors</th>
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</thead>
</table>
| • Content Contributor  
• Speaker at Event | • Chapter Executive Committee  
• Chapter Officer  
• Section/Student Section Leadership | • Regional Vice President  
• Area Director  
• Regional Operating Committee Leadership | • Administrator/Assistant Administrator  
• Advisory Committee | • Finance  
• Nominations & Elections  
• Professional Conduct | • Executive Committee  
• President, President – Elect, Senior Vice President, VP of Finance  
• Director-At-Large  
• Public Director |

|------------------------------------|---------------------------------|---------------------------------|--------------------------|------------------------------------------|-------------|
| • Vice President, Professional Development  
• Editorial Review Board  
• PDC Planning  
• Technical Publications Advisory | • Vice President, Practices & Standards  
• Standards Development | • Vice President, Professional Affairs  
• Governmental Affairs  
• Technical & Professional Recognition  
• Risk Assessment | • Vice President, Region Affairs  
• Chapter Operations  
• Future Safety Leaders Conference  
• Leadership Conference  
• Membership Development  
• Education & Training | • Vice President, Academic Affairs and Research  
• Educational Standards  
• Research | • Foundation Finance  
• Golf Committee  
• Next Generation Board  
• Research Committee  
• Scholarship Committee  
• Trustees |
ASSP Leaders

69% Male  31% Female

Ethnicity

- African American
- Asian
- Caucasian
- Hispanic
- Native American
- Other

ASSP Leaders

- Communities
- Board/Council
- Committees
- Standards
- Foundation

Average Age – 47
Average Years of Membership – 12
Value of the Leader

Value to the Leader
Develop New Skills
Leadership Development
Career Progression
Influence Change
Make a Difference
Give Back to the Community

Value to the Organization
Reinforce commitment to and carry the ASSP mission
Contribute diverse perspectives & skill sets
Generate interest in the organization
Mentoring of Future Leaders
A more diverse leadership team will be better at building an organization that appeals to a more diverse audience.

Diversity and inclusion are not the same thing.

Without inclusion, diversity is not sustainable.
Influencing Change

- Inclusive Leaders – Ensure that team members speak up and are heard
- Authenticity – Appreciate differences in people
- Sponsorship – Elevate visibility for high potential leaders
- Clear paths – Share opportunities, recognize barriers
Inclusive Leaders

- Ensure that team members speak up and are heard
- Make it safe to propose new ideas
- Empower team members to make decisions
- Take advice and implement feedback
- Give actionable feedback
- Share credit for team
The desire to fit in is a strong driver of human behavior. We expend energy downplaying certain aspects of our personality, identity, or experience so that we might better fit in.

- What do you cover up?
- What do you play down?
- What do you do to fit in?
- What do you keep to yourself?
Sponsorship

• A higher level leader who elevates and advocates for your advancement

• Critical in driving ambition and engagement

“Diversifying the safety profession is not about meeting quotas. It’s really about safety. We want to create work environments that ensure that all employees are safe. If women — or any other group — don’t have a voice at the table, then their perspectives are lost, along with opportunities to protect the workforce at large.”

— Jennifer McNelly, CEO, ASSP
Clear Paths

Decision to Volunteer
Was asked

Decision to Stay
Meaningful Experience

Decision to Progress
Opportunity to Make a Difference

Decision to involve others
Higher Engagement Level
= More likely to promote
Call to Action

Apply these diversity and inclusion practices in your leadership teams

• Be an inclusive leader
• Appreciate the differences on your teams
• Advocate for high potential leaders and build relationships with senior ASSP leaders
• Understand leadership opportunities within ASSP

The Business Case for Diversity and Inclusion: Everyone Profits

https://www.assp.org/membership/volunteer-leadership/leadership-connection