



Society of Women Engineers FY21 Senate Motion Submission Form

Date:	9/14/2020	Item #: S-2104	Type: Administrative
Title:	Begin Review of Society Mission in FY21		
Description:	Allow the review of the Society Mission to start in FY21 and feed into the next strategic plan's development in FY22*		
Motion Maker:	Stephanie DeCotiis	Second:	Alexis McKittrick

In concert with Senate Motion S-2103, to defer the development of a new Society Strategic Plan from FY21 to FY22, a review of SWE's mission is proposed to start in FY21. This review would be undertaken by the FY21 Senate Annual Strategic Planning sub-team per the Senate procedures. The discussion and recommendations resulting from this review would directly inform the next strategic plan's development in FY22, as SWE's strategic plan (as well as operations, programs, and services) should be tied to our mission.

*Proviso: If motion S-2103 fails and the strategic plan development year is FY21, then this motion is voided because the mission review would automatically start in FY21.

DISCUSSION PRO

When considering the operational and programmatic (e.g. scholarships) recommendations of the FY20 Senate D&I Gender Identity sub-team, the Board of Directors requested that related, potential changes to the Society's mission be considered first, as Society operations and resource allocations should be linked to SWE's mission. This mission review would consider the recommendations made by the FY20 Senate D&I sub-team as well as any other relevant, potential updates the sub-team thinks should be considered. Between Senate sub-team work, SWE Town Hall and listening session feedback, and broader cultural shifts in our membership – just to name a few considerations - there is clearly much that this review might consider, and the Senate does not want to rush the important work of updating our mission by limiting it to a one-year timeframe when the rest of the Strategic Plan will also be under development. This order of operations is proposed to consider updates to the mission statement upstream of further strategic planning and would serve as grounding for any

additional cascading changes from the next Strategic Plan and the corresponding Operational Plans, programs, and services.

DISCUSSION CON

The review of our mission would be performed in FY21 without the consulting services typically utilized during Strategic Planning. If any relevant consulting services are needed as the work progresses and are not available, then this would likely lengthen the schedule to complete the review and would be subject to budget availability.

Due to the timing of this motion as it relates to the results of the FY20 D&I Subteam work, there may be a perception that the mission review could be unduly biased by that group's recommendations.

BUDGET IMPACT

Budget for consulting support of Mission review is not included in the current FY21 budget, nor is budget available for those services due to constraints placed on the Society due to COVID-19.

STAFF RECOMMENDATION

Executive Director & CEO supports this motion.

ACTION ITEMS

1. The FY21 Annual Strategic Planning sub-team will conduct this work and has the flexibility to determine the review schedule, process, and stakeholders upon passage of this motion. If this motion fails, the FY21 Annual Strategic Planning sub-team will proceed with its strategic plan "monitoring year" duties.
2. Any recommendations from the Annual Strategic Planning sub-team (FY21 or future years) regarding changes to the Society's mission would be subject to a vote by both the Senate and the Board of Directors, as both of these bodies must approve any updates to our Strategic Plan.