



MEETING MINUTES EXECUTIVE COMMITTEE

July 29, 2020

Teleconference

A. CALL TO ORDER / ROLL CALL / ESTABLISHMENT OF A QUORUM

Committee Chair Tian Feng called the meeting to order at 10:17 a.m.

Vice Chair Nilza Serrano called the roll.

Three members of the Committee constitute a quorum; there being four members present at the time of roll, a quorum was established.

Committee Members Present

Tian Feng, Chair
Nilza Serrano, Vice Chair
Denise Campos
Sylvia Kwan

Committee Members Absent

No member of the Committee was absent during the entirety of the meeting.

Members of the Public Present

Michael Armstrong, Chief Executive Officer, National Council of Architectural
Registration Boards (NCARB)
Josh Batkin, Vice President, Council Relations, NCARB
Robert Calvani, President, NCARB
Nefertari Carver, Associate Vice President for Volunteer Engagement, Council
Relations, NCARB
Mark Christian, Director of Government Relations, The American Institute of Architects,
California (AIA California)
Alfred Vidaurri, First Vice President/President-elect, NCARB

Staff Present

Laura Zuniga, Executive Officer (EO)
Vickie Mayer, Assistant EO
Kimberly McDaniel, Administration Analyst

DCA Staff Present

Brian Clifford
Mary Kate Cruz Jones
Aubrey Jacobsen
Ryan Perez

B. CHAIR'S PROCEDURAL REMARKS AND COMMITTEE MEMBER INTRODUCTORY COMMENTS

Mr. Feng shared the online process for public members to provide comments during the meeting. There were no public comments at this time.

C. PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

No public comments.

D. REVIEW AND POSSIBLE ACTION ON JANUARY 31, 2019 MEETING MINUTES

- **Denise Campos moved to approve the January 31, 2019 meeting minutes.**

Nilza Serrano seconded the motion

Members Campos, Kwan, Serrano, and Chair Feng voted in favor of the motion. The motion passed 4-0.

E. REVIEW, DISCUSSION AND POSSIBLE ACTION REGARDING THE NATIONAL COUNCIL OF ARCHITECTURAL REGISTRATION BOARDS' (NCARB) COMMITMENT TO DIVERSITY

Laura Zuniga and Mr. Feng introduced the topic as an item from the June Board meeting discussion. Ms. Campos welcomed NCARB to the meeting, expressed interest in discussing how to move more quickly to diversify leadership, and shared that she is looking forward to continued discussion.

Michael Armstrong, NCARB Chief Executive Officer, provided the Committee with an overview of the Council's initiatives and efforts. He began by sharing that the Council is aware of the issue and that members are key to the solution. He expressed that it is up to everyone to diversify the pool of those eligible to serve on the board and that there has been progress such as four of the six regions have women chairs and student and licensure candidate pools have diversified

over the last several years. The question is how does that progress translate to board member appointments? The presenter shared that there is a need to encourage Governors to consider diversity in appointments and term limits to diversify the pipeline.

Mr. Armstrong shared that NCARB is seeing a growing pool of women, Asian, and Latinos serving on state licensing boards, but the same does not hold for African Americans. He added NCARB is trying to reach underrepresented communities and is working with the National Organization of Minority Architects to encourage NCARB volunteering. Additionally, NCARB will convene focus groups with members from underrepresented groups. Anyone serving on a state licensing board is eligible for election to NCARB's Board of Directors. They are also eligible if they are part of regional leadership and no longer serving on a board. There are impediments with the current model.

Robert Calvani, NCARB President, shared that the Diversity Collaborative (DC), is in its second year and is looking at barriers in becoming a leader on NCARB's Board of Directors. The DC will look at the governance of the board and the amount of time to progress on the board.

Alfred Vidaurri, NCARB First Vice President/President-elect has been involved with the Council for 16 years. Mr. Vidaurri shared that those interested in leadership make a five-to-six-year commitment for full board service and work their way up to President. Is this the best model of governance? What are the reasons that keep people from volunteering for those roles?

Mr. Vidaurri shared that the Board of Directors has been talking about diversity, equity, and inclusion for several years including looking at unintended biases in the Architect Registration Examination and studying attrition in the profession on the path to licensure. Additionally, NCARB had plans to conduct a session on equity and diversity in the workplace at the American Institute of Architects conference that was canceled due to COVID-19. Mr. Vidaurri is on a path to become NCARB's first Latino President and is working with the professional group, Latinos in Architecture, to engage its members.

Mr. Feng opened the conversation to others participating in the meeting.

Mr. Armstrong introduced Nefertari Carver, Associate Vice President for Volunteer Engagement on the Council Relations team, and staff liaison for the DC. During this introduction, Mr. Armstrong shared that the diversity discussion and DC needs to be led by members, and that NCARB originally asked for two representatives from each region to start the DC—including members from underrepresented communities.

Ms. Carver shared that the DC has looked at the process to attaining leadership; it can take 8-14 years from first board service to obtaining a leadership position. She expressed that these changes would require amending NCARB's bylaws.

Mr. Feng asked Mr. Calvani if other state licensing boards have raised concern regarding diversity. Mr. Calvani said that they have heard from individual members, but not from a full board except California. Mr. Calvani shared he has been involved with NCARB for 17 years. He advised that President and First Vice President officers require a 50%-time commitment and younger professionals cannot commit. It is an issue that needs to be addressed.

Ms. Kwan suggested that NCARB consider at-large members from younger groups and encourage participation from younger members. Mr. Calvani said the DC is looking at this, and having at-large rather than regional directors, much like the Council of Landscape Architectural Registration Boards (CLARB).

Ms. Serrano shared that she was encouraged by the discussion and will continue to participate in these efforts.

Ms. Campos commented that it is important to discuss the amount of time it takes to get into leadership, and specifically inquired about the path. Mr. Calvani explained that anyone can run from the floor, except for President-elect. An individual may go through regional leadership, but it is not required. The DC is looking at why the Board of Directors has so many members and if they need the current number of officers. Mr. Calvani does feel it is important to have some NCARB experience to serve on the Board.

Mr. Vidaurri shared that last year NCARB celebrated 100 years and it is a good opportunity to revisit the governance model to lead into the second century of service. For example, is there a better model of governance with more emphasis on diversity, equity, and inclusion?

Mr. Armstrong provided historical perspective that regions were not created until the 1960's and the same justifications do not exist today. Mr. Calvani commented that NCARB should continually question its processes.

Ms. Kwan inquired about what elections would look like without regions and Mr. Armstrong provided an example. He also shared that California has an approach where half of its Board members are non-licensees, which may be worth exploring.

Mr. Feng and Ms. Zuniga will bring today's discussion back to the full Board.

F. ADJOURNMENT

The meeting adjourned at 11:37 a.m.