



# Key Questions to Consider when Navigating the Impacts of Regulatory Changes on Conscious Inclusion Programs

The following document is designed to support executive leadership in determining what actions to take as it relates to regulatory/legal changes that may impact your association. By addressing these questions, association leaders can make the necessary adjustments.

## **Organizational Impact**

- What is the impact of the regulation/legal action on the association?
- What is the impact of the regulation/legal action on our members?

## **Internal Resources**

- Do we have legal counsel (in house or outside) to help us navigate the impacts of the regulation/legal challenge?
- What expertise do we have internally that can help the organization make adjustments?
- What resources (financial, coalition, staffing) do you need to successfully navigate/implement changes?
- What is the role of senior staff and board leadership? How will they support the implementation of the changes necessary?

## **Determining Action**

- Will the impact of your proposed action allow you to be compliant with laws/regulations?
- Are there specific programs/awards that need to be reviewed for language, criteria, eligibility, etc.?

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- a) If so, who needs to review the changes? How will they be disseminated to the membership, staff, and other stakeholders?
- How can your association implement its commitment to conscious inclusion in the context of the legal/regulatory changes?
  - Should the association make a statement?
  - How have the changes impacted the association staff? What can the association do to support staff that may have been affected?

### **Ensuring Compliance**

- How can the association make adjustments to be compliant with the law/regulations and remain committed to conscious conclusion?
- Are there specific areas of the association's programs and services that need to be reviewed/adjusted?
- How will the association affirm that it will keep its commitment to conscious inclusion?
- How can the association measure effectiveness in our conscious inclusion initiatives within the current regulatory environment?

### **Other Considerations:**

- Professional societies may want to ask the question, "How do we proactively collaborate with affinity groups in our field?"

### **Action Plan**

- Talk to your legal team in determining how to implement your strategy and to evaluate legal and other risks.
- Talk to your board chair to discuss how you might best have this conversation at the board level.
- Survey members, volunteer leaders and affinity groups on level of transparency in governance processes (recruitment and retention).

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- Conduct gap analysis of governance impact and success measurements (e.g. What do we measure now? What should we measure to provide clarity into our success?).