

## Minute With The Board

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As we reflect back on the AFA Annual Meeting, I would like to first recognize the highlights that came from our time together. It was an honor for us as Board members to listen and facilitate many needed discussions during specially added breakout sessions. We compared notes and compiled a list of the main takeaways from these discussions:

- We need more research in and about the field
- How do we best share the story of fraternity & sorority life?
- More resources are needed including: a primer for advisor education, standardized training for traveling consultants, trial/hearing preparation, an overview of Title IX, tips for supervisors, and pathways to advancement
- How do we best bridge gaps between upper administration, students, headquarters, campus professionals, and traveling consultants?
- Provide more ways to connect with AFA including: keeping and extending office hours, hosting Facebook Live sessions, offering more regional opportunities, and expanding volunteer roles
- What does privilege look like in our profession? How can we have better conversations to identify and educate on privilege?

It is our hope for these questions and comments to drive us forward as we strategically plan on advancing your membership experience and the collective whole of AFA. We recognize change does not happen overnight, but through additional dialogue and reflection, we expect to accomplish great things. Thus, it is of the utmost importance you feel heard, and we encourage you to partake in our monthly Office Hours with members of the Board. This month, please join us tomorrow from 2:00-4:00 p.m. EST or on Monday, December 18 from 11:30 a.m.-1:30 p.m. EST. For login information, click [here](#). If you are unable to attend office hours, please reach out to us with any questions via email.

In addition to educational offerings, the membership also accomplished the following business:

- AFA was reincorporated in the state of Indiana.
- An updated version of AFA's position on hazing was proposed and accepted.
- Resolutions honoring Delta Phi Epsilon Sorority, Sigma Delta Tau Sorority, Pi Beta Phi Fraternity, and outgoing Board members were proposed and accepted.
- The report of the Nominations & Elections committee was given and accepted. We also received a report from the AFA Audit Committee.
- The Core Competencies Work group provided an update and preview of the new iteration of professional core competencies.

Touching on the business meeting, I know many of you who were in attendance came away with mixed emotions, and many of us have used the time since to process the experience and come away with as much meaning as possible. While we have heard incredibly positive things about the educational programs, keynotes, exhibit hall and hotel experience, unfortunately, the outcome of the business meeting left many members unsettled, and it has left somewhat of a cloud on an otherwise positive experience.

So, where do we go from here? In terms of procedure, we have charged the staff with exploring additional options for online voting, both in advance and in real time. We want the membership to feel confident that proper and reasonable steps have been taken to ensure you can have confidence in our voting process. We will be prepared to update you on this within the first several weeks of the new year. Please note, while policy resolutions were presented, they were retracted, and thus there was no vote taken at the business meeting. If a Professional, Affiliate, Graduate, Emeritus, or Past President member would like to submit a proposal, we will help facilitate the ongoing dialogue. How we best do this is also being explored, including utilizing features in our membership database that allow for community discussions.

I want to let you know I truly appreciate every member's thoughts and view points on how to best navigate AFA's future. As a professional association, we must be prepared to work through our problems with the same thoughtfulness and dignity that we would expect from our students, staff and other stakeholders. We know there are challenges, but if we can work together, we can accomplish great things.

Thank you again, and we hope you have a safe and peaceful holiday season.