| How are things today? | What do we need? | How are we making it happen? | Which bylaw change impacts this? |
|---|---|---|---|
| **Communication** | | | |
| Current bylaws lack guidelines on qualified representation, decision-making processes, and conflict resolution. | Effective channels that support clear and open communication, resulting in stronger trust, openness, and transparency | Increase in communication vehicles and frequency (virtual meetings, newsletters, podcast, and various others) | All Proposed Changes |
| **Growth** | | | |
| SHPE requires modernization with the members of today and tomorrow at the center of all decisions. | Managing scalable growth while keeping the feeling of Familia vibrant and thriving | Customer Relationship Management (CRM) modernization<br>Reimagining our core program delivery (i.e. RLDC)<br>Host focus groups and listening sessions | Article 3 Section 3.3<br>Article 6 Members<br>Article 10 Chapters |
| **Infrastructure** | | | |
| Bylaws dictate requirements for members, chapters, regions.<br>Bylaws require members to vote on all changes, no matter how small.<br>Allow for more adaptability in operations to respond to member needs, as well as future challenges and opportunities. | Upgrading structure and support systems to bolster member, chapter, and stakeholder success | Variable Board size of 12-20 people 100% appointed<br>Min 6 appointees must be professional and student members<br>Bylaws will require the creation of policies governing members, chapters, regions<br>Bylaws will require members to vote on any and all changes that affect them<br>Bylaws to allow for the Board to make bylaw changes that do not impact members | Article 7 Board of Directors<br>Article 8 Committees<br>Article 9 CEO<br>Article 9 Section 10 & 11 – move out of bylaws and into policies<br>Article 14 (NEW) Legalese |

SHPE
Leading Hispanics in STEM

| How are things today? | What do we need? | How are we making it happen? | Which bylaw change impacts this? |
|---|---|---|---|
| **Member Service** | | | |
| SHPE currently has pain points that impact regional, chapter and member needs. | Increasing member engagement and support at all levels | Simplify section for "member types" and move definition of member types to policy, which gives organization the flexibility to adjust membership to meet changing needs. | Article 6 Members Article 10 Chapters |
| **Regional Support** | | | |
| 100% volunteer driven No dedicated staff support Regional team is fixed at 4 individuals Elected by popular vote | Evolving the regional leadership roles into dedicated resources that better support the chapters and regions. | Dedicated regional staff support Regional teams are a mix of staff & volunteers Regional team size is flexible Regional teams selected via open, periodic, transparent nomination and selection process | Article 11 Regions |

**PHASE 1 – Voting on Bylaw Changes**

December 29, 2024: Voting Begins

January 18, 2025: Voting Ends

February 1, 2025: Report Results

**PHASE 2 – Co-Design Regional Structures**

Focus groups, listening sessions, town halls

Design regional team roles (staff/volunteer, qualifications, compensation, performance metrics)

Develop transition plans

**PHASE 3 – Implementation**

Current leaders finish their terms

Staffing activities for hiring/appointing new team members

Launch Spring/Summer 2025