



## Transition Report, Approved 10/4/2021

### 2019-2021 Board of Ethics and Credentialing Trustees (BECT)

(for Reference/Use by the 2021-2023 Board of Ethics and Credentialing Trustees)

#### ***Summary of the BECT's Responsibilities:***

Members of the Board of Ethics and Credentialing Trustees (BECT) will be expected to discuss and take appropriate action on issues that fall into the following categories:

- **Certification Programs.** The BECT administers the NAHRO professional certification programs per policies established by the NAHRO Board of Governors, including the activities related to eligibility and the development, administration, and scoring of assessment instruments. For example, periodically, the BECT will renew key certification policies and procedures concerning existing and prospective certifications and work on updating the assessment instruments.
- **NAHRO Code of Professional Conduct.** The BECT has the primary authority and responsibility within NAHRO for enforcing the Code.
- **Ethics Initiatives.** The BECT has the primary responsibility within NAHRO for originating programs and initiatives to foster a high degree of professional ethical awareness and strict adherence to the principles embodied in the CPC.

#### ***Oath of Confidentiality:***

Because of the potential of involvement with and access to sensitive issues and information, all BECT members must sign an Oath of Confidentiality.



**2019-2021 Trustees (served part of or the entire term)**

**Chair:** Mark Thiele, C-PHM, CME, CMVO, NCC

**Vice-Chair:** George Guy

James Bebley

Raymond Bender, PHM, NAHRO-Fellow

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Edward Mayer, CME

Marilyn Medley

Diana Meo

Rick Moore

Bob Peterson

Joan Smith, NCC

Brenda Strom, C-PHM

Lee Talmage



## 2019-2021 BECT Objectives Related to the NAHRO Strategic Plan

NAHRO Strategic Plan Goal	BECT Objective	Outcome
<p><b>B. Strengthen NAHRO's role as the leading resource in developing the professional expertise and credibility of housing and community development practitioners.</b></p>	<p>6. Continue to encourage NAHRO to pursue third-party accreditation of some of NAHRO's Certification Programs.</p>	<p>The Board of Ethics and Credentialing Trustees (BECT) explored and proposed revisions to the BECT By-Laws and presented to the Board of Governors governance changes required to meet accreditation standards. With the Board of Governors approval of the By-Laws revisions, the BECT is continuing the pursuit of independent third-party accreditation of some of NAHRO's Certification Programs, a long standing NAHRO goal.</p>
<p><b>C. Expand NAHRO's reach and improve its effectiveness by building and reinforcing traditional and non-traditional partnerships, both with NAHRO's regions and chapters, and with outside organizations.</b></p>	<p>3. Increase marketing and outreach, integrating with NAHRO's regions and chapters to promote NAHRO's certification programs.</p>	<p>The Board of Ethics and Credentialing Trustees (BECT) is supporting marketing efforts focused on career benefits to NAHRO Certified individuals and organizational benefits of having personnel NAHRO Certified. The BECT has added seven additional certification programs to the 15 existing NAHRO Certifications to better serve the wide needs of the industry.</p>
<p><b>F. Advance diversity, equity and inclusion as crucial to healthy communities.</b></p>	<p>8. Explore the role BECT plays in advancing diversity, equity and inclusion at NAHRO in all the work BECT does, including but not limited to ethics initiatives and NAHRO Certification programs.</p>	<p>The Board of Ethics and Credentialing Trustees (BECT) is examining including Diversity, Equity and Inclusion training as part of the ethics training requirement for all NAHRO Certifications. The BECT is in discussion with NAHRO Professional Development and will include other stakeholders as appropriate.</p>



**ADDITIONAL RECOMMENDATIONS TO THE 2021-2023 TERM BOARD OF ETHICS  
AND CREDENTIALING TRUSTEES**

**Statement Approved by the BECT on 10/4/2021:**

***“The BECT hereby embraces and adopt the concepts of Diversity, Equity and Inclusion. The BECT recommends that the successor BECT endeavor to include DEI concepts in future programming. The BECT may set the ethical tone by requiring each member to participate in the appropriate DEI training. Further the successor BECT shall consider incorporating DEI concepts and training in all future programming, in cooperation with the Professional Development Committee, where appropriate.”***

Respectfully submitted 10/4/2021,

Mark Thiele, Chair, BECT