



NAHRO Board of Ethics and Credentialing Trustees (BECT)
All Trustees Meeting, Thursday, September 16, 2021. 3:00pm Central Time
DRAFT MINUTES VERSION 2

1. Welcome by Mark Thiele, Chair

2. Trustees Present: Chair Mark Thiele, Vice-Chair George Guy, James Bebley, Carol Branham, Ray Bender, Paul Chaiken, Charles Chambers, Bobby Collins Sr., James Cox, Barbara Kauss, Teresa Kinney, Ed Mayer, Marilyn Medley, Diana Meo, Rick Moore, Bob Peterson.

Trustees Not Present: Shannon Biggs, Dorothy Carty-Daniel, Donna Dunwoody, Anthony Goodson Jr., Richard Laferte (excused by Chair), Joan Smith (excused by Chair), Brenda Strom, Lee Talmage.

Staff present: Blake Pavlik, Director of Certification and Accreditation and BECT Secretary.

3. Ray Bender moved to approve meeting minutes for following dates: 10/9/2019, 10/10/2019, 10/24/2019, 4/23/2020, 9/30/2020, 10/22/2020, 5/13/2021. Ed Mayer seconded. Passed by unanimous voice vote.

4. Certification Subcommittee Chair Teresa Kinney presented the subcommittee's recommendation that 6 additional NAHRO Certification Programs be created using NAHRO Professional Development created trainings and exams as requirements: Family Self-Sufficiency (FSS), HCV Homeownership, Fair Housing, Property Management Essentials, Rent Calculation Essentials, Public Housing Assessment System (PHAS). Blake Pavlik noted that NAHRO Professional Development has recently created an exam for the Section 3 and Labor Standards program.
 - a. Discussion included clarification that distinction will need to be made regarding the difference between training-related certifications such as Property Management Essentials and more comprehensive NAHRO Certification programs such as the Certified Manager of Property Operations (CMPO).

 - b. Ray Bender moved to approve the 7 discussed certification programs (Family Self-Sufficiency (FSS), HCV Homeownership, Fair Housing, Property Management Essentials, Rent Calculation Essentials, Public Housing Assessment System (PHAS), Section 3 and Labor Standards). Bobby Collins seconded. Passed by unanimous voice vote.

5. Marketing and Advocacy Subcommittee Chair Bobby Collins presented an update on marketing of NAHRO Certifications including proposed video to be utilized at NAHRO trainings, national, regional and chapter conferences in conjunction with NAHRO Professional Development and other appropriate groups.
 - a. Bobby Collins moved that the BECT encourage the 2021-2023 term BECT to continue working with NAHRO Professional Development and other appropriate groups to create



a professional marketing commercial video and other appropriate materials. George Guy seconded. Passed by unanimous voice vote.

6. Ethical Leadership Subcommittee Chair George Guy updated the Trustees on the Discussion regarding Diversity, Equity and Inclusion training being included as a requirement of NAHRO Certifications.
 - i. Mark Thiele and George Guy noted that as the current term of the BECT is ending, that care be taken to ensure that any action consider to be in the form of a recommendation to allow subsequent Trustees the ability to be included in any change in NAHRO Certification requirements.
 - ii. Also to be included in the recommendation that Trustees participate in a NAHRO ethics training with any updated Diversity, Equity, and Inclusion content in part to fulfill the BECT's portion of the proposed requirement passed by the BECT in 2019 for NAHRO Leadership to complete ethics training (the NAHRO Board of Governors passed in 2019 the recommendation from the BECT for the NAHRO Board of Governors to complete ethics training and completed training in 2020).
 - iii. Discussion on the wording of the recommendation commenced with decision noting specific language would be provided by James Bebley for the BECT to take possible action on by email vote.
 1. 9/20/2021 UPDATE: James Bebley provided the following language on 9/16/2021 which was reviewed by BECT Chair Mark Thiele and Vice-Chair George Guy and will be submitted to the full BECT for email vote: *"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."*
7. Discussion and review ensued of the proposed NAHRO 2019-2021 BECT Transition Report to the 2021-2023 Term Trustees. The final update previously submitted to the NAHRO Strategic Planning Advisory Committee will be revised to include recent actions of the BECT regarding new NAHRO Certification Programs
 - i. The Transition Report will also include the recommendations approved regarding NAHRO Certification marketing commercial video and Diversity, Equity, and Inclusion training requirements.
 - ii. The Transition report will be submitted to the Trustees for an email vote.



- iii.* UPDATE 10/8/2021: 2019-2021 Term BECT Chair Mark Thiele notified the Trustees of the email vote concluded 10/4/2021: *“17 Trustees (out of 23 eligible) voted regarding accepting the proposed language regarding the consideration of including Diversity, Equity and Inclusion Training as a requirement for NAHRO Certifications. All voted Yes/In Favor and the recommendation is included in the Transition Report (attached and at www.nahro.org in the BECT section) from the 2019-2021 Term BECT to the 2021-2023 Term BECT.”*
8. Notification was made that Trustees whose terms are still active or re-appointed will receive information on the initial meetings of the 2021-2023 term BECT. Meetings are scheduled to occur after the National Conference and Exhibition concludes on October 8, 2021.
9. Mark Thiele thanked all the Trustees for their leadership and work during this unprecedented term. He specified special thanks to the subcommittee chairs, Teresa Kinney, Bobby Collins and George Guy.
10. Meeting was adjourned.