Updating the CBP Governance Document
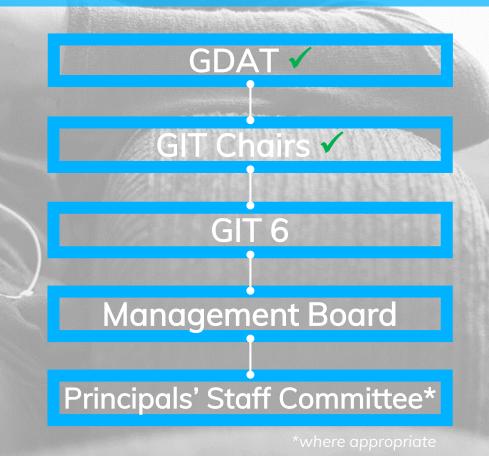
What's the goal today??

To talk about governance!

And to get a near-final version of the document approved to take to Management Board.

Final document (proposed timeline):
September 2018

GIT Chairs
Governance Topics

1. Workgroup Governance

2. Membership Topics
   A. Membership Criteria
   B. "Voting" Member Eligibility
   C. Decision Making
   D. Distribution Lists

3. Conflict(s) of Interest

WHO IS INVOLVED?

GDAT ✔

GIT Chairs ✔

GIT 6

Management Board

Principals' Staff Committee*

*where appropriate

1.
WORKGROUP
GOVERNANCE

What Does the Governance Document Say?

The current Governance Document is silent on workgroup governance.

PROPOSED NEXT STEPS FOR REVISION

Workgroups will follow the same governance structure as their GIT, with the following exceptions:

➜ Workgroup Chairs do not need to be federal or state employees

➜ Non-management level candidates are eligible for Chair

➜ Nominees for Chair approved by GIT (not MB)

➜ Decisions such as changes in programmatic policy, work plans, or management strategies; proposals for allocation of resources; membership criteria; and leadership nominations should be elevated to the appropriate GIT

➜ In cases where a pre-existing external group serves a dual role as a CBP workgroup (e.g. Brook Trout), these CBP workgroup governance guidelines may be modified, and should be determined through collaboration between the workgroup, lead GIT(s), and MB (as appropriate)
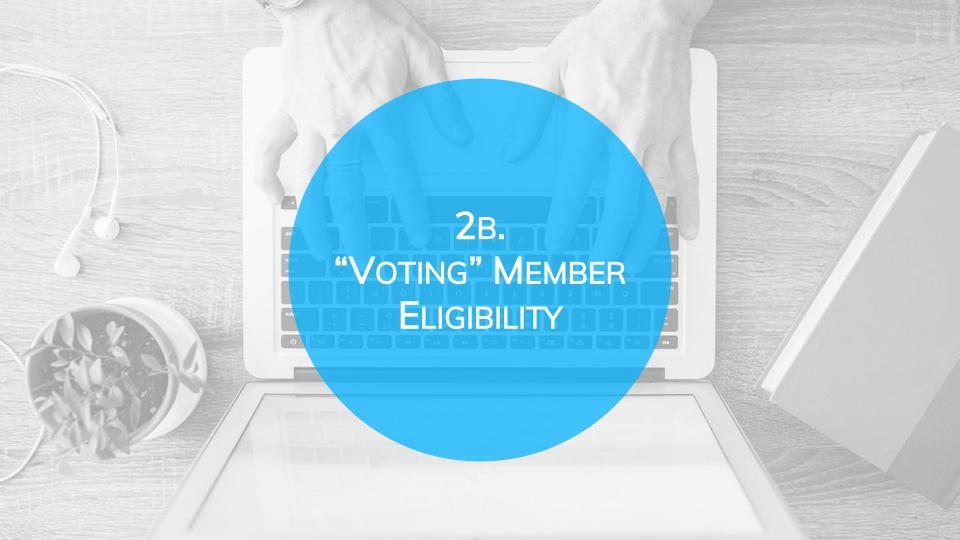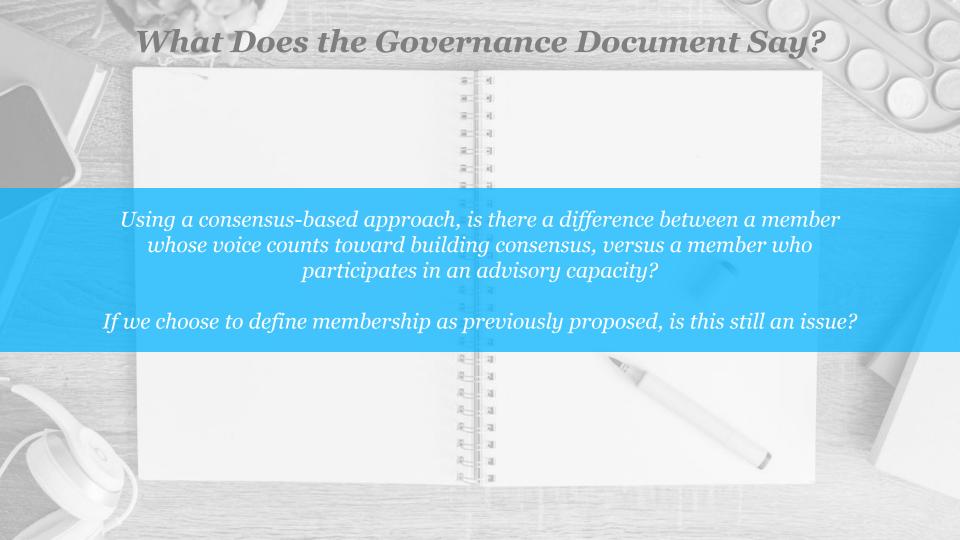
2. MEMBERSHIP TOPICS

2A.
MEMBERSHIP CRITERIA

What Does the Governance Document Say?

"The membership of each GIT is determined by...<u>criteria developed</u> by each GIT and endorsed by the MB...each GIT is advised to consider the following principles:"

- *Broad and inclusive representation*
- *Level of commitment; and*
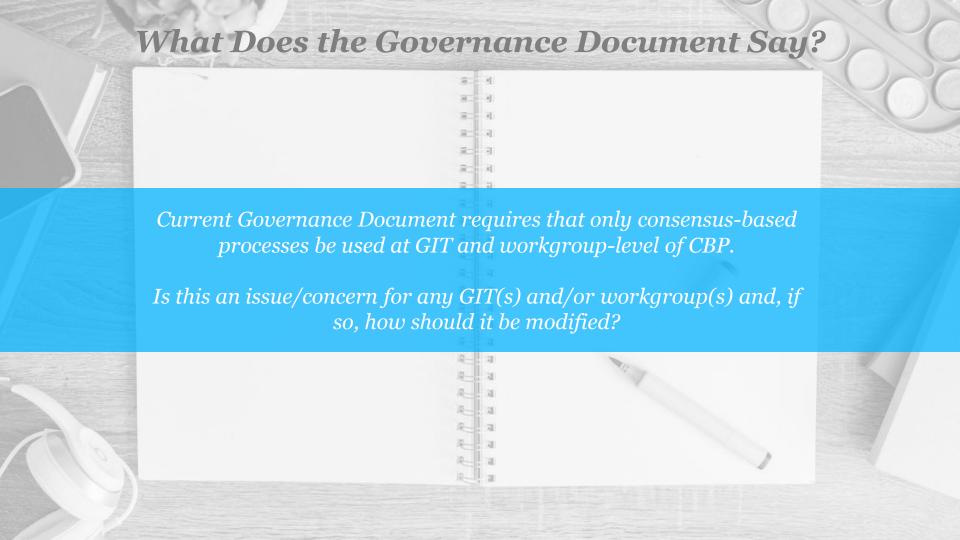- *Skills and perspectives*

PROPOSED NEXT STEPS FOR REVISION

→ Use WQGIT criteria as framework for all GITs/STAR

→ GITs present justification for alternate criteria to GIT 6 and MB for approval

→ GDAT members will create standard template

→ Membership reviewed annually

→ Workgroup criteria same as respective GIT, except:
  1) All signatories need not be members, only those that have signed on to the Outcome*
  2) Advisory committee representation not required

2B.
"Voting" Member
Eligibility

What Does the Governance Document Say?

Using a consensus-based approach, is there a difference between a member whose voice counts toward building consensus, versus a member who participates in an advisory capacity?

If we choose to define membership as previously proposed, is this still an issue?

2c.
Decision Making

What Does the Governance Document Say?

Current Governance Document requires that only consensus-based processes be used at GIT and workgroup-level of CBP.

Is this an issue/concern for any GIT(s) and/or workgroup(s) and, if so, how should it be modified?
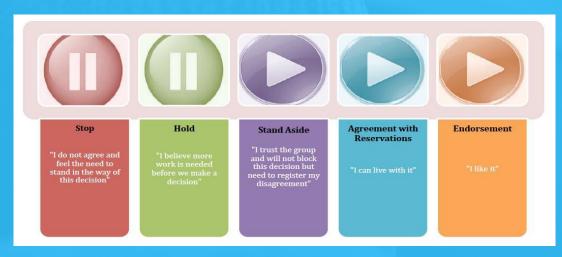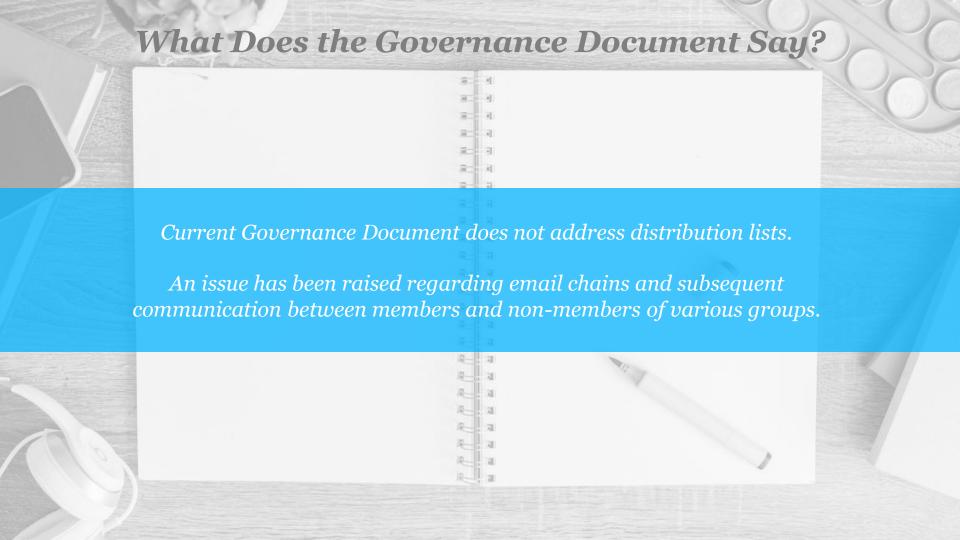
Proposed Next Steps for Revision

➔ GIT Chairs not sure this issue is still pertinent; is more discussion needed?

➔ Decision-making process different for GITs vs. Workgroups?

Stop	Hold	Stand Aside	Agreement with Reservations	Endorsement
"I do not agree and feel the need to stand in the way of this decision"	"I believe more work is needed before we make a decision"	"I trust the group and will not block this decision but need to register my disagreement"	"I can live with it"	"I like it"

2D.
DISTRIBUTION LISTS

What Does the Governance Document Say?

Current Governance Document does not address distribution lists.

An issue has been raised regarding email chains and subsequent communication between members and non-members of various groups.
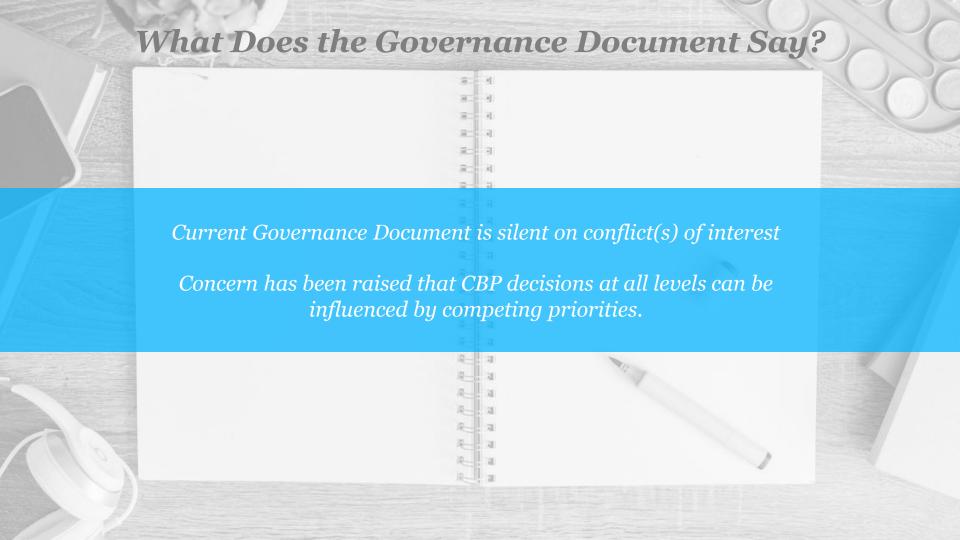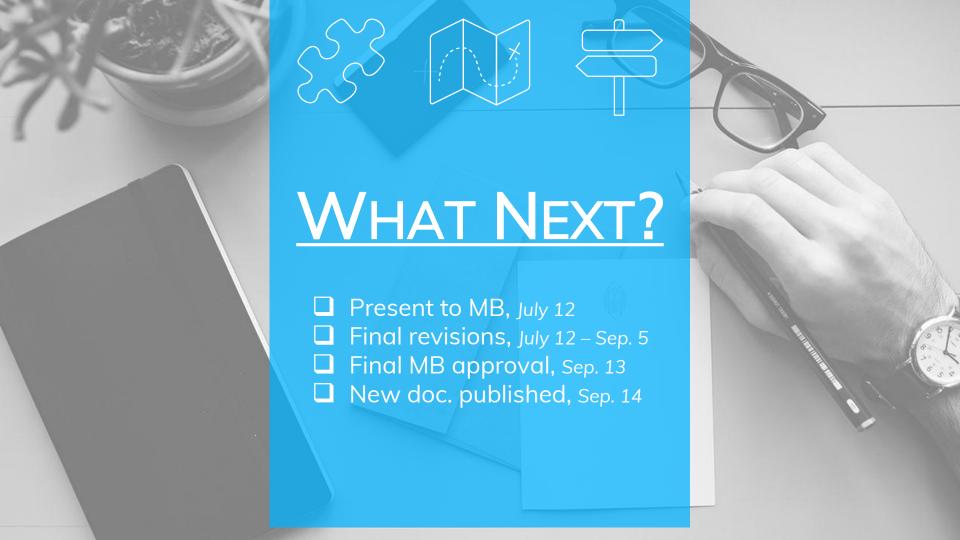
Proposed Next Steps for Revision

➔ Separate email (or other) lists for distribution of information:
- 1. Members
- 2. Members + interested parties (or interested parties only)

➔ Dependent on clearly defined membership for all groups

➔ GDAT recommendation: best addressed by GITs via some guidance, training, or other – not directly in Governance Document
- ○ Ex. Include as part of new staffer onboarding packet

3.
CONFLICT(S) OF INTEREST

What Does the Governance Document Say?

Current Governance Document is silent on conflict(s) of interest

Concern has been raised that CBP decisions at all levels can be influenced by competing priorities.

PROPOSED NEXT STEPS FOR REVISION

➔ Draft language added to revised document

➔ "Ethical Behavior Guidelines"

WHAT NEXT?

- ☐ Present to MB, *July 12*
- ☐ Final revisions, *July 12 – Sep. 5*
- ☐ Final MB approval, *Sep. 13*
- ☐ New doc. published, *Sep. 14*

Thanks!

Any questions?