

Best Practice Standards in Leadership Composition Guide EOY 2020

ADA Councils	# of Racial & Ethnic Diverse Members	# of Women Members	# of New Dentist Members	# of all Dentists Members	% of overall ADA Racial & Ethnic Diverse Member Composition	% of overall ADA Women's Member Composition	% of overall ADA New Dentist Member Composition	# of Allocated Trustee District Reps	# of Total Reps	# of Racial and Ethnic Diverse Reps	# of Women Reps	# of New Dentist Reps	In Standard for Racial and Ethnic Member Composition?	Best Practice Standard Composition of Racial & Ethnic Diverse Reps Needed to Reflect Racial & Ethnic Member Composition	In Standard for Women's Member Composition ?	Best Practice Standard Needed to Reflect Women's Member Composition	In Standard for New Dentist Member Composition ?	Best Practice Standard of New Dentist Reps Needed to Reflect New Dentist Member Composition
ALL ADA COUNCILS	23,613	41,565	37,667	127,360	19%	33%	30%	177	215	39	81	22	Yes	33	Yes	58	No	52
COUNCIL ON ADVOCACY FOR ACCESS AND PREVENTION	23,613	41,565	37,667	127,360	19%	33%	30%	17	18	3	11	1	Yes	3	Yes	6	No	5
AMERICAN DENTAL POLITICAL ACTION COMMITTEE	23,613	41,565	37,667	127,360	19%	33%	30%	17	26	2	7	2	No	3	Yes	6	No	5
COMMITTEE ON ANNUAL MEETINGS	23,613	41,565	37,667	127,360	19%	33%	30%	12	14	0	4	1	No	2	Yes	4	No	4
COUNCIL ON COMMUNICATIONS	23,613	41,565	37,667	127,360	19%	33%	30%	17	18	5	10	3	Yes	3	Yes	6	No	5
COUNCIL ON DENTAL BENEFIT PROGRAMS	23,613	41,565	37,667	127,360	19%	33%	30%	17	18	3	5	1	Yes	3	No	6	No	5
COUNCIL ON DENTAL EDUCATION AND LICENSURE	23,613	41,565	37,667	127,360	19%	33%	30%	8	17	4	7	1	Yes	1	Yes	3	No	2
COUNCIL ON DENTAL PRACTICE	23,613	41,565	37,667	127,360	19%	33%	30%	17	18	4	6	0	Yes	3	Yes	6	No	5
COUNCIL ON ETHICS, BYLAWS AND JUDICIAL AFFAIRS	23,613	41,565	37,667	127,360	19%	33%	30%	17	18	1	9	2	No	3	Yes	6	No	5
COUNCIL ON GOVERNMENT AFFAIRS,	23,613	41,565	37,667	127,360	19%	33%	30%	17	18	2	2	2	No	3	No	6	No	5
COUNCIL ON MEMBERS INSURANCE AND RETIREMENT PROGRAMS	23,613	41,565	37,667	127,360	19%	33%	30%	10	14	1	2	1	No	2	No	3	No	3
COUNCIL ON MEMBERSHIP	23,613	41,565	37,667	127,360	19%	33%	30%	17	18	3	9	6	Yes	3	Yes	6	Yes	5
COUNCIL ON SCIENTIFIC AFFAIRS	23,613	41,565	37,667	127,360	19%	33%	30%	11	18	11	9	2	Yes	2	Yes	4	No	3

% OF REPRESENTATION										22%	46%	12%						
NEW DENTIST COMMITTEE	23,613	41,565	37,667	127,360	19%	33%	30%	17	17	4	5	15	Yes	3	No	6	Yes	5

Data Contained in the Guide
 Membership numbers and percentages contained in the Guide are reflective of ADA's EOY 2020 Membership Market Share and Demographic Reports. The information contained in the Guide provides an at a glance view of the leadership composition within the Association's national Councils, Committee on Annual Meetings and ADPAC. An at a glance look at the New Dentist Committee is included as well. For the purposes of this Guide, National Commissions are not included, as they have a unique independent decision making authority from the Board of Trustees and House of Delegates.

- * Column labeled # of Allocated Trustee District Reps indicates the number of ADA districts that have representation on the Council.
- ** The ADA appoints 9 members on the Council on Dental Education and Licensure including the New Dentist member. The remaining members are selected by AADB and ADEA.
- *** The 2017 House of Delegates adopted Resolution 47H-2017, which adds (1) new dentist member to each ADA council. At the time of appointment, three new dentist members were under the new dentist category but are no longer new dentists.

How to Use the Guide
 The **Best Practices for Leadership Composition Guide** shows the composition of women, new dentists and dentists of racially and ethnically diverse backgrounds for the overall ADA membership, and for the Council, Committee on Annual Meetings, ADPAC and New Dentist Committee representation. Based on best practice leadership standards, which suggest that an organization's leadership should be reflective of its membership composition, a suggested leadership representation standard for each of the three key member compositions is rendered for each Council and the New Dentist Committee. "In Standard" columns show whether the governing body's representation is in alignment with the ADA's overall member composition. **Red** indicates not in standard and **Green** indicates in standard.

A Vision of Progress:
The Current Composition of Membership for the ADA is as follows:
 -Racial and Ethnic Member Composition = 19%
 -Women's Composition = 33%
 -New Dentist Composition = 30%

The Current Composition of ADA District Representation for ADA Councils, Committee on Annual Meetings and ADPAC is as follows:
 -Racial and Ethnic Composition = 22%
 -Women's Composition = 46%
 -New Dentist Composition = 12%

ADA Councils and Committees are currently reflective of its member composition for women dentists and racially and ethnically diverse dentists. An 18% increase in representation of new dentists is needed for the ADA's Councils and Committees representation to align with the overall member composition for these market segments.

The Current Composition of ADA District Representation for the New Dentist Committee is as follows:
 -Racial and Ethnic Composition = 24%
 -Women's Composition = 29%
 -New Dentist Composition = 88%
 ADA's New Dentist Committee is currently reflective of its member composition for women, racial and ethnic dentists and new dentists members.

Recommendation: Best practice leadership standards across a variety of industries, including corporate, healthcare and association industries, suggest that an organization's leadership and governance composition should reflect the varied constituents it serves. Research advises that organizations who have leadership from diverse backgrounds, offering a wide array of perspectives, position themselves as more credible and relevant and are more likely to attract customers or members from broader demographics. As you make your council nominations, please consider this Best Practice information, including gender, racial and ethnic background and age in your council selections. A list of Institute for Diversity in Leadership Alumni and new dentist leaders are included as a resource.