

Best Practice Standards for Leadership Composition Guide (ADA House of Delegates) - EOY 2020

State Dental Organization	Trustee District	#of Racial and Ethnic Diverse Members	# of New Dentist Members	# of Women Members	# of All Members	% of Racial and Ethnic Diverse Members	% of New Dentist Members	% of Women Members	# of Allocated House of Delegate Reps	Racial and Ethnic Diverse HOD Reps	New Dentist HOD Reps	Women HOD Reps	HOD Reps In Standard with Racial and Ethnic Member Composition?	Best Practice Standard Composition of Racial & Ethnic Diverse House of Delegate Reps Needed to Reflect Racial & Ethnic Membership Composition	HOD Reps In Standard with New Dentist Member Composition?	Best Practice Standard Composition of New Dentist House of Delegate Reps Needed to Reflect New Dentist Member Composition	HOD Reps In Standard with Women's Member Composition?	Best Practice Standard Composition of Women House of Delegate Reps Needed to Reflect Women's Member Composition
American Dental Association	0	23,613	37,667	41,565	127,360	19%	30%	33%	468	66	25	107	No	87	No	138	No	153
District 1																		
	1	230	320	492	1,624	14%	20%	30%	7	1	0	2	Yes	1	No	1	Yes	2
Maine Dental Association	1	62	179	173	580	11%	31%	30%	2	0	0	0	N/A	0	No	1	No	1
Massachusetts Dental Society	1	1,051	1,410	1,650	4,198	25%	34%	39%	16	2	2	5	No	4	No	5	No	6
New Hampshire Dental Society	1	52	111	196	557	9%	20%	35%	2	0	0	1	N/A	0	NA	0	Yes	1
Rhode Island Dental Association	1	56	92	113	419	13%	22%	27%	2	0	0	1	N/A	0	N/A	0	Yes	1
Vermont State Dental Society	1	20	72	84	280	7%	26%	30%	0	0	0	0	N/A	0	N/A	0	N/A	0
District 2																		
New York State Dental Association	2	1,438	2,214	2,977	8,936	16%	25%	33%	36	4	1	10	No	6	No	9	No	12
District 3																		
Pennsylvania Dental Association	3	368	957	1,116	3,875	9%	25%	29%	16	1	1	3	No	2	No	4	No	5
District 4																		
(Colegio) Puerto Rico	4	112	79	86	191	59%	41%	45%	1	1	0	0	Yes	1	N/A	0	N/A	0
Delaware State Dental Society	4	51	57	102	322	16%	18%	32%	2	0	0	1	N/A	0	N/A	0	Yes	1
District Of Columbia Dental Society	4	123	106	133	330	37%	32%	40%	2	0	0	1	No	1	No	1	Yes	1
Maryland State Dental Association	4	474	429	673	1,823	26%	24%	37%	7	1	0	2	No	2	No	2	No	3
New Jersey Dental Association	4	679	907	1,185	3,541	19%	26%	33%	14	1	0	3	No	3	No	4	No	5
Virgin Islands Dental Association	4	7	1	3	20	35%	5%	15%	1	1	0	1	N/A	0	N/A	0	N/A	0
District 5																		
Alabama Dental Association	5	131	334	342	1,263	10%	26%	27%	5	0	0	3	No	1	No	1	Yes	1
Georgia Dental Association	5	528	701	892	2,975	18%	24%	30%	10	1	0	4	No	2	No	2	Yes	3
Mississippi Dental Association	5	81	221	242	804	10%	27%	30%	3	0	0	0	N/A	0	No	1	No	1
District 6																		
Kentucky Dental Association	6	67	369	397	1,264	5%	29%	31%	5	0	0	2	N/A	0	No	1	Yes	2
Missouri Dental Association	6	203	673	603	1,969	10%	34%	31%	7	1	0	3	Yes	1	No	2	Yes	2
Tennessee Dental Association	6	210	513	489	2,088	10%	25%	23%	7	0	0	2	No	1	No	2	Yes	2
West Virginia Dental Association	6	22	117	173	555	4%	21%	31%	2	0	1	1	N/A	0	N/A	0	Yes	1
District 7																		
Indiana Dental Association	7	208	707	767	2,481	8%	28%	31%	9	1	0	2	Yes	1	No	3	No	3
Ohio Dental Association	7	458	1,102	1,172	3,985	11%	28%	29%	16	4	0	5	Yes	2	No	4	Yes	5
District 8																		
Illinois State Dental Society	8	924	1,420	1,789	5,269	18%	27%	34%	20	3	0	7	No	4	No	5	Yes	7
District 9																		
Michigan Dental Association	9	567	1,314	1,503	4,504	13%	29%	33%	18	2	2	6	Yes	2	No	5	Yes	6
Wisconsin Dental Association	9	165	760	741	2,278	7%	33%	33%	9	0	2	3	No	1	No	3	Yes	3
District 10																		0
Iowa Dental Association	10	76	441	478	1,392	5%	32%	34%	5	0	0	2	N/A	0	No	2	Yes	2
Minnesota Dental Association	10	151	758	800	2,341	6%	32%	34%	9	1	1	2	Yes	1	No	3	No	3
Nebraska Dental Association	10	52	279	298	865	6%	32%	34%	3	0	0	0	N/A	0	No	1	No	1
North Dakota Dental Association	10	5	110	104	332	2%	33%	31%	2	0	0	0	N/A	0	No	1	No	1

Best Practice Standards for Leadership Composition Guide (ADA House of Delegates) - EOY 2020

State Dental Organization	Trustee District	# of Racial and Ethnic Diverse Members	# of New Dentist Members	# of Women Members	# of All Members	% of Racial and Ethnic Diverse Members	% of New Dentist Members	% of Women Members	# of Allocated House of Delegate Reps	Racial and Ethnic Diverse HOD Reps	New Dentist HOD Reps	Women HOD Reps	HOD Reps In Standard with Racial and Ethnic Member Composition?	Best Practice Standard Composition of Racial & Ethnic Diverse House of Delegate Reps Needed to Reflect Racial & Ethnic Membership Composition	HOD Reps In Standard with New Dentist Member Composition?	Best Practice Standard Composition of New Dentist House of Delegate Reps Needed to Reflect New Dentist Member Composition	HOD Reps In Standard with Women's Member Composition?	Best Practice Standard Composition of Women House of Delegate Reps Needed to Reflect Women's Member Composition
South Dakota Dental Association	10	5	130	116	400	1%	33%	29%	2	0	0	0	N/A	0	No	1	No	1
District 11																		
Alaska Dental Society	11	25	81	69	285	9%	28%	24%	2	1	0	2	N/A	0	No	1	N/A	0
Idaho State Dental Association	11	22	180	92	688	3%	26%	13%	3	0	1	1	N/A	0	Yes	1	N/A	0
Montana Dental Association	11	21	135	109	499	4%	27%	22%	2	0	0	1	N/A	0	No	1	N/A	0
Oregon Dental Association	11	237	508	465	1,644	14%	31%	28%	7	1	3	3	Yes	1	Yes	2	Yes	2
Washington State Dental Association	11	815	1,081	1,160	3,549	23%	30%	33%	13	1	2	4	No	3	No	4	Yes	4
District 12																		
Arkansas State Dental Association	12	35	191	179	820	4%	23%	22%	3	0	0	1	N/A	0	No	1	Yes	1
Kansas Dental Association	12	91	302	289	970	9%	31%	30%	4	0	0	1	NA	0	No	1	Yes	1
Louisiana Dental Association	12	152	418	460	1,538	10%	27%	30%	6	0	0	1	No	1	No	2	No	2
Oklahoma Dental Association	12	178	375	353	1,266	14%	30%	28%	5	1	0	1	Yes	1	No	1	Yes	1
District 13																		
California Dental Association	13	6,673	4,803	7,267	20,243	33%	24%	36%	71	25	7	25	Yes	23	No	17	Yes	25
District 14																		
Arizona Dental Association	14	390	740	588	2,209	18%	33%	27%	8	0	1	3	No	1	No	3	Yes	2
Colorado Dental Association	14	319	1,012	984	2,861	11%	35%	34%	10	0	0	4	No	1	No	4	Yes	3
Hawaii Dental Association	14	546	122	202	784	70%	16%	26%	3	2	0	0	Yes	2	N/A	0	No	1
Nevada Dental Association	14	159	243	211	733	22%	33%	29%	3	0	0	0	No	1	No	1	No	1
New Mexico Dental Association	14	117	182	135	497	24%	37%	27%	2	0	0	0	N/A	0	No	1	No	1
Utah Dental Association	14	40	206	71	1,187	3%	17%	6%	5	0	0	0	N/A	0	No	1	N/A	0
Wyoming Dental Association	14	4	79	49	240	2%	33%	20%	2	0	0	0	N/A	0	No	1	N/A	0
District 15																		
Texas Dental Association	15	1,718	2,439	2,653	7,486	23%	33%	35%	27	3	1	9	No	6	No	9	No	10
District 16																		
North Carolina Dental Society	16	518	1,194	1,188	3,426	15%	35%	35%	11	2	0	3	Yes	2	No	4	No	4
South Carolina Dental Association	16	171	450	544	1,750	10%	26%	31%	6	0	0	1	No	1	No	2	No	2
Virginia Dental Association	16	611	854	1,094	3,035	20%	28%	36%	11	0	0	1	No	2	No	3	No	4
District 17																		
Florida Dental Association	17	1,468	2,010	2,222	6,190	24%	32%	36%	22	5	0	5	Yes	5	No	7	No	8

Best Practice Standards for Leadership Composition Guide (ADA House of Delegates) - EOY 2020

State Dental Organization	Trustee District	#of Racial and Ethnic Diverse Members	# of New Dentist Members	# of Women Members	# of All Members	% of Racial and Ethnic Diverse Members	% of New Dentist Members	% of Women Members	# of Allocated House of Delegate Reps	Racial and Ethnic Diverse HOD Reps	New Dentist HOD Reps	Women HOD Reps	HOD Reps In Standard with Racial and Ethnic Member Composition?	Best Practice Standard Composition of Racial & Ethnic Diverse House of Delegate Reps Needed to Reflect Racial & Ethnic Membership Composition	HOD Reps In Standard with New Dentist Member Composition?	Best Practice Standard Composition of New Dentist House of Delegate Reps Needed to Reflect New Dentist Member Composition	HOD Reps In Standard with Women's Member Composition?	Best Practice Standard Composition of Women House of Delegate Reps Needed to Reflect Women's Member Composition
---------------------------	------------------	---------------------------------------	--------------------------	--------------------	------------------	--	--------------------------	--------------------	---------------------------------------	------------------------------------	----------------------	----------------	---	---	---	---	---	---

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 provide and at glance view of the leadership composition within the Association's premier governing bodies, the ADA House of Delegates. Please note that for the purpose of the Guide, the ten Federal Dental Service (FDS) house of delegate representatives and 5 American Student Dental Association (ASDA) house of delegate representatives have been removed from the total list of 480 ADA delegates, as they are not serving as representatives for an individual state association. The total allocation of delegates representing a constituent society and reflected in this Guide is 468.

It should be noted that House of Delegate allocations highlighted in the Guide are a snapshot in time and are reflective of data shared by the state and captured by the ADA at a specific time of year. The allocations highlighted in the Guide may differ from a state's most recent records. Updates can be made directly within the spread sheet to render a more current snapshot.

How to Use the Guide

The **Best Practices for Leadership Composition Guide** shows the member composition of women, new dentists and dentist of racially and ethnically diverse backgrounds by state, as well as a state's representation in House of Delegates for the same member compositions. Based on best practice standards, which suggest that an organization's leadership should be reflective of its membership, a suggested leadership representation standard is rendered for each of the three member compositions. **"In Standard"** columns **N, P, and R** show whether a state's member composition is in alignment with its leadership composition, based on the suggested standard. **Red** indicates not in standard, while **green** indicates in standard. **Yellow** indicates that the state's member composition percentage in relation to is respective delegate allocation is not significant enough to generate a best practice standard.

As house of delegate allocations highlighted in the Guide are a snapshot in time and are reflective of data shared by the state and captured by the ADA at a specific time of year, updates to allocations can be input directly into the spread sheet and new best practice standards suggestions will automatically populate **Best Practice Standard** columns **O, Q and S**. Relevant changes can then be manually made to **"In Standard"** columns **N, P and R** for an updated snapshot . Likewise, updated information regarding the racial/ethnic composition, gender or new dentist status of house of delegate representatives can be input directly into the spreadsheet. Again, relevant changes can then be manually made to **"In Standard"** columns **N, P and R** for an updated snapshot

A Vision of Progress

- The current composition of ADA's overall house of delegate representation is as follows:
- Racial and Ethnic Representation = **14%** (Based on self-reported data; unknown data has been accounted for and averaged accordingly)
 - New Dentist Representation = **5%**
 - Women Representation = **23%**

- If the ADA House of Delegates was reflective of its member composition by state for racial and ethnic dentists, new dentists and women dentists within each state, it would increase overall representation by the following:
- Racial and ethnic leadership composition by **5** percentage points from **14% to 19%**. (Based on self-reported data; unknown data has been accounted for and averaged accordingly)
 - New dentist leadership composition by **25** percentage points from **5% to 30%**.
 - Women's leadership composition by **10** percentage points from **23% to 33%**.

Questions, concerns, comments regarding the Best Practice Standards for Leadership Diversity Composition Guide or ADA's Diversity and Inclusion efforts, please contact April Kates-Ellison at 312-440-2624 or Susana Galvan at 312-440-2809.