

Board Resolution
From: WSDA Board of Directors
To: House of Delegates
September 2025

HD-12-2025
Regarding Standing Committees, Task Forces, and Their Duties
(Bylaws Amendment)

Background Statement: In 2019, the WSDA House of Delegates approved HD-11-2019 convening the Task Force on Leadership Opportunities & Development. This Task Force assessed the Association's existing boards and committees and examined opportunities for leadership development. The Task Force recommended the establishment of a Dental Benefits Committee, a Nominations Committee, and a work group focused on Diversity, Equity, and Inclusion.

This resolution has identified that some standing committees lack an explicitly defined purpose in the bylaws. This resolution also proposes purpose statements for each standing committee.

Based upon the recommendations of the Task Force on Leadership Opportunities & Development, the House of Delegates established the Nominations Committee in 2021 and the Dental Benefits Committee in 2022 (after appointing a task force to explore the creation of a Dental Benefits Committee in 2021). The Board of Directors established the Diversity, Equity, and Inclusion Work Group in 2021.

In February 2022, the Board of Directors adopted the following mission that was developed by the Diversity, Equity, and Inclusion Work Group:

The Washington State Dental Association is committed to fostering and supporting a diverse, equitable, and inclusive organization. We strive to understand and embrace the lived experiences of our dental community by engaging and supporting all dentists and patients, especially those within groups that have been historically underrepresented in the Association.

WSDA's mission is to empower its members to provide, advocate for and promote optimal oral health care. Ensuring that all people, regardless of disability, race, ethnicity, gender, religion, culture, sexual orientation, or socioeconomic status, have equitable access to optimal dental care provided by dentists reflective of their community is paramount to achieving our mission.

Guided by this articulated Mission, the Diversity, Equity, and Inclusion Work Group has prioritized the following:

- While talent exists in every community, opportunities are not equally distributed. The Work Group is committed to achieving a dental workforce that reflects the diversity of our state and sustainably thrives within our dental community.
- The Work Group is dedicated to expanding equitable access to mentorship, leadership, and professional development to all dentists.
- The Work Group strives to foster and sustain a culture of inclusiveness within the organization, grounded in open dialogue, thoughtful reflection, and an assumption of good intent.

45 The Diversity, Equity, and Inclusion Work Group recommended to the Board of Directors
46 that it be formalized as a Standing Committee of WSDA, which will require an
47 amendment to the Bylaws by the House of Delegates. The Board of Directors agreed with
48 this recommendation.

49 In addition, the Board of Directors proposes a provision that would require a review of all
50 Standing Committees and Task Forces every three years.

51
52 Therefore, be it

53 RESOLVED, that the Section VII.A of the Bylaws be amended as follows:

54 A. Standing Committees. The WSDA Standing Committees are:

55
56 1. Nominations Committee. The purpose of the Nominations Committee is to
57 foster and develop the future leadership of the Washington State Dental Association
58 and its affiliated entities. The Nominations Committee is responsible for providing
59 nomination recommendations for elected positions to the House of Delegates and for
60 appointed positions to the President or Board of Directors as outlined in these Bylaws as
61 well as Standing Rule. The House of Delegates and Board of Directors is not required to
62 elect or appoint the nominees recommended by the Nominations Committee but each
63 nominee from the committee shall be considered. The Nominations Committee may opt to
64 provide more nomination recommendations than positions available in order to give the
65 electing or appointing body more options.

66
67 The Nominations Committee shall be a committee of ten (10) members appointed by the
68 Board of Directors. One position will be reserved for the Immediate Past President. One
69 position will be reserved for an at-large Board member selected by the Board of Directors.
70 The remaining positions shall be filled by members that are not currently serving on the
71 Board of Directors. Term length shall be outlined in Standing Rule. Each term shall
72 commence at the beginning of the Association's fiscal year. The Board of Directors is
73 charged with appointing a Nominations Committee reflective of the diversity of
74 experience, geography, training, gender, and race/ethnicity of the Association's members.

75 The full list of duties and expectations of the Nominations Committee shall be specified
76 in Standing Rule.

77
78 2. Committee on Regulatory Affairs. The purpose of the Committee on
79 Regulatory Affairs is to advocate for Association members and their patients on all
80 regulatory matters before the Washington Dental Commission and other pertinent
81 regulatory bodies. This committee shall be composed of the at-large members appointed
82 by Board of Directors to terms specified in Standing Rule. The Board of Directors shall
83 appoint members with experience and knowledge relevant to the ongoing work of the
84 Dental Quality Assurance Commission and other government agencies identified in
85 Standing Rule. Each year, the President shall designate the committee chair, who shall
86 serve in this capacity for a period of 12 months. The committee chair is expected to
87 regularly attend meetings of the Dental Quality Assurance Commission and perform other
88 additional responsibilities as specified in Standing Rule.

89
90 3. Committee on Continuing Education. The purpose of the Committee on
91 Continuing Education is to oversee the Pacific Northwest Dental Conference and
92 any other continuing education activities assigned by the Board of Directors. The
93 Committee on Continuing Education shall be a rotating committee of up to eleven (11)
94 members comprised of up to eight (8) dentists and up to three (3) hygienists. The term of
95 each committee member is four years. Persons shall be eligible for reappointment to
96 multiple terms.

Each term of the committee shall commence on the last day of the Pacific Northwest Dental Conference of the year when the appointment takes effect.

Each year, the Committee on Continuing Education shall designate the committee chair and committee vice-chair, who shall serve in this capacity for a period of 12 months commencing on the last day of the annual Pacific Northwest Dental Conference of the year the appointment is made.

4. Dental Benefits Committee. ~~The Dental Benefits Committee is responsible for investigating and analyzing dental benefits related member issues, conducting outreach with dental benefits carriers operating in Washington, establishing a working relationship with the Office of the Insurance Commissioner, and collaborating on the substance and implementation of the Association's dental benefits advocacy agenda.~~ The purpose of the Dental Benefits Committee is to:

- Investigate and analyze dental benefits-related issues identified by dental offices.
- Conduct outreach with dental benefits carriers operating in Washington.
- Establish and maintain a working relationship with the Office of the Insurance Commissioner.
- Work in partnership with the Board of Directors and any designated Task Force to develop and implement the Association's dental benefits advocacy agenda.

The Dental Benefits Committee shall be a rotating committee of up to ten (10) members appointed by the Board of Directors. The term of each committee members is three years. Persons shall be eligible for reappointment to multiple terms. The Board of Directors may stagger the term length of committee members to increase continuity.

Each year, the Dental Benefits Committee shall designate the committee chair and committee vice-chair, who shall serve in this capacity for one year.

5. Diversity, Equity, and Inclusion Committee. The purpose of the Diversity, Equity, and Inclusion Committee is to improve the health of the public by:

- Recognizing that while talent exists universally, opportunities are not equally distributed. The Committee is dedicated to fostering a dental workforce that reflects the diversity of our state and sustainably thrives within our dental community.
- Focusing on expanding equitable access to mentorship, leadership, and professional development for all dentists.
- Promoting and sustaining a culture of inclusiveness within the organization, grounded in open dialogue, thoughtful reflection, and an assumption of good intent.

The Diversity, Equity, and Inclusion Committee shall consist of up to ten (10) members appointed by the Board of Directors, with terms lasting three years. Members are eligible for reappointment for multiple terms. To promote continuity, the Board of Directors may stagger the term lengths of committee members.

Each year, the Diversity, Equity and Inclusion Committee shall designate the committee chair and committee vice-chair, who shall serve in their respective roles for one year.

146 **56. Service Lines Committee.** The **purpose of the** Service Lines Committee **is responsible**
147 **for oversight of is to oversee** the Association's service lines that generate non-dues
148 revenue, including service lines operated through business subsidiaries of the Association
149 and service lines operated directly by the Association. The Board of Directors shall have the
150 discretion to add or remove specific service lines from the Committee's oversight
151 responsibilities. The Executive Director of the Association shall serve as one voting member
152 of the Committee. The Board of Directors shall specify the number, qualifications, and terms
153 of the remaining Committee members, along with the full list of duties and expectations of
154 the Service Lines Committee, in Standing Rule.

155 And be it further...

156
157 RESOLVED, that the following be added to the Bylaws as Section VII.C:

158
159 C. Strategic Review of Established Standing Committees and Task Forces. Every three
160 years, the Board of Directors shall conduct a review of all existing Standing Committees
161 and Task Forces to determine if their purpose, structure, scope, and existence are in
162 alignment with the Association's Mission, Vision, and Strategic Plan. The Board of
163 Directors shall bring forward recommended changes to enact findings of these reviews to
164 the House of Delegates when necessary.

165
166 end