



## Memorandum

**To:** Board of Directors  
**From:** Debbie Hale, Executive Director  
**Meeting Date:** December 5, 2018  
**Subject:** American Council of Consulting Engineers of California Strategic Summit

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In October, Executive Director Hale was sponsored to attend the ACEC Strategic Summit in Napa, California.

At the summit, she participated on a panel regarding Diversity in the Workplace. Moderated by Napa County Supervisor Belia Ramos, the panel also included the Executive Directors from the Transportation Agency for Marin and the Santa Clara Valley Water District. The panel provided an excellent opportunity to share experiences and ideas for improving both gender and ethnic diversity in public agencies and private companies. Panelists agreed that executive leadership that supports diversity, relationships with local universities and community colleges, internship programs, and regular monitoring are the best tools for creating a workplace that better reflects the population of the community being served.

TAMC has implemented strategies in each of these areas, and its workplace diversity reflects those efforts. In addition, professional associations, including ACEC, the American Public Works Association, and Women in Transportation Seminar, can help support diversity in the engineering and transportation communities by providing mentorship, leadership opportunities, training courses, and networking.

The conference also provided an opportunity to learn more about the qualification-based selection process that is required under state law for “architectural, landscape architectural, engineering, environmental and land surveying services”. ACEC has many resources to guide public agencies in the effective application of this law. TAMC continues to refine its procurement process to assure that all state and federal requirements are met, in a manner that is cost effective and supports selection of the best-qualified consultants.

Finally, the conference included a statewide transportation forum with Caltrans and local transportation agency representatives, which provided information on the consequences of the possible loss of SB 1 gas tax revenues and fees, as well as discussing ideas for improved delivery of projects.