



September 13, 2018

Communication is a key component of the ONE ITE initiative. In response to questions from membership, I will be taking time every few weeks to update you on the progress of the ONE ITE Task Force through the ITE Spotlight. As Chair of the ONE ITE Task Force it is my responsibility to oversee the task force and follow the direction the International Board of Direction (IBOD) has set in regarding the ONE ITE initiative.

The Task Force has been working methodically since January to undertake a review of ITE. We began by defining what a District, Section, and Chapter is. This is the underpinning and basis for all other phases in the process. Once we had these definitions we could then review all our Districts, Sections, and Chapters in terms of alignment. It should be noted that not all our initial thoughts on changes moved forward. The Northeastern District for example originally looked like it needed to be reorganized. Once we discussed the organization and more importantly the function of the Sections and Chapters in the District we found that they were in fact already functioning like the new definitions, based upon conversations with District leadership. In other districts, changes were recommended and currently there are transition teams forming in Florida, the Midwest, and Great Lakes areas to formalize the details on how the local boards will transition to the new Districts, Sections, and Chapters in their areas. It is important to understand that it is easy to look at the way things currently exist in your District, Section, or Chapter and believe that nothing should change because it works fine now. The task force and the IBOD are looking across ITE. Some other organizations have avoided the often-difficult discussion of changing organizational structure simply because it is difficult, and it means change. ITE is being intentionally proactive and taking the bold step of addressing this issue head on to remain relevant to current members and future generations of transportation professionals.

We are also in an era where we are being asked to do more with less. Headquarters has great staff that are ready, willing, and able to support our membership, but we need to be consistent in the way we are organized and operate to maximize our resources and enable ITE staff to fully support all our members. We have found through our outreach with members that many are simply not aware of the support and benefits that are already available to them as a member of ITE. ITE has a great opportunity to complement its grass roots organizational strength with an open and supportive headquarters staff to ensure our long-term viability. Consistency is one of the keys to this. Change is never easy. It provides opportunities for those who embrace it to benefit our industry. If you find yourself resistant to any of the ONE ITE initiatives, please visit our ONE ITE webpage and become more familiar about the how and why of ONE ITE. If you still have concerns, let's chat. Feel free to send comments to [ONEITE@ite.org](mailto:ONEITE@ite.org).

Dan

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