

SEA-MW

STRUCTURAL ENGINEERS ASSOCIATION OF METROPOLITAN WASHINGTON

2022-2023 Board of Directors

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Meeting Minutes - #230

April 12, 2023

Virtual Zoom Meeting

Meeting Agenda:



12:01 PM – Business meeting called to order by Michael Zajac

12:15 PM – Presentation: Panel Discussion - Diversity & Recruitment

1:05 PM – Adjourn

Meeting Minutes - #230

April 12, 2023



Item 1: March 2023 Main Organization meeting minutes unanimously approved.

Item 2 - Financial Committee:

- MO balance - \$44,700.
- YMG balance - \$6,300.

Item 3 - NCSEA:

- Working with NCSEA on the “We see above and beyond” campaign.
- Goal is to enhance awareness of our profession.
- SEA-MW BoD meeting with NCSEA April 19.

Item 4 - Membership committee:

- Member firms in good standing: 71
 - Structural: 59
 - Affiliate: 12

Item 5 - Awards & Gala Committee:

- nothing new

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April 12, 2023



Item 6 – SE3 Committee:

- Erick Hernandez-Centeno was selected for the SEA-MW SE3 scholarship
- Good attendance and feedback on the "Meeting in the Middle: Engaging Everyone Through Effective Mentoring and Feedback" event.

Item 7 – Young Members Group:

- Walking tour through Navy Yard on April 25th
- May Happy Hour event in Arlington

Item 8 – Sustainable Design Committee:

- Presentation announcement sent out for May 3, “Learning from Sustainability Successes at the IStructE”

Item 9 – Outreach Committee:

- Just getting started and open for others to join

Item 10 – Rebuilding Together:

- Rebuilding Together will be the last week in April.
- House is located in DC
- Still room to sign up.

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April 12, 2023

April 12, 2023 Program:

Panel Discussion - Diversity & Recruitment



SPEAKERS:

- Melissa Shea, PE (SEA-MW)
 - Principal, Office Operations Manager
 - Walter P Moore DC
- Marcus Freeman, PE (SEA-W)
 - Senior Design Engineer
 - Magnusson Klemencic Associates
- Cambria Flowers, PE, SE (SEA-U)
 - Vice President
 - Canyons Structural, Inc.
- Amanda Dean, PE (NCSEA, SEA-TX)
 - Principal, Senior Project Manager
 - Walter P Moore

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April 12, 2023

April 12, 2023 Program:

Panel Discussion - Diversity & Recruitment



PROGRAM HIGHLIGHTS:

- Each speaker introduced themselves and provided their background and interest in this topic.
- Discussed the importance of setting goals for diversity and recruitment
- Benefits of having a diverse team
 - People are more likely to be more innovative
 - Some clients are preferring more diverse teams
- Application and interview process
 - Diversity and changes in who interviews is helpful
 - Be open to remote and alternate locations for candidates

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April 12, 2023

April 12, 2023 Program:

Panel Discussion - Diversity & Recruitment



PROGRAM HIGHLIGHTS (continued):

- Lack of demographics taken on those who take the PE, so we don't really know the diversity of the new engineers entering the profession
- Onboarding process can go a long way for recruitment and for helping young engineers get up to speed, feel apart of the team, and be productive
- Why not have a DEI plan similar to a financial plan?

Program concluded at 1:05 PM.

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