



ETHICS STRATEGIC COMMITTEE

MARCH 27, 2015

MINUTES

I. Next General Assembly

- Initial date is no longer possible
- New dates in November are proposed through Doodle for decision asap (**Maryline** is coordinating)
- Program: request for volunteers and agenda to be defined
- Stephen and Eva both indicated their willingness to be the leaders, depending on the final date

II. Website/Membership applications

- The PayPal account is ready and the website is set up to accept payments from Monday 30th March.
- Constraint: any member who wants to pay through PayPal should have a PayPal account or connect to the PayPal system and the instructions are in French only until members log in to their PayPal accounts or enter their country
- Cheques (from French bank accounts) or wire payments are still allowed
- **Action: Pascale** to refer to the new payment system when she writes to the members for fees in the next coming days
- It is now possible to get metrics on the traffic from the website
- **Action: Sue** to prepare metrics quarterly and distribute to Strategic Committee members.

III. ME Chapter

- We are in the process of establishing the chapter. Ghadeer formed a core team of 6 to develop the chapter. 10 to 15 members are expected. Significant progress for Ethics.
- Members of the chapter will be members of Ethics, the leader will be member of the Strategic Committee.
- The fee should be around 50 euros/the average fee of 200 euros in Europe is not appropriated for the region.
- **Action: Ghadeer** to send to potential members a specific document for ME chapter, based on the main ETHICS documentation.
- **Action: Maryline/Sue** to welcome on board the new members in the next newsletter
- Dominique mentioned that it is important to bear in mind that people are members of Ethics as individuals and not in the name of their company.

IV. Education support table

- We need to have a complete view of the events/actions and make sure that we have a consistent approach and backups in advance
- We also need to conduct reviews of the feedback to ensure that we are contributing as we had hoped and progressing in the right ways
- **Action: Maryline** to re-circulate the table as it is challenging to get info.
- **Action: All** to complete the table and return to Maryline promptly

V. **Membership applications from consultants**

- Entry of consultants is permitted given our status (art 3.1 and 4.1)
- The consultants should be qualified in Ethics and Compliance
- Consultants could be people in transitory situations
- It would be useful to have a number of criteria to address
- Agreed to propose some phrases to the internal rules at the General Assembly to make sure that consultant members do not promote their consultancy services internally within the association, and to enable expulsion of members who do not adhere to the internal rules
- **Action: All** to send any membership requests to Maryline for coordination between the applicant and the Bureau
- **Action: Maryline** will send answers to the applicants following each bureau discussion

VI. **Competency profiles Workstream**

- Eva reported that she has had no joy from Korn Ferry regarding the licensing discussion; they are also in the middle of updating all their materials following their recent merger / acquisition
- An alternative approach will be discussed instead
- **Action: Eva and Ann** to discuss possible approaches

VII. **Next Strategic Committee**

- New date to be found in June/ Clifford is moving to a new address near Champs Elysées
- **Action: Maryline** to circulate a Doodle survey

VIII. **Next Newsletter**

- Target: second half of May, following the Brussels conference, which means we need to begin preparing the topics immediately
- Editorial guidance/suggestions
- **Action: Sue and Maryline** to coordinate