



STRATEGIC PLAN

2024 - 2026

VISION

TO BE THE ORGANIZATION OF CHOICE FOR ALL TRANSPORTATION INDUSTRY PROFESSIONALS IN THE MOUNTAIN WEST

ITE VALUE STATEMENTS

Technical Excellence	We lead transportation knowledge development, dissemination, and innovation.
Community	We collaborate, share, and assist.
Making a Difference	We deliver positive change.
Diversity Equity and Inclusion	We respect the breadth of perspectives and backgrounds and strive for equitable outcomes.

STRATEGIC THEMES

1 CULTURE

Build strength and traditions of Annual Meeting

2 MEMBERSHIP

Membership growth, improve member experience, support students and young members

3 ORGANIZATIONAL STRENGTH

Support our Sections, enhance communication and information sharing



STRATEGIC PLAN

2024 - 2026

GOALS & OBJECTIVES

1 CULTURE

- 1.1 Define who we are and what makes the Mountain District distinct.**
 - Draft Mountain District culture statement.
 - Prepare infographic that portrays the role of the district as conduit between Sections and ITE International.
- 1.2 Establish new traditions for our Annual Meetings.**
 - Prepare LAC Manual, update annually.
- 1.3 Promote an inclusive, diverse and equitable environment throughout the Mountain District.**
 - Work within Mountain District ITE to establish a comprehensive and balanced understanding of the purpose of equity work.
 - Create uniform definitions for diversity, equity, and inclusion.
 - Integrate DEI best practices into district processes, policies, and operations.
 - Cultivate and promote an inclusive, diverse, and equitable environment.
 - Foster learning within the profession and those affected by it.

2 MEMBERSHIP

- 2.1 Grow our membership by making connections across distances and professions.**
 - Offer financial support to Sections for member recruitment and creation of new chapters.
 - Establish best practices for rural Sections.
- 2.2 Enhance our member experience by highlighting their great work, supporting our younger members and non-engineering professionals.**
 - Review and update slate of awards to ensure inclusivity of all career stages and all professions.
 - Identify opportunities for outreach to young members and non-engineers.
 - Promote involvement from Planners.
- 2.3 Support our student members through strong engagement with professional members and encourage transition to full membership at graduation.**
 - Continue to enhance annual meeting offerings for students and young professionals.
 - Communicate benefits of membership to graduating students, along with reduced membership rates for young professionals.

3 ORGANIZATIONAL STRENGTH

- 3.1 Increase engagement between District and Sections/Chapters and identify opportunities to provide support.**
 - One member of District Executive Committee to visit each section at least every other year, deliver presentation on district activities.
 - Solicit feedback and other ideas from Section Representatives and Chapter leaders.
 - Identify opportunities to improve engagement between Sections/Chapters.
 - Share "Best Practices" with other Sections/Chapters and include other Sections/Chapters in newsletter distribution.
- 3.2 Establish the District's role as a conduit for communication between our Sections and ITE International.**
 - Enhance District website with more offerings for Section information and keep website information up to date.
 - Continue IBOD updates in newsletters quarterly. Provide more regular and more detailed reports from District Board Meetings.
 - Encourage Sections/Chapters to include other Sections/Chapters in newsletter distribution.
- 3.3 Support our Sections in the establishment of additional Chapters and Student Chapters.**
 - Prepare best practice resources on how to establish and operate a new chapter.
 - Offer financial support for Sections to establish chapters.
 - Support local Mentoring programs and encourage coordination with District Mentoring Program.