

## IALD Vote 2023 – Membership Question & Answers

No.	Question	Answer
1	<b>Why is IALD evaluating membership categories and modifications to the COE and By-Laws?</b>	<p>The IALD Leadership understands that to be a Professional Association of relevance and influence, that needs to evolve. Focused on growing a modern, accessible membership model that represents the diversity of the Lighting Design profession is key to the future of the IALD.</p> <p>IALD has always been a small association with a big voice. Its advocacy in public policy, its leadership within the lighting community, its partnership in LightFair and its depth of educational offerings have all provided a global association with only 1500 members the ability to lead with light.</p> <p>To see this leadership grow and in the face of new priorities and an increasing number of associations competing for the same market, the IALD needs to provide new means of membership engagement.</p> <p>This growth will not only provide IALD with greater density but will provide critical funds for key priorities.</p> <p>To envision this, a Membership Taskforce was formed consisting of the five past presidents of the IALD. Their charge to review the findings and conclusions of previous taskforces that began their work prior to 2018 and to develop a proposal that will set the IALD on a course for an inclusive membership model while preserving the quality and professionalism IALD has valued since its inception.</p>

## IALD Vote 2023 – Membership Question & Answers

No.	Question	Answer
2	<p><b>What is the premise for the membership categories re-envisioned?</b></p>	<p>The proposal for streamlining the membership categories allows the IALD to embrace a wide variety of lighting professionals and lighting-related people by encompassing the Domains of Practice as the foundational tenets for all IALD affairs that aligns the core ideology.</p>
3	<p><b>What is the advantage to the IALD and its members to change the by-laws, membership categories, and COE?</b></p>	<ul style="list-style-type: none"> <li>• Global membership expansion offers a greater voice and collaboration with other industries.</li> <li>• An opportunity to embrace related industries/professionals who are actively involved in light.</li> <li>• Increased revenue with a larger membership base</li> <li>• Allows IALD Membership to do outreach to members and related organizations.</li> <li>• Reduces risk of potential legal exposure to subjective/discrimination of portfolio review and business model.</li> <li>• Ensure leadership by expanding global membership and defining the profession.</li> </ul>

## IALD Vote 2023 – Membership Question & Answers

No.	Question	Answer
4	<p><b>What are the proposed membership categories and proposed criteria considered?</b></p>	<p>For new members this is the proposed criteria pathway to membership:</p> <p><b>Professional:</b> Criteria: Recognition by peers as top in the profession, 7+ yrs of practice, demonstration 5-7 Domains of Practice, validates design and business integrity, Letter of Attestation, Pathway to CLD/TBD, attests to COE, Experience, Awards, Portfolio review submission, predominantly practices lighting design in the built environment. Pathway to CLD for professional membership, votes in all elections and by-law changes.</p> <p><b>Designer:</b> 0-7 Yrs of practice, demonstrates 2-3 Domains of Practice, Academic degree, letter of recommendation, resume, pathway to upgrade without timeline, leadership opportunities, Attests to COE, Votes in Elections. Predominantly involved in the application of light.</p> <p><b>Member:</b> No requirements, Application/Membership contingent on Subscription/Fees Related design industries, science/energy, manufacturing/sales/distribution, multi-media/architecture, interiors, landscape architecture, product design, students, educators, business, public relations, etc.</p> <p>Entry points to the IALD and pathway to upgrade per qualifications.</p>
5	<p><b>How will the IALD appellation be used?</b></p>	<p>Fellow - FIALD/Pro Professional - IALD/Pro Designer – Designer IALD Member – Member IALD</p>

## IALD Vote 2023 – Membership Question & Answers

No.	Question	Answer
6	<b>How will the membership categories affect my current membership as a Fellow?</b>	This change will have no impact.
7	<b>How will the membership categories affect my current membership as a Professional?</b>	This change will have no impact. Under consideration:
8	<b>How will the membership categories affect my current membership as an Associate?</b>	Associate members will become Design Members unless upgraded in the first year. Your voting rights will be retained.
9	<b>How will the membership categories affect my current membership as a Junior Associate, Student, Educator, Affiliate, Honorary and Retired?</b>	Members in these categories will become members of the IALD. This more inclusively named group will provide access to IALD, and students and those at the start of their careers can access reduced membership dues based on a discount system.

## IALD Vote 2023 – Membership Question & Answers

No.	Question	Answer
10	<p><b>Is there any incentive for current members in good standing to elevate their membership category?</b></p>	<p>Yes, the current proposal is to consider the following 1-time opportunity as part of the reforming of the membership categories. Associate Members may elevate to Professional membership within 1 year if they meet Professional membership requirements, with membership dues adjustments until the following year.</p>
11	<p><b>Is CLD (Certified Lighting Designer) as an independent review commission a pathway to IALD Professional Membership?</b></p>	<p>The IALD Membership Committee and the CLD will endeavor to streamline the submission process in both directions using the Domains of Practice along with other criteria to be determined.</p>
12	<p><b>How will these changes be made and by whom?</b></p>	<p><b>COE:</b> Any proposed changes to the Code of Ethics will be shared with the voting members with time for review and comment. They will be voted on by members in the Q4 of 2023 after the Board of Directors and Committee election.</p> <p><b>By-Laws:</b> Any proposed changes to the By-Laws will be shared with the voting members with time for review and comment. They will be voted on by members in the Q4 of 2023 after the Board of Directors and Committee election.</p>

## IALD Vote 2023 – Membership Question & Answers

No.	Question	Answer
13	<b>What is the timeline for implication?</b>	After the close of the election process in December 2023 sometime in Spring 2024.
14	<b>What are the key By-Laws changes?</b>	<ul style="list-style-type: none"> <li>• An update in membership grades to move towards integrity of the profession rather than business models by recognizing the advancement and maturity of our profession, and the need to be inclusive of broad reach in the lighting design community; ultimately, these changes will foster a growth in membership to get a stronger voice as an association.</li> <li>• Membership grade simplification</li> </ul>
15	<b>How will this new structure protect independent lighting design practices from other practices which have other source of revenue than design fee?</b>	<p>It is necessary to understand the actual role of a professional association that aims to promote, develop and safeguard the profession; in our case, IALD’s purpose is to promote and advocate for the profession, educate and serve members, and advance the value of lighting design key influencers.</p> <p>We are looking to become stronger and more representative of the profession by embracing the diversity of practitioners in the industry around the globe based on high quality standards. As a professional association, IALD is not a market influencer, no professional association is, though it is IALD’s choice to set the bar for quality in lighting design.</p> <p>In an open market, there are many niches where our profession has reached the maturity and recognition that practitioners require to be employed for their talent and contributions to the visual environment rather than for their business model.</p> <p>The variety of business models in our profession is a benefit for every client who is able to select what is best for their interests; by raising the profile of the profession the IALD fosters the success of highly qualified practitioners.</p>

## IALD Vote 2023 – Membership Question & Answers

No.	Question	Answer
16	<b>How is this new IALD structure different from IES?</b>	<p>IALD’s membership is unique as it is focused on advancing the profession of lighting design globally, by promoting education, community, and engagement among practitioners of lighting design and other related professionals with deep interest in our profession.</p> <p>Though some IALD members are also IES members, and both communities share their passion for light and lighting, there is a clear distinction between IALD practitioners whose major interest is the practice of lighting design, and IES members whose main focus is in knowledge development around light.</p> <p>IALD’s membership is distinct as the only global community where lighting designers share their knowledge, experience, and values with peers from all over the world, fostering camaraderie and friendship among all members.</p>
17	<b>Is there an IALD Practice Membership being considered and how will it serve practices?</b>	<p>This is something the IALD will continue to study for the future.</p>
18	<b>Why is integrity better than independence?</b>	<p>Professional integrity defines the professional who consistently and willingly practices within the guidelines of the mission of a chosen profession under the obligation of a Code of Ethics. Business model is not an ethical standard.</p> <p>Practitioners under any business model have the choice to behave with professional integrity as it is a higher standard of practice that IALD members recognize as necessary for the benefit of their clients and the profession.</p>

## IALD Vote 2023 – Membership Question & Answers

No.	Question	Answer
19	<b>Independence is critical to IALD members. Why change this?</b>	<p>Business model is a choice of every professional and every firm, it is up to them how to offer services to clients and how to position themselves in the market.</p> <p>A professional association's role is not to be a market regulator, nor one that sets prices or creates conditions that benefit individuals or specific groups.</p> <p>IALD is not in the position to set rules for the way professionals choose to do their businesses, not to be a market regulator either.</p>

## IALD Vote 2023 – Membership Question & Answers

No.	Question	Answer
20	<p><b>So, now anyone can be an IALD member? Reps? Manufacturers? Contractors?</b></p>	<p>The new membership structure recognizes the interest and professionalism of a broad spectrum of practitioners in different ways:</p> <p>Member category: open to all professionals in the lighting design environment with an interest to be part and contribute to the community of the IALD. In the past, the Affiliate category was open in the same way to professionals from manufacturing companies, architects, engineers, industrial designers, etc. The member category embraces now students, educators, retired and honorary members, while fostering the integration of professionals working for LIRC companies.</p> <p>Design category: open to practicing lighting designers who can accredit their status through an application process reviewed by the IALD Membership Committee or Membership Coordinator, depending upon the selected pathway. Pathways include professionals who are in the first phases of their practice as lighting designers; current associate members who decide to remain in this category, and graduates from selected academic lighting design programs.</p> <p>Design members must adhere to the IALD Mission and Vision statements, and the IALD Code of Ethics.</p> <p>Professional category: open to qualified lighting designers who can demonstrate experience and competence as lighting design practitioners through a process reviewed and approved by the IALD Membership Committee. An updated version of the Portfolio Review is underway, aligning the review with the 7 domains of practice previously defined by IALD. Other pathways are under review to facilitate the process for CLD accredited practitioners, and professional members in good standing from allied Lighting Design associations.</p>