

Nominating Committee Diversity Statement of Intent

Background

At the close of the 2018 ABC, there was a motion, paraphrased here, to focus on diversity in ACA. We discussed this within the Nominating Committee and attempted, without WSO guidance, to consider "diversity" in the nomination process. We encountered two difficulties. First, we are limited to nominate from those who apply. Second, to date, the WSO has not defined "diversity" for ACA purposes. The Nominating Committee looked at a broad spectrum of diversity, including, but not limited to: physically disabled, race, culture, nationality, gender, sexual orientation, religion, and geographical region.

A policy defining diversity and prescribing a "diverse" WSO Board of Trustees would eventually violate the intent by excluding other unrepresented or underrepresented groups. ***However, that must not deter us from always making an effort to expand the representation of our Fellowship and our Board.***

Statement of Intent

As the ACA Nominating Committee, our intent is to vet and nominate, whenever possible, qualified members of the Fellowship who can objectively and compassionately^{1,2} represent one or more underrepresented groups, even though they may not themselves share that underrepresented identity. If no such members apply in a given nomination period, we will not reject otherwise qualified members; our charter is to provide one or two nominees per year.

Call to Action

We, the Nominating Committee accept the challenge in this statement of intent. We ask that each of you in the Fellowship, whether you are in service at the WSO or not, join us in this commitment to diversity. Encourage those with potential to serve on the Board or as a committee or subcommittee chair to prepare themselves for service. Mentor them. Help create an environment of valued service. Get to know the basic qualifications for these positions so you can talk to others spontaneously. Approach those who meet the qualifications and share the benefits you have derived from service. Especially...especially, encourage and mentor those who can help us better represent the breadth of our Fellowship. Reach a hand back to welcome our brothers and sisters into service.

¹ Jeff Weiner CEO at LinkedIn, (Managing Compassionately, October 14, 2012, <https://www.linkedin.com/pulse/20121015034012-22330283-managing-compassionately/>) posits and discusses three elements of managing compassionately. The first is to define compassion as seeing and understanding another's pain objectively allowing you to act or provide relief. The second element is that we all can learn compassion. The third element is that, "Wisdom without compassion is ruthlessness, compassion without wisdom is folly."

² Jenn Shallvey (<https://www.jennshallvey.com/jenns-main-blog/2008/7/17/objective-compassion.html>), states, "Ultimately then objective compassion occurs when we feel for the person yet respect the boundaries of their personal situation. We ultimately empower the person to seek the help or assistance they need from our willingness and understanding of their situation."