

## Diversity, Inclusion and Accessibility Ad hoc Committee July 2020 Activity Report

1. The Diversity committee meets on the first Friday of the month. We are moving our meeting time to 5PM EDT for the August meeting to accommodate a number of members. Please email [secretary@adultchildren.org](mailto:secretary@adultchildren.org) for call details or more information.
2. The committee is considering if we should meet more frequently and or on different dates and times to get more people to attend.
3. We decided to keep the keep the zoom ID and PWD private to committee members.
4. There was a motion to make the committee a regular standing committee instead of simply an Ad hoc one. After some discussion, the motion was tabled until the August meeting.
5. We continued to discuss Tradition 10 and how the committee can balance looking at a number of issues affecting members today while respecting tradition 10 and outside issues.
6. Notes from our July meeting on Coordinating with Other Committees:
  - a. It was suggested that this committee come up with some DIA guidelines for other committees to reference rather than have individual liaisons for each committee - this item will be discussed further in Slack
  - b. Members of this committee will still serve as informal liaisons and can help the committee stay updated with the goings-on of other committees, while also representing DIA perspectives at the other committees
  - c. A member expressed concern with only White people developing DIA guidelines because “we don’t know what we don’t know,” and that BIPOC involvement is needed
  - d. A member discussed the idea that the committee needs to start somewhere, and that by beginning the work we will hopefully attract more BIPOC involvement
7. A number of members posted some resources for the committee to consider.

- a. A spreadsheet showing possible a DIA strategy. This is internal to the committee right now.
- b. <http://www.racialequityresourceguide.org/about/glossary>
- c. [https://www.collectiveimpactforum.org/sites/default/files/Equity%20Resources\\_August\\_2016.pdf](https://www.collectiveimpactforum.org/sites/default/files/Equity%20Resources_August_2016.pdf)
- d. Disability inclusion resources: <https://www.nationalservice.gov/resources/disability-inclusion>
- e. <https://www.councilofnonprofits.org/tools-resources/why-diversity-equity-and-inclusion-matter-nonprofits>
- f. [https://www.ywboston.org/wp-content/uploads/2016/02/MISS\\_VIT\\_BLD-SUPP-FOR-MISS\\_TRN-AND-DEVEL\\_SJ-GLOSSARY\\_MARCH\\_2016.pdf](https://www.ywboston.org/wp-content/uploads/2016/02/MISS_VIT_BLD-SUPP-FOR-MISS_TRN-AND-DEVEL_SJ-GLOSSARY_MARCH_2016.pdf)

some key definition excerpts:

- Diversity - A variety of things. Recognition of difference alone does not equal justice or inclusion. A diversity focus emphasizes “how many of these” we have in the room, organization, etc. Diversity programs and cultural celebrations/education programs are not equivalent to doing racial justice. It is possible to name, acknowledge, and celebrate diverse cultures without doing anything to transform the institutional or structural systems that produce, and maintain racialized injustices in our communities.
- Equality - To treat everyone exactly the same. An equality emphasis often ignores historical and structural factors that benefit some social groups/ communities and harms other social groups/communities. Often as a response to racism, people will claim a “colorblind” orientation or seek to create “colorblind” policies that will treat all people equally. However, “colorblindness” often leads to inequity because it does not acknowledge the historical and contemporary systemic forces of oppression that do not allow all of us to be our full selves equally.
- Equity - To treat everyone fairly. An equity emphasis seeks to render justice by deeply considering structural factors that benefit some social groups/communities and harms other social groups/communities. Sometimes justice demands, for the purpose of equity, an unequal response.
- Inclusion - 1. An intentional effort to transform the status quo by creating opportunity for those who have been historically marginalized. 2. An inclusion focus emphasizes outcomes of diversity rather than assuming that increasing the amount of explicit diversity of people automatically creates equity in access/opportunity, or an enhanced organizational climate. 3. Begins with the needs, wants, and quality of life of the historically Minoritized population rather than the historically privileged.
- Inclusive Organization - An organization that proactively enlists intentional strategies to remove barriers to access, participation and success of those who were historically or are currently systematically excluded by or marginalized within the organization. 2. An organization that actively seeks the transformation of its organizational policies and practices, to foster the involvement and success of those who have been excluded or marginalized.