

Diversity, Inclusion & Accessibility Ad hoc Committee
October, 2020

Activity Report

Group Contact: webservant@adultchildren.org

1. The Diversity committee met on:
 - October 16th, 2020
 - November 6nd, 2020

The committee meets the first and third Friday of the month at 3:00 pm ET

2. The committee approved a new meeting time. The committee will continue to meet the first and third Friday with a new time of 3:00 pm ET.
3. The committee approved that any committee vote(s) will require a 2/3 majority for approval (substantial unanimity).
4. The committee approved a meeting agenda prioritization process:
 - a. Step 1 – Add items to the agenda via the motion process. All new agenda go to the bottom of the agenda. No discussion about where these agenda items should be prioritized on the agenda yet.
 - b. Step 2 – Open conversation/dialogue of the agenda as a whole. Allow everyone a chance to share their opinion (if they so choose). This will hopefully avoid the quagmire of having conversation about the agenda as a whole when we are already locked inside an existing motion. Aim for general group consensus before moving to
 - c. Step 3 – motions to move/re-prioritize individual items on the agenda.
5. The committee sponsored the November 8th Faces of ACA virtual speaker event. The event slated three speakers. Only two speakers were able to speak due to zoom bombing.
6. Committee approved a motion to request permanent status at the December WSO board meeting. The committee is waiting to make a decision on who will write the report to the board, and what it will say.
7. Report from WSO board liaison -- board suggestions (see attached): Discussed in committee and no action taken.
8. Changing Committee Name: Discussed in committee and no action taken.
9. Establishing Committee Email Address: Discussed in committee and no action taken.
10. Liaising with other committees: Discussed in committee and no action taken.
11. Drafting a message of introduction (of committee) to groups and intergroups: Still deferred.
12. Document of acronyms and definitions to share with other committees: Still deferred.

Diversity Committee Notes from 24 October 2020 Board Strategic Planning Meeting

Committee Information Presented by Sharon to the Board

Slack Channel Started: 22 March 2020

Report due: 12 Dec 2020

Goals from ABC:

- Reach out to members that may be interested in joining the committee
- Start having regular meetings
- Develop a plan – Diversity, Inclusiveness, Accessibility, Anonymity. How to get more diversity in ACA meetings and service?
- Provide monthly reports to the Board
- Assess if more time is needed to deliver it's finding to WSO

Actions taken by the committee:

- Working on committee structure
 - Substantial Unanimity
 - Developing group conscience
 - Working groups
- Sponsoring Faces of ACA event on Nov 8th
- Traveler Article
- ComLine Article

Upcoming Strategies:

- Developing resources for committees as well as groups
- Liaising with other committees
- More ComLine articles
- Outreach Events

Feedback from Board:

- Have the goals from ABC been reached? What's the status?
- Concerns over Committee not having an email address - the last monthly report shows the committee is still struggling with this - how can the Fellowship directly contact the committee?
- Concerns being sent to Board members by others (outside the committee) feeling their work is being attacked by the committee (one example given - Saturday events being criticized for being scheduled on the Sabbath for some people) - want the committee to keep in mind that not every solution will work for everyone at every time
- Consider the writings on Slack - are they coming from a place of "service coming from love" and recovery? Or are they coming from a place of fear and anger?
- Suggest the committee to consider:
 - Focus on Unity in ACA - we are more alike than we are different
 - ACA Traditions - how the Traditions foster diversity
 - Which issues are ACA vs Outside issues
 - There are pitfalls (easy traps) that committees can fall into when working with such triggering issues
- Board does recognize that more work needs to be done, not only in the committee, but around WSO and the ACA Service Structure - creating an invitation where people feel more a part of ACA and WSO.
- Would like to see the committee focus on:
 - First level solutions - short term (1 year) changes that can nudge us forward toward Diversity
 - Traditions - rather than looking at outside issues, focus on the Principles of the Program and the Traditions
 - What do we have in common? We were all traumatized as children
 - How can we leverage the strengths of ACA as part of the solution