

Representation, Equity and Accessibility

June Monthly Business Report

July 2, 2022

“Our purpose is to identify and address barriers to participation and spreading the ACA message, in order to actively foster an environment of representation, equity, and accessibility.” [Diversity Statement](#)

AdHoc Committee Information

Contact Email: represent@acawso.org

Slack Channels: represent_equity_accessibility_committee

Empowerment Teams & Working Groups; Membership Survey Working Group

Convener: Joe H

Collaboration Committee Membership: All

Active Committee Members: Kathleen S, JoeH, Guests- PontaM,

Meeting Info: See the end of this document for meeting info

No significant changes to report. The Board has limited the Ad Hoc Committee to 2 years which has passed. A transition plan is under development.

REA is an ad hoc committee which began in 2019. After two years, its allocated time may be concluded, because ad hoc committees are temporary. However, its purpose, objectives and specific issues are not resolved, which is not a failure. Realistically, organizational change of this magnitude, to increase diversity and inclusion in ACA, can only be well-begun in two-years. Again, a report to the Board and Fellowship is appropriate. This report may very well include recommendations for next steps. There is interest in continuing this work and there is resistance also.

Because of 1) lack of access to the Board, 2) poorly managed conflicts as well as 3) turn-over in members and Trusted Servants, REA’s progress slowed in the second half of the year. REA did not publish its trifold, which is ready for submission. Neither recommendations to OPPM regarding operational procedures, nor the Empowerment Team contract and curriculum (Goals #7 and #8) were completed. The other, current Goals will have to be re-staffed with recruitment of a new set of Officers and Trusted Servants or deactivated.

Current progress on the eight Goals is outlined below.

Progress on Current Goals (Overall - 61.3% complete)

1. The Committee met once since the last monthly report. No new decisions have been voted upon. These Monthly Reports have not been approved by the entire ad hoc Committee. They are DRAFT reports that are subject to modification and revision at the time of approval.
2. Non-members of REA continue to resist, misrepresent, and disrupt meetings as well as reports. The prescribed actions recommended in the text, *Adult Children Of Alcoholics/Dysfunctional Families*, 10th Edition have been followed. Currently, a complaint has been filed with the Board regarding disruptive members after an event on May 14th 2022.
3. The four Collaboration Committees (<https://acawso.slack.com/archives/C02M5H3DCUV>) will be attended by REA members. This initiative fits well under REA Goal #7 (see below). We will consider the proposal that REA fits into the Collaboration Committees like a "staff function" that advises the Fellowship, WSO and the Board with specialized support around representation, equity and accessibility.
4. The Committee continues to expect the Racial Equity Empowerment Team take the lead on workshops.
5. The Committee is pleased that our Representative language pdf is useful to WSO and Intergroups. It will be submitted to Publishing for comment and distribution. Click here for the current recommendations - https://drive.google.com/file/d/1ee1_8Bzmlu4giQ7QGR0iftl-2OJo8zfS/view?usp=sharing
6. The Committee is seeking a volunteer to fill the various roles especially the Secretary's role, which is needed to add decisions made to the minutes and Monthly Reports.
7. The Committee decided to add a standard agenda item entitled "Additional Votes Needed" for this meeting and clarify voting as well as group decision-making.
8. The Committee has taken no action on standard text / information for the REA survey questions, REA Introductory Slide Deck, REA Flyer and REA Trifold.
9. The Committee concluded it's discussions about a worldwide demo Word.ly for translations into another language, or Speechify - written transcript from the recording and work well with Zoom. However, expenditures to fund a worldwide demonstration are under appeal with no response to date.

Meeting Information:

The committee meets two times per month, on the 1st, 3rd and 5th Fridays for 1.5 hours at 3:00pm EST, 8:00pm GMT+1. Our “Fifth Friday” meetings are an open sharing meeting, with no agenda. See zoom info below.

Join Zoom Meeting

<https://us02web.zoom.us/j/85641875059>

Meeting ID: 856 4187 5059

Passcode: 10049

Find your local number: <https://us02web.zoom.us/u/kpguqC2Qk>

Committee Goals for 2021 (ref: [Annual Report to the Board of Trustees, December 12, 2020](#))

Goal 1: Collect feedback from membership about diversity, representation, equity, inclusion, and accessibility to help guide future committee actions (e.g. surveys, workshops and/or town halls). - IN PROGRESS (25%)

Goal 2: Develop accessibility standards and guidelines for ACA, *informed by feedback* from the membership collected in Goal 1. - IN PROGRESS (75%)

Goal 3: Develop representative language guidelines for ACA, *informed by feedback* from the membership collected in Goal 1. - IN PROGRESS (75%)

Goal 4: Develop committee structure and operational processes and procedures through the group conscience process. - IN PROGRESS (75%)

Goal 5: Develop effective methods for information-sharing and collaboration with other WSO committees. - IN PROGRESS (75%)

Goal 6: Develop a process for prioritizing and implementing committee strategies and initiatives using the framework of the Steps, Traditions, and Concepts. - IN PROGRESS (90%)

Goal 7: Begin exploration of an oversight-inventory component within Bylaws/OPPM that is responsive and easily accessible within the ACA/DF Fellowship as a whole. - IN PROGRESS (50%)

Goal 8: Create a racial equity Empowerment Team. – STUCK due to turnover