



Diversity, Equality, Equity, & Inclusion Policy

A. ACR is committed to diversity, equality, equity and inclusion in its membership, structure, and organizational work. A culturally **diverse** organization is one that recognizes, supports, values, and utilizes people's differences and similarities in support of the organization's goals and objectives. **Equality** means the state of being equal, especially in status, rights, and opportunities. **Equity** means recognizing and working to eliminate barriers in status, rights and opportunities, process, and consequences. **Inclusion** puts the concept and practice of diversity into action by focusing on creating conditions necessary for every individual to be fully able to participate in every area within ACR.

B. ACR seeks to encourage and promote participation, accessibility, active representation, and leadership from diverse populations including, but not limited to, race, national origins, language, genders, sexual orientation, socio-economic statuses, school or organizational locations, disability, physical abilities, age, religions, education, all types or levels, and perspectives. Further, ACR will actively implement equality, equity and affirms diversity in its work, including its publications and standards, and in its Board, staff, programs, Chapters, Sections, and committees.

C. In order to promote diversity, equality, equity and inclusion in ACR and the conflict resolution field on-going self-examination is essential. ACR is committed to discussing and implementing fairness and openness in its values, procedures, conceptual frameworks, and structures. All persons participating in ACR programs and activities are a part of this endeavor.

Diversity, Equality, Equity, & Inclusion Network Framework

The ACR Diversity, Equality, Equity & Inclusion Network Framework is designed to ensure that all parts of ACR reflect our deep commitment to increasing diversity, equality, equity, and inclusion within ACR, as well as within the field. This inclusive network structure provides for representation, communication, and involvement throughout the organization. It also includes self-evaluation, guidance and facilitation by the ACR Diversity, Equality, Equity, & Inclusion Committee.

Diversity, Equality, Equity, & Inclusion Point Persons

As provided in the ACR Policy and Procedures Manual, every ACR Chapter, Section, Committee, and Task Force, as well as the ACR Board and the ACR staff, must appoint at least one DE&I Point Person from its membership. Each Point Person provides guidance and serves as a resource for his or her constituency. Point Persons are responsible for assisting their respective units with diversity, equality, equity, & inclusion issues and ensuring that their unit actively advances the ACR DE&I Policy. Leadership development and power sharing are a priority; therefore, an individual may not serve as DE&I Point Person of two units, or as both DE&I Point Person and Chair or Co-Chair of a unit, simultaneously. Point Persons shall be members of their unit's leadership and be included in the group's leadership meetings. Larger units may form Diversity, Equality, Equity, & Inclusion committees chaired by their DE&I Point Person. DE&I Point Persons may also collaborate with DE&I Point Persons from other units.

DE&I Point Person's Role

DE&I Point Persons, with assistance from the DE&I Network (which is made up of all DE&I Point Persons across ACR), should be a diversity and equity lens, voice and resource for their own ACR Chapter, Section, Committee, or Task Force, as well as ACR as a whole. They should seek to ensure that their unit remains committed to diversity, equality, equity, and inclusion.

DE&I Point Person's Responsibilities

A. Education and Resource Sharing

1. Educate Chapter, Section, Committee or Task Force members about the importance of diversity, equality, equity, and inclusion and about ways to support their efforts regarding DE&I.
2. Compile resources, materials and programs for teaching and facilitating DE&I, in the context of conflict resolution and conflict resolution education and training.
3. Communicate and share resources with other point persons in the DE&I Network.
 - a. Chapter Point Persons should also connect with interested persons in the Chapter's local community.
 - b. Section Point Persons should also connect with interested persons in the Section's interest or practice area.

B. Leadership

1. Serve as a part of the Chapter, Section, Committee or Task Force Leadership, including participating in leadership meetings and conference calls, helping plan events and projects for the unit, and being involved in the development of the budget proposal for the unit.
2. Ensure that DE&I is a continuous part of the Chapter, Section, Committee or Task Force agenda, and informs all its activities, actions, and decisions.

C. Outreach and Advocacy

1. Address DE&I through outreach and social responsibility within the Chapters, Sections, Committees, and Task Forces of ACR.
2. Encourage greater diversity in ACR's Chapters, Sections, Committees and Task Forces by facilitating inclusion of people of color, people whose first language is other than English, economically disadvantaged people, and other groups who are not yet well represented in ACR.
3. Perform a DE&I assessment of their own Chapter, Section, Committee or Task Force, taking into consideration opportunities created and outreach initiatives undertaken.

D. Facilitation

1. Facilitate discussions and help to resolve conflicts around DE&I issues within the Chapter, Section, Committee or Task Force.
2. At the request of the DE&I Committee, facilitate discussions of DE&I issues for other ACR entities including, but not limited to, other ACR Chapters, Sections, Committees or Task Forces.

ACR's Expectations of DE&I Point Persons

The Point Persons are expected to meet the following criteria. They should use these criteria to assess their own performance.

- Learn as much as is reasonable about DE&I issues, to be better prepared to be an advocate for those issues.
- Assist other Point Persons with their learning, so that all members of the DE&I Network can be as effective as possible.
- Work with other Point Persons in DE&I organizational development efforts on an ongoing basis.
- Make every effort to attend DE&I Network and Leadership meetings at the annual ACR Conference, to advance the DE&I mission through face-to-face interaction.
- Participate in DE&I Network conference calls, webinars, and teleseminars.
- Maintain access to e-mail and the internet to communicate, regularly, with other DE&I Point Persons and ACR members.
- Regularly evaluate his or her own effectiveness in promoting DE&I in his or her Chapter, Section, Committee or Task Force, and in ACR as a whole.
- Actively consider ways to improve ACR's DE&I efforts and ACR's diversity.

Diversity, Equality, Equity, & Inclusion Networks

DE&I networks are comprised of DE&I Point Persons in each category. The DE&I Committee keeps an updated list of each network, including contact information for each DE&I Point Person, and distributes the lists to each network as often as needed. Members of each network are expected to communicate with one another, share resources, etc. Fundamental decision-making power regarding how each DE&I Network will operate rests with each DE&I Network.

There is a DE&I Network for Chapters, Sections, and ACR:

- Chapters' DE&I Network = Current DE&I Point Persons from each Chapter
- Sections' DE&I Network = Current DE&I Point Persons from each Section
- ACR's DE&I Network = Current DE&I Point Persons from every Chapter, Section, Committee, Task Force, on the Board, and on staff.

The staff, board, and other ACR committees (because their numbers are smaller) each have the option of forming DE&I Networks for their constituencies.

ACR Diversity, Equality, Equity, & Inclusion Committee

The ACR Diversity, Equality, Equity & Inclusion Committee is the leadership group of the DE&I Network, and facilitates communication and collaboration across the network. It provides training and resources to DE&I Point Persons and schedules and facilitates DE&I Point Person meetings and conference calls. Other responsibilities of the Diversity, Equality, Equity & Inclusion Committee include:

- ❖ Keeping an updated list of each network, including contact information for each DE&I Point Person
- ❖ Distributing the contact lists to each network, as often as needed
- ❖ Surveying the ACR membership regarding implementation of the ACR DE&I Policy
- ❖ Requesting and compiling DE&I reports from Chapters, Sections, Committees, Task Forces, the ACR staff, and the ACR Board
- ❖ Preparing comprehensive DE&I reviews of how ACR is achieving its diversity, equality, equity, and inclusion goals
- ❖ Preparing a DE&I newsletter or report that includes updates about initiatives in ACR and information about DE&I Point Person activities and projects in the Sections, Chapters, Committees and Taskforces.