

# Representation, Equity and Accessibility (REA)

## Monthly Business Report for September 2021

October 6, 2021

“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.”

### Committee Information

Contact Email: [represent@acawso.org](mailto:represent@acawso.org)

Slack Channel: represent\_equity\_accessibility\_committee

Co-Chairs: Joe H (NEW)

Board Liaison: Sharon F

Active Committee Members: Alaska Y, Alexandra E, Kathleen S , Sharon F

Working Groups: Empowerment Teams & Working Groups: Ethnic & Racial Equity Empowerment Team;

Membership Survey Working Group; Liaisons to other WSO committees

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

The Committee met regularly since the last monthly report:

- September 17, 2021 - regular committee meeting and prioritization meeting
  - October 1, 2021 - regular committee meeting
- 1) Additional clarification regarding the Survey’s scope was provided. An existing bank of questions will be sought. Sampling strategies were discussed. Qualitative data may be obtained from workshops and discussion groups such as the ‘Men’s Only Townhalls’ Collaboration with H&I as well as Member Services and Global will be requested for the Survey. The existing Slack channel, “Represent\_Membership\_Survey\_WG” is being updated.
  - 2) Accessibility standards and guidelines for communications/IT were pulled from “Web Content Accessibility Guidelines (WCAG) 2.1.” TTY, Lingmo, Word.ly, Google Translate are undergoing cost and feasibility analyses. Both activities will be in collaboration with IT. Recordings of the REA Meetings will be assessable to Members in different Time Zones and Languages.
  - 3) The Committee approved another revision to the Recommended Representative Language document, will use GDrive to keep it a “living” document, and the most current version will always be posted on REA’s committee page. All committees especially Literature are welcomed to reference the document and submit additional recommendations to Represent@acawso.org
  - 4) The Diversity Statement will be strengthened using findings from the Membership Survey. A ballot proposal was withdrawn because REA already has instructions to update the Diversity Statement.
  - 5) The Committee will consider establishing positive WSO stories that emphasizing best practices and positive examples of implementing REA objectives, i.e., publishing the LPG on Kindle.
  - 6) REA Identity will be developed through the REA logo, Trifold (from existing communications and quotes) and event flyers. The ‘call for volunteers’ verbiage was returned for another draft.
  - 7) The Committee continues to revisit and align our goals especially regarding a WSO self-inventory tool (#7) and Equity Empowerment (#8). A WSO self-inventory tool was discussed. This idea will be investigated.
  - 8) The Committee’s agreements around use and behavior in Slack channels are being respected.

Last Monthly Report for September 2021 is found here.

[https://acawso.slack.com/files/UCSKA4ZSL/F02DXTXUH46/aca\\_rea\\_monthly\\_business\\_report\\_8-2021.pdf](https://acawso.slack.com/files/UCSKA4ZSL/F02DXTXUH46/aca_rea_monthly_business_report_8-2021.pdf)

### Committee Information (continued)

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

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

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

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

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

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

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.

Goal 8: Create a racial equity subcommittee. - COMPLETE

### Meeting Information:

The Committee meets two times per month, on the 1st and 3rd for 1.5 hours at 3:00pm EST, 8:00pm GMT+1. Our "Fifth Friday" meetings are an open sharing meeting, with no agenda. This meeting can serve as a Suggestion Box during which we will focus on suggestions, feedback. See Zoom info below:

Join the next REA Zoom Meeting October 15, 2021

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

Meeting ID: **856 4187 5059**

Passcode: **10049**