



American
Community
Gardening
Association

Inclusiveness Policy
American Community Gardening Association
Approved Saturday February 17, 2007

Equity Statement

The American Community Gardening Association (ACGA) recognizes that the diversity of its board, staff and communities is a source of strength and knowledge essential to its development as an organization. In principle and in practice, the ACGA values and seeks a diverse membership. There shall be no barriers to full participation in this organization on the basis of gender, race, religion, age, sex, colour, disability, sexual orientation, social economic status, language, level of education, geography, national or ethnic origin.

Inclusiveness Policy

I. Planning and Implementation

The ACGA will commit time and resources to develop and implement a five-year plan to reduce barriers to underrepresented groups and to expand access to leadership opportunities with the intent of strengthening our diverse communities on a local and bi-national.

Each committee shall develop and maintain an on-going action plan which addresses the specific issues in this diversity policy.

II. Board of Directors and Staff

The Board will work to ensure its make-up shall be representative of its constituency.

The ACGA will work to break down barriers that impede board member participation including, but not limited to financial (such as transportation cost reimbursement), technical and communication.

When hiring staff the Board will make efforts to solicit applications from under-represented groups and will not discriminate on the basis of gender, race, religion, age, sex, colour, disability, sexual orientation, social economic status, language, level of education, geography, national or ethnic origin.

III. Training

Diversity awareness training will be provided for the ACGA Board of Directors and staff on a regular basis based on the recommendations of the Social Justice committee, and training resources will be provided in annual board packages.

IV. Publications and Programs

All annual ACGA conferences will include a diversity workshop opportunity for all participants.

ACGA publications will prominently display the diversity statement: “the ACGA values and seeks a diverse membership.”

All visuals will reflect a diverse membership.

Publications and programming will to increase member awareness of issues of concern to under-represented groups.

Speakers, presenters, panel participants, trainers, and facilitators at all ACGA events will include members of under-represented groups when possible.

Special dietary arrangements shall be offered when meals are included in program packages.

All attempts will be made to provide translation at meetings and conferences when requested.

V. Meeting Sites and Times

All national, regional and state/provincial meetings and events will be accessible to persons with disabilities, and all publicity about events will carry accessibility information.

Facility owners and operators who are known to discriminate shall not be patronized by the ACGA.

No meetings will be held on the major religious observances such as: Easter, Rosh Hashanah (two days), Yom Kippur, the evening proceeding the first two days of Passover, Christmas, or major holidays of significant religious or ethnic groups.

VI. Evaluation

The Social Justice Committee of the Board of the Directors will evaluate ACGA progress toward diversity and determine the next steps at regular ACGA board meetings.

Committee reports will include progress updates on tasks related to this Inclusiveness Policy.