

ACA MORNING

SAFETY WORKING GROUP (SWG) REPORT

May 14, 2023

MAY SAFETY WORKING GROUP UPDATE

- On Sunday, April 30, an Informational Session was held after the Newcomer Session. The purpose of this meeting was to introduce members of the SWG team and to speak about our work. We wanted to provide information for all members of SMR, to augment information provided on the website and in earlier reports. We offered a question-and-answer session to allow discussion about the SWG current or previous actions. This informal session was scheduled for one hour but lasted just over two hours to allow for all members who wished to speak to do so.
- As discussed in the informational session, the SWG developed a survey to learn about the fellowship's safety priorities, to help us determine our priorities in the development of safety policies and procedures.
- Several team members attended the WSO ABC, and brought back many ideas for managing our group and specifically a large business meeting. Safety was a dominant theme (see attached PPT slides from the meeting). Some notable observations:
 - Safety in a group business meeting setting was emphasized. Specifically, a prepared statement was read a number of times reminding people to allow only their Adult/Loving Parent to attend, and that disagreement is fine but only with courteous communication. As part of "setting the tone" appropriate behavior was clearly defined, a process for reporting was established, and consequences for violations were clearly outlined. There were example scenarios and suggested language with recommended actions provided.
 - In the meeting, there was steadfast control of the mute/unmute and the chat to maintain emotional sobriety at the meeting. Any missteps were immediately addressed.
 - The meeting was recorded, as are WSO meetings this team has ever attended. This may be something to consider for the ACA SMR meeting.
 - An announcement was made that effective immediately, any fellow joining the ACA WSO Slack channel must sign a safety standards agreement or they will not be allowed on the Slack channel.

SEEKING GROUP UNITY

As many in the fellowship have expressed thoughts and feelings associated with the fracture in the last month, the SWG is asking everyone to come together to openly discuss our differences and find a path back to unity. We invite everyone to join us in crafting new guidelines and protocols. We will continue these open discussions until the fellowship comes to a restored sense of safety.

Respectfully submitted,

Lisa M, Jim R, Wendy, Vivienne C, Maria, Jean

[Completed report reviewed by new members: Stephen, Lori, Nancy, Hala]

Health & Safety at the ACA Annual Business Conference

2023

The Health and Safety of our Conference is a shared responsibility

-We are guided by the Steps, Traditions, Concepts, and Commitment to Service.

-First Tradition says, “Our common welfare should come first; personal recovery depends on ACA unity.”

-Commitments to Service remind us to:

- Place principles before personalities.**
- Be willing to forgive ourselves and others for not performing perfectly.**
- Be mindful to not use service to act out old behavior: taking care of others, controlling, rescuing, being a victim, etc.**

(BRB, p. 590)

“We are a spiritual program coming from love.”

“The process is as important as the outcome.”

Please show courtesy:

- **When speaking, consider members whose primary language is not English.**
- **Use 'I / me' statements rather than 'you, they, we'.**
- **Be honest and direct, yet gentle and compassionate with yourself and others.**
- **Focus on the Solution.**
- **Listen and learn. Examine your thoughts, words, and actions.**

For a healthy and safe Conference:

- Show up as your best self.**
- Tend to your inner children or reactive critical parent.**
- Speak when your loving parent is in charge.**
- Remember, it is OK to disagree, but it's not OK be disrespectful.**

Safety Protocol Step 1 of 5

1. Delegates report unsafe statements/actions directly to the Safety Point of Order person in chat.

- **The Safety Point of Order may respond directly to the reporting delegate.**

OR

- **The Safety Point of Order will inform the Conference that a safety concern was received and will share the concern with the Parliamentarian. The Conference will be paused to address the safety concern.**

Safety Protocol Steps 2 and 3

2. If something is said in an unkind manner or tone, the chair will ask the person to rephrase it with courtesy.

3. If the meeting starts to lose our safety focus, the chair will stop the discussion and put the Conference on pause.

Safety Protocol Step 4 of 5

4. When a gentle reminder is not changing the behavior, the chair will pause the Conference and take a group conscience by using a Poll.

Example:

“Is this behavior acceptable?”

“Do you want this behavior to stop?”

Safety Protocol Step 5

5. In extreme instances, if a Delegate is unwilling to express themselves with courtesy, a poll will be taken for a group conscience whether they should be muted and/or taken off camera.

“Do you vote to mute this person?”

“Do you vote to turn this person's camera off?”