

<b>Recommendation to ACR's Leadership</b>	<b>Status</b>
1. Have an ongoing discussion about the quality of the relationship of ACR's leadership team with the Diversity and Equity Committee and how it may be improved, focusing on both specific appreciations and requests of the Committee.	Ongoing discussion
2. Schedule a professionally-facilitated meeting with the Diversity and Equity Committee to discuss the results of said meeting and to listen to the D&E Committee's appreciations and requests of the leadership team.	Determined not to be necessary based on #1.
3. Schedule a meeting to be attended by ACR's leadership team and the D&E Committee to discuss the recommendations and other matters of this report, including how widely this report will be disseminated and whether it will be posted on ACR's website.	Discussed September 2008. Posted January 2009.
4. Have the D&E Committee make a presentation to The Board of Directors on a regular basis as an agenda item.	In the Strategic Plan. First presentation scheduled for February 2009
5. Make the D&E Committee a part of the Leadership Council agenda at every conference.	In the Strategic Plan. Started September 2008
6. Act on the challenge that both the membership and conference fees are too high for many individuals.	No increase in membership or conference early bird fees since 2005. Conference scholarships and other discounted fees available. Conference committee to look at lower fees for first time attendees and new members.
7. Provide diversity training for all Chapter Presidents, Section Chairs and Committee Chairs on the necessity of both diversity and diversity competence for ACR.	Started September 2008. Part of the D&E Point Person role. Add agenda item to at least one Section and one Chapter conference call each year.
8. Respectfully communicate to the Board, All Chapters, Sections and Committees that the ACR staff is very dedicated, works extremely hard and should be related to as professionals and with respect, and further, that their input should be listened to, considered and valued.	Board will remind from time to time.

<b>Recommendations to the Diversity &amp; Equity Committee</b>	<b>Status</b>
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1. Have an ongoing discussion on quality for the Diversity & Equity Committee's relationship with ACR's leadership team and how it may be improved, focusing on both specific appreciations and requests of the leadership team.	Ongoing.
2. Attend a professionally-facilitated meeting with ACR's leadership team to discuss the results of said meeting and to listen to the leadership team's appreciations and requests of the D&E Committee. (This is the same meeting referred to in number two of the recommendations to ACR's leadership team.)	Determined unnecessary based on #1.
3. Develop clear, specific and obtainable goals for the D&E Network Point Persons.	Done annually.
4. Communicate those goals to the entire ACR membership.	In the work plan.
5. Pursue distribution of a Diversity & Equity survey which can be used by Chapters and Sections to keep track of the diversity of their membership.	Done in June 2008.
6. Continue assignment of a D&E Committee member who has primary responsibility for servicing particular Chapters and /or Sections and /or Committees.	Ongoing.
7. Establish a policy requiring each Chapter, Section and Committee to develop at the beginning of the year, an annual E&E Plan for submission to the D& E Committee by a particular deadline. The plan should include the name, number and email address of the Chapter, Section or Committee's diversity point person, its diversity goals and for each goal, the specific strategies for achieving those goals, persons responsible for implementing each strategy, and timetables. It may greatly help the Chapters, Sections and Committees to have an annual plan template from which to work. Said template, (which would include the four categories mentioned above, i.e., first, goals, second, the strategy or strategies that will be used to accomplish each goal. Third the person or persons responsible for implementing the strategy or strategies, and fourth the date by which the goal will be accomplished), should be developed by the D&E Committee. Possible goal areas include diversifying the Chapter, Section or Committee's membership; diversifying the Chapter, Section or Committee's leadership; identifying and contracting with diverse conference speakers; planning diversity-related activities for the annual conference; and providing diversity education for the Chapter, Section or Committee's membership.	Policy established. Implementation to be addressed.

8. Inform Chapters and Sections of the following	In the work plan.
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three things: The new requirement of submitting an annual plan to the D&E Committee; The deadline for submission of the plan; and the name of the D&E Committee member who has been assigned to their Chapter, Section or Committee and the availability of that person to help with the development of their plan.	
9. Review all submitted D&E plans and help the Chapters, Sections and Committees “Fine tune” them as stated in the current D&E Committee Framework.	In the work plan.
10. Provide on-going support to the Chapters, Sections and Committees in implementing their Diversity plans as stated in the current D&E Committee Framework.	In the work plan.
11. Provide training for Diversity Point Persons in carrying out the technical aspects of their responsibilities as stated in the current D&E Committee framework.	In the work plan. Consideration should be given to underwriting additional fees incurred by participants.
12. Be conscious of and committed to non-racial areas of diversity.	Ongoing.
13. Be conscious of and equally committed to equity.	Ongoing.
14. Appoint one Committee member to be the liaison to one ACR staff member on diversity issues and have that liaison meet with the diversity staff person about specific things they both need from the other in order to work together effectively.	Executive Director is the staff liaison.