



Racial Justice

Resolution 2020-11

Whereas, in the wake of the recent murders of George Floyd and other African-Americans and in furtherance of its long-held belief in equity and social justice, the American Council of the Blind issued a statement supporting the need for social and racial justice; and

Whereas, due to the perceived urgent need for issuance of this statement, there was insufficient time to obtain comprehensive input from the ACB Multicultural Affairs Committee (MCAC) prior to its release; and

Whereas, the MCAC is committed to the inclusion and preparation of African-Americans and other people of color to serve in leadership positions in ACB; and

Whereas, it is widely recognized that African-Americans and other people of color are underrepresented in this organization, both among its leadership and membership; and

Whereas, it is essential that ACB members have the opportunity to learn about both the life experience of African-Americans and other people of color in this country and the Black Lives Matter movement; and

Whereas, conditions that heavily impact people who are blind or have low vision, including diabetic retinopathy and glaucoma,

have high incidence rates among African-Americans and other people of color; and

Whereas, it is incumbent upon this organization to take measurable steps to attract leaders and new members among African-Americans and other people of color with vision loss, as well as to advocate with a view toward the specific concerns of this segment of the blindness community;

Now, therefore, be it resolved by the Board of Directors of the American Council of the Blind, assembled telephonically on the 27th day of August, 2020, that the board of directors and staff of this organization, in consultation with the Multicultural Affairs Committee, be directed to develop and implement a policy encouraging African-Americans and other people of color to

become involved in the leadership of this organization; and

Be it further resolved that as an essential part of the policy, this organization develop a mentoring program designed to seek out and elevate African-Americans and other people of color into leadership positions, including a provision for recruitment of members from the population of African-Americans and other people of color who are blind or have low vision; and

Be it further resolved that the advocacy efforts of this organization take into consideration the specific issues faced by African-Americans and other people of color with vision loss; and

Be it further resolved that the Multicultural Affairs Committee prepare a seminar to be presented at the 2021 D.C. Leadership Meetings on recruiting and mentoring of African-Americans and other people of color, along with an article to be published in "The ACB Braille Forum" on recruiting and mentoring African-Americans and other people of color who are blind or have low vision; and

Be it further resolved that this organization undertake an ACB census to better understand the diversity of this organization at all levels by February 1, 2021 and that collecting data on ACB's diversity be incorporated into the membership certification process moving forward.

Adopted.

Denise Colley, Secretary