



Diversity, equity, and inclusion are at the heart of everything we do.

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## Message from the Board

*'The night is darkest before dawn.'*

Dear Members and Friends of ACTO,

This letter usually comes from the desk of the President of ACTO Board, but this time we are writing from the collective desk - the entire Board of ACTO! In this closing letter of 2024, we want to be authentic with you, and build intimacy, clarity and energy for the future, through our sharing.

ACTO came into existence in 1999 and like any voluntarily run body, it has had its many moments of glory and challenge. ACTO has also evolved in response to the changing times and the needs of the coaching profession. November 2019 was one of the landmark moments, where ACTO developed and adopted its stand for Diversity, Equity, Inclusion and Belonging as being at the heart of everything it does in the field of coaching and coach training.

With the pandemic in 2020, unexpected change swept across the globe, and the past 4 years have brought ACTO our share of unprecedented challenges - challenges for how we gather, how we operate, and how we disseminate.

There is much to celebrate about our swift response to go online with our offerings, the conferences we hosted and the way we kept the ACTO spirit alive. AND, we have also

faced serious hurdles - fluctuating membership, health concerns for our team members, thinning human energy available for governance and other activities, and eventually - financial survival.

Consequently, at the ACTO Annual Board Retreat in October, we gathered to face the darkest of questions - 'Should ACTO sunset?'. As you may empathise, this was a heart-wrenching question, with no easy answers. We want to share with you how we approached this moment and what emerged.

The Board of ACTO met over two online meetings of 4 hours each on October 7, and October 11. The key theme was to take an honest look at ACTO's purpose, its identity and relevance, and its future options.

We needed a facilitator to hold space and a mirror for us. We are grateful to Altaf Shaikh for generously contributing his time and energy to step into this role and accompany us as we built clarity.

Through a few conversations leading up to the retreat we had awareness that there would be shifts in Board Membership as people made wholesome and authentic choices about how best they could serve their own and ACTO's needs. We were prepared that should ACTO move past the 'sunset' stage, then a new and committed team would be taking things forward.

We connected first as humans, and had a few circles of sharing our identities, noticing and dipping into the richness of the diversity that was held between us. We built intimacy with the vulnerability we showed up with.

We laid everything threadbare, including the sombre reality that passion for ACTO notwithstanding, a low bank balance and a confused identity can take us only so far!

We then also acknowledged that passion and a cohesive team can create magic and ACTO has a significant relevance, a contribution to make and MUST be sustained!

Here are some perspectives on ACTO in the direct words of our Board members:

*After years of an identity crisis, ACTO is reborn with new energy. It offers an open, diverse, and inclusive space where we can dialogue freely and creatively to strengthen the profession. I have been involved in ACTO for more than six years. I was attracted to it because I have always felt at home and challenged to give the best of myself. I am staying because I want to continue giving what I have received over these years. It is where I have found people who are similar to me but also different. ACTO is one of the environments where I have learned the most about the profession and myself. - **Virginia Gonzalez-Velez, President***

*Why is ACTO relevant? I believe most coaches and coach trainers have a yearning*

*to create an inclusive environment and a place where everyone feels that they belong. ACTO lives this, provides a home for it, and can foster this yearning in others. - **Halli MacNab, Past President and Board Member***

*I believe in ACTO because, ACTO is a gathering place for coaches and coach training organizations who believe in Equity in the field of coaching. ACTO is the place where the development of individual and organizational competencies in DEI is provided and supported. - **Steve Galloway, Board Member***

*In my association with ACTO, I have encountered authentic emotions in its people and I trust the language of emotions. ACTO offers warmth; a global platform; freedom and space for the unheard voices, for the need-to-be-heard wisdom voices, for the first-time voices, for the expert voices; for experimentation and for creativity. Surely, it is a pleasure and privilege to serve such a body, especially through a time of challenge - so much to do, so much to learn! - **Jagruti Gala, Chair Education Committee***

*New Sunrise: Since 2020, the landscape of coaching and coach training has experienced tectonic shifts. ACTO, V2 is an evolution of the organization to support where we need to be tomorrow and tomorrow and tomorrow, and I'm excited to be part of that reimagination. - **Jim Smith, Treasurer and Board Member***

We are glad to report that we transformed from 'maybe we need to sunset' to 'let's SPRINT, it is a new sunrise!' We bring you that energy for 2025! We count on your every support to make this sprint and the future meaningful, successful and joyful!

Our organization is not diverse without you. Please [join](#) as an individual member (\$100USD) or sign up as an organization (\$325USD) now to support our ongoing work in creating a diverse, equitable and inclusive environment in coaching.

With Affection and Joy  
ACTO BOARD

## ACTO NEWS

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### ACTO Monthly Community Conversations Calls!

**Please join us on Thursday, December 5 at noon EST for our next call** The November call was another great gathering with new and returning colleagues. We look forward to another stimulating conversation in December and throughout 2025.

If you would like to facilitate an upcoming call, let us know. With community facilitation support, we can offer these calls at times that are more convenient for some in our global community.

Feel free to invite a colleague to experience this ACTO member benefit. You can learn more and see the full schedule [here](#).

## UPCOMING EVENTS

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### **ACTO December Community Conversations Call**

Date: December 5, 2024 Time: 12 noon EST

[Registration Link](#)

### **January Monthly Spanish Forum: Segos que te pueden condicionar como líder.**

Date: 15 de enero de 2025, 6:00 US PT, 9:00 US ET, 15:00 CET, 19:30 IST

[More information](#)

[Registration Link](#)

### **January Monthly English Forum: Dare to Dream: Appreciative Inquiry based Coaching, Enabling Bold Dreams and Bold Action**

Date: January 22, 2025, 8:00 US PT, 11:00 US ET, 17:00 CET, 21:30 IST (90 minutes)

[More Information](#)

[Registration Link](#)



## **ACTO STAND**

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ACTO is a community of coaches and coach trainers dedicated to co-creating a more diverse, equitable, and inclusive coaching profession. Through dialogue, learning opportunities, and change initiatives, we seed coaching excellence that values diverse cultural perspectives and eliminates bias and harm.

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To read the full details of the ACTO Stand, please visit [our website](#).



## VOLUNTEER WITH US

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Join our committees! Volunteer with ACTO and help shape a more inclusive coaching profession. Visit our website to learn more and explore opportunities to get involved.

[Visit our Website](#)



# December Multicultural Calendar

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We invite you to acknowledge and explore a diversity of significant dates and cultural celebrations with us. These dates were sourced from [Diversity Resources](#). Please visit their website to learn more about each date's significance. If you have important dates from your culture that you'd like our community to learn about, please let us know!

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December 1 – World AIDS Day

December 10 – International Humans Rights Day

December 21 – Winter Solstice/Yule

December 25 – Christmas

December 25 to January 2 – Hanukkah

December 26 to January 1 – Kwanzaa

## ACTO MEMBER HIGHLIGHT

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We want to highlight and celebrate our members who embody the ACTO Stand for diversity, equity, inclusion, and belonging in their coaching practice and training. Would you or your coach training organization like to be featured in our Member Highlights section? We're looking for individuals and organizations whose stories inspire others in our community. [Reach out to us](#) to share your story!

## Help Us Grow Our Community

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Invite your coach friends and colleagues to join us! Share the benefits of [ACTO membership](#), including access to our informative monthly forums. They can also join our community calls as your one-time guests for a taste of what we offer. We appreciate your support in cultivating a vibrant community!



## Share Your Feedback with Us!

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We value your feedback. Please share your thoughts, ideas, and suggestions with us at [ACTO@ACTOonline.org](mailto:ACTO@ACTOonline.org). We look forward to hearing from you!

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