



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

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Message from the Board

Dear Valued Members, Colleagues and Friends of ACTO,

Our Conference page for this year contains the following words:

"Scary things are happening in many places in the world right now..."

Does this feel true for you and your clients?

It is not an exaggeration to say that in many countries, the pace of change and the level of uncertainty are staggering. Off the charts.

Most of us (although surely not all) are familiar with the acronym VUCA as a way to describe the world. (Volatile, Uncertain, Complex, Ambiguous). And this may be enough to describe the state of the world for some.

But move on over.

The new acronym that some (although surely not all) know is BANI (Brittle, Anxious, Non-linear, and Incomprehensible). It represents another level of chaos. Jamais Cascio coined the acronym BANI in 2018, and popularized it in his 2020 article, Facing the Age of Chaos. Cascio is an American anthropologist, author, and futurist.

A simple search on Google goes a little deeper on what this acronym means:

- **Brittle:** Systems are fragile and can break without warning.
For example, energy grids, democracy, and health care are brittle systems.
- **Anxious:** Constant changes can be anxiety-inducing.
Anxiety can lead to fear and a sense of helplessness.
- **Non-linear:**
Cause and effect are seemingly disconnected or disproportionate.
- **Incomprehensible:**
Problems are so complex and fast-moving that answers aren't clear.

On the Forum call last month, Rashmi Dixit talked about BANI and how we might use it with our clients to have them cultivate resilience and awareness, integrate paradoxes and act with integrity. BANI is intended to help people understand the world's current level of disruption and level of change and to navigate what to do next.

At ACTO, we are committed to provide community and tools so that our member coaches and coach training organizations can in turn support their clients and students with the VUCA and BANI world we find ourselves in.

It will be okay. We will keep breathing together.

With love,
ACTO Board



Resource of the Month

Each month in this newsletter we will highlight a different facet of identity, and provide a resource in this area for our readers.

Origins of our Cultural Programming

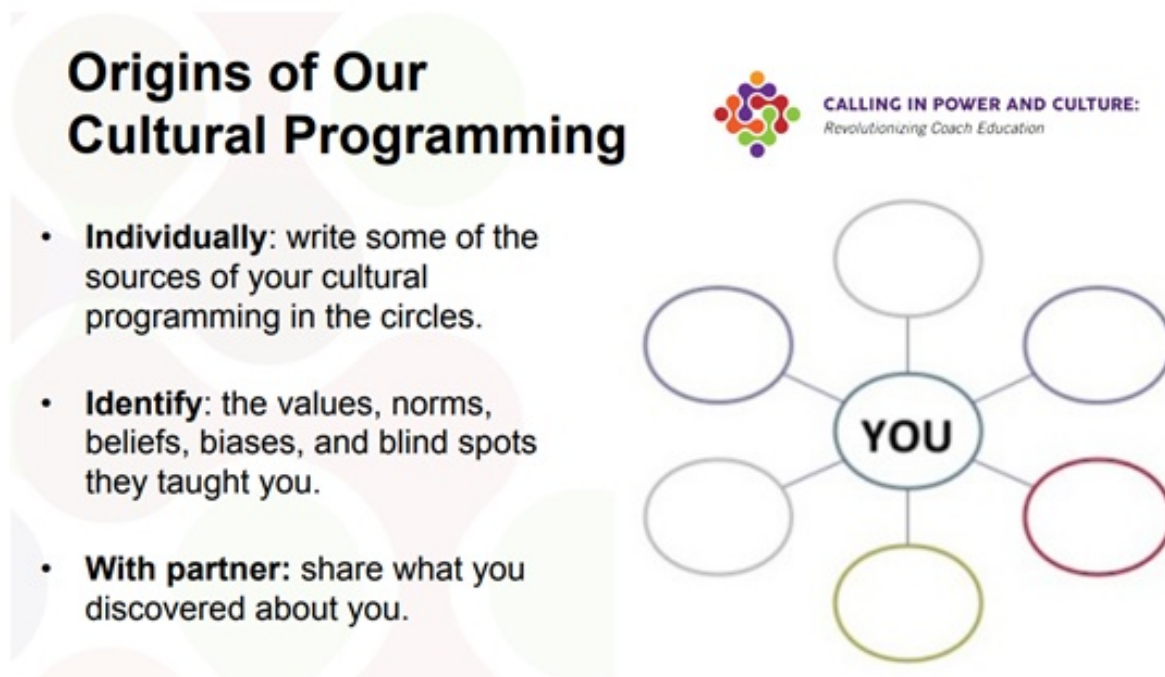
In any kind of cultural work, especially cross-cultural (which presumably includes all coaching sessions) it is useful to build self-awareness.

This tool, Origins of our Cultural Programming, provided at the Calling In Power & Culture Summit in Toronto in Sept 2017, for which ACTO was one of the sponsors, is an effective and powerful tool for this.

Add extra circles as you need them.

Examples: Daughter of a Commander in the US Navy, neurodivergent, parents highly valued education, grew up in The Projects, born in Syria, individual & team athlete, etc.

Items that form part of your Cultural Programming could also be **Legacies** - historical events that powerfully ripple across generations. These experiences touched the lives of our ancestors, thus are a part, often unconsciously, of who we are today (have a major influence on our perception and experience of the world.)



All of these things form your **Lenses** - the perceptual filters (i.e. mental models, worldview) through which we view and experience the world. They result from what we learned from, among other things, our legacies and sources of cultural programming.

Source: Maltbia's (2016) adaptation of concepts found in M.A. Williams' (2001), *The 10 Lenses: Your guide to living and working in a multicultural world*.

ACTO Conference 2025

Creating the ACTO Conference is in full swing!

The RFP is issued, we're getting proposals in, interviewing potential keynotes and inviting potential speakers to be a part of this educational experience. We are interested in hearing from anybody who has something to say on the topic of social identity in coaching: coach trainers, coaches, social justice advocates, etc.

If you, or someone you know, have something to speak about regarding social identity in coaching, please check out the RFP and consider speaking.

The Conference will be online June 19-21st. **Proposals are due April 10th.** Details below and on the [Conference](#) page on our website.



Humans First

Embedding Social Identity Differences in Coach Training

We believe you have important contributions to make. We invite you to participate as a speaker in **Humans First: Embedding Social Identity Differences in Coach Training**, the ACTO virtual [conference](#) 2025, June 19-21, 9-1:30 Eastern.

This year's theme encourages us to explore the value, the necessity and the "how" of honouring social identity in coach training, coaching, business and in being human. This statement recognizes the global nature of humanity in all its vulnerability as well as human relationships, which require communication and heart-to-heart connection; this requires that we welcome all facets and invite all perspectives from around the world.

[Submit Your Proposal
Here](#)

Submission Deadline for Final [Proposals](#) is April 10, 2025.

ACTO Conference Committee

ACTO Monthly Community Conversations Calls

Please join us on Thursday, April 3 at noon EST for our next call The March call was a great gathering with new and returning colleagues. We look forward to another stimulating conversation in April.

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

ACTO April Community Conversations Call

Date: April 3, 2025 Time: 12 noon EDT

[More information](#)

[Register](#)

April Monthly Spanish Forum: La Neurociencia aplicada al coaching.

Date: 9 de abril de 2025, 6:00 US PDT, 9:00 US EDT, 15:00 CEST, 18:30 IST

[More information](#)

[Register](#)

April Monthly English Forum: Beyond the Binary: Unpacking Gender Assumptions in Coaching

April 23, 2025, 8:00 US PDT, 11:00 US EDT, 17:00 CEST, 20:30 IST (90 minutes)

[More Information](#)

Register

May Monthly English Forum: Mindset, Community, and Resources: Doing the Work on YOU as a Tool for Teaching DEIB

Date: May 28, 2025, 8:00 US PDT, 11:00 US EDT, 17:00 CEST, 20:30 IST (90 minutes)

[More Information](#)

Register

2025 ACTO Conference: Humans First: Embedding Social Identity Differences in Coach Training

Dates: June 19-21, 2025, 4.5 hrs each day, starting at 2pm GMT

[More Information](#)

Register

July Monthly English Forum: In the heart of a story – Liberating Narratives of Dignity

Date: July 23, 2025, 8:00 US PDT, 11:00 US EDT, 17:00 CEST, 20:30 IST (90 minutes)

[More Information](#)

Register

August Monthly English Forum: Writing Toward Peace: A Reflective Practice for Coaches

Date: August 27, 2025, 8:00 US PDT, 11:00 US EDT, 17:00 CEST, 20:30 IST (90 minutes)

[Register](#)



ACTO STAND

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.

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



VOLUNTEER WITH US

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](#)



April Multicultural Calendar

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!

Awareness

- April 2 – International Autism Acceptance Day
- April 5 – Gold Star Spouses Day
- April 9 – International Day of Pink
- April 22 – Earth Day
- April 24 – Armenian Genocide Remembrance Day

Religious

- April 10 – Jain: Mahavir Jayanti
- April 12 – Jehovah's Witnesses: The Memorial of Jesus' Death
- April 13* – Jewish: Passover
- April 14 – Sikh, Hindu: Vaisakhi
- April 20 – Christian, Coptic & Eastern Orthodox Christian: Easter

ACTO MEMBER HIGHLIGHT

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

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!

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

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