



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

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## Message from the Board

Dear Members and Friends of ACTO,

At the time of publishing this newsletter we are a mere two months away from the Annual Conference and as you can imagine, the back end is buzzing with action! We feel spoiled for choice with a good number of speaker proposals to consider and in a couple of weeks we will have the line up ready to share! HUMANS FIRST is a provocative, evocative title, and it shapes us as we shape the conference. It becomes more than a title and we find ourselves engaged in authentic conversations about different dimensions of HUMANS FIRST in connection to diversity, equity and belonging in coaching. We CANNOT wait to have larger conversation circles with you and others at the conference! Please register if you have not already and take advantage of our inclusive pricing options!

We want to draw your attention to this very informative article by Luisa Zhou on the coaching profession and the growth it is poised for! In the context of all that is unfolding in the world, this upward spiral holds promise - for bringing in the GOOD CHANGE that we wish to see! The article includes summaries of—and links to—dozens of studies on coaching and its impact, and thus could serve as a resource for CTOs when recruiting new students or for coaches building a business plan. One of our favorite affirmative notes: In one meta-study by the IOC, 80% of people who received coaching increased self-confidence, even when that was not the primary coaching focus!

For the past few months even while the Board has been attending to all the duties we

must, we have also been regularly visiting and revisiting the Leadership Structure and Functioning of the ACTO Board. We moved to a more fluid function a few months ago and we notice some very positive changes in how we operate, what we accomplish and how we relate as a team! It has been a pleasure and we have been looking at what's making this happen, and how we can bottle that essence to take it forward and hand it over. We will have more to share on this over the course of the next few months. We will share something at the Conference as well.

Here is a shout out to you dear reader and fellow coach/coach trainer and practitioner - keep up with the good work you do and the good beliefs you bring to our world. The world needs you!

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.

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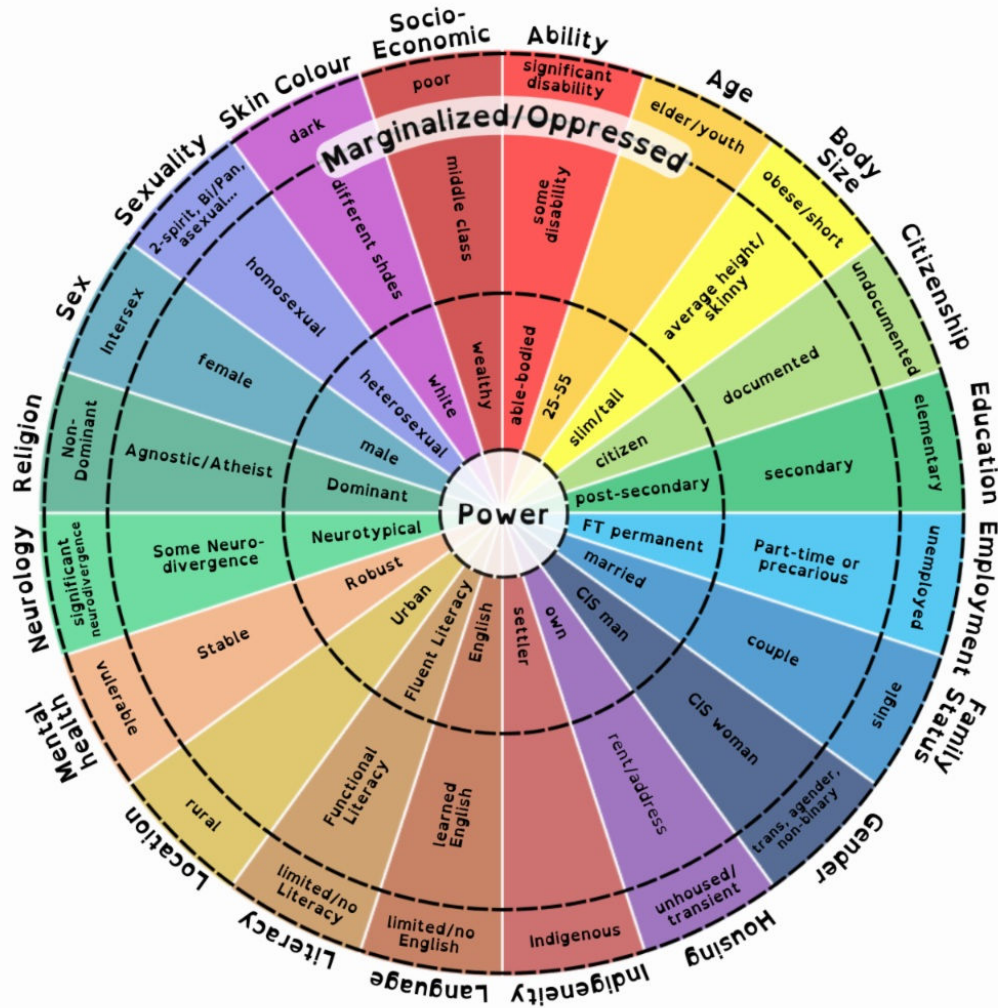
### **The Wheel of Power and Privilege**

Next month we will gather for our Annual Conference focused on Social Identities in coaching. Here is a tool to help you further your own conversations. The Wheel of Power and Privilege.

This is a tool for opening awareness of the many identities we can carry, for discussion of intersectionality, and for increasing awareness of what constitutes Marginalization in many categories. An excellent short explanation of “privilege” and the tool itself appears on the Oxford University site [here](https://www.dpag.ox.ac.uk/work-with-us/equality-diversity-inclusion/anti-racism-working-group/anti-racism-resources-march-2023-intersectionality-of-privilege) or direct link: <https://www.dpag.ox.ac.uk/work-with-us/equality-diversity-inclusion/anti-racism-working-group/anti-racism-resources-march-2023-intersectionality-of-privilege>.

Any search engine can lead you to many different versions of this wheel. The point is not perfection, rather it's conversation. This wheel is context-specific, so seek one that represents the power dynamics in your culture/geography. For example if you live in a culture where religion is inconsequential, that characteristic may hold no power.

We share this wheel by Lauren Bourdages as it is free to share thru Creative Commons license: <https://h5pstudio.ecampusontario.ca/content/60991>



## Humans First

Embedding Social Identity Differences  
in Coach Training

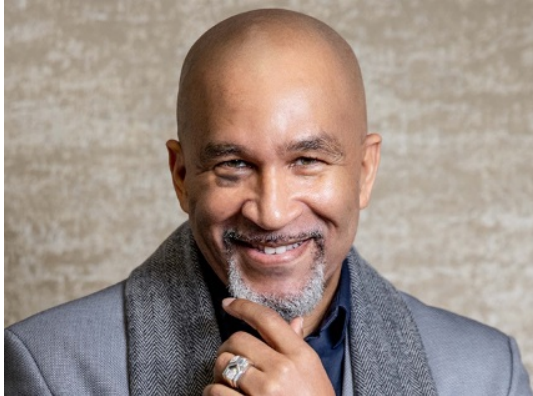
# CONFERENCE HIGHLIGHTS

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

[Register Now](#)

We are delighted to announce our two Keynote Speakers: Mahdi Davenport and Veronica King!



**Berwick Mahdi Davenport**  
(aka Brother “M”)



**Veronica King**

[Learn more about our speakers.](#)

## ACTO NEWS

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### **Article: How to Become More Diversity-Aware**

*Thoughts from a white guy who’s always learning.*

There’s a lot of scary stuff (my assessment!) happening in the world right now around diversity, equity, inclusion, and belonging. When I bring my sense of overwhelm and frustration to my own coaching sessions, I often reconnect with these two bits of wisdom: “you can’t change other people, you can only change you,” and the story of the boy and the starfish: “I made a difference for that one!”

I can't change entire systems but I can create a better experience for each person I engage with by opening up my mind and heart to the full experience of their humanity.

Creating safe, judgment-free spaces (ICF CCs 4 & 5) starts with a willingness to see people more fully and in other contexts, combined with purposeful practice to expand my diversity comfort zone.

These are some tools I've found helpful on my own journey:

### **Start With Curiosity**

Approach people and situations with a mindset of inquiry, not judgment. Ask questions. Be willing to say, "I don't know." The goal isn't perfection—it's presence. As coaches know, growth requires a little discomfort, and that's a good thing.

### **See the Human, First**

What really matters is the amazing person in front of you. Listen deeply. Look for connection. As coaches, friends, and neighbors, we can create spaces that feel safe, open, and affirming—just by being fully present.

### **Expand What You Read and Watch**

Want to expand your worldview? Read books by people with different lived experiences. Watch films where the hero doesn't look like you. Follow voices online that challenge your usual feed. Exposure changes everything.

### **Immerse Yourself (Locally Counts!)**

You don't need a plane ticket to experience other worlds. Visit a different part of town, try new cuisine, attend a cultural event, or drop into a faith community that's new to you. Small adventures lead to big insight.

### **Join (or Build) Community**

Learning in isolation is hard. So, join a book club, follow DEIB-minded leaders, or simply talk with folks who are also exploring. Share life experience with intent to learn about others. Vulnerability and curiosity go hand in hand—and community helps both.

### **Tiny Steps Matter**

Add your pronouns to your email signature or Zoom title to signal "safe space." Ask someone to share their story. Reflect on what you assume—and why. These small actions signal your willingness to grow.

### **Final Thought**

*"We do not see the world as it is, we see the world as we are"--The Talmud.* As we grow, our awareness grows too. Becoming more diversity-aware isn't a destination. It's a practice. A mindset. And the good news? You can start right where you are.

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What tiny step will you take today? If working with a student coach, what tiny step(s) might



you invite them to consider as they expand their coaching skills and awareness of the world?

**Jim Smith, PCC (he/they)** is *The Executive Happiness Coach*, a global executive coach, coach trainer and mentor, and patriarch of a family with a ton of intersectionality. He's also a member of the ACTO Board.

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## ACTO Conference 2025

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

Learn more [here](#).

Meet Mahdi Davenport, one of our Keynote Speakers for the ACTO Conference.



Meet Sukari Pinnock-Fitts, an ACTO Board Member and a powerful voice in our coaching community.



[Register Now](#)

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## ACTO Monthly Community Conversations Calls

**Please join us on Thursday, May 1 at noon EDT for our next call**

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 May Community Conversations Call

Date: May 1, 2025 Time: 12 noon EDT

[More information](#)

[Register](#)

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### May Monthly Spanish Forum: Los valores, la puerta al autoconocimiento.

Date: 21 de mayo de 2025, 6:00 US PDT, 9:00 US EDT, 15:00 CEST, 18:30 IST

[More information](#)

[Register](#)

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### May Monthly English Forum: 2025 CONFERENCE PREVIEW CALL

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

[More Information](#)

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[Register](#)

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## **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](#)

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## **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](#)

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## **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)

[More Information](#)

[Register](#)

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*Beginning in July 2025, the fee for ACTO Monthly Forums will be \$25 USD for prospective members. The forums will remain free for ACTO members.*





## 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](#)



## May 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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### Awareness

May 5 – National Day for Awareness of Missing and Murdered Indigenous Women and Girls

May 5 – Cinco de Mayo

May 15 – Global Accessibility Awareness Day

May 17 – LGBTQ+: International Day Against Homophobia, Transphobia, and Biphobia

May 19 – Victoria Day

May 26 – Memorial Day

### Religious

May 1 – Pagan and Wiccan: Beltane\*

May 5 – Buddhist: Buddha's Birthday

May 12 – Buddhist: Vesak

May 16 – Jewish: Lag BaOmer\*

May 28 – Baha'i: Ascension of Baha'u'llah\*

May 29 – Coptic & Eastern Orthodox Christian: Ascension Day

## 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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