

The GEBACA Intergroup Diversity & Inclusion Committee conducted a survey from early January through March 9, 2022 to better understand the strengths of the POC and LGBTQ+ meetings affiliated with GEBACA, and to assess where support might be needed. All ACA members were invited to respond to the survey. The survey was distributed through the Intergroup website and announced at meetings.

### **Survey Results**

The overall result from the Diversity & Inclusion Survey was that POC and LGBTQ+ Meetings are a vital ACA recovery tool for a substantial number of survey respondents.

- . 61 people responded to the survey and 73% of those identified as being from a minority group, defined as POC or LGBTQ+.
- . 29% of POC/LGBTQ+ respondents feel represented at speaker meetings, workshops or events although some felt more represented in events held by BIPOC meetings. 43% of non-POC/LGBTQ+ respondents feel represented at speaker meetings, workshops or events .
- . 61% of POC/LGBTQ+ respondents feel uncomfortable at a meeting because of ethnicity or sexual orientation.
- . 32% of POC/LGBTQ+ respondents know how to respond if uncomfortable in a meeting compared to 47% of non-POC/LGBTQ+ respondents.
- . 95% of POC/LGBTQ+ and 87% of non-POC/LGBTQ+ respondents said they have the opportunity to identify themselves by their preferred pronouns.
- . Most people feel safe and supported at their home group meetings.

### **Comments**

The vast majority of comments were very supportive of POC/LGBTQ+ meetings. Examples include the following:

- . “I was relieved to find a BIPOC ACA group for this very important healing work.”
- . “I am healing from intergenerational trauma in these BIPOC rooms and feel heard and understood.”
- . “They are one of the few places I feel safe.”
- . And as one member put it “Queer & POC need safe spaces for our recovery! Our healing is the world healing.”

### **Recommendations**

- . Continue supporting POC, LGBTQ+ and Spanish-language meetings.
- . Conduct a similar survey in the Spanish-language meetings.
- . Further explore how all ACA members can be better represented at speaker meetings, workshops and events.
- . Provide support, e.g. a workshop, town hall or written suggestions, for those wishing to learn how to speak up if uncomfortable in a meeting.