

APECS Equity, Diversity & Inclusion Group Positioning Statement

Purpose

The purpose of the Group is to champion and integrate awareness and appreciation of Equity, Diversity and Inclusion (ED&I) at the heart of Coaching and Supervision globally. This involves creating an environment characterised by belonging, respect for individual identity and preferences, psychological safety, openness and equity.

This purpose is consistent with the purpose of APECS, *to ensure that in a complex world, organisations are enabled to use coaching and supervision to deliver ethical and sustainable development.*

Objectives

The Group's objective is to generate enquiry and community dialogue within APECS whilst promoting thinking and best practice. We will do this by:

- Offering APECS members opportunities to share their knowledge and lived experiences of ED&I with other APECS members.
- Learning, and then sharing, how APECS members have responded and expect to respond to emerging global expectations of Executive Coaching and Supervision.
- Engaging with members' perspectives to increase APECS' awareness of global coaching practices and needs.
- Offering good practice guidance and information so that ED&I are appropriately addressed by the wider coaching profession.
- Sharing thought leadership on the role that the coaching profession can play in influencing ED&I practices when working with leaders and systems.
- Encourage and support sustainable organisational ED&I ecosystems that, through coaching, develop appreciation of the individual values, beliefs, and cultures of others.

APECS Equity, Diversity & Inclusion Group Positioning Statement will continue to evolve and is a work in progress reflecting good practice and new initiatives. We encourage all our members to fully engage with the ED&I Positioning Statement and to provide us with their thoughts and comments, so that we can remain current in a world in flux.

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