

# **APECS Inclusion & Diversity Group Positioning Statement**

## **Purpose**

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

IDG's 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**

IDG's objectives are to:

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

APECS' Inclusion & Diversity 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 I&D Positioning Statement and to provide us with your thoughts and comments, so that we can remain current in a world in flux.

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