



PROPOSED RESOLUTION

Establishment of a Standing Anti-Racism Committee

TITLE

Heather Ansley, CCD Chair

SUBMITTED

1/8/2021

DATE

WHEREAS, the CCD Anti-Racism Work Group (“ARWG”) was established by the CCD Board of Directors in February 2020 to make recommendations regarding diversity and inclusion within the organization, and;

WHEREAS, since its inception, the ARWG has observed the evolution of diversity and inclusion efforts of disability advocacy organizations across the country based on events, such as the murder of George Floyd and others, as well as the resulting national outcry and the CCD Board of Directors’ statement on racism and oppression as it relates to the disability community, and;

WHEREAS, the ARWG has determined that its recommendations will need to focus on: 1) how CCD’s Board of Directors, bylaws, task forces, policies, and practices can be amended and strengthened to facilitate CCD’s becoming more anti-racist; 2) how CCD can support its member organizations in becoming anti-racist; and 3) how CCD can ensure that its own policy agenda concentrates on addressing issues that adversely impact people with disabilities who are people of color or members of other minority groups, and;

WHEREAS, the ARWG has further concluded that: 1) throughout its history, CCD has been, and remains comprised largely of white and non-disabled led and staffed organizations, and 2) persons of color and other minorities with disabilities have been active in the disability rights movement, but have been overlooked and hampered by racism and discrimination inherent in society and even in disability advocacy organizations in the past, including CCD, and;

WHEREAS, the ARWG has developed several action items that the successful implementation of which will require the leadership of a responsible entity entrusted with consistent attention and effort to ensure that CCD evolves into an organization in which anti-racism becomes integral to the sustainability and growth of its operations and activities, and;

WHEREAS, such sustainability and growth require that the ARWG be replaced by a permanent, standing committee of the Board of Directors to continue to evaluate the ongoing oppression of individuals with disabilities who are persons of color or of other minorities, and make recommendations to the Board of Directors on critical and appropriate actions required by CCD in response to such conditions.

THEREFORE, BE IT RESOLVED, that the Board of Directors shall decommission the Anti-Racism Work Group and establish a permanent, standing committee of the Board of Directors to replace it, in accordance with Article V, Committees, of CCD's bylaws.

BE IT FURTHER RESOLVED, that the new committee shall be known as the Anti-Racism Committee. Such Committee shall be charged with maintaining and improving CCD's commitment, policies, and practices to anti-racism within the organization, among disability advocacy organizations, and throughout the disability community and American society at large.

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