

Dialogue with the Delegate

2021 Spring Assembly, May 15, 2021
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Diversity Today

1. Please complete the “Facing Our Biases” personal inventory before our session.

2. Background:

Diversity is a topic that has been much discussed within our organization for many years now. “The history of the fellowship is one of outreach, and we’ve reached a place where we are failing.” (2010 WSC Summary, p. 52).

- **(from the 2018 AI-Anon Membership Survey:**
 - The average age of female members is 61; males is 63.
 - The average of female members at their first AI-Anon meeting is 42; males is 48.
 - Demographic Profile: for females – 59% married; 65% college graduate; 92% white, 25% have partners who are A.A. members; 7% are also A.A. members; and 10% have partners who are actively drinking.
 - Demographic Profile: for males – 63% married; 73% college graduate; 92% white; 16% are also A.A. members; 21% have partners who are A.A. members; and 6% have partners who are actively drinking.

- **(from the 2010 WSC Summary, pages 50-52) “Diversity – Understanding Ourselves and Others”**

- “The leaders in this workshop shared that alcoholism does not discriminate within race, ethnicity, language, sexual orientation, gender, nationality, religion, culture, or geography. They suggested that we can gain enrichment, strength, acceptance, and equality by embracing diversity. Members in this workshop shared about the following:
 - Identify our fears about including those who are different.
 - Discuss how our groups’ actions can hinder the inclusion of others.
 - Explore how we can change without changing the core values of AI-Anon.
 - Learn how to establish rapport and by asking questions in order to learn about differences in other cultures without being insensitive.
 - Overcome our biases and learned generalizations to attract and embrace diverse populations.

3. Our discussion today:

- What did I discover about myself and my biases in taking the “Facing Our Biases” personal inventory?
- Look at the section of the “Facing our Biases” at the bottom of the page and use them to guide our discussion.
- What can I take back to my group and my district to further our exploration of why we are not reaching our goal of being a more diverse fellowship?