

December 17, 2021

Dear ACCT Members,

I am writing to inform you of the difficult decision to step down from the Board of Directors completely effective December 17th, 2021. This has been a difficult decision and I am disappointed to leave the role in this way and at this time. However, after much consideration, I feel this is best for me as well as the ACCT Community. I have been on the ACCT Board of Directors for five years, the last year and a half as your President. In that time, my appreciation for this community has grown deeper as I have had the privilege to get to know many of you, our staff and the good work that is done. ACCT is a strong, rich and beautiful co-op. I know many of you and appreciate and respect you dearly.

All my actions over the past year and a half as the president have been with good intentions and I have tried to serve the ACCT as best I could. I acknowledge that my intent to bring increased diversity, equity and inclusion as well as a decolonized lens to our policies and procedures has had a negative impact on some members and for this, I am sorry. I am actively taking steps to understand the impact on members because of my support of the VP's report.

Specifically, I want to apologize to all equity members for not establishing a safe space to build relationships before suggesting a review of/change in our policies and procedures through the VP's report. Through this experience, I have learned that before remarking on a desire to bring change to ACCT we should have come to you first to hear your concerns and how best to begin the change process, if deemed necessary to do so. I am grateful for the amazing humans on the board who called me in to educate me on this need.

To the membership at large, I want to apologize for not being the president that you needed and for coming across as wanting to dramatically change ACCT from the organization it is, into something completely different by supporting the VP's report. As much as this was not my intent, my support of the VP's report as written has negatively impacted some members, and that is enough for me to bring my heartfelt apology to everyone.

Ultimately, it is time for me to step away and give the floor to the new board members who will hopefully not be held accountable, punished or attacked for the perceived choices/actions/inactions of previous board members. This can be a fresh start. You are left in the hands of truly amazing new board members who I know will be great leaders.

I ask that you give them your patience and understanding as they work to learn their roles and guide the membership with their hearts. They are folks who lead with Honesty, Love, Courage, Truth, Wisdom, Humility, and Respect and I hope that you will offer this back to them.

All the best,
Julie