

Link back to the petition: [change.org/boycottICF](https://change.org/boycottICF)

What other actions do you see as possible here?  
Let's create a more inclusive coaching community together!

## Share your ideas below!

Ideas for people attending the conference to:

- Design a button or a ribbon to add to conference nametags to invite conversation on diversity, equity and inclusion in the ICF and the field of coaching more broadly
- Asking questions about DEI at the keynotes and plenaries
- Create a list of BIPOC, immigrant, and LGBTQIA+ owned businesses to support (meals, hotels, etc)

Want to support underrepresented communities through pro bono coaching? Check out:

- Coaching For Everyone: <https://coachingforeveryone.org/coach-application/>
- The Women's Impact Alliance: <https://thewia.org/>
- Contact your local LGBTQ+ center to offer your services.
- What other orgs? Add them here!
  - [One Love Prison Meditation](#) (recently launched a pilot program coaching for folks who are incarcerated)

Encourage the ICF to develop clearer criteria for future conferences and encourage language in conference contracts around values alignment.

- Call on ICF to review and amend its organizational [Code of Ethics](#) to include a section that specifically addresses the ethics of ICF leadership and the organization's operations. The current Code of Ethics focuses almost exclusively on coach-client interactions on the part of the ICF *member*, but fails to specify a code of conduct for ICF *leadership* and *business operations*—the organizational side of ICF. As it stands, the document falls short of embodying the ICF core values of Professionalism, Collaboration, Humanity, Equity pertaining to the governance and decision-making of this global organization.
  - Examples of specific questions this new section would address:
    - How are ICF partners, vendors, and suppliers (such as conference venues) selected?
    - How does ICF uphold its core values (including Equity) at ICF-affiliated events?

- Have great examples of venue criteria from other conferences you've organized or attended? Link them here!
- Have model contract language that would be useful here? Add it!
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**THIS NEEDS TO BE CENTRAL, NOT PERIPHERAL, IN THE PETITION.**---> Totally get that encouraging people not to go to Florida also impacts Black-owned, women-owned and queer-owned businesses. Ideas for showing support for them while not attending?

- Ordering products from them as gifts for clients, etc. so having a list of local businesses owned by those communities
- Cis, able-bodied white coaches who are travel boycotting **MUST OPEN OUR WALLETS** to support LGBTQI+, Black, indigenous & other Floridians under attack. The boycott is incomplete otherwise. We can start with this directory of progressive FL orgs: <https://www.orlandoweekly.com/news/44-progressive-florida-organizations-that-could-us-e-your-help-right-now-2563246>
- Encourage ICF to set aside a meeting room to donate to FL social justice groups for them to meet in (perhaps a coach could donate time to provide group/team coaching or leadership session)

Excited about a global coaching unconference? [Fill out this form](#) to say you're interested!

We're thinking of hosting an online discussion on August 25th with people who are at the conference, ICF leadership and staff, as part of The Coach Camp Unconference.

- As part of this host a one hour structured discussion with people at the conference, people not at the conference and ICF leadership to dream big about what an org that centers inclusion could look like
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