



Easy Read Edition

ASAN Equity Plan

Part 13: Board

Words to Know in Part 13



community advisory task force

A community advisory task force is a group of people from the community.



executive director

The Executive Director is the person in charge of ASAN's work.

Board



ASAN has a Board of Directors.



We usually call this our Board.



Our Board focuses on ASAN's mission.



The Board will have meetings to talk about equity.

The Board will talk with staff.



The Board will talk with community members.



We will learn more about equity.



We will learn what we should learn more about.



We will learn what the community thinks.



We want to talk about racism.



We know it can be hard to talk about racism.



But we know it is very important to talk about racism.



We know that autistic people of color are experts on autism and racism.

The staff will learn from autistic people of color.



The board members will also learn from autistic people of color.



We will schedule meetings to learn.



We will hire autistic people of color to teach us.



We will learn at events and trainings.



We will make a document.



The document will have information about ASAN's values.



The document will talk about values like:



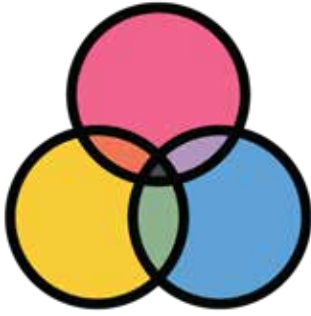
• Racial diversity.



• Equity.



- Inclusion.



It will include:



- Tips for talking about racial justice.



- Things we should avoid.



- Things that we should do.

- How to make this work accessible to everyone.



We will use this document to learn.



We will use this document to guide our work.



We want more autistic people of color on the Board.



We will talk about how we choose new Board members.

We will create a plan to add new members.



We will focus on adding autistic people of color.



We will include autistic people of color who:



- Don't have an autism diagnosis from a doctor.



- Are not part of the autistic community yet.



- Have “left” the autistic community.



Autistic people who leave the autistic community are still autistic.



Leaving the autistic community means they don't want to be part of the community.



They don't take part in community events.

They think the autistic community has problems.



One of these problems is racism.



We will add more autistic people of color to our Board.



We will look at the ways we currently add people to the Board.



We will talk about equity.





We will talk about how to make sure we are fair.



We will talk about how to deal with barriers.



We will change things to be more fair.



We will make sure we understand the ideas we talk about in this plan.



We will talk about equity.

We will talk about intersectionality.



We will continue to talk about these topics in the future.



We especially want to talk about racial justice.



The board will add more members who do racial justice work.



We want to hear more community feedback.



We will make plans for a **community advisory task force**.



A community advisory task force is a group of people from the community.



The group will meet to talk about how ASAN is doing.



Then the group tells ASAN what they think.





They will make suggestions for how we should change.



We will pay members of the community advisory task force.



We will start by making a community advisory task force specifically for autistic people of color.



The Board will look at how the **Executive Director** is doing their job.

The Executive Director is the person in charge of ASAN's work.



Part of the Executive Director's job is making sure the way we hire staff is fair.



The Board will look at how the Executive Director is doing their job every year.

