



Dear Halina,

As the global association for coaches and coaching, the International Coaching Federation (ICF) can harness the collective power, influence and voice of our membership to champion changes that will benefit our industry, our clients, our communities and the world.

Last month, the International Coaching Federation Global Board of Directors took the first of several concrete steps toward action against systemic inequality in the coaching industry and in our broader communities.

The Board approved the **ICF Statement of Diversity, Inclusion, Belonging and Justice**. This statement of principles will be the cornerstone of our Association's work in this space, and it reflects a position we invite every ICF Member, Credential-holder and accredited training provider to subscribe to:

ICF Members and Credential-holders live and work in more than 140 countries and territories. ICF is a vibrant global community committed to the shared vision of making coaching an integral part of a thriving society. Our mission is to lead the global advancement of coaching. To do this, we must reflect on our blind spots and be aware of opportunities for improvement. We cannot ignore the challenges that many coaches and coaching clients face due to systemic problems in their communities.

As members of the ICF community, we ascribe to the core values of integrity, excellence, collaboration and respect. The foundation of these values is a shared commitment to diversity, inclusion, belonging and justice.

We will place diversity, inclusion, belonging and justice at the forefront of every decision we make within our Association. As we continue the journey toward our vision, we will recommit ourselves to valuing the unique talents, insights and experiences that every coach and client brings to the world.

This statement of principles was co-signed by ICF executive staff and Global Board leaders from across our Association's ecosystem. You can find the signed statement [here](#).

The Board also approved the creation of a Task Force on Diversity and Inclusion with a charter to create a comprehensive design and systemic approach to address diversity and inclusion within ICF as an organization and coaching as a profession.

The task force will create an action plan to take an intentional look at what we are and are not yet doing within the ICF ecosystem to promote inclusivity, equality, acceptance and belonging; emphasize external enablement; and turn learning into action.

The Board's vision is that this group will eventually evolve into a permanent body that will oversee and coordinate ICF's long-term work in this space.

This group's work will be built on a foundation of clear, transparent communication. We will invite continuous input and feedback from our stakeholders around the world; incorporate diverse perspectives from volunteer leaders, members, relevant subject-matter experts, and staff; and share openly and often about the progress of this important work.

As One ICF, we are pursuing a shared vision of coaching as an integral part of a thriving society. We will achieve this by standing together for—and moving together toward—greater diversity, inclusiveness, belonging and justice in our profession and in our world.

It's an honour and privilege to walk beside you on this journey.

Sincerely,

Magdalena Nowicka Mook, CEO, ICF

Rajat Garg, MCC, 2020 ICF Global Board Chair