

# **Administrative Committee for Pistachios Diversity Plan**

## **POLICY OF DIVERSITY**

The Administrative Committee for Pistachios (ACP) recognizes the individual differences of the members of the pistachio industry and the unique contributions made by its producers and handlers. As a result, the ACP embraces diversity and seeks to ensure that our policies and programs are inclusive rather than exclusive. We adhere to all equal opportunity/nondiscrimination requirements with respect to race, color, national origin, age, disability, and where applicable, sex, marital status, familial status, parental status, religion, sexual orientation, genetic information and political beliefs.

## **ADVANTAGES OF DIVERSITY**

The ACP strives to have our membership reflect the composition of the pistachio producers and handlers we represent, which offers the following advantages:

1. Representation of all segments of the industry.
2. Enlarging the pool of potential committee and subcommittee members.
3. Promotion of more thoughtful decision making resulting from consideration of divergent points of view.
4. Stronger marketing policies resulting from a clearer understanding of the diverse market segments to which we sell our product.

## **OUTREACH**

The ACP will enlist the help of all members and alternates, the California Pistachio Research Board and other industry leaders in identifying eligible women, minorities and persons with physical disabilities who would be candidates for membership of the ACP and its Federal marketing order (order) subcommittees. The Manager will then contact each of these potential candidates to encourage their participation.

Producer and handler outreach will be an integral part of our campaign to increase the diversity of the ACP. Special emphasis will be given to encouraging eligible women, minorities and persons with physical disabilities to seek nomination to the ACP and its subcommittees.

As we move through the nomination process, the need for greater diversity will be stressed in the following communications:

1. Notices to all pistachio producers regarding nominations in the appropriate geographic districts to fill open member and alternate member positions.
2. Notices to the handlers announcing the need for each of them to nominate one handler member and one alternate and to offer their employees (especially those who are minorities, women and persons with disabilities) the same opportunity to represent them on the ACP and its subcommittees.

3. Press releases and other communications announcing the nomination of members and alternates to the ACP.

## **LEADERSHIP DEVELOPMENT**

The ACP will work with other pistachio industry leaders to educate producers and handlers about the following aspects of the order:

1. Historical perspective on marketing orders
2. Board composition
3. Importance of diversity
4. Organizational missions
5. Role of subcommittees
6. Role of staff
7. Role of USDA
8. Program description
9. Administrative procedures
10. How to get more involved

## **DIVERSITY ACTION PLAN TIMETABLE**

As Needed	Executive and Diversity Subcommittee reviews the Diversity Action Plan and makes recommendations, as necessary, to the ACP.
February	Nomination forms and memos mailed to all pistachio producers of record and handlers regarding the upcoming elections along with press releases and other communications. A diversity statement is included in the nomination packet.
March	Ballots distributed to producers and handlers.
April	Ballots counted. Nominations forwarded to USDA.
July	New term of office begins.