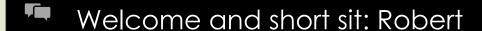
Portland Insight Meditation Community DIVERSITY • EQUITY • INCLUSION



Agenda



Introduce DEI Committee & intention for the evening: Vik, Doug

What have we done so far: Vik, Candle, Lora

Results of our survey Questions/sharing about survey

DEI Statement: Danny, Janine

Guidance on wise listening and wise speaking: Doug

3 minutes per participant

Next steps

Community Sharing



Intention for the evening (Vik)

- The main intention today is Sharing and Listening
- We are not problem solving. Today is another step in our journey to become a more inclusive community
 - Could we practice not reacting, but taking it all in and responding to what comes up for you

Being with what comes up (Doug)

from Visions, Inc.'s "Guidelines for Productive Work Sessions" www.visions-inc.orgAAdapted

TRY IT ON

Be willing to "try on" new ideas, or ways of doing things that might not be what you prefer or are familiar with.

REFRAIN FROM BLAMING OR SHAMING SELF & OTHERS

Practice giving skillful feedback.

MOVE UP / MOVE BACK

Encourage full participation by all present. Take note of who is speaking and who is not. If you tend to speak often, consider "moving back" and vice versa.

PRACTICE SELF FOCUS

Attend to and speak about your own experiences and responses. Do not speak for a whole group or express assumptions about the experience of others.

PRACTICE "BOTH / AND"

When speaking, substitute "and" for "but." This practice acknowledges and honors multiple realities.

CONFIDENTIALITY

Take home learnings and don't identify anyone other than yourself, now or later. If you want to follow up with anyone regarding something they said in this session, ask first and respect their wishes.

RIGHT TO PASS:

You can say "I pass" if you don't wish to speak.

PRACTICE MINDFUL LISTENING

Try to avoid planning what you'll say as you listen to others. Be willing to be surprised, to learn something new. Listen with your whole self.

UNDERSTAND THE DIFFERENCE BETWEEN INTENT AND IMPACT

Try to understand and acknowledge impact. Denying the impact of something said by focusing on intent is often more destructive than the initial interaction.

What have we done so far (Vik)

- By the numbers
 - Formed the committee, had 12 meetings starting mid May
 - Two retreats and one check-in with Shelly Graf, Dharma teacher and DEI guide from Common Ground
 - Robert & Candle attended a Diversity Workshop for training
 - Candle has taken on the role of DEI facilitator for the teachers council
 - Undertaken a Community Survey
 - Created a DEI Statement
 - Kat and Robert Birch are co-facilitating Be Queer Now is in.
 - Queer Affinity meditation group Sunday evenings, 6:30-8:00pm, starting on the 13th
- But what have we really done?
 - We are learning, we are sharing, we are trying to do the next thing

Common Ground & Shelly Graf (Candle, Vik)

- Connecting us to Shelly Graf and Common Ground Candle
- What we learnt from Shelly Graf Vik
 - Common Ground have been working on "Unraveling Oppression" for several years now. It is ongoing, it is hard
 - https://commongroundmeditation.org/engaging-community/unraveling-oppression/
 - Encourage BIPOC and Queer community to apply to the Dharma Leadership Training
 - Two-year program modeled on the Spirit Rock Community Dharma Leaders Program
 - Peer Led Community Programs with diverse interests
 - Be Queer Now, BIPOC, Millennials, Retirees
 - Two teachers Collaborated with the Buddhist Justice Reporter project to create a Truth and Justice Vigil in response to George Floyd
 - Ran every Tuesday from Mar thru Sep. Vigil was to hold space, not solve problems

Board update (Lora)

- We are in the process of inviting two new members to the board.
 (Announcement coming soon)
- Lora Dow has been made Board Chair a new position for PIMC
- As we begin a new strategic plan, diversity in our community and teaching staff will be a critical goal.

PIMC DIVERSITY SURVEY RESULTS

Based on the generous feedback of 175 sangha members

Age

- •5% 18-35
- •30% 35-54
- •65% 55+

Age

Of 97206 *

- 37% 20-39
- 27% 40-59
- 15% 60+

*Source: US Census, 2019

Racial Identity*

- 95.3% white
- 3% Hispanic/Latinx
- 3% Indigenous
- 1.8% Asian
- 1.8% Mixed Descent
- .6% Black/African American

Racial Makeup of 97206**:

- 72.3% white
- 9.5% Hispanic/Latinx
- 9% Asian
- 2% Black

*could endorse more than one identity, hence larger than 100%

**Source: US Census, 2019

Sexual Orientation

- 72% Straight
- 28% LGBTQIA+
- 3% Unsure

Gender Identity*

- 62% Cisgendered female
- 32% Cisgendered male
- 5% non-binary
- .6% Transgender

*Census only reports on sex assigned at birth, 97206 is 50/50 male/female

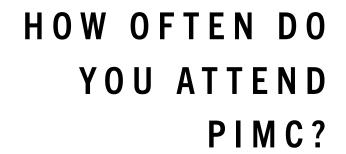
Different Abilities

- 79% None endorsed
- 8% Hearing Challenge
- 8% Mental Health Challenge
- 7% Mobility Challenge
- 1% Vision challenge

HOW LONG HAVE YOU BEEN AT PIMC?

- 56% Less than 6 months to 3 years
- 16% 3-5 years
- 28% More than 5 years





61% Daily or Weekly

9% Monthly

6% A few times a year or less

7% Have attended workshops or retreats, but don't attend regularly

17% Used to attend regularly, but don't anymore

IF YOU USED TO ATTEND BUT DON'T NOW, WHY?

35%
Pandemic/Dislike of Zoom
Format

30% Time/Distance Perceived lack of commitment to social equity/inclusivity/diversity in community or teachers

5%
Discomfort with culture or teaching style

4%
Feeling unwelcome or unable due to disability

4%
Dislike of political discussions

HOW INTERESTED ARE YOU INBEING INVOLVED IN ISSUES OF DELAT PIMC?



65% interested or very interested



27% neutral



8.4% uninterested or very uninterested

THEMES OF "GET TO KNOW YOU BETTER"

Several comments of disappointment in how white PIMC is, how white the teachers and board are, and the lack of female or queer representation in visible leadership, and hopes for more diversity in leadership.

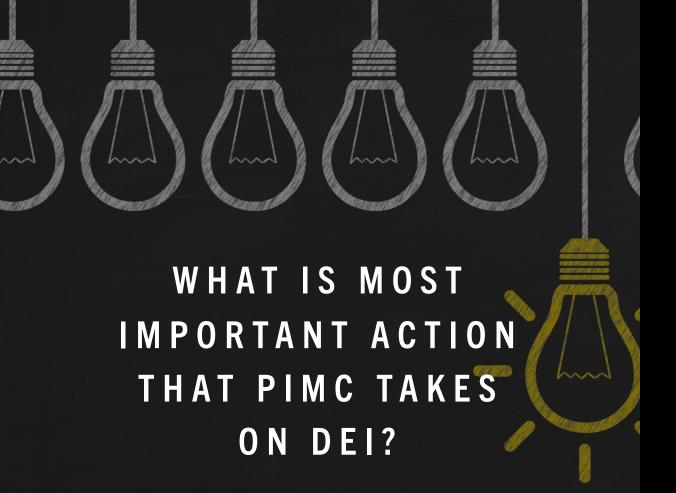
Hopes for more transparency of the board proceedings — published minutes and updates for community

Lack of feeling of welcome at PIMC gatherings in the past

A few comments that those with family members who are POC are not comfortable bringing them to PIMC

A few comments "don't fall into diversity trap, stay focused on the dharma"

Some comments from parents and single parents hoping for more family-friendly programming



- 1. Guest teachers from diverse backgrounds
- Diversity/Anti-BiasTraining for Teachers
- 3. Teachers Council and Board Diversity
- 4. Diversity/Anti-Bias Training for the Community
- 5. Meditation specifically for those from diverse backgrounds

PIMC VALUES DIVERSITY,
DEFINED FOR THIS PURPOSE
AS INCLUSIVITY OF RACIAL
BACKGROUND, AGE,
ETHNICITY, CULTURAL
HERITAGE AND RELIGIOUS
BACKGROUND, SOCIOECONOMIC GROUP, ABILITY,
SEXUAL ORIENTATION AND

82% agree

11% Neutral

8% disagree

LEADERSHIP (THE TEACHERS COUNCIL AND BOARD) UNDERSTAND AND BELIEVE THAT DIVERSITY IS CRITICAL TO OUR FUTURE SUCCESS.

- 78% Agree
- 16.5% Neutral
- 5.5% Disagree

PIMC IS A PLACE THAT
WARMLY WELCOMES
PEOPLE FROM ALL
RACES, BACKGROUNDS,
CULTURES, ABILITIES,
AND GENDER IDENTITIES.

75% agree

18.6% Neutral

6% Disagree PIMC DOESN'T DO ENOUGH TO PROMOTE DIVERSITY,
DEFINED FOR THIS PURPOSE AS INCLUSIVITY OF RACE,
AGE, ETHNICITY, CULTURAL HERITAGE AND RELIGIOUS
BACKGROUND, SOCIO-ECONOMIC GROUP, ABILITY,
SEXUAL ORIENTATION AND GENDER IDENTITY.

36%Agree

36% Neutral

27% Disagree

I DON'T FEEL COMFORTABLE TALKING ABOUT ISSUES OF RACISM, SEXISM, ABLEISM, ETC., AT PIMC.

- Agree: 13%
- Neutral: 33%
- Disagree 40%

PIMC DOES ENOUGH TO REACH OUT TO PEOPLE FROM ALL RACES, BACKGROUNDS, CULTURES, ABILITIES, AND GENDER IDENTITIES.

Agree 18%

Neutral: 52%

Disagree: 25%

I FEEL A SENSE OF
BELONGING AT
PIMC IN REGARDS
TO MY OWN
DIVERSE
BACKGROUND.

- Agree 62%
- Neutral: 27%
- Disagree 10%

PEOPLE FROM DIVERSE BACKGROUNDS ARE NOT AS WELCOME AS PEOPLE FROM MAJORITY CULTURE AT PIMC.



Agree: 16%



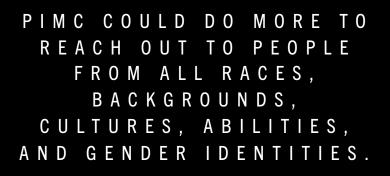
Neutral: 32%



Disagree: 51%



- Agree 58%
- Neutral: 31%
- Disagree: 11%



62% - Agree

30% Neutral

7% Disagree

I DON'T FEEL LIKE I FIT IN OR BELONG AT PIMC DUE TO MY DISABILITIES, RACE, GENDER IDENTITY, SEXUAL ORIENTATION, ETHNIC BACKGROUND, AGE OR ANOTHER DIVERSITY-BASED REASON.

Agree: 10%

Neutral: 10%

Disagree: 80%

I COME TO PIMC TO MEDITATE, AND CONSIDER ISSUES OF DIVERSITY TO BE SECONDARY.



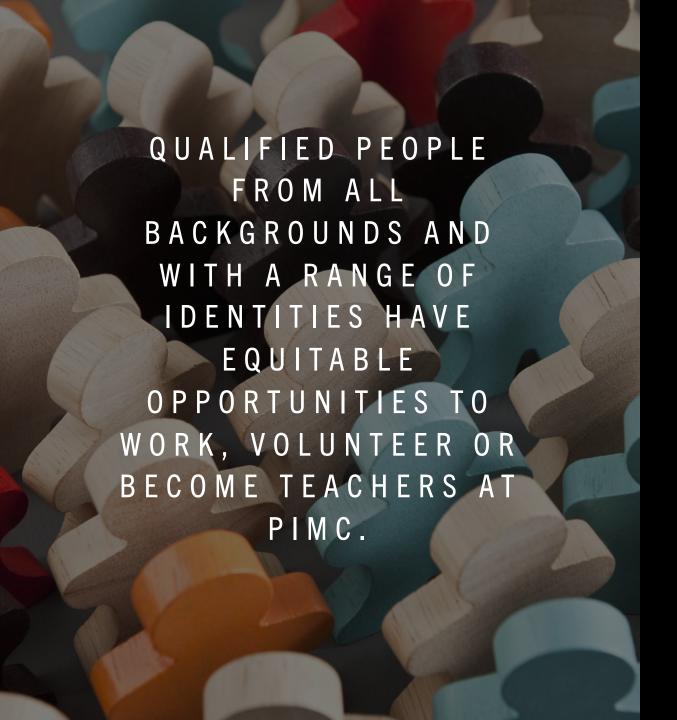




AGREE: 34%

NEUTRAL: 21%

DISAGREE: 46%



• Agree: 54%

• Neutral: 31%

• Disagree: 13%

HAVE YOU EVER EXPERIENCED UNWANTED COMMENTS OR CONDUCT?

 14% - Yes, or know someone who has (including unwelcome touch, blatant racist comments, racist and gender-based microagressions, feeling unwelcome for their appearance or beliefs)

HAVE YOU EVER EXPERIENCED DISCRIMINATION AT PIMC?

6% yes (but none gave direct examples.)

Many responses of, "no, but likely because I'm white".

A SAMPLING OF COMMENTS FROM THE COMMUNITY

"including people with diverse backgrounds in the higher-level decision making is critical - otherwise, you run the risk of engaging in performative, top-down, whitewashed efforts that do little or nothing to address the power imbalance inherent in every single aspect of our society and all social interactions."

"I feel that Buddhist values inherently incorporate inclusion so it would be important to focus on it from that standpoint. It is part of the practice not a separate entity in my opinion (granted I come from a place of privilege in several areas)."

If the intent is to diversify, then the center's norms must be consistently interrogated and assessed through the lens of race and equity. But if the purpose in so doing is rooted in the center's future self-interest vs. the greater good of marginalized and oppressed people's (these are not necessarily mutually exclusive), then I'm not sure how effective the overall efforts will be."

A SAMPLING OF COMMENTS FROM THE COMMUNITY,

"I am happy to see that these matters are of importance; the main thing is to approach them quietly, and with humility, which I know as PIMC's way entirely."

My experience with two different social justice book groups at PIMC has opened my heart and mind to a personal understanding of what I need to do. Since then, my relationships with my friends of color and LGBTQ have become deeper as they listen to my new attitudes and understanding of their fears and vulnerabilities. And, the lens through which I watch and read what is happening in the news has changed as well. May we strengthen our inclusion in a way that we all become safer and more open as we meditate together and live in the realm of what the Buddha taught."

"Teacher's Council diversity training with a strong commitment to diversifying the teacher's council makeup in the future feels like a huge priority. We have tried to create initiatives from the ground up in the Sangha but they fall flat when leadership does not participate, promote, or prioritize these initiatives. For example, while some teachers started participating in the Me and White Supremacy book group, many did not stay for the full course. Also, the Monthly Metta meetings were never attended by any teachers, though they were always welcome and invited to attend."

A SAMPLING OF COMMENTS FROM THE COMMUNITY,

"I view PIMC as a spiritual/Buddhist center first, not as a 'social justice' focused organization. Within this is the presumption of equal access, respect, etc but to shift focus and resources to activism beyond the Buddhist teachings would give me pause. I'm not saying it would be wrong, but it's not what I have viewed PIMC as in the time I've been involved and I think it would further (see early comment about organizational transparency) make me question remaining involved with the community vs looking at other local sanghas that strike me as more transparent and focused on the Buddha's dharma."

"Have agreements on how to address micro aggressions during discussion time so people feel empowered to speak up when they hear them. And so people understand that addressing something that perpetuates systemic inequality and makes the space unwelcome is different from other disagreements or things people may not want advice on and needs to be addressed. Teachers learning more about the history of systemic racism as well as anti bias training would help them to address micro aggressions and not do it themselves (it has come from teachers also)"

"I appreciate your exploration in this area, and I think awareness+action will see it through; you will succeed in making this community more inviting, more inclusive to All of Us. It is important to have people of different colors, religions and orientations in leadership roles. Thank you for doing this."

DEI Statement (Janine, Danny)

Grounded in the teachings of the Buddha and aspiring to help all awaken to freedom, PIMC strives to be a community that:

- Trusts in the Dharma, the Four Noble Truths and the Eightfold Path to guide us toward a fully inclusive sangha.
- Aspires to develop compassion and to skillfully address the roots of suffering embedded in our views.
- Promotes the inclusion and participation of all people, including those of all races, ethnicities, cultures, sexual orientations, gender identities, classes, religions, abilities, and ages.
- Undertakes to dismantle all forms of institutionalized and systemic oppression within our community and within ourselves.
- Acknowledges the racist history of the state of Oregon and the City of Portland, knowing that we must be more compassionate and open to people who have faced generations of discrimination and may not feel safe in rooms where most of the people are white.
- Continually strives to create authentic, nonjudgmental, inclusive, and respectful community relationships.

Through mindfulness and lovingkindness, we work with intention to ensure that all feel welcome, safe, and respected within our community. We recognize that this work is complex and requires continuous learning as we listen to and act upon the needs expressed by those in non-dominant cultures. Leadership accepts the responsibility to set the tone and develop policies and practices to promote full inclusion. Creating the inclusive community we desire will require the support and commitment of each sangha member.



Next steps

- If you are able to volunteer your time for this effort, please let us know (vik.anantha@gmail.com)
- We will continue exploring as a community. This process is messy. We'll probably make some mistakes
- Focus on the **next step**