

DIVERSITY, EQUITY & INCLUSION:

BUDDHIST TEACHERS SPEAK!

SZBA CONFERENCE
SEPTEMBER 22, 2018



THE EVOLUTION OF THIS WORK

- *Diversity* – 70’s - the demographic composition of the people on your team or at your table, and the degree to which they reflect the demographic make-up of your community, clients or constituents.
- *Inclusion* – 90’s - the culture of your organization, and the degree to which it is an inviting place where all voices and perspectives are included, all people are valued, and everyone is treated with respect.
- *Equity* – 2000’s - a commitment to make your organization accessible, provide fair access to the resources and opportunities needed for success, and mitigate barriers to full participation.

THE GENESIS

From Dharma Rain's diversity, equity and inclusion assessment & planning process:

“Phase 6: Conduct Research. We will ask other sanghas what they are doing to advance diversity, equity, and inclusion, with a focus on evidence-based or promising practices.”

THE SURVEY

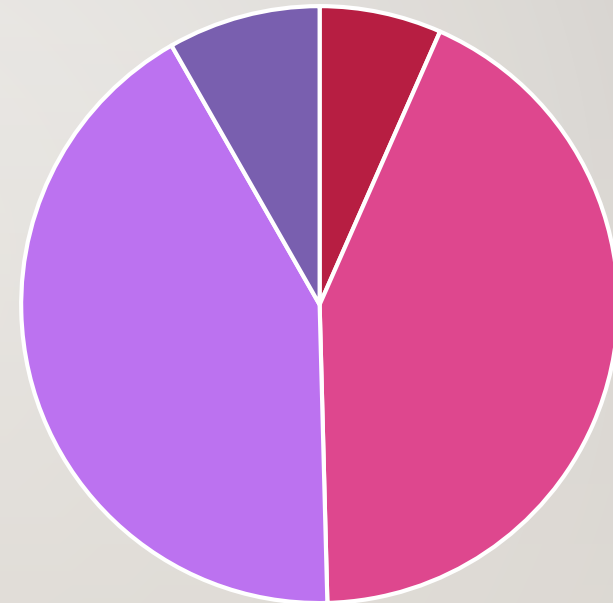
	Sanghas Represented	Responses	Response Rate
Soto Zen Buddhist Association	250	91	36%
Lay Zen Teachers Association	50	20	40%
American Zen Teachers Association	50	13	26%

WHAT IS THE DEMOGRAPHIC COMPOSITION
OF YOUR SANGHA?

GENDER/GENDER IDENTITY

50% report that more than half of their members are female, and 50% report that fewer than half are female.

Females comprise 51% of the U.S. population.

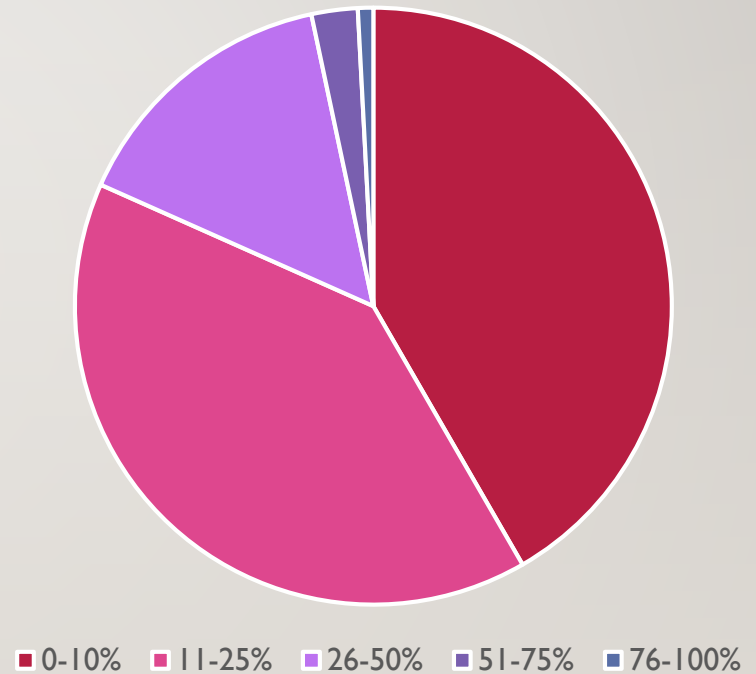


■ 11-25% ■ 26-50% ■ 51-75% ■ 76-100%

MILLENNIALS

42% report that 10% or fewer of their members are millennials.

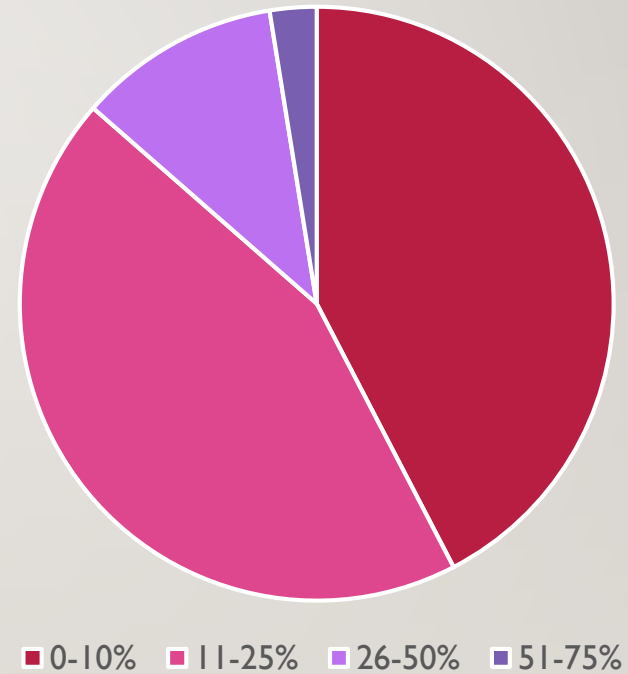
Millennials comprise 23% of the U.S. population.



LGBTQ

42% report that 10% or fewer of their members are LGBTQ, and 44% report 10-25% of members are LGBTQ.

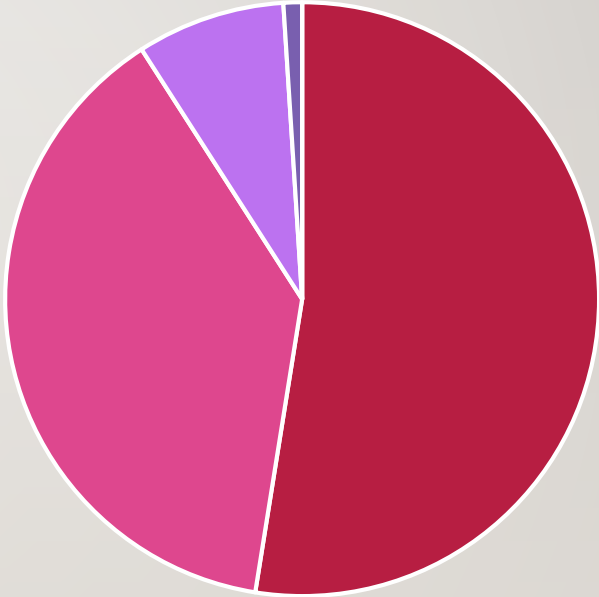
LGBTQ comprise approximately 5-10% of the U.S. population.



LIVING WITH A DISABILITY

61% report that 10% or fewer of their members are living with a disability.

People with disabilities under the age of 65 comprise 9% of the U.S. population.

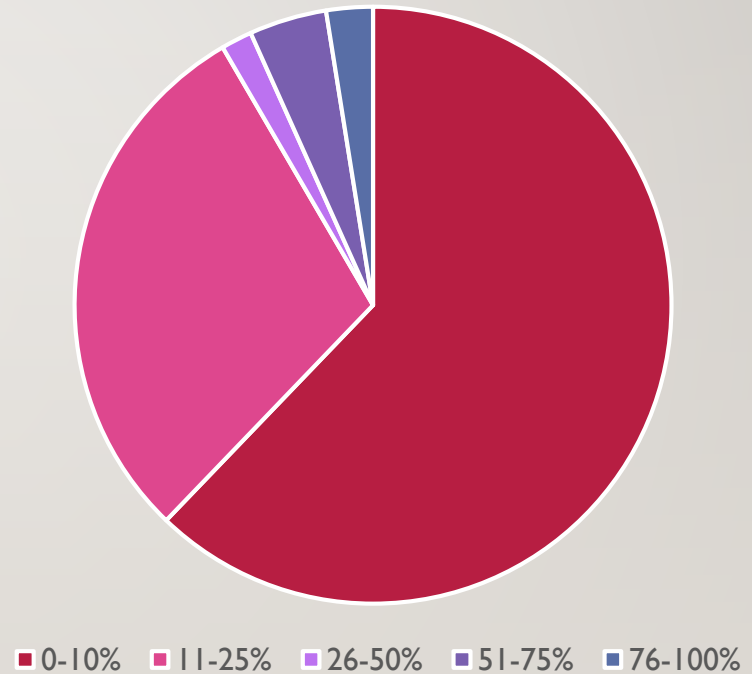


■ 0-10% ■ 11-25% ■ 26-50% ■ 51-75% ■ 76-100%

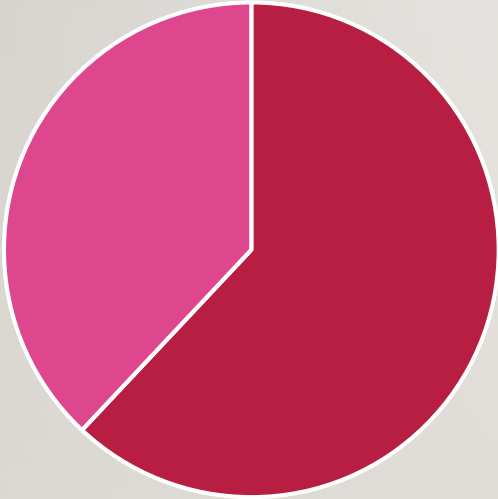
PEOPLE OF COLOR

62% report that 10% or less of their members are people of color, and 29% report 10-25% of members are of color.

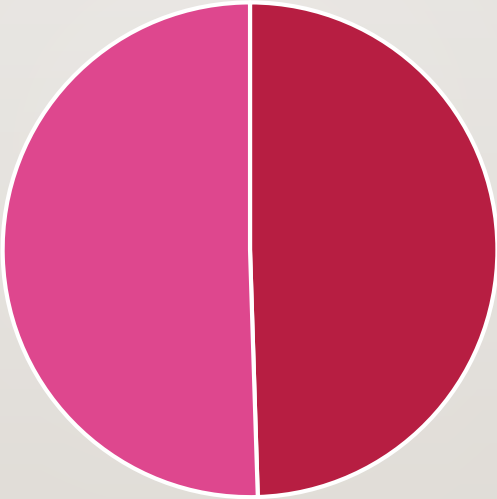
People of Color comprise 38% of the U.S. population.



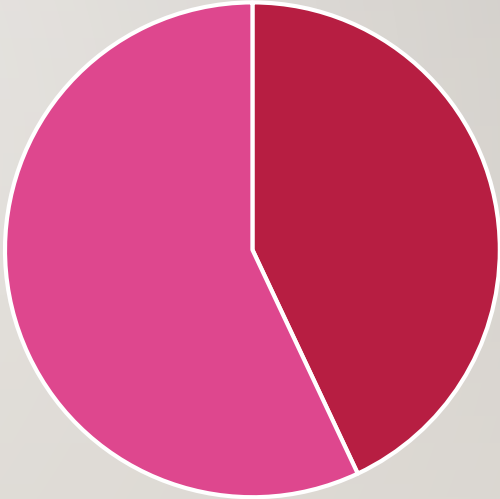
PEOPLE OF COLOR IN THE U.S. IN 2018, 2043 & 2060



■ White ■ People of Color



■ White ■ People of Color

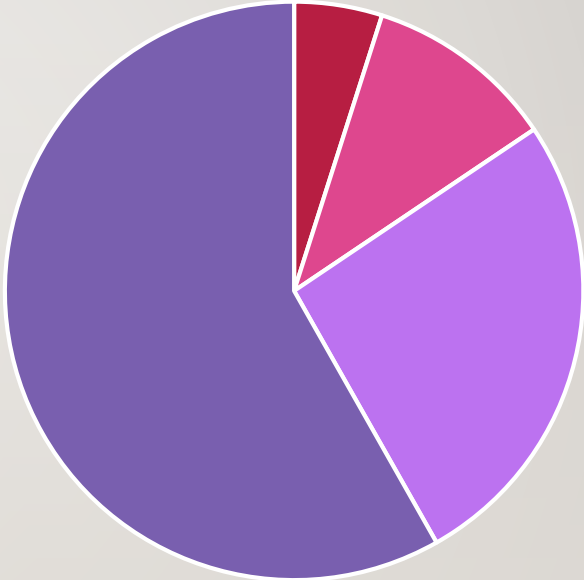


■ White ■ People of Color

HOW IMPORTANT IS IT THAT YOUR SANGHA
BECOME MORE DIVERSE, EQUITABLE & INCLUSIVE?

MORE DIVERSE

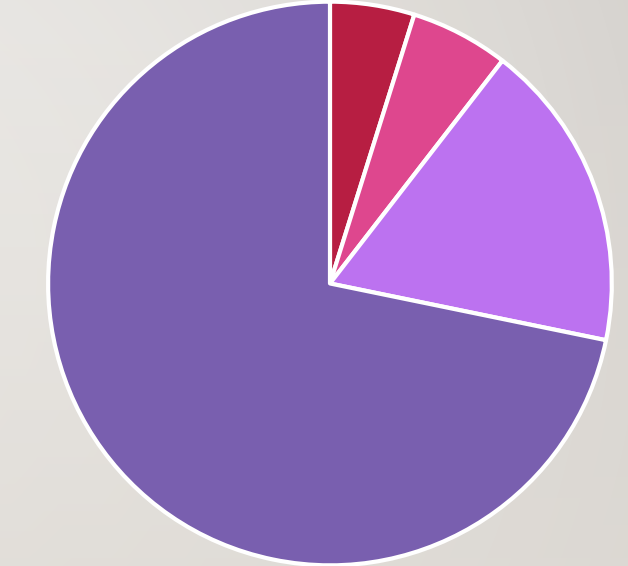
84% report that becoming more diverse is very important (58%) or somewhat important (26%).



- Not Important
- A Little Important
- Somewhat Important
- Very Important

MORE EQUITABLE

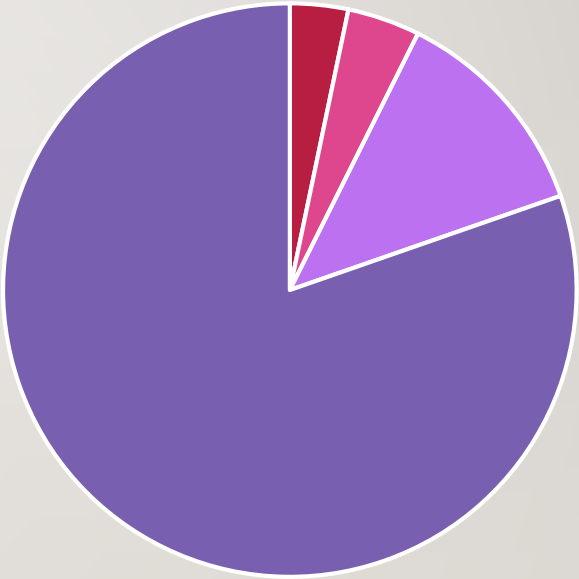
90% report that becoming more equitable is very important (72%) or somewhat important (18%).



■ Not Important ■ A Little Important
■ Somewhat Important ■ Very Important

MORE INCLUSIVE

92% report that becoming more inclusive is very important (80%) or somewhat important (12%).



- Not Important
- A Little Important
- Somewhat Important
- Very Important

WHAT HAS YOUR SANGHA DONE TO TRY AND
DIVERSIFY ITS MEMBERSHIP?

B R U N E R

STRATEGIES

Appointment of diverse members to leadership roles (n = 67)	# Responses
• Lay, Seniors, Service, Practice Roles	36
• Board of Directors	32
• Priests, Teachers	18

Internal Education/Training (n = 66)	# Responses
• Race, privilege, implicit bias	36

Partnerships or Memberships (n = 58)	# Responses
• Local community organizations	36
• Interfaith groups	22
• Buddhist organizations, sanghas	12

Community Outreach (n = 57)	# Responses
• to communities of color	18
• to LGBTQ community	5
• through local community organizations	6
• through interfaith groups	4
• to people with disabilities	3
• through prison programs	3
• by inviting diverse teachers	3
• through statements of inclusivity	2
• at universities/colleges	2
• through web and social media	2

Other Strategies (n = 43)	# Responses
• Programming	15
• Word of mouth	4
• Accessibility of space	3
• Inviting diverse teachers	3

Marketing or Advertising (n = 35)	# Responses
• to people of color	10
• through the web, social media	9
• through local community partnerships	7
• to people with disabilities	6
• through newspapers, flyers, photos	3
• to LGBTQ	3

IF YOU HAVE WORKED TO DIVERSIFY YOUR
MEMBERSHIP, WHAT INCREASES HAVE YOU SEEN?

	# Responses
• Millennials	30
• People of Color	24
• People with Disabilities	17
• LGBTQ	15
• Women	14
• Other (socio-economic, seniors, men, interfaith)	7

WHAT HAS YOUR SANGHA DONE TO BECOME
MORE EQUITABLE IN OPERATIONS AND INCLUSIVE
IN CULTURE?

	# Responses
• Developed an equity statement	45
• Conducted DEI training or education	37
• Recruited diverse members to our Board (gender, race, youth)	29
• Other strategies (accessibility)	19
• Revised or developed policies and procedures	17
• Revised our communication strategies	17
• Made materials available in languages other than English	12
• Revised our by-laws	9
• Formed an equity committee or work group	8

IF YOU HAVE WORKED TO INCREASE EQUITY &
INCLUSION, HAS THAT WORK RESULTED IN
CHANGE?

	# Responses
• Women	10
• People of Color	9
• Millennials	8
• People with Disabilities	7
• LGBTQ	6
• Other (seniors, in recovery)	2

OTHER COMMENTS OR THOUGHTS ABOUT
DIVERSITY, EQUITY & INCLUSION?

	# Responses
• Non-specific supportive or aspirational statements	21
• Sharing specific experiences or stories about DEI	13
• Comments about being small, under resourced, limited capacity	11
• Comment about being diverse, or not, due to geography/location	9
• Non-supportive or skeptical statements	6

COMMON ZEN ORTHODOXIES & DEI

ZEN

- *We teach sameness and oneness.*
- *We do not recruit or promote.*
- *We do not chase after people.*
- *We are hands-off.*
- *Zen is not for everyone.*
- *We are cool, calm, dispassionate introverts.*

DEI

- *We see and honor differences.*
- *We reach out, invite and engage.*
- *We inquire of people who do not come or stay.*
- *We help people find their way in and through.*
- *The Dharma is potentially for everyone.*
- *We are friendly and relational.*

SCENARIO I: STAY THE COURSE

Continue doing what you do now, with little deliberate or intentional adjustments for purposes of diversity, equity and inclusion.

SCENARIO I RECOMMENDATION

- Examine individual and collective privilege, implicit bias and microaggressions in our sanghas.
 - A version of the “First Do No Harm” component of the Hippocratic Oath
 - Commit to longer-term study rather than one-off workshops
 - Use a cohort model where participation is consistent over time
 - Focus on personal examination rather than a didactic approach

SCENARIO 2: LEAN IN

Pursue a series of intentional, deliberate strategies with the intent of advancing diversity, equity and inclusion over time.

SCENARIO 2 RECOMMENDATIONS

- Scenario 1 recommendation
- Be explicit and deliberate about DEI
- Revise statements of inclusivity to equity statements
- Collect and review demographic data
- Teach explicitly about DEI
- Embed DEI in communications
- Embed DEI in meeting agendas
- Review polices, procedures and practices through an equity lens
- Make materials available in languages other than English
- Amplify the voices of teachers of color
- Prioritize recruitment of people of color into leadership
- Develop partnerships with communities of color
- Take programs and services to where people work, live and play

SCENARIO 3: LEAN IN FURTHER

Establish advancing diversity, equity and inclusion as among your top priorities.

SCENARIO 3 RECOMMENDATIONS

- Scenario 1 and 2 recommendations
- Enhance pastoral care
- Be more relational
 - Start with tea rather than sitting
 - Follow-up with guests and visitors
 - Meet 1-1 with new members
 - Conduct informal exit interviews
- Develop programs for families and youth
- Develop programs for and by communities of color
- Get comfortable with public expression of strong emotion
- Create events or venues where form is relaxed or set aside

WHAT AWAITS YOU



B R U N E R
STRATEGIES

CONTACT ME

Thomas Bruner

202.341.0040

thomas@brunerstrategies.com

brunerstrategies.com

