

# DEIJ/Racial Equity-Centered Strategic Planning All-Sangha Meeting

November 8, 2022

Insight Meditation Community  
OF CHARLOTTESVILLE



# Meditation on Change

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# Your Facilitator



Katherine Turner (She/elle/ella)

Founding President, Global Citizen, LLC

Adjunct Professor, UNC-Chapel Hill

Mission and passion: Collaborating with leaders across all sectors to develop inclusive leadership skills and effect organizational transformation and social impact by advancing diversity, equity, and inclusion (DEI), public health, human rights, and global competence *for a better world.*



# Meeting Purpose

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The purpose of this meeting, which has been co-designed and planned by the DEIJ Advisory Group members and consultant Katherine Turner, is to hold a preparatory conversation with all sangha members to:

- Lay the foundation for our work ahead
- Provide an overview of the rapid assessment and strategic visioning, planning, and capacity-strengthening processes, all with a DEIJ/racial equity focus and respond to questions and comments
- Engage sangha members in discussion on key assessment questions
- Invite sangha members to participate and provide input throughout the entire process



# Meeting Agenda

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- Announcements (5 min)
- Welcome and meeting opening (5 min)
- Meditation on change (20 min)
- Introductions (10 min)
- Overview (5 min)
- Opportunities for engagement
- Discussion in breakout groups (30 min)
- Reflections, comments, and questions (10 min)
- Next steps, participation reminders, silent moment of appreciation, and closure (5 min)



# Overview of the Process

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- Form a small but representative advisory group.
- Co-design and facilitate a preparatory, virtual conversation with all sangha members.
- Conduct a rapid assessment.
- Co-design and facilitate a virtual session with board members and teachers and then with all sangha members on the rapid assessment findings and recommendations.
- Co-design and facilitate two virtual board member and teacher development sessions on DEI/racial equity-focused organizational structure and governance.
- Co-design and facilitate a strategic visioning and planning process with board members.
- Co-design and facilitate an in-person conversation with all sangha members on the new DEI/racial equity-focused organizational structure and governance.
- Facilitate a final briefing session with board and advisory group members and teachers.



# Opportunities for Engagement

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Opportunities for sangha members to engage include:

- Participate in this meeting and future sessions with the board, teachers, and entire sangha
- Speak with the Hearing, Ethics, and Reconciliation Committee and DEIJ Advisory Group members
- Enter confidential comments in a Google form that only Katherine will see - form link: <https://forms.gle/jsbytaaaDAj8iKSj7>



# Group Agreements

- Care for ourselves and each other
- Begin and end on time
- Speak our truth using “I” statements
- Honor confidentiality
- Listen actively with the intent to learn
- Agree or disagree respectfully
- Recognize positive intentions and address impact
- Maintain one conversation
- Make space for each person’s contributions
- Take risks and stretch beyond our comfort zones
- Strive to accept discomfort as catalytic to growth
- Accept lack of closure
- Switch other devices to vibrate and put them away
- Stay present; resist multitasking
- Follow virtual participation etiquette
- Switch other devices to vibrate





# Discussion in Breakout Rooms

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Discuss the following questions in breakout groups with facilitators and scribes.

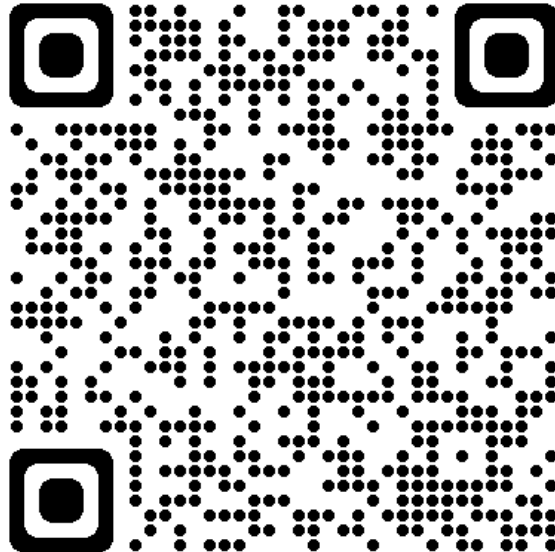
- What lessons have you learned from your sangha's past and present that inform your vision for your sangha's future?
- What do you appreciate about IMCC and your relationship with the community so we can build on these strengths?
- How do IMCC's policies, practices, and culture align with your values? With Buddhist teachings? With diverse, inclusive, equitable, and just (DEIJ) practices?
- What changes would you like to see at IMCC?
- What are barriers to your desired engagement at IMCC?
- How are IMCC's transitions this year affecting you? How can IMCC leadership best support members during the transition?





# Meeting Evaluation

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Meeting evaluation link: <https://forms.gle/UV8WzkrdxLcvdrGH9>





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## Let's Stay Connected

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