

# Completing the Diversity, Equity, Inclusion, and Belonging Puzzle

For the

**Pacific Northwest  
Movement Arts  
Consortium**

**SUMMARY DECK**

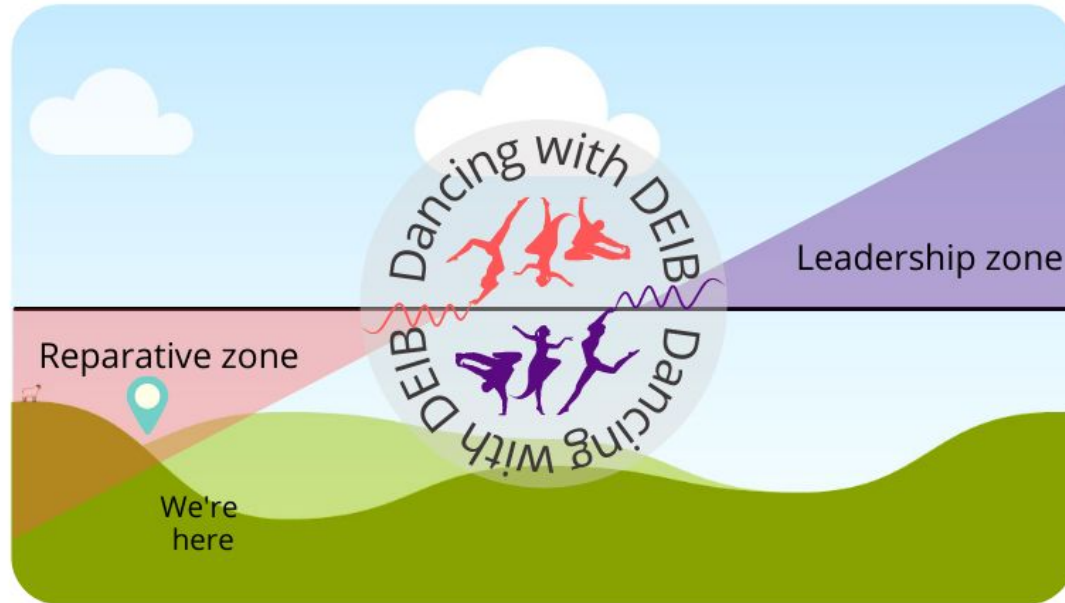


tl;dr

- Most people love and appreciate PaNMAC deeply
- PaNMAC also has serious issues around diversity, equity, inclusion, and belonging (DEIB)
- PaNMAC has the necessary strengths to solve those issues
- Still, it will take time, and commitment on the part of all involved — neither PaNMAC nor the U.S. got here overnight.
- PaNMAC leadership will need to make individual commitments ideally for their own individual reasons, to support the greatest success in the DEIB journey
- Revamping processes and structures also will be needed, as all these elements are intertwined, interdependent, and mutually supportive

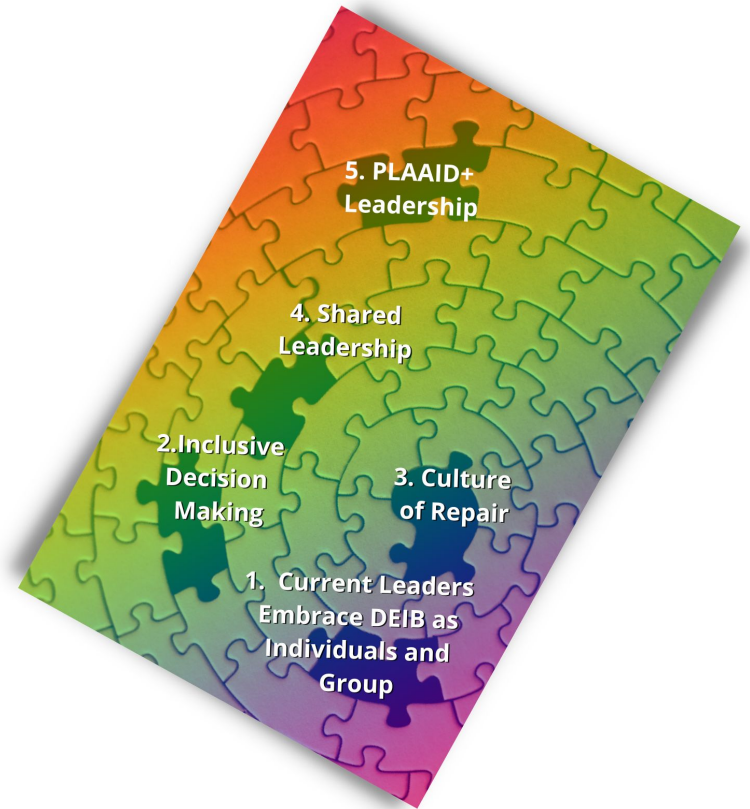
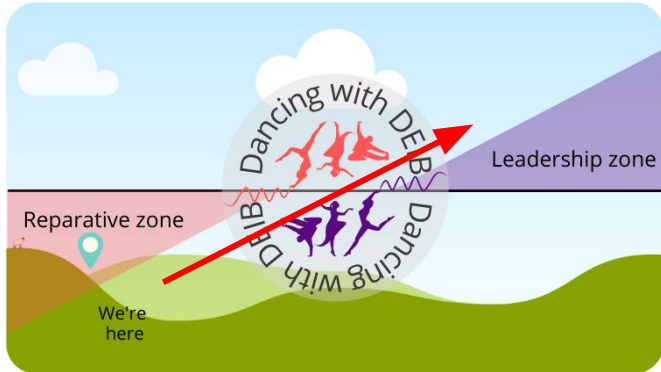


Here's where PaNMAC is now:

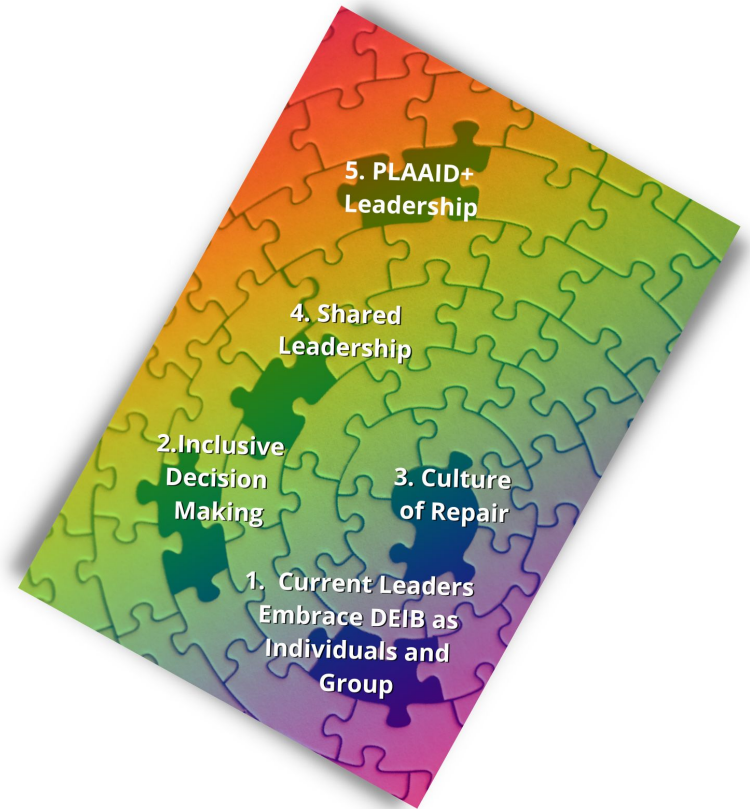
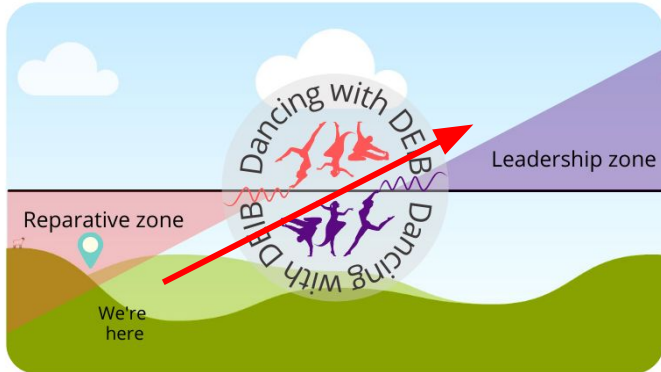


The next slide shows how to head for the Leadership zone.

To move from a reparative phase into “Dancing with DEIB,” and potentially into leadership, focus on strengthening these areas for the next period:



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# Definition of missing puzzle pieces



- 1. Current leadership embrace DEIB both as individuals and as a group.**  
This is the most effective foundation for long-term change. DEIB is not something that is “done to” an organization from the outside — it must proceed organically from the inside out, with each individual taking stewardship of the process *for their own reasons*. These reasons may come to the fore more readily during follow-up training and facilitation.
- 2. Begin inclusive leadership and decision making processes** starting with convergent decision making. See [Convergent Facilitation](#) for more information.

## Definition of missing puzzle pieces )cont.)



- 3. Create, practice, and continually refine a culture of repair.**  
Interweave this organically into PaNMAC practices at every level, from leadership, to volunteerism, to events. This could be as simple as platforming the position of mediator more fully, and more frequently and visibly using their services.
- 4. Create shared leadership structures, and more transparent governance.** Gradually hand off parts of leadership to underrepresented organizers-in-training. Also adopt more transparent leadership and governance processes (like keeping public records of meetings).
- 5. Work toward increase PLAAID+ (people of Latino/a/x, African, Asian and Indigenous descent, plus other marginalized groups) leadership and attendance** that reflects at least the diversity of the general population.

2022													
JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	
												+	
		Start learning and practicing Convergent Facilitation (CF) for inclusive decision making											
		Create and start practicing Culture of Repair, for both current and past ruptures											
	Start keeping records of your meetings (transparency)												
	Begin process of apprenticeship/power sharing												
Leaders start individual journeys to dismantling white supremacy mythology and other oppressions													
Decide on short- and long-term DEIB and related plans									Revisit long-term plans				
2023													
JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	
Begin inviting PLAAID+ leaders in to teaching and other leadership positions <b>pending other markers</b>													
Continue using CF) to make inclusive decisions.													
Continue using mediation to repair ruptures, proactively seeking it out, and using skills to reduce ruptures													
Continue meeting record-keeping and regular review													
Continue apprenticeship/power sharing into next phase													
Leaders deepen individual journeys to dismantling white supremacy mythology and other oppressions													



Sample timeline  
 (Actual process should be milestone-driven, not time-driven)



# Additional Recommendations



## 1. Draw Upon PaNMAC's strengths

There may be many creative ways to use dance itself as a way of doing DEIB work. We also have many resources within and adjacent to PaNMAC, e.g., in the larger Conscious Dance community, to do this kind of work, after the internal work phase.

## 2. Implement DEIB Success Tracking System Starting with Next Event

## 3. Further Support and Platform the Chaplaincy

Consult with current chaplains about how to do this

## 4. Consider using ADA-accessible Venues for All Events

## 5. Consider Reverting Back from Current Consumer Model to Former Stewardship Model

# Additional Recommendations (Cont.)



## 6. Internal Resourcing and Accountability

- Create a Diversity, Equity, Inclusion, and Belonging Committee/Task Force
- Establish a Diversity Team to hold events throughout the year, perhaps quarterly, using movement arts as a vehicle to explore dismantling racism, ageism, sizeism, and so on.

## 7. Awareness/Education

- Acknowledge and support Indigenous land, e.g., Shuumi Land Tax (or appropriate organization)
- Ongoing education for leaders/weave education into programming

## 8. More Diverse Representation

Periodically revisit and refine initial update of mission statement to create more DEIB-specific content and images

## Next Steps for Leaders

1. Breathe.
2. Ask yourself, What are my deepest wishes for transforming oppression in the world? What is my willingness to step into leading them? If you have a practice like meditation, dreamwork, or therapy, bring these questions there.
3. Start following Black leaders on social media, and order a couple of books. I recommend *My Grandmother's Hands* and *Me and White Supremacy*, but you may have others.
4. Consider joining Jill's 22nd Century Leaders program for anti-racist white leaders, or another such group.
5. Continue to breathe. Realize that change takes time, and this will be a slow process. Stay close to yourself as it unfolds.



## Next Steps for PaNMAC

1. Give the Board some time to absorb the recommendations, as well as to think about each member's own personal commitment to DEIB.
2. Our next meeting will be to discuss which of the recommendations to pursue, as well as any others you want to add.
3. Create a plan to implement the measures you decide on.
4. Make it someone's job within PaNMAC to work with Jill (or whomever you choose to implement your plan) to keep the plan on track.



**A TIME OF CRISIS IS NOT JUST A TIME OF  
ANXIETY AND WORRY.**

**IT GIVES A CHANCE, AN OPPORTUNITY, TO  
CHOOSE WELL OR TO CHOOSE BADLY.**

**- DESMOND TUTU -**



I hope and expect that this will be the beginning of a beautiful and life-altering phase of your personal and collective journey, to the extent that you choose to embrace it.

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**Please reach out with any thoughts or questions.**