



News from the Board, 11/18/21

IWM White Caucus

The IWM White Leaders Caucus is an affinity group for white-identified leaders (including Teachers; Practice Leaders; KM & WAD facilitators; Board, committee, and working group members) to learn together about whiteness, race, and racism, awakening to how these forces affect our sangha and how we can shift those dynamics through our heightened awareness and shared commitment to antiracism. The White Leaders Caucus has been meeting monthly for one full year, since November 2020.

Over the past year, the group built community and identified some shared values including: horizontal power structure, leaning into discomfort, willingness to make mistakes, doing our work without shame or blame, compassionate communication, sharing from the heart, connection and community-building, honesty, curiosity, and honoring vulnerability. Some of the topics the White Leaders Caucus has explored this past year - and will continue to unpack - include white dominant culture / white supremacy culture, what it means to decolonize our sangha, land acknowledgements, Indigenous Peoples Day, the Tulsa Race Massacre, the one year anniversary of the police murder of George Floyd, the U.S. border patrol's abuse of Haitian refugees at Texas border, Native American History Month, Latinx History Month, and most recently, looking into alternatives to Thanksgiving.

Circle of Care

Circle of Care - A small circle is forming to support a refugee family from Afghanistan. We are planning to connect with another congregation's small circle. Please reach out to us at general@insightpv.org if you have an interest in being part of our circle or offering backup support or donations.

Town Hall

The intention of Our Town Hall Governance series is to offer an opportunity for community conversation focused on various dimensions of sangha operations. At our second in the series, in October, Ruth Folchman & Lore Detenber of the Governance Working Group presented some of what they have been learning from other sanghas about organizational structure and decision-making, with a focus on programming, teachers, and other sangha leaders. We learned that there are as many ways to think about leadership and decision-making in a sangha as there are sanghas. We're inspired to continue learning and to contemplate, together with the sangha, what forms will

best serve this community. Ruth & Lore have collected information from nine Sanghas around the country, using interviews and website review, focused on Community Building; Structure & Decision-making; Dana; Equity, Inclusion, & Belonging. **For our third Town Hall focused on Governance, on December 12 from 1-3pm, we will hear from Ruth and Lore about how other sanghas approach Dana and fundraising.** Our final Town Hall in this series, in the new year, will take up the theme of Equity, Inclusion, & Belonging.

As always, please feel free to contact us at leadership@insightpv.org with any responses, questions, or ideas.

With much care and metta,
trellis, Lucy, Hal, and Bernadine