

DHARMA COUNCIL MEETING MINUTES

January 13, 2022

The purpose of the Dharma Council is to assist and advise the Abbot and Godo in determining matters of liturgy and teaching. The Dharma Council provides oversight and stewardship of Dharma presentation and practice at DRZC to support its core mission and values.

In Attendance: Gabe, Kengan, Enji, Sokuchū, Daikō, Christina, Jiko

Not in attendance: Jyōshin

Facilitator: Gabe

Recorder: Enji

Minutes

1. Pending Action Items from Prior Meetings:
 - a. Daikō will reach out to existing affiliated groups and the Board, to clarify categorization of affiliated group (types, needs, requirements, etc.)
 - b. Gabe and Jiko are looking at the process of approving proposed new dharma programming and the domain of archives.
2. Topics and Decisions from Today's Meeting:
 - a. Fall term Seminary class evaluations. **Decided:**
 - i. Approved the new seminary evaluation form. Appreciated the new questions as both a final student learning activity and a way to get feedback.
 - ii. It is the teachers' prerogative when to distribute the evaluations to students. At the start of the last class is a beneficial option.
 - iii. Sokuchū will create a new evaluation form specific to Wednesday evening classes, distinct from the one for seminary.
 - iv. After compiling the results in a digital version, the paper copies can be discarded.

- b. Dharma Council engagement in DEI activities assigned to the DC (numbers A.9, C.2, and C.6) as the “Proposed Accountable Person or Team”. **Decided:**
 - i. A.9 (Offering diverse voices in Dharma presentation). Yes, accepted. Plus, engage DRATT.
 - ii. C.2 (Updating the “Green Book” on Ethics). Yes, accepted, but DC as secondary, in a consultative role, to the Ethic Council. External expertise will be important. Assign to DEI committee to make a first pass.
 - iii. C.6 (Conduct org reflection on the ways DRZC perpetuates oppression). Yes, accepted. Consider using the Council Process. It’s a relationship-building opportunity with the Board. Timing: undertake this after completing more preliminary trainings.
 - iv. The DC should be consulted for all training activities on the timeline, and review training content for C.1 and B.4.
 - v. The DC liaison to affiliated groups can be a point person and exchange info with affiliated groups on DEI topics.
 - vi. Reminder: all requests for book groups should go through the normal DC approval.
 - vii. Action Item: Decide which ones DC members would like to be involved in and in what capacity.
 - viii. Action Item: Identify DC point people for the initiatives we are involved with.
- c. Reflections on recent departure of a sangha member. Using the Council Process, members shared responses and reflections.

3. Recurring Monitoring Reports and Announcements

- a. Temple Officers: No December Meeting
- b. Dharma Rain Active Transmitted Teachers (DRATT): No December Meeting
- c. Diversity, Equity, and Inclusion:
 - i. The Board has hired a consultant to design and deliver training on DEI outcomes for DRZC leaders. First planning meeting with the consultant, to determine the content of the training, is 1/20/2022.
 - ii. The book group My Grandmother’s Hands folded.
 - iii. The Greeters Guidelines manual (formerly called the Guest Master program) has been updated with an equity lens. It is in its final draft. Aiming to publish at the end of January.

- iv. The next A2W program will take place February through May. Gabe Fields is a co-facilitator.
 - v. The Board recently invited the DEI committee to review a job description through an equity lens and provide feedback.
 - vi. The committee is developing an editorial calendar for the coming year to periodically publish DEI content in the e-newsletter.
- d. Affiliated Groups (Daikō): In December 2021, the DC approved Sosetsu's request to form a new affiliated group in Corbett. He doesn't currently need any further support. Everything is on hold due to renewed COVID-19 cases.
- e. Godo Report: Tsuho is the new Assistant Kanin in support of the Kanin. There will be a staff shortage due to Yuton on pilgrimage and Zonnyo at Zen Mountain. Starting right after Jukai, the Wednesday evening class this spring (13 weeks) will be Sutra Study. Participation on Zoom will be "passive" with focus on those present in the zendo. DaiJukai will not be on Zoom. A visiting Korean master will offer teaching on how to work with multiple translations and on Korean traditions. Barbara Flying Fish Murphy, from Clouds and Water Zen Center, is being integrated as a Teacher at Dharma Rain. Kakumyo plans to publish an interview with her the e-bulletin. We want to be thoughtful about how best to introduce new (and departing or retiring) teachers to the sangha. Dharma School is on hold. It wasn't working well on Zoom.

4. Action Item Assignments and Deadlines

- 1) Publish DC agendas and minutes on DRZC website, and announce in e-bulletin. Gabe.
- 2) Review the list of DEI activities for any additional initiatives that the DC would like to be involved in, and identify a DC lead for those three activities assigned to DC. All DC Members
- 3) Create a new Wednesday evening class evaluation form. Sokuchu
- 4) Share the new Seminary class evaluation form with staff. Sokuchu.
- 5) Discard the hard copies of the "History of Buddhism Through Texts" seminary class evaluations. Keep only the digital version. Sokuchu
- 6) Reach out to affiliated groups to learn about their DEI activities. Daiko
- 7) In March, in collaboration with the Ethics council, invite the DEI committee to conduct a first review of the Ethics (green) Book with an equity lens. Sokuchu