

DHARMA COUNCIL MEETING

April 28, 2022, 7pm

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

Absent: Jyoshin, Jiko

Facilitator: Gabe

Location: [Zoom](#)

Recorder: Enji

Agenda

1. Approved Minutes from [March 2022](#)
2. Next Meeting Date: Inclined to skip May due to ELST and meet June 9th in person.
 - a. **Action item:** Gabe will discuss this and annual retreat timeframe w/ Godo.
3. Review of action items from previous meeting:
 - a. Sokuchu will function as a point person for reviewing liturgy with an equity lens and made a [draft of the plan for the work](#).
 - b. Sokuchu drafted a new eval for Weds evening classes.
 - i. **Action item:** Give any feedback on the new draft eval within the ~1 week timeframe for minutes approval.
4. Topics and Decisions from Today's Meeting:
 - a. Takeaways from the Spring Sangha Forum:
 - i. Summary of main discussion points:
 1. The quiz piqued folks' interest and helped the forum feel a little more lively than usual and it seems the quiz helped.
 2. For the most part, people had questions that were answered on the spot.
 3. One request was that we have more people of color giving talks. This was responded to individually after the forum, but details about DRZC's ongoing efforts on this front didn't go to the whole room.
 4. DEI will continue to publish specific stories and info regarding DEI activities to help inform and include the sangha.
 5. When the Board presents raw budget numbers at the forum, more context would be helpful to understand their meaning.

- ii. **Action Item:** Kengan will speak with the Temple Officers about making budget numbers more coherent for lay people during the Treasury Report.

- b. Summer social gathering planning:
 - i. **July 2** has been identified as the date for the gathering.
 - ii. Noon to 4ish is a good time frame.
 - 1. **Action Item:** Daiko will work with staff to clarify what food the Center will provide and what people might bring for potluck - e.g. desserts.

- c. Next Steps for DEI work at DRZC:
 - i. DRZC leadership recently participated in a consultant-led DEI training. What difference did this training make for us as an organization? What's next?
 - ii. Summary of key discussion points:
 - 1. The first two sessions of the training helped build a sense of shared language, investment, and engagement in DEI work.
 - 2. The third session focused on institutional and systemic change, but did not provide a specific road map or recommendations for DRZC.
 - 3. Engaging additional outside expertise, and gleaning info and guidance from other Buddhist sanghas/organizations (e.g. East Bay Meditation Center and BPF) may be important.
 - 4. It can be useful to first clarify our goal (how we think we want to be), clarify our theory of change, then figure out how to implement that change. We already have articulated inspiring missions and visions, and we can look at them with this specific lens of how to grow in the domain of DEI.
 - iii. **Action Item:** Gabe will connect with the Board and Temple Officers to continue and broaden the discussion of next steps in DEI work.

5. Recurring Monitoring Reports and Announcements

- a. Temple Officers: Second sanzen line reinstated. Discussed ways to refresh Zendo forms.
- b. Dharma Rain Active Transmitted Teachers: Biannual training held for Safe Environment Policy and Procedures as well as the Confidentiality Policy.
- c. Diversity, Equity, and Inclusion: A2W program is beginning it's third edition in May. Gabe is a co-coordinator with Reiju.
- d. Affiliated Groups: Currently gathering questions from the DEI committee to pose to affiliated groups regarding their DEI work. Is it time to schedule Dharma Cloud

Day 2023? If we stick with the 4th or last Sunday in April, it would be either 4/23/23 or 4/30/23. The 5th Sunday in April is often a good way to get more attendance.

- i. **Action item:** Daiko will follow up Jiko, Genko and Kakumyo regarding dates for Dharma Cloud Day 2023 and about whether DRZC hosts.
- e. Other Reports/Announcements: ESLT May 5-15, 13 people. Volunteers welcome throughout the day to help with maintaining zendo structure and in the kitchen and for meals.

6. Action Item Assignments and Deadlines

- a. **All:** Give any feedback on the new Wednesday evening class evaluation draft within the same timeframe as the approval of the Minutes.
- b. Kengan will speak with the Temple Officers about making the numbers more coherent for lay people during Sangha Forum Treasury Reports.
- c. Daiko will consult with the Godo, Abbot, and Staff about the Dharma Cloud Day date in 2023.
- d. Daiko will work with staff to clarify what food the center will provide and what people might bring for potluck for July 2 social gathering.
- e. Gabe will connect with the Board and Temple Officers to continue and broaden the discussion of next steps in DEI work.