

# **SZBA Diversity, Equity, Inclusion & Accessibility Online Resource Page**

This is a collection of books, articles, and other media, from which you can draw to educate yourself and your community about DEIA.

SZBA's DEIA committee would appreciate any feedback or proposed additions for this resource list, please contact: [genjo.sam@cloudsinwater.org](mailto:genjo.sam@cloudsinwater.org)

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## **[SZBA Statement of Recognition and Repentance](#)**

Gathered here today as Zen Buddhist priests and custodians of the dharma, we pledge to face,

acknowledge, understand and hold the weight of our collective karma so that we may practice and teach with clarity, vulnerability, and honesty.

With heavy hearts, aware of our own complicity we understand:

That across time and culture men have harmed and dominated women, creating patriarchal cultures of fear. Buddhist and Zen culture have been as guilty of this as any other, sometimes even distorting the teachings to allow for such misguided power to be wielded.

That we in this moment and in this very place stand on sacred ground of indigenous peoples that has been stolen from them and with cruel deception and religious doctrine maintained as if a right of those who have taken it. Our nation has capitalized on this theft, and their internment and genocide— a theft that continues as indigenous peoples remain unacknowledged and uncared for by a cruel social system they had no hand in shaping.

That the colonization of what we call the Americas, and the rise of the United States as a global power, rests upon the enslavement of African people taken violently from their homes and forced to labor under brutal and oppressive conditions.

That we as individuals and communities live in a world in which some, only because of the color of their skin, are accorded social and economic privilege. We recognize the willful blindness that upholds this privilege, as well as the indignity and pain of systematic oppression, exploitation, enslavement, and deportation of those whose skin does not accord them this Privilege.

We atone for the suffering caused by racism in all its forms, and vow to dismantle the white supremacist systems that maintain oppression, including mass incarceration and the deportation, persecution and exclusion of refugees and immigrants.

That we as individuals and communities, have systematically treated people with discrimination, disrespect, cruelty and violence because of their sexual orientation and gender identity.

That we as individuals and communities are complicit in an unfair, classist economic system that divides humanity into winners and losers, exploiter and exploited, and that encourages selfishness and conflict.

That as human beings, we cannot separate the gift of our own existence from the violence being done, through short-sightedness, greed, and self importance, to our planet and the many beings with whom we share it.

As individuals, as a sangha, and on behalf of all who came before us, we atone for our participation in all systems that perpetuate domination, violence, greed, disrespect, and unfairness. We pledge ourselves to overcoming these forces in ourselves and in the world for the benefit of all sentient beings, victims as well as perpetrators.

Now as we chant the verses of repentance and renew our vows in the Full Moon Ceremony, we bow in reverence, sorrow, and determination to overcome and heal the forces that cause such pain, for ending suffering within and without is the Dharma's true Gateway, the Buddha's True Heart.

September 22, 2018

[Crafted by Koun Franz, Norman Fischer, Greg Snyder, and many participants of the 2018 SZBA conferences]

## **General Resources for Promoting DEIA in Buddhist Communities**

**[“Undoing Whiteness in American Buddhist Modernism”](#) Dr. Ann Gleig Ann Gleig’s talk at the 2018 SZBA Conference, addressing the issue of the Absolute & the Relative and how that relates to racism.**

**[Diversity, Equity & Inclusion: Buddhist Teachers Speak!](#) This resource, created by Thomas Bruner for the SZBA, contains demographic information, context, and action steps for promoting DEI in Soto Zen sanghas.**

**<http://szba.org/wp-content/uploads/SZBA-Conference-DEI-Presentation-1.pdf>**

**[Global Benchmarks for Inclusion and Diversity](#) by the Centre for Global Inclusion**

**<http://centreforglobalinclusion.org/downloads/>**

**East Bay Meditation Center community agreements for multicultural interactions:**

**[http://www.emergingsf.org/wp-content/uploads/2017/08/EBMC\\_AgreemntsMulticulturalInteractions15.09.13-copy.pdf](http://www.emergingsf.org/wp-content/uploads/2017/08/EBMC_AgreemntsMulticulturalInteractions15.09.13-copy.pdf)**

### [SZBA's Equity Statement](#)

The Soto Zen Buddhist Association seeks to make Soto Zen practice available to everyone. We work to transform barriers based on race, ethnicity, gender identity, religion, political affiliation, economic class, sexual orientation, age, and ability. We find harmony in both our differences and what we share.

**Zen Mountain Monastery's Beyond Fear of Differences initiative (this is a rich page that includes a timeline of BFoD's coming into being, values, and resources):**

<https://zmm.org/our-programs/beyond-fear-of-differences/>

**A guide to planned giving - created by Dharma Rain's Branching Stream Society**

<http://szba.org/wp-content/uploads/Planned-Giving-Dharma-Rains-Branching-Stream-Society.pdf>

## **Buddhist Books on Intersectional DEIA Work**

**American Dharma, Buddhism Beyond Modernity**, Ann Gleig, Yale University Press, 2019

**Awakening Together: The Spiritual Practice of Inclusivity and Community**, Larry Yang, Wisdom Publications, 2017

**A Thousand Hands: A Guidebook for Caring for Your Buddhist Community**, Eds. Nathan Jishin Michon and Daniel Clarkson Fischer, Sumeru Press, 2016

**The Way of Tenderness, Awakening through Race, Sexuality, and Gender**, Zenju Earthlyn Manuel, Wisdom Publications, 2015

**Dharma, Color, and Culture, New Voices in Western Buddhism**, edited by Hilda Gutierrez Baldoquin, Parallax Press, 2005

## **Race and Buddhism**

**The Inner Work of Racial Justice, Healing Ourselves and Transforming Our Communities Through Mindfulness**, Rhonda Magee, Tarcher Perigree, 2019

**American Sutra, A Story of Faith and Freedom in the Second World War**, Duncan Ryūken Williams, Harvard University Press, 2019

**Buddhism and Whiteness**, edited by George Yancy, Lexington Books, 2019

**Mindful of Race**, Ruth King, Sounds True, 2018

**The Way of Tenderness, Awakening through Race, Sexuality, and Gender** Zenju Earthlyn Manuel, Wisdom Publications, 2015

**Taming the Ox: Buddhist Stories and Reflections on Politics, Race, Culture, and Spiritual Practice**, Charles Johnson, Shambala, 2014

**A Fierce Heart: Finding Strength, Courage and Wisdom in Any Moment**, Spring Washam, Hay House, 2019

**Being Black, Zen and the Art of living with Fearlessness and Grace**, angel Kyodo williams, Viking, 2000

**Radical Dharma, Talking Race, Love, and Liberation**, Rev. angel Kyodo williams, Lama Rod Owens, with Jasmine Syedullah, North Atlantic Books, 2016

## **Whiteness and Anti-Racism**

**Whiteawake.org** provides an array of excellent online resources

**White Privilege: Unpacking the Invisible Knapsack** article by Peggy McIntosh  
<https://www.racialequitytools.org/resourcefiles/mcintosh.pdf>,

**The Combahee River Collective Statement:**  
[https://americanstudies.yale.edu/sites/default/files/files/Keyword%20Coalition\\_Readings.pdf](https://americanstudies.yale.edu/sites/default/files/files/Keyword%20Coalition_Readings.pdf)

**White Rage: The Unspoken Truth of Our Racial Divide**, Carol Anderson, Bloomsbury, 2016

**White Fragility: Why It's So Hard for White People to Talk about Racism**, Robin Diangelo, Beacon Press, 2018

**Uprooting Racism, How White People Can Work for Racial Justice**, Paul Kivel, New Society Publishers, 2002

**So You Want to Talk About Race**, Ijeoma Oluo, Seal Press, 2019

**White Like Me, Reflections on Race by a Privileged Son**, Tim Wise, Soft Skull Press/Counterpoint, 2011

## **Indigenous People's Wisdom, Challenging Erasure, and Land Acknowledgement**

**SZBA Information on creating a Land Acknowledgment Statement**  
<https://szba.org/wp-content/uploads/Honor-Native-Land-Guide.pdf>

<https://healingmnstories.wordpress.com/2019/10/20/what-to-consider-when-acknowledging-you-are-on-stolen-indigenous-lands/>

<https://www.teenvogue.com/story/indigenous-land-acknowledgement-explained>

<https://www.teenvogue.com/story/racism-against-native-americans>

**On Decolonization:**

[https://unsettlingminnesota.files.wordpress.com/2009/11/um\\_sourcebook\\_jan10\\_revision.pdf](https://unsettlingminnesota.files.wordpress.com/2009/11/um_sourcebook_jan10_revision.pdf)

**Stalking Nirvana: The Native American (Red Path) Zen Way**, Rev. Duncan Sings-Alone Sensei. Two Canoes Press, 2013

## **Beyond Patriarchy: Women and Buddhism**

**Buddhist Women on the Edge: Contemporary Perspectives from the Western Frontier**  
edited by Marianne Dresser, North Atlantic Books, 1996

**Buddhism after Patriarchy**, Rita Gross, Sri Satguru Publications, 1995

**Being Bodies: Buddhist Women on the Paradox of Embodiment**, edited by Susan Moon and Lenore Friedman, Shambhala, 1997

**Women Living Zen: Japanese Soto Buddhist Nuns**, by Paula Arai, Oxford, 1999

## **Teachings of Buddhist Women Ancestors**

**The First Free Women: Poems of the Early Buddhist Nuns**, tr. Matty Weingast, Shambhala, 2020.

**The Hidden Lamp**. ed. Moon/Caplow. Wisdom Publications, 2013

**Daughters of Emptiness**, Beata Grant, Wisdom Publications, 2012

**Zen Echoes**, Beata Grant, Wisdom Publications, 2017

**The First Buddhist Women**, Susan Murcott, Parallax Press, 2002

**Zen Women**, Grace Schireson, Wisdom, 2009

**Women of the Way**, Sally Tisdale, HarperOne, 2008

## **Understanding nonbinary gender**

**The big list of gender identities:**

<https://deconforming.com/gender-identities/?fbclid=IwAR2c4tZYK0Z5MB9VKBRGtfiiVKZCKh0-uInuz7699yjLaWx-7EqFpftzRe0>

**Things not to say to non-binary folks:**

<https://everydayfeminism.com/2017/02/things-not-to-say-non-binary-ppl/>

**What does it mean to be non-binary**

<https://www.verywellmind.com/what-does-it-mean-to-be-non-binary-or-have-non-binary-gender-4172702>

**Life Isn't Binary: On Being Both, Beyond and In-Between**, Alex Iantaffi and Meg-John Barker, Jessica Kingsley Publishers, 2019

## **Confronting/overcoming transphobia**

**Transcending: Trans Buddhist Voices**, edited Kevin Manders and Elizabeth Marston, North Atlantic Press, 2019

**Trans\*Ally Workbook, Getting Pronouns Right and What it Teaches Us About Gender**, by Davey Shlasko, pamphlet published by Think Again, Oakland, CA 2014

**GLAAD Transgender FAQ**: <https://www.glaad.org/transgender/transfaq> and GLAAD Tips for being a good ally to transgender people <https://www.glaad.org/transgender/allies>

**The Gender Unicorn:**

<http://www.transstudent.org/gender?gclid=CO3pqt3Qqs0CFc8lgQod1k8CRg>

## **Buddhist works by LGBTQ folks**

**Queer Dharma: Voices of Gay Buddhists volumes 1 & 2** edited by Winston Leyland, Gay Sunshine Press, 1998

Also see books listed under intersectional DEIA work and Race and Buddhism by Zenju Earthlyn Manuel, Larry Yang, and others

## **Inclusion for all ages and abilities**

**This Chair Rocks: A Manifesto Against Ageism**, Ashton Applewhite, Celadon Books, 2019

**Feminist, Queer, Crip**, Alison Kafer, Indiana University Press, 2013



**Care Work: Dreaming Disability Justice**, Leah Lakshmi Piepzna-Samarasinha, Arsenal Pulp Press, 2019

## **Inclusion for people of all economic backgrounds**

**An article on inclusion and equity for folks of all economic backgrounds.**

<https://www.lionsroar.com/beyond-the-upper-middle-way/>

## **Trauma Sensitivity**

**Trauma-Sensitive Zen**, Daishin McCabe, presented at the 2018 SZBA conference.

<http://szba.org/wp-content/uploads/Trauma-Sensitive-Zen.pdf>

**When the Body Says No**, Gabor Mate, Wiley, 2008

**My Grandmother's Hands: Racialized Trauma and the Pathway to Mending Our Hearts and Bodies**, Resmaa Menakem, *Central Recovery Press*, 2017

**Trauma-Sensitive Mindfulness**, David Treleaven, *WW Norton*, 2018

## **Power, Buddhist Teachers, and Sexuality**

**Right Use of Power: The Heart of Ethics**, Dr. Cedar Barstow, D.P.I.

**Sex and The Spiritual Teacher**, Scott Edelstein, Wisdom Publications, 2011