

Process Team Steering Committee
Meeting Notes
July 14th, 2019

Present: Martin Ramstedt, Susan Skjei, LaDawn Haglund, David Marshall, Jim Fladmark, Paul Kelway, Lisa Piemont, Deborah Marshall, Fred Meyer

Absent: Dian Marie Hosking

Topic 1: How do we help the community to heal?

We discussed how we could explore transitional and restorative justice or truth and reconciliation for Shambhala. What are the elements that might be relevant and workable for the Shambhala Community? We need a process where people can find resolution without being shunned. Many questions remain about the Sakyong's role. There are also many things we can do within the community. But the issue of emotional safety and how that is protected feels like an important concern.

Actions:

1. LaDawn has resources about Transitional Justice that she can share. She will draft a proposal that she will share with the SC on Tuesday. She will also give us some resources that we can review and will share what the Office of Social Engagement has done about this. She has also forwarded a film on Restorative Justice.
2. Acharya Fleet Maull offered his services in this area and Deborah will talk with him about it before the end of July.
3. The steering team could conceptualize this and then we could charter a group on it. We could use Theory U as a framework for our engagement with this process. We would then bring in people with expertise. We will revisit this at the end of July.

Topic 2: Theory U

We sent a community letter as well as a letter to the PT last week and invited PT members to attend 2 informational calls. We only had one person on each call, plus Susan, Paul, Fred, Nancy (call 1) and LaDawn (call 2). The calls were recorded and we could distill FAQs from that if we want to. The questions primarily had to do with how the decision was made and how the training will happen. There are already 18 PT members who are doing the condensed training with Nancy KapLon in the next 2 months and more who will take the MOOC in the fall. We can start using this with our groups soon. In the Fall we will be going "down" the year, then moving "up" the U in the Spring.

Actions:

1. Fred will update Nancy KapLon on our discussions since she is the Theory U Implementation Coordinator and needs to be kept in the loop.
2. We will offer 3 sessions of training with Arawana for working group leaders of the PT in July and August. The implementation group will meet on Monday to discuss further. These calls will be recorded and made available to PT group leaders.
3. LaDawn has drafted a letter to the community to invite them to do the 90-minute training and to attend the MOOC in the fall. The implementation team needs to finalize this and convey all of the ways people can get involved with training, etc. This will happen next week.

4. Harvesting the results? We need to think about how this can happen. David will ask a group to start thinking about harvesting in the next 2 weeks. David, Brian, Suzie, LaDawn, Martin and Sherab.

Topic 3: Working Group Updates

1. Communication: We have received letters from members of the community and LaDawn has been responding to them as they come up. We have been referring the letters to the various topic area groups as needed.
Action: Lisa will respond to 2 letters that relate to restorative justice and suicide prevention issues at local centers. Also, when there is a letter that relates to the whole PT, the communications team will forward it to the PT Groups.io site.
2. Culture Change: They have had 2 meetings but many people have not been able to attend. They are trying to clarify where they are and where they are going. Tanja Duda has been wanting to focus on "Culture of Sane Goodbye". She is also signed up for Theory U training.
Action: They are developing some questions for a survey on culture change. They are also convening a "white awareness" group and a group that is focused on diversity and gender work.

Topic 4: IB feedback

1. Some working groups are wanting to access more information and have requested access to the Shambhala Database and Financial Systems. The IB want the PT to have a point of contact for these requests.
Action: the communications team will choose a point person.
2. LaDawn is the person who links with communications with the community via Ashley, but asked Paul to be the point person on this while she is gone for next 4 weeks.