

# *DIVERSITY & INCLUSION WORKSHOP*



With  
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# OBJECTIVES:

The five objects of the workshop are as follows::

- ☑ **Define what "Diversity & Inclusion" means**
- ☑ **Discuss the demographics of the yoga industry**
- ☑ **Hear personal anecdotes about BIPOC's experiences in the yoga industry**
- ☑ **Identify ways the yoga industry can actively work to become more inclusive**
- ☑ **Discuss why representation matters**

LET'S DIVE IN



# D&I WORKSHOP

## ACTION STEPS

### THE WORKSHOP

The interactive workshop will be broken down into three main components with time for Q&A at the end. The first 15-20 minutes will be dedicated to discussing the "obvious," the fact that the industry is predominantly white. The next 20-30 minutes will be spent hearing anecdotes from BIPOC who have entered into the yogic space, but weren't welcomed or didn't feel included. The 30 minutes after this will be dedicated to ways your studio can be more inclusive and inviting to all communities. The last 10-15 minutes will be left available for your staff to ask questions or share their own personal stories.

### THINGS YOU'LL NEED

JOURNAL & PEN  
SILENCED PHONE  
OPEN MIND

### CHECK YOUR BIAS

#### TAKE A MOMENT TO REFLECT ON WAYS YOU MAY "OTHER" MEMBERS OF THE BIPOC COMMUNITY.

*1) In an effort to be more "inclusive" are there ways you've singled out or tokenized people in the BIPOC community.*

*(ex. you only have one member of this community you work with regularly, when students from this community come to your classes you're overly attentive to them, you're constantly going to members of this community asking questions about their history instead of doing your own research.)*

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### ALLY VS. ACCOMPLICE

**AN ALLY MOSTLY ENGAGES IN ACTIVISM BY STANDING WITH AN INDIVIDUAL OR GROUP IN A MARGINALIZED COMMUNITY. AN ACCOMPLICE FOCUSES MORE ON DISMANTLING THE STRUCTURES THAT OPPRESS THAT INDIVIDUAL OR GROUP.**

*1) Understanding the mission of an accomplice how can you take steps today to dismantle some of the current structures in the yoga industry that recreate barriers for access? (i.e. pay structure, corporate management opportunities, BIPOC visibility in the industry.)*

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### EXPAND YOUR CULTURAL KNOWLEDGE

**ONE OF THE GREATEST BARRIERS TO ACCESS IS A BREAKDOWN IN CULTURAL UNDERSTANDING.**

*1)What are 5 actions steps you can take by the end of the year to further expand your knowledge of individuals in the BIPOC community?*

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# ADDITIONAL RESOURCES

## ARTICLES

### Diversity and Inclusion in Yoga

- Radical Diversity: Setting a Yoga Standard for Equality
- The Yoga Diversity Dilemma
- Bridging the Divide: Diversity in Yoga (Musthave Yoga Alliance Membership)
- Why Your Yoga Class Is So White
- OUTSIDER LOOKING IN: A BLACK GIRL'S EXPERIENCE IN THE YOGA WORLD
- SEEING IS BELIEVING

### African Americans & Religion

- Highland Views: Sojourner Truth: to stay here and stand the fire
- Gilbert, O., & Titus, F. W. (1968). Narrative of Sojourner Truth. New York: Arno Press.
- The Black Church
- The Image of God: Black Theology and Racial Empowerment in the African American Community by Allison Calhoun-Brown

## BOOKS & VIDEOS

### Booklist

22 books on race and white privilege that will show you what's really happening in America right now

### Video List

- Jane Elliot- Concept of Reverse Racialism
- Understanding how history impacts Black people today.
- Bishop T.D. Jakes & Pastor Carl Lentz Discuss Racism in America
- Humanity, Racism and Transformation | Carl Lentz & Dr. Anita Phillips | Hillsong East Coast



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THE CHANGE





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