

Diversity Welcome

The intention of the diversity welcome is inclusion. It can be long or short. The more parts or aspects of what is present are named, the more the participants are likely to feel welcome in their diversity. It is a ritual, so don't be bothered by the repetitive phrasing. Take your time with it!

Here is one example. You will want to add or subtract based on what margins are important for the group (for example, in a staff retreat naming all the roles in the room would be important). The common element is to inclusively name the range with a genuine "Welcome!"

The first few times you do this welcome, you might like "crib notes" to remind you of a few you're likely to forget but need to include. But as soon as possible, give up the script, take your time, and look at the participants as you continue your welcoming. It can be a surprisingly tender experience, for facilitator and participants. Enjoy.

I'd like to welcome OR welcome... (and then facilitator names)

- ▶ Women, Men, Transgender People
- ▶ People of Hispanic descent, African descent, Asian descent, European descent, people Native to this land, and people of mixed, multiple descents
- ▶ Languages spoken here (try to know as many ahead of time): Spanish, English, etc.
- ▶ Specifically name states/provinces/countries represented – pause and invite more input
- ▶ Those living with a chronic medical condition, visible or invisible
- ▶ gay, lesbian, bisexual, heterosexual, queer, or others for whom none of the labels fit
- ▶ Your bodies
- ▶ Survivors
- ▶ People who identify as activists, and people who don't
- ▶ Single, married, partnered, dating, celibate, sexually active
- ▶ Those in their teens, 20s, 30s, 40s, 50s, 60s, 70s, 80s, 90s (depending on group)
- ▶ Your emotions: joy & blisssssss, grief, rage, indignation, contentment, disappointment
- ▶ Those who support you to be here: Who make it possible
- ▶ Your families, genetic and otherwise
- ▶ Mystics, seekers, believers of all kinds
- ▶ Those dear to us who have died
- ▶ Our elders: Those here in this room, in our lives, and those who have passed away

What are some of the other aspects of our diversity that I've left out? *Include what's suggested from participants.*

- ▶ “Yes, and finally I'd like to welcome the ancestors who lived in this land where we are now. Welcome the Spirits of the Delaware and Arrawak, the natives who lived in this area before the Europeans came (find out beforehand). I'd like to acknowledge them and invite their spirits to this place. *Welcome.*”

Thanks the Process Work community for this activity, including Arnie and Amy Mindell