

## DIVERSITY & ACCESSIBILITY

### Practitioner Survey – English Language Survey Results

During the First Shambhala Congress, diversity was identified as one of the “most pressing issues” that the Shambhala community needs to address.

As part of its efforts to develop recommendations for improving diversity in Shambhala, the Diversity and Accessibility Working Group surveyed hundreds of Shambhala “practitioners” during the autumn of 2004.

Following are selected results of the English version of the survey (multiple choice responses).

#### 1. In your opinion, which of the following are "diversity" issues?

Response	Percent	Total
Race	89%	282
Income	82%	260
Ethnicity	81.7%	259
Age	76.3%	242
Sexual orientation	75.7%	240
Gender	72.6%	230
Language	69.7%	221
Culture	69.4%	220
Political class/social strata	69.4%	220
Physical/perceptual ability	67.5%	214
Mental/Psychological condition	58%	184
Learning disability	52.1%	165
Geographical location	47.3%	150
<u>Marital Status</u>	<u>35.6%</u>	<u>113</u>
Total Respondents	317 (skipped this question)	0

**2. How do you feel about diversity in the Shambhala community?**

Response	Percent	Total
Not enough diversity	82.3%	260
Adequate diversity	14.9%	47
Very diverse	2.8%	9
Total Respondents 316		
(skipped this question) 1		

**3. Of the diversity issues listed below, which FIVE (5) do you feel your Center should address as soon as possible?**

Response	Percent	Total
Socio-economic class	69%	218
Race	63.3%	200
Physical/perceptual disability	46.8%	148
Ethnicity	43.4%	137
Issues pertaining to age	41.1%	130
Multi-cultural issues	40.5%	128
Issues specific to women	29.7%	94
Mental/psychological challenges	25.6%	81
Languages/translation/interpretation needs	23.4%	74
Religious diversity issues	23.1%	73
Political class/ideology/party affiliation issues	20.9%	66
Sexual orientation: Gay, Lesbian related issues	16.1%	51
Total Respondents 316		
(skipped this question) 1		

**4. Of the items below, which FIVE (5) do you feel would contribute most to promoting diversity and accessibility in the Shambhala community?**

<u>Response</u>	<u>Percent</u>	<u>Total</u>
Teachers and speakers from ethnically and racially diverse backgrounds	62.7%	198
Community outreach to groups who are underrepresented at the Center	55.4%	175
Reduced program costs/financial assistance	53.5%	169
Diversity in leadership positions	42.4%	134
Fully accessible facilities for people with physical/perceptual disabilities/impairments	39.9%	126
Programs/discussions that link dharma with issues of multiculturalism and diversity	39.2%	124
Advertisement of programs in communities that are underrepresented at the Center	36.7%	116
Program advertisement, brochures and other publications that are welcoming to people of different nations, ethnicities, races, ages and gender	31.6%	100
Center environments that are inviting to people of different backgrounds	28.2%	89
Programs for people who are underrepresented at the Center	25%	79
Multicultural/diversity training for Center leaders and members	19%	60
Bilingual books, texts and practice material for people who are not proficient in the dominant language	18.4%	58
Dharma books and articles related to multiculturalism/diversity/accessibility	14.9%	47
Membership outings to multicultural events	11.4%	36
A written statement on diversity and accessibility at the Center entrance	11.1%	35
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Total Respondents	316	
(skipped this question)	1	