

Inclusive Labyrinth Facilitating Worksheet

Tips, Resources and Guidelines for Building Diversity, Equity & Inclusion

Working document Initiated by Lars Howlett with feedback from the 2019 Veriditas Advanced Facilitators Class and the Regional Reps Inclusion Committee of the Labyrinth Society

- based on [Diversity is an Asset](#) online training by Desiree Adaway

“**Interaction** refers to the quality of relationships between individuals and includes ways to communicate effectively across differences, build relationships, resolve conflicts, and jointly solve problems and face challenges.” - Heather Berthoud

- Ensure diverse representation in speakers, facilitators, ushers
- Welcome everyone individually and uniformly who attends
- Notice anyone with special needs and try to provide for them
 - Does someone need an interpreter?
 - Does someone need a chair outside or inside the labyrinth?
 - Does someone need a finger labyrinth?
 - Does someone need help finding the entrance of the labyrinth or being guided on the walk?
- Be ready and open to adapting the format or set-up to meet unexpected needs
- Use language that represents/reflects all the people that are present
- Try not to generalize/center your experience as true for everyone
 - Eg. “the labyrinth is a calming experience”
 - Try: Experience your experience
 - Eg. “you can’t get lost in a labyrinth”
 - Try: Trust the path and you will find the center.
 - Eg. “labyrinths exist in every continent and culture”
 - Try: Labyrinths are found in many settings and cultures
 - Eg. “there is no right or wrong way to walk”
 - Try: there is no ‘right way’ to experience the labyrinth.
- Do not force anyone or everyone to participate in rituals / practices / experience of the labyrinth or other aspects of the event

- Eg. not everyone needs to walk
- Eg. not everyone needs to stand in circle
- Eg. not everyone needs to speak
- Eg. not everyone needs to participate other than be present
- Don't assign roles or put people in situations where it is awkward to not participate. Invite, instead of expect, people to be involved.

Sustaining

"Remember: Inclusion is what makes diversity meaningful and equity possible, and justice a daily reality. Inclusion demands transformation of beliefs, policies and processes at the individual, interpersonal and systemic levels." - Nicole Lee

- Gather contact information of participants, especially from under-represented groups to build relationships / invite to return
- Follow up to ask about their experience of the event and help organize, promote or participate in future events
- Follow up to better understand their work, community, perspective to partner with or support their labyrinth events or projects
- Consciously build diverse networks, follow, befriend, and engage diverse people in your professional work and social life
- Assess your success in creating an inclusive event with diverse representation in both anecdotal and analytical ways
- Listen to podcasts, read blogs, take trainings led by people in under-represented groups
- Speak-up when you witness microaggressions, bias, stereotyping, or disregard for other people's inclusion, support, and experience
- "Be humble and ready to fumble." - Desiree Adaway
 - Know that you will probably make mistakes, but be willing to risk that, take responsibility, apologize and learn from them.

Please email thoughts, comments, suggestions, ideas, edits to FindLars@Gmail.com

I appreciate your honest feedback and am open to your suggestions.

Feel free to adapt/edit/utilize/share this worksheet without consent or attribution.