

**Proposal to Recommend Action Steps For Implementing Policies of
Inclusion
Amended and Approved March 26, 2018**

This proposal seeks to adopt and communicate a set of recommendations for the MKP USA Support Services, Areas, and Societies directed to operational MKP USA policies of inclusion and stems from a recommendation from the MKP USA Council.

Context/Background

A recommendation, passed unanimously by the MKP USA Council on September 28, 2015, asks the MKP USA Board to a) adopt a Statement against Racism and Oppression; b) publicly, internally and externally, announce the statement; and, c) distribute recommendations to Support Services, Areas and Societies to guide and inform operational policy regarding inclusivity and intercultural competency.

The Mankind Project, on its website under the section entitled ABOUT THE MANKIND PROJECT, lists as our Core Values: Accountability, Authenticity, Integrity, Community, Service, and Inclusivity.

In addition to adopting the proposed Statement against Racism and Oppression, the authors of that Statement believe it's imperative that the Board communicate the attached Recommendations for Inclusive Actions as advice toward operationalization to Support Services and the Societies. Manifesting these actions in our communities and trainings will enable us to create a culture of inclusion and engender respect for diversity for in all men. This list is intended as a starting point and is not complete or exclusive of other acts of inclusion.

Ground Work and Consultation

This list of recommendations was initiated by Paul Fogarty and authored along with George Faison. Judge Mattocks and Steve Harper made themselves available for consultation during the process. Steve Harper assisted with the editing. The document was subsequently circulated to men in the project for their support and signature over the last several months. A link to the signatures of MKP USA men signing in support is included at the end of this proposal. The

men signing represent a broad cross section of initiated men active in MKP USA today including NwTA leaders and co-leaders, Elders, LKS men, and Community leaders. A version of these recommendations was introduced in the August Council meeting for consideration and tabled until the Society Chairs could take it up with their constituencies and suggested revisions could be considered and/or included by the authors. There was discussion at several Society meetings regarding the proposal. With the support from the Area/Center Circle and other Societies, the Council approved the recommendation at their September meeting.

Finances

The financial costs of operationalizing any of these recommendations in the operational circles will need to be brought forward as they are acted upon.

Recommendation

Recommend that the MKP USA Board forward the attached list of Action Steps, Recommendations, and Suggestions for implementing policies of inclusion as part of the commitment by MKP USA to Stand Against Racism and that the list be distributed to Support Services, Areas, and Societies for their consideration.

Submitted By

Robert Powell, Intercultural Competence Lead, MKP USA Support Services, in support of the authors of the action steps and the men signing in support [[link to signatory page](#)].

ACTION STEPS, RECOMMENDATIONS & SUGGESTIONS

Statement of Purpose

The Statement Against Racism and Oppression includes the following statement:

- Recognizing that race bias exists in each of us, consciously or unconsciously, we will challenge oppressive, discriminatory, or targeting behaviors and actions in MKP USA trainings and circles.

To meet that challenge, the purpose of this list of Action Steps is to encourage ALL MKP USA circles to adopt practices and, where necessary, enact policies to foster greater inclusivity and intercultural competence with the purpose of creating broader, safer and more diverse circles.

Many of the suggestions listed below have been tested by men in various communities with good success AND the Board is under no illusions that this list is complete. On the contrary, we believe that as circles begin to work more consciously with these processes, that more, perhaps better, practices will evolve and should be added.

Above all it is important for all of us to be in relation with each other. By exercising these suggestions we create an opportunity within our MKP USA circles to be in relation with target group men that may not otherwise be present in our lives. Our dream is that this then extends out into the other circles of men's lives at work, in community, and within family.

Action Steps

1. Consciously create interculturally inclusive teams
 - a. Seek out candidates. Encourage them to apply and step up
 - b. Demonstrate in NWTA Staff composition
 - c. Demonstrate in NWTA process teams
 - d. Represented in MKP USA councils
 - e. Represented in panels for certifications and hot seats

2. Psychic safety on Trainings, Councils and Panels
 - a. Whenever possible never have just one man from a single group/target. If necessary reach out within your area, and to other communities, to invite men. Offer to pay their transportation.
 - b. Address the impact with the target men by asking what they want. The acknowledgement is energetically important.
3. Scholarships:
 - a. Specifically created for facilitating attendance at trainings and panels when requested.
4. Intercultural competence trainings:
 - a. The Leader Body already requires at least one training in order to be certified. A motion is currently being formulated, at the request of NALB at their annual meeting to change this requirement to ONGOING (every two years) as well as ASSIMILATION.
 - b. This should be extended to Senior staff after a certain number of trainings, as we do now for Process competence with ST-1 before their 4th staffing. This would require action from the MKP USA Council and Board to enact. Our suggestion is that, after 7 staffings a man be required to attend an Intercultural Competence training in order to continue staffing.
5. Accountability
 - a. Certified NWTAs Leaders and men on leader track are challenged at bi-annual re-certification processes as to how and where they are doing their work, including multicultural awareness. Failure to “move forward” can result in a man being placed on sabbatical.
 - b. A similar process for institutional review of Societies and Areas needs to be developed with intercultural competence foremost in mind in addition to other covenanted requirements.
6. Support Boys to Men , and other affiliated groups in developing and building inclusive and diverse communities.