



## Motion for Advise ment

**Instructions:** This form initiates a Motion for Advise ment whereby the Khalsa Council advises the Siri Singh Sahib Corporation and the related not-for-profit corporations. To start the process, complete the form below, including signatures of five active Khalsa Council members, provide requested supporting documentation and submit to the Secretary General.

**Date submitted:** April 16, 2015

**Name of Motion:** Motion to Convene a Sensitivity Summit

**Motion – exact wording to be put before the Khalsa Council:**

### Motion to Convene a Sensitivity Summit for Consideration by the Khalsa Council

*"Through Nanak may God's name be forever exalted  
and may all people prosper by God's grace."*

**Jaano Jot Na Puucho, Jaati Aagai Jaat Na Hai**

"Recognize the Divine light within all, and do not consider social class or status; there are no classes or castes, hereafter." -- **Guru Nanak Dev Ji**

WHEREAS Guru Nanak Devji founded Sikh Dharma as an inclusive pathway of service whereby ALL people may prosper by God's grace;

And WHEREAS ALL people refers to an intrinsic diversity, inclusive of all the people of planet Earth without distinction as to race, color, national origin, gender, age, disability, culture, religion, ethnicity, sexual orientation, social or economic status, political, psychological, philosophical persuasion or any other Earthly distinction;

*Continued*



And WHEREAS Guru Nanak Devji's mission requires Sikh Dharma to serve according to the Siri Guru Granth Sahib's teachings that requires Sikhs to maintain and to teach a keen appreciation for the God-given and unique assets of each individual, in honor of the diversity of ALL people;

And WHEREAS Sikhs may encounter challenges arising from inadequate sensitivity whilst serving, teaching, and interacting with people that represent the cultures, races, ideas, beliefs, lifestyles, religions, orientations, demographics, and customs that differ from those of their upbringing or current Sikh communities;

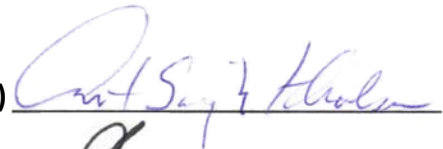

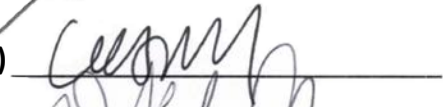

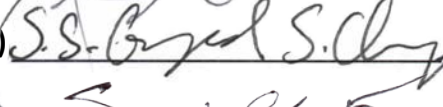

And WHEREAS improving cross cultural communication skills is essential to the vitality, strength, and maintenance of our society, and giving voice to people of color in our 3HO and Sikh Dharma community of teachers, students, practitioners, and friends around the globe to present their unique perspective, shall provide a treasure of sometimes unheard voices, so that we may all expand and more fully understand important issues with a broader perspective;

And WHEREAS the Siri Singh Sahib Bhai Sahib Harbhajan Singh Khalsa Yogiji called upon us to follow the direction of the **Siri Guru Granth Sahib** in that ALL people are creatures of the One Creator, Ek Ong Kar, and therefore deserve all honor and respect by virtue of their having been created by the One Creator;

THEREFORE BE IT RESOLVED, that the **Khalsa Council of Sikh Dharma** shall convene a biannual 'Sensitivity Summit' to include 'Light on Diversity' conversations with people of color in joint session with the Siblings of Destiny.

**SPONSOR: Singh Sahib Siri Chand Singh Khalsa**

**Signatories:**

<b>Singh Sahib Mukhia Jethadar Amrit Singh Khalsa</b>	(signature) 
<b>Singh Sahib Sada Sat Simran Singh Khalsa</b>	(signature) 
<b>Singh Sahib Gurumustuk Singh Khalsa</b>	(signature) 
<b>Singh Sahib Jot Singh Khalsa</b>	(signature) 
<b>Singh Sahib Gurvinderpal Singh Chaudhry</b>	(signature) 
<b>Singh Sahib Siri Chand Singh Khalsa</b>	(signature) 



**Please provide documentation to address the following questions:**

- 1. What problem(s) does this Motion address?**
- 2. What solutions are proposed? Provide relevant background info/available research to support the motion and provide relevant context.**
- 3. Who is responsible for implementation?**
- 4. What is the projected timeline for implementation?**
- 5. Who and or what is affected and/or impacted by the Motion?**
- 6. What are the anticipated costs?**
- 7. How will the costs be covered? Identify responsible parties; propose a budget and outline the method of accountability.**
- 8. Provide the subcommittee report (if applicable).**

**1. What problem(s) does this Motion address?**

A growing number of issues have emerged around racial and cultural ignorance, including the shooting at Oak Creek, Wisconsin; the shooting and protests in Ferguson, Missouri; the shooting in Mesa, Arizona of Balbir Singh Sodhi following 9-11, as well as a myriad of related issues around cultural and racial ignorance and discrimination. Sikhs remain largely unknown in the mainstream population. In February of 2009 and again in August 2014, the Attorney General of the United States asserted: "Though this nation has proudly thought of itself as an ethnic melting pot, in things racial, we have always been—and we, I believe, continue to be—in too many ways, essentially a nation of cowards."

Eric Holder, Attorney General of the United States

This statement highlights the fact that many issues remain unresolved. This is a sentiment that is shared worldwide.

**2. What solutions are proposed? Provide relevant background info/available research to support the motion and provide relevant context.**

Create a model for courage, healing, change and leadership by convening a biannual **Sensitivity Summit** to include *Light on Diversity* conversations, in joint session with Siblings of Destiny. This Sensitivity Summit would be best served by inviting outside expertise to help facilitate a one-day event to take place on the day before the Khalsa Council convenes its Baisakhi and Fall biannual meetings.

Valuing diversity and improving cross cultural communication skills are essential to the vitality, strength, and maintenance of our society. Our Sikh faith was founded in interfaith and intercultural dialog. The Siri Guru Granth Sahib shines as a beacon of pluralistic wisdom and knowledge, as its contributors came from Sikh, Hindu, Sufi, Muslim, and many other backgrounds.

*The Lord is within all and can be seen outside as well; there is none other.*

p. 599, Sri Guru Granth Sahib Ji

Similar successful events have been initiated by some Indian Sikh communities. Cross cultural sensitivity training will better enable our Sikh Dharma Ministers to effectively integrate our services and leadership in mainstream populations, reach out to underserved minority populations, and better enable Kundalini Yoga teachers to effectively teach cross culturally, including underserved populations who are hungry for the teachings of Kundalini Yoga.



The model that we create could be developed by drawing from elements of previous event models that have been used successfully, for example: 1) Embrace Diversity Event held in Arizona as a memorial in commemoration of Balbir Singh Sodhi 2) The South African Truth and Reconciliation Commission (TRC) in post-apartheid South Africa; 3) The Office of Multicultural Affairs of many universities offer leadership training events to proactively address diversity issues and opportunities. 4) Sikhnet.com has sponsored and promoted many events and videos that elevate cultural awareness and understanding 5) The National Conversation on Race initiative of President Bill Clinton proffered to: "Help educate the nation... and recruit and encourage leadership at all levels to help bridge cultural and racial divides; To find, develop and implement solutions in critical areas."

*"...the world looks to us to show that it is possible to live and advance together across {our cultural} of differences...Building one America is our most important mission...money cannot buy it. Power cannot compel it. Technology cannot create it. It can only come from the human spirit."*

President Clinton, February 4, 1997

Efforts to develop cross cultural competence comprise an awareness of one's own cultural worldview, knowledge of different cultural practices and worldviews, understanding one's own upbringing toward cultural differences, and learning cross-cultural interaction and communication skills. Developing these skills results in an ability to understand and effectively interact with people across cultures. It is a process of learning about and becoming allies with people from other cultures, and thereby broadening our own knowledge and understanding, as well as our ability to participate in multicultural processes. The key element to becoming more culturally competent is understanding and respect for the ways that others live and organize the world and an openness to learn from them.

As followers of the Guru's teachings, we look upon all with the single eye of equality, for each and every heart contains the Divine Light. More than 500 years ago, these ideas began a revolution in India that influenced and contributed greatly to the human psyche. Now, we are called upon do the same in our world today. Working together to celebrate our differences and shared values, within our communities, we can become a living example and model to the world, for the common good of all people. Let our community service, Guruka Langar, education, pluralism, human rights, our processes and procedures, in every way be a model to honor the Divine Light within every being. Let us expand upon our cherished and noble traditions by creating this Sensitivity Summit to claim victory over the ignorance and discrimination that are the root of injustices that plague our world.

### **3. Who is responsible for implementation?**

The Khalsa Council will authorize a Sensitivity Summit Committee to develop the format and structure of the Sensitivity Summit, protocols and budget, responsible parties, and financial resources for the event, for approval by the Khalsa Council and Siri Singh Sahib Corp. The Sensitivity Summit Committee shall include members of the Khalsa Council and up to 50 percent membership from Siblings of Destiny.

### **4. What is the projected timeline for implementation?**

The Khalsa Council will consider the Motion at the Fall 2015 meetings and the Sensitivity Summit Committee will report to the Khalsa Council at the Baisakhi 2016 Khalsa Council meetings with the plan for implementation. The first Sensitivity Summit is targeted to be held one day prior to the October 2016 Khalsa Council meetings.



## 5. Who and or what is affected and/or impacted by the Motion?

There are many groups and populations who may potentially benefit and be positively impacted by the implementation of this motion.

- ❁ As Sikh Dharma Ministers and Kundalini Yoga teachers we will gain important cross cultural skills to enable us to better serve and lead in mainstream and other diverse cultural populations.
- ❁ Developing cross cultural sensitivity training would enhance our current KRI Level 1 Aquarian Teacher program as something every Kundalini Yoga teacher may learn.
- ❁ Creating a certification program would provide a platform to enable Kundalini Yoga Teachers, Sikh Dharma Ministers to teach cross cultural sensitivity training to governments, businesses, and educational institutions.
- ❁ Improved integration of diverse cultures within our 3HO and Sikh Dharma communities would positively impact their participation and growth with us, as well as their ability to reach out to others in their communities.
- ❁ Cross cultural sensitivity training would better enable our Kundalini Yoga Teachers and Sikh Dharma Ministers to reach underserved populations, including Indian Sikh communities (according to Sikhnet polls, a large percentage of whom are asking for yoga training) as well as other diverse communities with unique cultures, including caregivers and first responder communities, victims of addiction, prison populations, victims of domestic violence and victims of human trafficking, and many others.

Making multicultural processes work is essential to our success as a 21<sup>st</sup>-century society. Our communities, our nation, and our world face complex social, political, economic, and interpersonal challenges. Diverse experience, complex approaches, and critical thinking are tremendous assets that we can develop as we learn how to value the experience and understanding that other cultures possess. Valuing diversity is essential to the vitality, strength, and maintenance of our society. More than a personal preference, this is not something we can choose not to do. It is vital that we draw on the rich and multifaceted experience of all peoples in our own communities and our world if we are to survive and thrive in the 21<sup>st</sup> century.

## 6. What are the anticipated costs?

Costs for a one-day event include facility rental, food, compensation for a sensitivity and cross-cultural training team, training materials, and publication of the event.

## 7. How will the costs be covered? Identify responsible parties; propose a budget and outline the method of accountability.

The costs for a one-day event may be offset by charging a nominal fee for the event. We defer to the Sensitivity Summit Committee to propose a budget, identify funding resources, responsible parties and the method of accountability.

## 8. Provide the subcommittee report (if applicable).

The Sensitivity Summit Committee report is targeted for submission at the Baisakhi 2016 Khalsa Council meetings.



**Names of supporting documents (attached) (if any):**

- 1) \_\_\_\_\_
- 2) \_\_\_\_\_
- 3) \_\_\_\_\_

**Secretary General completes the section below**

**Date of Khalsa Council vote** \_\_\_\_\_

**Outcome of vote on Motion:**

**Yes** \_\_\_\_

**No** \_\_\_\_

**Abstain** \_\_\_\_

**Motion passes** \_\_\_\_ **Motion does not pass** \_\_\_\_

**Council of Nominees Review** \_\_\_\_\_

**Chancellor's confirmation** \_\_\_\_\_



**Additional Signatories from the Khalsa Council:**

(Name) \_\_\_\_\_ (signature) \_\_\_\_\_

(Name) \_\_\_\_\_ (signature) \_\_\_\_\_

(Name) \_\_\_\_\_ (signature) \_\_\_\_\_

(Name) \_\_\_\_\_ (signature) \_\_\_\_\_

(Name) \_\_\_\_\_ (signature) \_\_\_\_\_

(Name) \_\_\_\_\_ (signature) \_\_\_\_\_

(Name) \_\_\_\_\_ (signature) \_\_\_\_\_

(Name) \_\_\_\_\_ (signature) \_\_\_\_\_

(Name) \_\_\_\_\_ (signature) \_\_\_\_\_

(Name) \_\_\_\_\_ (signature) \_\_\_\_\_

(Name) \_\_\_\_\_ (signature) \_\_\_\_\_

(Name) \_\_\_\_\_ (signature) \_\_\_\_\_

(Name) \_\_\_\_\_ (signature) \_\_\_\_\_

(Name) \_\_\_\_\_ (signature) \_\_\_\_\_

(Name) \_\_\_\_\_ (signature) \_\_\_\_\_

(Name) \_\_\_\_\_ (signature) \_\_\_\_\_

(Name) \_\_\_\_\_ (signature) \_\_\_\_\_



**Additional Signatories from the Siblings of Destiny:**

(Name) \_\_\_\_\_ (signature) \_\_\_\_\_

(Name) \_\_\_\_\_ (signature) \_\_\_\_\_

(Name) \_\_\_\_\_ (signature) \_\_\_\_\_

(Name) \_\_\_\_\_ (signature) \_\_\_\_\_

(Name) \_\_\_\_\_ (signature) \_\_\_\_\_

(Name) \_\_\_\_\_ (signature) \_\_\_\_\_

(Name) \_\_\_\_\_ (signature) \_\_\_\_\_

(Name) \_\_\_\_\_ (signature) \_\_\_\_\_

(Name) \_\_\_\_\_ (signature) \_\_\_\_\_

(Name) \_\_\_\_\_ (signature) \_\_\_\_\_

(Name) \_\_\_\_\_ (signature) \_\_\_\_\_

(Name) \_\_\_\_\_ (signature) \_\_\_\_\_

(Name) \_\_\_\_\_ (signature) \_\_\_\_\_

(Name) \_\_\_\_\_ (signature) \_\_\_\_\_

(Name) \_\_\_\_\_ (signature) \_\_\_\_\_

(Name) \_\_\_\_\_ (signature) \_\_\_\_\_

(Name) \_\_\_\_\_ (signature) \_\_\_\_\_

(Name) \_\_\_\_\_ (signature) \_\_\_\_\_