

Call for Inclusivity Ambassador Scholarship applications 2022 - 2023

(To be combined with enrolment in the Discovering Buddhism course.)

"The purpose of all the major religious traditions is not to construct big temples on the outside, but to create temples of goodness and compassion inside, in our hearts."

— His Holiness the Dalai Lama

About the Inclusivity Ambassador Scholarships

The Inclusivity Ambassador Scholarships were first introduced at Jamyang in 2020, to provide financial support to students of long-term Buddhist teaching programmes. A limited amount of 2-4 scholarships is given to students who are committed to studying the Dharma, and willing to become a representative for Jamyang Buddhist Centre London. Each scholarship covers the tuition fees of one student in a multi-year teaching programme. Priority is given to students from communities that are currently underrepresented at Jamyang, including global majority or BPOC (Black and People of Colour), LGBTQ+, young (25 and under), and differently-abled communities.

Inclusivity at Jamyang London Buddhist Centre

We at Jamyang London Buddhist Centre are committed to, and accountable for, advancing diversity, equity, and inclusion in all its forms. Our aim is to embrace individual uniqueness, foster a culture of inclusion that supports both broad and specific diversity initiatives, leverage the educational and institutional benefits of diversity, and engage all individuals to help these initiatives thrive. We value inclusion and diversity as an essential element of our core values.

We are investing in:

- fostering and maintaining a safe, harmonious environment and a culture of respect and inclusion for faculty, staff, students, and visitors.
- educating our staff and students to be social advocates, creatively providing curricula, programs, and environments that reflect the diversity of our communities, and elevate cultural awareness so that we are helping all beings develop their full potential of infinite wisdom and compassion.
- ensuring inclusivity and accessibility in our facilities, programs, and services, and ensure that all our policies and practices are inclusive and equitable.
- building our community by assessing hiring practices and performance review procedures that attract, retain, and develop talented faculty and staff regardless of race, class, ethnic origin, sexual orientation, gender identity, age, mental and physical differences, political party, religious commitment or other beliefs and positions.

Guided by our Buddhist values, we are committed to working with like-minded organisations to develop and adopt the best possible practices that will advance diversity and inclusion in a meaningful and thoughtful way in every aspect of our work.

Based on these intentions, we are looking for a new cohort of Inclusivity Ambassadors, starting Autumn 2021 until Autumn 2024.

As an Inclusivity Ambassador, Jamyang London will sponsor the donations for your study of Discovering Buddhism course. Ambassadors are expected to focus on their study and work for this course, they will be mentored to develop their skills as facilitators and meditation leaders, and in their studies of Buddhism, with the view of using these skills and knowledge as future course facilitators at Jamyang.

You will enter into an agreement with Jamyang London to help us in our inclusivity efforts, and you agree to be an ambassador who works on behalf of Jamyang to increase visibility and awareness of inclusivity at our centre. We might ask you to be a representative at certain meetings and/or events.

On top of this, you're allowed to put a small amount of your time (*of a maximum of 8 hours per month*) into volunteer work for our centre that helps to build and grow the sense of inclusivity at Jamyang. Any volunteer work should be discussed and should *not in any way* interfere with your studies of the Discovering Buddhism course.

What does it take to be an Ambassador for Jamyang London?

Broad outline of tasks and activities to be undertaken:

The Inclusivity Ambassadors are students that are supported financially by Jamyang London Buddhist Centre for the full duration of the Discovering Buddhism course, e.g. a maximum of 2 years. We actively encourage people from a variety of backgrounds with different experiences, skills and stories to join us. We are particularly keen to hear from Black and Global Majority people, as well as people from the other underrepresented communities mentioned above. The Inclusivity Ambassadors play an important role in supporting Jamyang to be grounded in kindness and compassion. All students of Jamyang, including the Inclusivity Ambassadors, are seen as representatives of our community, and are asked to attend specific community events where possible.

The aim of the Inclusivity Ambassador Scholarship is twofold:

1. To support a number of ambassadors from the following backgrounds: global majority or BPOC (Black and People of Colour), LGBTQ+, young, and differently-abled communities. These are currently underrepresented in our community, which is the reason we are looking for those who are in financial need and can join the Discovering Buddhism course for 2 years, fully funded by Jamyang London Buddhist Centre.

2. To engage these ambassadors in the larger Buddhist community, in order to diversify our community and sangha, and connect with more people from the backgrounds mentioned above.

All students are expected to act as a representative for JBC at larger community events, and we expect the Inclusivity Ambassadors to do the same.

The first focus of the Inclusivity Ambassadors should be on their studies, however, they are allowed to offer voluntary services to Jamyang London, such as working together as a team on specific projects each year (limited, of course, to a small number of hours per week), to do further outreach or to develop a peer-group activity for Buddhists at Jamyang London.

The Inclusivity Ambassadors are encouraged to take advantage of the various classes and practice opportunities offered by Jamyang.

Hours of Voluntary Service

We expect the Inclusivity Ambassadors to focus primarily on their studies, and any voluntary work for the Jamyang community *should not, in any way, interfere* with their studies. However, all ambassadors are able to offer **up to 8 hours of volunteer service per month**. Any volunteering should first be discussed with the Jamyang team.

Targets or measurements of performance:

You must be keen to work as an ambassador for more inclusivity within Jamyang London Buddhist Centre and the larger FPMT (and even Buddhist) community. You are required to take part in certain meetings, workshops, and events that are focused on Inclusivity. As JLBC and its community goes on the process of unlearning unconscious biases and becoming wiser about structural inequity, discomfort and tensions can arise, so the Inclusivity Ambassador should be able to mindfully practice kindness, generosity, patience and tolerance whilst engaging with other volunteers, staff, students, clients and the wider public. We encourage intersectional approaches to Buddhist scholarship. The Inclusivity Ambassador should be willing to learn and carry out the set study and tasks.

Skills and qualifications:

The qualities that are needed for this role are:

- Coming from one of the above-mentioned communities and having a commitment to working with the wider community.
- Enthusiasm, stamina, reliability, responsibility, good spoken and written English.
- A strong commitment to combining service and Dharma practice.

- Willingness to actively participate in JBC's ongoing Anti-Racism and Inclusivity work.

Required person specifications:

- We invite applications for an Inclusivity Ambassador Scholarship from those who:
 - 1) Have a good motivation to help support diversity and inclusivity at Jamyang London Buddhist Centre and within its community;
 - 2) Uphold and embody JBC's organisational policies, including but not limited to our Equality, Diversity and Inclusion policy;
 - 3) Have a wish to deepen their own Dharma practice and understanding.

Please NOTE that if you would like to apply, you must be also able to demonstrate oral and written competency in the English language at least equivalent to the B2 level in the Common European Framework of Reference for languages (CEFR).

Preliminary Programme structure for Inclusivity Ambassadors (approx. 20 hours per year)

- **Skills Training**
 - Training days where you will learn different skills, such as how to prepare for classes, how to listen to students and facilitate discussion, motivation setting, meditation leading, etc.
 - Observing beginner-level classes with teacher, plus debrief and facilitation practice sessions with the teacher.
- **Peer-to-peer learning**
 - Periodic practice and discussion meet-ups with other Ambassadors.
 - Annual entire teaching faculty meet-up
- **Safeguarding**
 - Safeguarding training with Jamyang Safeguarding Officer
- **Co-facilitating Classes**
 - Gaining experience in leading beginner classes and meditations by co-facilitating with the teacher.