

# Pleasurable's DEI Plan

Due to our circular circumstances (small group, so we can't be very diverse by nature without being tokenizing, but if we brought on more people, we would have more issues with scheduling/connecting as a group), we acknowledge that we are struggling with diversity. We are continuing to explore how we can be intentional without being tokenizing.

Without funding, all of our projects outside of consulting remain inequitable by the lack of financial or other reasonable compensation. We continue to search for funding sources and have an additional grant pending (to offer free sex education classes to disabled people that include language access services) to help solve this problem. We are also working on creating resources to offer for sliding scale payment in an attempt to offer some financial compensation to our team members.

When considering inclusion, we are continuing to reflect on Verna Myers words: "Diversity is being invited to the party; inclusion is being asked to dance." Everyone within our team is "asked to dance" in alignment with their available capacity for such activities. However, given the nature of disability and other marginalized identities, combined with poverty and other systemic issues, "being asked to dance" does not mean that one can go to the dance (join our team efforts), let alone accept the invitation to dance (participate in our team efforts).

This leads us back to another question of equity: how do we make the division of labor equitable based on availability and based on need? We have all acknowledged that it is easier for us to provide labor when we know we will receive equitable payment. However, in this field, payment and funding can be hard to come by; additionally, several of us have complications when it comes to receiving financial compensation due to the limitations and precarity of the benefit systems we must rely upon for health access needs.

Attempts to solve our issues of diversity, equity, and inclusion have led us to have multiple conversations about the circuitous nature of the problems at hand and the limited solutions available to us at this time. We are envisioning a future with improved DEI, but our route to get there is less of a plan and more of a gentle guide. We are beginning with building a stronger community among ourselves to allow a greater understanding of what we each, as individuals, are experiencing in and out of the group. We believe that this approach will better enable us to consider how we can integrate new people to our team without tokenization. Additionally, we plan to seek more "trade" collaborations with other small groups where we would provide feedback regarding disability perspectives such as inclusion and access and they might provide us with feedback on how to improve our work for other marginalized identities. We also aim to hold community conversations with other disability groups to discuss the second principle of disability justice ("leadership of those most impacted"); specifically, how, exactly, do we lead when we are among the most impacted, and therefore have access to less time, money, and other resources.

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Through the lens of disability justice, some of the members of our group represent what Sins Invalid (the creator of the 10 disability justice principles) refers to as people who are "the most impacted." Our team members all have multiple marginalized identities and we approach our work through the lens of that representation. We aim to further that representation in the year to come by building community and establishing connections with people from backgrounds and experiences other than our own.