

Characteristics of Multiracial Community Assessment

1. Does your institution respect the dignity of all human beings, treat all people with respect, encourage mutuality?
2. Has your institution investigated its history from the perspective of people of various races and cultures? What has the institution learned from its history, and how does this learning impact the future?
3. Does the worship of your institution include a diversity of cultures in language, symbols, music, readings, and content? Is there an openness to work in languages other than English? Are officiants and worship planners respectful and inclusive of other cultures, and do they avoid appropriating others' traditions out of context? Is racism challenged through sermons and worship?
4. Do people from different racial, ethnic, and cultural groups share their stories during worship and programs? Do religious education programs for all ages include material reflective of and relevant to people of various races and cultures? Does pastoral care blend both the pastoral and the prophetic?
5. Is your institution generally grounded in the local community? Are projects planned with, rather than for, the community? Do your members resemble (racially, ethnically, culturally, economically, etc.) the local community, or if not, does the institution actively seek new, representative members?
6. Does the institution provide structured opportunities for all members to explore racism? Are those in leadership positions required to participate in antiracism training? Does the institution have relationships with organizations for people of color for information, referrals, and support? Does the institution advocate at the judicatory, denominational, and ecumenical levels for racial justice for all persons?
7. Is the institution's commitment to being an antiracist multicultural community evident in all of its publications (print and electronic), mission and goals, policies, procedures, and practices?
8. Are all sacred spaces reflective of the multiracial community?
9. Do the governance structures of the institution include people of various races, cultures, and ethnicities in leadership positions? Do the hiring practices and bylaws explicitly state that no one should be denied access on the basis of race, ethnicity or cultural background? Is ordained leadership diverse racially, ethnically and culturally? Is committee membership reflective of all identity groups?
10. Does the institution regularly monitor its antiracism efforts? Are there clear indications of long-term commitment? Does it use media to make its commitment to multiracial community and racial justice known?
11. Is there currently a plan to complete this assessment and take appropriate corrective steps? Who in the institution are involved in this assessment process?

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