

■ Indications of Institutional Racism

1. The lack of specific commitment, study, and intentional activity to eliminate institutional racism.
2. The relegation of the responsibility for the elimination of institutional racism to persons of color, particularly when there is a conflict.
3. The failure to recognize the contribution of diverse cultures, traditions, and leadership.
4. The failure to express true feelings for fear of being called a racist, thereby blocking the organization's effectiveness in coming to grips with institutional racism.
5. Denial that the elimination of institutional racism has a biblical mandate.
6. Subtle or blatant harassment and/or isolation of persons who have demonstrated a commitment to the elimination of institutional racism.
7. Refusal to discuss racism when a circumstance is so identified by a participant or observer.
8. Statements that deny part of an individual's identity: e.g. "colorblind" statements.
9. Telling jokes demeaning to person and groups.
10. Inflexibility given to worship and music styles that are not European-American in origin.
11. Low regard and priority given to issues and programs that primarily serve people of color.
12. Lack of specific commitment and intentional activity focused on the elimination of racism in the congregation's programs, including religious education for all ages.
13. Lack of focus on the celebration of the history and cultures of people of color.
14. Lack of an intentional strategy to seek new members from communities of color.