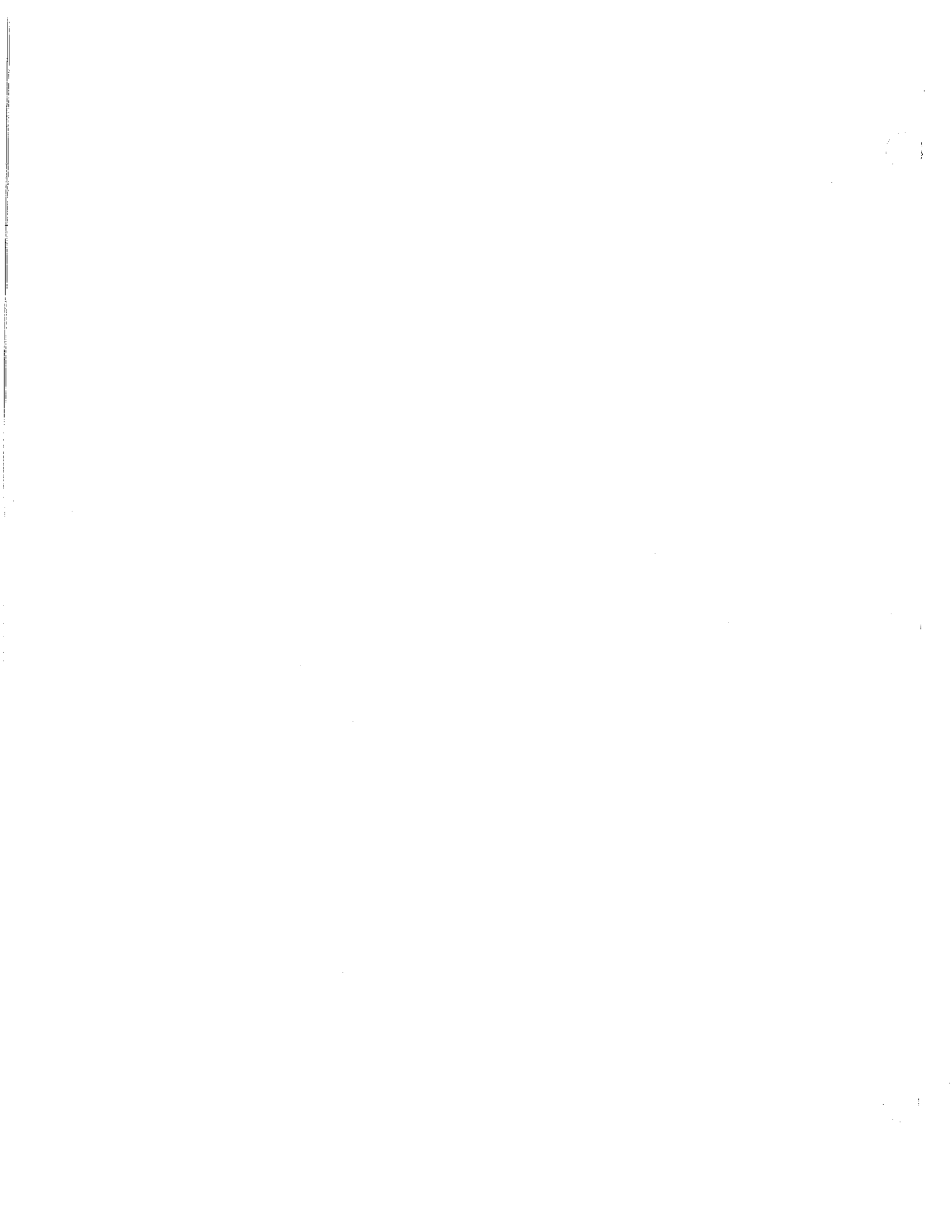


25 Things Your Congregation Can Do To Affirm Diversity and Challenge Racism

- ① Work with a congregation that is racially/ethnically different from yours on a common mission project.
- ② Explore the possibility of having an exchange of clergy and/or choirs with a congregation that is racially/ethnically different from your own. Perhaps a portion of the congregants could exchange as well.
- ③ Attend meetings of local human rights or civil rights organizations and explore issues of common concern. Map out a strategy to work together.
- ④ Hold a study of your faith's commitment to equality both scripturally and historically.
- ⑤ Clip articles from local papers related to racism or diversity. Post these on a bulletin board in your congregation and encourage members to monitor ongoing issues. Discuss these issues. Organize support to affirm diversity and combat racism through letter-writing campaigns, attendance at hearings and other methods of social action.
- ⑥ Hold congregational discussions on racism and diversity using appropriate materials from your judicatory, study circles material or video resources. Sponsor such discussions for the community as a whole.
- ⑦ Sponsor a diversity or anti-racism workshop for members of the congregation or for the community as a whole.
- ⑧ Participate actively in the political process. Support legislation which assures that everyone is protected against discrimination and which works for the good of all people. Hold a candidate's night in your congregation where they are asked to address the important issues before the electorate. Be sure that issues of diversity and racism are included on the agenda. Determine the views of both community and congregational leaders on issues of racism and diversity.
- ⑨ Get the congregation involved in issues of equality and diversity in the community. Investigate housing patterns; look at the school's curriculum; check into your town's hiring policy for municipal employees; investigate hiring practices of companies in the community.
- ⑩ Organize an ongoing congregational book discussion group that focuses on issues of racism and diversity in both content and choice of author.



- 11 Plan congregational outings to visit museum exhibits, historical sites or attend cultural events from diverse cultural traditions.
- 12 Make a commitment to confront prejudice in all of its manifestations.
- 13 Respond quickly and strongly to hate groups, hate crimes or incidents of discrimination. Coordinate the community response.
- 14 Create a committee or ask an existing one to help the whole congregation understand and deal with issues of diversity and racism more effectively.
- 15 Keep the issues of concern to People of Color before the congregation with frequency through activities and displays.
- 16 Bring in speakers who can educate and challenge the congregation in the areas of diversity and racism.
- 17 Include notes in your congregational newsletter on issues of diversity and racism and on any possible congregational activity.
- 18 Develop a congregational vision of affirming diversity and eliminating racism. Post it in the building, publish it in newsletters or bulletins, send it to local newspapers.
- 19 Create a congregational environment that embraces diversity through artwork, posters, educational materials, toys, music, etc.
- 20 Volunteer with organizations who promote the value of diversity and combat injustice and racism in your community.
- 21 Hold joint youth programs with a congregation that is racially/ethnically different from yours.
- 21 Observe and honor the holidays and celebrations of various ethnic groups.
- 22 Design programs and ministries that reach out to population groups traditionally excluded or underserved by your congregation.
- 23 Establish an ongoing emphasis on racism and diversity in educational programs for all age groups.
- 24 Create opportunities to celebrate the vast diversity of creation.
- 25 Pray .

(Developed by the Indiana Interreligious Commission on Human Equality, Indianapolis, IN)

