Diversity Essentials

Cultural

Competency

in A

Changing

Church

* Inclusion vs. Diversity
* Equity vs. Equality
* Celebration vs. Tolerance/Acceptance
* Traditionally Marginalized vs. Minority
* The Salad Bowl vs. The Meting Pot
* Systemic Racism, Personal Racism, Bias, and Privilege
* Affirming with specific welcome vs. “All Are Welcome”

LGBTQIA+

Neuro-Atypical

Hispanic/Latino/Spanish/Chicano/Boriqua/Taino

African Descent/African-American/Black

Differently-abled/Alternately-abled/Disabled person

Intersectionality

Cultivating an Inclusion-Friendly Culture for Redevelopment

* Assume nothing (like who folks are or what they want, diversity is both visible and invisible, both personal and relational)
* Ask and model asking (Preferred names, pronouns, touch consent, histories and hopes)

How can I know you better?

What would you like if I knew or what would be helpful if I knew about you?

What do you need to feel known, respected, and safe in this space?

* Proactively educate yourself and your congregation around your community demographics
* Proactively remove barriers

Programs, Mission, and Services

Literature and Media / Physical Site

Preaching and Scripture Interpretation / Worship Practices

Fellowship and Outward Facing Events

Pastoral Care and Counseling

Leadership

* Model and support new habits and better practices with enthusiasm; gender-neutral language, accessibility, minimal culturally specific references as norms
* Know your people; be in active relationship with the congregation and the community

Equity and Inclusion in Redevelopment

*“Not about us without us”*

* Representation in leadership, decision-making, and public-facing ministry
* Representation in music, literature, worship practices, services of celebration
* Representation in storytelling and experience sharing/gathering

*“Not upon our backs”*

* Seek educators and advocates outside of your community
* Seek permission privately before asking a marginalized person to speak before a group
* Seek breadth of experience in minority representation and input

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