



## Racial Reconciling Movement Racial and Ethnic Awareness Assessment

Racial awareness is a continuum. In order to make progress in fighting the sin of Racism, we must assess where we are on this continuum and commit to moving further toward fighting for justice and equity.

Some of the key words used:

- Culture is composed of rites, rituals, customs, and habits and is always reinforced with reward and sanction.
- Ethnicity is culture with the sociological markers of race and geography.
- Racism is the systemic exerting of power by one group over another based on race.

For each question, select rating for your church/congregation on a scale of 1-5 where 1 is rarely/barely and 5 is always.

- \_\_\_\_\_ 1. Church Mission Statement or Core values speak to directly about a commitment to Cultural/ethnic diversity.
- \_\_\_\_\_ 2. Ethnic and racial perspectives are taught at all levels of education in the church (Sunday school, confirmation, sermons, Bible study, etc.)
- \_\_\_\_\_ 3. Concepts, theologies, and idea's from the non-dominant ethnic and racial Christian groups are integrated into the main teaching on Sunday Morning at least 20% of the time.
- \_\_\_\_\_ 4. Worship songs from non-dominant ethnic and racial groups are integrated into the main worship at least 20% of the time.
- \_\_\_\_\_ 5. Programs and missions reach out to different ethnic and racial groups.
- \_\_\_\_\_ 6. The décor of the church reflects multiple ethnic/racial symbols (at least 20% represent non-dominant race and ethnic groups).
- \_\_\_\_\_ 7. Professional/educational development is offered that addresses racial justice issues.
- \_\_\_\_\_ 8. The congregation has a relationship with a non-dominant congregation (local or otherwise).
- \_\_\_\_\_ 9. Church leadership rotates and diversifies as a means of managing power.
- \_\_\_\_\_ 10. The church has a local CORR team and/or a representative on the conference CORR team.
- \_\_\_\_\_ 11. Formative program and evaluations are done annually to ensure continual improvement.

\_\_\_\_\_ **Total Points x 2 = \_\_\_\_\_ - This is your assessment score**

**The following pages contain descriptions to consider, based on your score. It is highly recommended that you work with a coach to move through these areas.**

**Range: 0-30**

**Title: Mono-Racial/Ethnic Organization**

Characteristics:

- Makes sense of cultural differences and commonalities based on one's own cultural values and practices
- Uses broad stereotypes to identify cultural difference
- Supports less complex perceptions and experiences of cultural difference and commonality

**Range: 31-60**

**Title: First Stages Of Multi-Racial/Ethnic Process**

Characteristics:

- Makes sense of cultural differences and commonalities based on one's own cultural values and practices
- Uses broad stereotypes to identify cultural difference
- Supports less complex perceptions and experiences of cultural difference and commonality

**Range: 61-90**

**Title: Actively Seeking and Working Out Multi-Racial/Ethnic Endeavors**

Characteristics:

- Makes sense of cultural differences and commonalities based on one's own and other culture's values and practices
- Uses cultural generalizations to recognize cultural difference
- Supports more complex perceptions and experiences of cultural difference and commonality

**Range: 91-110**

**Title: Multi-Racial/Ethnic Organization**

Characteristics:

- Makes sense of cultural differences and commonalities based on one's own and other culture's values and practices
- Uses cultural generalizations to recognize cultural difference
- Supports more complex perceptions and experiences of cultural difference and commonality

For more information, questions, or connections contact the Commission on Religion and Race (CORR) of the Minnesota United Methodist Church through Gail Johnson ([gail.johnson@minnesotaumc.org](mailto:gail.johnson@minnesotaumc.org) or 612-230-6125).

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