



Racial Equity Self-Assessment

For each question, select rating for your church/congregation on a scale of 1-5 where 1 is rarely and 5 is always. For yes/no use 1 for no and 5 for yes.

Covenant Council	
<input type="checkbox"/>	Our church mission statement, vision and core values speak directly about a commitment to Cultural/Ethnic diversity and justice.
<input type="checkbox"/>	We conduct annual self audits to ensure continual improvement. The process is tracked by Church and society.
Lay Ministry Team/Advisory Board	
<input type="checkbox"/>	All available ethnic groups should have a turn in leadership positions.
<input type="checkbox"/>	The church has a local committee(s) responsible for Racial Equity and/or a representative on the conference team.
All St Mark's Committees/Work Areas	
<input type="checkbox"/>	Appoint a Racial Equity Advocate to promote diversity activities within committee and to report on committee diversity activities in the quarterly Racial Equity Advocate meeting.
Adult Spiritual Growth/Christian Education	
<input type="checkbox"/>	Ethnic and racial perspectives are taught at all levels of education in the church(Sunday School, confirmation classes, bible study, etc.)
Church and Society	
<input type="checkbox"/>	Create and maintain the Racial Equity Self Audit document and direct annual church-wide review. (Yes/No)
<input type="checkbox"/>	Monitor church-wide compliance with the Racial Justice plan and actions. (Yes/No)
<input type="checkbox"/>	Report results of the self audit to Covenant Council at least annually. (Yes/No)
<input type="checkbox"/>	Chair quarterly Racial Equity Advocate meeting and report results of the quarterly meeting to Covenant Council at least annually. (Yes/No)
Lead Pastor/Worship	
<input type="checkbox"/>	Concepts, theologies, and ideas from non-dominant racial and ethnic Christian groups are integrated into the main teaching on Sunday mornings at least 20% of the time.
<input type="checkbox"/>	Worship songs from non-dominant ethnic and racial groups are integrated into the main worship at least 20% of the time.
Missions, HIV/AIDS, Nash Neighbors	
<input type="checkbox"/>	Our Outreach Programs and missions support different ethnic and racial groups. (Yes/No)
Trustees	
<input type="checkbox"/>	The décor of our church reflects multiple ethnic/racial symbols (at least 20% represent non-dominant racial and ethnic groups.)

Staff Parish Relations

	Professional/educational development is offered that addresses racial justice issues.
	We have recruitment, hiring and promotion policies to promote and maintain the diversity of staff.
	We have policies in place to ensure staff are knowledgeable about cultural competence/responsiveness and are sensitive to possible trauma from prior ethnic or cultural harassment.
	We have processes in place to ensure all staff are knowledgeable about implicit racial bias, to lead the church forward in racial equity
	The staff reflects the demographics of Tucson.
	Our SPRC has included racial/ethnic diversity as part of the profile for cabinet consideration in pastoral appointments.

Church Growth and Hospitality

	Our Church marketing and advertising reaches out to different ethnic and racial groups.
	The congregation has a relationship with a non-dominant congregation (local or otherwise).
	This is our assessment score

The following contains descriptions to consider based on our score. Covenant Council and all working groups with Racial Equity roles should use these to move through these areas toward our Vision.

Range: 0 – 30

Title: St. Mark's is Far From Racial Justice and Compassion

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: St. Mark's is at the First Stages of Racial Justice and Compassion

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: St. Mark's is Actively Moving Toward Racial Justice and Compassion

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: St Mark's is a Beacon of Racial Justice and Compassion

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