



Covenant Council/ Advisory board			
Goal	Score	Measure	Details
1	1	Our church mission statement, vision and core values speak directly about our commitment to Cultural/Ethnic diversity and justice. Score: Yes=1, No=0	Identified Priority IV covers Justice Projects.
3	0	A number of committee chairs or sub-team leaders are from non-dominant ethnic or racial groups. Score: Count of leaders meeting criteria.	
1	1	The church is involved in Racial Equity at the conference level (e.g., shares what we are doing, has a representative on a conference team). Score: Yes=1, No=0	Judy continues on CCORR; Alberta is very involved in DSW activities
10	9	For all committees listed below, a RE Advocate is appointed to promote diversity activities within committee and to report on committee diversity activities in the quarterly RE Advocate meetings. Score: Count of committees represented at meetings.	All but Youth/Children were represented
Adult Spiritual Growth			
8	8	Adult classes/book studies/programs/experiences are offered with a focus on non-dominant ethnic or racial groups. Score: Count of all that apply. Also check groups covered: <input checked="" type="checkbox"/> Black <input checked="" type="checkbox"/> AAPI* <input checked="" type="checkbox"/> Latin descent <input checked="" type="checkbox"/> Native <input type="checkbox"/> Middle Eastern <input checked="" type="checkbox"/> Multicultural	Books: Devil's Highway, American Dirt, Laughing Boy, There There, The Immortal Life of Henrietta Lacks, The Eagles of Heart Mountain, Almost American Girl Classes: The God Who Sees, White Too Long
United Women in Faith			
4	4	St. Mark's United Women in Faith offers programs/book studies with a focus on non-dominant ethnic or racial groups. Score: Count of all that apply. Also check groups covered: <input type="checkbox"/> Black <input type="checkbox"/> AAPI <input checked="" type="checkbox"/> Latin descent <input checked="" type="checkbox"/> Native <input type="checkbox"/> Middle Eastern <input checked="" type="checkbox"/> Multicultural	Grace Circle Volunteering: Diaper bank of Southern Arizona, Sister Jose Women's Center, The Inn, Gap ministries, TMM family services. Gifts to a number of non-profits Guests: Deb William from Racial Justice Charter Support team, guest from Youth on Their Own

Youth and Children's Ministries			
Goal	Score	Measure	Details
4	2	We offer youth programs/activities with a focus on non-dominant ethnic or racial groups. Score: Count of all that apply. Also check groups covered: <input type="checkbox"/> Black <input type="checkbox"/> AAPI <input type="checkbox"/> Latin descent <input checked="" type="checkbox"/> Native <input type="checkbox"/> Middle Eastern <input checked="" type="checkbox"/> Multicultural	Sierra Service Project Souper bowl of caring
4	4	We offer children and family activities with a focus on non-dominant ethnic or racial groups. Score: Count of all that apply. Also check groups covered: <input type="checkbox"/> Black <input type="checkbox"/> AAPI <input checked="" type="checkbox"/> Latin descent <input checked="" type="checkbox"/> Native <input type="checkbox"/> Middle Eastern <input checked="" type="checkbox"/> Multicultural	Movie - Encanto Books - Fry Bread used in preschool, Whoever You Are used in Sunday School Sunday School cooking and craft projects
Church and Society			
1	1	This Racial Equity Self Assessment is conducted annually and reviewed with Covenant Council. Score: Yes=1, No=0	November 2022
1	1	C&S chairs a quarterly Racial Equity Advocate meeting and reports results to Covenant Council. Score: Yes=1, No=0	November, March, June, August
4	4	The church's RE webpages are updated quarterly. Score: Count of quarterly updates. Also check groups covered: <input checked="" type="checkbox"/> Black <input checked="" type="checkbox"/> AAPI <input checked="" type="checkbox"/> Latin descent <input checked="" type="checkbox"/> Native <input checked="" type="checkbox"/> Middle Eastern <input checked="" type="checkbox"/> Multicultural	New webpage for Arab American Heritage plus updates
4	4	For each heritage month, write articles for the Messenger to raise awareness of current concerns or contributions made by members of that race or ethnic group. Also submit quotes and announce events in the weekly eBlasts. Score: Count of heritage months meeting above criteria. Also check groups covered: <input checked="" type="checkbox"/> Black <input checked="" type="checkbox"/> AAPI <input checked="" type="checkbox"/> Latin descent <input checked="" type="checkbox"/> Native <input checked="" type="checkbox"/> Middle Eastern <input type="checkbox"/> Multicultural	Messenger - 5 months eBlasts - 5 Electronic board - 3 Courtyard posters - 2
2	2	Sponsor a special RE activity occurs (e.g., field trip, movie, march, legislation) with a focus on non-dominant ethnic and racial groups, especially during Heritage months. Score: Count of activities/events. Also check groups covered: <input checked="" type="checkbox"/> Black <input type="checkbox"/> AAPI <input type="checkbox"/> Latin descent <input checked="" type="checkbox"/> Native <input checked="" type="checkbox"/> Middle Eastern <input type="checkbox"/> Multicultural	Native Hoop Dancing at Tucson Mall, Hidden Figures movie, C&S Mosque visit
4	4	Provide a prayer and devotion focused on non-dominant ethnic and racial groups especially during heritage months to committee chairs for use during their committee meetings. Score: 1 for every heritage month that a prayer and devotion are distributed. Also check groups covered: <input checked="" type="checkbox"/> Black <input checked="" type="checkbox"/> AAPI <input checked="" type="checkbox"/> Latin descent <input checked="" type="checkbox"/> Native <input checked="" type="checkbox"/> Middle Eastern <input type="checkbox"/> Multicultural	Devotions - 5 months
1	0	St. Mark's has a connection with a non-dominant congregation (local or otherwise). This connection could facilitate joint mission projects, choir or pulpit swaps, etc.. Score: Yes=1, No=0	Attempts made but not started

Missions, HIV/AIDS, Nash Neighbors			
8	8	Our Outreach Programs with volunteers support non-dominant ethnic and racial groups. Score: Count of programs supported that meet criteria. Also check groups benefitting: <input type="checkbox"/> Black <input checked="" type="checkbox"/> AAPI <input checked="" type="checkbox"/> Latin descent <input type="checkbox"/> Native <input checked="" type="checkbox"/> Middle Eastern <input checked="" type="checkbox"/> Multicultural	Examples include Nash Elementary School, The Inn, Primavera, Tucson Refugee Ministry, Interfaith Community Services, Rise Against Hunger
10	10	Missions giving goes to non-dominant ethnic and racial groups. Score: count of organizations supported that meet criteria. Also check groups benefitting: <input checked="" type="checkbox"/> Black <input type="checkbox"/> AAPI <input checked="" type="checkbox"/> Latin descent <input checked="" type="checkbox"/> Native <input type="checkbox"/> Middle Eastern <input checked="" type="checkbox"/> Multicultural	Examples include Emerge, TIHAN, Stand up for Kids, Youth on Their Own, Tu Nudito, Pascua Yaqui Tribe Charitable Org.
Worship			
Goal	Score	Measure	Details
4	4	Altar decorations or banners that are focused on non-dominant ethnic and racial groups are part of worship. Score: count of Sundays meeting above criteria. Also check groups covered: <input checked="" type="checkbox"/> Black <input checked="" type="checkbox"/> AAPI <input checked="" type="checkbox"/> Latin descent <input checked="" type="checkbox"/> Native <input type="checkbox"/> Middle Eastern <input checked="" type="checkbox"/> Multicultural	Heritage months and World Communion Sunday
Pastors			
4	2	Concepts, theologies, and ideas from non-dominant racial and ethnic Christian groups are integrated into the worship service (e.g, RE moment, sermon, children's time, bulletins) Score: Count of Sundays with focus on diversity. Also check groups covered: <input type="checkbox"/> Black <input type="checkbox"/> AAPI <input type="checkbox"/> Latin descent <input checked="" type="checkbox"/> Native <input type="checkbox"/> Middle Eastern <input checked="" type="checkbox"/> Multicultural	
4	4	Worship hymns, anthems, or special music from non-dominant ethnic and racial groups are integrated into the main worship with a focus on honoring their heritage. Score: Count of Sundays with diverse music. Also check groups represented: <input checked="" type="checkbox"/> Black <input type="checkbox"/> AAPI <input checked="" type="checkbox"/> Latin descent <input checked="" type="checkbox"/> Native <input type="checkbox"/> Middle Eastern <input type="checkbox"/> Multicultural	Introit with one verse in Spanish Native introit Black Composer on MLK weekend Black composers all during Black History month
6	4	Promote racial equity with the congregation or members of the community. This can be done in a variety of ways, for example a blog post, personal reading or training that is shared with others, holding a pray vigil or prayer service when victims are from a non-dominant ethnic or racial group, leading a small group study or vital conversation about racial equity issues, promoting the work of the Advocates through announcements and engagement in their activities. Score: Count of activities meeting the above requirement. Also check groups covered: <input checked="" type="checkbox"/> Black <input checked="" type="checkbox"/> AAPI <input checked="" type="checkbox"/> Latin descent <input type="checkbox"/> Native <input type="checkbox"/> Middle Eastern <input checked="" type="checkbox"/> Multicultural	Kim - July 16th children's time on respecting differences and valuing other cultures. Mission trip send off to Agua Prieta with Vista de la Montana UMC Stuart - devotion on Black History hymnody. AAPI prayer in worship on May 21st

Staff Parish Relations			
Goal	Score	Measure	Details
1	1	Staff and pastors were informed of current ethnic and cultural events and issues. This includes events in our community, nation, and the world and how they might affect St. Mark's and our community. Score: Yes=1, No=0	
1	0	Staff and pastors were trained on cultural competence and how to respond effectively and respectfully to people of all cultures. Training includes being sensitive to possible intergenerational trauma from prior ethnic or cultural injustices. Discussed annually. Score: Yes=1, No=0	Hopeful that Sylvia, DSWC, will provide training that will include St. Mark's staff.
1	0	Staff and pastors were trained on countering implicit racial bias. Discussed annually. Score: Yes=1, No=0	Hopeful that Sylvia, DSWC, will provide training that will include St. Mark's staff.
1	1	We have recruitment, hiring and promotion policies to promote and maintain a diversity of staff. Score: Yes=1, No=0	Discussed with each new position opening. Listed in St. Mark's "Personnel Guidelines".
3	2	The staff and pastors reflect the demographics of Pima County. Score: Count of staff from non-dominant ethnic or racial groups.	
NA	NA	If given the opportunity, our SPRC has included racial/ethnic diversity as part of the profile for cabinet consideration in pastoral appointments. Score: Yes=1, No=0, NA=no opportunity	We will. Note, we did not have an opportunity with Pastor Kevin's appointment.
Trustees			
NA	NA	All major remodeling includes at least one item of decor that reflects a non-dominant ethnic or racial group. Score: Yes=1, No=0, NA= No major remodeling	No major remodeling done
5	1	Bids for projects have been solicited from at least one minority-owned business. Score: Count of bids meeting criteria.	Received bid from minority-owned asphalt company
Church Growth and Hospitality			
1	0	Our Church marketing and advertising reaches out to non-dominant ethnic and racial groups. Score: Yes=1, No=0	No committee input received
1	0	Non-dominant ethnic or racial groups are encouraged to participate in special events such as craft fairs. Score: Yes=1, No=0	No committee input received
4	1	Hospitality events such as coffee hour that include decorations, art work, or food to honor a non-dominant ethnic or racial group; or community concerts with a non-dominant ethnic or racial group focus. Score: Count of events. Also check groups honored: ___ Black ___ AAPI ___ Latin descent ___ Native <u>x</u> Middle Eastern ___ Multicultural	No committee input received Sunday concert with Syrian speaker

Other Activities with a Racial Justice Impact

Goal	Score	Measure	Details
2	2	St. Mark's offers special Racial Equity activities (e.g., field trip, movie, march) with a focus on non-dominant ethnic and racial groups, especially during Heritage months. Score: Count of activities/events. Also check groups covered: ___ Black ___ AAPI <u> x </u> Latin descent ___ Native ___ Middle Eastern <u> x </u> Multicultural	Mark-a-ritas visit to Jewish holocaust museum Cross Border trip Quilters donated quilts Heart Works bags donated
108	85	TOTAL 79% of Goal**	

Sum of measures by cultural activity/focus:

8 Black 7 AAPI* 11 Latin descent 12 Native 6 Middle Eastern 11 Multicultural

Note if a given measure is exceeded, the score will be the goal indicating 100% met.

0-59% St. Mark's is far from Racial Justice and Compassion Characteristics

60-69% St. Mark's is at the First Stages of Racial Justice and Compassion

70-79% St. Mark's is Actively Moving Toward Racial Justice and Compassion

80-89% St. Mark's is Doing a Good Job Creating Racial Justice and Compassion

90-100% St Mark's is a Beacon of Racial Justice and Compassion (and probably needs some new goals)

Completion date: 08/31/23 Racial Equity Advocate Chair Signature: *Joylee Rathings*

*AAPI is Asian American Pacific Islander

**Score in August 2022 was 68%