

Recommendations from the Anti-Racism/Anti-Oppression (ARAO) Audit and Diversity

1. Embed Jubilee Anti-Racism Training: board, ministers, lay leadership, staff.

Example: Initiate Jubilee Anti-Racism Training Campaign akin to handwashing/vaccination campaign, and build funding for Jubilee scholarships into church budget so that anti-racism training is truly an institutional priority of the church.

2. Diversify ministerial and lay leadership.

Example: Define selection process/criteria for searches and nominations; potentially broaden search process to include diversity of ministerial backgrounds; consider incorporating diversity guidelines in searches and nominations; anticipate support structure for variety of ministerial leadership backgrounds/styles.

3. AR/AO Audit/Documentation

Example: Make a report documenting the story of Rev. Susan's departure (and other relevant parts of ASC history) and provide cross-sectional analysis of what happened.

4. Acknowledge and develop the common understanding of ASC as an institution currently led by a dominant culture, and promote the aspiration to be a diverse, multicultural Beloved Community.

Example: Develop more inclusive messaging from the worship associates.

5. Embed equity question into all decisions, applying a diversity & inclusion lens.

Example: Update the Operations Handbook to incorporate the 8th Principle and provide guidance to committees and organizations on how to integrate and apply it to their work.