

Some Suggestions for Building and Enhancing Diversity in Congregations

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Seeing that the organizational structure reflects the congregation

Balance of diversities on boards and committees

Ministers who showed genuine commitment to diversity

Greeters who introduce newcomers to others

Forums that involve members in multi-cultural affairs

Multi-cultural choir efforts

A variety of musical events - jazz services/concerts, folk music group, gospel, Gay Men's
Chorus, etc.

Social activities

Kwanzaa services, Divali services, Seders, etc.

Each service containing some non-Eurocentric element

Community outreach (i.e., Flea Market, Interfaith Homeless efforts, singles group,
membership in inter-faith groups, etc.)

Sharing use of space with other religious groups

Ethiopian (or other) refugee services

Working towards including persons with disabilities

Flags, banners, art, etc. in worship space reflecting many religions

R.E. program - materials and teachers that reflect diversity

Symbols in building should be reviewed for what messages of diversity they give

Social Justice councils

Inviting members of group home to visit and be included

Deliberately trying to raise the consciousness of all towards a wide diversity of people
(gay/lesbian, bisexual, persons with disabilities. Racial/ethnic, etc.)

Intentionality

Opportunities to deal with diversity - chance to share our "stories"

When you "walk what you talk"

Newsletter that reflects all of the congregation