

Diversity Dream Team

The Diversity Dream team is excited to submit these bulleted points surrounding some proposed ideas for helping promote diversity within our Episcopal area. Please note that anytime a body decides to become more diverse and more culturally competent, that body is intentionally choosing a difficult path. The body must be prepared for conflict and intercultural misunderstanding. It won't necessarily be the most popular path, and it might scare away some people. But it is a path that appears to be more reflective of God's plan for the world.

1. Board of Ordained Ministry

- a. Receive annual trainings in cultural competency
- b. Take intentional steps toward diversity within its makeup
- c. Have diversity within the body that is reflective of the diversity within the community (i.e. age, race, gender or primary language).
- d. View diversity as more than any single component. It is not just race or gender or age. It is a composite of all these factors.

2. Cabinet

- a. Have a composition that is reflective of the community and clergy that it serves
- b. Receive annual trainings in cultural competency
- c. Take intentional steps toward diversity
- d. View diversity as more than any single component. It is not just race or gender or age. It is a composite of all these factors.

3. Staff Positions

- a. Be composed of people who are sensitive to and versed in the needs of the community and clergy that it serves
- b. Receive annual trainings in cultural competency
- c. Take intentional steps toward diversity
- d. View diversity as more than any single component. It is not just race or gender or age. It is a composite of all these factors.

4. Local Churches

- a. Receive culturally competent clergy
- b. Be afforded the opportunity to receive competency training for laity and clergy
- c. Are encouraged to embrace dependence; take intentional steps toward diversity; empower diverse leadership; develop cross-cultural relationships; pursue cross-cultural competence; and promote a spirit of inclusion.
- d. View diversity as more than any single component. It is not just race or gender or age. It is a composite of all these factors.