

WELCOMING

VERSUS

OTHERING

BASIC INTERCULTURAL HOSPITALITY

Say This

Q: Hi, I haven't met you, my name is...

Q: Welcome!

A: Hi, I just moved here from Chicago.

Q: I love Chicago. I'm from Portland. I moved here for a job. What brought you here?

Q: What a lovely necklace. Is there a story connected with it?

Q: Is there any kind of group I can connect you to? We have a wide variety!

Q: What lovely children! May I introduce you to our Director of Religious Education?

Q: What did you think of the worship service? I loved the story.

Q: Please let us know if there's anything we can do to make your visit better.

Instead Of

Q: Hi! You must be new.

Q: Where are you from?

A: Chicago

Q: No, I meant, where are you really from?

Q: (keeps going until visitor claims a foreign ancestry)

Q: Your hair is really cool. Can I touch it? (or worse, touch without asking)

Q: Come meet our other transgender person!

Q: They don't look like you—are they adopted? Are they your real children? Did you use a sperm donor?

Q: What college did/do you go to? What do you do for a living?

Q: I see you have a disability, here let me help you.

Some More Tips on Welcoming

Reflect on what calls you to be welcoming to all who enter your congregation. What faith value are you practicing?

Greet everyone who comes through the doorway, not just new people.

Enjoy the gifts found in inviting and listening.

Notice when you make an assumption and intentionally set that assumption aside.

Remember everyone has multiple identities and refrain from focusing on any one identity you notice or assume.

Ask open ended questions and respect people choosing not to answer.

Start a conversation from a shared experience-like the morning's worship.

Find language that is inclusive including language that doesn't assume all children have a mother and a father or live with their parents, or everyone is either a man or a woman, etc.

Forgive yourself for any blunders or awkwardness. Apologize if needed and accept being human.

Help spread these practices-inviting, listening, rejecting assumptions-throughout the congregation.

This is just a step. There is always more ways we can become more welcoming and inclusive.

Forging an Anti-racist Identity: Staying the Course

TOLERANCE FOR RACIAL DISCOMFORT

“White Fragility is a state in which even a minimum amount of racial stress becomes intolerable, triggering a range of defensive moves. These moves include the outward display of emotions such as anger, fear, and guilt, and behaviors such as argumentation, silence, and leaving the stress-inducing situation. These behaviors, in turn, function to reinstate white racial equilibrium. Racial stress results from an interruption to what is racially familiar.”

–Robin DiAngelo

COMFORT AND SAFE SPACES

“By creating bubbles within white supremacy where it’s “safe” to practice anti-racism, we’re implying there are places where racism can remain unchallenged.”

–DiDi Delgado

DESPAIR AND FATIGUE

“White people can take a break from the frustration and despair of anti-racism work. Such retreat will result in no significant consequences for us. Racism doesn’t allow such a respite for people of color. One of the elemental privileges of being white is our freedom to retreat from the issue of racism. And our work against racism doesn’t get done.”

–Joan Olsson

TOOLS FOR YOUR ANTI-RACIST KITBAG:
<https://www.racialequitytools.org>



**This is our time to
be Bold, Radical, and
Transformational as
we commit to nurture
a radically inclusive,
justice centered,
multiracial, and
multigenerational
religious faith!**

Inclusivity Team contact information:

inclusivity-team-albanyuu@egroups.churchdb.com

The Inclusivity Team is a working group that meets in Room B-8 at 11:45am on the second Sunday of the month. All are welcome!