

**2021 Committee on Ministry - Individual Survey on Racial Bias**

This year, the CUUC Committee on Ministry has chosen to explore the issue of racism through the lens of **racial bias**, with a focus on how we, as individuals and as a congregation: (a) have experienced it; (b) can recognize it; (c) have – whether consciously or unconsciously – participated in it; and (d) how we, individually and together, can address this important concern. Recognizing that this is an all-encompassing topic, we are briefly surveying individual members, and will separately engage with CUUC’s various committees, to discuss how each of us, as members of the CUUC community, can engage in this essential work.

This survey has 32 questions and takes about 10–15 minutes to complete. **THE SURVEY WILL BE OPEN UNTIL WED JAN 26, 2021.**

**Part I. YOUR BACKGROUND**

1. Are you a Member who has signed the membership book, or a Friend who attends and supports CUUC but has not signed the book?

- Yes, I am a Member     Yes, I am a Friend     No, I am not a Member or a Friend

2. What is your age?

- Under 20     20 to 29     30 to 39     40 to 49     50 to 59     60 to 69  
 70+

3. Approximately how many years have you attended CUUC?

- Less than two     Two to five     Six to ten     Eleven to twenty  
 More than twenty

4. How would you identify yourself racially? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Part II. RACIAL BIAS: IDENTIFYING IT**

(You are welcome to attach additional sheets as needed.)

5. How would you define racial bias? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

6. Where have you **observed** racial bias at CUUC? [Check each area observed]

Worship (readings, music, choir, sermons, etc.)  Coffee Hour  Events (Auction, Brunch, Day in Place, Annual Barbeque, etc.)  Other Gatherings  Religious Education  I have not **observed** racial bias at CUUC (*skip to Q8*)

7. Please tell us more: \_\_\_\_\_

---

---

---

8. Where have you **experienced** racial bias at CUUC? [Check each area observed]

Worship (readings, music, choir, sermons, etc.)  Coffee Hour  Events (Auction, Brunch, Day in Place, Annual Barbeque, etc.)  Other Gatherings  Religious Education  I have not **experienced** racial bias at CUUC (*skip to Q10*)

9. Please tell us more: \_\_\_\_\_

---

---

---

10. At CUUC, have you **observed** intentional or unintentional communications from another individual that felt hostile, derogatory, or insulting to a race, or like a negative racial slight?

Yes  No

11. If "Yes," please tell us more: \_\_\_\_\_

---

---

---

12. At CUUC, have you **experienced** intentional or unintentional communications from another individual that felt hostile, derogatory, or insulting to a race, or like a negative racial slight?

Yes  No

13. If “Yes,” please tell us more: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

14. Has CUUC as an institution intentionally or unintentionally expressed or communicated racial bias?

Yes  No

15. If “Yes,” please tell us more: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**III. RACIAL BIAS: ADDRESSING IT**

How would you rank the importance of these activities for CUUC? *Please answer on a scale of 1 – 5, where 1 is “Lowest Priority” and 5 is “Highest Priority.”*

16. Attracting a more racially and ethnically diverse membership

*Lowest Priority*      1      2      3      4      5      *Highest Priority*  
                       

17. Strengthening RE curriculum at all levels that addresses racism in our communities

*Lowest Priority*      1      2      3      4      5      *Highest Priority*  
                       

18. Actively seeking to affiliate with groups in the wider community that engage in anti-racism work

*Lowest Priority*      1      2      3      4      5      *Highest Priority*  
                       

19. Focusing on our Social Justice Teams to define tasks and goals related to anti-racism

*Lowest Priority*      1      2      3      4      5      *Highest Priority*  
                       

20. Creating reading/discussion/support groups specifically focused on how we at CUUC can engage in anti-racism

*Lowest Priority*      1      2      3      4      5      *Highest Priority*

21. Developing tools or a process to identify and address our individual blind spots on this issue

	1	2	3	4	5	
<i>Lowest Priority</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<i>Highest Priority</i>

22. For each activity in Q16–21 that you rated 4 or 5, please share any suggestions you have for how we can achieve this: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

How would you rank the current effectiveness of these aspects of CUUC in engaging in anti-racism? *Please answer on a scale of 1 – 5, where 1 is “Not Effective” and 5 is “Very Effective.”*

23. Ministerial leadership and inspiration

	1	2	3	4	5	
<i>Not Effective</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<i>Very Effective</i>

24. Congregational governance

	1	2	3	4	5	
<i>Not Effective</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<i>Very Effective</i>

25. Committee work

	1	2	3	4	5	
<i>Not Effective</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<i>Very Effective</i>

26. Individual engagement

	1	2	3	4	5	
<i>Not Effective</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<i>Very Effective</i>

27. Please tell us more about your answers to Q23-26, and share any suggestions you have for how we can do better:

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

28. Where and how do you engage in anti-racism work? (Check each area that applies)

- Membership in political/social action groups
- Financial support for anti-racism causes
- Involvement in community action related to anti-racism
- Personal commitment to do this whenever/ however possible

29. Please share the names and descriptions of any groups and organizations from Q28 that you have been involved with: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

30. Did CUUC influence you to engage in anti-racism work?

Yes  No

31. If “Yes,” please tell us more: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

32. Are there any other comments you wish to make? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Name (optional) \_\_\_\_\_

Thank you!