



## GOLD ENTERPRISES, LLC

### Welcome!

The Greater Milwaukee Synod has contracted with [Gold Enterprises, LLC](#) to guide them through a Racial Equity Audit, which includes reviewing documents, developing and administering a survey, and holding listening sessions.

This Racial Equity Audit survey has been designed to help the Greater Milwaukee Synod learn how its staff, rostered ministers, and congregational members perceive the Synod as an organization, as well as how the Synod wishes to operate in the future in regards to racial equity and other social justice issues.

- Your participation in this survey is completely voluntary.
- You can stop at any time.
- All responses are anonymous, and results will be reported in the aggregate.

If you decide to participate, you will be asked to provide demographic information like your age, sex, gender identity, sexual orientation, race, and ethnicity, and (dis)abilities so we can better understand people's experience.

The survey will take approximately 10-20 minutes. We realize this is a longer survey and your time is limited. We therefore deeply appreciate you taking the time to complete the survey, providing [Gold Enterprises, LLC](#) to get the fullest picture possible. **Please return this completed survey in a sealed envelope October 30<sup>th</sup>, 2022, to the:**

Greater Milwaukee Synod office  
P O Box 341695  
Milwaukee, WI 53234

### **Survey Consent**

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Please indicate your consent to participate in the survey by checking one of the below:

- I consent to participate in the Greater Milwaukee Synod's Racial Equity Audit
- I do not consent to participate in the Greater Milwaukee Synod's Racial Equity Audit

*Throughout the survey, please check only ONE answer unless the question specifically asks you to "select all that apply"*

## About You

Q1. What is your racial identity? (select all that apply)

- American Indian/Alaska Native
- Asian/Asian American
- Black/African American
- Bi-racial
- Latinx/a/o/Hispanic
- Middle Eastern/North African
- Western African
- Eastern African
- Southern Africa (the region, not just the country)
- Multi-racial
- Native Hawaiian or Other Pacific Islander
- White
- Another racial identity not listed \_\_\_\_\_
- Prefer not to answer

Q2. What is your gender identity?

- Woman
- Man
- Non-Binary
- Gender Queer
- Another gender identity not listed
- Prefer not to answer

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Q3. Do you identify as Transgender?



- Yes
- No
- Prefer not to answer

Q4. What is your sexual orientation?

- Lesbian
- Gay
- Bisexual
- Queer
- Heterosexual/Straight
- Asexual
- Another sexual orientation not listed
- Prefer not to answer

Q5. Please write in the primary congregation and city with which you are affiliated:

Q6. Please choose the role that best describes your connection to the Greater Milwaukee Synod: (check only one).

- Rostered Minister (active, on leave, or retired)  Go to Q7
- Greater Milwaukee Synod Congregation Member (Laity)  Go to Q32





## For Rostered Ministers Only

Q7. For how many years have you served as a minister in the Greater Milwaukee Synod?

- 1 year or less
  - 2-4 years
  - 5-10 years
  - 11-15 years
  - 16-20 years
  - 21-25 years
  - 26 years or more
- 

Q8. Did you participate in the Greater Milwaukee Synod Candidacy process?

- Yes  Go to Q9
  - No  Go to Q23
-

## GMS Candidacy and Call Participants

### Section definitions

**Inclusion:** an environment where all voices are heard, welcomed, respected, and valued.

**Equity:** an environment where everyone can thrive. This is different from equality where everyone has the same things. Equity may not mean equality because it recognizes not everyone starts from the same place.

**Social Identity:** all the parts of your identity that make you who you are like gender, race, sexual orientation, size, age, and so on.

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Q9. How fair was the Greater Milwaukee Synod candidacy process?

- Not at all       A little       Somewhat       Very       Extremely

Q10. Were there members of the GMS Candidacy Committee who looked like you?

- Yes  
 No  
 I don't remember

Q11. How supportive were the GMS Candidacy Committee members of your needs during the call process?

- Not at all       A little       Somewhat       Very       Extremely

Q12. How open were the GMS Candidacy Committee members to talking about your social identity(ies) with you during the call process?

- Not at all       A little       Somewhat       Very       Extremely

Q13. How open were the GMS Candidacy Committee members to talking about how your social identity(ies) affected your call to ministry?

- Not at all       A little       Somewhat       Very       Extremely

Q14. How effectively did the GMS Candidacy Committee members talk to you about their commitment to equity and inclusion during the call process?

- Not at all       A little       Somewhat       Very       Extremely

Q15. How long did it take for you to receive your first call?

- Less than 6 months
- 7 to 12 months
- More than one year but less than two years (13 to 23 months)
- More than 2 years

Q16. In your opinion, how central was the value of inclusion during the call process?

- Not at all       A little       Somewhat       Very       Extremely

Q17. In your opinion, how central was the value of equity during the call process?

- Not at all       A little       Somewhat       Very       Extremely

Q18. In your opinion, how central was the value of equity at the congregation to which you were called?

- Not at all       A little       Somewhat       Very       Extremely

Q19. How supported were you by the Greater Milwaukee Synod in the two months after the call to your congregation?

- Not at all       A little       Somewhat       Very       Extremely       I don't remember

Q20. How supported were you by your congregation in the two months after you arrived?

- Not at all       A little       Somewhat       Very       Extremely       I don't remember

Q21. How supported are you currently by the Greater Milwaukee Synod?

- Not at all       A little       Somewhat       Very       Extremely

Q22. How supported are you currently by your congregation?

- Not at all       A little       Somewhat       Very       Extremely

## All Rostered Ministers

### Synod Leaders, Decision-Making and Policies

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Q23. How supportive are you of the Greater Milwaukee Synod's commitment to racial justice?

- Not at all       A little       Somewhat       Very       Extremely

Q24. How supportive are you of the Greater Milwaukee Synod's commitment to LGBTIQ+ community inclusion?

- Not at all       A little       Somewhat       Very       Extremely

Q25. How supportive are you of the Greater Milwaukee Synod's commitment to connect social justice priorities with the Lutheran faith?

- Not at all       A little       Somewhat       Very       Extremely

Q26. How familiar are you with the Greater Milwaukee Synod's policies on anti-discrimination occurring within the Synod?

- Not at all       A little       Somewhat       Very       Extremely

Q27. How familiar are you with the Greater Milwaukee Synod's policy decision-making process within the Synod?

- Not at all       A little       Somewhat       Very       Extremely

Q28. How familiar are you with how to propose a policy change for the Greater Milwaukee Synod?

- Not at all       A little       Somewhat       Very       Extremely

Q29. How comfortable are you reporting experiences of discrimination perpetrated by a Synod leader to the Greater Milwaukee Synod?

- Not at all       A little       Somewhat       Very       Extremely

Q30. How confident are you the Greater Milwaukee Synod will address experiences of discrimination reported to them?

- Not at all       A little       Somewhat       Very       Extremely

Q31. How familiar are you with the process by which one of your congregants can report discrimination experienced at church?

- Not at all       A little       Somewhat       Very       Extremely

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## Rostered Ministers AND Laity

### Activities and Leadership

#### Section definitions

Diversity: all the ways in which people differ such as education, veteran status, age, race, neurological differences, gender, sexual orientation, mental and physical health & ability.

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Q32. How familiar are you with what the Greater Milwaukee Synod Council does?

- Not at all       A little       Somewhat       Very       Extremely

Q33. How well do you know your congregational leadership?

- Not at all       A little       Somewhat       Very       Extremely

Q34. How well do you know Greater Milwaukee Synod individual Council members?

- Not at all       A little       Somewhat       Very       Extremely

Q35. How familiar are you with any **diversity** initiatives led by the Greater Milwaukee Synod Council?

- Not at all       A little       Somewhat       Very       Extremely

Q36. How familiar are you with any **racial justice** initiatives led by the Greater Milwaukee Synod Council?

- Not at all       A little       Somewhat       Very       Extremely

Q37. How familiar are you with any **diversity** initiatives led by your congregation?

- Not at all       A little       Somewhat       Very       Extremely

Q38. How familiar are you with any **racial justice** initiatives led by your congregation?

- Not at all       A little       Somewhat       Very       Extremely

Q39. Does your congregation have a racial justice or diversity team?

- Yes → Go to Q40
  - No → Go to Q42
  - I don't know → Go to Q42
- 

Q40. How familiar are you with the activities of your congregation's racial justice or diversity team?

- Not at all
- A little
- Somewhat
- Very
- Extremely

Q41. How well does your congregation's racial justice or diversity team communicate its activities with congregation members?

- Not at all
  - A little
  - Somewhat
  - Very
  - Extremely
- 

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# Inclusion

## Section Definitions

LGBTIQA+: Lesbian, Gay, Bisexual, Transgender, Intersex, Queer, Asexual.

Inclusive / Inclusion: an environment where all voices are heard, welcomed, respected, and valued.

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Q42. In your opinion, how inclusive is the ELCA churchwide currently?

- Not at all       A little       Somewhat       Very       Extremely

Q43. In your opinion, how inclusive is the Greater Milwaukee Synod community currently?

- Not at all       A little       Somewhat       Very       Extremely

Q44. In your opinion, how inclusive is your congregational community currently?

- Not at all       A little       Somewhat       Very       Extremely

Q45. How included do you feel in the Greater Milwaukee Synod community?

- Not at all       A little       Somewhat       Very       Extremely

Q46. How included do you feel when attending Greater Milwaukee Synod events?

- Not at all       A little       Somewhat       Very       Extremely       I have not attended any Synod events

Q47. How included do you feel in your congregational community?

- Not at all       A little       Somewhat       Very       Extremely

Q48. How included do you feel when attending congregational events?

- Not at all       A little       Somewhat       Very       Extremely       I have not attended any congregational events

## Congregational Openness

For this section's questions, we are interested in **your opinion** about the openness of your congregation and minister interview process.

We know many of you may not have participated in the interview process for a new minister at your congregation or may not have knowledge of the process itself. It isn't required that you have participated in or know about the interview process for new ministers to share your opinion based on the knowledge you do have.

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Q49. How open do you think your congregation is to interviewing a candidate of color for pastor?

- Not at all       A little       Somewhat       Very       Extremely

Q50. How open do you think your congregation is to interviewing a woman candidate for pastor?

- Not at all       A little       Somewhat       Very       Extremely

Q51. How open do you think your congregation is to interviewing a transgender candidate for pastor?

- Not at all       A little       Somewhat       Very       Extremely

Q52. How open do you think your congregation is to interviewing a candidate for pastor from the LGBTIQA community?

- Not at all       A little       Somewhat       Very       Extremely

Q53. Should the Synod staff continue to allow congregations and call committees to exclude LGBTIQA+ candidates when interviewing?

- No  
 Yes  
 I don't know

Q54. How open is your congregation to using liturgy that names racial oppression?

- Not at all       A little       Somewhat       Very       Extremely

Q55. How open is your congregation to using liturgy that names the oppression of members of the LGBTIQA community?

- Not at all       A little       Somewhat       Very       Extremely

Q56. How open is your congregation to using liturgy that connects your faith to social justice causes?

- Not at all       A little       Somewhat       Very       Extremely

## Racial and Social Justice

### Section definitions

Equity: an environment where everyone can thrive. This is different from equality where everyone has the same things. Equity may not mean equality because it recognizes not everyone starts from the same place.

Inequity: the opposite of equity.

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Q57. How clear are the Greater Milwaukee Synod's racial justice priorities to you?

- Not at all       A little       Somewhat       Very       Extremely

Q58. How effectively does the Greater Milwaukee Synod communicate its racial justice priorities with you?

- Not at all       A little       Somewhat       Very       Extremely

Q59. Please rate the speed at which the Greater Milwaukee Synod is addressing racial inequity?

- Extremely slowly       Moderately slowly       Slightly too slow       Slightly too slow       About the right speed       Slightly too fast       Moderately fast       Extremely fast

Q60. In 1988, the Greater Milwaukee Synod passed a resolution to develop "a program of study and action designed to deal with the issue of racial discrimination" in the ministry and to direct the program "to each congregational council and subsequently to each congregation of the synod" (1988 Res. 13).

How aware are you of this directive?

- Not at all → Go to Q62
  - A little → Go to Q62
  - Somewhat → Go to Q61
  - Very → Go to Q61
  - Extremely → Go to Q61
- 

Q61. How well has your congregation integrated the Synod's directive to build an inclusive ministry?

- Not at all       A little       Somewhat       Very       Extremely
- 

Q62. How important is it to you that the Greater Milwaukee Synod regularly talks about racial (in)equity?

- Not at all       A little       Somewhat       Very       Extremely

Q63. How important is it to you that the Greater Milwaukee Synod regularly talks about (in)equity experienced by the LGBTIQA community?

- Not at all       A little       Somewhat       Very       Extremely

Q64. How important is it to you that your congregation regularly talks about racial (in)equity?

- Not at all       A little       Somewhat       Very       Extremely

Q65. How important is it to you that your congregation regularly talks about (in)equity experienced by the LGBTIQA community?

- Not at all       A little       Somewhat       Very       Extremely

Q66. How important is it to you that your pastor talks about racial (in)equity in their sermons?

- Not at all       A little       Somewhat       Very       Extremely

Q67. How important is it to you that your pastor talks about inequity experienced by the LGBTIQA community in their sermons?

- Not at all       A little       Somewhat       Very       Extremely

Q68. How important is it to you that your congregation regularly talks about any connections between your faith and **racial oppression** in your community?

- Not at all       A little       Somewhat       Very       Extremely

Q69. How important is it to you that your congregation regularly talks about any connections between your faith and **LGBTIQA community oppression** in your community?

- Not at all       A little       Somewhat       Very       Extremely

## Synod and Congregational Diversity

### Section definitions

Diverse: having a variety of people from different groups and backgrounds present

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Q70. How important is it to you that the **Greater Milwaukee Synod Council members** are racially diverse?

- Not at all       A little       Somewhat       Very       Extremely

Q71. How important is it to you that the **Greater Milwaukee Synod Council members** are gender diverse?

- Not at all       A little       Somewhat       Very       Extremely

Q72. How important is it to you that the **Greater Milwaukee Synod Council members** are socioeconomically diverse?

- Not at all       A little       Somewhat       Very       Extremely

Q73. How important is it to you that the **Greater Milwaukee Synod Council members** are diverse by sexual orientation?

- Not at all       A little       Somewhat       Very       Extremely

Q74. How important is it to you that **your congregation's membership** is racially diverse?

- Not at all       A little       Somewhat       Very       Extremely

Q75. How important is it to you that **your congregation's membership** is gender diverse?

- Not at all       A little       Somewhat       Very       Extremely

Q76. How important is it to you that **your congregation's membership** is socioeconomically diverse?

- Not at all       A little       Somewhat       Very       Extremely

Q77. How important is it to you that **your congregation's membership** is diverse by sexual orientation?

- Not at all       A little       Somewhat       Very       Extremely

Q78. How important is it to you that your **congregational leaders** are racially diverse?

- Not at all       A little       Somewhat       Very       Extremely

Q79. How important is it to you that your **congregational leaders** are gender diverse?

- Not at all       A little       Somewhat       Very       Extremely

Q80. How important is it to you that your **congregational leaders** are socioeconomically diverse?

- Not at all       A little       Somewhat       Very       Extremely

Q81. How important is it to you that your **congregational leaders** are diverse by sexual orientation?

- Not at all       A little       Somewhat       Very       Extremely



Q82. How important to you is the implementation of Synod-wide diversity programs?

- Not at all       A little       Somewhat       Very       Extremely

Q83. How important to you is the implementation of congregational programs to diversify membership?

- Not at all       A little       Somewhat       Very       Extremely

Q84. *Reconciling in Christ Congregations are those which affirm people of all sexual orientations and gender identities share the worth that comes from being unique individuals created by God.*

How important to you is it that the Greater Milwaukee Synod is a Reconciling in Christ (RIC) Synod?

- Not at all       A little       Somewhat       Very       Extremely

Q85. Should the Greater Milwaukee Synod encourage its congregations to write a **diversity statement** to publicly acknowledge their commitment to fostering a diverse and inclusive congregation?

- Yes  
 No  
 I'm not sure

Q86. Should the Greater Milwaukee Synod encourage its congregations to create a **diversity committee** to actively address diversity and inclusion efforts in the congregation?

- Yes  
 No  
 I'm not sure

Q87. How important is it for Synod leadership to support congregational racial justice work?

- Not at all       A little       Somewhat       Very       Extremely

## Outreach for Hope

Q88. How familiar are you with the Outreach for Hope organization?

- Not at all → Go to Q94
  - A little → Go to Q89
  - Somewhat → Go to Q89
  - Very → Go to Q89
  - Extremely → Go to Q89
- 

Q89. In what ways are you involved in Outreach for Hope? Please check all that apply.

- Donor → Go to Q90
  - Volunteer → Go to Q90
  - Member of recipient congregation → Go to Q90
  - Prayer support → Go to Q90
  - Other → Go to Q90
- 
- I am not involved → Go to Q91
- 

Q90. How would you rate the level of your involvement with the Outreach for Hope organization?

- Extremely low
- Moderately Low
- Medium
- Moderately High
- Extremely High

Q91. How effective is the Outreach for Hope organization at strengthening relationships between the Greater Milwaukee Synod and its congregations?

- Not at all
- A little
- Somewhat
- Very
- Extremely
- I don't know

Q92. How effective is the Outreach for Hope organization in advancing the Synod's racial justice work?

- Not at all
- A little
- Somewhat
- Very
- Extremely
- I don't know

Q93. How effective is the Outreach for Hope organization in fulfilling the Synod's commitment to an inclusive Synod community?

- Not at all       A little       Somewhat       Very       Extremely       I don't know
- 

### **A Little More About You**

Q94. What age are you?

- 17 and under  
 18 - 24  
 25 - 34  
 35 - 44  
 45 - 54  
 55 - 64  
 65 - 74  
 75 - 84  
 85 or older  
 Prefer not to answer
-

Q95. What is your socioeconomic status (sometimes referred to as class)? (Check all that apply)

- Poverty / Working Poor: You have been in poverty for at least 2 generations, or you are working from paycheck to paycheck.
  - Situational Poverty: A crisis or short-term income drop has changed your income level.
  - Middle Class: You own rather than rent your living space and appliances and may be in significant debt. College / higher education is emphasized with children although you may or may not have gone to college.
  - Upper Middle Class: You have a professional job, and a significant investment portfolio. Your children will attend, or are attending, college.
  - Upper Class: You own income-producing assets sufficient to make paid employment unnecessary and/or you hold positions of power in major institutions of society.
  - Prefer not to answer
  - Other (please specify): \_\_\_\_\_
- 

Q96. Military or Veteran status:

- I am currently serving on Active Duty
  - My spouse/partner currently serves on Active Duty
  - Both myself and my spouse/partner currently serve on Active Duty
  - I am a veteran who has served in the past
  - My spouse/partner is a veteran who has served in the past
  - Both myself and my spouse/partner are veterans who have served in the past
  - I am a Reservist
  - My spouse/partner serve as a Reservist
  - Neither myself nor my spouse/partner have served in the military
  - Prefer not to answer
-

Q97. Do you identify as having a disability, chronic illness, and/or other medical condition?

Yes  Go to Q98

No  **Survey Complete**

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Q98. Please share your disability, chronic illness, and/or other medical condition (select all that apply):

Vision or hearing difference

Learning disability (such as ADHD or dyslexia)

Neurodiverse

A long-term medical disability

Chronic Illness

A mobility difference

Mental illness (such as depression, anxiety)

A temporary impairment due to illness or injury

Prefer not to answer

Something else not listed: \_\_\_\_\_

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If you are interested in participating in focus groups as part of the GMS's ongoing racial justice equity audit, please enter your contact information:

Name: \_\_\_\_\_

Email / Phone: \_\_\_\_\_

Your contact information will be separated from your answers in this survey.

----- END OF SURVEY -----

Thank you for taking the time to complete the Greater Milwaukee Synod's (GMS) Racial Justice Equity Audit survey provided by Gold Enterprises, LLC. **Please return this completed survey in a sealed envelope October 30<sup>th</sup>, 2022, to the:**

Greater Milwaukee Synod office  
P O Box 341695  
Milwaukee, WI 53234

If you have any questions about the survey or the GMS's Racial Justice efforts, please contact Gold Enterprises at shaunna@goldenterprisesllc.com.