



Greater Milwaukee Synod

Authentic Diversity Audit Table Discussions: Audit Themes

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GOLD ENTERPRISES, LLC

The Authentic Diversity Audit Process



Phase 1: Assessment

- Document Review
- Survey
- Focus Groups



Phase 2: Strategic Planning

- Design Thinking Sessions
- Continuous Improvement
- ADKAR Change Management
- Developing Qualitative + Quantitative Measures for Ongoing Assessment



Phase 3: Implementation

- Compilation of Final Written Report
- Stakeholder Presentations

Phase 1 (Assessment): Overall Themes

Themes	Definitions
1. Racial Justice/ Antiracism	Lay Leadership, lack of integration into worship, connections not made regularly, action orientation needed, congregation dependent
2. Self Awareness	Role in social change, white fragility, needs of self related to LGBTQIA inclusion ahead of the needs of inclusion
3. Identity	Policy and practice should be mindful of many identities

Phase 1 (Assessment): Overall Themes

Themes	Definitions
4. LGBTQIA+ Inclusion	Resistance to discussion, need to explain the why on pronouns; Concern about support for trans candidates.
5. Communication	Presence and absence, Synod communication to congregations, awareness of Synod's work, uni-dimensional.
6. Knowledge / Relevance of Synod Council and Council Members	Lack of knowledge / awareness of Synod Council members, lack of connection to congregants' daily lives, Synod needs to be more active, archaic policies – "stuck in the past"

Phase 1 (Assessment): Strategies for Success

Themes	Strategies
1. Racial Justice/ Antiracism	<ul style="list-style-type: none"><li data-bbox="545 448 2372 739">• Intentionally discuss ways you can more tightly connect racial justice and antiracism into the life of the congregation, to include worship design, preaching content, lay education, and discipleship.<li data-bbox="545 748 2372 968">• Provide rostered ministers with training on content that equips them to make tighter connections between theology, racial justice, and antiracism.<li data-bbox="545 976 2372 1116">• Create action steps with clearly defined timelines and success metrics.<li data-bbox="545 1125 2372 1265">• Provide mentorship for current and future underrepresented lay leaders.

Phase 1 (Assessment): Strategies for Success

Themes	Strategies
2. Self Awareness	<ul style="list-style-type: none">• Engage in self-reflective practice on why you feel the way you do.• Consider how history informs the present.• Learn about generational trauma.• Expand the “tent”; do not contract it.
3. Identity	<ul style="list-style-type: none">• Ensure any leadership groups comprise a diverse set of people.• For decisions, think about who is absent from the decision-making.• Step outside yourself to consider how programs, events, policies might land on different people.

Phase 1 (Assessment): Strategies for Success

Themes	Strategies
4. LGBTQIA+ Inclusion	<ul style="list-style-type: none">• Continue to partner and highlight transgender professionals, theologians, and thought leadership in the field, Melissa M. Wilcox, Daniel Mallory Othberg, Robert E. Goss, and resources like Georgetown University's <i>Trans-ing of Theology</i>.• More effectively explain to congregants why pronouns are important in recognizing the dignity and self-worth of a person.
5. Communi- cation	<ul style="list-style-type: none">• Keep lines of communication regularly updated (i.e. email listservs, accessible documents, and website).• Diversify and update the Synod's communication avenues.• Partner with congregations to better understand where gaps in communication exist.

Phase 1 (Assessment): Strategies for Success

Themes	Strategies
6. Knowledge / Relevance of Synod Council and Council Members	<ul style="list-style-type: none">• Continue to demonstrate relevance to congregations through various forms of communication, including but not limited to social media, audio, video, apps and forms other than email.• Keep the Synod Council members names, likeness, and roles in front of congregations on a regular basis, especially during changes in leadership.• Synod leaders visit congregations more regularly.• Conduct congregational listening sessions with Synod council members.

Table Discussions

- You have each been assigned a round table.
- You will have about 20 minutes to talk about the themes and what you heard.
- There are **Table Facilitators & Notetakers** for each group.
- **Five Questions** – may not get to all of them.
- **Touchstones for Dialogue** – community agreements – will be up for you to review as you engage in discussion.

Touchstones for Dialogue

- Be 100% present, extending and presuming welcome.
- Listen deeply.
- No fixing.
- Maintain confidentiality.
- Suspend judgment.
- Always by invitation.
- Speak your truth.
- Respect silence.
- Identify assumptions.
- When things get difficult, turn to wonder.

*****The purpose of dialogue is not agreement but understanding*****



Racial Equity Audit Theme Table Discussion Questions

What surprised you about the themes emerging from the Equity Audit?

Based on the themes and suggestions, what easy wins are there for your congregation?

Where do you anticipate points of tension in your congregation?

Who are the allies / champions for this work in your congregation?

What are some tools that you need to take action on the themes identified through the audit?