

# ANTI-RACISM STEPS

## for Individuals, Congregations and Conferences



### INDIVIDUAL

Determine the readiness for anti-racism training by taking IDI.\* If score is below 100, work on an individual plan with an IDI administrator to improve your intercultural competency.

If the IDI score is above 100, take the anti-racism training with Roots of Justice or Widerstand Consulting.

*\* IDI is the Intercultural Development Inventory. Find a list of qualified administrators at [mennoniteusa.org](http://mennoniteusa.org).*

### CONGREGATION

Determine the readiness of the congregation for anti-racism training by taking IDI. If group score is below 100, work on a plan with an IDI administrator to improve your congregation's intercultural competency.

If the IDI score is above 100, take the anti-racism training with Roots of Justice or Widerstand Consulting.

### CONFERENCE

Determine the readiness of the conference board and committees for anti-racism training by taking IDI. If the group score is below 100, work on a plan with an IDI administrator to improve your conference leadership intercultural competency.

If the IDI score is above 100, take the anti-racism training with Roots of Justice or Widerstand Consulting.

### DENOMINATION

Determine the readiness of MC USA senior staff and all senior agency staff for anti-racism training by taking IDI. If the group IDI score is below 100, work on a plan with an IDI administrator to improve your staff leadership intercultural competency.

If the IDI score is above 100, take the anti-racism training with Roots of Justice or Widerstand Consulting.

## INDIVIDUAL

Continue to work on increasing your intercultural competency using your individual plan.

Partner with another person for accountability in your work or, if white, join a white caucus group. People of color can join with other POC in the work for support.

Get involved with your congregation or local group led by people of color to work on anti-racism issues.

## CONGREGATION

Sponsor educational events to continue to increase competency. Encourage members to work on their individual IDI plans.

Provide opportunities for white people and people of color to caucus on issues of racism that arise in your community.

Congregation can get involved with a local group led by people of color to work on anti-racism issues that coincide with our non-violence belief.

## CONFERENCE

Provide educational lessons at least twice a year for conference board and committees. Encourage members to work on their individual IDI plans.

Have board and committees develop benchmarks to monitor their progress in anti-racism work.

The conference minister can engage with an ecumenical group working on anti-racism issues.

## DENOMINATION

Provide education opportunities twice a year for all staff. Encourage staff to work on their individual IDI plans. Make it part of their review process.

Have senior staff develop benchmarks on the anti-racism work, internal and external.

Develop and collect resources to make available to conferences and congregations.