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.

**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.
<table>
<thead>
<tr>
<th>INDIVIDUAL</th>
<th>CONGREGATION</th>
<th>CONFERENCE</th>
<th>DENOMINATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Continue to work on increasing your intercultural competency using your individual plan.</td>
<td>Sponsor educational events to continue to increase competency. Encourage members to work on their individual IDI plans.</td>
<td>Provide educational lessons at least twice a year for conference board and committees. Encourage members to work on their individual IDI plans.</td>
<td>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.</td>
</tr>
<tr>
<td>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.</td>
<td>Provide opportunities for white people and people of color to caucus on issues of racism that arise in your community.</td>
<td>Have board and committees develop benchmarks to monitor their progress in anti-racism work.</td>
<td>Have senior staff develop benchmarks on the anti-racism work, internal and external.</td>
</tr>
<tr>
<td>Get involved with your congregation or local group led by people of color to work on anti-racism issues.</td>
<td>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.</td>
<td>The conference minister can engage with an ecumenical group working on anti-racism issues.</td>
<td>Develop and collect resources to make available to conferences and congregations.</td>
</tr>
</tbody>
</table>