Findings from the Sharing Project

Multicultural Ministries
Multicultural Growth and Witness
To solicit input through a survey from Unitarian Universalists (UUs) historically marginalized by:

- Ability
- Sexual orientation
- Gender identity/expression
- Race, and/or ethnicity

About their unique experiences and ministry needs within Unitarian Universalism
Goal

To help congregational leaders and Unitarian Universalist Association staff understand

Where We Are Now and What We Need
to be well-equipped to meet the ministry needs of people seeking a liberal religious home in the 21st century
Sharing Project Report

Demographic Profile
- Age
- Geography
- Education
- Employment
- Financial Status and Income
- Class

Relationships and Family
- Households
- Caregiving
- Parenting

Identities and Marginalization
- Sexual Orientation
- Gender Identity
- People with Disabilities

Experiences of Discrimination in the World
Sharing Project Report

Religion and Faith
- Relationship with UU Congregations
- Unitarian Universalist Theology
- Pastoral Care Needs
- Adult Religious Education
- Children’s Religious Education
- Role of Social Justice
- Preparation to Face the Moral/Ethical/Spiritual Challenges of the Future

Welcome and Inclusion In Congregations
- LGBTQ Welcome and Inclusion
  • Welcoming Congregation Program
- Race and Ethnicity Welcome and Inclusion
- People with Disabilities Welcome and Inclusion
  • Reflections about Sharing Circles
Contextualizing the Survey

DEMOGRAPHIC HIGHLIGHTS

• 1,500 responses from forty-eight U.S. states and nine other countries
• All five UUA regions
• Ages from 14-92 (22% youth and young adults)
• 27% people of color
• 56% people with disabilities
• 55% LGBTQ
Respondents face discrimination every day

- Subject to slurs or jokes
- Poor service in retail
- Rejected by friend or family
- Unwelcome at religious organization
- Treated unfairly at work
- Threatened or physically attacked

uua.org
Respondents are highly educated, although financial status is low considering the high levels of education.
Disabilities UUs Are Living With

mental health issues

learning/attention

some other disability

blind/visually impaired

mobility issues

cognitive issues/intellectual impairment

def/a/hard of hearing

chemical sensitivity/environmental illness

autism spectrum

epilepsy/seizures

food allergies/sensitivities

uua.org
Primary Disabilities

Mental health issues rank highest of all disabilities identified

<table>
<thead>
<tr>
<th>Top Four Disabilities</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mental health issues (anxiety disorders, mood disorders, psychotic</td>
<td>34%</td>
</tr>
<tr>
<td>disorders, co-occurring disorders, eating disorders, personality</td>
<td></td>
</tr>
<tr>
<td>disorders, etc.)</td>
<td></td>
</tr>
<tr>
<td>Food allergies (gluten, dairy, nuts, eggs, yeast, or other extreme</td>
<td>17%</td>
</tr>
<tr>
<td>food sensitivities)</td>
<td></td>
</tr>
<tr>
<td>Mobility issues</td>
<td>16%</td>
</tr>
<tr>
<td>Learning/attention (dyslexia, attention-deficit/hyperactivity disorder, etc.)</td>
<td>13%</td>
</tr>
</tbody>
</table>
Sexual Orientation

bisexual
lesbian
pansexual
homosexual
queer

same gender-loving
questioning
asexual
Bisexuals represent a significant portion of the population

<table>
<thead>
<tr>
<th>Identity</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lesbian</td>
<td>25%</td>
</tr>
<tr>
<td>Bisexual</td>
<td>21%</td>
</tr>
<tr>
<td>Queer</td>
<td>21%</td>
</tr>
<tr>
<td>Gay</td>
<td>16%</td>
</tr>
</tbody>
</table>
Gender Identity

- transgender
- transsexual
- gender fluid
- gender non-conforming
- genderqueer
- two-spirit
- trans woman
- ftm
- trans man
- androgyne
- intersex
- cross-dresser
- neutrois
- third gender
- agender

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Race and/or Ethnicity

Asian, South Asian, East Asian, Southeast Asian, and/or Asian-American
Latino/a, Hispanic, and/or Chicano/a
Jewish
Multiracial/Multiethnic
Black, African-American, African Diaspora, and/or African American Indian, First Nations, and/or Alaska Native
Middle Eastern, Arab, and/or Arab-American
Social Justice Priorities

Highest priority:
Building multicultural community

Top UU social justice priority for the next five years:
Economic justice
Spiritual/Religious Needs

• Religion is important in respondents lives yet UU involvement is relatively recent, with a significant number joining in the last ten years
• Spiritual needs are generally unmet by congregations
• Grief is the number one reason for seeking pastoral care/support
• The majority of parents with children have had positive Religious Education (RE) experiences
People Living with Disabilities

The primary concern raised by people with disabilities of all types is that they cannot participate fully in congregational life.

- It's happened in the past year: 19%
- It's happened but not in the past year: 31%

Microaggressions such as unintended slights, questions founded on untrue assumptions about identity/experience, unconscious...

- Microaggressions in the past year: 19%
- Microaggressions in the past but not recently: 31%

The feeling of being the only person like you / not like everyone else

- Feeling alone recently: 21%
- Feeling alone but not recently: 31%

Being unable to participate fully in areas of congregational life and activity due to ability/disability

- Unable to participate recently: 19%
- Unable to participate but not recently: 36%
People of color consistently experience microaggressions, tokenization, and invisibility in their congregations.

- The feeling of invisibility due to race or ethnicity, as though you don’t exist
- The feeling of being tokenized due to your race or ethnicity
- Microaggressions, inc. unintended slights, questions based on untrue assumptions about...
- The feeling of being the only person like you / different from everyone else

<table>
<thead>
<tr>
<th>Experience</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>It's happened in the past year</td>
<td>![Red Bar Chart]</td>
</tr>
<tr>
<td>It's happened but not in the past year</td>
<td>![Blue Bar Chart]</td>
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</tbody>
</table>
LGBTQ People

• Transgender people experience higher incidences of microaggressions and feeling different from others in their congregations than people who are lesbian, gay, bisexual or queer (LGBQ)
• The majority of survey respondents attend congregations that have gender-neutral bathrooms
• The majority of survey respondents attend congregations that have LGBQ-inclusive policies and procedures and use inclusive language in worship
• Less than half of UU congregations have transgender-inclusive policies and procedures and use inclusive language in worship
In Summary

The data in this presentation is only the beginning of what we learned and are continuing to learn from the Sharing Project.

This report is not designed to be read and forgotten – it’s designed to be engaged…

inside yourself
in your congregation
and
In your community

How might this data change your approach to welcome?
Next Steps

• Download the full report at www.uua.org/sharingproject

• Watch for congregational engagement resources to be posted on this site
  – Presentations and webinars
  – Discussion guides
  – Worship resources

• Plan some conversations in your congregations

• Plan your congregation’s next steps