

UUA
Beyond Categorical Thinking - Concerns and Benefits Worksheet

Racial/Ethnic Identity (*African descent/Black, Arab/Middle Eastern descent, Asian/Pacific Islander descent, Caribbean descent Latina/o/Hispanic, Native American/First Nations/Indian, Multiracial, Multiethnic*)

What concerns would you have about the congregation calling a minister who identified as a person of color and/or Latino/Latina/Hispanic? (*If no concerns, circle or check the box where it says no concerns, otherwise, please list concerns. If the concern is specific to one identity, please say which identity that is.*)

No personal concerns	Concern(s):
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What concerns might exist in the congregation (either that you have heard or might suspect) if the congregation called a minister of color and/or/Latina/o/Hispanic?

No congregational concerns	Concern(s):
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What benefits might be experienced if the congregation called a minister of color and/or Latina/o/Hispanic?

No benefit	Benefit(s):
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Disability (*Examples--Sensory--Vision, Hearing/Speech; Physical—Mobility, multiple sclerosis, arthritis; Emotional Disability Depression, Addiction, Cognitive Disability—Dyslexia, ADD; Invisible—Epilepsy, Diabetes*)

What concerns would you have about the congregation calling a minister who identified as a person with a disability? (*If no concerns, circle or check the box where it says no concerns, otherwise, please list concerns. If the concern is particular to one identity, please say what identity that is.*)

No personal concerns	Concern(s):
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What concerns might exist in the congregation (either that you have heard or might suspect) if the congregation called a minister with a disability?

No congregational concerns	Concern(s):
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What benefits might be experienced if the congregation called a minister with a disability?

No benefit	Benefit(s):
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Sexual Orientation/Gender Identity {Bisexual, Gay, Lesbian, Transgender} (*sexual orientation is about whom we understand ourselves to be attracted to, like bisexual, gay, lesbian; gender identity is about the gender we understand ourselves to be. The term transgender can include: Trans, transsexuals, cross dressers, transgender, genderqueer, third gender, and intersex*),

What concern would you have about the congregation calling a minister who identified as bisexual, gay, lesbian, and/or transgender? (If no concerns, circle or check the box where it says no concerns, otherwise, please list concerns. If the concern is particular to one identity, please say what identity that is.)

No personal concerns	Concern(s):
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What concerns might exist in the congregation (either that you have heard or might suspect) if the congregation called a minister who identified as bisexual, gay, lesbian, and/or transgender?

No congregational concerns	Concern(s):
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What benefits might be experienced if the congregation called a minister who identified as bisexual, gay, lesbian, and/or transgender?

No benefit	Benefits(s):
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Other identities (gender, age, size/weight, working class, etc.) may also produce concerns (and benefits).
If you have or know of concerns about these identities, please list below:

Identity	Concern	Benefit

Please fold in half and return to a trainer.