

Results from ERUUF's 2025 Survey on Racial Equity and Inclusion



Members of ERUUF's 2025-26 Theory of Change Committee:
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ERUUF's REI Survey Results--Overview

Background: The Theory of Change Committee administered a survey on Racial Equity and Inclusion (REI) in the fall of 2022 that was intended to serve as a baseline of where we were; 233 members and friends of ERUUF completed that survey and the full report can be found on the ERUUF website. [\(ADD LINK\)](#). In November of 2025, we administered a follow-up survey to determine the amount and direction of any movement; 209 members and friends responded to this iteration of the survey. This report includes key takeaways (below), tables presenting results for all the close-ended questions, and tables summarizing themes from the open-ended questions.

Closed-Ended Questions: Key Takeaways

- *ERUUFians continue to see the REI work as important.* In 2025, 95% of respondents agree or strongly agree that ERUUF's work in REI is important up from 92% in 2022. In both 2025 and 2022, 80% agree or strongly agree that it should be one of the top three areas of emphasis. In 2025, 84% agree or strongly agree that REI should be interwoven throughout ERUUF's programming, up from 80% in 2022.
- *ERUUFians are willing to do REI work.* 84% of respondents agree or strongly agree that they are willing to do more REI work up from 80% in 2022. 73% are looking forward to doing REI work, almost identical to the proportion in 2022 (72%).
- *People have a much better understanding of what this work looks like at ERUUF, but there is still a need for increased understanding.* The proportion of respondents agreeing or strongly agreeing that they had an understanding of the concept of REI grew from 67% to 76%. The proportion who agreed or strongly agreed that they knew what it would look like to have REI at ERUUF increased from 39% to 55%. The proportion who agreed or strongly agreed that they could describe ERUUF's vision for REI increased from 29% to 40%.
- *People are reporting a higher level of welcome and inclusion.* 91% of 2025 respondents (93% of BIPoC) agree or strongly agree that they feel welcomed and included at ERUUF up from 82% in 2022. In 2025, 88% (85% of BIPoC) report that they feel like they belonged at ERUUF and 92% can see themselves staying at ERUUF for the foreseeable future (93% of BIPoC). The proportion of respondents who believe that ERUUF is sufficiently welcoming to all increased substantially from 39% in 2022 to 58% in 2025 (69% of BIPoC).

Open-Ended Questions: Top 4 Themes

(# of respondents whose comments were coded under a specific theme are listed after each theme)

- *Changes Seen at ERUUF*
 - Increased BIPoC attendance and participation
 - Not sure/not been here long enough
 - Worship (increased BIPoC participation, Story for All Ages)
 - Increase BIPoC leadership (lay and staff)
- *Hopes for ERUUF's REI work:*
 - Increased BIPoC attendance and participation
 - Welcoming environment
 - Continue the work/emphasis on REI
 - REI embedded throughout the congregation
- *Areas for additional support in REI:*
 - None/not sure
 - Continued trainings/activities
 - Cross-racial interactions

- Skills to interact with people of color
- *Questions and concerns :*
 - None/not sure
 - Limit attention in other areas/to other groups
 - Need to learn more about REI
 - Workshop logistics

Table 1: Commitment to REI Work, 2025

Question	% Strongly Disagree (#)	% Disagree (#)	% Slightly Disagree (#)	% Slightly Agree (#)	% Agree (#)	% Strongly Agree (#)
I believe that ERUUF's work in Racial Equity and Inclusion is important.	0% (1)	0% (0)	0% (1)	4% (9)	18% (36)	77% (158)
I believe that Racial Equity and Inclusion is one of the top three things we should focus on at ERUUF.	0% (1)	1% (2)	3% (6)	15% (31)	31% (62)	50% (101)
I believe that Racial Equity and Inclusion should be interwoven throughout everything ERUUF does (e.g. social justice, religious education, Sunday services, music) .	0% (0)	2% (4)	2% (5)	11%(23)	24% (50)	60% (123)
I am willing to engage in ongoing work around Racial Equity and Inclusion.	0% (1)	2% (4)	2% (4)	12% (24)	38% (79)	46% (94)
I look forward to doing more work on Racial Equity and Inclusion.	1% (2)	2% (4)	5% (11)	18% (38)	35% (72)	39%(79)
I am apprehensive about engaging in Racial Equity and Inclusion work.	27% (56)	35% (71)	11% (22)	20% (40)	4% (9)	3% (7)
I am nervous that ERUUF's culture will change if our racial demographics change substantially.	42% (85)	35% (71)	14% (29)	6% (12)	1% (3)	2% (4)
I am open to the changes necessary to create a more inclusive culture at ERUUF.	0% (1)	0% (0)	2% (4)	8% (16)	36% (73)	54% (111)

Commitment to REI Work, by Year (% Agree/Strongly Agree)

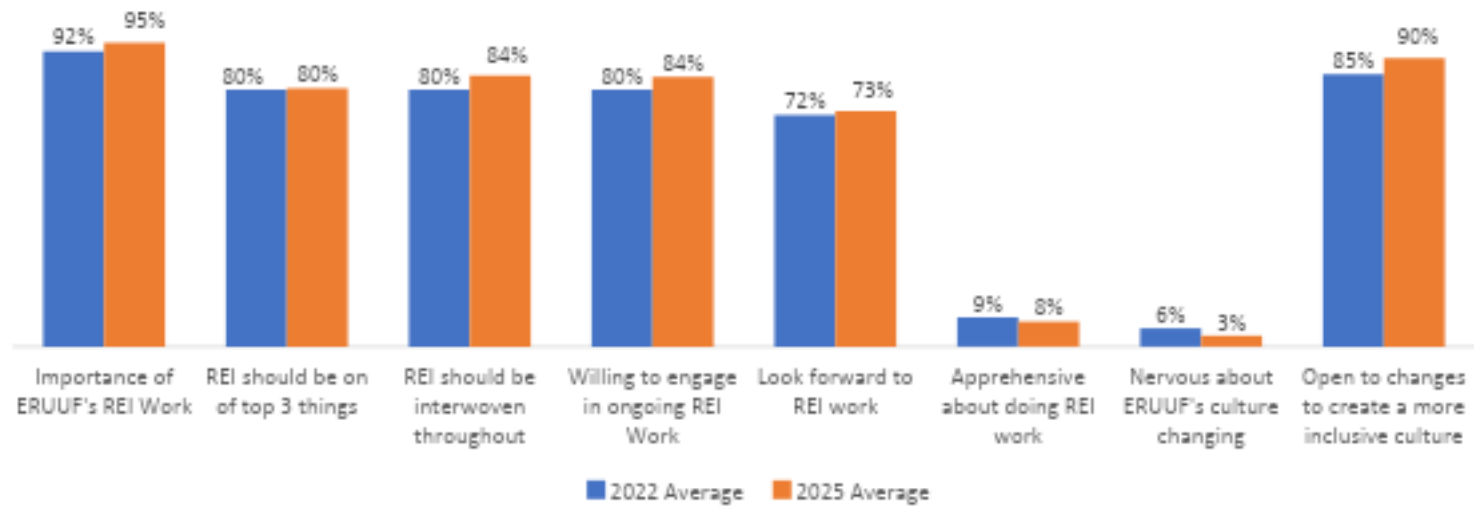


Table 2: REI Knowledge and Skills, 2025

Question	% Strongly Disagree (#)	% Disagree (#)	% Slightly Disagree (#)	% Slightly Agree (#)	% Agree (#)	% Strongly Agree (#)
I have a clear understanding of the concept of Racial Equity and Inclusion.	0% (0)	3% (6)	4% (8)	17% (35)	44% (92)	32% (66)
I know what it would look like to have Racial Equity and Inclusion in place at ERUUF.	0% (1)	3% (7)	4% (8)	37% (77)	39% (79)	16% (33)
I am aware of ERUUF's efforts to build Racial Equity and Inclusion.	0% (1)	1% (3)	3% (7)	20% (41)	34% (69)	41% (84)
I can describe ERUUF's vision for Racial Equity and Inclusion to a visitor.	2% (5)	11% (21)	14% (29)	32% (66)	24% (49)	17% (34)
I have the skills necessary to engage in authentic dialogue with people of different racial backgrounds.	0% (0)	1% (2)	4% (8)	19% (39)	53% (110)	23% (47)
I have the skills necessary to consider my ERUUF work through a racial equity lens.	0% (0)	2% (4)	4% (9)	24% (50)	47% (97)	23% (47)
I have the skills to work well with community groups led by people of color.	0% (1)	1% (3)	2% (5)	22% (45)	37% (77)	37% (76)
I appreciate learning about cultural backgrounds other than my own.	0% (1)	0% (0)	0% (0)	3% (7)	17% (36)	79% (163)
I am comfortable being in a space where my culture is in the minority.	0% (1)	0% (1)	4% (9)	18% (36)	30% (61)	47% (97)

REI Knowledge and Skills, by Year (% Agree/Strongly Agree)

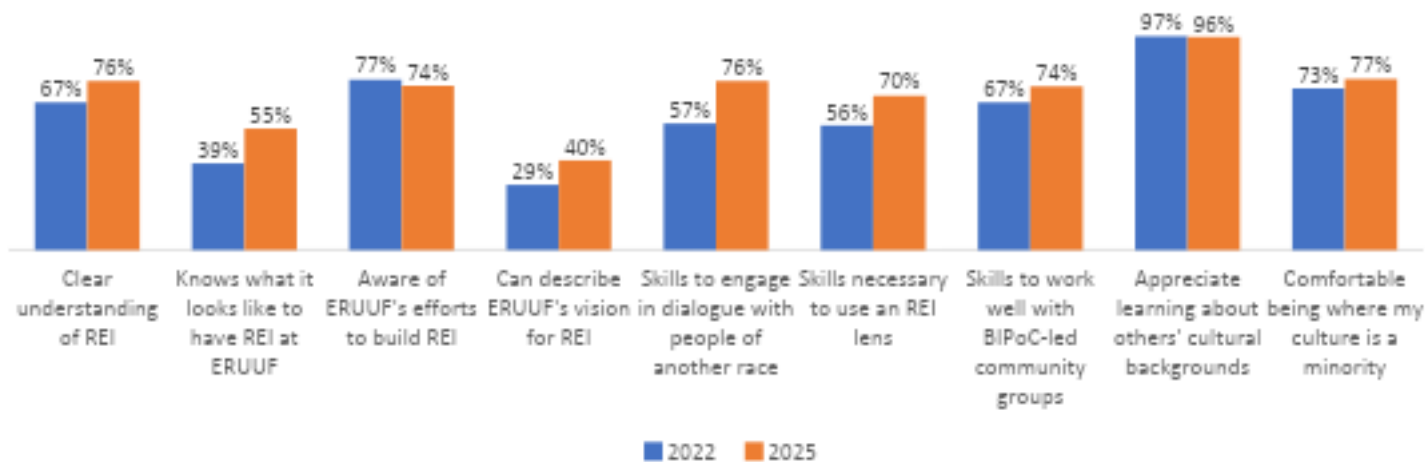
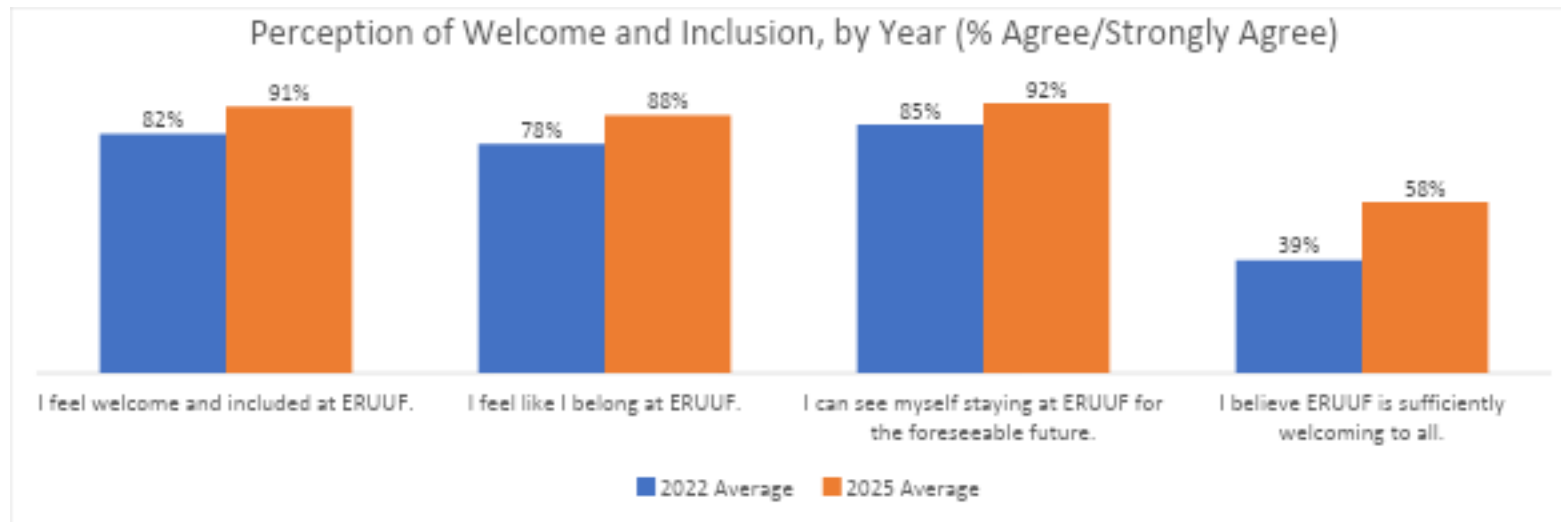


Table 3: Perceptions of Welcome and Inclusion

Question	% Strongly Disagree (#)	% Disagree (#)	% Slightly Disagree (#)	% Slightly Agree (#)	% Agree (#)	% Strongly Agree (#)
I feel welcome and included at ERUUF.	1% (2)	0% (0)	1% (1)	8% (15)	37% (73)	54% (105)
I feel like I belong at ERUUF.	1% (1)	1% (1)	2% (3)	10% (19)	37% (72)	51% (101)
I can see myself staying at ERUUF for the foreseeable future.	1% (1)	0% (0)	1% (1)	7% (14)	31% (61)	61% (119)
I believe ERUUF is sufficiently welcoming to all.	0% (1)	4% (9)	9% (19)	27% (56)	42% (86)	16% (33)



Participation in REI-Related Activities

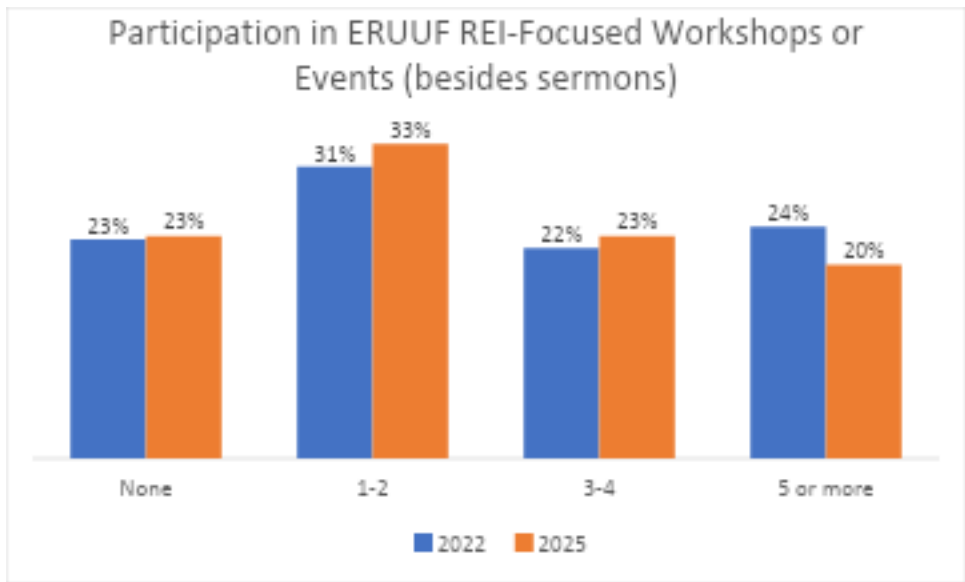
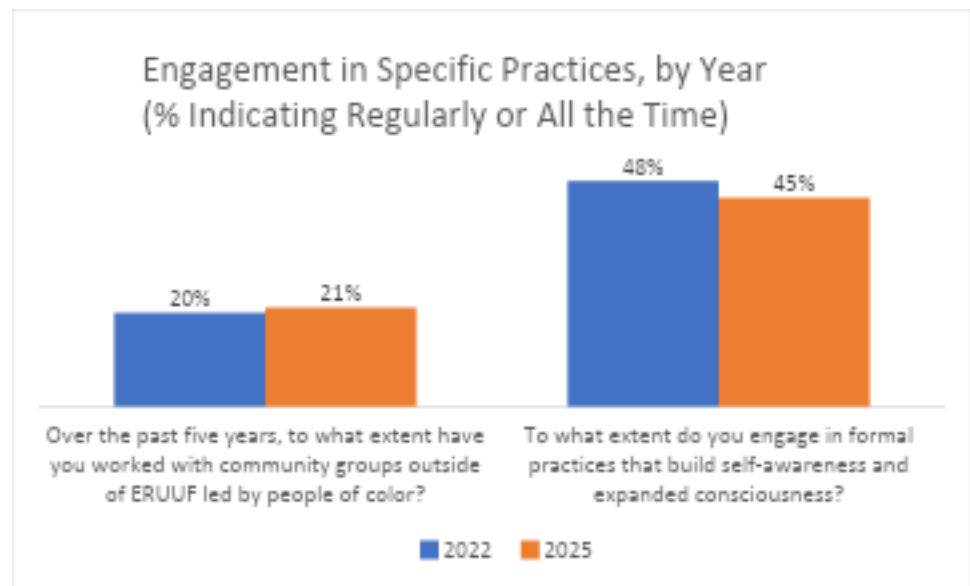


Table 5: Engagement in Specific Practices

Question	% Never (#)	% Rarely (#)	% Occasionally (#)	% Regularly (#)	% All the time (#)
Over the past five years, to what extent have you worked with community groups outside of ERUUF led by people of color?	17% (33)	29% (56)	33% (65)	16% (32)	5% (10)
To what extent do you engage in formal practices that build self-awareness and expanded consciousness?	3% (5)	15% (29)	37% (73)	30% (59)	15% (29)



Open-Ended Questions

To analyze the open-ended questions, the team reviewed all comments and then created themes that grouped similar responses. The tables that follow include the theme, the number of people who commented around that theme and the percentage that represents out of the people who answered the question, any sub-themes, and then some sample responses that illuminate the theme/sub-themes.

Table 6: Changes at ERUUF

Survey Question: What changes have you seen at ERUUF in the last few years as a result of the Racial Equity and Inclusion work? (139 Responses)

Theme	Number (% out of 139)	Sub-themes	Sample Response
Increased BIPOC attendance/ participation	39 (28%)	Increased attendance at services Increased participation in activities	More diversity in the membership/friends attending service and participating in events. I do see more people of color at Sunday services.
Not sure	33 (24%)	Been here too short a time	Have not been coming to ERUUF long enough to see any changes.
Worship	32 (23%)	More BIPOC participating in services Story for All Ages	I see and greatly appreciate that the service sometimes includes a person of color sharing a reflection, that the Beloved Community chorus seems to sing more often, and that Story for All Ages is very frequently a story that includes people of color. Intentionality of Sunday worship team. Increased diverse seminary students which has the potential to broaden the UU.
Increased BIPOC leadership	27 (19%)	Increased BIPOC lay leadership Increased diversity among staff	An increasing number of BIPOC people participating in or leading worship services, visitor hosting, the Board and other groups. The diversity of our staff is a clear display of competence and I think helps to avoid falling into the abyss of "group think"

Theme	Number (% out of 139)	Sub-themes	Sample Response
Increased attention to/awareness of REI issues	27 (19%)	Explicit discussions about REI topics Increased awareness of REI	More discussion about racial equity and inclusion; greater participation in workshops around racial equity and inclusion. More awareness on the part of white people that there is more work to do.
Programming/ workshops	20 (14%)	Workshops offered BIPoC-specific programming	More concerted efforts to reach out to People of Color and to inform people at ERUUF about racism and other forms of hate (historically and presently). This has resulted in more awareness and in many cases this has inspired ACTIONS and not just talk. More workshops and opportunities for people of color only spaces. the formation of the BIPOC chalice circle
Welcoming/ Inclusivity	8 (6%)	General positive changes Welcoming feel Need to welcome all	I have heard a difference in the way people interact and speak at coffee hour in the Fellowship Hall. Have only been coming to ERUUF for 5 months. I have found it very inclusive.
Music	7 (5%)		Different music in the worship service: less of the traditional white protestant church music and more of the Beloved Community Chorus, gospel and contemporary music that doesn't require being able to read musical notation; the addition of the house band. Definitely creates a different flavor and tone, hopefully more welcoming!

Table 7: Hopes for REI Work (135 respondents)

Survey Question: What hopes do you have for ERUUF's work around Racial Equity and Inclusion?

Theme	Number (% out of 135)	Subthemes	Sample Response
Increased BIPOC Attendance and Membership	51 (38%)	Increase in participation among all groups Sufficient numbers to reduce burnout	Continue growing its multi racial membership especially Hispanic We will be representative of Durham's demographics. BIPOC folks won't feel burnt out and constantly asked to lead initiatives with limited bandwidth
Welcoming environment	34 (25%)	Welcoming for BIPOC Welcoming for all	That ERUUF will be seen by the outside community as one with a larger contingent of people of color because it has become a congregation where POC feel truly welcome and can act authentically as themselves and where white people are seen as genuine allies. I hope we will continue to work to attract and welcome people of color, and that our culture will continue to change so that it is comfortable and welcoming for all
Continue the work/emphasis on REI	13 (10%)	Continue current work Continue on same path	REI is a goal that we have to work toward, so I hope ERUUF will continue to work toward this goal. My hope is that ERUUF will continue its positive endeavors for racial equity and inclusion because it is important and ties in with what UUs stand for.
REI embedded in congregation	13 (10%)	How we do business Policies Presence in RE	I hope that it will continue to become part of the fabric of ERUUF: just how we do business. Policies reflect our intentions and 100% of members can articulate our racial equity and inclusion vision. I hope that the RE landscape begins to reflect the changes happening in the wider congregation.

Theme	Number (% out of 135)	Subthemes	Sample Response
Not sure/none	9 (7%)	Not sure Sufficient changes	I'm not sure that ERUUF needs to change more than it has already. Perhaps the necessary changes have been made, and the racial diversity that we've seen increasing over the past several years will continue to increase.
REI programming	8 (6%)	Range of offerings Pilgrimage	Presenting a more diverse offerings, education, and subgroups to accommodate more diversity. I would like more opportunities for me to learn.
More community connections	7 (5%)	Working with community organizations Outreach into the community	Open, visible work with local community organizations that are engaged in tangible work towards racial justice. Continue to expand outreach internally and externally

Table 8: Additional Support Needed (96 respondents)*Survey Question: What additional supports do you need around Racial Equity and Inclusion?*

Theme	Number (% out of 96)	Sub-themes	Sample Response
None/not sure	36 (38%)	Current work is OK Don't know	Can't think of any I don't think any. I need to be more diligent about reading the weekly newsletter and scouring the website for activities and opportunities for involvement. It took us about a year after moving to the area to get settled in our environment, including at Durham. We are just now starting to explore small groups to get more connected and opportunities to be of service.
Continued trainings/ activities	17 (18%)	Full suite of trainings Getting more people involved Small group discussions	I need classes taught that go from the basics all the way through to completeness about racial equity and inclusion. I'm a newbie to all this. Really appreciate group discussions on this topic to increase everyone's comfort level talking about race I want the TOCC to keep doing their workshops and continue offering them most fully into the broader congregation. Are there workshops being thought of beyond what has been offered? Would it be good for teams to revisit workshops to see where they are? Could it be an offering of one of the workshops for a focused team (or two or three) so the full teams might dig into the work together? (I've tried to get my full teams to commit to certain dates, but it's been a challenge to get them all there and I'm sure even with a dedicated session, that might still be challenging.)
Cross-racial interactions	8 (8%)	Opportunity to engage across racial lines	More opportunity to share face to face discussions with BIPOC folks and hear differing life experiences and opinions.
Skills to interact with PoC	7 (7d%)	Learn to engage effectively with PoC Support for families with children of color	Feel confident and self assured while not angering other people especially people of other races. Find my place and groove in UU

Theme	Number (% out of 96)	Sub-themes	Sample Response
			consider more support around children/families who have adopted/are adopting/are fostering. support groups? Speakers? sermon.
Becoming more welcoming	5 (5%)	Need to reach out to all Understanding more about what we need to do	Please do not let anyone go unattended when they come to ERUUF. I simply want to understand what will make all races feel welcome at ERUUF and eager to share their traditions. Individually, I think we all try to be welcoming but knowledge is needed to be respectful and caring.
Communication/ Planning	5 (5%)	Communicating opportunities Planning across the year	I'd like to see a multi year curriculum that people can plan around. Opportunities are not advertised sufficiently in advance for people to plan for.

Questions and Concerns (88 respondents)

Survey Question: What questions or concerns do you have about ERUUF's work in Racial Equity and Inclusion?

Theme	Number (% out of 103)	Subthemes	Sample Response
None	33 (33%)	No questions or concerns Don't know	--Can't think of any
Limit attention in other areas	15 (15%)	Making sure REI does not result in less attention to other topics Need to recognize other racial groups Need to pay attention to other populations	-- That it does not crowd out other concerns such as environment and LGBTI/gender -- Regardless of race, people at ERUUF come almost exclusively from an educated "knowledge worker" class. This is not representative of Durham more broadly. We only touch on other communities in Durham as occasional good-deed "missionaries". We are separated from much of Durham more by class than by race in my opinion. -- No concerns, except that if there is too much additional focus on this area, it may be to the detriment or neglect of other important areas of diversity and growth for us. -- Not enough advocacy for Native American "Indians." -- I will be ignored as an older straight white woman. I already feel unseen.
Need to learn more about REI	9 (9%)	Need to learn more about ERUUF's REI work Don't know much about current work	--I think it'd be great for y'all to talk about ERUUF's work in Racial Equity and Inclusion during one or more of our Sunday services. I'd love to learn more and I bet many others would, too.
Workshop logistics	6 (5%)	More effective scheduling Trained facilitators	-- I worry about members feeling they are too busy for 3 hour workshops on Saturday mornings . I wonder if people will be more inclined to make the time if workshops are 2.5 hours long? or even 2 hours on occasion? -- I have a concern that the summer hiatus in affinity groups, caucuses, and other activity groups impedes progress due to the 4 month break

Theme	Number (% out of 103)	Subthemes	Sample Response
Backlash/ External responses	6 (6%)	Concern about external backlash People feeling like this is too much	-- Given the country's current state of affairs, have we ever gotten any external resistance or "threat" for ERUUF's work in REI? I know that's a sensitive topic but I think being moderately transparent about it and coming up with the right messaging may help those who are intimidated from being more openly involved. -- I feel racial equality should go along with gender equality, disability equality, class equality, etc. Respecting everyone. I feel things have gotten a bit lopsided. Sometimes feel a bit persecuted.
Internal/ External outreach	5 (5%)	Stay informed of upcoming opportunities Reaching out to community to share what is going on	-- I think ERUUF has to go into the community where there is more diversity. More diverse groups are not going to come to Garrett Rd just because we say we will welcome them. -- I am no sure how aware the congregation is about these important efforts by the Theory of Change Committee.
Data	5 (5%)	How work is being measured Learning more about how we are perceived	-- My only concern would be not moving so quickly that a backlash would develop. Taking the congregational temperature through this survey is a good idea but I hope the TOC committee will also use informal evaluation methods as well. -- What are any data points charting our journey? Percentage of people of color seems to have grown significantly.....but no specifics have been shared.

Who Responded to the Survey?

- A total of 209 people responded to the survey.
- 14% (27) were people of color, 86% (168) did not identify as people of color.
- 40% (78) had family members who identified as people of color.
- 84% (164) were members of ERUUF.
- Respondent Role Types:
 - 10% (20) were members of a group elected by the congregation
 - 4% (8) were paid staff members
 - 10% (20) were leaders of Ministry Teams
 - 40% (78) were members of Ministry Teams
 - 46% (88) were members of other teams or affinity groups at ERUUF
 - 19% (37) did not belong to any formal groups at ERUUF

