

# 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. A total of 233 members and friends of ERUUF completed the survey, which included closed-ended and open-ended questions (this is slightly higher than the number responding to the 2023 Pulse Survey). This overview summarizes the results; a full copy of the report will be housed on the ERUUF website.

## Closed-Ended Questions: Key Takeaways

- *ERUUFians see the REI work as important.* 92% of respondents agree or strongly agree that ERUUF's work in REI is important. 80% agree or strongly agree that it should be one of the top three areas of emphasis and that it should be interwoven throughout ERUUF's programming.
- *ERUUFians are willing to do REI work.* 80% of respondents agree or strongly agree that they are willing to do more REI work and 72% are looking forward to it.
- *People are not always clear about ERUUF's vision for this work.* Between 30-40% of respondents agree or strongly agree that they could describe ERUUF's vision for REI or have a clear picture of what REI would look like at ERUUF. When asked about additional support needed, 12% of respondents note the need for a clear definition.
- *People need help in doing this work.* Around 60% of respondents agree or strongly agree that they have the skills necessary to 1) engage in authentic dialogue with people different from them, 2) do their work with an equity lens or 3) work with community groups led by people of color. This is substantially lower than the 92% that believe this work is important. It is also important to note that people often overestimate their skills on surveys such as these.
- *Most people feel welcome at ERUUF.* 82% of respondents, including BIPOC, agree or strongly agree that they feel welcomed and included at ERUUF.

## Open-Ended Questions: Top 5 Themes

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

- *Hopes for ERUUF's REI work (117 wrote comments):*
  - Becoming a welcoming community (30 respondents)
  - Increased congregational commitment to REI (22)
  - Increasingly diverse membership (20)
  - Embedded throughout ERUUF (12)
  - None/Work given less emphasis (12)
- *Questions and concerns (103 wrote comments):*
  - None (25)
  - Too much emphasis on REI, crowding out other social justice issues (20)
  - Relationship to spirituality (13)
  - Goals and evaluation (13)
  - Increasing ERUUF's commitment (9)
- *Areas for additional support in REI (95 wrote comments):*
  - Workshops or additional trainings (25)
  - Nothing/don't know (18)
  - Opportunities to interact in diverse groups (15)
  - REI definition (11)
  - Developing skills/commitment to doing this work (11)

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“My hope is that we might start to see racial equity and inclusion work as central to our spiritual growth as Unitarian Universalists—to be radically inclusive in recognizing the value of all persons. To really live out our first principle around the inherent worth and dignity of every person, not from a platform of white privilege, but from an inclusive circle of compassion and community in which everyone belongs.”

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