



# MOVING BEYOND COLORBLIND

A RESOURCE  
GUIDE FOR  
CHURCHES &  
ORGANIZATIONS

\*Pages 10 & 11

by Sarah Shin



## Get the Book

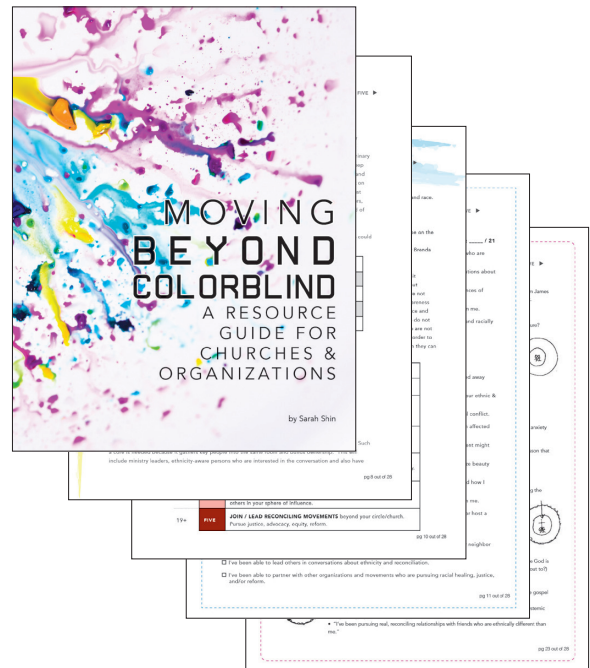
While society may try to be colorblind, we can't ignore that God created us with our ethnic identities, and he made them for good. In her book *Beyond Colorblind*, ethnicity and evangelism specialist Sarah Shin reveals how our broken ethnic stories can be restored and redeemed, demonstrating God's power to others and bringing good news to the world. Discover how your ethnic story can be transformed for compelling witness and mission.

Order *Beyond Colorblind*

## Get the Resource Guide

This is an excerpt of the PDF "Moving Beyond Colorblind," a resource guide for churches and organizations that are looking for suggested next steps in helping their communities become more aware of ethnic stories and cultural differences. To purchase the full PDF, go to [beyondcolorblind.com](http://beyondcolorblind.com).

Purchase the Complete Church Resource Guide



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The Beyond Colorblind Church Application PDF is designed to be used in conjunction with the book [Beyond Colorblind](#).

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**Step ONE: Assess yourself/key leader in ethnicity awareness**

Self-assessment is key if one desires to lead his or her community in conversations about ethnicity and race.

Get the pastors or executive team on board.

- Each person should read *Beyond Colorblind*. Use the video resources listed in chapters 1-5.
- Each person should complete the self-assessment worksheet and pinpoint where they might be on the learning continuum below (see worksheet).
- \*If additional reading is needed (for a vision of what could be), *Roadmap to Reconciliation* by Brenda Salter McNeil is recommended.

Tally up the number of check marks. Then look up the corresponding growth stage to confirm that it matches your experience and reality. \*It is better to be conservative rather than over-optimistic about where you are. If the primary ministry leader(s) and/or pastor(s) who are to lead this conversation are not in at least Stage Three, it is strongly recommended to wait until the leaders have grown in their awareness and experience. Because growth in ethnic awareness and reconciliation requires personal experience and knowledge, those who are not developed in the journey can do more harm than good. (Those who do not yet know fully how to drive or ski should not teach others how to drive or ski.) Ministry leaders who are not yet in Stage Three should re-read *Beyond Colorblind* and the additional recommended readings in order to expand knowledge. They should pursue intentional cross-cultural friendships with those from whom they can learn.

# of checks	Stage	Description
0-3	<b>ZERO</b>	<i>Colorblind</i> to <b>RECOGNIZING DIFFERENCE</b>
4-6	<b>ONE</b>	<i>Inactivity</i> to <b>ACTIVE LEARNING ABOUT DIFFERENCE.</b> Read books, watch shows, listen to sermons, displace yourself in other environments.
7-10	<b>TWO</b>	<i>Conceptual Engagement</i> to <b>RELATIONAL ENGAGEMENT.</b> Learn the stories of others & your own. Pursue cross-cultural friendships & mentorship with a humble learning posture and prayerful reflection.
11-14	<b>THREE</b>	<i>Fear of Dissonance</i> to <b>TRANSFORMATIVE RECONCILIATION.</b> Commit to cross-cultural conflict resolution & engage your own ethnic story. Repent, ask for forgiveness, and reconcile.
15-18	<b>FOUR</b>	<i>Individual Change</i> to <b>INFLUENCING OTHERS.</b> Share story of your journey & healing. Become an ally and advocate for others in your sphere of influence.
19+	<b>FIVE</b>	<b>JOIN / LEAD RECONCILING MOVEMENTS</b> beyond your circle/church. Pursue justice, advocacy, equity, reform.

**Ethnicity-Awareness Self-Assessment Questions****Total number of checked boxes: \_\_\_\_\_ / 21**

- I might not always be able to articulate it, but I notice differences between myself and people who are ethnically different from me.
- I've realized or am realizing that colorblindness doesn't seem to help get to some real conversations about ethnicity and race.
- I read books, listen to sermons, and/or watch shows that help me understand lives and experiences of people who are ethnically and racially different from me.
- I visit spaces (church/community center) where people were ethnically and racially different from me.
- I have listened/started to listen to the life stories and experience of people who are ethnically and racially different from me.
- I have received/started to receive mentorship from someone racially different from me.
- I have a humble learning posture as I learn the stories of ethnic others.
- Learning about the ethnic journeys of others has helped me reflect on my own story.
- I have had experiences of cross-cultural conflict with someone of a different ethnicity and walked away closer than we were before.
- I have a close relationship with someone of a different ethnicity (and we are able to talk about our ethnic & cultural differences).
- I've been able to repent, ask for forgiveness, and reconcile when I've experienced cross-cultural conflict.
- My friends are willing to talk to me about painful life experiences including how they have been affected by racism, prejudice, or injustice in their lives.
- When I walk into a room, I am immediately aware of ethnic representation and how who is present might affect the flow of conversation.
- I've been able to share about my ethnic journey and what I've learned as I've grown to recognize beauty and sin in that story.
- Spending time with an ethnic group (in America) different from my own has significantly affected how I think, relate to people, and/or assume what is "normal." [Study abroad does NOT count.]
- I've started to advocate for the needs of friends and neighbors who are ethnically different from me.
- I am aware of my own bias of what is "normal" and know how to vary up how I lead a meeting or host a gathering in a way that is hospitable to people of other ethnicities.
- I can articulate how systemic injustice affects different ethnic and racial groups of people.
- My first instinct when I hear about local or national ethnic injustice is to reach out to a friend or neighbor and ask them how I can pray for and care for them.
- I've been able to lead others in conversations about ethnicity and reconciliation.
- I've been able to partner with other organizations and movements who are pursuing racial healing, justice, and/or reform.

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