



# Findings from the Sharing Project

Multicultural Ministries  
Multicultural Growth and Witness



## Launched in July 2013



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



- 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

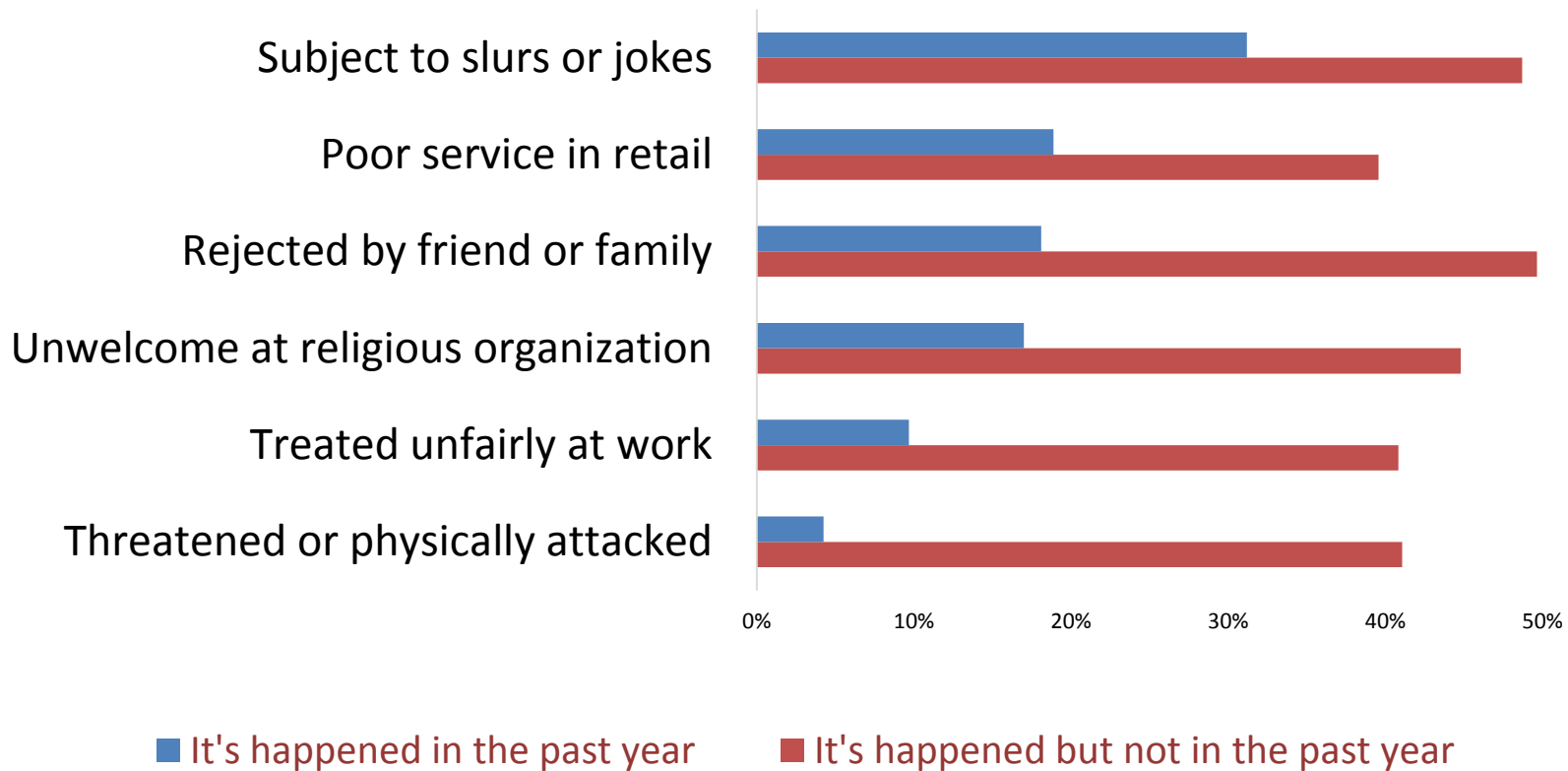
Contextualizing the Survey

## DEMOGRAPHIC HIGHLIGHTS



# Discrimination

## Respondents face discrimination every day

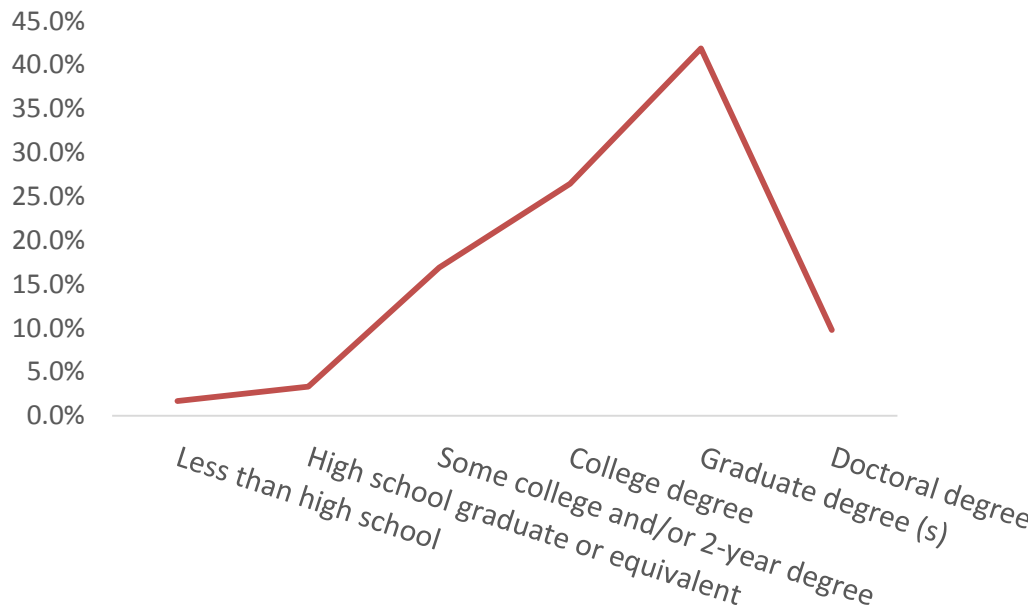




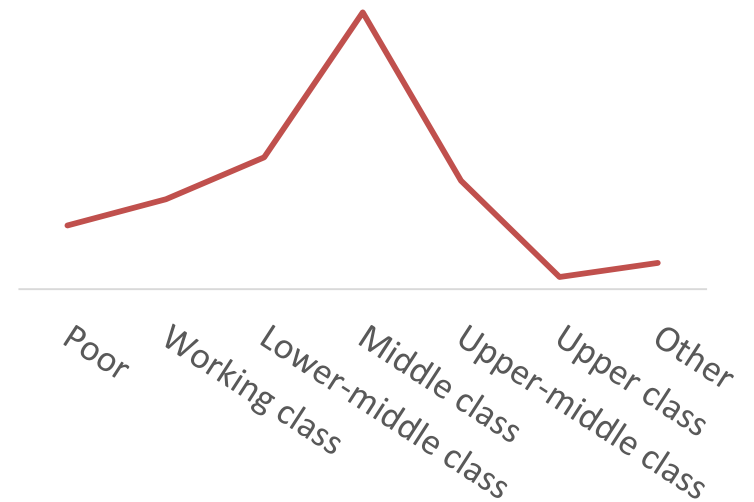
# Education vs Class

Respondents are highly educated, although financial status is low considering the high levels of education

## Education



## Class







# Disabilities UUs Are Living With





# Primary Disabilities

Mental health issues rank highest of all disabilities identified

## Top Four Disabilities

• Mental health issues (anxiety disorders, mood disorders, psychotic disorders, co-occurring disorders, eating disorders, personality disorders, etc.)	34%
• Food allergies (gluten, dairy, nuts, eggs, yeast, or other extreme food sensitivities)	17%
• Mobility issues	16%
• Learning/attention (dyslexia, attention-deficit/hyperactivity disorder, etc.)	13%



# Sexual Orientation

bisexual  
lesbian  
gay  
queer  
same gender-loving  
pansexual  
questioning  
homosexual  
asexual



## Bisexuals represent a significant portion of the population

Lesbian	25%
Bisexual	21%
Queer	21%
Gay	16%



# Gender Identity

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



# Race and/or Ethnicity

Jewish

Asian, South Asian, East Asian, Southeast Asian, and/or Asian-American

Caribbean and/or Caribbean-American

Latino/a, Hispanic, and/or Chicano/a

Multiracial/Multiethnic

Black, African-American, African Diaspora, and/or African

American Indian, First Nations, and/or Alaska Native

Pacific Islander or Native Hawaiian

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

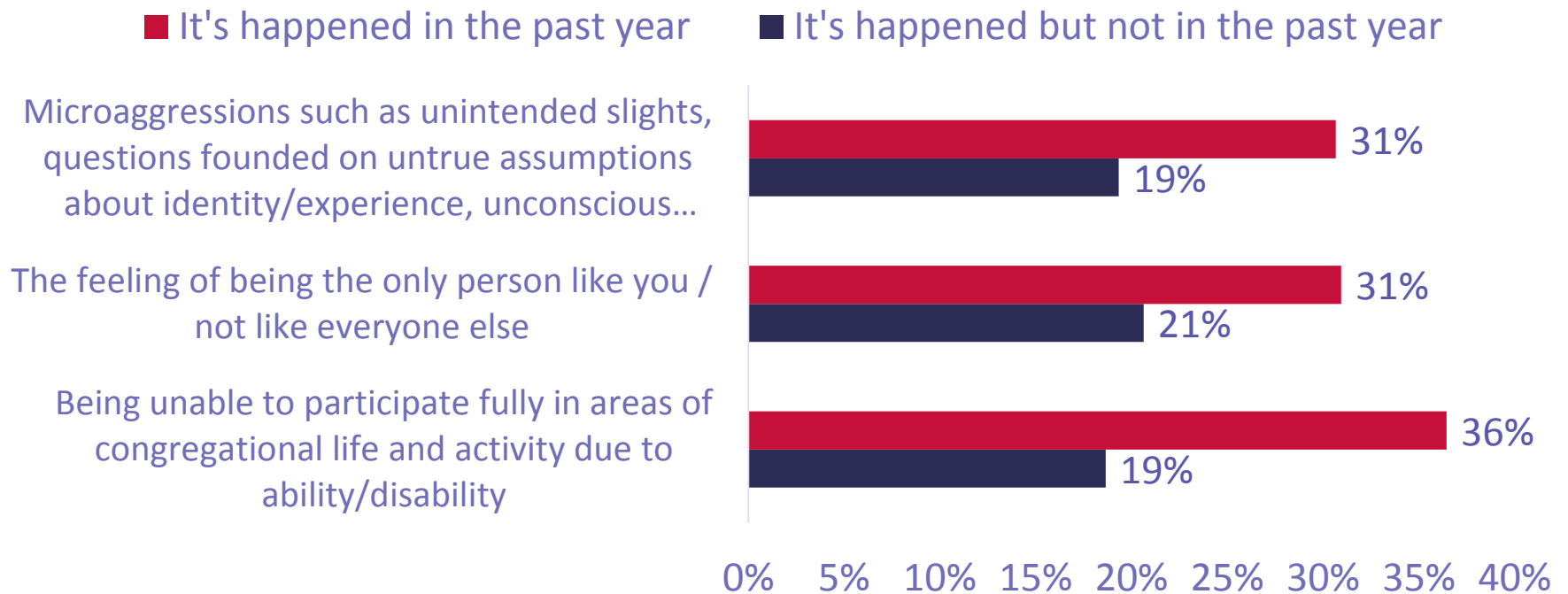
- Religion is important in respondents lives yet UU involvement is relatively recent, with a significant number joining in the last ten years
- Spiritual needs are generally unmet by congregations
- Grief is the number one reason for seeking pastoral care/support
- The majority of parents with children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





# People Living with Disabilities

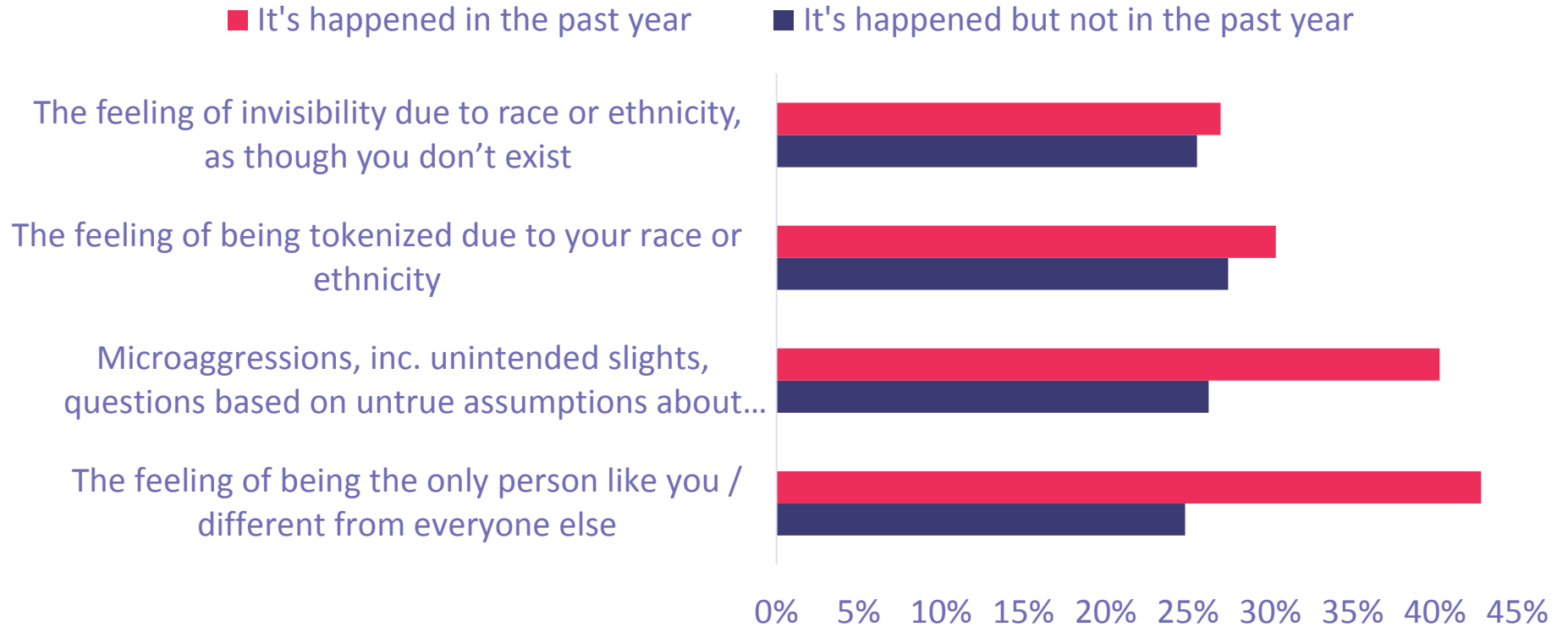
The primary concern raised by people with disabilities of all types is that they cannot participate fully in congregational life





# People of Color

People of color consistently experience microaggressions, tokenization, and invisibility in their congregations





# 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](http://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