

TRI-FAITH INITIATIVE®

RELIGIOUS EQUITY SEMINAR

Religious Equity Seminar (RES) equips community leaders and members to build thriving, inclusive communities that celebrate religious pluralism as a social norm, making it a natural outgrowth of Tri-Faith Initiative's mission.

As U.S. cities grapple with demographic changes and the legacy of racism and religious bigotry, there is an urgent need to heal divisions and build cross-cultural relationships. Religious equity requires us to examine our place in the world, the histories that affect communities differently, and the opportunities to improve the world for people of all backgrounds.

RES is not a world religions class, nor is it a foundational theology course. Rather, the two-day seminar attempts to lay plain the origins of the tropes, stereotypes and deep-seated narratives that have fueled negative attitudes toward various religious communities for millennia — and which continue to give even the most well-intentioned people faulty understandings that foster exclusivity instead of inclusivity.

A primary goal of RES will be to inspire participants to cultivate a sense of welcoming and belonging toward people of diverse religious backgrounds that is self-aware, historically informed, and — most importantly — actionable.

As Tri-Faith Initiative VP of Mission Advancement Jeremy Fricke explains, "The seminar proposes that religious equity in action is when human interactions, both on the individual and corporate level, accommodate people who relate to religion differently and normalize their inclusion. In other words, practicing religious equity is like hosting a dinner party where no one leaves hungry and everyone belongs."

Drawing upon sociological case studies, historical studies, current events, and Tri-Faith's own emerging "living library" of case studies, each section will follow a similar instructive format, interweaving presentations, activities, and discussions.



THREE GUIDING REFERENCE TOOLS

- **The Four B's: Belief, Behavior, Belonging, Becoming**
 - Helpful framework for orienting oneself when exploring others' religious/spiritual traditions without relying on limiting definitions of religion (e.g., "belief in one supreme being," "belief in an afterlife," etc.)
- **Cycles of Socialization Model**
 - Visualization of some of the ways in which systems (institutions, family structures, pop culture, media, etc.) ingrain an individual with biases against certain groups of people, and how those biases are actively reinforced over time
- **Tri-Faith Bridging Model**
 - Interpersonal model that helps one gauge (and reflect upon) how they typically relate to other people who hail from different backgrounds and hold different beliefs

DAY ONE SCHEDULE

8:30 - 9:00	Check-in and optional breakfast
9:00 - 10:00	Introductions
10:00 - 10:45	Cycle of Socialization and Bridging Chart
10:45 - 12:00	Religious Freedom and Foundations pt. 1
12:00 - 12:45	Lunch
12:45 - 1:45	Religious Freedom and Foundations pt 2.
1:45 - 3:00	Religious Equity: Jewish Experiences
3:00 - 3:15	Break
3:15 - 4:30	Religious Equity: Muslim Experiences
4:30 - 5:00	Debrief the day and preview of next day

DAY TWO SCHEDULE

8:30 - 9:00	Check-in and optional breakfast
9:00 - 9:45	Review and walk with reflection with prompts
9:45 - 10:00	Warm-up activity
10:00 - 10:30	Religious Equity: Race and Religion
10:30 - 11:15	Religious Equity: Native Experiences
11:15 - 12:00	Religious Equity: Black Experiences
12:00 - 12:45	Lunch
12:45 - 1:30	Religious Equity: Black Exper. cont'd
1:30 - 2:30	Christian Nationalism: Whose Christianity isn't it?
2:30 - 2:45	Break
2:45 - 3:00	Optional Guided Break
3:00 - 3:45	Religious Equity: Extending the Table
3:45 - 5:00	DEI actions/takeaways, wrapping up, and post-test

INTERESTED IN SCHEDULING YOUR ORGANIZATION FOR RES?

Contact Tri-Faith Initiative Vice President of Operations & Development Erik Servellon via email: eservellon@trifaith.org or by phone: 402-934-2955