

# Cru Lifting Up Black Spaces (CLUBS): For The Good Of The City



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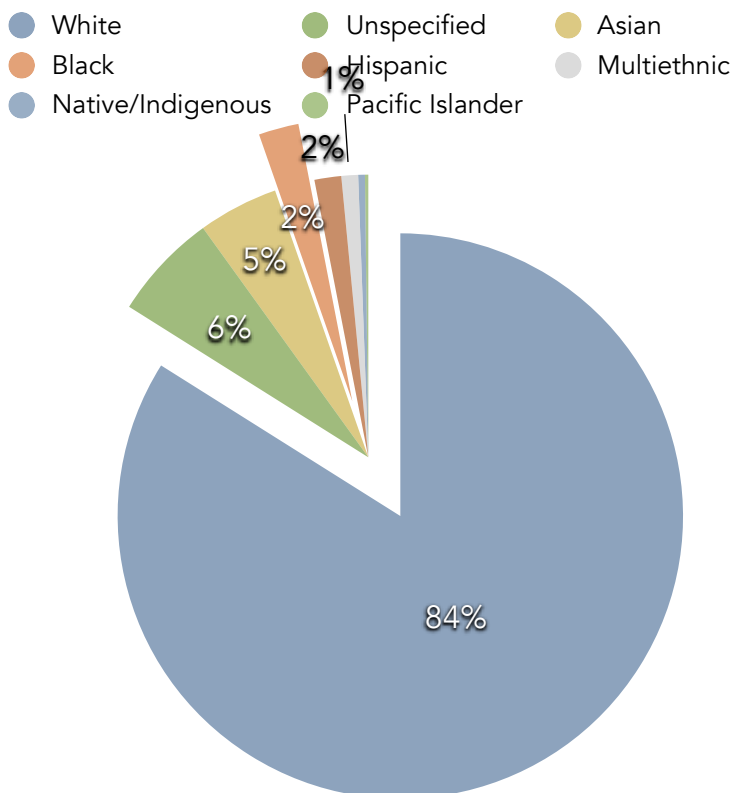
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## Background

In January 2020, this task force was commissioned by Greg Lillestrand, the Vice-President of Cru and National Director of City.

## Purpose

To evaluate and propose strategies to increase the effectiveness of Cru City's competency in engaging and empowering the Black community. The task force came together with a common concern regarding Cru's current lack of effectiveness in reaching Black people in cities.



## Current Data:

- 83.8% of City staff are white.
- 10%, or 53 people, identify as people of color
- 6% have not specified
- Our black staff members are just 2% of City staff, contrasted to 13.4% of the U.S. (*U.S. Census, 2019*)

## Ethnicity Breakdown:

- Asian: 24
- Black: 12
- Hispanic: 8
- Multi-ethnic: 5
- Native/ Indigenous: 2
- Pacific Islander: 1

## **Summary**

The urgency of our charge intensified over several months as the coronavirus pandemic and civil unrest dominated the American landscape. This inflection point in our nation converges with what we as Black staff also believe is a critical juncture for Cru as an organization. Now more than ever before, Cru must ask itself:

*“What kind of organizational culture will we choose to cultivate in this decade? Will we address what holds us back from fulfilling the Great Commission?”*

Below are several strategies curated from our task force which we believe are essential not only for Black people to flourish within City, but also for City’s relevance in the rapidly changing urban landscape and the greater picture of God’s Kingdom having every tribe, tongue, and nation in it.

### **PROPOSAL 1: Complete a Cultural Competency Audit for City**

Related Action Point:

- Commission research to tell the history of City (good, bad and ugly), in regards to ethnic diversity.

### **PROPOSAL 2: Add Black Leadership To The Leadership Structures Of City**

Related Action Points:

- Involve Black City staff in the design, ongoing discussion and ultimate decisions regarding key ministry strategies, i.e. Cityscape.

### **Proposal 3: Define, Articulate And Live Out “For The Good Of The City.”**

Related Action Points:

- Share the Theology of Shalom when describing City’s vision statement.
- Challenge each City location to do an assessment of local socio-economic brokenness and make plans to address it as part of Cru’s win- build-send scope.

### **Proposal 4: Acknowledge & Confess City’s shortcoming in serving Black communities.**

Related Action Points:

- Hear from Black staff in City and work to change these realities.

### **PROPOSAL 5: Hear from our staff of color to understand their experiences.**

Related Action Points:

- Survey City’s staff of color bi-annually to discover felt demographic differences.

### **PROPOSAL 6: Evaluate The Cross-Cultural Effectiveness Of Current Resources.**

Related Action Point:

- Do an assessment of our current resources to explore if they are contextualized or relevant to the Black communities.

### **PROPOSAL 7: Make Financial Investments To Engage Black Inclusion.**

Related Action Point:

- Look for alternative funding sources to more quickly increase the number of African Americans on Staff.
- Review and Implement the MPD insights learned from the SLI 6 Action Learning Project on MPD and Diversity.

### **PROPOSAL 8: Institute Cross-Cultural Training For City Staff.**

Related Action Point:

- Provide cross-cultural training for team leaders and city staff.

### **In Closing:**

We have narrowed our recommendations to things primarily actionable within City. This list is not exhaustive. However, we believe these proposals are best supported in the context of broader, more Cru-wide organizational change. In that context we believe that City can begin to live out its calling to “Reflect Jesus together for the good of the city.” We believe in that vision, which is why we serve and are compelled to raise City to a higher, more inclusive calling of what those words actually mean.