



Race and Ethnicity

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In consultation with:

Diversity and
Reconciliation Team

2017 Panel, Volume #1

About the Panel

The Presbyterian Panel is made of up of representative samples of ministers of the Word and Sacrament and members of Presbyterian Church (U.S.A.) congregations who respond to quarterly surveys on topics that are important to the denomination.

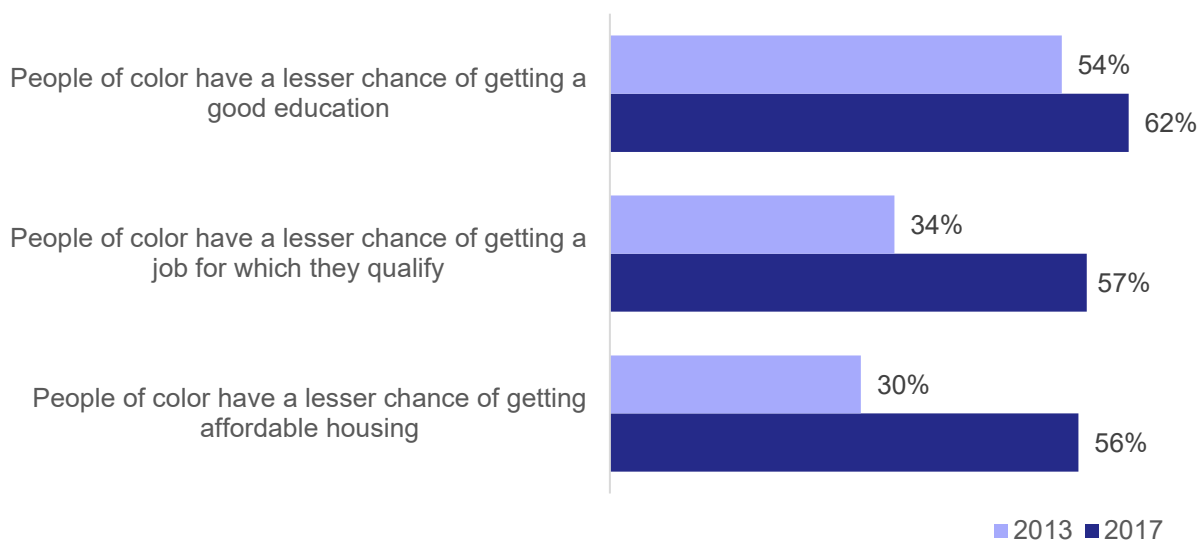
The August 2013 and February 2017 Panel surveys both dealt with race and ethnicity, and the inclusion of a number of identical questions in the two surveys allows for analysis of change over time. The Panel was re-sampled in 2015 and 2016, and so the panelists who participated in the 2017 survey were not the same panelists who participated in 2013.

Overview of Findings

A comparison of responses to the August 2013 and February 2017 surveys suggests that Presbyterians' attitudes towards and involvement in race and ethnicity issues has changed in the past four years.

More Presbyterians today believe there is discrimination against people of color than did so in 2013. Majorities of members now detect racial disadvantage in each of these areas: schooling, employment, and housing.

The percentage of members who view people of color as having a *lesser* chance than White people of achieving various ends has risen



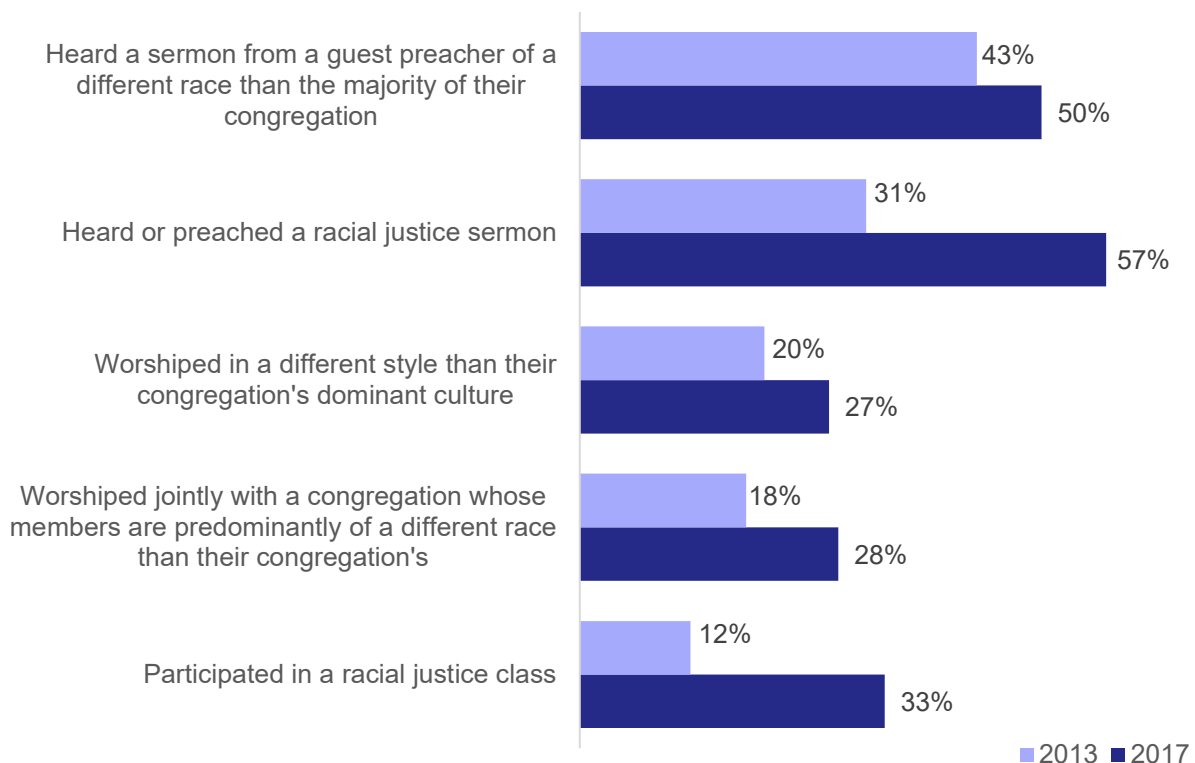
Cross-Racial Collaboration and Racial Justice Work

Consistent with this greater perception of racial inequality, more Presbyterians are involved in cross-racial collaboration and racial justice work today than were in 2013. This is true both within congregations and outside the walls of the church.

Within congregations, the largest increase has been in participation in racial justice classes, which has almost tripled, from 12% to 33%. In addition, half or more of members now report having heard or preached a sermon on racial justice during the past two years and/or having heard a sermon from a guest preacher of a different race from the majority of their congregation.

Involvement in cross-racial collaboration and racial justice work, within congregations, has grown

Percentage of members who have in the past two years:



In addition to interracial collaboration and racial justice work within congregations increasing, racial justice work outside the church walls has also increased. The percentage of members involved in the past two years in each of five racial justice activities of their congregation has doubled or more since 2013.

Involvement in racial justice work, outside of congregations, has also grown

Percentage of members who have in the past two years:

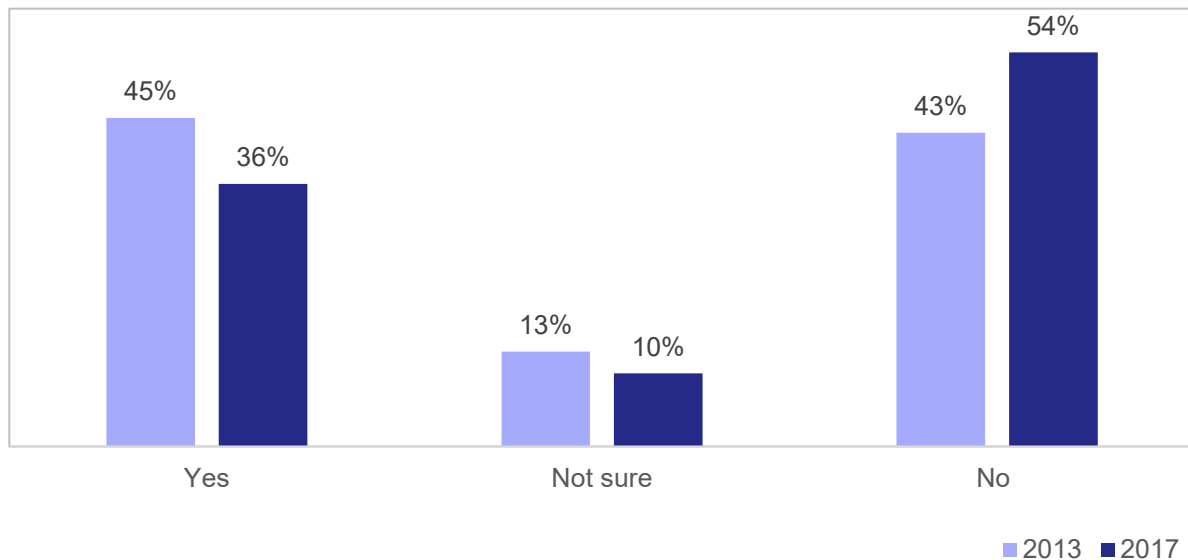


Racial Diversity in Worship

Given Presbyterians' greater involvement in cross-racial collaboration and racial justice work today, it may come as no surprise that Presbyterians' openness to interracial worship has grown. More Presbyterians today than in 2013 are open to worshiping in a congregation in which people of their racial or ethnic background do **not** predominate. A majority of members now say they would **not** have a problem being in a multiracial or multicultural congregation or a congregation made up predominantly of people of a different race from theirs.

The percentage of members who are open to worshiping in a congregation in which people of their race or ethnicity do *not* predominate has expanded

Q: Would you prefer to worship in a congregation where most of the members are of the same racial or ethnic background as you?



“The history of segregation rooted in Jim Crow and slavery cannot be overcome if we remain separate,” a White member writes in response to one of the survey’s open-ended questions. “Besides, I need to learn the wisdom of people different from me.”

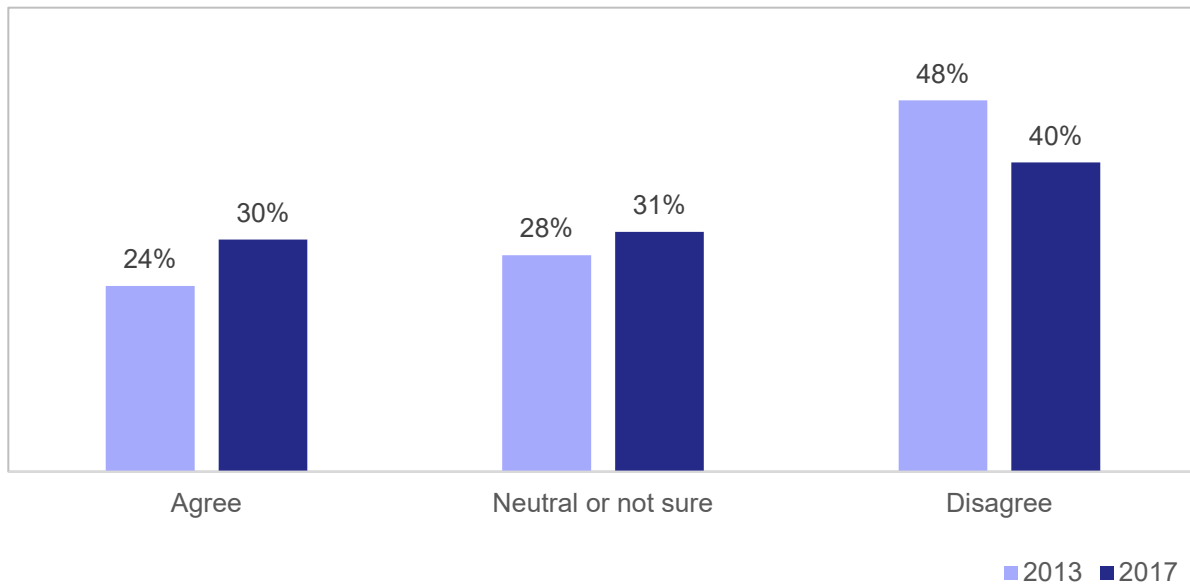
Some White members and ministers also comment that: (1) Race and ethnicity does not matter at all to them; (2) they are open to racial and ethnic diversity in their congregation as long as there is no change in worship style; and (3) there are essentially no people of color in their community.

Ministers of color caution that whether worship is in English or a different language and how much White racism Presbyterians of color must endure could be issues in a multiracial or multicultural congregation.

Consistent with the increase in worshipers who are open to being in a racial minority in worship, more Presbyterians today than in 2013 are part of a congregation that is actually trying to diversify its membership. Almost one-third of pastors now say their congregation has prioritized becoming more racially and ethnically diverse.

There has also been an increase in the percentage of congregations that prioritize racial-ethnic diversity

Q: My congregation has made it a priority to become more racially and ethnically diverse (pastors' responses)



Reflecting on the Changes

Because different Panels responded to these two surveys, it is difficult to know whether individual Presbyterians have become more supportive of interracial collaboration and racial justice, or whether the composition of Presbyterians has changed.

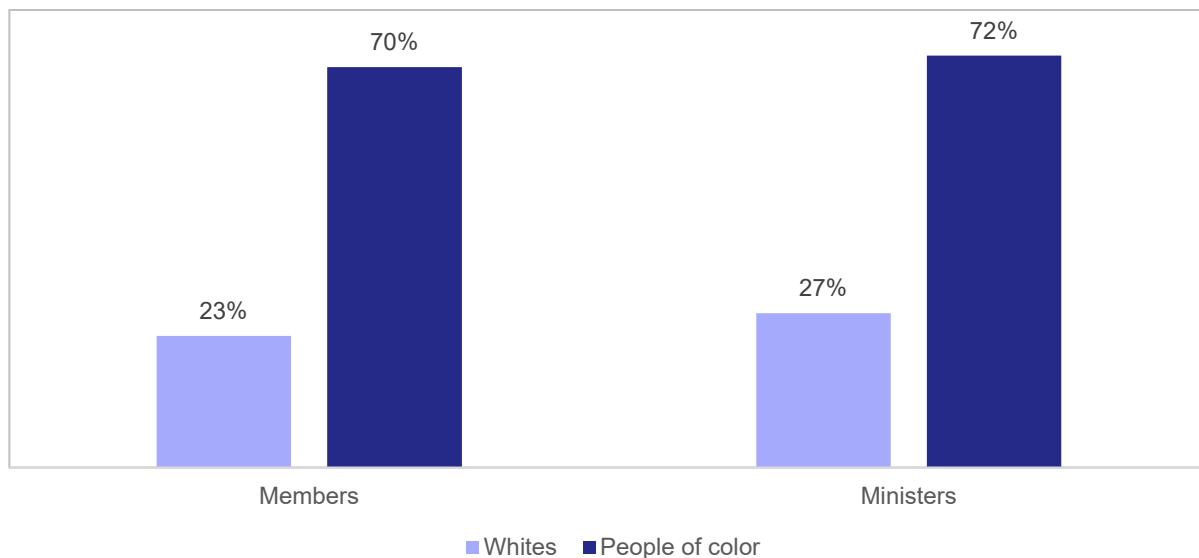
People who have joined PC(USA) congregations as members between 2011 and the present and Presbyterians who have been around longer respond to these race and ethnicity questions similarly. This suggests that there has been no influx into the denomination of new, more pro-racial justice, pro-interracial collaboration people that might account for the changes.

More theological liberals than theological moderates and conservatives perceive racial injustice and are open to interracial collaboration. We know from comparing responses to Panel background surveys that many more Presbyterians are theologically liberal today than were so in the past, and this may help account for the greater support for and involvement in interracial collaboration and racial justice today.

Discrimination and Racial-Ethnic Composition

While the past four years have seen a boost in Presbyterians' interest in racial justice and interracial collaboration, there has been no parallel increase in how many Presbyterians see themselves as personally facing racial injustice. The percentage of panelists who report having ever experienced discrimination, harassment, violence, or prejudicial statements because of their racial or ethnic background has remained stable. About seven in ten members and ministers of color and a quarter of White members and ministers recall having experienced such discrimination or harassment.

More Presbyterians of color than White Presbyterians have experienced discrimination, harassment, violence, or prejudicial statements because of their race or ethnicity



The racial-ethnic composition of the two Panels that responded to these questions in 2013 and 2017 was similar. As in the PC(USA) as a whole, about nine in ten members and ministers in both Panels have been White.

Detailed percentage responses to each question on the survey are found in the appendix.

Appendix A: Survey Questions and Responses Race and Ethnicity Presbyterian Panel: Volume 1, 2017

	Members	Teaching Elders
Number of survey invitations sent	1,018	1,339
Number of surveys completed	416	706
Response rate	38%	56%

Note: A mid-cycle purge of non-respondents contributed to a larger response rate.

	Members	Teaching Elders
Race and Ethnic Relations		
1. In general, how do you think the chances of white people and people of color compare:		
a. When it comes to getting any kind of job for which they are qualified?		
	n=411	n=702
People of color have a greater chance than white people	8%	3%
People of color and white people have similar chances.....	29%	16%
People of color have a lesser chance than white people	57%	77%
Not sure.....	6%	5%
b. When it comes to getting a good education?		
	n=407	n=702
People of color have a greater chance than white people	4%	3%
People of color and white people have similar chances.....	30%	20%
People of color have a lesser chance than white people	62%	75%
Not sure.....	3%	2%
c. When it comes to getting any housing that they can afford?		
	n=408	n=701
People of color have a greater chance than white people	2%	1%
People of color and white people have similar chances.....	38%	23%
People of color have a lesser chance than white people	56%	72%
Not sure.....	5%	4%
d. When it comes to voting in elections without encountering obstacles?		
	n=407	n=700
People of color have a greater chance than white people	1%	1%
People of color and white people have similar chances.....	41%	26%
People of color have a lesser chance than white people	53%	68%
Not sure.....	5%	4%

Note: Percentages may not add to 100 due to either rounding or the ability to select more than one option
n = number of respondents who replied to this question

2.	What is your impression of the way people of color in your local community are treated in the following situations?		
a.	On the job and at work	n=409	n=701
	Treated better than white people	2%	2%
	Treated the same as white people	61%	43%
	Treated worse than white people	26%	45%
	Not sure/Does not apply	11%	10%
b.	On public transportation	n=408	n=703
	Treated better than white people	1%	1%
	Treated the same as white people	54%	41%
	Treated worse than white people	20%	34%
	Not sure/Does not apply	25%	24%
c.	In stores and shops	n=409	n=703
	Treated better than white people	1%	0%
	Treated the same as white people	55%	38%
	Treated worse than white people	40%	56%
	Not sure/Does not apply	5%	6%
d.	In restaurants, bars, theaters, or other entertainment businesses	n=410	n=702
	Treated better than white people	1%	0%
	Treated the same as white people	63%	47%
	Treated worse than white people	28%	43%
	Not sure/Does not apply	8%	9%
e.	In dealings with the police	n=407	n=703
	Treated better than white people	2%	0%
	Treated the same as white people	24%	17%
	Treated worse than white people	64%	72%
	Not sure/Does not apply	10%	11%
f.	In courts of law	n=407	n=702
	Treated better than white people	1%	1%
	Treated the same as white people	41%	25%
	Treated worse than white people	45%	62%
	Not sure/Does not apply	14%	13%
g.	In schools and colleges	n=407	n=702
	Treated better than white people	9%	5%
	Treated the same as white people	59%	43%
	Treated worse than white people	25%	40%
	Not sure/Does not apply	8%	11%

Note: Percentages may not add to 100 due to either rounding or the ability to select more than one option
n = number of respondents who replied to this question

2. What is your impression of the way people of color in your local community are treated in the following situations?

[cont.]

g.	At car dealerships	n=409	n=701
	Treated better than white people	0%	0%
	Treated the same as white people	36%	18%
	Treated worse than white people	30%	48%
	Not sure/Does not apply	34%	34%

Race and Ethnicity in Congregations

3. In the past *two years*, in your congregation, have you personally:

a.	Heard a sermon or preached a sermon on racial justice issues?	n=411	n=701
	Yes	57%	73%
	No	33%	24%
	Not sure	10%	4%
b.	Participated in a study program, church school class, or other educational program specifically about racism and racial justice?	n=409	n=703
	Yes	33%	48%
	No	64%	51%
	Not sure	2%	1%
c.	Heard a sermon from a guest preacher whose racial or ethnic background differs from the majority of members in your congregation?	n=411	n=701
	Yes	50%	59%
	No	45%	39%
	Not sure	4%	2%
d.	Worshiped jointly with another congregation whose members are mostly of a different racial or ethnic background than most members of your congregation?	n=410	n=699
	Yes	28%	36%
	No	70%	63%
	Not sure	2%	0%
e.	Worshiped in a style and/or language that differs from the dominant culture of your congregation?	n=410	n=699
	Yes	27%	43%
	No	71%	57%
	Not sure	3%	1%

Note: Percentages may not add to 100 due to either rounding or the ability to select more than one option
n = number of respondents who replied to this question

4.	Would you prefer to worship in a congregation where most of the members are of the <i>same</i> racial or ethnic background as you?	n=381	n=669
	Yes, definitely	4%	2%
	Yes, probably	32%	19%
	No, probably not	32%	39%
	No, definitely not	22%	31%
	Not sure	10%	10%
4a. Please explain your response to the previous question.			
[tabulated separately]			
5.	How important has each of the following biblical passages been to your own understanding of contemporary issues regarding race and ethnicity?		
a.	God created people in God's image (Genesis 1:26-27)	n=405	n=703
	Very important	58%	81%
	Important	28%	15%
	A little important	6%	3%
	Not important	7%	1%
	Not sure	1%	0%
b.	God's creation of linguistic diversity and geographic diffusion in response to the building of the tower of Babel (Genesis 11:1-8)	n=398	n=701
	Very important	14%	14%
	Important	25%	22%
	A little important	25%	26%
	Not important	27%	36%
	Not sure	9%	2%
c.	The coming of the Holy Spirit and speaking in tongues at Pentecost (Acts 2:1-4)	n=400	n=702
	Very important	25%	48%
	Important	29%	30%
	A little important	20%	14%
	Not important	23%	8%
	Not sure	4%	1%
d.	The parable of the good Samaritan (Luke 10:25-37)	n=404	n=702
	Very important	67%	71%
	Important	24%	21%
	A little important	6%	7%
	Not important	2%	1%
	Not important	1%	0%

Note: Percentages may not add to 100 due to either rounding or the ability to select more than one option
n = number of respondents who replied to this question

5.	How important has each of the following biblical passages been to your own understanding of contemporary issues regarding race and ethnicity?		
	[cont.]		
	e. God's salvation is available to everyone (John 3:16)	n=403	n=701
	Very important.....	78%	77%
	Important.....	16%	14%
	A little important.....	3%	7%
	Not important.....	2%	2%
	Not sure.....	1%	0%
	f. God telling Peter to evangelize among both Jewish and non-Jewish people (Acts 11-12)	n=407	n=699
	Very important.....	51%	55%
	Important.....	27%	25%
	A little important.....	11%	13%
	Not important.....	8%	6%
	Not sure.....	3%	1%
	g. "There is no longer Jew or Greek, there is no longer slave or free, there is no longer male and female; for all of you are one in Christ Jesus." (Galatians 3:28)	n=402	n=699
	Very important.....	71%	86%
	Important.....	18%	11%
	A little important.....	6%	3%
	Not important.....	2%	0%
	Not sure.....	3%	0%
	h. Other passage (write in): _____ †	n=23	n=48
	Very important.....	30%	63%
	Important.....	4%	17%
	A little important.....	9%	0%
	Not important.....	13%	0%
	Not sure.....	43%	21%
6.	Overall, how important has the Bible been for your own understanding of contemporary issues regarding race and ethnicity?		
		n=407	n=701
	Very important.....	36%	67%
	Important.....	41%	28%
	A little important.....	18%	5%
	Not important.....	3%	0%
	Not sure.....	2%	0%

† Only responses from panelists who completed the paper version of the survey are included here.

7.	How comfortable would you be regularly attending a congregation where the pastor is of a different racial or ethnic background than you? (If you are a pastor, please respond as if you were not currently leading a congregation.)	n=406	n=702
	Very comfortable	55%	70%
	Somewhat comfortable	23%	21%
	Neither comfortable nor uncomfortable.....	16%	7%
	Somewhat uncomfortable	3%	1%
	Very uncomfortable	1%	0%
	Not sure.....	2%	1%
7a.	Which of the following best describes the reason for your response to the previous question? (Select <i>all</i> that apply.)	n=406	n=698
	I think it would be great for us to learn from each other.....	54%	62%
	I do not think a pastor's racial or ethnic background affects his or her work at all.....	52%	34%
	Wherever God calls me to attend, I will go	46%	53%
	I would worry that we would be used to different worship styles	13%	6%
	I would worry that others in the congregation would cause friction.....	7%	2%
	I prefer to go to a church led by a person of my own race.....	5%	2%
	I would be afraid I would not connect with this person.....	5%	3%
	I would worry that we would be used to different leadership styles.....	5%	5%
	Other (write in): _____.....	10%	17%

Personal Experiences and Opinions

8.	Do you agree or disagree with each of the following statements?		
a.	Attracting more people of color is essential for the PC(USA) to faithfully represent unity in diversity	n=403	n=693
	Strongly agree	45%	49%
	Somewhat agree	30%	31%
	Neither agree nor disagree	17%	13%
	Somewhat disagree	4%	4%
	Strongly disagree	3%	2%
	Not sure.....	2%	1%
b.	Churches should be at the forefront of our society's efforts against racism	n=406	n=692
	Strongly agree	67%	74%
	Somewhat agree	24%	20%
	Neither agree nor disagree	6%	4%
	Somewhat disagree	2%	1%
	Strongly disagree	1%	1%
	Not sure.....	1%	0%

Note: Percentages may not add to 100 due to either rounding or the ability to select more than one option
n = number of respondents who replied to this question

8. Do you agree or disagree with each of the following statements?
[cont.]

c.	Congregations will become truly racially and ethnically diverse only by effectively dealing with racism	n=405	n=688
	Strongly agree	47%	47%
	Somewhat agree	25%	30%
	Neither agree nor disagree	16%	12%
	Somewhat disagree	6%	6%
	Strongly disagree	2%	3%
	Not sure	4%	3%
d.	It is beneficial for the United States that the population is becoming more racially and ethnically diverse	n=401	n=694
	Strongly agree	52%	66%
	Somewhat agree	21%	18%
	Neither agree nor disagree	17%	13%
	Somewhat disagree	5%	2%
	Strongly disagree	3%	0%
	Not sure	2%	1%
e.	My congregation actively seeks opportunities to learn about different cultures	n=405	n=688
	Strongly agree	25%	22%
	Somewhat agree	33%	34%
	Neither agree nor disagree	22%	21%
	Somewhat disagree	11%	16%
	Strongly disagree	5%	6%
	Not sure	3%	2%
f.	My congregation has made it a priority to become more racially and ethnically diverse	n=402	n=690
	Strongly agree	11%	11%
	Somewhat agree	23%	20%
	Neither agree nor disagree	30%	30%
	Somewhat disagree	19%	22%
	Strongly disagree	12%	15%
	Not sure	5%	2%
g.	PC(USA) congregations should allow groups that use their facilities to worship in their own languages	n=403	n=692
	Strongly agree	61%	77%
	Somewhat agree	21%	17%
	Neither agree nor disagree	12%	4%
	Somewhat disagree	4%	1%
	Strongly disagree	1%	0%
	Not sure	1%	1%

8. Do you agree or disagree with each of the following statements?
[cont.]

h.	Predominantly white congregations should make serious efforts to hire pastors who come from other racial-ethnic groups	n=402	n=692
	Strongly agree	15%	13%
	Somewhat agree	24%	27%
	Neither agree nor disagree	32%	38%
	Somewhat disagree	16%	14%
	Strongly disagree	11%	6%
	Not sure	3%	3%
i.	The PC(USA) is basically white and should not focus on trying to attract more people of color	n=402	n=693
	Strongly agree	2%	1%
	Somewhat agree	4%	3%
	Neither agree nor disagree	10%	8%
	Somewhat disagree	25%	17%
	Strongly disagree	59%	69%
	Not sure	1%	1%
j.	I worry that efforts to increase racial diversity within the PC(USA) will water down our traditions	n=405	n=693
	Strongly agree	2%	1%
	Somewhat agree	6%	4%
	Neither agree nor disagree	13%	6%
	Somewhat disagree	18%	14%
	Strongly disagree	58%	73%
	Not sure	4%	2%

9. In the past two years, have you personally:

a.	Belonged to an organization (other than your congregation) concerned with racial justice?	n=405	n=698
	Yes	36%	50%
	No	62%	48%
	Not sure	3%	2%
b.	Given money to an organization (other than your congregation) concerned with racial justice?	n=404	n=697
	Yes	49%	59%
	No	48%	38%
	Not sure	3%	3%
c.	Participated in a protest or demonstration to support the civil rights of people of color?	n=404	n=698
	Yes	19%	32%
	No	80%	68%
	Not sure	1%	1%

Note: Percentages may not add to 100 due to either rounding or the ability to select more than one option
n = number of respondents who replied to this question

9. In the past two years, have you personally:
[cont.]

d.	Attended a cultural diversity or anti-racism class, workshop, or other formal training?	n=404	n=697
	Yes	31%	49%
	No.....	68%	50%
	Not sure.....	1%	1%
e.	Volunteered time to work for an organization (other than your congregation) or group working for racial justice?	n=407	n=697
	Yes	23%	32%
	No.....	76%	67%
	Not sure.....	1%	%
f.	Participated in a study within your congregation of a book written by an author from a culture different from your own or advocating for racial justice?	n=407	n=697
	Yes	24%	33%
	No.....	73%	66%
	Not sure.....	3%	1%

10. Have you ever experienced discrimination, harassment, violence, or prejudicial statements because of your racial or ethnic background?

		n=406	n=696
	Yes	28%	31%
	No.....	67%	64%
	Not sure.....	5%	5%

10a. Please explain your response.

[tabulated separately]

We ask the next two questions to provide insight for a review of PC(USA) Special Offerings.

Christmas Joy Offering

11. Did you know that the Christmas Joy Offering helps support racial-ethnic leadership development and recruitment, racial-ethnic schools and colleges, and the Board of Pensions' Assistance Program (to provide financial assistance to church workers in need)?

		n=408	n=694
	Yes, I was entirely aware of this	44%	78%
	Yes, I was aware of part of this, but didn't know all of it	26%	14%
	No, I was not aware of this	30%	8%

12. In your opinion, how important is it for the PC(USA) to have programs that help support:

a.	Racial-ethnic schools and colleges?	n=406	n=695
	Very important.....	39%	57%
	Important.....	34%	31%
	A little important.....	12%	8%
	Not important.....	9%	3%
	Not sure.....	5%	1%

Note: Percentages may not add to 100 due to either rounding or the ability to select more than one option
n = number of respondents who replied to this question

12. In your opinion, how important is it for the PC(USA) to have programs that help support:
 [cont.] b. Racial-ethnic leadership development (including vocational discernment and networking)?

	n=406	n=687
Very important.....	43%	63%
Important.....	37%	28%
A little important.....	11%	5%
Not important.....	7%	3%
Not sure.....	3%	1%

The next two questions are included to gather information for the Presbyterian Mission Agency's Belhar Implementation ministerial team.

Belhar Confession

In 2016, the General Assembly of the PC(USA) approved adding the Belhar Confession to *The Book of Confessions*. The Belhar Confession originated in South Africa in the 1980s, in response to apartheid.

13. Has your congregation used the Belhar Confession in worship?

	n=406	n=695
Yes.....	33%	41%
No.....	35%	52%
Not sure.....	32%	7%

If the response to Q-13 is *No* or *Not sure*, please continue with Q-14. If the Q-13 response is *Yes*, first respond to Q-13a.

13a. How has your congregation used Belhar in worship?

[tabulated separately]

14. Has your congregation (or a group in your congregation) discussed or studied the Belhar Confession?

	n=405	n=695
Yes.....	30%	34%
No.....	38%	56%
Not sure.....	32%	10%

15. Please use the space below for any additional comments.

[tabulated separately]