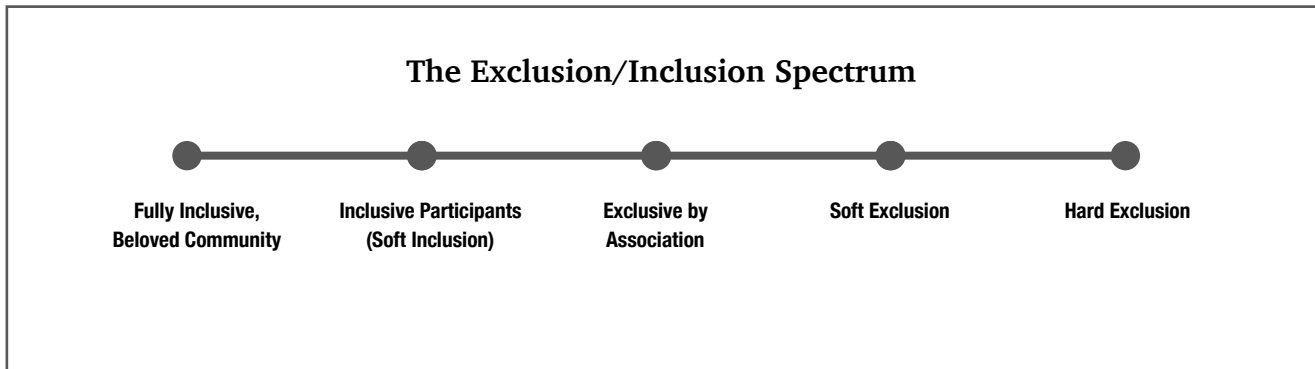


Reflection Worksheet



Definitions

- **Hard Exclusion:** All forms of outright, active exclusion and hate groups, including white supremacy, religious intolerance, misogyny, etc.
- **Soft Exclusion:** Those who are uncomfortable affirming or interacting with people who are excluded from the dominant society. They are operating from a place of social privilege with an active fear of the “the other”: xenophobia, homophobia, transphobia, etc.
- **Exclusive by Association:** Those who are uncomfortable being inclusive out of fear of being excluded by the dominant community.
- **Inclusive Participants (Soft Inclusion):** Those who want to be inclusive, but still continue to operate within an exclusivist framework. They may claim to be inclusive, but they do not actively participate in changing the situation because they want to continue to benefit from being at a place of privilege inside an exclusivist environment.
- **Fully Inclusive, Beloved Community:** Those who not only welcome difference but fully affirm it, celebrate it, and even seek after it. Here, inclusion is coupled with an expectation of learning new ways of thinking, new languages, new practices, and other ways to overcome our oppressive, exclusive tendencies.

Questions for Conversation and Reflection

- 1) In the story about Barbara Dane's experience, which character do you most easily identify with (the African American worker, the pharmacist, or the child)?
- 2) Do you find it easy or difficult to identify with the excluded person in Barbara Dane's story?
- 3) Where on the Exclusion Spectrum do you see yourself? Where do you see your congregation?
- 4) Take some time to reflect on the things that make inclusion scary?