



UNITED
WORLD MISSION

ACTION STEPS

MOBILIZING MISSIONARIES
OF COLOR

LEVEL I

- Have the attitude of a cross-cultural missionary, no matter where you are
- Seek out a friendship with someone outside your cultural/ethnic background
- Be a learner and a welcomer
- Learn to tell a story that includes the true history of POC as missionaries in the US (help them find themselves in the story)
- Invite people of color that have involvement in missions to share their experience with your church, small group, friend group, etc. This will provide a broader range of perspective and allow participants of these events to reconceptualize the stereotype of only the white missionary going to the majority world.



LEVEL II

- Hire a diversity consultant to assess where your organization stands and what changes you can make.
- Hold diversity trainings with your staff to better understand how to be a learner and raise awareness of unconscious bias
- Develop relationships & trust with communities of color. Respect their authority structures, listen to them & ask, “How can we serve you?”
- Train mobilizers and pre-field coaches on specific struggles minorities in the U.S. may face as they decide to go into missions and support raise so they’re aware of potential road blocks

LEVEL III

- Have trainings dedicated to churches of color created alongside people of that same ethnicity that will explain biblical missions in a culturally relevant way.
- Source candidates from more diverse places (predominately Asian American churches, African American universities, multicultural ministries, etc.)
- Within your organization, seek out field opportunities that are partially or fully funded in other ways that could serve as strong job options for minorities if they don't have access to a robust network (Business as Mission, teachers, etc.) .
- Rework marketing materials to highlight stories of missionaries of color,
- Intentionally seek diverse leadership at the executive level in your organization.