
APPLYING AN INTERCULTURAL LENS

When you are reviewing a report, making a decision or having a discussion, ask yourself the following questions:

What is the context?

- What are our biases? How will we address them?
- What are our cultural norms, values, or rules? Are they reflected in this report or discussion? Have we discussed them?
- Are any points of view missing? What can we do to include them?
- Have we considered systemic issues, such as racism, sexism, or ableism?
- What assumptions are we making about who and what matters?

Who will be affected?

- When we make a decision, how do we listen to voices that have not been fully included in the past?
- Who has an interest in the outcome of our decisions?

- Who has been invited to participate in the process?
- Whose voices are valued? Whose are undervalued?
- Whose points of view are missing? What can we do to include them?

How will this report, decision or discussion increase equity?

- How does it honour the Church's intercultural vision?
- How does it address differences in power?
- How does this process demonstrate fairness?
- How will we check or confirm our assumptions?
- How will this report, decision or conversation help the church live out its commitments to justice?

Source: United Church of Canada