

# Engaging Faith Communities In Disasters: Increasing Religious Competency and Literacy

Orientation Workshop

*DHSES Collaborative Coalition Conference*



National Disaster  
Interfaiths Network

**USC Dornsife**  
*Center for Religion  
and Civic Culture*

# FEMA Whole Community Doctrine

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*"We need to move away from the mindset that federal and state governments are always in the lead, and build upon the strengths of our local communities..."*

*"When disaster strikes, the initial services provided may not come from government, but rather from churches, synagogues, mosques and other faith-based and community organizations...FEMA is working to improve our preparedness through the Whole Community framework."*

*"When the community is engaged in an authentic dialogue, it becomes empowered to identify its needs and the existing resources that may be used to address them."*

*--W. Craig Fugate, FEMA Administrator*

# Relationships & Resources = Resilience

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## RESILIENCE

[ri-zil-yuhns]

**The power to be able to recover readily from adversity or challenge.**

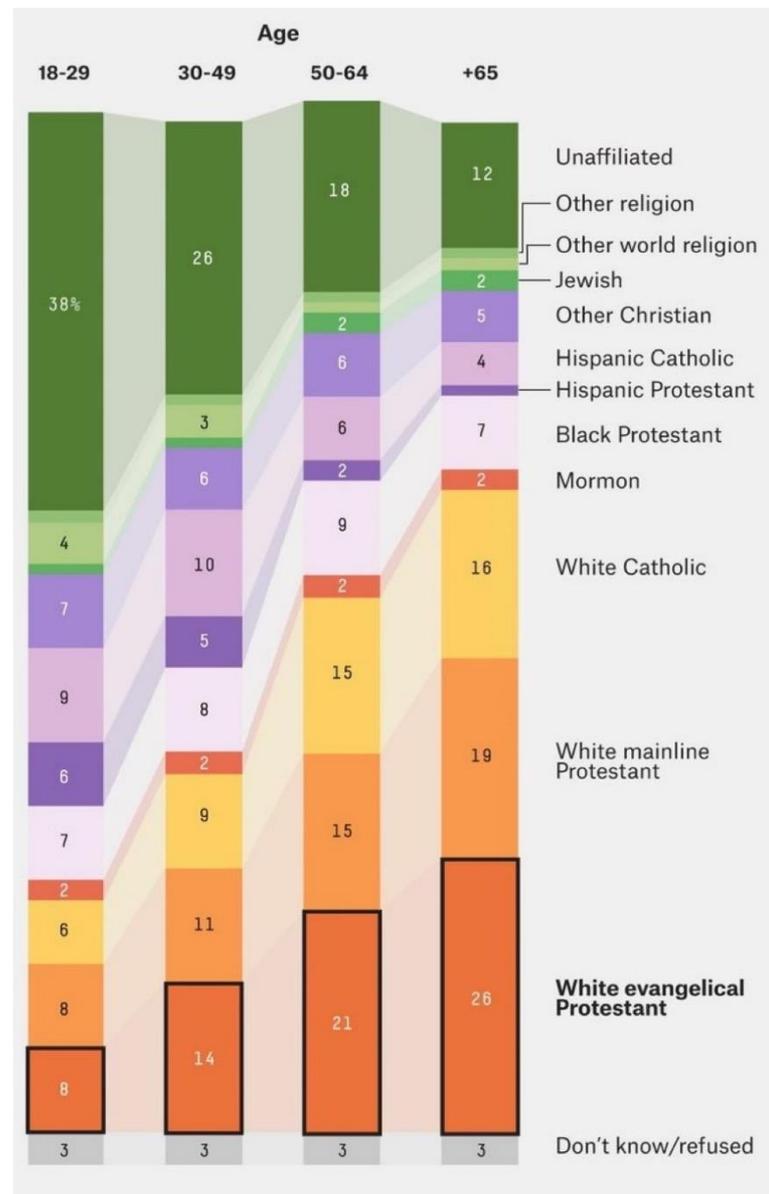


# Darwin: Adapt or Die

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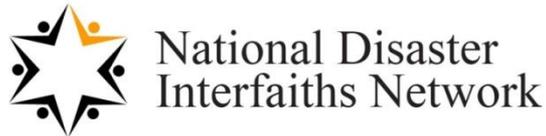
- Adapting to change is part of resilience
- What makes adapting more scary is not having relationships or resources
- We must have a culture of adaptation within all our relationships because the environment is changing
- Resilience is about not being isolated or stuck, therefore, about relationships needed to survive.
- So survive, we must have resources, and relationships are the most essential resource.

How might these faith traditions need to adapt in order to survive or thrive over the coming generational shifts?



# Partial Course Credits – FEMA IS 505

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A portion of the material within this course was developed for the Emergency Management Institute (EMI) through a collaborative training partnership between FEMA's Center for Faith-based & Neighborhood Partnerships, DHS Science & Technology Resilient Systems Division, DHS' National Center for Risk and Economic Analysis of Terrorism Events (CREATE) at the University of Southern California (USC), the USC Center for Religion and Civic Culture (CCRC), and the National Disaster Interfaiths Network (NDIN).

# Engaging Faith Communities In Disasters: Increasing Religious Competency and Literacy

## Overview of the U.S. Faith Communities and Disaster



National Disaster  
Interfaiths Network

**USC Dornsife**  
*Center for Religion  
and Civic Culture*

# Why Engage Faith Communities In Disaster?

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- If government and the VOAD sector(s) do not competently engage faith communities throughout the disaster lifecycle, communities will be less resilient in the face of a crisis or disaster.
- Faith communities will respond to disasters in their own ways, some of which will be effective. Other modes of response, however, may be ineffective and even harmful if not coordinated.

# Why Engage Faith Communities In Disaster?

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Religion plays a central role in the lives of most Americans and our society:

- 78% are affiliated with a religious tradition.
- 345,000+ congregations (105,000 schools/universities)
- FEMA has had a focus on strengthening faith-based partnerships since 2006.
- 60% turn first to their religious leaders for advice and direction after a disaster.

# Why Engage Faith Communities in Preparedness?

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Faith Communities are Targets & First Responders

- Mass shootings
- Bomb threats
- Arson
- Hate crimes
- Mass Care
- Food – Shelter - Clothing

# Why Partner with Communities Response?

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## Positive Reasons:

- Message Amplification
- Force Multiplication
- Community Knowledge Management & Leverage
- Willingness to do good – the right thing.

## Negative Reasons:

- Complication/Liability Reduction

# Partnership Barriers for Government:

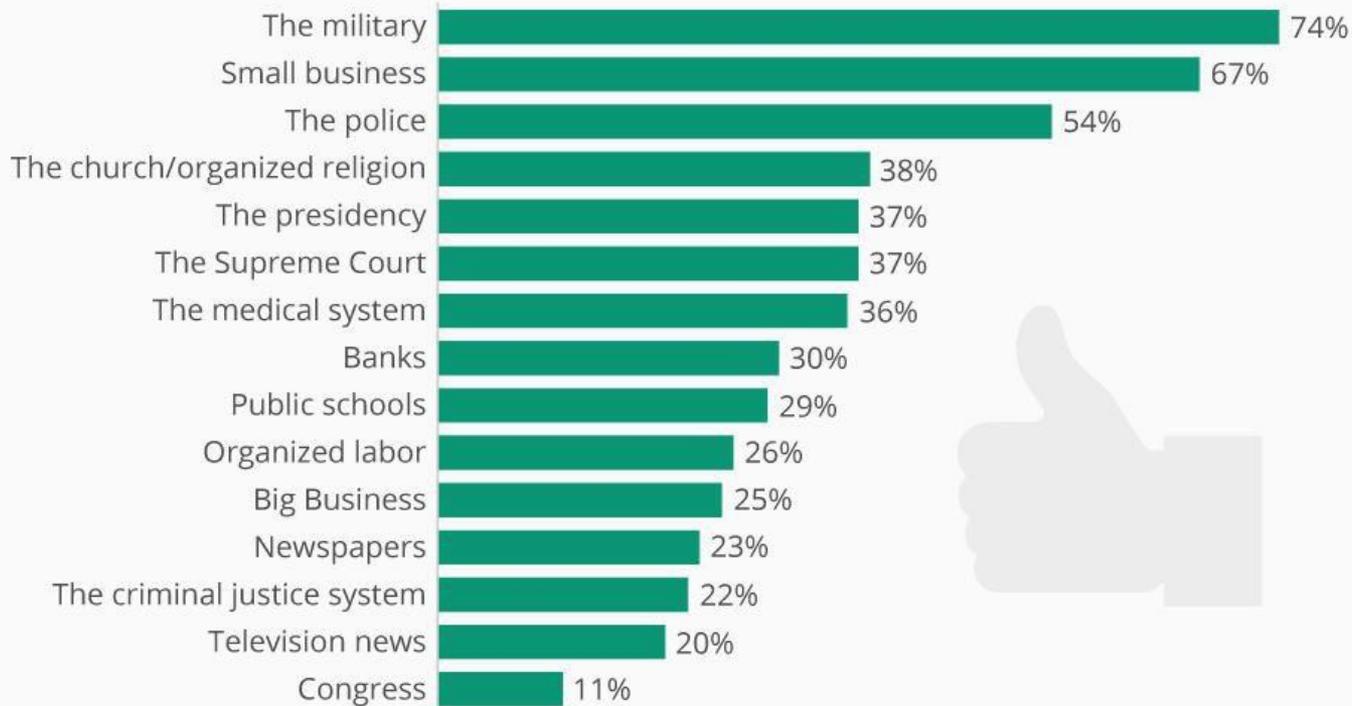
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- Diversity, type and size variables
- Lack of time
- Inability to sustain what gets started
- Perceptions of the Separation of Church & State
- Lack of Religious Literacy & Competency
- Lack of trust in Faith Communities' Motives
- Perception of lack of capacity or professionalism
- Perceptions around Faith Communities priorities

# Who do Americans Trust?

## The Institutions Americans Trust Most And Least

Share of U.S. adults trusting the following a great deal/quite a lot (June 2018)



@StatistaCharts

Source: Gallup

Forbes **statista**

# The “American” Congregation

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Most congregations in the U.S. are small:

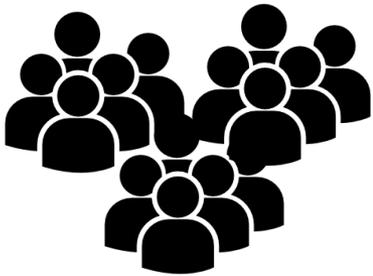


- 90% of congregations have less than 350 participants
- Average = 75 regular participants

# The “American” Congregation

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However, most adherents worship in large congregations (over 350 participants).



- Just 10% of congregations have 350+ participants but account for half of all U.S. adherents

# Assets of Faith Communities in Disasters

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- Mission to Serve: Help people cope and recover
- Trust: Moral authority and legitimacy
- Resources: Space, people, money, logistics, communications, national affiliates, other capacities
- Knowledge: Language, cultural competency and an intimate knowledge of people and communities
- Networks: Reach beyond their own congregations into larger geographical areas (houses of worship may serve congregants from other neighborhoods)
- Programs: Human services, disaster volunteers
- Staying Power: Longevity in community recovery

# Faith Communities are More Than Congregations

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- Denominations, judicatories (hierarchical)
- Federations, networks, conferences, associations (lateral)
- Schools, colleges, theological institutions
- Hospitals, clinics
- Social service organizations
- Burial societies, cemeteries
- Disaster human services organizations
- Clubs, youth groups
- Worship or study groups
- Cultural institutions
- Religious media

# Live, Work, and Worship Lens



- People of faith may live, work, and worship in three different geographic areas.
- Any of these three areas may impact the recovery and resilience of survivors and communities.

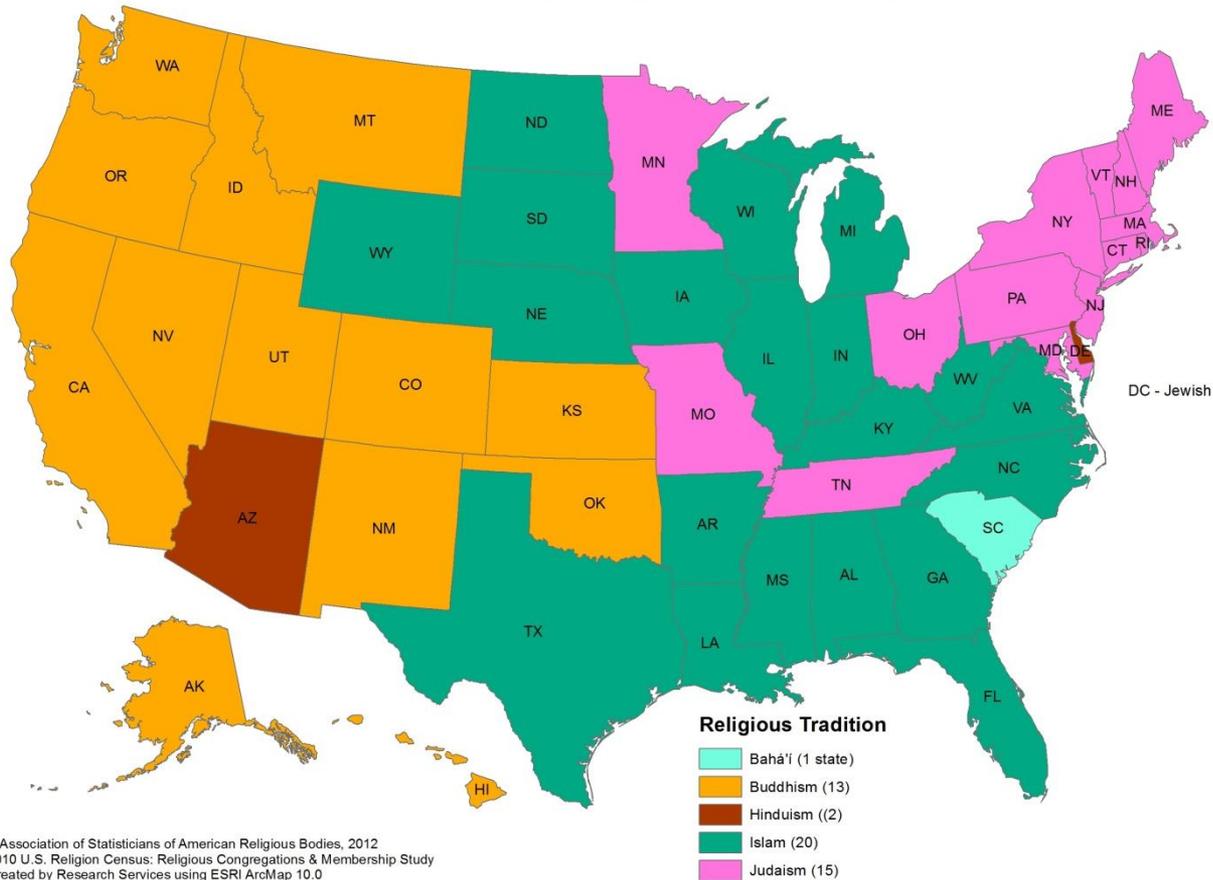
# Data Sources

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- PRRI (Public Religion Research Institute)
- Pew Research Center
- U.S. Census Bureau
- U.S. Department of Homeland Security

# Second Largest Religion by State

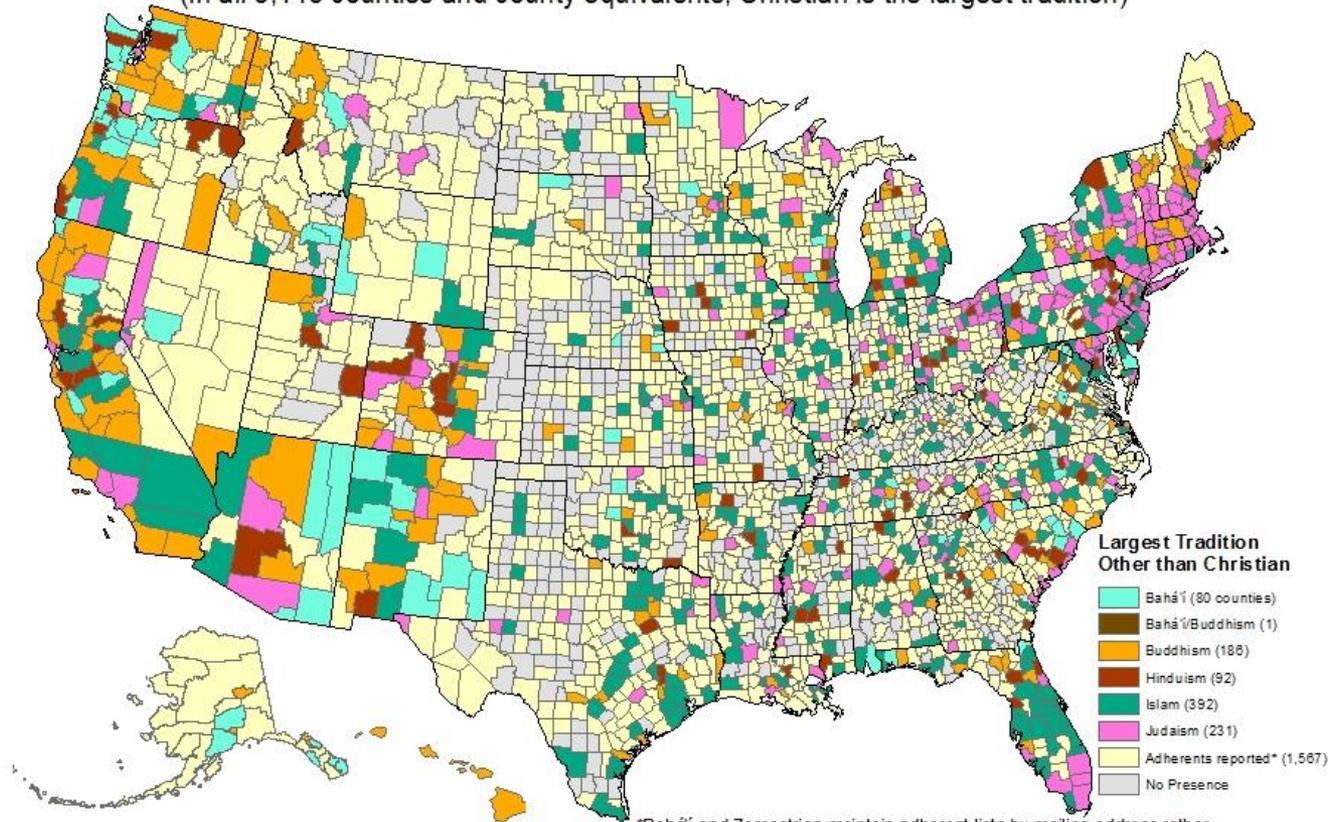
Second Largest Religious Tradition in Each State, 2010  
 (Christianity remains the largest religious tradition in every state)



© Association of Statisticians of American Religious Bodies, 2012  
 2010 U.S. Religion Census: Religious Congregations & Membership Study  
 Created by Research Services using ESRI ArcMap 10.0

# Largest Non-Christian Tradition by County

Largest Non-Christian Tradition by County  
(In all 3,143 counties and county equivalents, Christian is the largest tradition)

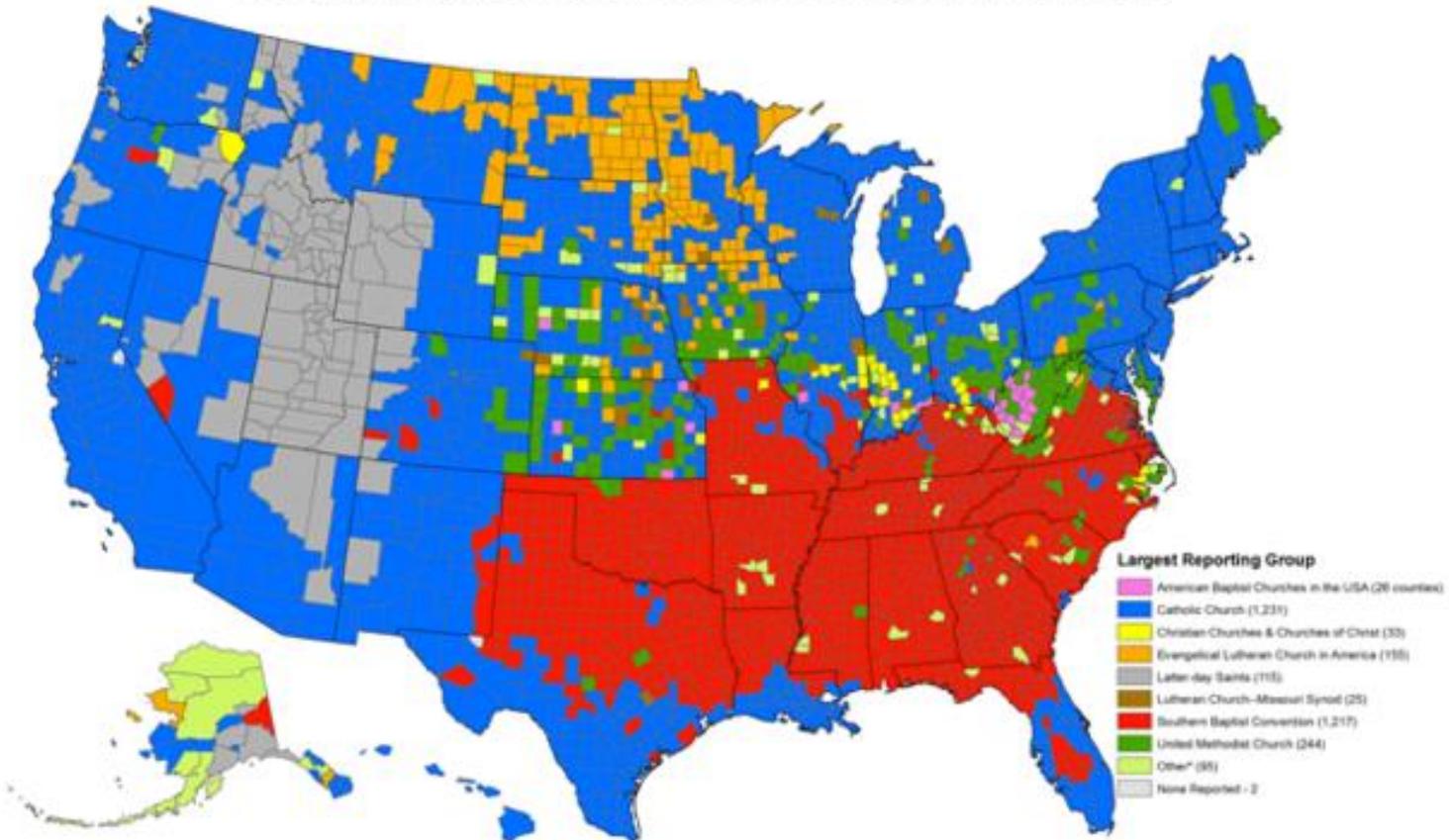


© Association of Statisticians of American Religious Bodies, 2014  
2010 U.S. Religion Census: Religious Congregations & Membership Study  
Created by Research Services using ESRI ArcMap 10.0

\*Bahá'í and Zoroastrian maintain adherent lists by mailing address rather than by congregation. In two counties without congregations, Zoroastrians reported the most adherents. In two others, Zoroastrians and Bahá'í reported the same number of adherents. In all others, Bahá'í reported the most.

# Largest Adherents Rates by County

Participating Religious Group with the Largest Number of Adherents, 2010



© Association of Statisticians of American Religious Bodies, 2012  
2010 U.S. Religion Census: Religious Congregations & Membership Study  
Created by Research Services using ESRI ArcMap 10.0

The "Other" category includes 34 groups with less than 10 counties each. Also shown as "Other" is Traverse County, Minnesota, with an equal number of Catholic Church adherents and Lutheran Church—Missouri Synod adherents.

# Religious Diversity; Context Matters

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- Nearly 200 religious denominations, sects, and movements in the U.S. from almost every major world religion.
- 70% of Americans identify as Christian by Affiliation
  - 36% Attend Worship Regularly (1 or more times per month)
- 7% of Americans identify as Non-Christian
  - 2% Jewish (15% of New York City and 90% of Beachwood, OH)  
4M in U.S. (40% of the world's Jewish population)
  - 1% Muslim (10% of New York City and 14% of Lewiston, Maine) – 2% by 2050  
3.3M in U.S.  
70% of U.S. Arabs are Christian
- 23% “Religious Nones”
  - Over 34% in the Northeast and Northwest U.S.
  - 3% Atheists
- 5.2M Native Americans from 567 “Federal” First Nations (Tribes)

# New York State (2010 Census)

**3<sup>rd</sup>** Largest State Population

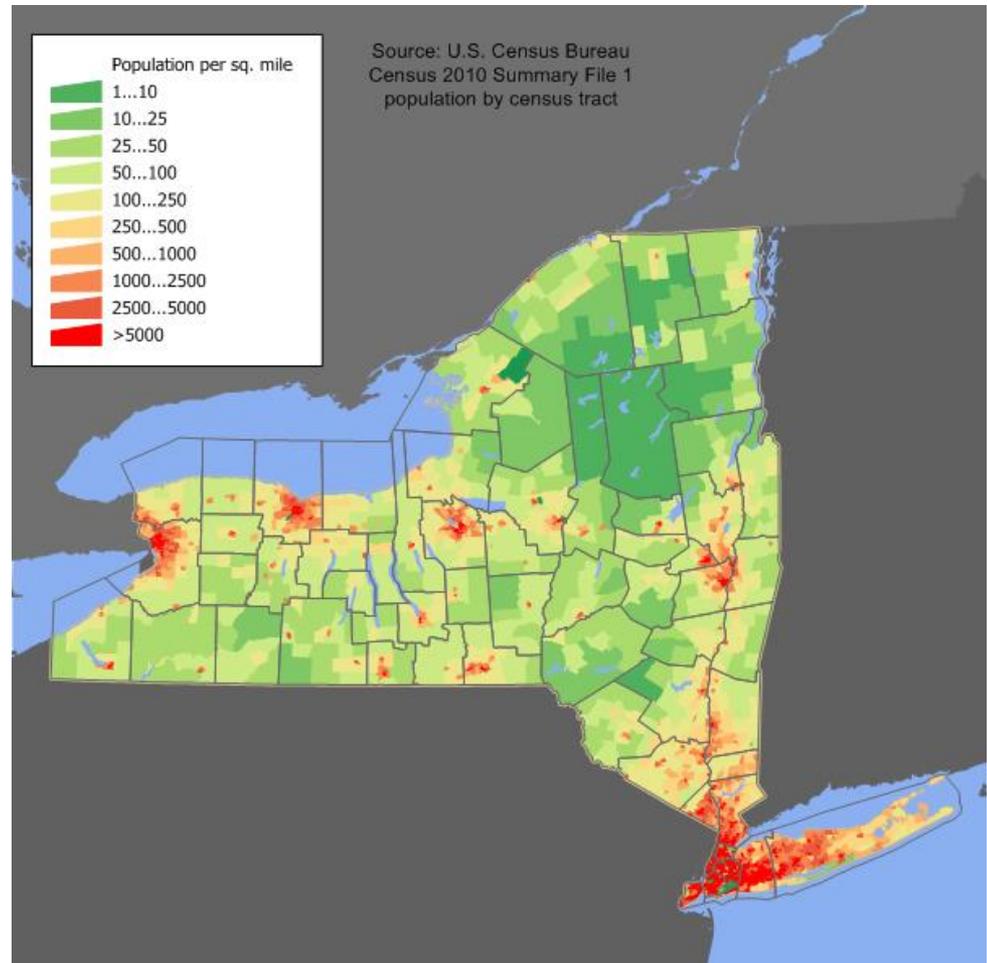
**19.5M** Population

**10M** Adherents of Faiths

**64%** of the state's population lives in the NYC metro area

**40%** in NYC 2010  
**44%** in NYC 2018.

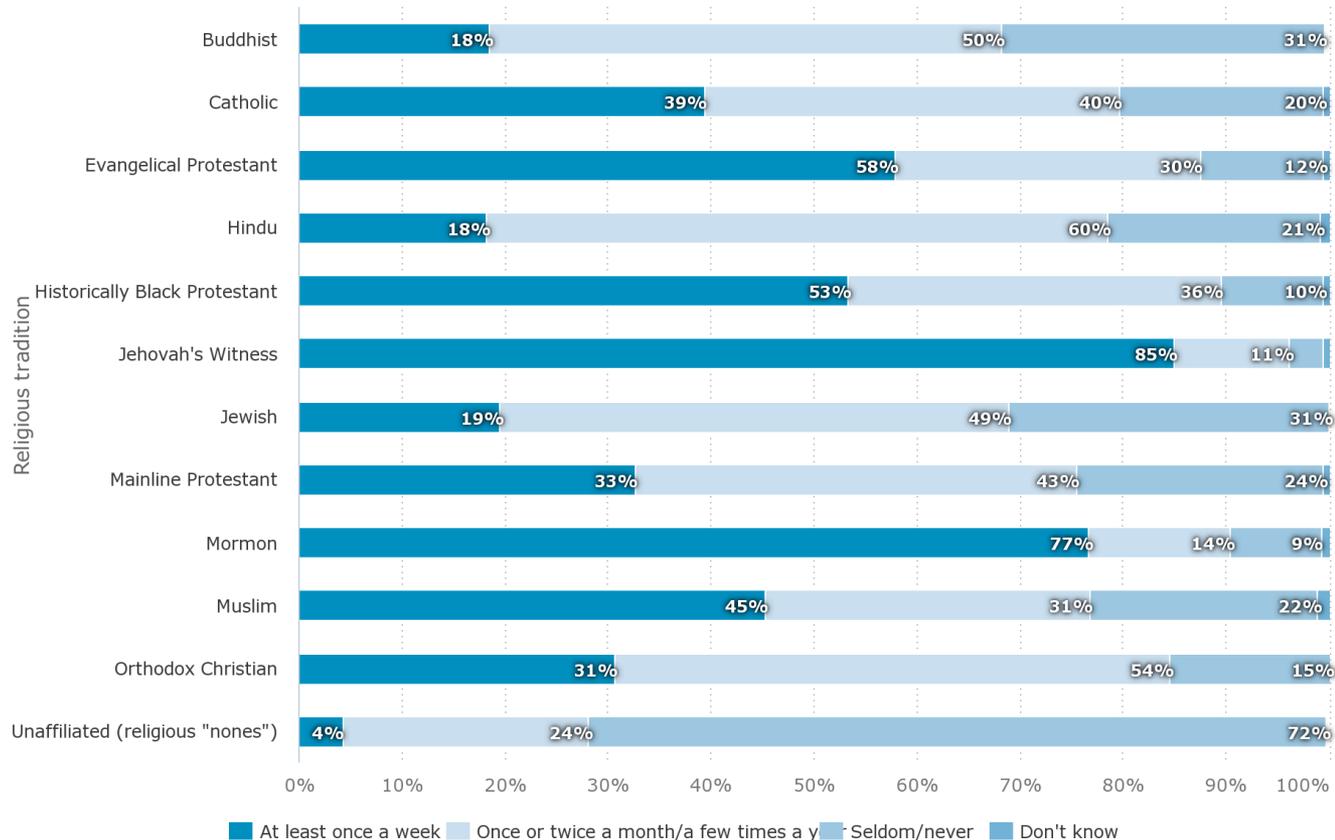
**8.6M** Population



# U.S. Religious Adherence Rates (2012)

## Attendance at religious services by religious group

% of adults who attend religious services...



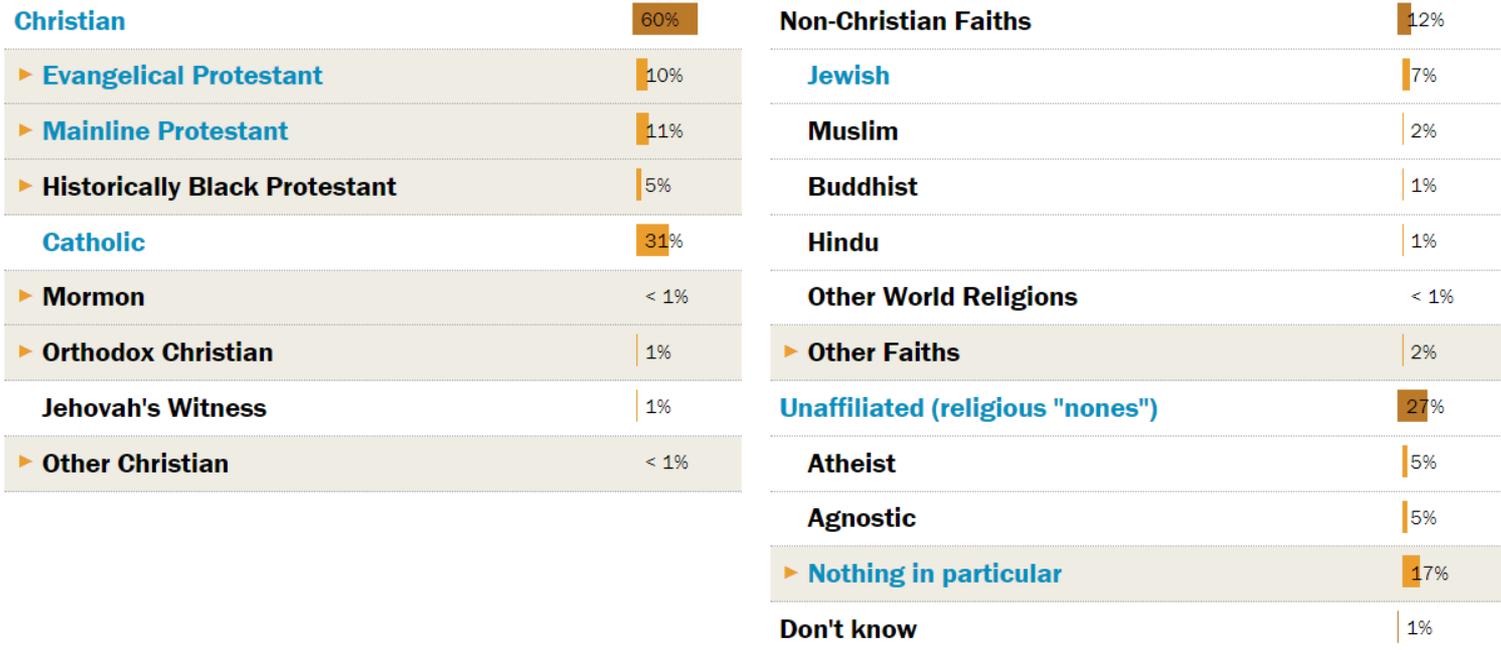
PEW RESEARCH CENTER

# New York Religious Composition Rates (2012)

## Adults in New York



### Religious composition of adults in New York



# Religious Diversity: Local Context Matters

## Religious Landscape Study

RELIGIONS GEOGRAPHY TOPICS & QUESTIONS USER GUIDE

### Adults in the New York City metro area



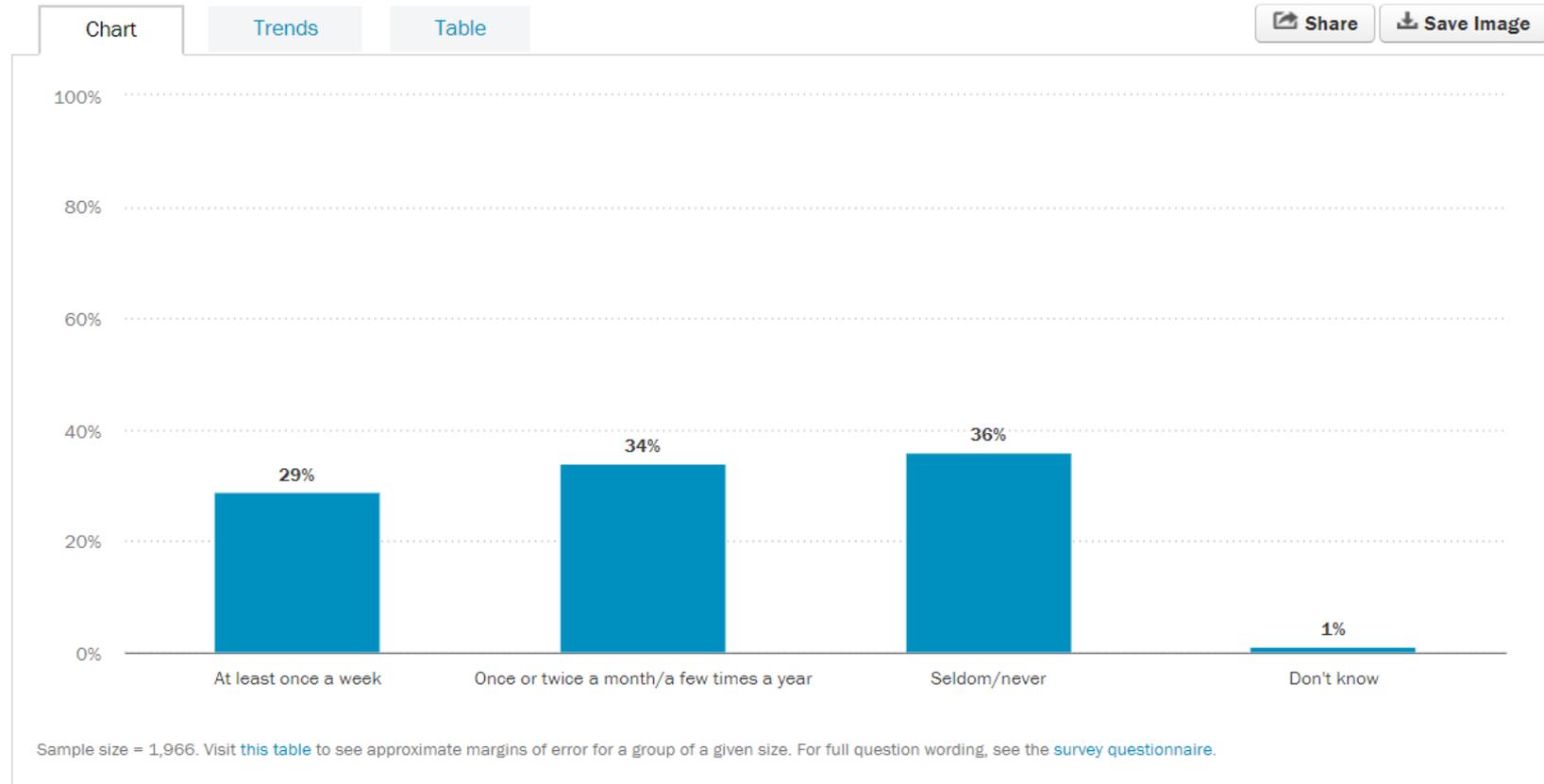
Religious composition of adults in the New York City metro area

<b>Christian</b>	59%	<b>Non-Christian Faiths</b>	41%
▶ <b>Evangelical Protestant</b>	9%	<b>Jewish</b>	8%
▶ <b>Mainline Protestant</b>	8%	<b>Muslim</b>	3%
▶ <b>Historically Black Protestant</b>	6%	<b>Buddhist</b>	1%
<b>Catholic</b>	33%	<b>Hindu</b>	3%
▶ <b>Mormon</b>	< 1%	<b>Other World Religions</b>	1%
▶ <b>Orthodox Christian</b>	1%	▶ <b>Other Faiths</b>	1%
<b>Jehovah's Witness</b>	1%	<b>Unaffiliated (religious "nones")</b>	24%
▶ <b>Other Christian</b>	< 1%	<b>Atheist</b>	4%
		<b>Agnostic</b>	4%
		▶ <b>Nothing in particular</b>	15%
		<b>Don't know</b>	1%

# New York Adherence Rates (2012)

## Attendance at religious services among adults in New York

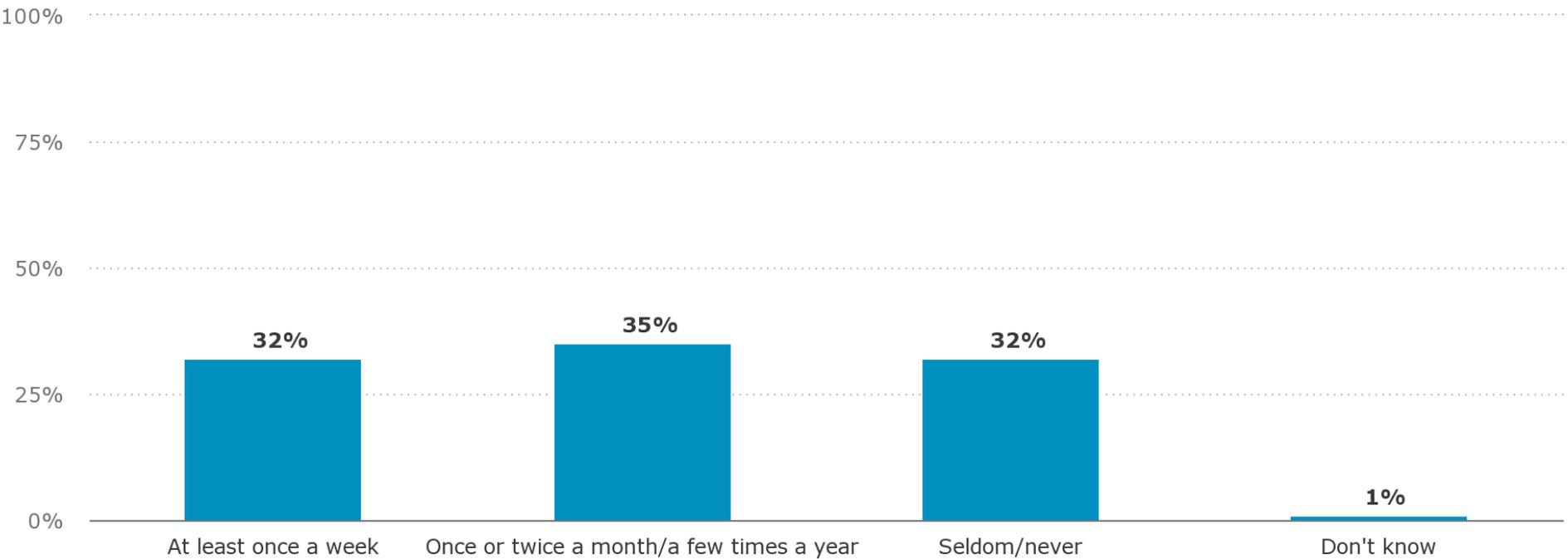
% of adults in New York who attend religious services...



# NYC Adherence Rates (2012)

## Attendance at religious services among adults in the New York City metro area

*% of adults in the New York City metro area who attend religious services...*



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# Religious Diversity NYC Context Matters

Religious Affiliation of New York City Residents  
by borough

	All Americans	All New York City Metro Area	New York City	Manhattan	Bronx	Brooklyn	Queens	Staten Island
<b>N=</b>	<b>81,970</b>	<b>5,183</b>	<b>2,304</b>	<b>525</b>	<b>452</b>	<b>695</b>	<b>511</b>	<b>121</b>
White evangelical Protestant	17.3	2	1	2	1	1	1	1
White mainline Protestant	13.3	4	2	3	1	2	1	2
Black Protestant	7.9	12	14	8	18	17	15	6
Hispanic Protestant	3.8	5	6	4	12	6	5	3
Other non-white Protestant	3.1	2	3	2	2	3	4	4
White Catholic	12.1	17	9	8	4	6	9	36
Hispanic Catholic	7.3	14	17	13	30	11	17	19
Other non-white Catholic	1.8	3	4	1	4	6	4	5
Jehovah's Witness	0.7	1	1	*	1	1	1	*
Mormon	1.9	*	*	1	*	*	*	*
Orthodox Christian	0.6	1	1	2	1	2	1	*
Jewish	1.5	6	7	8	2	11	4	2
Muslim	0.9	3	3	1	2	4	5	6
Buddhist	0.7	1	1	1	1	1	1	*
Hindu	0.6	2	1	1	*	1	3	*
Unaffiliated	22.7	22	25	38	20	24	24	13
Unitarian/Universalist	0.2	*	*	*	*	1	*	*
Other religion	1	1	1	*	*	1	1	1
Don't know/Refused	2.6	3	3	5	1	2	4	1

Source: PRRI 2015 American Values Atlas.

# Defining Religious Literacy & Competency

## Religious Literacy

- A basic understanding of the history, sacred texts, beliefs, rituals and current manifestations of multiple faith traditions.
- The ability to understand the intersection of religious people and the social, political and cultural life of the larger communities they inhabit.

## Religious Competency in a Disaster

- Knowing how to navigate and engage each faith community as a trusted, knowledgeable and effective partner in a disaster setting.

***One doesn't need to become a scholar of religion to improve religious competency.***

***Aim for “a little of Column A, and a lot of Column B”!***

# The First Principle: If unsure – ASK

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The First Principle of religious competency:  
If unsure, ASK.

When you do not know or are unsure of something, remember to practice active listening and ask questions.

# 10 Essential Field Skills

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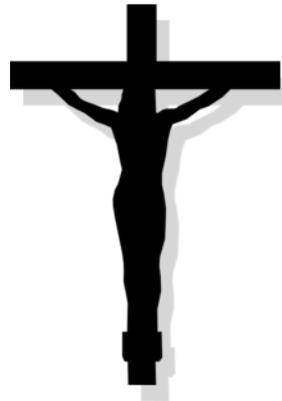
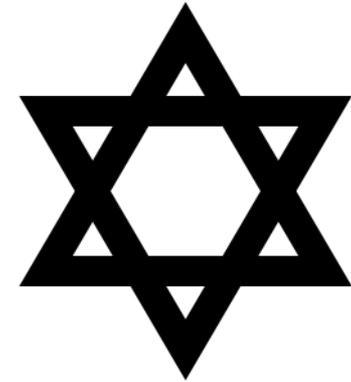
Learn the 10 field skills for successful engagement:

1. Identifying Religious Symbols on Homes and Houses of Worship
2. What Clothing to Wear
3. First Meeting Customs and Etiquette
4. Door-to-Door Outreach
5. Greeting Religious Leaders
6. Physical Interaction
7. Footwear and Head Covering Etiquette
8. Scheduling Meetings
9. Provision of Food
10. Outreach in the Context of Worship Services



# Familiar Religious Symbols

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# Key: Familiar Religious Symbols

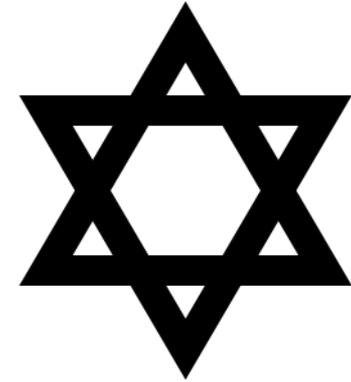
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Christian Cross (Christianity)



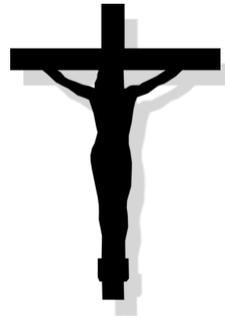
Buddha (Buddhism)



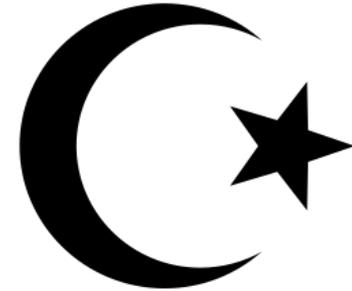
Star of David (Judaism)



Ganesh (Hinduism)

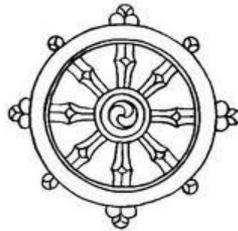
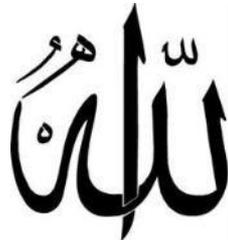
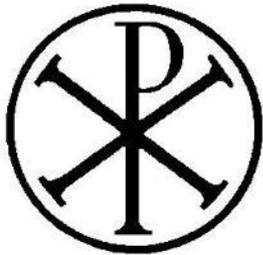


Crucifix (Roman Catholicism and  
Christian Orthodox churches)



Star and Crescent (Islam)

# Activity: Less Common Religious Symbols



# Activity: Less Common Religious Symbols



Swastika or Manji  
(Buddhism,  
Hinduism, Jainism,  
Native American)



Faravahar  
(Zoroastrianism)



Om (Hinduism,  
Buddhism, Jainism)



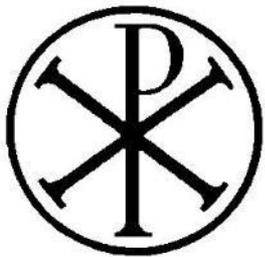
Chai (Judaism)



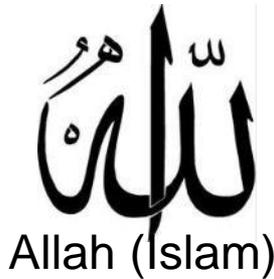
Pentagram  
(Wiccan)



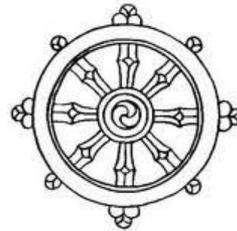
Torii Gate (Shintoism)



Chi-Rho (Christianity)



Allah (Islam)



Dharma Wheel (Buddhism)



Khanda (Sikhism)

# Religious Competency is Key to Effective Partnerships

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- Religious competency is:
  - Providing culturally and religiously appropriate disaster services to the whole community.
  - Knowing and understanding the community where you work.
  - Understanding the needs, concerns and missions of your partners both locally and nationally.
  - Relationship-building that is trustworthy and sustainable.
  - Being more effective in the field.
- Religious competency is not:
  - Checking the box.
  - Being politically correct.
  - Meeting so-called “inappropriate” needs.

# Learn Faith Communities' Own Terms

You demonstrate competency and genuine interest in stakeholders when you use terms that resonate with them and are inclusive.

<p><b>Clergy</b> Refers only to ordained, often <u>Christian</u> leaders. Not all religions have clergy (e.g. Sikhs, Muslims).</p>	<p><b>Religious Leaders</b> Term which includes leaders of <u>any religious tradition</u> whether ordained or not.</p>
<p><b>Church</b> The building where most <u>Christian</u> denominations worship.</p>	<p><b>House of Worship</b> The building (church, gurdwara, mosque, synagogue, temple, etc.) where adherents of a given religion worship.</p>
<p><b>House of Worship</b> The <u>building</u>.</p>	<p><b>Congregation</b> The <u>people</u>.</p>

# Resources Review

Module 1 in the Series

*Engaging Faith Communities for Crisis Settings:  
Increasing Religious Competency and Literacy*

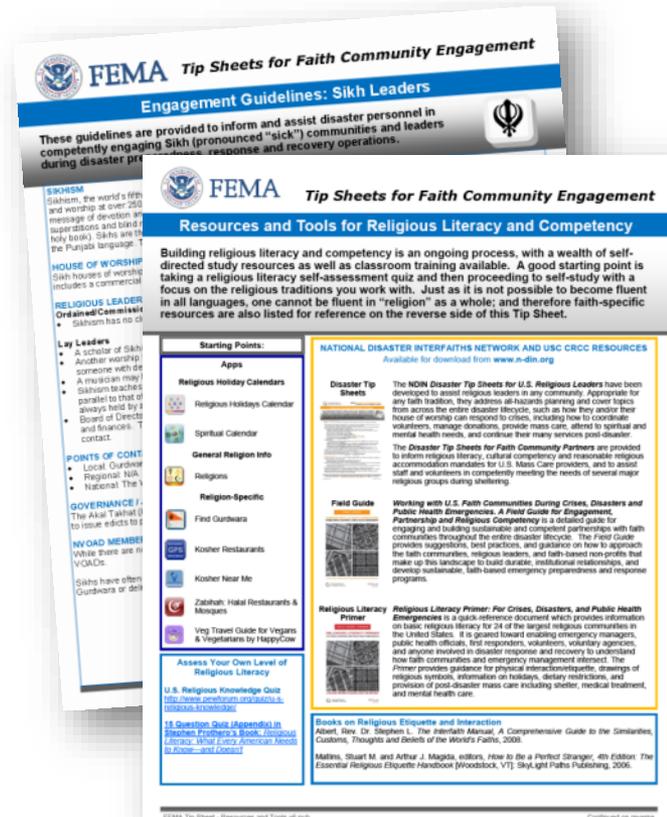


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# Using Faith Community Engagement Tip Sheets

*More detail can be found in the Tip Sheets accompanying this course.*

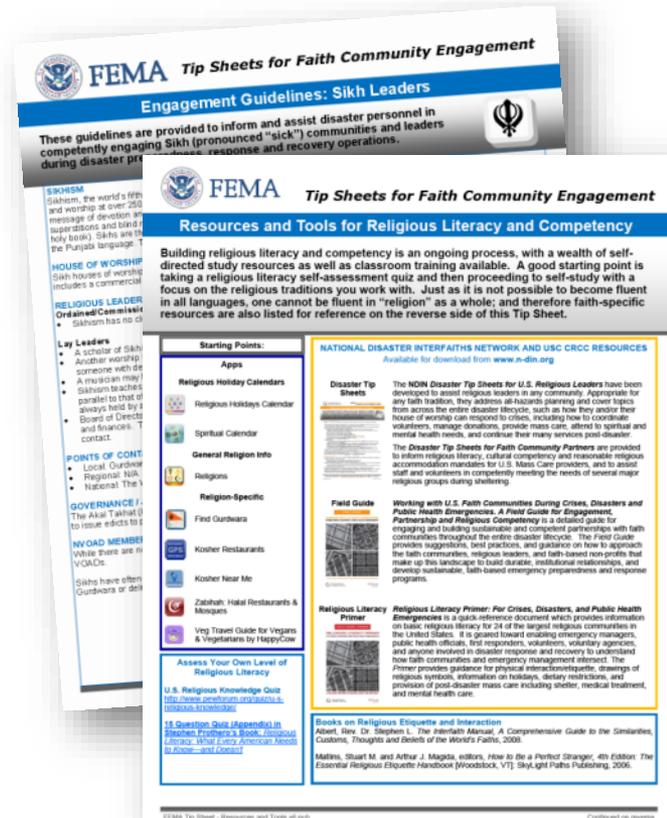


## Engagement Best Practices & Resources:

- LEADER Process: Creating an Engagement Plan
- Cultural Competency Tips
- Resources and Tools

# Using Faith Community Engagement Tip Sheets

*More detail can be found in the Tip Sheets accompanying this course.*



## Engagement Guidelines: Religious Leaders

- Buddhist Leaders
- Christian Leaders (7 tip sheets):
  - Black Church Protestant
  - Church of Jesus Christ of Latter-Day Saints (Mormon)
  - Evangelical Megachurch
  - Latino Protestant
  - Orthodox Christian
  - Protestant
  - Roman Catholic
- Hindu Leaders
- Jewish Leaders
- Muslim Leaders
- Sikh Leaders

# FEMA Planning Guide: Engaging FBO & CBOs



## ***Engaging Faith-based and Community Organizations: Planning Considerations for Emergency Managers***

- ***Strategies***
- ***Methodologies***
- ***Tools***
- ***Resources***

Engaging Faith-based and  
Community Organizations  
Planning Considerations for Emergency Managers

June 2018



Homeland  
Security



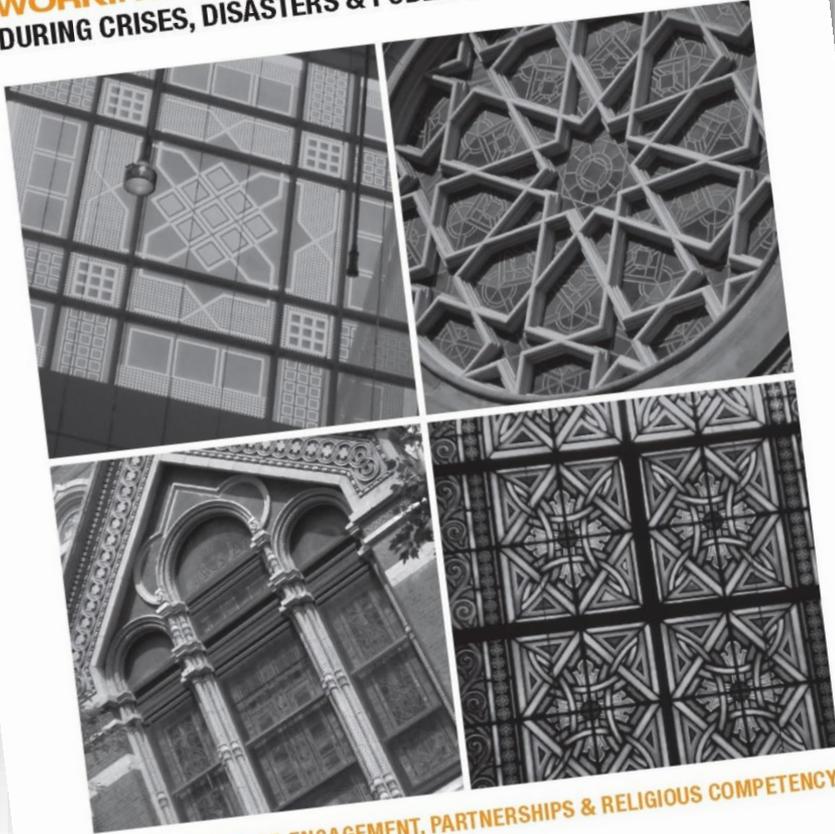
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Slide 42

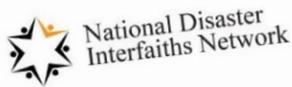
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**FIELD GUIDE**

**WORKING WITH U.S. FAITH COMMUNITIES  
DURING CRISES, DISASTERS & PUBLIC HEALTH EMERGENCIES**



**A FIELD GUIDE FOR ENGAGEMENT, PARTNERSHIPS & RELIGIOUS COMPETENCY**



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**FIELD GUIDE: PRIMER**

**RELIGIOUS LITERACY PRIMER  
FOR CRISES, DISASTERS, AND PUBLIC HEALTH EMERGENCIES**

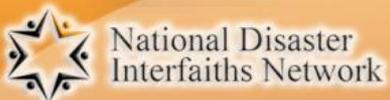


**A FIELD GUIDE COMPANION FOR RELIGIOUS LITERACY AND COMPETENCY**



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# Be A READY CONGREGATION

26 Tip Sheets for  
U.S. Religious Leaders

[www.n-din.org](http://www.n-din.org)

 National Disaster  
Interfaiths Network

**BE A READY CONGREGATION**  
Tip Sheets for U.S. Religious Leaders

In May 2011, NDIN launched the *Be a Ready Congregation* campaign. Key to this campaign are our "Disaster Tip Sheets for U.S. Religious Leaders." Each Tip Sheet offers all-hazards best practices and resource links about U.S. disaster mitigation, preparedness, response, and recovery – specifically of relevance to religious leaders, faith communities, and faith-based organizations. NDIN also offers trainings based on these tip sheets.

#### Other Sources for DISASTER TIP SHEETS:



**Preparedness Fast Facts**  
*In English & Spanish*  
[www.redcross.org](http://www.redcross.org)

- Some Examples....
- Be Red Cross Ready
  - Shelter-in-Place Emergencies
  - Earthquake Safety
  - Flood Safety
  - Flu Checklist
  - Heat Wave Safety
  - Hurricane Safety
  - Pets and Disaster Safety
  - Returning Home After....
  - Taking Care of Your Emotional Health after a Disaster
  - Thunderstorm Safety
  - Tornado Safety
  - Wild-Fire Safety
  - Winter Storm Safety

  
[www.citizen corps.gov](http://www.citizen corps.gov)

  
*Prepare. Plan. Stay Informed.*  
[www.ready.gov](http://www.ready.gov)

Because U.S. religious leaders are among the first and most trusted sources of risk-communication and crisis leadership not only in houses of worship and faith communities, but in the neighborhoods and communities where they serve, they have a central role when disasters strike. These Tip Sheets aim to educate and assist religious leaders and congregations as they prepare to serve and respond in effective, inclusive, and compassionate ways.

#### CURRENT NDIN TIP SHEETS FOR U.S. RELIGIOUS LEADERS:

1. Disaster Basics for Faith Communities
2. The Disaster Lifecycle: Where Do Religious Leaders Fit In?
3. National Faith-Based Disaster Service Organizations
4. The Role of Faith Communities in Disasters
5. How to Use Your House of Worship in a Disaster
6. Disaster Backlash: Bias Crimes & Mitigation
7. Active Shooter in a House of Worship
8. Continuity of Operations Planning
9. Self-Care for Religious Leaders
10. Disaster Spiritual Care
11. Faith Communities & Disaster Mental Health
12. Faith Communities & the Disaster Distress Helpline
13. Faith Communities & Trauma Resilience
14. Faith Communities & Risk Communication
15. Faith Communities & Evacuation Planning
16. Faith Communities & Disaster Sheltering
17. Faith Communities & Long Term Recovery
18. Faith Communities & Debris or Mud Removal
19. Faith Communities & Cold Weather Hazards
20. Faith Communities & Hot Weather Hazards
21. Faith Communities & Disaster Volunteerism
22. Faith Communities & Donations Management
23. Immigrant Eligibility & Disaster Assistance
24. Children & Disasters
25. LGBT Needs & Disaster
26. Vulnerable Populations & Disasters

National Disaster Interfaiths Network | 4 West 43rd Street - Suite 407, New York, NY 10036 | [www.n-din.org](http://www.n-din.org) | [info@n-din.org](mailto:info@n-din.org) | 212.669.6100  
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**BUILDING DISASTER RESILIENT COMMUNITIES**

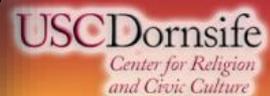
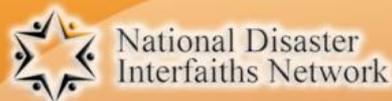
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# Be A READY CONGREGATION PARTNER

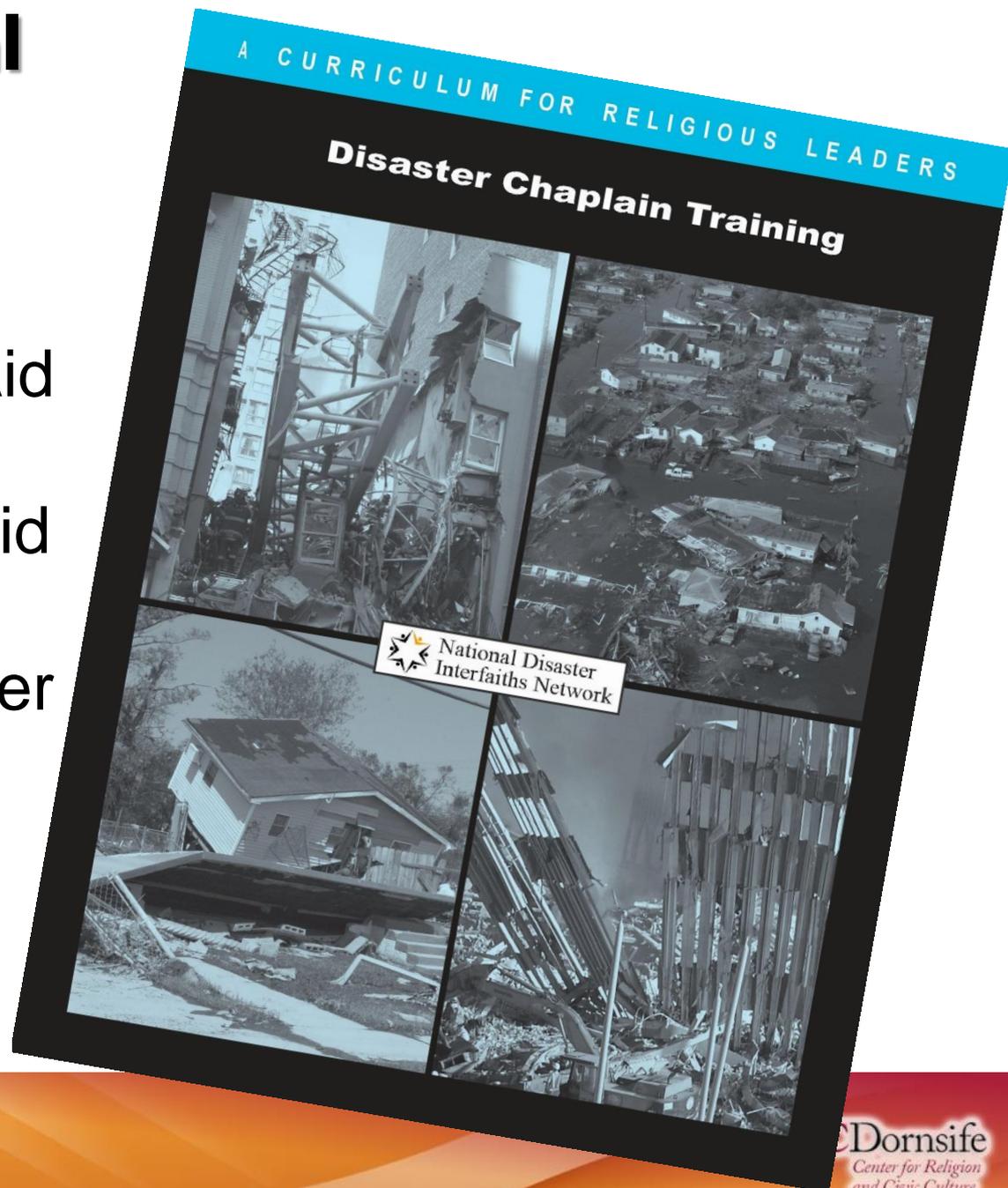
## Competency Guidelines for Sheltering & Mass Care

- Buddhist
- Hindu
- Jewish
- Muslim
- Sikh



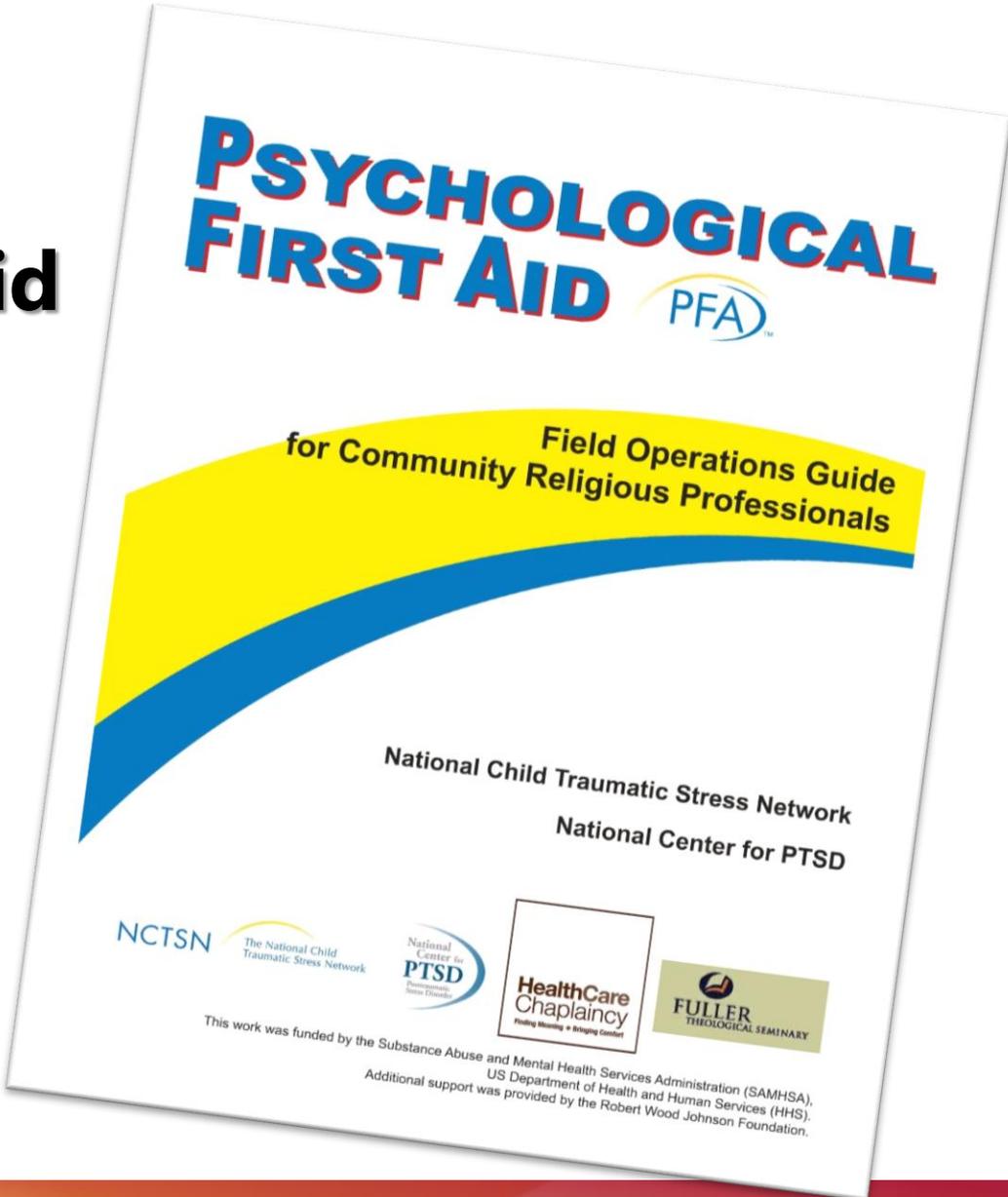
# Disaster Emotional & Spiritual Care Trainings

- Mental Health First Aid
- Psychological First Aid
- Spiritual Care Provider
- Disaster Chaplain



# Psychological First Aid

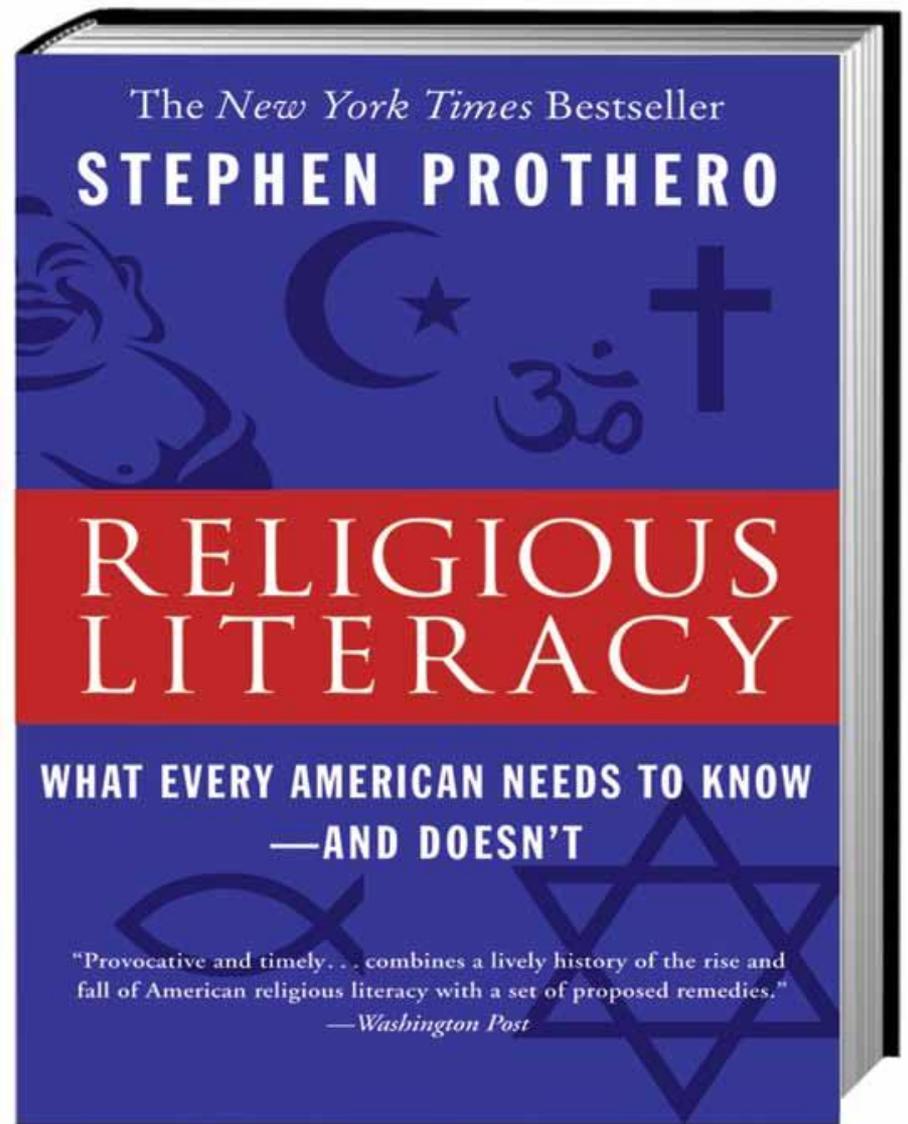
Field Operations Guide  
For  
Community  
Religious  
Professionals



# RELIGIOUS LITERACY:

By Stephen Prothero

What Every American  
Needs to Know –  
And Doesn't



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