



Becoming a Racial Justice Church: living your covenant

Presented by

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A Calling...

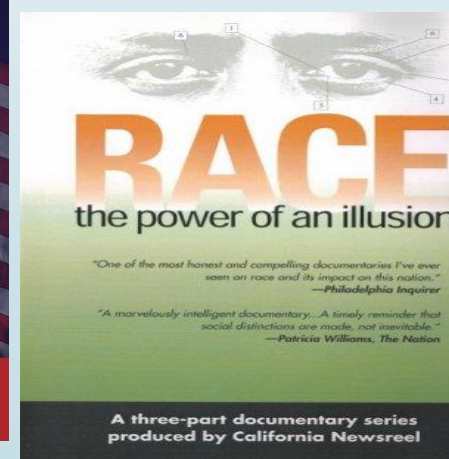
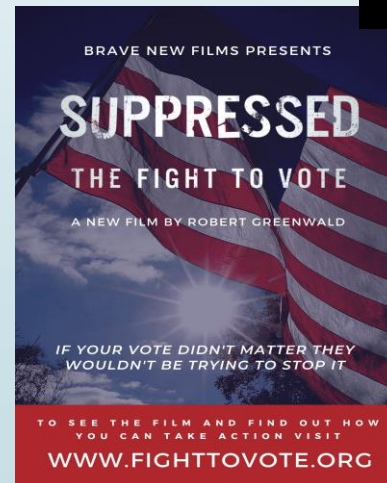
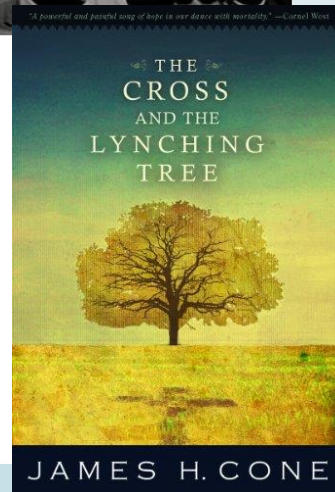
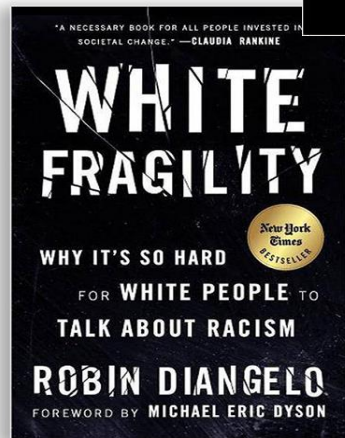
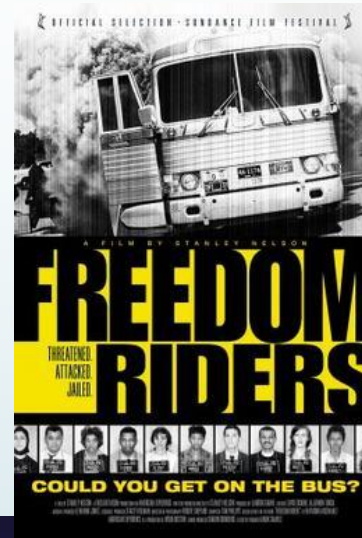
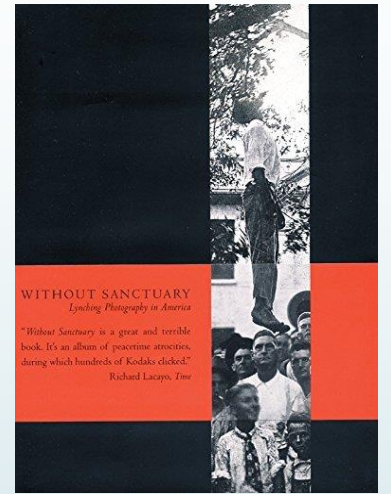
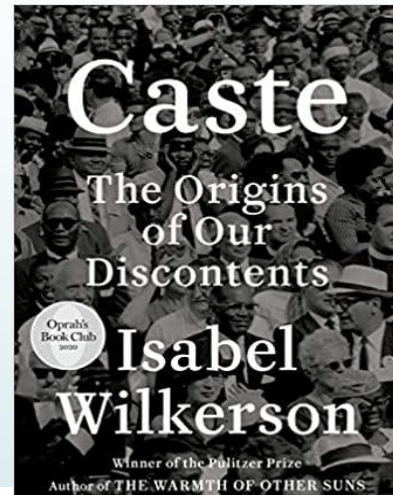
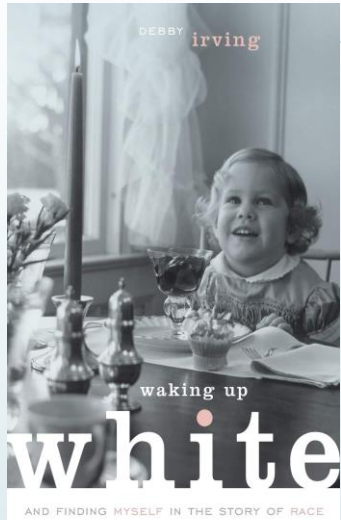
- ▶ A Minister who tirelessly made ready the congregation!
- ▶ Co-Leaders (really paid off).
- ▶ A strong team able to commit tremendous time and energy.
- ▶ A path aided profoundly by the Racial Justice Mission Group's document and gracious assistance from those long on this journey of learning and action.




Step One: “Ready” the team

- ▶ Our task
 - ▶ As a team answer the call to lead the congregation towards the decision to become a Racial Justice Church.
 - ▶ Ready ourselves to do so.
- ▶ Our approach
 - ▶ Take an implicit bias inventory.
 - ▶ To educate ourselves and become aware of and vulnerable to the racism in ourselves and the racist systems surrounding us our whole lives.
 - ▶ We read...watched...and discussed...A LOT!
- ▶ Seek guidance from those who understood more and those *signed up* to assist.
- ▶ Establish team “Ground rules” (white fragility is real).

The materials we used...



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- We read, listened, and debated.
 - We called each other out when necessary.
 - Challenges and barriers we encountered:
 - The more we learned as a team, the more we realized that we had so much more to learn and unlearn.
 - Understanding racism as a white problem.
 - Waiting to share this perspective with our congregational family could not wait for our “readiness”, but we felt unequipped to lead.
 - Our Mission
 - Call our church community to learn about racism; systemic, explicit and implicit.



Step Two: Organize the learning journey...



• What is Racism?

- *Race: The Power of Illusion*
- *Uncomfortable Conversations with a Black Man*
- *Freedom Riders*
- *The Cross and the Lynching Tree*



• What does racism have to do with us?

- *The 13th*
- *Suppressed*
- *The Color of Fear*
- *Cast*



• What is our responsibility as Christians?

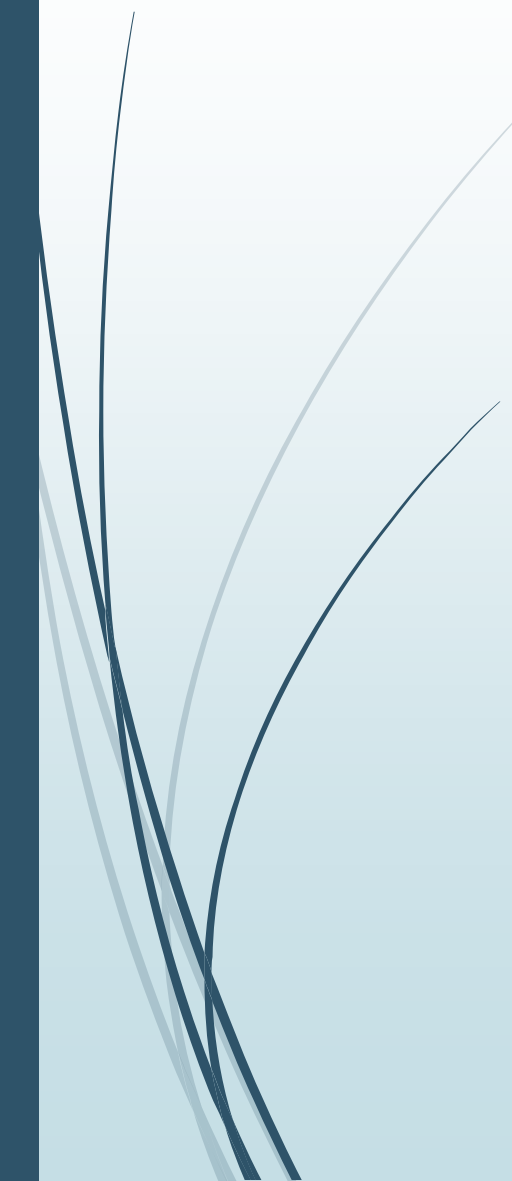
- *White Too Long*
- *Panel discussion with UCC Ministers: "Connecting God's Word and God's love with being a Racial Justice Church"*
- *What does it mean to be a Racial Justice Church?*

Step Four: Multiple Methods to Maximize Impact and Participation

- Present information, gradually increasing the intensity while providing lots of support along the way.
- Many mediums: films, books, articles, short videos, webinars, podcasts and, of course, sermons!
- Mostly Zoom based opportunities(Covid safe!)
 - Open ended discussion groups
 - One to one follow-up
 - Team members always open for feedback and conversation
- The heart of the initiative was the small group discussions with **prepped** facilitators.
 - Training Facilitators/co-facilitators
 - Discussion questions prepared and shared
 - Debriefing
 - “Difficult questions and how to answer them”
 - Technology education and support



What we learned about the process...

- ▶ Things that worked well
 - ▶ Things we would have done differently
 - ▶ What we are doing next
- 



Links to our resources

- ▶ Resource links
- ▶ Website link
- ▶ Questions after today:
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