

**2016 Pre-Assembly Pro-Reconciliation/Anti-Racism Workshop
October 6, 2016 @ Drury University
Agenda**

	<u>Start</u>
Check in	12:00-12:45pm
Welcome & Opening Activities	1:00pm
Introductions and Expectations	
Respectful Communications	
First Impressions exercise	
Discuss	
Introduce Wall of History	1:30pm
Footrace (video)	
Discuss (table discussion and read out)	
Footrace (video)	
Discuss (table discussion and read out)	
Definitions	2:00pm
Ethnicity	
Prejudice	
Race	
Racial smog (video)	
Socialization (including video)	
Racism	
White Privilege	
Discuss (table discussion and read out)	
Break	2:50pm
Review Definitions (quickly)	3:00pm
Bike Thief Video	
Discuss (table discussion and read out)	
Step Exercise	3:25pm
discuss/debrief	
Examples: Statistics	
Discuss(table discussion and read out)	
It Doesn't Have To Be This Way	4:10pm (or so)
Biblical Foundations of our Work & Vision for the future	
What you can do: Step Up / Speak Out Role Plays	
Checkout Line Video	
Preach it	
Next Steps	
Overview	
Brainstorm by table and read out	
Evaluations	
CLOSING Litany	4:55pm

Next Steps in Dismantling Racism and Working for Racial Justice
Christian Church (Disciples of Christ) of Mid-America
Reconciliation Ministry Team

We hope you leave this experience inspired to share the vision of congregations and communities committed to dismantling racism and working for racial justice. Our team can help as you consider YOUR next steps. We have assembled a sampling of resources that we have found helpful at:
<http://www.mid-americadisciples.org/pro-reconciliation-anti-racism>.

The focus of this resource is two-fold:

1. Increase personal and community awareness of racism and
2. Organize and work for change.

Being a change agent in the face of racial injustice happens in small and large ways but always begins with recognizing that each of us is created in the image of God. To begin this journey, most of us need to be better informed about the history and effects of systemic racism. Being a change agent involves educating and opening our minds and hearts. The ideas and resources collected to “increase personal and community awareness of racism” speak to this need.

As we begin to understand more deeply the effects of systemic racism and white privilege, we hope you will feel prompted to “organize and work for change” by taking a more active role in our communities. This might include testifying in public meetings or the legislature, walking with brothers and sisters in protest, or community organizing. It could also include helping in behind the scenes ways – cooking, copying, making phone calls.

If you want to learn more about the racial justice work of Disciples in Mid-America, plan to attend a one-day training on November 5, 2016 at Webster Groves Christian Church. Two learning tracks will be offered: 1) Anti-racism education and awareness OR 2) an introduction to organizing for change.

Register

at: <https://docgeneralassembly.webconnex.com/MAR2016ARPRSsocialJustice>

For more information or to schedule an anti-racism event at your church for leaders or your congregation, talk with a Reconciliation Ministry Team member:

Phil Smith: phil.minnie@yahoo.com, 573-221-7376

Rev. Margie Pride: memblvdcc@sbcglobal.net, 314-776-1669

Rev. Kathryn Wilson: kathryn@southjoplindisciples.org, 417-624-2522

Rev. Joe Jimerson: joe.jimerson@prodigy.net, 573-808-3756

Madeline Haraway: mharawaydesigns@sbcglobal.net, 314-771-0975

Rev. Martha Jolly: martha.j.jolly@gmail.com, 573-999-6356

Summary Statistics

- People of Color are given less pain medication in the ED for similar symptoms than patients of European descent
- JAMA
- Racial gaps in household income persist. In 2014 the median income of a Black family was 59% that of a white family.
- Pew Research Center
- In 2015 white men had a median hourly income of \$21. Black men had a median hourly income of \$15.
- Pew Research Center
- Among those with at least a bachelor's degree, white men had a median hourly income of \$32 and black men had a median hourly income of \$25.
- Pew Research Center
- About 25% of Blacks, Hispanics, and Native Americans live in poverty. About 11% of Whites do.
- Pew Research Center
- The labor force participation rate (those employed and those looking for work) is the lowest (61.6%) for Native Americans.
- US News (2014)
- The high school drop out rate for Native Americans is 11%. The only group with a higher drop-out rate is Hispanics at 13%.
- Pew Research Center
- In 2013 the median net worth of white families (\$144,200) was 13 times greater than the median net worth of black families (\$11,200).
- Pew Research Center
- African American children face the greatest barriers to future success of any group. This situation should be considered a national emergency.
- Annie E Casey Foundation

Important Definitions and Distinctions for Anti-Racism & Racial Justice Understanding

RACE is the idea that all the world's peoples can be divided into biologically separate, exclusive and unequal populations called races. A person can only belong to one race and visible physical differences, like skin color, hair texture, etc. are the markers or symbols of that race. As such, race is a specious (intentionally deceptive, untrue) socio/biological classification created by Europeans during the time of worldwide colonial expansion, to assign human worth and social status, using themselves as the model of humanity.

PREJUDICE is a preconceived judgment or opinion; an adverse opinion or learning formed without just grounds or sufficient knowledge; an irrational attitude of hostility directed against an individual, a group, a race, or their supposed characteristics.

ETHNICITY relates to culturally contingent features, and characterizes all human groups. It refers to a sense of identity and membership in a group that shares common language, cultural traits (values, beliefs, religion, customs, etc.), and a sense of a common history. All humans are members of some cultural (ethnic) group, sometimes more than one. Significantly, ethnicity is unrelated to biology and can be flexible and transformable. People everywhere can change or enhance their ethnicity by learning about or assimilating into another culture.

POWER is the ability to act or produce an effect; a position of ascendancy over others; authority, one that has control or authority.

SYSTEMIC POWER is the legitimate/legal ability to access and/or control institutions sanctioned by the state.

RACISM is not the same as race prejudice and bigotry – all people are racially prejudiced (regardless of racial/ethnic identity). It is socialized into every person. But this does not mean that everyone is a racist. Racism is more than race prejudice. It is more than individual attitudes and actions. Racism is the collective actions of a dominant racial group.

RACISM = race prejudice + the misuse of power by systems and institutions

RACISM IS MORE ABOUT EFFECTS THAN INTENTIONS.

WHITE PRIVILEGE is a set of unearned advantages and/or immunities that white people benefit from on a daily basis beyond those common to all others. White privilege can exist without white people's conscious knowledge of its presence and it helps to maintain the racial hierarchy in this country.

(<https://www.mtholyoke.edu/org/wsar/intro.htm>)

Privilege - Access to benefits, advantages, and opportunities based on social category or group membership. Privilege is always connected to something valued within a group and/or society. (Racism Study Pack: <http://reconciliationministry.org/resources>)

Step Exercise Follow up Questions

1. Have you ever thought about benefiting from whiteness?
2. How have you benefited from racism, either directly or indirectly?
3. How have you been disadvantaged due to racism, either directly or indirectly?

Examples of disadvantage and advantage:

Disadvantage for People of Color	Advantage/Privilege for White People
<ul style="list-style-type: none">• poor service and attention• lack of respect and trust• no sense of welcome and belonging• physical and emotional danger• limited availability of jobs• limited availability of housing• limited freedom of movement• police – control and suspicion• financial disadvantage• exclusion by race• <i>negative</i> racial profiling• being made to feel uncomfortable• limited access to products and services	<ul style="list-style-type: none">• instant service and attention• respect and trust• sense of welcome and belonging• physical and emotional safety• availability of jobs• availability of housing• freedom of movement• police – serve and protect• financial advantage• inclusion by race• <i>positive</i> racial profiling• being made to feel comfortable• access to products and services

Chart adapted from *Understanding & Dismantling Racism* by Joseph R. Barndt (Fortress Press, 2007), p. 105.