



**American Baptist Anti-Racism Convening Table**  
**MEETING MATERIALS - #1**

**Meeting #1 | Friday, February 25, 2022 | 1:00 – 3:00 PM ET**

**Pre-Meeting Materials:**

1. Meeting Materials Packet;
2. ABCUSA Anti-Racism Task Force Proposal to Establish an Anti-Racism Commission (approved by the ABCUSA Board of General Ministries, November 2021)

**Zoom Credentials:** [REMOVED POST-MEETING | NO LONGER AVAILABLE]

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**AGENDA – MEETING #1**

**I. Introductions**

*Full Name & how you would you like to be addressed during the Convening Table; Role in your ABC organization; what city/state you are joining from in this meeting*

**II. Welcome, Opening Remarks, and Opening Prayer – Dr. C. Jeff Woods, ABCUSA General Secretary**

**III. Logistical Remarks – Marie Onwubuariri**

**IV. Engagement Agreements | Not Just Another Conversation**

**V. Centering Activity – For Me/For Others**

1. *“Why is (or What would make...) engaging in anti-racism work with colleagues across the ABC denomination valuable for me?”*
2. *“What would help make a sustained engagement in anti-racism work with colleagues across the ABC denomination valuable for \_\_\_\_ (your org)?”*

5 min break

**VI. For Me / For Others: Reflections/Learnings**

1. *“I Notice/I Wonder” and “Star That” comments that we heard in For Me/For Others activity.*
2. *What gifts of perspective, skills, and expertise do you/does your organization contribute to anti-racism work? What spheres within our shared denomination (and in our wider networks) are these gifts most readily received?*
3. *What do you notice, wonder, or suggest after reading through the ABCUSA Anti-Racism’s Proposal to Establish an Anti-Racism Commission?*

**VII. Next Steps**

1. *Who   What   Why (specific purpose)   When   Where   How*
2. *Roles & Tasks*
3. *Shared Learnings | Star That Items*



## CONVENING TABLE ROSTER AS OF JANUARY 2022

First	Last	Email	Org	Role
Lisa	Harris-Lee	<a href="mailto:Lisa.Harris-Lee@abhms.org">Lisa.Harris-Lee@abhms.org</a>	ABHMS	Staff
Perry	Hopper	<a href="mailto:perry.hopper@mmbb.org">perry.hopper@mmbb.org</a>	MMBB	Staff
Gina	Jacobs-Strain	<a href="mailto:Gina.Jacobs-Strain@abwomensministries.org">Gina.Jacobs-Strain@abwomensministries.org</a>	ABWM	Staff
LaRose	Karr	<a href="mailto:larosekarr@gmail.com">larosekarr@gmail.com</a>	ABWM	Board
James	McJunkin	<a href="mailto:JEMcJunkin@philadelphiabaptist.org">JEMcJunkin@philadelphiabaptist.org</a>	REMC	Staff
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Kathryn	Ray	<a href="mailto:kray@northshorebaptist.org">kray@northshorebaptist.org</a>	BGM/OGS	Board
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## WORKING DEFINITION OF ANTI-RACISM

*(Offered by the ABCUSA Anti-Racism Task Force, October 2021)*

Anti-Racism is the active dismantling of systems, privileges, and everyday practices that reinforce and normalize the contemporary dimensions of white dominance (Crenshaw, 2020). The work of anti-racism actively identifies and opposes racial hatred, bias, systemic racism, white supremacy, and inequitable opportunity established on both individual and systemic levels.



## Engagement Agreements | Not Just Another Conversation

### Purpose:

- ✓ Foster a sense that this particular conversation matters and that it is not “just” another conversation on race
  - ✓ Share tools meant to foster conversation spaces where different communications styles are accepted and access to contribution is balanced
  - ✓ Foster “safe/brave,” honest, constructive space for listening and learning
  - ✓ Build up toolkits; practice tools of inclusion
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### I Notice / I Wonder

- Keeping these phrases in mind (and taking notes) when listening to others or engaging in an activity with others helps to foster:
    - a practice of mindfulness (or paying attention to things that one might not pay attention to or observe naturally)
    - a posture of curiosity (in contrast to the pressure to problem-solve or a habit to come to quick judgment or evaluation.)
  - Try to notice content, process, and impact.
  - Wondering about additional information, context, and/or more “of the story” may lead to deeper relationships, bridge building, and understanding.
  - When starting your comments with these two phrases in dialogue/conversation with others can often be disarming. This is in contrast to the confrontational tone that sentences that start with “Why do you...” or the self-focused tone of comments that simply highlight what your response or opinion is.
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### Star That!

- Designated “scribes” in group meetings are often relied upon to take notes of what occurred and document important information or action items. Sometimes the scribe is a person who is not engaged in the topic(s) at hand on an everyday level and therefore may be challenged to know what is most important to write down. Other times, the scribe might be the same person facilitating conversation, which makes it challenging to do both roles well.
- “Star That” is a tactic where all people engaged in the conversation are asked to write down things that they think are important ideas, information, and action items, either for themselves or for the group. This not only takes pressure off the scribe to capture everything, it also:
  - honors the various perspectives that are represented in the group. What one may think is very important may be missed by someone else.
  - reinforces learning by adding the act of writing and reviewing to hearing or saying.
  - When everyone’s ‘Star That’ items are shared in the group, it may help surface or clarify group values and priorities



### Mutual Invitation

To ensure that everyone who wants to share has the opportunity to speak, we will proceed in the following way: The leader or a designated person will share first. After that person has spoken, he or she will then invite another to share. Whom you invite does not need to be the person next to you. After the next person has spoken, that person is given the privilege to invite another to share.

If you are not ready to share yet, say “I pass for now” and we will invite you to share later. If you don’t want to say anything at all, simply say, “pass” and proceed to invite another to share. We will do this until everyone has been invited.

We invite you to listen and not to respond to someone’s sharing immediately. There will be time to respond and to ask clarification questions after everyone has had an opportunity to share.

Eric H.F. Law, *The Wolf Shall Dwell with the Lamb*. (Chalice Press: St. Louis, MO, 1993), pp. 113-114.

### Additional Considerations:

- Use “invite” rather than “pick.” The intent of this is not just to have a different way to have discussions and to ensure everyone has a turn; it also honors people who resonate with cultural norms that value humility in contributing (waiting to be invited to share) vs. being self-assertive. It also gives those who may take a little longer to share [because of language discomfort, thought processing time, etc.] the space to do so without fear of being cut-off.
- It is BEST to not invite the person next to you, so as not to support the tendency to “go in a circle,” especially if you are one of the first people to share
- Breaking the cycle of going around the room helps to alleviate the pressure on the “next” person to know what he/she is going to say and frees that person up to actively listen to the person currently sharing. Knowing you have an opportunity to pass, without giving up your opportunity to contribute because it will come back to you, also frees you up to fully listen.
- Each person should take responsibility of making notes on things he/she might want to come back to in response to someone else’s sharing, since you will not be allowed to jump in and ask questions or share your own anecdote. Oftentimes you might realize that what you wanted to say may not be necessary anymore or may not add value to the conversation.
- Each person should take responsibility to monitor “air time.” Since others will not be permitted to interrupt you, try to remember that one of the goals is to give equal opportunity and time for each person to contribute to the conversation. With this said, the chair/moderator will ultimately have authority to guide the conversation.
- Even though you may not have anything to add to a conversation, you still have the opportunity to participate by deciding whom to invite next.



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**FOR ME |** *“Why is (or What would make...) engaging in anti-racism work with colleagues across the ABC denomination valuable for me?”*

ZERO DRAFT:

I NOTICE:

I WONDER:

FIRST DRAFT:

STAR THAT:



**FOR OTHERS** | *“What would help make a sustained engagement in anti-racism work with colleagues across the ABC denomination valuable for \_\_\_\_ (your org)?*

ZERO DRAFT:

I NOTICE:

I WONDER:

FIRST DRAFT:

STAR THAT:



I NOTICE:

I WONDER:

STAR THAT: