



American Baptist Anti-Racism Convening Table

MEETING NOTES - #3

Meeting #3 | Thursday, May 5, 2022 | 1:00 – 2:30 PM ET

Present: Lisa Harris-Lee, Perry Hopper, LaRose Karr, James McJunkin, Marie Onwubuariri (convener), Rodney Ragwan, Kathryn Ray, Lisa Rothenberger, Robin Stoops. Unable to join: Gina Jacobs-Strain,

Note: No agenda was sent out in advance. Draft of Meeting #2 Notes were emailed to group just prior to the start of this meeting.

I. Welcome & Opening Prayer

- Values inherent in our engagement agreements were shared in our opening welcome: mutuality, presence, curiosity, self-learning, story-honoring
- A few shared on the following: “An example of something you have noticed/observed/experience in the past month with a ‘racial awareness/assessment’ lens”

II. Administrative Items

- a. Next meeting was discussed: Please hold the following two dates, until confirmed by Marie hopefully by end of the day:
 - Thursday, May 26 – 2:30-4:00
 - Friday, May 27 – 1-2:30

III. Open Discussion (recording started a few minutes into this portion of the meeting)

Participants were asked to review the Meeting 2 notes and continue the conversation on defining our work together. What stands out for you? What have you been processing? What questions do you continue to have?

Following are individual comments or themes of discussion, not necessarily decisions agreed upon by the group, and not necessarily documented in order of the conversation. [“Commission” is used as a placeholder term.]

On the Proposal to Establish a Commission/Continuing to define the CT work/What is needed from a commission:

- Is the nature of the commission different/inclusive of diversity, equity, inclusion efforts that may already exist within our own organization?
 - o In the Anti-racism task force, there were conversations about the differences between the various terms and intent of the work: DEI vs. cultural competence vs. racial justice vs. anti-racism. It would be good to clarify as the purpose of the commission is clarified.
 - o Mindful that discussion on nomenclature can sidetrack the important work
- To whom would this group be accountable? BGM? NLC?
 - o Response: The Convening Table can speak into this – what would be important as far as accountability for you, for your organization?
- Is there an openness to give an appeal to the larger denomination (organizations and individuals) for resources to support this work? Is this an “OGHS appeal” – a disaster of human making?
 - o Response: yes, for sure.
 - o Challenge to OGS – this could be part of your self-definition that is fundable (e.g. Transformed by the Spirit).



American Baptist Anti-Racism Convening Table

MEETING NOTES - #3

Meeting #3 | Thursday, May 5, 2022 | 1:00 – 2:30 PM ET

Make up of commission?

- How would recruitment happen so that the effort can be from the group up? Would outreach to regions bear good fruit?
- How do we build the relationships and infrastructure to get people in the room, with bandwidth, to start generating ideas to change the culture?
- Appeal for human resources need to be informed by the core purpose of this group
 - o Include people who have expertise about how to move a group forward in this work; how to help institutions assess themselves; theory of educational process on racism

Function of the commission?

- Collecting, Curating, Sharing:
 - o If there is learning happening in various entities of ABC in DEI, cultural competence, racial justice, anti-racism, can a new commission help maximize what is happening disparately throughout the ABC so that we are learning from each other and new “norms” eventually redefine the culture of ABC so that we are truly living into our self-identity as a diverse denomination?
 - o Need for a clearinghouse that can capture what is already happening so we can be inspired, foster synergy, find allies, etc.
 - Data collection needs skill (who can you collect from? what data points to collect (i.e. catalytic moment?) that would be helpful/inspiring to others; what are your needs for the next steps of your journey? How to share the info in ways that are accessible, consultative, and applicable?
 - Building narrative that is inspiring, asset-based
- Perhaps this group make 2-3 pathways, tracks that can be happening simultaneously
 - Narrative
 - Advocacy
 - Activities/education
 - And/or focused:
 - Individual
 - Institution

Other Reflections/Star That's/Notices/Wonderings

- It is encouraging to see good people using white privilege to challenge the status quo
- Acknowledging lack of relational capacity/resources; our denomination is fractured
- Acknowledging a practice of “empowering” individuals within an institution who are passionate/able/willing to give time to an “added” effort without readjusting the expectations already on their plate is an issue of inequity



IV. Next Steps

- Kathryn will talk to Disciples of Christ colleagues who have been involved in their anti-racism journey for gleanings on what could be constructive for us
- Marie will do the same with an Alliance of Baptist colleague
- All – have appropriate internal conversation within your organization to process through questions about:
 - o Organizational capacity and interest in engaging in a shared anti-racism effort
 - o What questions remain that might be shape response to previous question?
 - o What might complement your internal anti-racism efforts that an American Baptist Anti-Racism “Commission” [placeholder language] might help address/provide?
 - o What might your organization contribute to this “Commission” for the benefit of other ABC partners/entities?
- Marie will send out an agenda ahead of time after processing these notes from the first three meetings and how they align with elements of the commission proposal.
- Resources to share with the group:
 - o Marie – link to Past President of Alliance of Baptist reflection on their anti-racism journey: <https://allianceofbaptists.org/the-light-was-worth-the-candle/?fbclid=IwAR2P7RSrQ0wtyPd1sVascyt66J714F7IUstry-6yITlueRUd04oYWVd4jv3s>
 - o LaRose – news brief from Rev. Rodney Perry, new staff person with ABCRM, FYI to the group. See email attachment. Also, <https://www.abcrm.org/race-relation-task-force>
- Some personal notes/prayer requests were shared before adjourning.