



Meeting #4 | Friday, May 27, 2022 | 1:00 – 2:30 PM ET

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

All Convening Table Documents can be found at: <https://www.abc-usa.org/abc-anti-racism-convening-table/> and the password is: **arct2022beloved** (case sensitive).

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- I. **Welcome & Opening Prayer:** Lisa Harris Lee shared on 1 Peter 3:13-17 (struggles and hope); Will Willimon 1997 article (on Jesus in the wilderness, would he be tempted if the reward was an end to racism?); reflection on excerpt from *Becoming the Answer to Our Prayers: Prayer for Ordinary Radicals* by Claiborne & Hartgrove [falling in love with vision while forgetting to care for those around you]. Closed with time for sharing and prayers.
- Willimon article: <https://journals.sagepub.com/doi/abs/10.1177/004057369705300406>
- II. **Follow up on Action Items from Meeting #3**
- a. Initial reflections from colleagues from other denomination:
 - i. **Kathryn** – Disciples of Christ, still waiting to hear back, to be tabled.
 - ii. **Marie** – Alliance of Baptists. Marie shared about her conversation with Rev. Michael Ray Mathews, former Board Presidents of the Alliance. ***Please see addendum of notes from this conversation as well as key notices from Convening Table members.***
 - b. Organizational capacity/input into future work
 - i. MMBB – currently engaged in surveying their own staff around DEI to see where staff are in their understanding as a precursor to determining additional efforts. ***[Others expressed interest in gleanings from MMBB's effort on this.]***
 - ii. ABHMS – anti-racism/inclusion is on the organizational agenda and a part of their values. ABHMS will find a way to be in partnership with this effort in response to specific proposals.
 - iii. ABWM is engaging in ongoing training in ambassadorship & cultural competency with entire Board. Exec. Committee and staff are completing study of *White Fragility* and moving into application of learnings and how to roll out to broader board. If the denomination moves forward with anti-racism efforts, there will be some from ABWM who will endorse. Like any other organization, there is a process of meeting/working with people where they are and trying to move forward together. An example shared: having common understanding of even the word “diversity” (diverse yet separate or actually diverse and interacting...)
 - iv. OGS staff, immediate Past President who is a professional DEI practitioner, in 2021 spoke one on one with every staff member in preparation for a training she led with staff as a group. I have been asked to lead a piece on DEI/anti-racism at monthly leadership team meetings.
 - v. BGM Board, dialogue in Beloved Community action group has been around civility. Work Staff and board need to work on synergy and communicating our various efforts with one another.
 - vi. General other comments:



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1. Perry mentioned work of Roosevelt Thomas, from Harvard Business School, a leading figure on Diversity; was on MMBB Board of Managers and previously led a retreat for ABCUSA (early 2000s). [MMBB had a Diversity Officer, Winona Green]. He helped with understanding that “diversity” has many different facets. Also has done good work with McKee Consultation. His book was also recommended in conversation: https://www.amazon.com/dp/B001IBJH2C/ref=dp-kindle-redirect?_encoding=UTF8&btkr=1
2. Marie recalled by BGM had a trainer from United Methodist Church General Committee on Race and Religion lead them on cultural competency/inclusion within the last decade. Led by the Board’s Beloved Community action group.
3. It would be good to know what the impact of these efforts was.

III. Aligning Anti-Racism Task Force Proposal and our Conversations

Commission Goals and Activities

Proposal	Convening Table	Notice/Wonder/Star That
A. Develop a Common Framework and Language for work of Anti-Racism	<ul style="list-style-type: none"> - Shared Language/What does anti-racism work include? (DEI, etc.) - What language can be is helpful, not impeding/distracting 	
B. Core issues: <ul style="list-style-type: none"> - ABC history - Need/opportunities for repentance, unlearning, relearning - Identify hindrances for ABC stakeholders to participate - Collating existing work 	<ul style="list-style-type: none"> - Need to do history work to ensure we do not go down the same road with same non-results - Acknowledgement (we acknowledge great need for education in various forms) - The Convening table is currently discussing consideration from NEC/REMC perspectives - Recognize that churches are also on different journeys (different points along a continuum of cross-cultural sensitivity/ability) - “Clearing house” idea / how do we share learning, build synergy, so our overall denominational culture/narrative is transformed? 	<ul style="list-style-type: none"> - Learning -> Acknowledgement [good place to start] -> Repentance [calls us to introspection, examination, follow-up action] -> transformation [can’t have transformation without repentance] - In discussion, Marie referenced “Developmental Model of Intercultural Sensitivity” theory and “Intercultural Development Inventory” instrument. - IDRIInstitute - IDRIInstitute (DMIS) - Intercultural Development Inventory IDI, LLC (idiinventory.com) (IDI)
C. Denominational Assessment/Transformation	<ul style="list-style-type: none"> - We have acknowledged the work is so large and still trying to distill what is the 	<ul style="list-style-type: none"> - Parsing out any one of these areas is huge in itself: such as...



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<ul style="list-style-type: none"> - Develop strategy/plan for every aspect of denom (hiring, economics, governance, missiology, polity, core values, collaboration of anti-racism work) 	<p>work we can do together; how can we at least impact our own selves (let alone society at large)</p> <ul style="list-style-type: none"> - We touched on missiology, partnership, impact of church in society (or vice versa), processing and applying beyond statements, acknowledgement of different journeys and different points on similar journeys; anti-racism work impact on discipleship/evangelism) - What are effective models when an org wants to bring change upon itself (vs. external advocacy work)? 	<ul style="list-style-type: none"> - Economics – socially responsible investing, where we have conferences; what kind of orgs do we engage (vetting)? - Hiring – how, who, from where - What are orgs willing to do to invest in this work—staff time? Dollars to implement recommendations? - Wondering: Because these are so large, can one “low hanging fruit” goal of a commission be to create/provide a checklist of anti-racism-lens questions that can be considered when going through assessment or decision making for any one of these areas? In addition, how can this checklist be also be used in measuring impact? And if impact if self-reported back to the commission, can a goal down the road be developing recommended practices for any one of these areas.
<p>D. Advocacy as expressions of ABC commitment</p> <ul style="list-style-type: none"> - Reparations, etc. 	<ul style="list-style-type: none"> - Identified three potential tracks (narrative, advocacy, activities/education) 	<ul style="list-style-type: none"> - Star That: The ability to lean heavily on those who are deep in this work will be helpful going forward; allow on One example of potential partner shared by Lisa: https://francescocolaborative.org/ Felipe Witchger, a co-founder
<p>E. Capacity building for the work (staffing, funding, etc.)</p>	<ul style="list-style-type: none"> - Noted unjust practice of adding responsibilities on staff without readjustment of work/compensation 	<ul style="list-style-type: none"> - Clarify staff leadership/support for commission - Organizations have had in the past Diversity officers; maybe now part of Human capital management/HR - Orgs have used outside consultants

Resource shared: Article on Gun Violence Prevention https://publicwitness.wordandway.org/p/the-nras-thoughts-and-prayers?utm_source=email&s=r

Our discussion in this section ended here. We will pick up establishment phase at next meeting.



IV. Next Steps

- a. Part of the establishment phase is giving quarterly reports to the Executive Committee. Marie did that for 1st quarter (we had only one meeting at that time) and will do that again after this meeting. Is there anything specific you would like the BGM executive committee to know?
 - i. It would help to have someone from BGM Exec Committee as part of this body
 - ii. Work is being done with partners in different ways and other boards and/or staff are also involved in that work – every aspect of ABC is involved
 - iii. Content shared about the work of Alliance of Baptist might be helpful
- b. Future meetings
 - i. In person meeting has value. Summer in person would be difficult; perhaps in the Fall
 - ii. For regular times, Thursday afternoons is preferred over Friday afternoons.
 - iii. Marie will put a date scan out for potentially two summer meetings and date scan for in person day meeting in mid-October thru early November.