



Meeting #6 | Friday, September 2, 2022 | 10:30 AM-12:30 PM ET

Pre-Meeting Materials:

1. Notes from Meeting 5
2. Review BGM Approved Proposal for an Anti-Racism Commission

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).

Zoom Credentials: **[REMOVED POST-MEETING]**

AGENDA – MEETING #5

- I. **Opening Matters**
 - a. Welcome
 - b. Agenda additions or quick updates
 - c. In-person gathering – Wednesday, October 26, 11AM-4PM – Crowne Plaza, King of Prussia
 - d. Devotion
- II. **Follow up on Meeting #5**
 - a. Meeting Notes, Reflections, Follow-up Actions
 - b. Initial reflections from colleagues from other denominations
 - **Kathryn – Disciples**
 - c. Organizational input into future work (IM and Regions):
 - Organizational capacity and interest in engaging in a shared anti-racism effort
 - What questions remain that might be shape response to previous question?
 - What might complement your internal anti-racism efforts that an American Baptist Anti-Racism "Commission" [placeholder language] might help address/provide?
 - What might your organization contribute to this "Commission" for the benefit of other ABC partners/entities?
 - d. Follow-up on learnings from previous trainings mentioned in Meeting 4
- III. **Aligning Anti-Racism Task Force Proposal and our Conversations Continued...**

Review: Any notices/wonderings/star that from the work we did in meeting 4 and 5, as follows?

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	



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<p>B. Core issues:</p> <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)
<p>C. Denominational Assessment/Transformation</p> <ul style="list-style-type: none">- Develop strategy/plan for every aspect of denomination (hiring, economics, governance, missiology, polity, core values, collaboration of anti-racism work)	<ul style="list-style-type: none">- We have acknowledged the work is so large and still trying to distill what is the work we can do together; how can we at least impact our own selves (let alone society at large)- 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">- Parsing out any one of these areas is huge in itself: such as...- 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 is self-reported back to the commission, can a goal down the



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		road be developing recommended practices for any one of these areas.
D. Advocacy as expressions of ABC commitment - Reparations, etc.	- Identified three potential tracks (narrative, advocacy, activities/education)	- Star That: The ability to lean heavily on those who are deep in this work will be helpful going forward; One example of potential partner shared by Lisa: https://francescocolaborative.org/ Felipe Witchger, a co-founder
E. Capacity building for the work (staffing, funding, etc.)	- Noted unjust practice of adding responsibilities on staff without readjustment of work/compensation	- 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

Continuing the alignment:

Establishment Phase

Proposal	Convening Table	Notice/Wonder/Star That
Envision bringing together all partners, not just for convening but also valued as necessary partner in key decision-making junctures	- Noted lack of relational capacity - Reality-check on organizational bandwidth - Autonomy – what can “a group” actually impact?	- Notice all of NEC & REMC present; missing other partners (though not yet invited) - What are examples of key decision-making junctures? Budget cuts? - What is meant by “junction” – could this mean decision points? - In our structure, more like topics can be discussed collaborative vs. decision-making that necessarily impacts everyone - However partnership is built into a new group, there needs to be intentionality to relationship (and recognition that relationships are not a given)
Proposed AGS for Anti-Racism	- Wonderings about current staff bandwidth	- Budget is a consideration - Helpful to have someone assigned to forward the work; I wonder if this model, which is often used in other institutions have been successful in bringing change (seek Karen P. input/perspective)



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		<ul style="list-style-type: none">- One made a reference to previous time when partners had Affirm. Action Officers- No current staff assignments within ABC that we know of (though some variations are in the works)- Are there models of effective volunteer-carried initiatives? (One member shared items from her experience of an effective model, which includes: Clear leader (1 or 2 people the most) who is passionate and knowledgeable; able to frame conversation and invite people in; there is a clear scope/timeline (6-8 mn vs. years) for the group.
Training (transition team, new commission members, OGS staff, BGM rep)	<ul style="list-style-type: none">- Stay mindful of different educational needs	<ul style="list-style-type: none">- BGM Beloved Community Action Group identified training needs on engaging in difficult issues- OGS anti-racism training component in leadership team meetings- Mission Table-
<p>Short Term Goals/measurements:</p> <ul style="list-style-type: none">- Parameters for convening and decision-making- Funding needs and strategies- What do we need to consider to fulfill core purposes?	<ul style="list-style-type: none">- Who is this group accountable to?- Appeal to larger denom for funding? OGHS?- How would we do recruitment – appeal to Region input? What skills do we need?- Potential group work subgroups:<ul style="list-style-type: none">o ABC historical research/learningso Shared framework/languageo Various educational paths	<ul style="list-style-type: none">- Helpful to have a clear narrative of how we talk about/name/commit to the work of anti-racism as a denomination? Not only in press releases, but what is the “CALL” to the larger community for all of us to engage/own/ participate in?



	<ul style="list-style-type: none">○ What can we learn from other denominations & faith entities (i.e. New Baptist Covenant)?	
- Quarterly reports submitted to BGM Executive Committee	- Marie submitted a March report to BGM Exec. Committee after first meeting, and will do again after this meeting	- What would be the reporting expectations and of a commission?

IV. Next Steps

- a. Discussion items to assist with development of proposal
 - Goals and Outcomes for Commission
 - Specific asks of partners
 - Skills needed for Commission membership

- b. Agenda items for in-person meeting



V.

I NOTICE:

I WONDER:

STAR THAT: