**Meeting #7 | Wednesday, October 26, 2022 | 11:00 AM-4:00 PM ET**

**Pre-Meeting Materials:**

1. Notes from Meeting 6 – previous sent
2. This document

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: Forthcoming from Kathy Jachowski, OGS**

**AGENDA – MEETING #7**

1. Opening Matters 11:
	1. Welcome & Roll-call

 Paul Higgins LaRose Karr

 Karen Podsiadly Rodney Ragwan

 Kathryn Ray Lisa Rothenberger

 Lisa Harris-Lee Perry Hopper

 Marie Onwubuariri Robin Stoops

 Gina Jacobs-Strain James McJunkin

* 1. Corrections to Meeting #6 notes if any
	2. Devotion by Kathryn Ray
1. Session 1 discussion on “Skills Needed” & any specific persons recommended

12:30-1:00 Break

1. Session 2 discussion on “Objectives for Next Phase”

2:00-2:30 Break

1. Session 3 discussion on “Form[s]” of Group”

Finalizing BGM Proposal; identifying “asks” of partners

*[Early dismissal is possible if our work is done 😊]*

TASK AT HAND: By finessing the ABCUSA Anti-Racism Proposal, the Anti-Racism Convening Table is to craft a proposal for Board of General Ministries consideration that gives direction to what American Baptist Anti-Racism work looks like in the next phase.

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| **What are the OBJECTIVES of the next phase?***This is a task of clarity of desired impact, appropriate purpose, priority of efforts. Keep in mind this is a long journey; along with objectives is how we will measure the progress anticipated so that energy can be given to future work.* |
| Item | Notes/Person Suggesting |
| Creating a framework: language, how the group will operate | Karen/Marie |
| Potential starting “Buckets” to prioritize/delegate:- research history, bringing forward learnings- clearing house/resource bank of what is currently being done and helpful resources – help to start build a narrative of what is already happening- education: baseline education needed for commission/BGM (and others?) - building out a learning and implementation plan in stages with assessment tools for various levels/parts of the denomination | Karen/Marie |
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***(Feel free to add rows as needed)***

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| **What would be the SKILLS needed of the person(s) leading the work toward these objectives?***This informs who is needed to steward the work toward progress. Keep in mind we might need to make distinction between “stewards of” the work and “resources to” the work.* |
| Item ***[You can include names of specific people and note or be prepared to why you recommend]*** | Notes/Person Suggesting |
| Strategic programming with proven ability to design and measure community/institutional impact | Karen/Marie |
| Adult learning approaches for the varied entry points into anti-racism/multi-cultural-justice work, moving toward a truly inclusive denomination | Karen/Marie |
| Proven ability for incremental/timely and measurable institutional systems change | Karen/Marie |
| Leadership presence that understands the gravity of the moment and can inspire participation from various populations of our denomination | Karen/Marie |
| Intermediate-to-expert knowledge-base in cultural competence, DEIJ, cultural humility, anti-racism work, multiculturalism – people interested in the overarching plan, not just interested in promoting their own work | Karen/Marie |
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***(Feel free to add rows as needed)***

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| **What FORM(s) would be conducive to reaching the objectives?** *Form should include format/structure of where the work is lodged, considerations of accountability alongside Baptist polity, partnership engagement, and fair expectations of the person(s) stewarding the work.*  |
| Item | Note/Person Suggesting |
| Commission as a current and workable option, with the following additions: * Executive committee member/officer serving on commission – such as the VP. This is needed to provide interaction/investment and accountability between BGM and commission.
* OGS staff assignment for administrative support and responsibility to keep work well documented and organized
 | Karen/Marie |
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***(Feel free to add rows as needed)***

**ADDENDUM:**

NOTES ON COMPARING ABCUSA ANTI-RACISM TASK FORCE PROPOSAL WITH ANTI-RACISM CONVENING TABLE DISCUSSIONS

1. **Aligning Anti-Racism Task Force Proposal and our Conversations Continued…**

**Note: First chart was work done in Meeting 4; it’s included here for reference. Next chart is what we focused on in Meeting 5.**

**Commission Goals and Activities**

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| **Proposal** | **Convening Table** | **Notice/Wonder/Star That** |
| 1. Develop a Common Framework and Language for work of Anti-Racism
 | * Shared Language/What does anti-racism work include? (DEI, etc.)
* What language can be is helpful, not impeding/distracting
 |  |
| 1. Core issues:
* ABC history
* Need/opportunities for repentance, unlearning, relearning
* Identify hindrances for ABC stakeholders to participate
* Collating existing work
 | * 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?
 | * Learning -> Acknowledgement [good place to start] -> Repentance [calls us to introspection, examination, follow-up action] -> transformation [can’t have transformation without lol repentance]
* In discussion, Marie referenced “Developmental Model of Intercultural Sensitivity” theory and “Intercultural Development Inventory” instrument.
* [IDRInstitute - IDRInstitute](https://www.idrinstitute.org/about/idr-institute/) (DMIS)
* [Intercultural Development Inventory | IDI, LLC (idiinventory.com)](https://idiinventory.com/) (IDI)
 |
| 1. Denominational Assessment/Transformation
* Develop strategy/plan for every aspect of denom (hiring, economics, governance, missiology, polity, core values, collaboration of anti-racism work)
 | * 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 effectives models when an org wants to bring change upon itself (vs. external advocacy work)?
 | * 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 if self-reported back to the commission, can a goal down the road be developing recommended practices for any one of these areas.
 |
| 1. 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; allow on One example of potential partner shared by Lisa: <https://francescocollaborative.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
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**Continuing the alignment: - focused on the following chart in Meeting 5.**

**Establishment Phase**

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| **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 “juncture” – 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)
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| 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)
* 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) | * Stay mindful of different educational needs
 | * BGM Beloved Community Action Group identified training needs on engaging in difficult issues
* OGS anti-racism training component in leadership team meetings
* Mission Table
 |
| Short Term Goals/measurements:* Parameters for convening and decision-making
* Funding needs and strategies
* What do we need to consider to fulfill core purposes?
 | * 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:
	+ ABC historical research/learnings
	+ Shared framework/language
	+ Various educational paths
	+ What can we learn from other denominations & faith entities (i.e. New Baptist Covenant)?
 | * 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?
 |
| * 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?
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**Resource people named in conversation:**

* + Dare to Imagine Church (PBA), first lady K Johnson, DE&I expertise
	+ Katie Choy Wong – Cross cultural competence