

## Possible Next Steps on the Antiracism Journey Presbyterian Church (U.S.A.)

### Education

- Contact [training@pcusa.org](mailto:training@pcusa.org) to schedule an education event with Presbyterian Church (U.S.A.) leaders.
- Sign up to receive Facing Racism resources from the Presbyterian Church (U.S.A.) at <https://facing-racism.pcusa.org>.
- Explore your implicit biases <https://implicit.harvard.edu/implicit/takeatest.html>.
- Read and use "Responding to Every Day Bigotry" by the Southern Poverty Law Center <https://www.splcenter.org/20150126/speak-responding-everyday-bigotry>.
- Attend the White Privilege Conference (<http://www.whiteprivilegeconference.com/>) or the Facing Race Conference (<https://facingrace.raceforward.org/>)
- Engage in discussion about one of the books recommended to the church by the co-moderators of the 222<sup>nd</sup> General Assembly (2016), the Rev. Denise Anderson and the Rev. Jan Edmiston: *Waking Up White: Finding Myself in the Story of Race* by Debby Irving or , *Always with Us?: What Jesus Really Said about the Poor* by the Rev. Dr. Liz Theoharis (both available from Amazon.com). Find more information <http://oga.pcusa.org/section/ecclesial-and-ecumenical-ministries/mod/one-church-one-book/>.

### Advocate

- Contact your elected officials and public leaders about issues related to racial justice.
- Sign up for Action Alerts from the Presbyterian Church (U.S.A.)'s Office of Public Witness at [http://capwiz.com/pcusa/mlm/signup/?ignore\\_cookie=1](http://capwiz.com/pcusa/mlm/signup/?ignore_cookie=1).
- Join Groundswell to work on a national level to inspire the interfaith community to take faithful action, to learn how to organize in a digital age, and to work to heal and repair the world. <https://action.groundswell-mvmt.org/>.
- Learn about and join advocacy groups in your state and community.
- Vote. Participate in candidates' forums. Work on a ballot issue or in a candidate's campaign.

### Organize and Witness

- Support the PC(USA) Self-Development of People program.
- Support the Black Lives Matter Network. Join the local chapter. <http://blacklivesmatter.com/>.
- Support Showing Up for Racial Justice. Join the local chapter. <http://www.showingupforracialjustice.org/>.
- Work with Crossroads Antiracism Organizing & Training to explore how racism functions in institutions and learn tools to create antiracist transformation <http://crossroadsantiracism.org/>
- Participate in vigils, rallies, and marches.
- Consider where you invest your funds.

### Ideas for white people from Auburn Theological Seminary's "Dear White Christians" Initiative (<http://auburnseminary.org/dear-white-christians/>) - take the pledge and then work to:

- Include a range of voices addressing race in U.S. politics, economics, popular culture, and civil society in your social media networks

- Intentionally seek out regular social experiences in which you are a racial minority: restaurants, cultural events, political meetings, sports leagues, or church services.
- Use businesses owned by people of color whenever possible for your goods and services; Shop neighborhoods other than your own if that is necessary.
- Regularly seek out substantive works of art and popular culture that focus on the lives and experiences of people of color.
- White people can become advocates for the Black Lives Matter movement in white circles, engaging white people who have misconceptions or outright resistance about the movement and its goals and methods. View "The Black Lives Matter Movement Explained in Under 10 Minutes." <https://www.youtube.com/watch?v=eaEeEbP16Wg>

#### **Ideas for Congregations and Mid-Councils**

- Address issues of racism and racial justice on a regular basis in worship.
- Engage in organizational reviews of practices and policies as they impact people of color and racial diversity (often called a "race audit"). Contact the Office of the General Assembly for more information.
- Offer antiracism training.
- Study and discuss "Facing Racism: A Vision of the Intercultural Community", the policy approved by the 222<sup>nd</sup> General Assembly (2016).
- Offer at least one annual adult education series on an article or book written by a person of color.
- Build relationships
- Hold book studies.
- View and discuss films.
- Consider where you invest your funds.

#### **Recommendations to committees on ministry and committees on preparation for ministry from the 222<sup>nd</sup> General Assembly (2016)**

- Promote training to be more effective in cross-cultural relations.
- Include members of diverse racial backgrounds in the oversight of candidates and those in ministry where possible.
- Regularly address issues of racism on ordination exam questions, ensuring that ordination exam questions are culturally sensitive to the racial- and language-diversity of candidates.
- Offer retreats or trainings at the mid council level for those in the ordination discernment process to dialogue about race and racism.
- Request presbyteries to explore a standard of practice for psychological exam providers that are applicable for broader racial and ethnic demographics.
- Provide antiracism training for leadership positions (paid and unpaid, ordained and not ordained) in congregations, mid councils, and national staff and boards for continuing education and ongoing leadership development; incorporate an antiracism lens in leadership training, as modeled in the Office of the General Assembly, in congregations, boards, mid councils, and national staff.
- Provide regular antiracism training in presbyteries to teaching elders.