

Next Steps in Dismantling Racism and the Work of Racial Justice **Christian Church (Disciples of Christ) of Mid-America Reconciliation Ministry Team**

We hope you leave this experience inspired to share the vision of congregations and communities committed to dismantling racism and working for racial justice. Our team can help as you consider what YOUR next steps might be. Here are some examples and resources to: 1) Increase personal and community awareness of racism and 2) Organize and work for change.

Next Steps to Increase Personal and Community Awareness of Racism

Ways to Increase Personal or Individual Awareness:

- Host a book study (see resources, pp 3-6)
- Host a movie viewing on issues related to systemic racism, followed by conversation.
- Partner with other congregations or community organizations to host a one-day pro-reconciliation anti-racism event.
- Invite a leader known for their work in racial justice to speak at a community event.
- Initiate youth group exploration of racism and bullying.
- Provide small group and prayer resources on reconciliation, anti-racism, bullying.
- Engage in personal reflection (if you are a white person) to begin to understand white privilege:
 - Examine your life and the privileges that accrue to you simply by being white.
 - Make a list of things you own in contrast to people of color you may know. Do you really own all those things because you worked harder and smarter than they did? Are there things you didn't "earn" in the traditional sense?

Ways to increase community understanding and practices:

- Review your congregation's or organization's operating procedures to ensure there is no language of exclusion (resources available).
- Include racial justice as a priority in your congregation's or organization's vision statement.
- Appoint a team to recommend modifications to your congregation's or organization's operating procedures that make explicit your commitment to increase human diversity at all levels of leadership and service. Seek approval by your governing body.
- Assess the visual images in your church or organization offices and meeting places; make changes that honor diversity (ex. Norman Rockwell: Golden Rule, sacred images reflecting the diversity of believers around your community and/or the world).
- Preach and pray in ways that educate about injustice and honor diverse creation of God.
- Host and support educational and community events that honor and reflect diversity (speakers, educational content and offerings, etc.)
- Seek meaningful partnerships with people of color (POC) congregations and organizations.
- Use Christian Education curriculum that honors diversity and teaches justice. Be clear that POC are our brothers and sisters in Christ. Remember that as a Jew of the Middle East in the 1st Century, Jesus' skin was much darker than the average white person.
- Work to ensure that public school curriculum in your community represents with integrity the history of POC as well as the story of white people.
- Partner with other churches/schools/youth organizations to explore and teach about racism, bullying and white privilege (see resources in pages that follow for some ideas).
- Add books to your church and community library that honor diversity and increase understanding about racism for all ages, children to adult.

Organize and Work for Change:

Being a change agent in the face of racial injustice happens in small and large ways but always begins with recognizing that each of us is a beloved child of God. For some, being a change agent involves educating and opening minds and hearts. For others, working for change means testifying in public meetings or the legislature, walking with brothers and sisters in protest, or community organizing. Here are a few ideas of ways to be a change agent in your community. *Most of the organizations mentioned below are included in the list of Web and Online Resources on pages 5-6.*

- Get informed about issues of racial justice in your community – housing, access to education, access to healthcare, lending and credit practices (including payday loans), law enforcement, fair wages, voting rights, prison reform, etc. *All of these issues are affected by racism and white privilege.*
- Take what you've learned at this event to your congregation and community and organize a group to get involved in local issues of racial justice.
- When you see or hear an incident of racism occurring, stand with the target as an ally and interrupt what is happening. This might be as simple as asking a question, "Did you notice that you just treated this person differently than your last customer?"
- Find an organization that works in the area of your interest, for example:
 - [League of Women Voters](#) (voting rights, voter registration, candidate forums, etc.)
 - [Missouri Faith Voices](#), [SURJ \(Showing Up for Racial Justice\)](#) or [MCU \(Metropolitan Congregations United – St. Louis\)](#) (racial and social justice issues)
 - [Missouri Health Care for All](#) (access to healthcare, Medicaid expansion, etc.)
- Work on the campaign for a candidate that supports racial justice.
- Get training to be an effective advocate for issues you care about – check out Missouri Faith Voices, Gamaliel, PICO, NCCJ, etc. (see resources, pp 4-6)
- Host a viewing of "[Injustice Anywhere](#)" and discussion using the study guide provided online. The video is a community response (including a number of DOC clergy) to the fatal shooting of Michael Brown on August 9, 2014 by Ferguson police officer Darren Wilson. Video is available free at: <https://www.nbacares.org/care-resources/injustice-anywhere>.
- Attend an event hosted by the Christian Church of Mid-America PRAR team and the St. Louis Racial Justice group.
- Participate in a community vigil or protest to support the cause with your presence.

For more information or to schedule an anti-racism event at your church for leaders or your congregation, talk with a Reconciliation Team member:

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A Sampling of Anti-Racism/Racial Justice Resources:

Books for Adults:

- Alexander, Michelle. *The New Jim Crow*. The New Press, 2012.
- Anderson, David and Brent Zuercher. *Letters Across the Divide: Two Friends Explore Racism, Friendship, and Faith*. Baker Books, 2001.
- Anderson, David A. *Gracism: The Art of Inclusion*. IVP Books, 2010.
- Barber, William J, II. *Forward Together: A Moral Message for the Nation*. Chalice Press, 2014.
- Barndt, Joseph R. *Understanding & Dismantling Racism*. Fortress Press, 2007.
- Bonilla-Silva, Eduardo. *Racism Without Racists: Color-blind Racism and the Persistence of Inequality in America*. Rowman & Littlefield Publishers, Inc. 2014.
- Butler, Octavia. *Kindred*. Beacon Press, 2004. (novel)
- Coates, Ta-Nehisi. *Between the World and Me*. Spiegel & Graum 2015.
- Colby, Tanner. *Some of My Best Friends Are Black*. Viking, 2012.
- Francis, Leah Gunning. *Ferguson and Faith*. Chalice Press, 2015.
- Harvey, Jennifer. *Dear White Christians*. Wm. B. Eerdmans Publishing Co., 2014.
- Hooks, Bell. *Writing Beyond Race: Living Theory and Practice*. Routledge, 2013.
- Kivel, Paul. *Uprooting Racism: How White People Can Work for Racial Justice*. 3rd ed. Philadelphia, PA: New Society, 2011.
- Loewen, James W. *Sundown Towns*. The New Press, 2005.
- Lopez, Ian Haney. *White by Law*. New York University Press, 1996.
- _____. *Dog Whistle Politics*. Oxford University Press, USA, 2014.
- Milner, H. Richard. *Rac(e)ing to Class*. Harvard Education Press, 2015.
- Roithmayr, Daria. *Reproducing Racism: How Everyday Choices Lock in White Advantage*. New York University Press, 2014.
- Stevenson, Bryan. *Just Mercy*. Spiegel and Grau, 2014.
- Tochluk, Shelly. *Witnessing Whiteness: The Need to Talk About Race and How To Do It*. Rowman & Littlefield Education, 2010.
- Wallis, Jim. *America's Original Sin: Racism, White Privilege and the Bridge to a New America*. Brazos Press, 2016.
- Wise, Tim J. *White like Me: Reflections on Race from a Privileged Son*. Revised ed. Brooklyn, NY: Soft Skull, 2011.

Books for Children, Teens (and to add to your library):

- Blume, Judy. *Iggie's House*. Bradbury Press, 1970.
- Carlson, Lori M. and Oscar Hijuelos, Eds. *Cool Salsa: Bilingual Poems on Growing up Latino in the United States*. Square Fish, 2013.
- Clements, Andrew, and McDavid Henderson. *The Jacket*. Simon & Schuster Books for Young Readers, 2002.
- Curtis, Christopher Paul. *Bud, Not Buddy*. Yearling, 2002.
- Davis, J. and Faith Ringgold. *Aunt Harriet's Underground Railroad in the Sky*. Crown Publishers, 1995.
- Desetta, Al and Sybil Wolin, Eds. *The Struggle to Be Strong: True Stories by Teens Overcoming Tough Times*. Free Spirit Publications, 2000.
- Flake, Sharon. *The Skin I'm In*. Jump at the Sun Publishers, 2000.
- Fogelin, Adrian. *Crossing Jordan*. Peachtree Publishers, 2000.

- Forche, Carolyn. *Colors Come From God... Just Like Me*. Abingdon Press, 1996.
- Fulbeck, Kip. *Mixed: Portraits Of Multiracial Kids*. Chronicle, 2010.
- Hoffman, Mary. *Amazing Grace*. Scott Foresman, 1991.
- Hooks, Bell. *Be Boy Buzz*. Hyperion Books for Children, 2002.
- _____, *Happy to be Nappy*. Hyperion Books for Children, 1999.
- _____, *Skin Again*. Hyperion Books for Children, 2004.
- Hopkinson, Deborah. *Sweet Clara and the Freedom Quilt*. Random House, 1995.
- _____, *Under the Quilt of Night*. Atheneum, 2002.
- Rania, Queen consort of Abdullah II, King of Jordan. *The Sandwich Swap*. Disney-Hyperion Books, 2010.
- Steptoe, Javaka, Illus. *In Daddy's Arms I am Tall: African Americans Celebrating Fathers*. Lee and Low, 1997.
- Tarpley, Natasha A. *I Love My Hair*. Little Brown and Co., 1998.
- Walker, Brian F.. *Black Boy/White School*. HarperTeen, 2012.
- Weatherford, Carole Boston. *Moses: When Harriet Tubman Led Her People to Freedom*. Hyperion Books for Children, 2006.

Resources for Families/Churches/Schools:

- Desetta, Al and Sybil Wolin, Eds. *The Struggle to Be Strong: True Stories by Teens Overcoming Tough Times*. Free Spirit Publications, 2000.
- Williams, Dana. "Beyond the Golden Rule." A Teaching Tolerance Publication. http://www.tolerance.org/sites/default/files/general/beyond_golden_rule.pdf
- York, Stacey. *Roots & Wings: Affirming Culture in Early Childhood Programs*. Redleaf Press, 1991.

Resources about Race in Missouri:

- ACLU-Missouri information about racial justice, other issues: <https://www.aclu-mo.org/issues/racial-justice>.
- Campbell, Caitlin. "A Sharp Reminder." *Columbia Daily Tribune* 20 May 2015: 1. <http://www.columbiatribune.com>. Vicki Russell, pub. 20 May 2015. http://www.columbiatribune.com/news/local/community-recognizes-historic-sharp-end-district/article_459b67e3-a317-5719-8672-004da7f7794d.html.
- Forward Through Ferguson: A Path Toward Racial Equity –the official website of the Ferguson Commission (history, reports, future work). <http://forwardthroughferguson.org>.
- Francis, Leah Gunning. *Ferguson and Faith*. Chalice Press, 2015.
- Harry S Truman School of Public Affairs, Institute for Public Policy – was asked to research and provide analysis on several issues for the Ferguson Commission. Here are links to a few of these reports:
 - <https://ipp.missouri.edu/publications/the-ferguson-papers-the-institute-of-public-policy-and-the-ferguson-commission/>
 - <https://ipp.missouri.edu/publications/the-ferguson-papers-community-trust-in-law-enforcement/>
 - <https://ipp.missouri.edu/publications/the-ferguson-papers-race-and-education/>
 - <https://ipp.missouri.edu/publications/the-ferguson-papers-race-and-economic-disparities/>
- "Injustice Anywhere" Documentary. Available on <https://www.nbacares.org/care-resources/injustice-anywhere/>

- Keller, Rudi. "Columbia's Historic Sharp End (Special Section in Columbia Tribune)." 55 pages. 20 May 2015. Web.
[http://www.columbiatribune.com/topic/?c\[\]=special_sections*&l=100&d1=1%20year%20ago&k=%22sharp%20end%20historic%20review%22](http://www.columbiatribune.com/topic/?c[]=special_sections*&l=100&d1=1%20year%20ago&k=%22sharp%20end%20historic%20review%22).
- Kremer, Gary R. *Race and Meaning: The African American Experience in Missouri*. Columbia: U of Missouri, 2014.

Web and online resources:

Dismantling Racism, Racial Justice and White Privilege:

- <http://www.aapf.org> - African American Policy Forum (AAPF). AAPF is a think tank that connects academics, activists and policy-makers to promote efforts to dismantle structural inequality. Site includes current research, statistics, reports. AAPF hosts a blog and also has an excellent collection of videos on their site.
 - <http://www.aapf.org/recent/2014/12/coming-soon-black-girlsmatter-pushed-out-overpoliced-and-underprotected>. Crenshaw, Kimberlé Williams, Priscilla Ocen, and Jyoti Nanda. "Black Girls Matter: Pushed Out, Overpoliced and Underprotected."
- <https://landscapemending.wordpress.com/doctrine-of-discovery-resources> - Landscape Mending focuses on indigenous issues of justice arising from the Doctrine of Discovery (DoD). The site has many resources about the history of the DoD and current activities within the Disciples (along with other denominations) to renounce the DoD.
- http://www.huffingtonpost.com/good-men-project/why-its-so-hard-to-talk-to-white-people-about-racism_b_7183710.html. The Good Men. "Why It's So Hard to Talk to White People About Racism." *The Huffington Post*. TheHuffingtonPost.com, 30 Apr. 2015.
- <http://www.nccjstl.org> – National Conference for Community and Justice in St. Louis hosts a variety of educational and advocacy programs aimed at promoting understanding and respect among all races, religions and cultures.
- http://www.pbs.org/race/000_General/000_00-Home.htm Interactive, online companion to the video series, "Race – The Power of an Illusion. Includes info for teachers, discussion guide and lots of great information.
- <http://www.prrac.org> - Poverty & Race Research Action Council. PRRAC is a civil rights policy organization whose primary mission is to help connect advocates with social scientists working on race and poverty issues, and to promote a research-based advocacy strategy on structural inequality issues. Lots of great current info and resources.
- <http://rcc-mn.org/2013/01/30/antiracism-resources> - Resource Center for Churches, Anti-Racism Resources (an ecumenical project of churches in the the Twin Cities/Minneapolis Area of Minnesota). A variety of resources available to borrow (after establishing a connection with the group).
- <http://www.reconciliationministry.org> - Reconciliation Ministry of the Christian Church (DOC). Variety of resources for use in congregational settings – discussion guides, videos, youth and adult activities, etc.
- http://www.ted.com/talks/chimamanda_adichie_the_danger_of_a_single_story - TED Talks "The Danger of a Single Story."
- <http://www.timwise.org/books-and-dvds> - Tim Wise is a prominent voice in the work of racial justice, author, educator and speaker. Lots of information on his site, both to read and buy.

- <http://www.tolerance.org> - Teaching Tolerance (a project of the Southern Poverty Law Center). Curriculum, print, film/media resources on diversity, respect, bullying.
- <http://www.uccresources.com/products/white-privilege-lets-talk-a-resource-for-transformational-dialogue-pdf-download> *White Privilege: Let's Talk - A Resource for Transformational Dialogue* is an adult curriculum from the United Church of Christ designed to invite church members to engage in safe, meaningful, substantive, and bold conversations on race.
- http://www.urbanedjournal.org/sites/urbanedjournal.org/files/pdf_archive/56-60--Michael_and_Conger.pdf. Michael, Ali, and Mary C. Conger. "Becoming an Anti-Racist White Ally: How a White Affinity Group Can Help." *Perspectives on Urban Education* 6.1 (2009): 56-60. *Perspectives on Urban Education*. University of Pennsylvania Graduate School of Education, 2009.

Community Organizing:

- <http://www.cco.org/voices?id=0009> – Missouri Faith Voices gathers and equips a diverse and non-partisan, state-wide network of congregations and faith based community organizations to positively impact issues affecting Missouri’s communities. *MO Faith Voices is a PICO affiliate (see below)*.
 - <http://ctb.ku.edu/en> - Community Tool Box (CTB). CTB is a public service of the University of Kansas providing resources and assistance in community organizing around a variety of issues, including “Cultural Competence and Building Inclusive Communities.”
 - <http://ctb.ku.edu/en/table-of-contents/culture/cultural-competence/reduce-prejudice-racism/main> - Section 4. Strategies and Activities for Reducing Racial Prejudice and Racism.
 - <http://ctb.ku.edu/en/table-of-contents/culture/cultural-competence/be-an-ally/main> - Section 5. Learning to be an Ally for People from Diverse Groups and Backgrounds.
 - <http://eji.org> - Equal Justice Initiative (EJI). EJI provides legal representation to indigent defendants and prisoners who have been denied fair and just treatment in the legal system. EJI also prepares reports, newsletters, and manuals to assist advocates and policymakers in the critical work of reforming the administration of criminal justice.
 - <http://www.gamaliel.org> - Gamaliel works to train community and faith leaders to effectively engage in the political, environmental, social and economic issues in their communities. They work primarily in three areas: building strong local organizations; training local leaders; and working together with local groups to advocate and work for issues of equity.
- Missouri has Gamaliel affiliates in Kansas City, MORE2, Metro Organization for Racial and Economic Equity (<http://more2.org>) and St. Louis, MCU, Metropolitan Congregations United (<http://mcustl.com>).**
- <http://missourihealthcareforall.org> – Missouri Health Care for All works for health care reform to secure access to affordable, quality health care choices to all of Missouri.
 - <http://www.piconetwork.org> - PICO National Network. PICO is a faith-based community-organizing model based on the idea of transformation rooted in faith– of people, institutions, and our larger culture.