

## Eliminating Institutional Racism Session (120 Minutes)

### OUTLINE

Agenda for our work today (Posted on easel paper)

- Opening Prayer
- Opening Scripture (Pair + Share / Turn + Talk) –
- Table Conversations
  - Guidelines for the Conversation are on your table tents
- Return to reflect
- What comes next?
  - Continuing the Conversation
  - Action

#### Opening Prayer

- \_\_\_\_\_ to offer a brief opening prayer

#### Opening Scripture

- \_\_\_\_\_ to read opening Scripture and to request a Turn + Talk Moment

*“For we wrestle not against flesh and blood, but against principalities, against powers, against the rulers of the darkness of this world, against spiritual wickedness in high places.” (Ephesians 6:12, KJV)*

*“For our struggle is not against enemies of blood and flesh, but against the rulers, against the authorities, against the cosmic powers of this present darkness, against the spiritual forces of evil in the heavenly places.” (Ephesians 6:12, NRSV)*

- **Turn + Talk: This is our grounding Scripture for the morning. Turn to your neighbor and answer the question: Does this Scripture inform our work against institutional racism? If so, how?**

#### Middle of an ongoing conversation- In life more broadly

- In the life of UMW, stretching across many decades, joined with our sisters in this work, holy and imperfect and vital conversations
- Please share **one thing** that you've learned/experienced in reading and discussing *So you want to talk about race* by Ijeoma Oluo on the virtual discussion group? (It can be something from the book itself or something that emerged in conversation as you listened to other PAG members reflect on the book. Just a couple minutes each, please.)

Now we'll spend the bulk of our morning in conversation, ourselves, at small groups.

- A couple pieces to review as we get started:
  - First: process! You have a stack of cards on your table, as well as a spare copy of the book, if needed. Each card addresses a different topic and includes a small quote from the book and some discussion questions.
  - We want to share leadership in this process, so we'll invite each member of the group to choose a card and to be the lead in reading out the card and asking the question of the group, facilitating the group conversation on that card.
  - Note: we will NOT have time to answer every card that is on your table. That's okay. You are not expected or asked to complete the card stack. You can choose the cards/topics that are of interest to your group and move from there.
  - That having been said, there are a couple cards (which are marked with a STAR) that might be good foundation-setting questions that we would encourage ALL groups to engage with at the beginning of your conversation, if you can.
  - You may want to take about 10 minutes/card, if you are at a table of seven and want to go through seven question cards. Also, we'll be flexible to the Holy Spirit, and you don't need to be rigid to the letter of the time – if something feels done earlier, or needs a couple extra minutes.
  - While there will be a very brief time of sharing out from our table groups, we will not be able to hear the full recap of your conversation. If there's any key takeaways or ideas that your group wants to lift up from out of your conversation, please make note on the butcher paper provided at your table. You do not need to take notes on your full conversation, this is just an option if there are particular ideas you want to have lifted up to the broader PAG meeting. We'll post your papers in this room after the session.
- Guidelines for the conversation are on your table tent. \_\_\_\_\_ will read them through as a reminder.
  - Expect to listen + learn (Be open to what you hear others saying, what you hear yourself saying, and what you hear God saying)
  - Step up + step back (Give space for all folks to participate. If you're a talker, step back and leave room for others. If you're quiet, step up and take a little extra space.)
  - Intent  $\neq$  Impact  $\rightarrow$  Oops/Ouch (While we assume that we all have good intentions, our words can sometimes have a harmful impact. We want to acknowledge and respond to the impact of our words. One way to think about this is as an "Oops/Ouch" – if you have been hurt by someone's words, let them know (ouch!), and if you have hurt another with your words, acknowledge and learn from that hurt (oops!))

- Expect unfinished business (sisterhood of grace)
- Sisterhood of Grace

(0:30)

- Table Conversations!! (75mins)
- SEE CONVERSATION CARDS!

(1:45)

- Reflect back in the large group (\_\_\_\_\_ facilitates)
  - What struck you in your conversation? What did you learn from listening? What are you taking away as a new insight, perspective or behavior change?
- Next steps – Continuing the Conversation (\_\_\_\_\_ facilitates)
  - First: the GRACE margin!
    - The Book: Let's say you went through this whole morning with a sinking feeling like, "I know I was supposed to get that book and read it, but... I didn't..." – know that there's a grace fix for that. There's information about how to order a book or sign up to listen to it.
    - The Ongoing Learning Activities- There are Bridge online classes that will be available soon. Look for racial justice classes by going to [umwonline.org](http://umwonline.org) in the near future.
  - But, of course, the point of this is not just how we continue this conversation about race, racism and racial justice in highly-structured settings like UMW Elimination of Institutional Racism program spaces, but rather, how we bring this conversation into practice *in our whole lives*. So I want to encourage you to practice and practice and practice. And to practice not just with your words but also with your actions.
  - The last chapter of Ijeoma Oluo's book dives deeper into action  
Closing quote from Ijeoma Oluo:
    - "I know that the issue of racism and racial oppression seems huge – and it is huge. But it is not insurmountable. When we look at it in its entirety, it seems like too much, but understand that the system is invested in you seeing it that way. The truth is, we all pull levers of this white supremacist system, every day. The way we vote, where we spend our money, what we do and do not call out – these are all pieces of the system. We cannot talk our way out of a racially oppressive system. We can talk our way into understand, and we can then use that understanding to act." – pages 234-235
    - Sisters, let us talk and sister, let us ACT.