



A Report from the Antiracism Task Force

Rev. Dr. Victor Aloyo, Jr., Chairperson

The Psalmist said: *For you formed my inward parts; you knitted me together in my mother's womb. I praise you, for I am fearfully and wonderfully made. Wonderful are your works; my soul knows it very well.* (Psalm 139:13-14)

As an institution of the church, we must reflect on our place in the world and challenge ourselves to identify additional steps we can take to fight racism. This summer, President Barnes charged an Antiracism Task Force to explore a sustainable approach that will guide our covenant community toward eradicating racism. Building on past programs and initiatives, including the Seminary's recent historical audit on slavery, the task force worked diligently over [the summer months](#) to listen to the voices of our community and develop an Antiracism Formational Platform that will engage the full Seminary in this critical work of promoting a culture of antiracism and belonging.

Antiracism work will be an ongoing process, one that depends on the leading of God's Spirit, the collaboration of every member of our covenant community, and concrete and reasoned steps. We will construct platforms where all constituencies will be able to articulate how Christian theology and practice connects to racial identity and compels the Seminary community to antiracist action. It is imperative to offer white and white-passing constituents opportunities to grow in their understanding of white privilege and white supremacy and their responsibility to dismantle it, both in their individual lives and within the Seminary.

Creating a Culture of Antiracism

To promote a culture of antiracism, we will need strategies that work at the individual, departmental, and institutional levels:

- The Seminary recognizes that a durable effort that will challenge personal, interpersonal, institutional, and systemic racism warrants a framework of [five design principles](#). These design principles created by the Antiracism Task Force and approved by the Executive Council will help us identify the patterns of behavior that we want to encourage at all levels of the institution. They will also anchor reflection and guide our desired outcomes.
- The Seminary also created an [antiracism microsite](#) so that our entire seminary community, including alumni and partners, will soon have access to a central space for information and updates regarding our antiracism work and resources for their antiracism

formation that reflects a public and practical indication of the Seminary's commitment to address racism and embrace antiracism as an institution. Additionally, our microsite invites our entire seminary community to provide feedback on the Seminary's antiracism work and participate in ongoing antiracism formation.

- In partnership with the Chapel Office, we will weave threads of antiracist reflection and racial healing into our community's worshipping life.
- The Seminary will explore opportunities to provide students with resources for collaboration during the fall semester.

Education and Antiracism Formation

We heard a clear call that the burden of education and antiracism work cannot fall on Black and Indigenous People of Color (BIPOC) communities. Simultaneously, we heard strong enthusiasm from white students, faculty, and staff to be involved in the work for racial justice, to educate themselves, and to (re)commit to the work of antiracism. Therefore:

- The Seminary developed online, asynchronous pre-orientation materials for incoming students, and an antiracism focus was included widely in the Student Orientation.
- Faculty, administration, students, and staff will be required to attend seminars on antiracism conducted by an external trainer. The seminars will include Implicit Bias assessment and training as a first step in creating an Equity Lens, which is essential to begin the difficult work of developing antiracism philosophy and practice. More information on the scope of the seminars and the external trainer will be forthcoming.
- Training for Antiracism Advocates by an external trainer will be conducted for all constituencies of the Seminary. The goal is to develop small discussion and action groups in the spring 2021 semester facilitated by the Antiracism Advocates.
- A list of educational resources (books, articles, podcasts, webinars, and videos) is available on the Seminary's antiracism microsite and will continue to be updated as new resources are made available.
- A Glossary of Terms from [Racial Equity Tools](#) is available on the Seminary's antiracism microsite to create a common language on matters of antiracism work.
- The Seminary will re-examine matters of pedagogy and community service in light of the Seminary's commitment to race equity.

Alumni & Community Engagement

We recognize that efforts on campus and beyond need to engage our alumni who are involved with local, regional, and national conversations around race, racism, colorism, white privilege, white supremacy, and antiracism. We also acknowledge the Seminary has much to learn about antiracism, which is why we seek to engage our entire Seminary community, including alumni

and partners, in ongoing antiracism formation on and off our campus. To accomplish this, our immediate plans include the following:

- The Seminary is creating and sending an antiracism alumni survey with the help of the Alumni Association Executive Council that begins to identify: antiracism needs within various alumni contexts and ministries; antiracism resources, including potential partners and mentors for alumni and students; and stories related to racism and antiracism within our alumni community so that we may share some of those stories more broadly.
- Based on the feedback we receive from the microsite and survey, we will establish a formal alumni network that furthers the work of antiracism by collaborating with alumni and providing mentoring relationships among alumni and between alumni and students.

Accountability & Structure

The work of antiracism requires us to be accountable to one another and the community. We commit to the following structures to enable this work and to provide transparency in our efforts:

- The Executive Council will be a key accountability mechanism for this action plan and will receive monthly updates on the commitments made in this plan.
- An Antiracism Formational Platform Implementation Team will be tasked by the Executive Council to coordinate the execution of this plan. The Rev. Dr. Victor Aloyo, Jr., Associate Dean for Institutional Diversity and Community Engagement, will lead this team. This newly formed group, which will be appointed this fall, will include diverse representation of faculty, students, and administrators.
- The Antiracism Formational Platform Implementation Team will provide periodic updates and receive insights and recommendations from:
 1. The Faculty Advisory Committee on Diversity is composed of students, faculty, and administration.
 2. The Student Government Association.
 3. The Implementation Team on the Historical Audit on Slavery.
- The Antiracism Formational Platform Implementation Team will provide periodic updates to the Seminary community on the steps outlined in this antiracism action plan.
- A semester report will be issued at the conclusion of the fall and spring semesters.
- The Antiracism Formational Platform Implementation Team will consider other goals, programs, and interventions as an outcome of the programmatic assessment tools established by the Antiracism Formational Platform Implementation Team in consultation with the external consultant.

I am grateful for the support, encouragement, and leadership of President Barnes throughout this process. The commitment of the Antiracism Task Force was exemplary, particularly during the

summer, where all were experiencing many occurrences of violence and the trauma of COVID-19. The students who served on the Antiracism Task Force and the grassroots group were inspirational with their insights, ideas, and collaboration.

As we continue to implement the Antiracism Formational Platform in the fall 2020 semester, in a framework of lament and hope, I am encouraged by our commitment to serving together and collaboratively. We will commit to educating ourselves and the entire seminary community within a biblical and theological frame to face this historical and present crisis that impedes the collective progress of our actions to loving God and neighbor. Our abilities to learn, listen, and act intentionally will serve our charge to be reflective, responsive, and accountable.

We welcome your insights and constructive recommendations at antiracism@ptsem.edu.