

Entry Points--Conversations about Race to Become Whole People of God

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- I. Introductions and Goals
- II. Becoming Whole People of God: Heart, Soul, Mind, and Strength

Four Areas of Growth as Whole Persons



- III. Clarifying and Expanding Understanding of Terms
- IV. White Privilege
- V. Action Steps

Defining Terms 1

With your group, discuss and write your definitions of these terms

Stereotype	
Prejudice	
Discrimination	
Racism	
Institutional Racism	
White Privilege	

Defining Terms 2

Now compare your answers to these definitions.

What is similar? What is different? Any surprises? And disagreements?

Stereotype	A fixed, over generalized belief about a particular group or class of people.
Prejudice	A preconceived opinion that is not based on reason or actual experience
Discrimination	The unjust or prejudicial treatment of different categories of people
Racism	Individual and institutional discriminatory actions from a combination of prejudice, privilege, power. To exact racism, one must have social power/privilege based on one's race, thereby being able to use that social power/privilege to (further) marginalize an individual or a group without that social privilege/power. This then becomes a system of institutional and systemic oppression
Institutional Racism	The systematic distribution of resources, power and opportunity in our society to the benefit of people who are white and the exclusion of people of color. It is a hierarchical system that comes with a broad range of policies and institutions that keep it in place.
White Privilege	A right, advantage, or immunity granted to or enjoyed by white persons beyond the common advantage of all others; an exemption in many particular cases from certain burdens or liabilities.

Take a moment to reflect and write your responses in one of the four areas of growth: heart (emotions), soul (faith/ethics), mind (learning/beliefs), and strength (actions).

RACIAL INVENTORY

Score 5 if statement is always true for you

Score 3 if the statement is sometimes true for you

Score 0 if the statement is seldom true for you

Because of my race or color ...

1. _____ I can be in the company of people of my race most of the time.
2. _____ If I should need to move, I can be pretty sure of renting or purchasing housing in an area in which I would want to live and which I can afford.
3. _____ I can turn on the television or open the front page of the paper and see people of my race widely and positively represented.
4. _____ When I am told about our national heritage or about "civilization," I am shown that my people made it what it is.
5. _____ I can be sure that curricular materials will testify to the existence of my race.
6. _____ I can go into most supermarkets and find the staple foods that fit with my cultural traditions.
7. _____ I can go into any hairdresser's shop and find someone who can cut my hair.
8. _____ Whether I use checks, credit cards or cash, I can count on my skin color not to work against the appearance of financial reliability.
9. _____ I can swear, dress in second hand clothes, or not answer letters, without having people attribute these choices to the bad morals, poverty or illiteracy of my race.
10. _____ I can do well in challenging situations without being called a credit to my race.
11. _____ I am never asked to speak for people of my race.
12. _____ I can criticize our government and talk about how much I fear its policies and behavior without being seen as a cultural outsider.
13. _____ I can be pretty sure that if I ask to talk to the "person in charge," I will be facing a person of my race.
14. _____ I can conveniently buy posters, postcards, picture books, greeting cards and children's magazines featuring people of my race
15. _____ If a traffic cop pulls me over, I can be sure I haven't been singled out because of my race.

16. _____ I can go home from most meetings of the organizations I belong to feeling tied in rather than isolated, out of place, outnumbered, unheard, feared, or hated.
17. _____ I can take a job with an affirmative action employer without having co-workers on the job suspect that I got it because of race.
18. _____ I can choose public accommodation without fearing that people of my race cannot get in or will be mistreated in the places I have chosen.
19. _____ I can be sure that if I need legal or medical help, my race will not work against me.
20. _____ If my week or year is going badly, I need not wonder if each negative episode or situation has racial overtones.
21. _____ I can comfortably avoid, ignore or minimize the impact of racism on my life.
22. _____ I can speak in public to a powerful group without putting my race on trial.
23. _____ I can choose blemish cover bandages in "flesh" color and have them more or less match my skin.
- _____ **TOTAL**

Action Steps

We have just scratched the surface of the question of race in America, especially in relation to the church. Reflect for a moment and then write down some specific actions you can take that would help you move forward from these Entry Points of Conversation to continue to grow as a whole person of God in relation to race.

Heart—Your emotions	Soul—Your faith/ethics
Mind—Your learning and beliefs	Strength—your behaviors and actions

Resources

Books:

Courageous Conversations by Glenn E. Singleton

More Courageous Conversations by Glenn E. Singleton

Teaching for Diversity & Social Justice by M. Adams, L. A. Bell, & P. Griffin

Readings for Diversity and Social Justice edited by M. Adams, W. J. Blumenfeld, C. Castaneda, H. Hackman, M. Peters, and X. Zuniga.

The Wolf Shall Dwell With the Lamb by Eric Law, 1993

Films/Websites: Do you like to watch movies? Commit to watching only movies about a culture/race different from your own for the next year.

PBS Website "Race: The Power of an Illusion"

Everyday Democracy <http://everyday-democracy.org/resources/racial-equity#.VH1F3pUtAm5>

Articles: "White Privilege: Unpacking the Invisible Knapsack" by Peggy McIntosh, 1988 <http://the-printableform.rhcloud.com/white-privilege-unpacking-the-invisible-knapsack-by-peggy/>

Racial microaggressions in everyday life: Implications for clinical practice. Sue, D. W.; Capodilupo, C. M.; Torino, G. C.; Bucceri, J. M.; Holder, A. M. B.; Nadal, K. L.; Esquilin, M. *American Psychologist*, 62(4), May-Jun 2007, 271-286.

Uncovering Implicit Bias: Harvard Study by Jen Gong at <http://thuri.org/ss/2011/02/1458/>

The White Privilege Conference: <http://whiteprivilegeconference.com/index.html>

Facing Race Conference: <https://facingrace.raceforward.org/>