

RACIAL JUSTICE -- ANTI-RACISM RESOURCES – version 4

Compiled by Jean Vandergrift with additions by others

January & February 2022

Many of the following power point slides are part of a curriculum especially designed by Diane Schmitz for groups of white ministers in the United Church of Christ. The title of the training is “White Ministers Deepening Racial Consciousness.” The Southern New England Conference of the United Church of Christ offered this course across 2021 and 2022. *Please take special care to cite and credit the authors and originating groups.*

1. “Becoming Anti-Racist” (Zones of Fear, Learning, and Growth) graphic



2. “Boots and Sandals: How to Handle Mistakes” by Presley Pizzo

Boots and Sandals; How to handle mistakes. Presley Pizzo.



Credit: Presley Pizzo

Responses that are often offered by the person who has caused harm.

Centering yourself: "I can't believe you think I'm a toe-stepper! I'm a good person!"

Denial that others' experiences are different from your own: "I don't mind when people step on my toes."

Derailing: "Some people don't even have toes, why aren't we talking about them instead?"

Refusal to center the impacted: "All toes matter!"

Tone policing: "I'd move my foot if you'd ask me more nicely."

Denial that the problem is fixable: "Toes getting stepped on is a fact of life. You'll be better off when you accept that."

Victim blaming: "You shouldn't have been walking around people with boots!"

Withdrawing: "I thought you wanted my help, but I guess not. I'll just go home."

Intent vs impact

- ❑ How often we see people **attempt to deflect criticism** about their oppressive language or actions by making the conversation about their **intent**.
- ❑ Making this about the intent of your actions instead of their impact **centers your experience and identity** in the conversation
- ❑ In the end, what does the intent of our action really matter if our actions have **the impact of furthering the marginalization or oppression of those around us?**
- ❑ If I say something that hurts someone, it doesn't much matter whether I intended the statement to mean something else – ***because that person is hurting.***

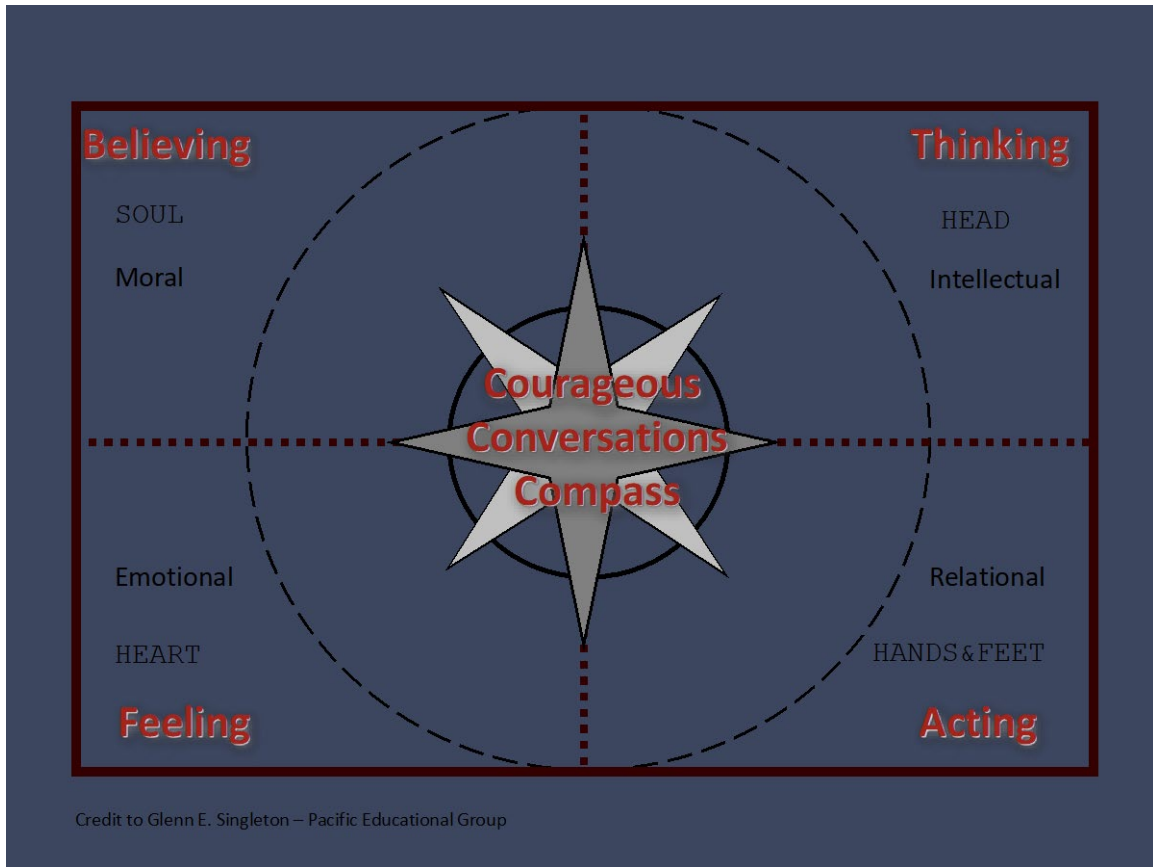
3. “The Cost of Racism to White People: And Why They Should Care about Racial Justice” by Diane Goodman

Cost of racism for white people

- The **psychological costs** involve a loss of mental health and an authentic sense of self.
- The **social costs**—the loss and the diminishment of relationships.
- The **moral and spiritual costs** entail a loss of ethical and spiritual integrity.
- **Intellectually**, whites lose the opportunity to develop a full range of knowledge about self, others, and the world.
- The **material and physical costs** in the form of a loss of safety, resources, and quality of life.

Source of article: [*The Cost of Racism to White People and Why They Should Care About Racial Justice*](#) by Diane Goodman

4. “Courageous Conversations Compass” (Believing, Thinking, Feeling, and Acting) by Glenn Singleton

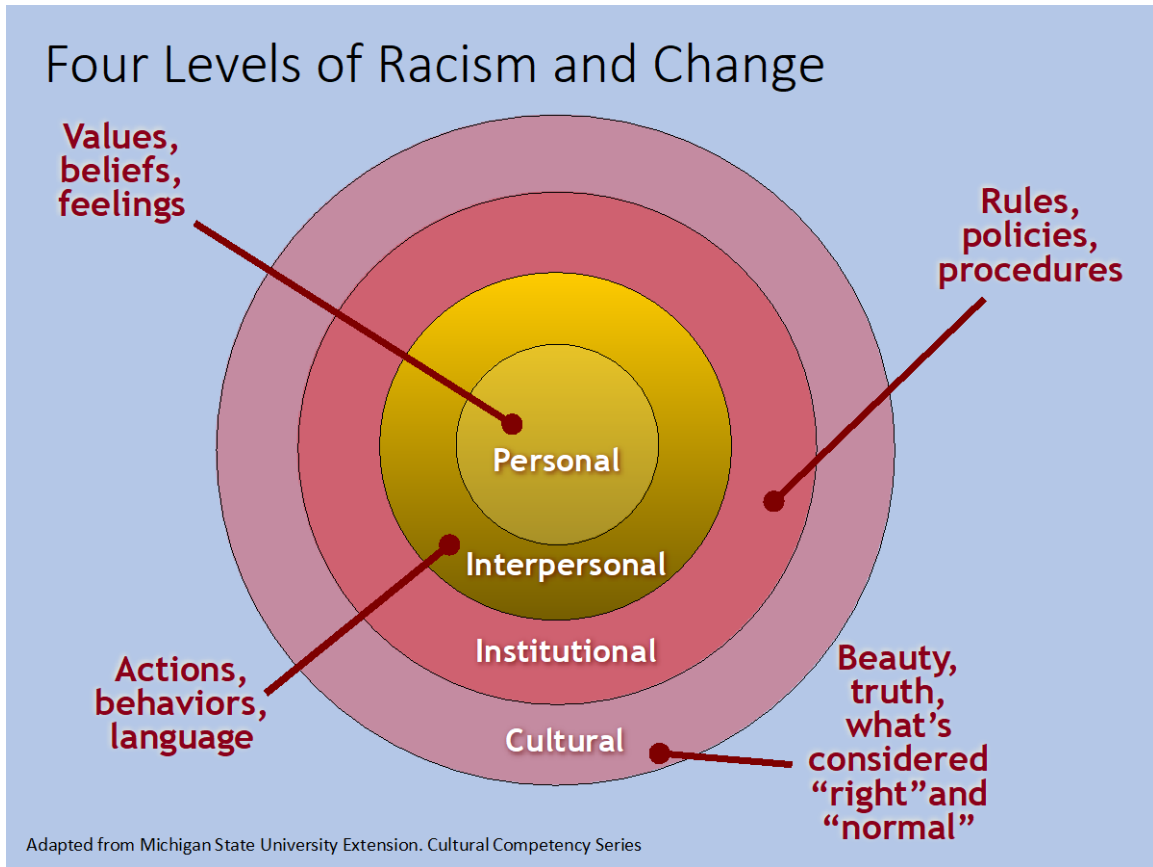


5. “Different Forms of White Privileged Resistance,” from *The Sound of Fury* by Tema Okun (plus an attached detailed document)

Tema Okun’s Forms of White Privileged Resistance

- ☐ **Marginalizing, Minimizing, and Silence**
- ☐ **Rationalized Entitlement**
- ☐ **Blaming the Victim**
- ☐ **No Intent = No Racism**
- ☐ **Reverse Racism**
- ☐ **Abusive Resistance**

6. “Four Levels of Racism and Change”



8. Glossary from Racial Equity Tools

<https://www.racialequitytools.org/glossary>

9. “Lord, Make Me a Channel of Disturbance: The Reverse St. Francis Prayer”

**Lord, Make Me a Channel of Disturbance:
The “Reverse St. Francis Prayer”**

Lord, make me a channel of disturbance.

Where there is apathy, let me provoke;

Where there is compliance, let me bring questioning;

Where there is silence, may I be a voice.

**Where there is too much comfort and too little action,
grant disruption;**

**Where there are doors closed and hearts locked, Grant the
willingness to listen.**

Author Unknown

When laws dictate and pain is overlooked...

When tradition speaks louder than need...

**Grant that I may seek rather to do justice
than to talk about it;**

Disturb us, O Lord.

To be with, as well as for, the alienated;

To love the unlovable as well as the lovely;

Lord, make me a channel of disturbance.

~Author Unknown

Retrieved from: <https://globalworship.tumblr.com/post/467266073609750672/lord-make-me-a-channel-of-disturbance-the>

10. “Nine Healthy Ways to Communicate,” by StirFry Seminars and Consulting

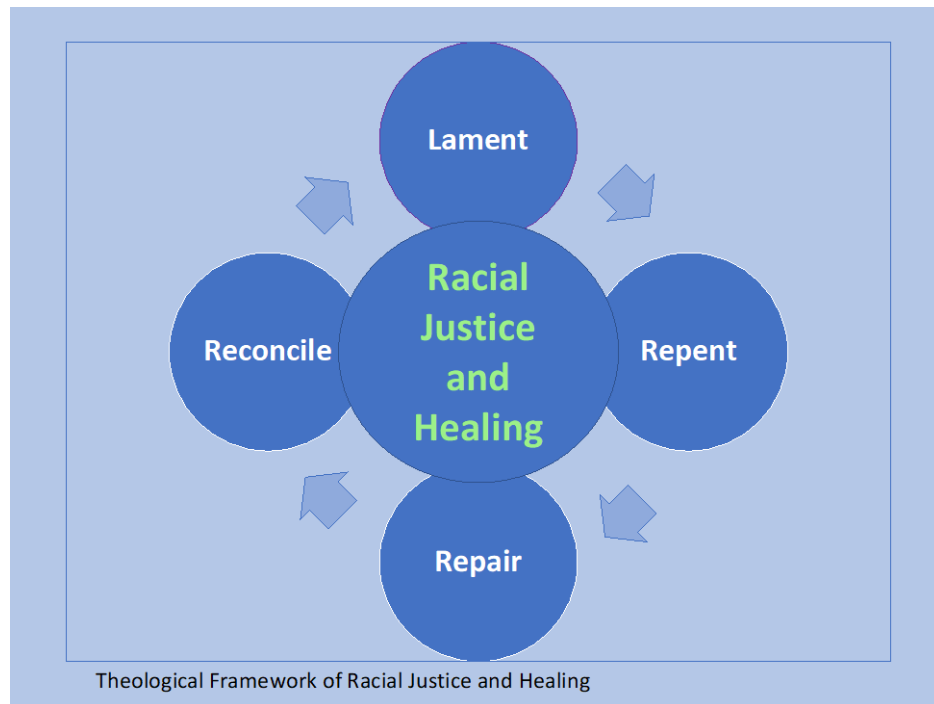
9 Healthy Ways to Communicate

1. Reflect back what is being said. Use their words, not yours.
2. Begin where they are, not where you want them to be.
3. Be curious and open to what they are trying to say.
4. Notice what they are saying and what they are not.
5. Emotionally relate to how they are feeling. Nurture the relationship.
6. Notice how you are feeling. Be honest and authentic.
7. Take responsibility for your part in the conflict or misunderstanding.
8. Try to understand how their past affects who they are and how those experiences affect their relationship with you.
9. Stay with the process and the relationship, not just the solution.

Copyright ©2009 StirFry Seminars & Consulting 2311 8th Street, Berkeley, CA 94710

www.stirfryseminars.com 510.204.8840

11. “Theological Framework of Racial Justice and Healing” (Lament, Repent, Repair, Reconcile)



- **Lament:** A powerful act for engaging the truth of racism. It gives voice to the pain and anger being felt by many people of color and challenges those of us who are white who need to repent for our complicity
 - Sit in the pain and see what it has to teach us.
 - Recognize that the ways that white people are negatively impacted by racism is in no way comparable to the ways people of color are oppressed by racism. And racism harms everyone.
 - Reflection – Where is the lament for you now? What are you mourning/grieving about racism?
- **Repent:** The turning away from what has been normalized, personally and communally. Interrupting and Dismantling are ways of turning away from what has been normalized.
 - Paul Scanlon video – I interrupted a racist joke. White solidarity and White Social Capital
 - Dismantling the system of White Supremacy (website)
 - Responding to Privileged White Resistance (handout)

- *Repair*: Churches and faith communities often put a great deal of focus on reconciliation without understanding the necessity of repair – of relationships, of harm, of impact - that must come first.
 - At the interpersonal level: Boots and Sandals example; intent vs impact.
 - At the institutional/systemic level: Beneath the Skin video (on resource slide) starting at 39:15 and going to 41:43
 - “I don’t want you to be sorry; I want you to be different”
- *Reconciliation*: With others and with ourselves. How have we shown to those who have been oppressed that we have truly reconciled with our own problematic history of offenses and are ready and willing to make systemic change. ([Dear wannabe allies](#))
 - Taking responsibility for change and being accountable.
 - How God calls us forward; being honest with conversations of race
 - Beneath the Skin video (on resource slide), starting at 35:31 going to 37:17.

12. “White Supremacy Culture Characteristics” by Tema Okun
[https://www.whitesupremacyculture.info/uploads/4/3/5/7/43579015/okun -
 white_sup_culture_2020.pdf](https://www.whitesupremacyculture.info/uploads/4/3/5/7/43579015/okun_-_white_sup_culture_2020.pdf)