

**Racial Justice Grow in Understanding Work Group**  
**Meeting Notes taken by Nancy Westby: June 23, 2020**

**Present at Meeting:** Cari Larsen, Karen Heuchert, Dan Enebo, Judy Miller, Wendy Wurscher, Winnie Lindstam, Janelle Weum, Kate Brooke-Beyer, Nancy Westby

**Brainstormed Ideas:**

1. Read White Fragility and reach out to Immanuel Congregation
2. Build understanding and common language to build courage to stand up to racist comments and reach out to educate and dialogue with Immanuel Congregation  
**Note:** Racism is an emotionally charged word. Look for options as we approach the congregation to engage them in the conversation without looking bad or fear
3. Use tools to gain current awareness and check how it changes (both individually and as a congregation). Suggestions include:
  - a. Intercultural Development Inventory (IDI)
  - b. Implicit Bias test by Harvard University
4. Define terms as a group in relationship to God and each other and plan for the long haul
5. Partner with a church with predominately minority members
6. Learn from other churches who have progress in their efforts on racial justice
7. Curate resources (books, videos, podcasts)
  - a. Authors from all colors and races
  - b. Authors of dissenting viewpoints
  - c. Children books of all colors and races
  - d. Suggestion: 21day challenge reading list
8. Current Immanuel process to start and sustain conversation on racism
  - a. Racial Justice Statement
  - b. Advocacy
  - c. Education
9. Vision: What does it look like to have a congregation with shared understanding and actions on racism
10. Education ideas:
  - a. Workshops
  - b. Book Discussions
  - c. Speakers
  - d. Tools to stimulate dialogue
  - e. Integrate into other church content
11. Address Audiences
  - a. Young
  - b. Believers
  - c. Curious
  - d. Reluctant Middle

12. Urgency: Get some content out soon
13. Form working subgroups
  - a. 30 day SWAT team: get a message out within 30 days to each audience
  - b. Vision Group
  - c. Long term culture of the church

**Actions:**

Cari:

1. Send resource list from Kim
2. Find out theme and plans for next year from Pastors and Jody
3. Involve High School and College ages in this group: get volunteers from Paul and Martin
4. Send out options of working groups for each of us to think about

All:

1. Curate list of resources
2. Think about what working group you want to participate in

Dear Siblings in Christ -

I'm so grateful for each of you participating in our conversation last night and continuing into today. I appreciate you all.

As we discussed, please think about which of the following areas you are most interested in for further discussion. Please let me know by Friday where you feel most led and then we'll plan next steps for each area:

- 1) Next 30 days - put forth items to the congregation to engage with the issue of racism and racial justice in the short term in light of the considerable community attention on this issue following George Floyd's death.
- 2) Sustain the conversation long term - what should we be doing to weave these discussions into the long term fabric of the congregation.
- 3) Curate resources- help review and develop a resource list for the Immanuel website/children's and adult libraries/etc.

I will follow up with you all shortly on my other action items from last night. Our collective commitment to listen to the Holy Spirit and one another while doing this work is greatly appreciated!

Blessings-

Cari