

Presbytery of Baltimore Dismantling Racism Training

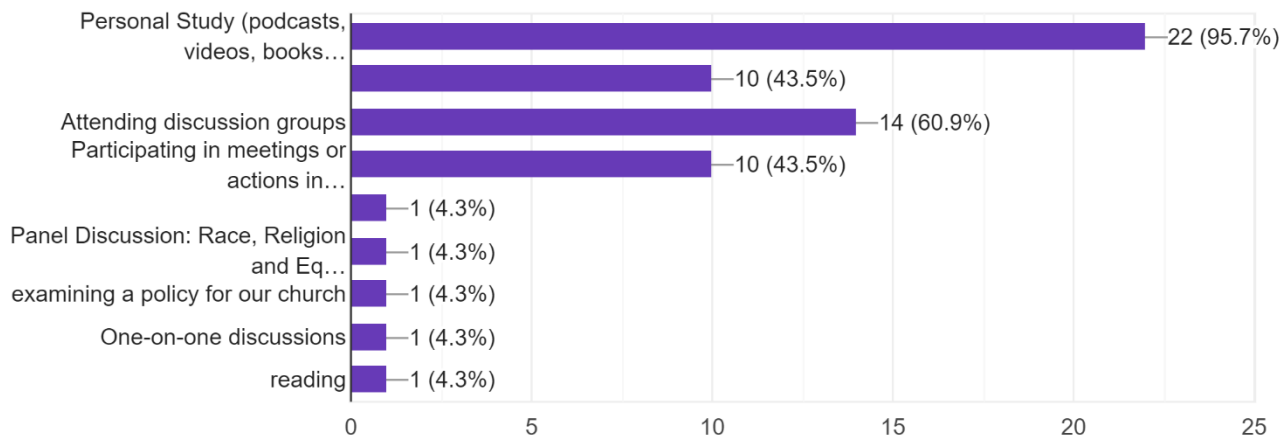
Medium/Long-Term Follow-Up Survey

October 2020

23 Responses (out of 101)

Since attending the Presbytery's Dismantling Racism Training, could you indicate the ways that you have continued to explore the issue of race and racism? Check all that apply

23 responses



As a result of attending the Dismantling Racism Training, has there been any change in your thoughts, feelings, and behaviors related to race and racism? If so, how?
(bullet per response)

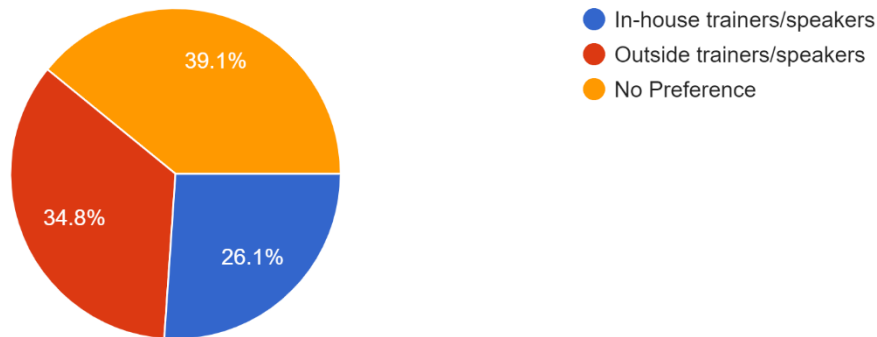
- More of a focus on systemic racism
- I am more convinced than ever that the issue of racism has been so blatantly politicized that it is more difficult today than it was ten years ago to have a rational, open discussion that might actually lead to what could be called progress by anyone's definition.
- Always learning new aspects of this American horror show.
- No. I found many of the "guiding principals" presented to be false and to perpetrate faulty assumptions about individuals, which were strictly based on race. (ie: to push the idea that being white makes me a racist; to assume that my ancestry consisted of bigoted, racists who systematically oppressed anyone who was not white; to assume that I had special privileges based solely on my race... all of which are false. Three of my four great-grandparents didn't arrive in the USA until the 1880s. My only ancestor who arrived here in colonial times was an indentured servant (a form of servitude) who produced descendants that farmed in western Maryland and owned no slaves. However, in the white discussion group that was part of the

activity, some group members actually tried to pressure me into saying that I must have had an alternative, mythical background for which I should apologize. What a crock!

- I feel less fear when talking about racism with people. I have made a commitment to speak up if I hear something racist, rather than ignoring the behavior. I have come to greater awareness of my family's historic and enculturated racism. I have prayed for awareness and self-responsibility as I lead and serve.
- Yes, an increased awareness of systemic racism, a better way of articulating and naming what is individual and systemic racism
- I have been working on this for years. I didn't really learn anything new, but was happy to be there. For me the best part of the training was working with other clergy. Some people need much more work.
- My opposition to racism has been strengthened
- I have a sensitivity and a 'new language' to express my thoughts on racism that more open to discussing with whites in my circle.
- I read a recommended book - White Fragility - and it changed my outlook.
- I am much more aware of the vast effects of racism in my own community and in the Baltimore area. I often pause and think about ways my life reflects racist actions or views and I am consciously trying to address them. I am much braver about sharing my thoughts with folks in breakout rooms such as we have had in the In the Loop 1619 series.
- Yes; felt compelled to make racial justice study and action more a part of the life of the church's adult spiritual formation
- Shared more about history and disparities. Watched my and others' interactions along race lines
- I have focused on a deeper study of history, especially of the Church, in order to be more informed and a better listener, to be a better advocate.
- I am more aware of dimensions of racism and more willing to do something about it.
- yes. I had never previously thought of racism as an economic system, alongside capitalism, socialism, communism. That concept was astonishing to me; it redefined my conceptual landscape, and opened many doors of understanding.
- I have realized that not being "overtly" and "actively" racist doesn't mean I'm not complicit in and benefit from racist structures
- I have been hopeful and proud of my presbytery's leadership in this area. I have felt less isolated in my own endeavors toward this end. Leaders from BRJA told me several years ago that becoming aware could lead to a lonely-feeling life; it does, in many ways, and having others become aware makes it less lonely, and a bit more hopeful as others wake up to what's been happening all around us, for so long.
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For future workshops, would you prefer to have “in-house”(members or staff of the Presbytery) or “outside” trainers/speakers?

23 responses



Have you attended any of the following events hosted by the Presbytery? Presbytery Open Space discussions, August 2020 worship "Reform to Transform," Youth Rising Coalition event during General Assembly or In the Loop1619 Discussions? If yes, please share your reflection, insights:

- No
- no
- Yes, I have attended all of these.
- Yes. We still have a lot of work to do. I appreciate the ongoing attention to these issues.
- Reform to Transform was so well done!
- No, as most of them were clearly based on what I believe to be racial bias against anyone who happens to be of predominantly Caucasian descent. That alone, should not make one a villain, a racist, a bad person, or a criminal who should pony up restitution for anyone unhappy with his or her lot in life.
- no i have not
- Aug 2020 Reform to Transform Worship service. Powerful, relevant, a welcome space for a pastor to be fed, challenged and sent back into the world!
- Sept virtual discussion group
- 1619 discussions just getting started, but need to become more substantive.
- yes. Reform to Transform, Youth Rising GA event were excellent thought provoking events that I was comfortable inviting others to.
- I attended the August 2020 worship and the September 1619 discussions. I was moved to tears by many of the things I heard. My thought process is changing and widening. I am a little braver in sharing my thoughts and experiences and I am gaining a better understanding of the deep

hurt that people of color have experienced and continue to experience. I am supporting PCUSA efforts with Youth Rising with contributions.

- No.
- Not yet
- don't remember doing so. Probably, not.
- They've been good. My only bone to pick is that there seems to be an assumption by some speakers/organizers that everyone is starting at the ground level and congregations aren't already doing some of this work on their own. It points to the larger problem of the Presbytery trying to resources congregations when sometimes listening would be equally as beneficial to everyone.
- Yes.

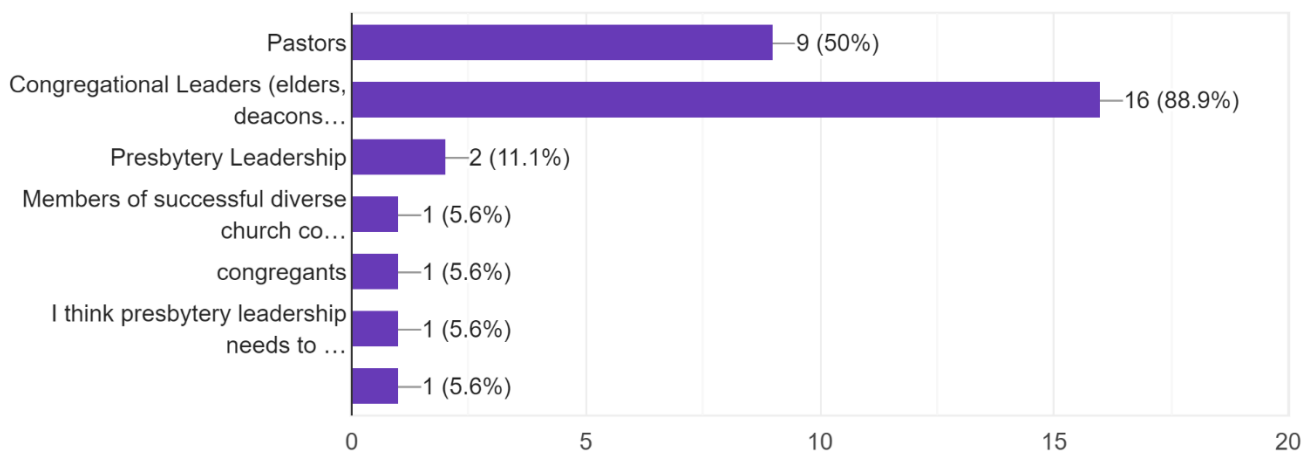
Within this broad theme of “dismantling racism,” is there a specific topic you recommend for a Presbytery-led class or discussion that would be particularly helpful to you?19 responses

- Strengthening young black pastors in order to strengthen local black churches
- I would appreciate help in leading discussions at the congregational level. We are trying to start small groups for conversation around issues of race.
- Arthur Brooks' 2019 book, "Love Your Enemies" is a wonderful call to actively oppose what he calls our "Culture of Contempt." He exposes damaging behavior on both sides of the political divide and offers concrete solutions to the hateful divisiveness that has developed as a result of that behavior. Before we begin offering views on specific subjects (such as racism), it might be helpful to have a class on how best to interact with others who have strongly held differing views on that subject.
- K-12 Education - how American history can be taught in a more factual, complete manner. Also how AA students can be treated exactly as their white counterparts are treated.
- I think it would be a good idea to have a Presbytery-led class discussion featuring session members from those churches in the Presbytery that have the greatest number of non-white members. Their experiences within their churches and within the Presbytery would be much more eye-opening than presentations from a group of mostly white SJWs from Baltimore Racial Justice. Why not let minority members of our most successfully diverse churches lead a real-world discussion about the topic of racism in our churches and in our society. Now that is something everyone should find interesting and instructive.
- The church's complicity in racism: The Color of Compromise; Theology: The Christian Imagination
- Implicit bias, difference between anti racism and non racist, white fragility
- White Too Long is a good book to read.
- Influence of red-lining on wealth, education, health, and so on.
- understanding and identifying systemic racism
- Discussion of White Fragility since it spoke to me

- I My thought process is evolving but I need opportunities to learn how to share my thoughts with more conviction with a broader audience. I am needing support in ways to be a part of the changes that need to happen.
- what more can the local church do to combat systemic racism
- Beyond study, what are ways our congregation can engage in dismantling racism? How can predominately white congregations engage with congregations of color without basically asking black people to do the introspective and other work white people should be doing?
- Yes, ways to help our congregations engage in active ministries that address racism.
- "The Economics of Racism" - who wins, who loses, what costs
- It would be nice to learn some anti-racism stories - building Black homeowner wealth, addressing educational inequities, etc.. Some positive steps that congregations might be involved in.
- what can a majority white congregation do to be helpful?
- I was always sad that I couldn't make/maintain a commitment to the Lent study at Knox on the Cross and the Lynching Tree. I think the theological connections are critical especially for pastors in their teaching role--antiracism can't be the social cause du jour.
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- what can a majority white congregation do to be helpful?

Where do you see gaps or need for more support in carrying out the work of dismantling racism?

18 responses



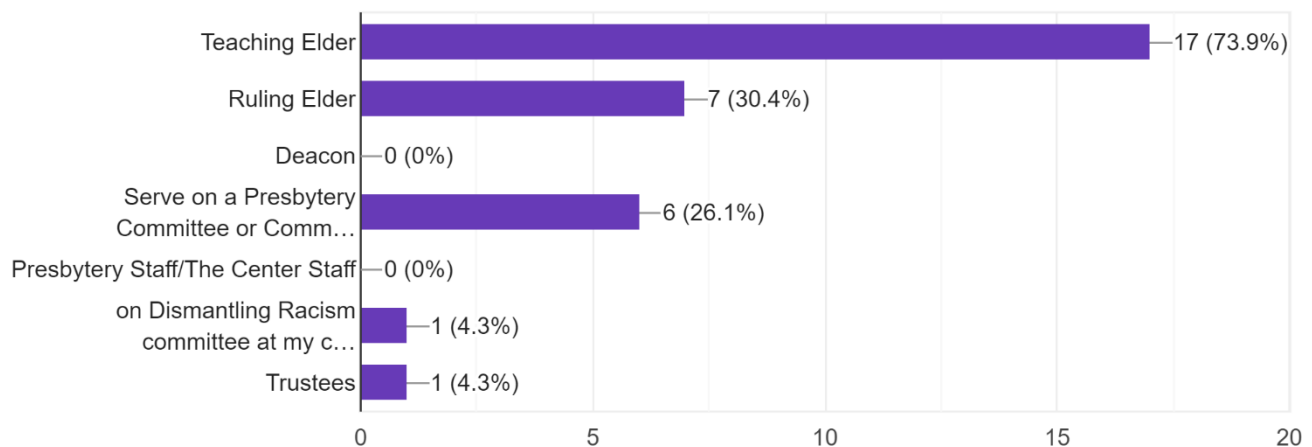
Are there any other comments or suggestions you wish to share with the Dismantling Racism Team of the Presbytery?

- Let's continue to encourage folks to join us for the 1619 series.

- The outside leaders that led the training brought a specific perspective/narrative/agenda to the training that left no room for a discussion of other viewpoints. You were either correct/informed/educated if you agreed with the narrative presented or you were wrong/naïve/ignorant (and racist) if you didn't agree. In addition, the training seemed to be much more about general society than church-specific, making broad assumptions that the two are the same and interchangeable.
- n/a
- No.
- i asked a question about current ways that racism was occurring and did not receive a response.
- Please continue to offer this training. The church I serve is committed to paying for anyone in the congregation who wishes to attend.
- I would like to see a few more learning opportunities provided by the team and resources provided for congregations.
- This is important work. Thank you for your leadership.
- Look to above answer
- Create more opportunities for dialogue after COVID.
- This is such an immense task and issue, the DRT is doing a great job, especially providing beneficial and meaningful education and support. There is so much work to do and it takes many people working together. Thank you for all the efforts.
- I still believe the trainers we had didn't maintain enough safe space for the discussion. That's my biggest concern because I know how these discussions can quickly go off the rails. There need to be good and defined boundaries.

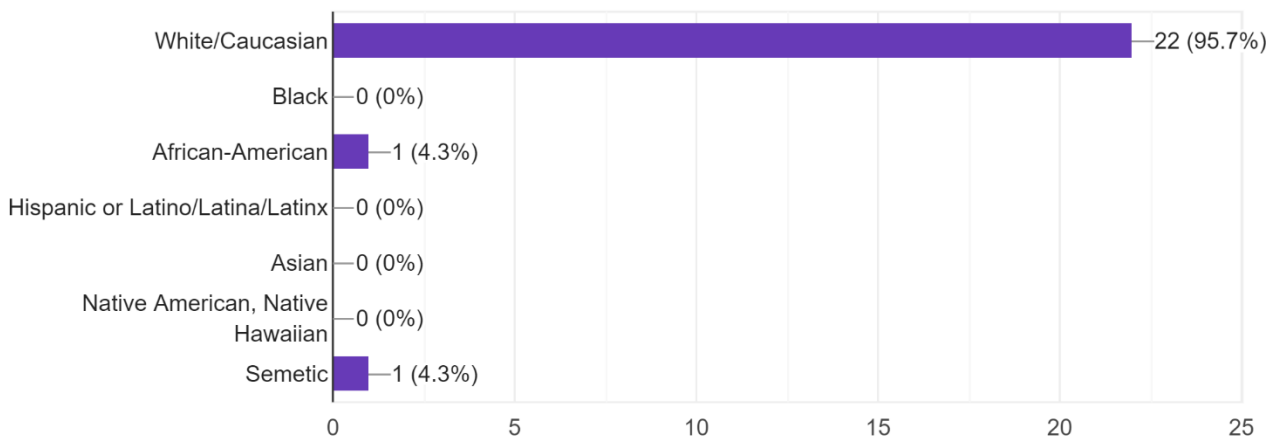
What is your position/role in the Presbyterian Church? (please check all that apply):

23 responses



With which of the following racial or ethnic affinity groups do you identify? (Check all that apply)

23 responses



15 Respondents identified their congregation: all 6 Ministry Groups were represented.

Gender Pronouns of respondents: 20 Responses = 10 He/Him and 10 She/Her

10/27/20