



Draft Elements of a Racial Equity Action Plan

The Goal of Our Effort Is Shalom for All

- Fulfill our commitment as Christians to love our neighbor as ourselves and respect the dignity of every human being.
- As a community of faith, work for a world in which race no longer determines socioeconomic outcomes and all have abundant life.



Some of Our Work to Date at St. John's

Year	Event
2015	Multi-year vision process culminating in our 2015 Vision Statement
2016	Vision Forum Series
2017	Forum Series on Civil Discourse
2018	Hosted the Episcopal Church's Seeing the Face of God in Each Other anti-racism training
2019	Forums on the history of St. John's and our local community
2019	Started the Social Justice Advocacy Committee
2020	Attended the Episcopal Church's Becoming Beloved Community summer series
2020	Forum Series on the Pillars of Racial Justice
2020	Introduced one resolution and co-sponsored another for the EDOW Convention



1. Listen
2. Learn
3. Acknowledge
4. Engage
5. Take a Stand

As we work through the slide deck, please note:



Already underway; please join us!



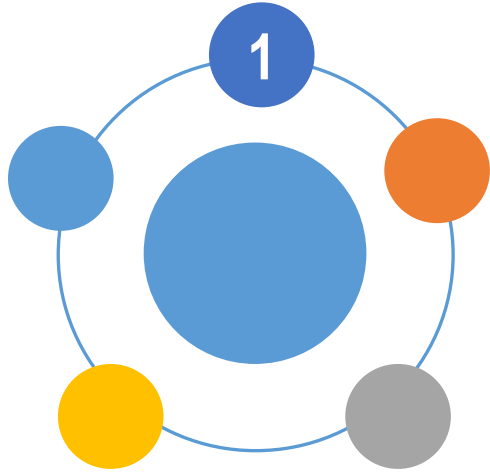
Things we can each do on our own



Seeking interested parishioners to lead

Listen

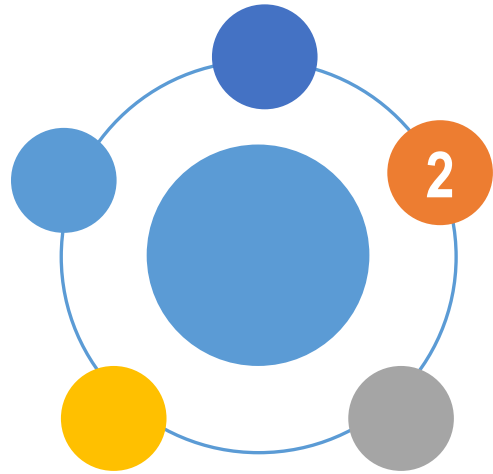
To our brothers and sisters of color



Facilitate parish discussions

Facilitate community discussions

Learn



About the pain, inhumanity and struggle caused by racism and white supremacy

- Examine why, 50+ years later, we are not much further along

Sacred Ground Lenten series on US history of racism (see the syllabus [here](#))

Study our history:

- Our archivist's work on STJN's history
- Jay Mallin's documentary: The Three (Known) Lynchings of MoCo (see the trailer [here](#))
- Watch David Rotenstein's [lecture on Silver Spring](#) (filmed by Jay Mallin!). See also this short video of the [national issue](#) featuring Richard Rothstein, the author of The Color of Law: A Forgotten History of How our Government Segregated America.
- Analyze local statistics

Identify fundamental inequalities, for example:

- Wage stagnation
- Reading levels
- COVID recovery
- Criminal justice

Identify examples of where interventions were successful, for example:

- Head Start
- Operation Street Corner
- Police Athletic League

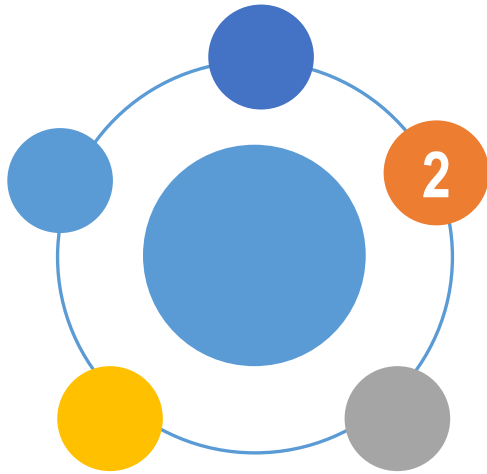
Take the [Harvard Implicit Association Test](#)

Learn the [cost of racism](#) (\$16 trillion!)

Include in STJN's resource bank/site

Learn

(continued)



About the pain, inhumanity and struggle caused by racism and white supremacy

Design a structured series of videos, for example:

- *Hear Me: Black Voices on Their Pain and Anger* (see video [here](#))
- *Black Parents Explain How to Deal with the Police* (see video [here](#))
- *True Justice: Bryan Stevenson's Fight for Equality* (see video [here](#))
- Jay Mallin's documentary on the Talbot Bridge connecting Lyttonsville and downtown Silver Spring (see video [here](#))

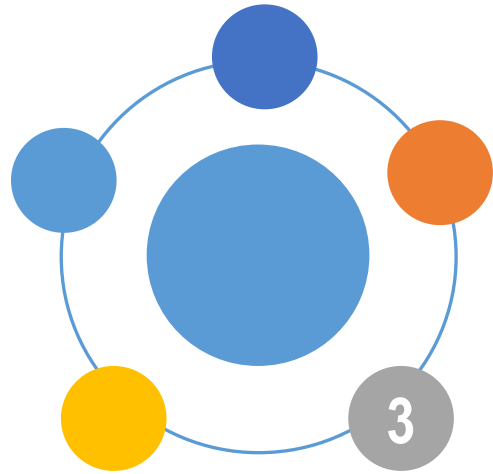
Create a curated STJNs resource bank/site of materials we find inspiring or transformational

- Include a book list

Read and discuss the 1852 Speech of Frederick Douglass on July 4th of that year....the most cutting indictment on slavery and its accomplices made by the great orator, abolitionist, writer and social reformer. As you read the case against slavery please replace the word "slavery" with "racism."

Acknowledge

The reality of privilege



Discern and state our position

- What we believe
- What we've done
- What we will do

Sample

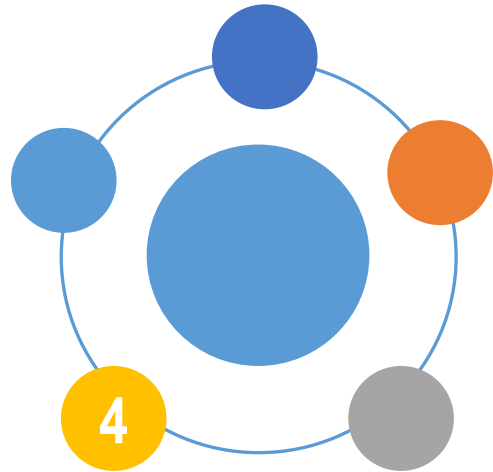
Develop truth-telling opportunities

- Ask questions that have uncomfortable answers (for us)
- Consider facilitated discussions

Explore a commitment to repair and restore

Consider our "Trusted Five"

Engage



Take action

Partner in ministry with others in our community

- *Kingdom Fellowship*
- *Ascension*
- *People's Community Baptist Church*

Facilitate community discussion:

- *Health care*
- *Food security*
- *Policing*

Actively engage with MCPD

Explore building a diversity plan for St. John's

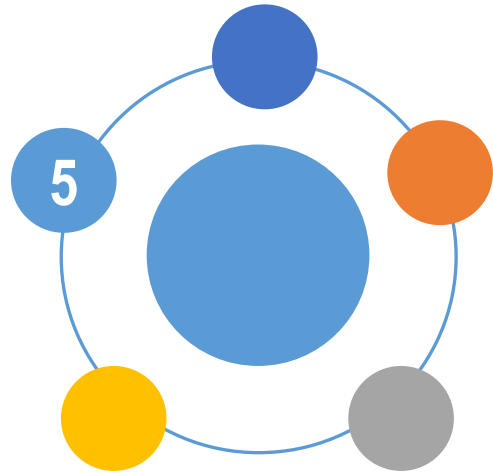
Shop and eat in different zip codes

Offer regular opportunities for reflection

Build a Peace Team

Offer a Restorative Justice Circle

Take a Stand



Lend our voices and mobilize our resources to repair the damage

- Support changes to local, state and Federal policy and those that make them; make statements and appearances; take positions and testify; hold community events
- Convince our neighbors; counter those voices that want to preserve the status quo
- Be a model for the faith community and the community at large

Establish a legislative agenda at the local, state and Federal level

Work with EDOW and the National church to raise the profile of racial equity issues

- Supporting Racial Justice Through Police Reform
- Active Advocacy for Racial Justice

Focus Issues:

- Implementation of the Racial Equity and Social Justice Act
- Policing
- County planning and development process
- Health Care
- Food security
- Taxation
- Gun Violence Prevention



Next Steps...