

THE  
*Episcopal*  
CHURCH



*Fifty Years Later: The State of Racism in America*

*Facilitator's Guide*

## Introduction

On November 15, The Episcopal Church and the Diocese of Mississippi will host a forum, *Fifty Years Later: The State of Racism in America*. Live-streamed from St. Andrew's Episcopal Cathedral in Jackson, Mississippi, this 90-minute ecumenical conversation will begin at 2 p.m. Eastern/1 p.m. Central/12 p.m. Mountain/11 a.m. Pacific/10 a.m. Alaska/9 a.m. Hawaii.

This forum examines how America and our faith communities have progressed in dealing with issues of racism, through the lens of the Anglican Marks of Mission: to respond to human need by loving service (Mark of Mission 3), and to seek to transform unjust structures of society (Mark of Mission 4). In addition, the church's resolution 2009-A143 encourages dioceses to study slavery, segregation, and discrimination in their own communities.

The webcast features opening remarks from Presiding Bishop Katharine Jefferts Schori and two panel discussions featuring distinguished speakers from across the country. In addition, we are encouraging individual parish-based study programs to use this content to build awareness, identify steps that can be taken to reduce racism, and bring people together at the community level to take action.

"This offers Episcopalians and others an opportunity for continued truth-telling and reconciliation, as we seek a society of justice," noted Presiding Bishop Katharine Jefferts Schori, a keynote speaker for the event. "We say we believe all human beings are made in the image of God. Do we give evidence of it?"

## Panel Discussion One: Why Does Racism Persist?

While many Americans might like to think that racism no longer exists in their communities or in their lives, evidence suggests otherwise. The fact that it took the state of Mississippi until 2013 to ratify the 13th Amendment to the U.S. Constitution, which abolished slavery, is just one example.

“De facto” discrimination is discrimination that exists where discriminatory practices aren’t legal, but are actual discriminatory practices of government or society. Jim Crow laws were an example of de facto segregation and discrimination, which continued long after the 1964 Civil Rights Act.

De facto segregation in our communities, manifest in the lack of reasonable access to public services, equal educational opportunities, exposure to environmental hazards, and in interpersonal dealings, are ways in which society continues to discriminate against some of its members, often along racial or ethnic lines.

This panel seeks to raise awareness of the fact that racism in America continues to thrive, and explores the underlying reasons that it does.

Panelists:

- The Rt. Rev. Michael Curry, bishop of the Diocese of North CarolinaMs. Myrlie Evers-Williams, civil rights activist and journalist and widow of civil rights leader Medgar Evers
- The Hon. William F. Winter, former governor of Mississippi and founder of the William Winter Institute for Racial Reconciliation

## Panel Discussion Two: Where Is There Hope for Change?

This panel recognizes that within every human heart, God is present; yet we need help in unlocking God’s presence to overcome inherent beliefs that may be racist.

A key to begin that process, some believe, is understanding that racism does exist in America (the focus of the first panel). The panelists, through their own life experiences and groundbreaking work, will share amazing stories, rooted in faith and society, of people and places where a true difference is being made in changing society’s norms on racism and discrimination.

The panel summarizes, on a hopeful note, with examples of how individuals and faith groups can “pass the torch” through their actions to end racism in their own communities.

Panelists:

- The Hon. Byron Rushing, Massachusetts state representative, civil rights leader, and vice president of The Episcopal Church's House of Deputies
- Dr. Randy Testa, author and vice president of education at Walden Media, LLC
- Dr. Erma J. Vizenor, chairwoman of White Earth Band of Ojibwe, educator, and community organizer
- Tim Wise, educator and author of *White Like Me*, *Colorblind*, and *Affirmative Action*

## How to Use This Guide

This guide has been designed to assist congregations, communities, dioceses, and individuals as they prepare to engage in the content offered in *Fifty Years Later: The State of Racism in America*.

Participants are invited to view the webcast live on November 15 or watch the video on-demand at a later date. Whether you choose to watch live or on-demand, the follow-up content can be processed in one event or divided into two or three sessions:

- A single-day event (5 hours)
- A two-part program: Part 1 (3 hours), and Parts 2 and 3 (2 hours)
- A three-part program: Part 1 (3 hours), Part 2 (1 hour), Part 3 (1 hour)

This guide offers suggestions and steps that facilitators may find useful when preparing to lead a discussion on the sensitive and timely issue of race in America with adults, with teens, or with a mixed-age group spanning several generations.

## Preparing to Lead a Conversation About Race

The role of facilitator is an important one that requires especially good listening skills. While the facilitator does not need to be an “expert,” or even the most knowledgeable person in the group on the topic being discussed, he or she should be the best prepared for the discussion.

As such, we recommend you view the video “The State of Racism in America” (<http://www.episcopalchurch.org/page/state-racism>) and review as many of the suggested resources as time allows.

Facilitation is an intensive activity requiring a high level of awareness. That is why we encourage you to have at least one co-facilitator. It may be particularly valuable to have a co-facilitator who is of a different race or ethnic background and gender. Co-leadership can help to balance the dialogue and model the type of collaboration you hope to encourage.

## Guidelines

Set a relaxed and open tone. Welcome everyone at the beginning of the event, and create a friendly and relaxed atmosphere.

Stress the importance of confidentiality. Make sure participants understand that what they say during the conversation is to be kept completely confidential. Define what confidential means. For instance, it is not all right to speak outside of the event about what someone else said or did. It is all right to share one's own personal insights about the issue of race and racism as a result of the process.

Stay neutral. This may be the most important point to remember as facilitator. You should not share your personal views or try to advance your agenda on the issue. You are there to serve the discussion, not to join it.

Guide the conversation, but don't control it. The facilitator's role is not to come to some kind of conclusion. Your role is to monitor the comfort level of the room. Many things can affect this atmosphere:

- Participants who talk too much
- Participants who say something insensitive without it being acknowledged
- Participants who argue on opinions, igniting a "Crossfire"-like debate
- Participants who start looking for the "right" opinion or idea instead of hearing out all voices
- Stereotypes or assumptions that are presented as facts (even positive stereotypes)

Allow all voices to be heard. From the outset, let the participants know the kind of environment you're trying to provide and ask for their help in allowing all voices to be heard. Consider reading the above list aloud to the group.

Acknowledge that race and racism is personal. Because of this, encourage participants to speak from the "I" perspective. The other participants and facilitators want to hear about your experience. Please note: "I" statements are not "I want to tell you about something that happened to my uncle." "I" statements are personal, first-hand stories.

Acknowledge that when talking about race, people are sensitive and there is the potential for unpredictable "pain points." You can never predict what triggers pain in another person; you can only see its effects. There should be absolutely no judgment about whether an individual's pain is valid. In fact, recognizing an individual's pain is an important part of the conversation, allowing people to feel as if they are being heard. There is space for people to speak, and more importantly, there is space for people to listen.

Allow for silence. Participants need time for reflection and thinking. Silence does not necessarily mean discomfort. Make space for the movement of the Spirit.

Be careful with words and labels. All races are included in this conversation, so identification is important. There can be anxiety on what proper terms should be for different races (“Indian” vs. “Native American,” for example). The best way to deal with such anxiety is to address it directly. If there are people who identify with particular races present, courteously ask participants how they self-identify. As a facilitator, this can be done with respect and dignity. It is an ideal way to move through the initial discomfort of a conversation about race. If people choose not to answer, simply move on.

Keep track of who is contributing and who is not. You are not only helping to keep the group focused on the content of the discussion, but you are monitoring how well the participants are communicating with each other – who has spoken, who has not, and whose points have not yet received a fair hearing. A facilitator must constantly weigh the group’s needs against the requirements of individual members.

Follow and focus the conversation flow. A facilitator who listens carefully will select topics raised in the initial sharing. To help keep the group on the topic, it is helpful to occasionally restate the key question or insight under discussion. It is important to guide gently, yet persistently. You might ask, “How does your point relate to the topic?” or state, “That’s an interesting point, but let’s return to the central issue.” Keep careful track of time.

## Defining Racism

The following definitions are from *Seeing the Face of God in Each Other: The Anti-Racism Training Manual of the Episcopal Church* by the Rev. Jayne Oasin and the Diversity, Social, and Environmental Ministries Team of the Episcopal Church (Episcopal Church Center, 2011), [http://archive.episcopalchurch.org/documents/AntiRacism\\_Book-revise3.pdf](http://archive.episcopalchurch.org/documents/AntiRacism_Book-revise3.pdf):

“Racism (and all of the other ‘isms’) is prejudice coupled with power. It exists to maintain the power and control of one group over another – to give one group the ability to say who is in and who is out, who is normal and who is abnormal, and who gets the resources and who does not. It is perpetuated by the refusal of the powerful to relinquish or share power and the inability of the powerless to obtain (or even think that they are entitled to) power for themselves. The racist system has intentionally kept us all unaware of the part we play in this system and our power to effect change. Only when we see the overarching role of the racist system can we begin to examine the consequences of racism on all of us and become allies for change, joining together to build a system which honors and values all, is inclusive of all, and models God’s reign of justice and peace” (p. 5).

“PREJUDICE is a pre-judgment on insufficient grounds; it can be positive or negative” (p. 107).

“BIGOTRY is a more intensive form of prejudice and carries the negative side of pre-judgment. The bigot is usually conscious of his/her feelings, nurtures them, and is often defined by them” (p. 101).

“DISCRIMINATION is the act or practice of according negative differential treatment to individuals or groups on the basis of group, class, or affiliation such as race, religion, and gender” (p. 101).

“SCAPEGOATING is the act or practice of assigning blame or failure to persons or groups instead of placing it directly on the person(s) to whom the blame or failure actually belongs” (p. 101).

“STEREOTYPING is attributing characteristics to a group simplistically and uncritically. Often, there is the assumption that those characteristics are rooted in significant biological differences” (p. 101).

## Logistics

Facilitators should review this guide in its entirety and adapt these suggestions to the particular community and context in which you will be viewing the event.

Select the location for the group’s viewing session. The space should have appropriate audio/visual capacity and be adequate to hold the number of anticipated participants. When you arrange chairs and tables, ensure good sight lines from any seat in the room.

Set aside at least one hour to set up and test all audio and visual equipment prior to the program.

Consider providing a sign-in sheet on which participants can leave their contact information and indicate if they would like to participate in a follow-up State of Racism committee.

Determine whether you want to offer snacks or a meal.

It might be helpful to review and have available:

- The Baptismal Covenant (Book of Common Prayer, p. 304)
- The Five Marks of Mission <http://www.anglicancommunion.org/ministry/mission/fivemarks.cfm>
- The Charter for Lifelong Christian Formation, [http://episcopalchurch.org/sites/default/files/downloads/formationcharter\\_8.5x11\\_f.pdf](http://episcopalchurch.org/sites/default/files/downloads/formationcharter_8.5x11_f.pdf)

## Suggested Scripture

The following scripture readings are connected to the themes explored during Fifty Years Later: The State of Racism in America.

Psalms 33:5

Psalms 78:2b-4

Isaiah 1:16-18

Isaiah 58:10-11

Jeremiah 29:7

Zachariah 7:9

Matthew 5:5,8,9,39,44b

Galatians 3:28

Galatians 6:7-10a

Ephesians 2:14,15

James 2:8-9

James 2:14-17

1 John 2:9

## Prayers

It might be helpful to read the free, downloadable prayers and meditations in *Let Us March on Till Victory Is Won: Meditations Commemorating the 50th Anniversary of the March on Washington* (Forward Movement, 2012), which are available at <http://forwardmovement.org/Products/2205/let-us-march-on-till-victory-is-won.aspx>.

## Live Webcast Agenda

The webcast is designed to be roughly 1 hour, 40 minutes in length. If you are viewing the live event, it is recommended to invite participants to arrive at least 30 minutes before the webcast begins. You will want time for registration, seating, and a brief welcome and prayer before the webcast.

When the webcast concludes, you can choose to engage in the follow-up content in its entirety or break the ensuing conversation into one, two, or even three additional events to be held at later dates.

During the live event, questions may be submitted to the panel at: [publicaffairs@episcopal-church.org](mailto:publicaffairs@episcopal-church.org)

- 2:00 p.m. Welcome and introductions from moderator, Ray Suarez
- 2:05 p.m. Keynote address from the Most Rev. Katharine Jefferts Schori, Presiding Bishop of The Episcopal Church
- 2:15 p.m. Video: “The State of Racism in America”
- 2:20 p.m. First panel discussion: Why Does Racism Persist?  
The Rt. Rev. Michael Curry  
Ms. Myrlie Evers-Williams  
The Hon. William F. Winter
- 2:55 p.m. Video: “Changing Beliefs: A Ministry Example”
- 3:00 p.m. Second panel discussion: Where Is There Hope for Change?  
The Hon. Byron Rushing  
Dr. Randy Testa  
Dr. Erma J. Vizenor  
Tim Wise
- 3:35 p.m. Final remarks from moderator
- 3:40 p.m. Webcast concludes

## Lesson Plans

Whether you choose to watch live or on-demand, the follow-up content can be facilitated in one event or divided into two or three sessions:

Part 1: Viewing the Presiding Bishop's remarks and panel discussions, and gathering participants' initial reactions

Part 2: Processing the first panel discussion: Why Does Racism Persist? Part 3: Processing the second panel discussion: Where Is There Hope for Change? Please feel free to adapt this general outline in any way appropriate to local circumstances and the needs of your particular community.

### Part 1: Viewing the Panel Discussions, Initial Reactions

When the webcast or on-demand video concludes, announce a 15-minute break. This can be an important time for journaling, prayer, or quiet reflection.

Upon reconvening, share a prayer or scripture reading to refocus the group.

After a moment of silence, ask for one-word responses to the live webcast. It may be helpful to write these responses down. Be sure to set aside sufficient time for this conversation to allow reflection and thoughtful responses.

Once everyone has shared, offer silence or a prayer in gratitude for the openness and honesty of the participants.

At this point, you can either continue the conversation or adjourn and engage in the following material at the next program meeting. If you are concluding at this point, remind participants of the dates and times of future conversations. Use one of the suggested scripture readings or prayers to close the session.

### Part 2: Processing the First Panel Discussion: Why Does Racism Persist?

Break into small groups (3-5 people per group). Use one of the questions below or a question raised during the webcast. To ensure everyone has the opportunity to share and process the information, allow 30-45 minutes for these conversations.

- What resonated most with you during Presiding Bishop Katharine Jefferts Schori's keynote address?
- Are you hopeful or discouraged by racism in America after the panel?
- Consider 50 years of civil rights work. What is something you can identify that is a product of civil rights work? Is there anything you can identify as having made limit-

ed or no progress despite civil rights work?

- Why does racism persist? Did you agree/disagree with any of the speakers' thoughts?
- What limits belief that change can occur? How can this be countered?

Gather the group as a whole and allow for any voluntary sharing of small group discussions. Remind participants about respecting confidentiality.

At this point, you can either continue the conversation or adjourn and engage in the following material at a later date. If you are concluding at this point, remind participants of the dates and times of future conversations. Use one of the suggested scripture readings or prayers to close the session.

### **Part 3: Processing the Second Panel Discussion: Where Is There Hope for**

Break into small groups (3-5 people per group). Use one of the questions below or a question raised during the webcast. To ensure everyone has the opportunity to share and process the information, allow 30-45 minutes for these conversations.

- Identify a person in your community or a community organization who you feel is doing positive work in racism. How can you connect with this person or group?
- Consider the community in which you live. Concerning race work, where does change happen, or where has it happened? Where can change happen? Do you believe your community is active in creating change?
- How does God manifest hope, even in fighting racism?
- What would change, for you, look like? What would be a concrete example of change occurring in your community?
- Imagine 50 years from now. What, if anything, will be the race issues of the day? What do you think the state of racism will be in 50 years?

Gather the group as a whole and allow for any voluntary sharing of small group discussions. Remind participants about respecting confidentiality.

As a group, determine what the next steps will be. Either develop a specific plan with timelines and responsibilities, or select a subgroup to begin working on a plan of action.

Use one of the suggested scripture readings or prayers to close this session.

## Resource Guide

The following resources are suggested reading and viewing in preparation for Fifty Years Later: The State of Racism in America webcast and workshops.

## Articles and Websites

The Archives of The Episcopal Church. "The Church Awakens: African-Americans and the Struggle for Justice." [http://www.episcopalarchives.org/Afro-Anglican\\_history/exhibit](http://www.episcopalarchives.org/Afro-Anglican_history/exhibit)

DiversityInc. "Ask the White Guy." <http://www.diversityinc.com/topic/ask-the-white-guy>

Jacques, Martin. "The Global Hierarchy of Race." *The Guardian*. September 19, 2003. <http://www.theguardian.com/world/2003/sep/20/race.uk>

James, Navita Cummings. "When Miss America Was Always White." *Our Voices: Essays in Culture, Ethnicity, and Communication, Fifth Edition*. Eds. Alberto Gonzalez, et al. (Oxford University Press, 2011).

Lee, Lelanda. "If I Say, 'It's Racist,' Will You Still Be My Friend?" <http://library.episcopal-church.org/article/if-i-say-its-racist-will-you-still-be-my-friend> McIntosh, Peggy. "White Privilege: Unpacking the Invisible Knapsack." *Peace and Freedom*, July/August 1989. University of Wisconsin, Madison. <http://www.library.wisc.edu/EDVRC/docs/public/pdfs/LIReadings/InvisibleKnapsack.pdf>

Oasin, Jayne Jones. *Seeing the Face of God in Each Other: The Anti-Racism Training Manual of the Episcopal Church* by the Rev. Jayne Oasin and the Diversity, Social, and Environmental Ministries Team of the Episcopal Church (Episcopal Church Center, 2011), [http://archive.episcopalchurch.org/documents/AntiRacism\\_Book-revise3.pdf](http://archive.episcopalchurch.org/documents/AntiRacism_Book-revise3.pdf).

PBS.org. "Freedom Riders." WGBH American Experience. <http://www.pbs.org/wgbh/americanexperience/freedomriders/>

PBS.org. "Race: The Power of an Illusion." California Newsreel. [http://www.pbs.org/race/000\\_General/000\\_00-Home.htm](http://www.pbs.org/race/000_General/000_00-Home.htm)

Prestilieu, Lauren. "Get on the Bus." *Inside American Experience*. PBS.org. October 21, 2010. <http://www.pbs.org/wgbh/americanexperience/blog/2010/10/21/bus>

Rodman, Ed. "Unmasking the Face of Racism." *The Witness*. July 2003. <http://www.thewitness.org/generalconvention03/Racism.pdf>

Thompson, Robert. "Let Us March on till Victory Is Won." Forward Movement Press. July 3, 2012. <http://www.forwardmovement.org/Products/2205/let-us-march-on-till-victory-is-won.aspx>

## Books

- Agee, James. *Cotton Tenants: Three Families* (Melville House, 2013).
- Alexander, Michelle. *The New Jim Crow: Mass Incarceration in the Age of Colorblindness* (New Press, 2012).
- Barndt, Joseph. *Understanding and Dismantling Racism: The Twenty-First Century Challenge to White America* (Fortress, 2007).
- Blackmon, Douglas A. *Slavery by Another Name: The Re-Enslavement of Black Americans from the Civil War to World War II* (Anchor Books, 2008).
- Bonilla-Silva, Eduardo. *Racism Without Racists: Colorblind Racism and the Persistence of Racial Inequality in America* (Rowman & Littlefield, 2009).
- Branch, Taylor. *Parting the Waters: America in the King Years 1954-63* (Simon & Schuster, 1989).
- Broyard, Bliss. *One Drop: My Father's Hidden Life – A Story of Race and Family Secrets* (Back Bay Books, 2008).
- Burrell, Tom. *Brainwashed: Challenging the Myth of Black Inferiority* (SmileyBooks, 2010).
- Collins, Patricia Hill. *Black Sexual Politics: African Americans, Gender, and the New Racism* (Routledge, 2004).
- Cone, James H. *The Cross and the Lynching Tree* (Orbis Books, 2011).
- Cone, James H. *Martin & Malcolm & America: A Dream or a Nightmare* (Orbis Books, 1992).
- Dog, Mary Crow and Richard Erdoes. *Lakota Woman* (Grove Press, 2011).
- Evers-Williams, Myrlie and Manning Marable. *The Autobiography of Medgar Evers: A Hero's Life and Legacy Revealed Through His Writings, Letters, and Speeches* (Basic Civitas Books, 2006).
- Fanon, Frantz. *Black Skin, White Masks* (Grove Press, 2008).
- Feagin, Joe R. *Systemic Racism: A Theory of Oppression* (Routledge, 2006).
- Griffin, John Howard. *Black Like Me, 50th Anniversary Edition* (Signet, 2010).
- Griffin, Paul. *The Seeds of Racism in the Soul of America* (Pilgrim Press, 1999).

Higginbotham, F. Michael. *Ghosts of Jim Crow: Ending Racism in Post-Racial America* (NYU Press, 2013).

Jealous, Ann Todd, et al., eds. *Colorblind Destinies: Whites Sharing Grief About Racism* (Potomac Books, 2013).

Katz, Judith H. *White Awareness: Handbook for Anti-Racism Training, Second Edition* (University of Oklahoma, 2003).

King, Jr., Martin Luther. *Where Do We Go From Here: Chaos or Community?* (Beacon Press, 2010).

Kivel, Paul. *Uprooting Racism: How White People Can Work for Racial Justice, Third Edition* (New Society Publishers, 2011).

Lipsitz, George. *How Racism Takes Place* (Temple University Press, 2011).

Loewen, James W. *Sundown Towns: A Hidden Dimension of American Racism* (Touchstone, 2006).

Marsh, Charles. *God's Long Summer: Stories of Faith and Civil Rights* (Princeton University Press, 2008).

Morrison, Toni. *Playing in the Dark: Whiteness and the Literary Imagination* (Vintage, 1993).

Rodriguez, Richard. *Brown: The Last Discovery of America* (Penguin, 2003).

Rothenberg, Paula S. *White Privilege, Fourth Edition* (Worth Publishers, 2011)

Shattuck, Jr., Gardiner H. *Episcopalians and Race: Civil War to Civil Rights* (University Press of Kentucky, 2003).

Smith, Lillian. *Killers of the Dream* (W.W. Norton & Co., 1994).

Takaki, Ronald. *A Different Mirror: A History of Multicultural America* (Back Bay Books, 2008).

Tyson, Timothy B. *Blood Done Sign My Name: A True Story* (Broadway Books, 2005).

Washington, James M., ed. *A Testament of Hope: The Essential Writings and Speeches of Martin Luther King, Jr.* (Harper One, 2003).

West, Cornel. *Race Matters* (Vintage Books, 1994).

Wise, Tim. *Colorblind: The Rise of Post-Racial Politics and the Retreat from Racial Equity* (City Lights, 2010).

Wise, Tim. *White Like Me: Reflections on Race from a Privileged Son, Revised and Updated Edition* (Soft Skull Press, 2011).

Woodson, Carter Godwin. *The Mis-Education of the Negro* (Seven Treasures, 2010).

Wu, Frank. *Yellow: Race in America Beyond Black and White* (Basic Books, 2003).

## Films

“42” (2013)

“The Help” (2011)

“Lee Daniels’ The Butler” (2013)

“Traces of the Trade” (2013)

## YouTube

Congressional Hearing: A Conversation on Race and Justice in America. <http://www.youtube.com/watch?v=b9v2tadJssE&feature=youtu.be>

