

Racial Justice: Antiracism, Anti-Oppression, Multiculturalism

Objective

To promote loving, respectful and just relationships across differences.

How Tos

- Identify the primary (one to two) anti-oppression justice issues that the leadership team needs to work on and design the team to reflect strategies that undo these oppressions (e.g., if achieving just relations with migrants in your community is one of the primary justice issues that the team has identified, the event planning team should be set up to ensure that such engagement happens, and the planning team could also be made up at least 50 percent of people from the migrant community).
- The planning team sets anti-oppression goals (two minimum) that will be met at the event (e.g., We will ensure that this event is in an geographic location and at a time that is most convenient for those who have the greatest challenges attending).
- The planning team evaluates the challenges and successes of implementing its goals following each event by making sure they speak not only to themselves but to the populations from which they had hoped to remove barriers.
- Communications leaders will undergo training (via United Methodist Women or other self-identified entities) on anti-oppression marketing and design materials based on learnings.
- Speakers, exhibitors, workshop leaders have multiculturalism policies related to images used in presentations, exhibits, etc. See the Center for Media Justice's website (www.centerformediajustice.org) to learn about how framing of images can help or hinder anti-oppression work.
- Identify speakers and experts who will represent and uplift talents and skills and perspectives of marginalized communities.
- Provides a meaningful educational, spiritual and/or advocacy component addressing a specific form of injustice, inequality or oppression (integrated across programs).



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Helpful Resources

- Read, reflect on and adapt tools from *Radical Welcome: Embracing God, the Other and the Spirit of Transformation* by Stephanie Spellers (Church Publishing, 2006).
- Read, reflect on and adapt tools from *Becoming an Anti-racist Church Journeying Toward Wholeness* by Joseph Barndt (Fortress Press, 2011).
- Visit the Center for Media Justice's website to learn about media justice and how framing of images can help or hinder anti-oppression work: www.centerformediajustice.org.
- Read, discuss and have public gatherings to reflect on the purpose and values within the United Methodist Women Charter for Racial Justice

Fast Facts

In 2012, 74 percent of whites owned their own homes, compared to 44 percent of blacks and 46 percent of Latinos.

Blacks and Latinos also suffer from lower levels of health insurance: 29 percent of Latinos, 19 percent of blacks, 15 percent of Asians, and 11 percent of whites were uninsured in 2012.

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Black men earn 64 cents and Latino men earn 63 cents to each dollar white men earn. Women lag behind men in all three racial groups.

Among adults 25 years of age or older, 35 percent of whites have a bachelor's degree or higher, compared to only 21 percent of blacks and 15 percent of Latinos.

Source: United for a Fair Economy, *State of the Dream 2014*

How-to in Action

A United Methodist Women conference in the Midwest recommitted to address issues of racial equity as a main part of their work. It launched an effort at a district officer training where members (1) participated in educational workshops to deepen their understanding of the issues and (2) gathered as districts to plan what taking on these issues would look like. One district has committed to begin making meaningful and just links with the Native American community in its area, and another district is dedicated to infusing the planning for its spring meeting with the learnings from the Charter for Racial Justice. The conference will be holding the districts to account and reminding them of the collective commitment to taking small and deliberate steps toward being just.

Glossary

Radical welcome: A process to achieve racial justice and other just relations.

Racial justice: The creation of proactive reinforcement of policies, practices, attitudes and actions that produce equitable power, access, treatment, opportunities and outcomes for all.

Structural racism: Racial bias across institutions and society. It is the cumulative and compounded effects of an array of factors that systematically privilege white people and disadvantage people of color.

Source: Adapted from RaceForward (www.raceforward.org) and *Radical Welcome*.

Policy Foundations

The Book of Discipline “The Nurturing Community” (§161) and “The Social Community” (§162), the Social Principles.

The Book of Resolutions: #2041 “Church to Be in Ministry to Persons of All Sexual Orientations,” #2042 “Opposition to Homophobia and Heterosexism,” #3371 “A Charter for Racial Justice Policies in an Interdependent Global Community,” #3376 “White Privilege in the United States,” #3442 “Every Barrier Down: Toward Full Embrace of All Women in Church and Society.”