WORKBOOK

Written by
LTR Ministries, Inc.

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Introduction

Welcome to Let's Talk Race: a Beginner's Guide to Conversations About Race. We are so honored that you are willing to take a class that puts race and racism out on the table so that we can all take a good look at it. We believe that learning about the effects of racism in America is the only way we can move forward and it is at the center of God's mission in the world to tear down the wall of hostility and create one new humanity (Eph. 2:15).

We also strongly believe in the power of conversation. Coming together, listening to each other, committed to learn, to believe, and to grow....this is how the ministry of reconciliation starts (2 Cor. 5:17-19).

Expect blessings,

Shelley & David Park

What to expect in a Let's Talk Race class

We believe in the power of conversation. In any good conversation, there are ground rules that people intuitively agree to. Usually these are unspoken, but in the interest of creating healthy, nuanced dialogue, we have created a few that help govern our time together.

These are the rules you agreed to when you registered:

- I commit to being present and engaged, understanding that sometimes there are conflicts that do arise.
- I commit to respect my facilitators and fellow classmates by using "I" statements, listening to understand, and avoiding sweeping, declarative statements.
- I commit to the confidentiality of the conversations that take place in my class.
- I commit to doing my part in allowing each person to have their voice heard.

Week 1: Identity

WORDS TO LISTEN FOR DURING CLASS:

- .....
- .....
- .....

WORDS TO LISTEN FOR WHEN READING THE BIBLE:

- .....
- .....
- .....

ETHNICITY

Ethnicity is a social classification of humans based on their common culture, heritage, nationality, religion, language, and/or other similar categories.

RACE

Race is the social classification of humans into categories based on a broad range of physical characteristics such as skin color, facial features, and hair texture.

"Behold, I will do a new thing!" Isaiah 43:19 (KJV)

Underline the words/phrases that stand out to you.

Therefore, if anyone is in Christ, the new creation has come: The old has gone, the new is here! All this is from God, who reconciled us to himself through Christ and gave us the ministry of reconciliation: that God was reconciling the world to himself in Christ, not counting people's sins against them. And he has committed to us the message of reconciliation.

2 Corinthians 5:17-19 (NCV)

His purpose was to create in himself one new humanity out of the two, thus making peace, and in one body to reconcile both of them to God through the cross, by which he put to death their hostility. His intent was that now, through the church, the manifold wisdom of God should be made known to the rulers and authorities in the heavenly realms, according to his eternal purpose that he accomplished in Christ Jesus our Lord.

Ephesians 2:15-16; 3:10-11 (NIV)

What we see from these verses is:

The church has been entrusted with the ministry of reconciliation. Reconciliation of the _____ to Himself, as well as the reconciliation of _____ to one another.

Racial reconciliation is not an _____ of the church.

Racial reconciliation is not JUST a _____ topic. It is not a niche issue reserved only for more "liberal" congregations.

Racial reconciliation is a spiritual issue and is _____ to the church's mission in this world.

God created mankind in His own image. In the image of God (Imago Dei) He created them.

Genesis 1:27 (NIV)

Your kingdom come, your will be done, on earth as it is in heaven.

Matthew 6:10 (NIV)

After this I looked, and there before me was a great multitude that no one could count, from every nation, tribe, people, and language, standing before the throne and before the Lamb. They were wearing white robes and were holding palm branches in their hands.

Revelation 7:9 (NIV)

We will carry our culture and ethnicity with us into heaven, and God will be glorified through the diversified expression of our unified praise.

- Genesis 12:3: and all _____ on earth will be blessed through you
- Genesis 17:4,5: "As for me, this is my covenant with you: You will be the father of many _____. No longer will you be called Abram; your name will be Abraham, for I have made you a father of many _____.
- Psalm 22:27, 28: All the ends of the earth will remember and turn to the Lord, and all the families of the _____ will bow down before him, for dominion belongs to the Lord and he rules over the _____.
- Matt 11:17: And as he taught them he said, "Is it not written: 'My house will be called a house of prayer for all _____'....

How Are We to Live With Each Other?

RESISTING INDIVIDUAL FAVORITISM

- Romans 12:11
- Ephesians 6:9
- Acts 10:34-35

RESISTING SYSTEMIC FAVORITISM

- Exodus 23
- Leviticus 23
- Matthew 21
- Acts 6

Vocabulary: see Glossary at the end of this section

SYSTEMIC RACISM

Underline the words that stick out to you the most.

Refers to the complex interactions of large scale societal systems, practices, ideologies, and programs that produce and perpetuate inequities for racial minorities. The key aspect of structural or systematic racism is that these macro-level mechanisms operate independent of the intentions and actions of individuals, so that even if individual racism is not present, the adverse conditions and inequalities for racial minorities will continue to exist (Gee & Ford, 2011)

How Race Was Created

Humans enslaving other humans was **the driving force** behind the creation of the idea of different races of humans.

1. Slavery has always existed.
2. Prince Henry the Navigator & Gomez de Zurara
3. Bacon's Rebellion
4. Johann Frederick Blumanbach
5. Scientific Racism
6. Human Genome Project

Changing Definition of Race:

(Write down any words from the census you didn't know and look them up later. Add definitions below.)

What is Culture?

What are Characteristics of White Culture?

Week 1 Homework

THIS WEEK, THINK ABOUT WHAT IT MEANS FOR YOU TO BE WHITE. WHEN LIVING IN THE AMERICAN SOCIETY, HOW IS YOUR EXPERIENCE DIFFERENT BECAUSE YOU ARE WHITE? WRITE SOME IDEAS HERE:

- .....
- .....
- .....
- .....
- .....
- .....
- .....
- .....
- .....
- .....
- .....
- .....

Week 1 Homework

REQUIRED:

CHOOSE YOUR OWN ADVENTURE:

Glossary of Terms

WHAT DO YOU MEAN WHEN YOU SAY THAT?

Colorblind	Term used over the last several decades by white people to imply that they are seeing someone for who they really are and not their skin color.
Culture	Culture is the set of shared meanings or the ways people agree to be (behave, act, respond) in order to respond to new and familiar situations in their lives. Culture becomes the filter through which people interpret reality and perceive their future. As such, any particular culture represents a coherent but distinctive way of looking at the world.
Discrimination	The unequal or unfair treatment of a person based upon one or more personal characteristics
Ethnicity	Ethnicity is a social classification of humans based on their common culture, heritage, nationality, religion, language, and/or other similar categories. Biblically translated tribe, nation, tongue, or "people group."
Implicit Bias	Negative associations that people unknowingly hold, sometimes known to override an individuals' stated commitments to equality and fairness
People of Color	People of color (often abbreviated "POC") is the common term for non-white people or communities. Another common term is BIPOC (Black, Indigenous & People of Color).
Prejudice	Preconceived judgment or opinion about a person or group of people, based on stereotyped generalizations
Race	Race is the social classification of humans into categories based on a broad range of physical characteristics such as skin color, facial features, and hair texture. Racial categorization is not based on science, but on arbitrary distinctions which have shifted over time.
Racism	Racism is a system of social advantage based on race, involving cultural messages, misuses of power, and institutional bias, in addition to the racist beliefs and actions of individuals. *Racism = Prejudice + Power*
Systemic Racism	Refers to the complex interactions of large scale societal systems, practices, ideologies, and programs that produce and perpetuate inequities for racial minorities. The key aspect of structural or systematic racism is that these macro-level mechanisms operate independent of the intentions and actions of individuals, so that even if individual racism is not present, the adverse conditions and inequalities for racial minorities will continue to exist.

Week 2: Privilege

In whatever you do, don't let selfishness or pride be your guide. Be humble, and honor others more than yourselves. Don't be interested only in your own life, but care about the lives of others too.

Philippians 2:3&4 (ERV)

WHITE PRIVILEGE DOESN'T MEAN YOUR LIFE HASN'T BEEN HARD; IT MEANS YOUR SKIN COLOR ISN'T ONE OF THE THINGS MAKING IT HARDER.

- **DEFINITION 1**

The privilege to be able to navigate daily life in the American culture without having to think about race.

- **DEFINITION 2**

Living in America in the absence of discrimination, systemic oppression or micro-aggressions.

PEGGY MCINTOSH "UNPACKING THE INVISIBLE KNAPSACK"

(jot down some privileges that stood out to you)

- .....
- .....
- .....
- .....
- .....
- .....

THE TALK:

The conversation Black families have with their children to prepare them for WHEN they encounter police.

Search

black families the talk

get home safe

Emmett Till

Write down key dates and players in the Emmett Till story:

-
-
-
-

Redlining

Write a definition in your own words:

-
-
-
-

Serviceman's Readjustment Act of 1944 aka the GI Bill

- Education
- Home Loans
- Small Business Loans
- Job Placement

How did these injustices affect
Ralph Black and James White differently?
How did it affect their children and grandchildren?

Microaggressions

"The everyday comment, action, slight, or insult that communicates prejudice or maybe even hostility to someone in a marginalized group. These messages can be verbal or non-verbal; intentional or unintentional."

- Dr. Chester Pierce

"Micro-aggresions hold their power because they are invisible, and therefore they don't allow whites to see that their actions and attitudes may be discriminatory. Therein lays the dilemma. The person of color is left to question what actually happened. The result is confusion, anger and an overall draining of energy."

- Dr. Derald Wing Sue

Examples of Microaggressions

(Write down examples that you may not have thought of before. How do they affect conversations about race?)

Impact

Intent

Guilt is feeling bad about something you've done.
Shame is feeling bad about who you are.

- Brené Brown

Week 2 Homework

EXPLORE HOW THE IDEA OF WHITE PRIVILEGE MAKES YOU FEEL OR WAYS YOU'VE SEEN IT PLAY OUT IN YOUR OWN LIFE. WRITE ABOUT IT HERE:

Week 2 Homework

REQUIRED:

CHOOSE YOUR OWN ADVENTURE:

Glossary of Terms

WHAT DO YOU MEAN WHEN YOU SAY THAT?

Code-switching	The ability to change the way one speaks, dresses, behaves, and writes in order to fit into the dominant culture
Microaggression	The everyday comment, action, slight, or insult that communicates prejudice or hostility to someone in a marginalized group. These messages can be verbal or non-verbal; intentional or unintentional.
Socialization	The process of internalizing the norms and ideologies of a society
White Privilege	1) The privilege to be able to navigate daily life in the American culture without having to think about race. 2) Living in America in the absence of discrimination, systemic oppression or micro-aggressions.

Week 3: Blocking

Bias & Prejudice
Racists & Bigots
Discrimination

I pray not only for these followers, but also for those who will believe in me because of their teaching. Father, I pray that all who believe in me can **be one**. You are in me and I am in you. I pray that they can also **be one** in us. Then the world will believe that you sent me. I have given them the glory that you gave me. I gave them this glory so that they can **be one**, just as you and I are one. I will be in them, and you will be in me. So they will **be completely one**. Then the world will know that you sent me and that you loved them just as you loved me.

John 17: 20-23

INSTITUTIONAL CONTROL:

_____

_____

_____

_____

_____

_____

▶ -ISTS VS -ISMS

- -ist = _____
- -ism = _____

Socialization:

the process of internalizing the _____ and _____ of a society

Racialized Society:

a society wherein race matters profoundly for differences in:

- _____
- _____
- _____

-Michael Emerson & Christian Smith
"Divided by Faith"

Pillows Used to Restore Comfort

WRITE THE NAMES OF THE PILLOWS BELOW

WHICH ONES STAND OUT TO YOU?

Good/Bad Binary

What is it? How does it affect the conversation about race?

White Fragility:

is a common, almost _____ response to a minimal amount of racial stress or _____. This triggers a range of defensive moves.

These moves include the outward display of emotions, such as _____ _____ & _____ and behaviors such as argumentation, silence, deflection, or leaving the stress-inducing situation.

Bingo:

write down which statements stand out to you

- ○ _____
- ○ _____
- ○ _____
- ○ _____
- ○ _____
- ○ _____
- ○ _____
- ○ _____

Key Factors Involved:

SEGREGATED LIVING

1

2

3

RACIALLY COMFORTABLE STATE

1

2

3

Conversational Challenges:

We have opinions, but don't realize or aren't willing to admit that they may be uninformed.

We see ourselves as unique individuals, unaffected by the culture we live in.

We are socialized to think that if we don't see it, it isn't there.

We use our reaction as a way out, which goes back to the pillows we discussed earlier.

We don't understand institutional control and therefore don't see racism as a system.

Goal: Reconciliation

- Must be able to _____ about race.
- Recognize how we _____ these conversations.
- Offer _____, especially to ourselves.
- Be ready to get _____.

Week 3 Homework

SELF-REFLECTION: HAVE YOU USED THE PILLOWS TO BLOCK CONVERSATIONS RATHER THAN PUSH INTO THEM? WRITE ABOUT IT HERE.

Week 3 Homework

REQUIRED:

CHOOSE YOUR OWN ADVENTURE:

Glossary of Terms

WHAT DO YOU MEAN WHEN YOU SAY THAT?

Gaslighting	A form of psychological manipulation in which a person seeks to sow seeds of doubt in a targeted individual or in members of a targeted group, making them question their own memory, perception, or sanity. Examples: That's not what happened. You're being too sensitive. Stop taking everything so seriously.
Racialized Society	A society where race matters profoundly for life experiences, opportunities, and interpersonal relationships.
White Fragility	A common, almost scripted response to a minimal amount of racial stress or discomfort. This triggers a range of defensive moves. These moves include the outward display of emotions, such as anger, fear, or guilt, and behaviors such as argumentation, silence, deflection or leaving the stress-inducing situation.

Week 4: Supremacy

Your eyes saw my unformed body; all the days ordained for me were written in your book before one of them came to be.
Psalm 139:16

- Galatians 3:28
- Acts 15:8&9
- Romans 10:11&12
- Colossians 3:11

WHITE SUPREMACY

A sociopolitical economic system of domination based on racial categories that benefits those defined and perceived as white. This system of structural power privileges, centralizes, and elevates white people as a group.

REVIEW OF

History Notes:

Recounting important dates in History

- **1619** — The first kidnapped Africans arrive in Virginia
- **1676** — Bacon's Rebellion: white indentures & African slaves revolt
- **1705** — Virginia Slave Codes giving rights to whites and making Africans slaves by birth
- **1776** — "All men are created equal and endowed by their Creator . . ."
- **1808** — Importation of kidnapped Africans ends. Enslaved workforce will become entirely US born.
- **1861-1865** — Civil War: 650,000 killed in battle.
- **1867-1877** — Reconstruction; Passage of Civil War Amendments (13th, 14th & 15th)
- **1896** — Plessy vs. Ferguson: Separate but Equal IS constitutional
- **1954** — Brown vs Board of Education: Separate but Equal IS NOT constitutional

Jim Crow Era

- **1964** — Civil Rights Act
- **1980** — Begin era of mass incarceration, sometimes called the New Jim Crew

Historical Sequence that Led Us Here

Humans Enslaving Humans

Europeans Enslaving Africans

Beginning of Atlantic Slave Trade

Social Construct of "Races"

Creation of Racial Hierarchy: White = Superior

Race-Based Slavery + Formation of a New Culture + Racist Values Codified

= White Supremacy/ Systemic Racism

Examples of How White Supremacy has Played Out Over the Years

- Jim Crow
- Lynchings and Terrorism
- Confederate Monuments & Iconography
- Media & TV (whitewashing)
- Police Brutality
- Mass Incarceration
- School to Prison Pipeline
- Hair Discrimination
- Organizational Leadership

Search

George Marion Sims

Latif Test

Bob Jones University

Crown Act

How Long Is Long Enough?

Week 4 Homework

FOR FOUR WEEKS, WE'VE TALKED A LOT ABOUT SYSTEMIC RACISM. THIS WEEK, THINK ABOUT SYSTEMS YOU'VE SEEN OR BEEN A PART OF IN YOUR LIFE THAT ADVANTAGE WHITE PEOPLE OVER PEOPLE OF COLOR. WRITE ABOUT IT HERE AND BE PREPARED TO DISCUSS NEXT WEEK.

- .....
- .....
- .....
- .....
- .....
- .....
- .....
- .....
- .....
- .....

Systemic Racism:

Refers to the complex interactions of large scale societal systems, practices, ideologies, and programs that produce and perpetuate inequities for racial minorities. The key aspect of structural or systematic racism is that these macro-level mechanisms operate independent of the intentions and actions of individuals, so that even if individual racism is not present, the adverse conditions and inequalities for racial minorities will continue to exist (Gee & Ford, 2011)

Week 4 Homework

REQUIRED:

CHOOSE YOUR OWN ADVENTURE:

Glossary of Terms

WHAT DO YOU MEAN WHEN YOU SAY THAT?

Allyship	Aligning with and supporting a person or people group. An active, consistent, and arduous practice of unlearning and re-evaluating, in which a person in a position of privilege and power seeks to operate in solidarity with a marginalized group. It's important to note that allyship is not self-defined—our work and our efforts must be recognized by the people we seek to ally ourselves with.
Cultural Appropriation	Assuming the right to take, for yourself, the cultural art, artifacts, music, and attire of other cultures for your own use as if they came from you. This is most commonly seen in a white person dressing up in someone else's cultural attire (halloween, Cinco de Mayo, etc.) but also can include yoga studios, rap music, hairstyles, etc. **Please note:** There is a difference between appropriation and appreciation.
White Supremacy	A sociopolitical economic system of domination based on racial categories that benefits those defined and perceived as white. This system of structural power privileges, centralizes, and elevates white people as a group.

Week 5: Systems & Next Steps

SYSTEMS WHERE WHITE PEOPLE HAVE AN ADVANTAGE:

non-racist [non-rey-sist] noun

is nice to everyone
treats everyone the same
doesn't notice skin color
doesn't talk about race because it's controversial
has a few friends of color and this is proof that they are not racist

Next Steps:

INDIVIDUAL

1

2

3

4

5

6

Next Steps:

SYSTEMIC/COMMUNAL

1

2

3

4

5

6

Benediction

May God bless you with discomfort at easy answers, half truths, and superficial relationships, so that you may live deep within your heart.

May God bless you with anger at injustice, oppression, and exploitation of people, so that you may work for justice, freedom, and peace.

May God bless you with tears to shed for those who suffer from pain, rejection, starvation, and war, so that you may reach out your hand to comfort them and turn their pain to joy.

May God bless you with enough foolishness to believe that you really CAN make a difference in this world, so that you are able, with God's grace, to do what others claim cannot be done.

And the blessing of God, the Supreme Majesty and our Creator, Jesus Christ, the Incarnate Word who is our brother and Savior, and the Holy Spirit, our Advocate and Guide, be with you and remain with you, this day and forevermore. Amen.

Franciscan Prayer

NEED MORE INSIGHT?

How to Continue Your Learning Journey

1. Continue to work your way through the homework on the LTR Ministries website.

2. Invite your friends who you think might be interested in learning to join a Let's Talk Race class. Consider taking it again with them so that you can begin having conversations with others about this important topic.

3. Consider joining a Threaded Journey group. A Journey group is a great way for you to take what you've learned the last 5 weeks and put it into practice by having meaningful conversations with people of color.

4. See if others in your church might be interested in coming together to form your own Racial Reconciliation Ministry. Contact us if you'd like support in this journey.

5. KEEP LISTENING!