

**TAKE ON**  
**BACISM**  
**IDENTIFY**  
**DISRUPT**  
**DISMANTLE**

**St. John's Episcopal Church**  
**2nd Antiracism Plan 2019**



# ANTIRACISM PLAN AT-A-GLANCE

## TIMELINE

### For Action Plan Implementation

## 2019

#### JANUARY

*Present 2018 Evaluation at the Annual Meeting*

#### FEBRUARY-MARCH

*Antiracism Team met two times to draft 2019 plan*

#### MARCH 20-JUNE 20

*Present to vestry*

#### MARCH-DECEMBER 31

*Implement actions  
Monthly Antiracism Team meetings to coordinate action plan.*

## 2020

#### JANUARY 15

*Evaluate our progress on action steps through December 31*

#### JANUARY 26

*Present evaluation and update to action plan at Annual Meeting*

## DEFINITION

**Racism**  
=  
**Race Prejudice**  
+  
**Misuse of Power by Systems and Institutions**

## VISION

As members of St. John's community, we are active and intentional in identifying, disrupting and dismantling racism within our church and our community.

## GOAL

**Move St. John's into Stage #4 "Identity Change" and towards Stage #5 "Structural Change" on the Institutional Antiracist Scale.\***

We present our action steps to realize the vision and goal in three categories:

- 1. IDENTIFY RACISM**
- 2. DISRUPT RACISM**
- 3. DISMANTLE RACISM**

*\*Institutional Antiracist Scale is in back of the booklet.*

## ACTION STEP #1

# IDENTIFY

### **1. Teach the definition of racism to the St. John's community:**

Racism = Race Prejudice + Misuse of Power by Systems and Institutions.  
By May 1, 2019, 50% of St. John's members have a shared definition of racism. *Kara Wagner Sherer*

### **2. Define and teach other concepts relative to antiracism work**

such as white privilege, whiteness, white supremacy, white supremacist culture. *Kara Wagner Sherer, Laura Singer*

### **3. 2019 Convention Activity** (Table, Presentation, etc.)

*Encourages study of white privilege, white power, and how they continue to thrive. Item on Institutional Antiracist Scale #4 Identity Change.*

### **4. Learn to recognize white supremacist attitudes and beliefs and how they affect our church and community**

A. Host a reading and discussion group to unpack white supremacy similar to the African America book group

April – Whiteness/White Supremacy Ideology *Laura Singer*

May – Cultural Appropriation Article Discussion

*Kara Wagner Sherer*

Summer/Fall Latin X book discussion *Kara Wagner Sherer*

B) Host a 1/2 day seminar for all church members to motivate and inspire the larger community to fully engage with antiracism work.

*Marj Monaghan, Anna Ware*

## 5. Continue “*Did you know that....*” Campaign

Offer statistics, facts, historical instances about racism via mixed media for the church community (bulletin, Eagle, posters in bathrooms and meeting rooms, Facebook, website) *Mike Underhill*

## 6. Native American Awareness

A) Put up a plaque that recognizes the Native Americans that lived on this land before St. John’s

*Kara Wagner Sherer*

B) Organize a trip to the Native American Museum in Evanston

*Adam Malson, Mike Underhill*

C) Build relationships with Native American organizations

*Begin to develop accountability to racially oppressed communities (Item #4 Identity Change) and seek out opportunities for authentic reconciliation and forgiveness with racially oppressed groups.*

D) Identify and promote other events and activities with Native American organizations

E) Invite local congregations to participate in events about Native American Awareness

## 7. Identify and promote participation in the antiracist activities of congregation members such as 5Ks or plays

Race Against Hate *Khara Gonzales, Dolly York*

Peace 5K, Englewood

## 8. Continue to include effects of racism and antiracism actions in sermons *Kara Wagner Sherer*

## 9. Reparations Exploration - article, book discussion, speaker, etc.

A) Article Discussion June *Kara Wagner Sherer*

B) “*Did you know that....*” Campaign – reparations items

*Mike Underhill*

## ACTION STEP #2

# DISRUPT

- 1. Train St. John's members to be allies against racism**
  
- 2. Create a response network to post actions that members of St. John's can take when a racist situation emerges in the church or community.** *(This is a secondary step as people are trained and we gather resources and skills to act.)*
  
- 3. Partner with community organizations that have an antiracist focus to promote and support their work to disrupt and dismantle racism**
  - A) Neighbors for Affordable Housing
  - B) Portage Park For Action, Respect and Community *Laura Singer*
  - C) 17th District Community Policing Strategic Plan  
*Adam Malson, Mike Underhill*
  - D) Pence collection for antiracism group *Erica Zazo*
  - E) Mom's Demand Action for Gun Sense In America/ NW Side Chapter *Laura Singer*
  
- 4. Partner with Diocesan Antiracism Commission**
  - A) Attend commission meetings *Adam Malson, Laura Singer*
  - B) Work with Antiracism Commission to test congregational antiracism development model

## ACTION STEP #3

# DISMANTLE

**1. Encourage leadership, vestry and staff members to attend CROAR 2.5 day training and develop ways to address obstacles to attendance** *Tom Irvine*

**2. Incorporate antiracist vision and values into St. John's mission, history and bio statements**

A) Review and potentially revise St. John's bio statement, include focus on anti-racism

*Kara Wagner Sherer, Kathy Broderick*

B) Revisit St. John's institutional history narrative through lens of "identifying, disrupting, and dismantling racism". (E.g. – Does our parish history begin with the sheriff donating the land? Was there additional racial reconciliation work that St. John's was doing that is not documented in the institutional history?)

*Kara Wagner Sherer, Kathy Broderick*

C) Edit brochure *Kara Wagner Sherer, Kathy Broderick*

D) Create historical antiracism statement that addresses history of St. John's – statement could be posted, printed in bulletin and read at certain times throughout the year

**3. Create accountability team with people/community of color**

A) Reach out to CROAR and Antiracism Commission to advise us on how to create accountability relationships

*Diocese Antiracism Commission recommends identifying groups led by or predominantly made up of people of color and see how we can align with as associates or members to support their work.*

## **5. Review youth Christian education curriculum through an antiracism lens**

Does the curriculum contribute to "*identifying, disrupting, and dismantling racism*" in the curriculum? If not, how can it be modified?

*Kathy Broderick, Courtney Hug, Kara Wagner Sherer*

## **6. Review inquirer's class/baptism/confirmation curriculum**

Does the curriculum contribute to "*identifying, disrupting, and dismantling racism*" in the curriculum? If not, how can it be modified?

*Kathy Broderick, Courtney Hug, Kara Wagner Sherer*

## **7. Review pay scales for St. John's employees and set policy for equitable wages** (align with what we learned from "*Did you know that...*" Campaign about wage needed to afford housing)

## **8. Seek out opportunities for authentic reconciliation and forgiveness with racially oppressed groups.**

*Required Step to get to #4 on Institutional Antiracist Scale*

## **9. Identify how St. John's could make reparations**

A) Consult Rev. Michael Eric Dyson's list of how to make reparations

B) Some ideas

- set up or make a donation a scholarship fund that benefits people of color

- examine how we could contribute a portion of the interest of our endowment to make reparations

# JOIN US TO TAKE ON RACISM

*The members of St. John's who have expressed interest in working on an action step are listed in Italics after each action step. If you are interested in working on a specific action step or the plan in general, please call the parish office at 773.725.9026 or email [parishoffice@stjohnschicago.com](mailto:parishoffice@stjohnschicago.com).*

## *Institutional Antiracism Scale*

From exclusivity towards inclusion: the journey of US institutions

<p>Racial and cultural differences seen as <b>deficits</b>.</p> <p>Values the dominance of one people, one culture, one style, one group.</p> <p>Hate is a primary and necessary value.</p>		<p><b>Tolerant</b> of racial and cultural differences.</p> <p>Racial and cultural differences seen as “okay,” as a part of God’s creation. Beginning to “enjoy” a little difference.</p> <p>Tolerance is most important.</p>		<p>Racial and cultural differences seen as <b>assets</b>.</p> <p>Multiplicity understood to build strength, promote compassion, and encourage innovation and creativity. Variety and difference are appreciated as paths to God.</p> <p>Unconditional love is a primary value.</p>	
<p><b>1. EXCLUSIVE</b> <i>A segregated Institution</i></p> <p>Intentionally and publicly excludes or segregates African Americans, Arab Americans, Native Americans, Latinos, and Asian Americans.</p> <p>Enforces the racist status quo throughout the institution, the community, and the world.</p> <p>Develops theology and science which support dominance and control of a few</p> <p>Usually has similar policies toward other socially oppressed groups such as women, disabled, elderly, LGBTQ, citizens of developing nations, etc.</p>	<p><b>2. PASSIVE</b> <i>A limited club Institution</i></p> <p>Accepts a limited number of People of Color, provided they have “proper” credentials and perspective.</p> <p>Celebrates a small number of pioneers but doesn’t usually allow them to have positions of power.</p> <p>Secretly demeans or questions the authenticity of pioneers.</p>	<p><b>3. SYMBOLIC CHANGE</b> <i>A multicultural Institution</i></p> <p>Makes official statements in favor of multicultural diversity.</p> <p>Focuses on cultural differences such as music, food, and dance</p> <p>Carries out many programs targeted to “needy” groups outside the institution</p> <p>Often declares, “We are colorblind.”</p> <p>Intentionally builds a critical mass of anti-racist people</p>	<p><b>4. IDENTITY CHANGE</b> <i>An antiracist Institution</i></p> <p>Develops analysis of systemic racism</p> <p>Begins to modify policies and rules about how the institution carries out its mission.</p> <p>Begins to develop accountability to racially oppressed communities.</p> <p>Encourages study of white privilege, white power, and how they continue to thrive</p> <p>Seeks out opportunities for authentic reconciliation and forgiveness with racially oppressed groups</p>	<p><b>5. STRUCTURAL CHANGE</b> <i>A welcoming institution</i></p> <p>Builds clear lines of accountability with people of color in and outside of the Institution.</p> <p>Audits and restructures all aspects of institutional life to ensure full participation of people of color, including their world view culture, and lifestyles</p> <p>Allocates resources and authority so that all people can build the mission and programs of the institution</p> <p>Redefines and rebuilds all relationships in society, based on antiracist commitments</p>	<p><b>6. FULLY INCLUSIVE</b> <i>A transforming institution in a transforming society</i></p> <p>The Beloved Community becomes more and more a daily reality.</p> <p>Life of the institution reflects full participation and shared power with diverse racial, cultural, and economic groups.</p> <p>Allies with others in combating all forms of social oppression.</p>
<p>Guiding principles: “either/or” thinking, competitive individualism, scarcity mentality, and secrecy.</p>		<p>Guiding principles: “both/and” thinking, collective collaboration and cooperation, abundant worldview, and transparent communication and decision-making.</p>			

Adapted from

- Crossroads Antiracism Organizing and Training, “Understanding and Analyzing Systemic Racism,” and
- A large body of writing by Frederick A. Miller and Judith H. Katz of the Kaleel Jamison Consulting Group, Inc.



# **ST. JOHN'S MISSION**

We are gathered to celebrate  
God's gifts and sent to respond  
to the needs of the world.

St. John's Episcopal Church  
3857 North Kostner Avenue, Chicago IL 60641  
773.725.9026 [stjohnschicago.com](http://stjohnschicago.com)