

**Racial/Ethnic Cross-Racial (Re-)Appointments
Considerations for District Superintendents
WPAUMC Office of Diversity Development & Inclusion**

For the Ethnic Clergy:

- Reminder of Open Itinerancy**
To Cabinet and SPRC: appointments are white or non-white; male or female, and/or ethnic/immigrant
- Appointments**
Resource: Dianne Glave in Diversity Development and Inclusion (DD&I) at dianne.glave@wpaumc.org
- Ethnic Clergy Appointed**
DS contacts Dianne to let her know about the appointment as soon as possible
- Contact Information for Ethnic Clergy New to the Conference**
Share with Dianne so she can welcome the new clergy
- Meeting with Ethnic Clergy**
DS organizes in person meeting for the clergy person, the DS, and Dianne at a restaurant
Let the clergy know that connecting them to DD&I is standard conference policy
If the clergy is out town organize, by conference call
- DS Coordinates a Gathering of church members/leaders, ethnic clergy, DS and Coordinator of Diversity Development and Inclusion**
- Cabinet Reading**
[Learning from Strangers: Joys and Challenges of Cross-Racial and Cross-Cultural Ministry in The United Methodist Church be used by our Cabinet?](#), GCORR
- Coordinate a Celebration of Appointment Service with the Clergy**
Use the UMC “An Order For The Celebration Of An Appointment:”
<https://www.umcdiscipleship.org/resources/an-order-for-the-celebration-of-an-appointment> signaling the congregation support by the conference through the DS and DD&I
A church reception following the service is suggested to begin to form relationships
- Dianne Visits Ethnic Clergy**
These visits are during Sunday Service to give clergy constructive feedback and support, followed by a meal
- Coaching for the Ethnic Clergy Person**
Funding is uncertain: districts and perhaps Ethnic Local Clergy Concerns? (ELCC)--William B. Meekins, Jr., [wbmeekinsj@aol.com](mailto:wmeekinsj@aol.com)

For Clergy:

- Yearly One-to-One's with ALL Clergy by DS's**
Provide and discuss “Developing Cultural Competencies in Anti-Racism & Inclusion (A process for leadership in predominantly white congregations--page 3);” reiterated open itinerancy
- Assessment of cultural competencies** in racial/ethnic diversity/inclusion/anti-racism--Harvard Implicit Bias Test or Intercultural Development

Inventory

For the Churches:

- Support with assessment of cultural competencies** in racial/ethnic diversity/inclusion/anti-racism
Committee on Religion and Race (CORR), Peggy Ward, pdward11@gmail.com

Resource for Cabinet:

- New York Annual Conference policy** that gives SPRC & Cabinet guidelines - <https://www.nyac.com/files/forms/crosraci.pdf>

Developing Cultural Competencies in Anti-Racism & Inclusion
(A process for leadership in predominantly white congregations)
Office of Diversity Development & Inclusion, WPAUMC

Office of Diversity Development & Inclusion” Goal Serving with White Congregations:

The Office of Diversity Development and Inclusion continues to work collaboratively supporting and serving predominantly white churches to develop tools to identify and diminish racism including implicit bias in their congregations.

Your Church

Your Goal (What does your church hope to achieve learning about and practicing anti-racism?):

Phase 1: Initial phone conversation with Dianne Glave, Office of Diversity Development at 724-776-2300 x265 to discuss

- Conversation includes a goal

Phase 2: First steps for individuals or small group of leaders

- Take the Implicit Bias Assessment: <https://implicit.harvard.edu/implicit/takeatest.html> (Click I wish to Proceed, Take the RACE IAT)
- Read:
 - “White Privilege: Unpacking the Invisible Knapsack”
<http://www.wpaumc.org/files/resource/diversity/white+priviledge+unpacking+the+invisible+knapsack.pdf>
 - Practice Showing Up: A Practice Guide for White People Working for Racial Justice:
http://www.jardanapeacock.com/uploads/1/6/1/9/16192474/practice_showing_up.pdf
- Watch for and attend a Diversity and Inclusion training (Subscribe to WPAUMC eNews for updates: <https://www.wpaumc.org/enews>)
- Use content for Church eNews: see page 2

Phase 3: Churchwide

- Pastor launches a church-wide study (small groups) and sermon series using one or more of the following:
 - *Witnessing Whiteness* by Shelly Tochluk (secular): <http://witnessingwhiteness.com>
 - Small Group Guide: <http://witnessingwhiteness.com/workshop-series/>
 - Add scripture/theology:
<https://docs.google.com/document/d/1T6v94sXzQ7xj6Wg6sCatgYNJc4Ay3lh7EeKedVSWo-Y/edit?usp=sharing>
 - GCORR’s Vital Conversations Video and Small Groups (combines secular and spiritual):
<http://www.gcorr.org/vital-conversations-on-realities-of-racism-videos-and-guides/>
includes Small Group Guide

- *Multiethnic Conversations: An Eight-Week Journey Toward Unity in Your Church* by Mark DeYmaz and Oneya Fennell Okuwobi
- GCORR's Implicit Bias: <http://www.gcorr.org/implicit-bias-workbook/>
- *The White Ally Toolkit Workbook* by David W.. Camp: <https://www.whiteallytoolkit.com/videos-webinars/>

Phase 4: Youth/Intergenerational event

- Refer to resources at <http://www.wpaumc.org/DiversityResources>

Phase 5: Conversations

- Meeting With Office of Diversity Development
- Next Steps
 - Passing it on to others in the Conference
- Celebration

Suggestions for Monthly Church or District Newsletters

Harvard University Implicit Bias Assessment (10 minutes):

<https://implicit.harvard.edu/implicit/takeatest.html>

White Privilege: Unpacking the Invisible Knapsack

<http://www.wpaumc.org/files/resource/diversity/white+priviledge+unpacking+the+invisible+knapsack.pdf>

Conference Staff Blogs on Diversity: <http://www.wpaumc.org/DiversityBlogs>

Suggest Shelly Tochluk *Witnessing Whiteness* book as a church-wide study:

<http://witnessingwhiteness.com>

Suggest Beverly Daniel Tatum's *Why are all the Black Kids Sitting Together in the Cafeteria* for a small group:

http://www.amazon.com/Black-Kids-Sitting-Together-Cafeteria/dp/0465083617/ref=sr_1_1?ie=UTF8&qid=1456425353&sr=8-1&keywords=why+are+all+the+black+kids+sitting+together+in+the+cafeteria

Allies to People of Color: <http://www.racialequitytools.org/resourcefiles/kivel3.pdf>

Other resources: <http://www.wpaumc.org/DiversityResources>

Send an email to diversity@wpaumc.org for an electronic copy