

Year	Tasks
2012	<p>Team members discussed our cultural style of communication and Cultural Differences in Rules for Conversation.</p> <p>Workshop 1: “Embracing Diversity” included questions about being an immigrant and coming to a new country and offered opportunities for dialogue in small groups. The workshop ended with a dance.</p> <p>Workshop 2: “Conversations with Middle Eastern Christian Women.”</p> <p>Plenary: two women, one from Cameroon and one from Lebanon, shared their stories about coming to the United States from their respective home countries.</p>
2013	<p>Plenary: “Understanding Ourselves and Others in a Multi-Cultural Society”</p> <p>We requested data from Rhashell Hunter in Louisville on Racial/Ethnic groups in the Mid-Atlantic Synod. The Office of research services (Ida) sent data which was presented to the women during the plenary. Three main questions were posed on the handout we distributed under the data:</p> <ol style="list-style-type: none"> 1. After viewing this data, what questions come to your mind? 2. Does this data say anything different about your schools, grocery stores, restaurants, jobs, and/or your church? 3. What are the implications of this data? <p>The responses were compiled and analyzed by our team members which informed our work as a RED Team. Based on the results, we divided into two work groups: Representation and Dialogue. The groups met separately and reported back to the whole group during our RED Team meetings.</p>
2014	<p>RED sponsored two workshops, one on: “Do You See Me And Can You Hear Me Now? The Tragedy of Invisibility: People of Color Trapped in the American Justice System,” presented by Minister Laetitia Wells; the other one on, “No to Prisons, Yes to Caring Communities,” by Attorney Patricia Morse joined by David Hudgens.</p> <p>In addition, RED has a plenary presentation by Barbara Allen, co-facilitator.</p>
2015 & 2016	<p>RED Team members read and discussed the book, The New Jim Crow, written by Michelle Alexander.</p>

The following themes were discussed:

- History of control of African Americans through racial caste systems, such as slavery and Jim Crow in the United States
- Structure of mass incarceration focusing on the War on Drugs; defendants are typically denied meaningful legal representation and when released, ex-offenders are discriminated against for the rest of their lives (America's new undercaste)
- The role of race in the U.S. criminal justice system; legal rules ensure that the undercaste is overwhelmingly black and brown; the criminalization and demonization of black men has turned the black community against itself resulting in shame and self-hate
- Legalized discrimination is the parallel between mass incarceration and Jim Crow
- No task is more urgent for racial justice advocates today than ensuring that America's current racial caste system is its last

Actions Taken:

- Lorie Tudor-New Castle: After reading NJC, members of the Hanover community formed a planning committee which organized several sessions for youth from local congregations and from nearby high schools in a discussion to engage youth in the issue and focused on the "school to prison" pipeline.
 - Hanover members also have participated in peaceful rallies and marches addressing the violence in the African-American communities in the city, as well as forums on mass incarceration sponsored by the Delaware Center for Justice. Monthly meetings of the city wide Movement for a Culture of Peace were held, which have featured police representatives as well as people from other organizations.
 - Hanover community NJC group has merged with a city-wide organization, the Coalition to End the New Jim Crow, in order to maximize efficiency and effectiveness. Their website is <http://www.dismantlenjc.org/#!our-recent-discussion-forum/c114e>
 - Community events that relate to NJC: J. Herbert Nelson workshop and worship around Mass Incarceration and Gun Violence and Moral Monday marches in North Carolina shared by Catreliia Hunter and Avys Massey
 - Annual ecumenical celebration of faith journeys in Western North Carolina Presbytery, as reported by Edna Goshorn, to improve communication of issues, share stories of our oneness in purpose and travel the rough road to social justice together.
 - Barbara Allen-National Capital-attended the Compassion, Peace, and Justice training day which was the introduction to the 13th annual Ecumenical Advocacy Days, April 17-20, 2015 addressing mass incarceration & systems of exploitation
 - There are criminal justice and prison ministries in our churches that we can support

	<ul style="list-style-type: none"> • Nina Khouri-National Capital- is training to become a facilitator of Study Circles for leadership in race and equity in Montgomery County Public Schools and will incorporate the training in RED activities. <p>Several RED members participated in the Advocacy Training Weekend April 15-18, in Washington, DC, which included Compassion, Peace, and Justice Training Day on April 15, and Ecumenical Advocacy Days the evening of April 15 through April 18. These events occur each year and are offered by the PC (USA) Office of Public Witness. This year’s event used the theme “Lift Every Voice! Racism, Class & Power.”</p> <p>The first workshop was entitled “How to Help Those Coming Home from Incarceration” and was presented by Dr. Gail Arnall. Dr. Arnall is a Criminal Justice Consultant who retired in July 2015 as Executive Director of Offender Aid and Restoration (OAR) in Arlington, Virginia. Her workshop explained some of the new developments in the criminal justice system that will result in more people being released from jail and prison in the next few years. A former offender and a family member was also presented to discuss some of the barriers to reintegration that many people coming home must face.</p> <p>The second workshop was entitled “Dismantling Mass Incarceration Through Relationships and Faith-Based Perspectives” and was presented by the Rev. Rebecca Stelle. Rev. Stelle is the director of Reunion, an interfaith community that engages five strategic initiatives to dismantle mass incarceration in the DC area. She is a founding Co-Pastor of the Church of Christ, Her workshop explored the spiritual crisis that underlies the injustices of mass incarceration and described the efforts of Reunion and Church of Christ, Right Now to address the issues from a faith-based perspective.</p> <p>The RED plenary was presented by team members who attended the EAD.</p> <p>SmarTrip Cards:</p> <p>The RED Team recommended a mission project this year for all Presbyterian Women sisters. Team members asked that their PW sisters donate funds or purchase SmarTrip cards that were collected at the Synod Summer Gathering and provided to clients served by the Offender Aid and Restoration (OAR). OAR works with formerly incarcerated individuals who are seeking employment or training opportunities to become contributing members again in their communities. This effort may help attendees reconsider how best to provide assistance to those released from the prison systems who want to start anew with PW’s support.</p>
2017	<p>We have read and studied current literature on racial inequity; sharing our findings at SSG and throughout our Presbyteries and congregations. Many of our team members are prepared to assist in Presbytery events for education and</p>

	<p>training. We meet by conference call 4 times during the year and face-to-face at SSG. Our motivating Scripture is "that we may be one in Christ!"</p> <p>Two workshops were presented at SSG '17:</p> <ul style="list-style-type: none"> *discussion on Racism: a Summary of pertinent topics covered at Ecumenical Advocacy Days *second workshop featured Luis Cardona, mentor to immigrant youth (primarily Hispanic from Central America) in the Montgomery County, MD Public School System. <p>A \$500 scholarship (in lieu of an honorarium for Mr. Cardona) was recommended to be given to one of his mentees, a deserving young lady from Central America, who will be entering community college in January.</p>
<p>2018</p>	<p>RED Team read and discussed: <i>Waking Up White and Finding Myself in the Story of Race</i> by Debby Irving in order to fully understand and share the deeper meaning and consequences of "white privilege."</p> <p>Mission Objective: Share what is happening in our churches about Racial Ethnic Dialog – find out what our churches are doing – in that way we spread the awareness and knowledge and spread to church and schools, by starting circles with staff, and work one-on-one with families.</p> <ol style="list-style-type: none"> 1. Barbara Allen, Co-facilitator, presented a workshop with reflections on her participation in the Global Exchange to Indonesia. (she was our Synod representative on the Global Exchange). 2. Nina Khouri, Co-facilitator, led a workshop on "Community Circles," asking each attendee to share some personal background information / thoughts within our common identity of PW/PCUSA. The goal is to demonstrate how such in depth knowledge can spark and enrich more "courageous" conversations and involvement in justice issues. <p>RED re-allocated \$500.00 to aid Mrs. Dowd, a young woman who is supporting a family of 3 children while her husband is incarcerated. She is empowering herself with more education at Montgomery College, against great hardships of raising a family. This fits with RED's theme of the past two years about awareness and positive action on racial injustice/incarceration of the predominantly African American population.</p>
<p>2019</p>	<p>RED Team members read and discussed the book, <i>The Little Book of Circle Processes – A New/Old Approach to Peacemaking</i> by Kay Pranis.</p>

	<p>The idea of the “Community Circle” or the “Talking Circle” concept has now spread out into some gatherings of Presbyterian Women at the presbytery level. At least three presbyteries, Salem Presbytery, VA, and National Capital Presbytery, have used this concept in small groups during their Spring Gatherings this year with great success.</p> <p>The workshop, entitled “Circles for Creating Racial Equity Dialogue,” allowed participants to practice team building techniques to enhance the success of PW circles, church meetings, and various other events in a variety of settings.</p> <p>Two Racial Equity Dialog members, Grace Atanga, from National Capital Presbytery, and Garette Hunter, from Salem Presbytery, participated in the 2019 advocacy training weekend in April in Washington, DC. This year’s theme was <i>Troubling the Waters for the Healing of the World</i>. On Friday, April 5, a PCUSA Compassion, Peace, and Justice Training Day took place, sponsored by the Office of Public Witness. That was followed by Ecumenical Advocacy Days (EAD) starting on the evening of April 6, and ending on Monday, April 8, with a day of visits to the offices of congressional representatives to advocate for just and moral legislation. The EAD and the CPJ trainings occur annually. Both trainings included workshops on a number of related topics, keynote speakers, and worship opportunities. Following the event, participants will report back to their home churches and presbyteries. Experiences from the event will also be shared at the Synod Summer Gathering.</p>
2020-2021	<p><u>Objective</u></p> <p>RED’s objective is to spread awareness of and encourage racial equity dialogue by facilitating talking circles with church/community members, staff, and students.</p> <p>The book discussion helped members better understand the idea behind “conducting circles” in various groups. Circles help everyone listen to one another, regardless of the situation. Circles can be used in any setting – in PW Coordinating Teams, in civic groups, in ecumenical groups, in political groups, in Sessions, in Sunday School classes, in the workplace, on college campuses, in schools, in neighborhoods, in</p>

	families, with prisoners who are attempting to transition back into society, etc. Refer to June 2022 RED Report for details regarding our RED meetings.
2021-2022	June 2022 Report

Summary compiled by Nina Khouri, RED Team Facilitator
Presented to the PW Diversity, Equity and Inclusion Advisory Group by Catrelia Hunter and Nina Khouri