

Presbyterian Women Synod of the Mid-Atlantic

Racial Equity Dialog (RED) Report-June 2022

The Racial Equity Dialog (RED) is a racially diverse team of women from throughout the Synod of the Mid-Atlantic. RED currently has 33 members representing the following presbyteries: Baltimore, Charlotte, Coastal Carolina, Eastern Virginia, The James, National Capital, New Castle, New Hope, The Peaks, Salem, and Western North Carolina.

Objective

RED's objective is to spread awareness of and encourage racial equity dialogue by facilitating talking circles with church/community members, staff, and students.

Meetings

RED members have participated in three virtual circles:

- May 16, 2021- Exploring Dimensions of our Identity, Part I
 - Objective: to reflect on who we are as individuals
 - Team members completed and shared an Identity Map of themselves and responded to the question: What parts of your identity do you believe you choose for yourself?
- June 27, 2021- Exploring Our Identity, Part II
 - Objective: to reflect on who we are as individuals (how we are perceived by others)
 - Circle Round Questions: What parts of your identity are determined for you by other people or by society? How does or has that affected you?
- August 29, 2021- Thrive Through the Five by Dr. Jill Siler (Book & presentation)
<https://drive.google.com/file/d/1Drp5VJD5E2IhYE65YEW4eIDXnTXDYAF3/view?usp=sharing>
 - As a team we discussed the five tips to thrive as leaders:
 - Recognize that FAILURE is part of it.
 - Reclaim Action in the Midst of Fear.
 - Re-conceptualize Balance & Re-Prioritize Self-Care
 - Realize that Our Actions Matter.
 - Reveal your Heart; Lead with Love.
- March 6, 2022- Communication Circle
 - Discussed the 7 R's of Restorative Communication and applied them to scenarios.
 - Relationship; Recognition; Respect; Responsibility; Reconciliation; Repair; Reintegration

Resources:

Several RED Team members suggested the following resources for the team to read:

- Resources can be found by going to www.presbyterianwomen.org. Click on "What We Do," then on "Work for Justice and Peace," and then on "Racism." Of particular interest is the "Racial Equity Statement" of February 11, 2019.
- *White Fragility: Why It's So Hard for White People to Talk About Racism* by Robin DiAngelo as a possible book to read and study while dealing with issues of racism.
- *How to Be an Antiracist* by Ibram X. Kendi and *A Collar in My Pocket: The Blue Eyes Brown Eyes Exercise* by Jane Elliott.