**Tactical Teams-Inclusion/Diversity/Multiculturalism/Affiliation/Immigration Relations**

**December 14, 2020**

**Zoom Meeting**

**People Present: Terrell McTyer, Michelle Beech, Mary Beth Becker, April Johnson, Bernice Rivera, Tyler Araki, Al Adams**

**Video Playback:** <https://youtu.be/4tGZTd3sbss>

* Introductions were done first.
* Terrell shared the working document and reviewed the goals of the tactical teams.
* Al talked about their background within the Dene.
* Terrell talked about the need to keep this work transparent and collaborative.
* Terrell talked about The Impact Report and how that will be released next month.
* New Church means two things, congregations that are birthed within the denomination organically and congregations that affiliate with the Disciples, so they are new to Disciples and therefore a new church.
* Goal: Speak to the church about suggestions that we think are important in the areas of racism, diversity and immigration.
* Terrell discussed how this process will work and some of the work will be done within the working document, answering and asking questions on that document.
* This process will also include design thinking which has three phases: Insights, ideation (idea formulation), and trying (this will include the whole church).
* Will be relying on April for having a unified voice in terms of terminology.
* Want to stay focused on race, ethnicity and other cultures while still considering the other things that are at play.
* Today’s focus will be on developing the vision statement.
* In 2025, what result might resolve as a result of our work?
  + Mary Beth-The church everywhere loving so that there can be absolute trust. Absolute trust is breaking down the barriers and being honest with others.
  + April-Talked about how the work of diversity, equity and inclusion does not intentionally respond to white supremacy, but is a result of white supremacy. We have the opportunity to frame this work so that it bring awareness to white supremacy. Trust is great, but you can’t fully trust when your narrative comes from a white supremacist lens. Discussed the importance of naming what it looks like (eg acculturation, assimilation). In regards to New Church, how do we honor our cultural intelligence by embracing cultural humility and distinctiveness.
  + Terrell talked about not only having culturally intelligent leaders, but having culturally intelligent congregants.
  + Bernice-Talked about the difference between race and ethnicity. Bernice also talked about how it isn’t fair when people say someone isn’t Disciples enough. They should come as they are and be included. Terrell discussed how there is a systemic problem with if someone is Disciples enough. He explained how the 2020 Vision did start 1,000 churches, but not sure if it was done 1,000 different ways.
  + Terrell-Discussed the idea of being Disciples enough further and gave the example of the Chuukese and how a lot of their leaders don’t have MDivs, which can disqualify them from being leaders within the Disciples, but that is just not how their culture operates.
  + Michelle-Reiterated what April said about honoring distinctiveness. Talked about diversity of thought and how important that is. Michelle talked about how her project doesn’t focus on not offending, but doing things how you are most comfortable. (eg using gender neutral terms when talking about God, her project let’s you use what every pronouns you feel comfortable using to refer to God). Celebrate your difference and come as you are. Intentionally celebrate diversity rather than just welcoming it or being hospitable towards it. Al suggested instigate diversity and Terrell said to become proactively diverse. Michelle went on to talk about the importance of safe space.
  + April-Talked about coming from the place where race leads everything in this nation. Talked about challenging the way we have always done things.
  + Terrell-Pro-Reconciliation work is the work of the whole church, but we must do our part to fight against anti-diversity.
  + Terrell asked April what a vision would be around what she just discussed.
  + April-We are speaking to the already and not yet churches. That we demonstrate how integral leadership development, pro-reconciliation and anti-racism in New Church and how interdependent they are.
  + Terrell-Think of this like a stool, if we kick out one of the legs, would it still stand. Think about the role that New Church would play in each of these. A vision Terrell is thinking of is to raise greater awareness to these subversively racist practices. An example is there is a list of things that a church needs to have in order to be officially open and affirming and he sees a list like this for a church to be considered a pro-reconciliation church.
  + Bernice-Talked about how it shouldn’t just be awareness, we need indicators to measure.
  + Terrell-Talked about how awareness is not enough, there needs to be education, but education isn’t enough there also needs to be indicators/demonstrations.
  + Tyler-Talked about how this is similar to the requirements of the Green Chalice, you must show how your church is moving towards being more eco-friendly, why don’t we have things to show that a church is moving towards pro-reconciliation.
  + Terrell-Talked about how some churches will claim they don’t have the ability to be diverse because they have no other races within their community and how that would present the opportunity for white people to talk to other white people about their potential racism.
  + Bernice-Talked about how we need to reflect on why a church is so white.
* Terrell asked, “Who is missing from this table?”
  + Al talked about the books “Native” and “Dear Church”.
  + **00:59:44 April Johnson (she/her/hers): How about regional moderators? Community organizers?**
  + **01:01:35 April Johnson (she/her/hers): Higher education leadership ministries representative.**
  + **01:02:06 Bernice Rivera: regional ministry**



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