

Episcopal Diocese of Arizona

Voices from the Margin: A Jesus Movement Response to Oppression

Supplemental Resource Guide

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Additional Links:

The Episcopal Church website – multiple resources available:

- <https://www.episcopalchurch.org/racial-reconciliation>
- <https://www.episcopalchurch.org/resources-racial-reconciliation-and-justice>
- <https://www.episcopalri.org/ministries/the-center-for-reconciliation/> - RI Center for Reconciliation
- <https://www.centerforracialhealing.org/> - Absalom Jones Center – Episcopal Center for Racial Healing

Ten Ways to Fight Hate - 2010 – Southern Poverty Law Center

- <https://www.splcenter.org/20170814/ten-ways-fight-hate-community-response-guide>

Dismantling Racism Works Web Workbook - DRWORKSBOOK

- <http://www.dismantlingracism.org/>

Dismantling Racism Workbook 2016

- <https://resourcegeneration.org/wp-content/uploads/2018/01/2016-dRworks-workbook.pdf>

YouTube & Additional Videos

Dr. Seuss' The Sneetches <https://youtu.be/PdLPe7XjdKc>

White Like Me (Tim Wise) <https://youtu.be/-gXXKn91hKs>

Color of Fear (1994) Documentary by Lee Mun Wah

GROUND RULES FOR MULTICULTURAL DISCUSSIONS

1. Our primary commitment is to learn —from discussion facilitators, from each other, from materials and from our work. We acknowledge differences amongst us in skills, interests, values, scholarly orientations and experience.
2. We acknowledge that racism, sexism, ageism, ableism, classism, and other forms of discrimination exist and are likely to surface from time to time.
3. We acknowledge that one of the meanings of racism is that we have been systematically taught misinformation about our own group and especially members of devalued groups and populations of color. (This is true for both dominant and dominated group members). The same is true about other "isms" - we are taught misinformation about ourselves and others regarding forms of difference and discrimination.
4. We cannot be blamed for the misinformation we have heard but we will be held responsible for repeating misinformation after we have learned otherwise.
5. Victims are not to be blamed for their oppression.
6. We will assume that people are always doing the best they can, both to learn the material and to behave in non-racist, non-sexist, not classist and multiculturally productive ways.
7. We will actively pursue opportunities to learn about our own groups and those of others, yet not enter or invade others' privacy when unwanted.
8. We will share information about our groups with other workshop participants, we will not demean, devalue, or "put down" people for their experiences.
9. We have an obligation to actively combat the myths and stereotypes about our own groups and other groups so that we can break down the walls which prohibit group cooperation and group gain.
10. We want to create a safe atmosphere for open discussion. Thus, at times, workshop participants may wish to make a comment that they do not want repeated outside of the workshop. If so, the person will preface the remarks with a request and participants will agree to not repeat the remarks.

DIVERSITY

That Builds A

CULTURE OF INQUIRY

The following composite personality types illuminate ways that individual board members can contribute to a culture of inquiry. Most people have a combination of traits that may emerge according to the situation. But a board that is completely missing any of these traits — or is too heavily weighted with one or two — will have a harder time governing in a culture of inquiry mode.

THE COACH



A cheerleader who celebrates what's working well, motivates the board to do even better, and reminds the group of the common vision, core values, and the interests of the organization.

THE FACILITATOR



Highly attuned to the needs and emotions of others by encouraging full participation, ensuring that different views are heard, and supporting everyone to do their best thinking. Helps keep the board on track in serving the interests of the organization and the board. (Ideally, facilitator traits are present in the board chair, committee chairs, and individuals designated to lead board discussions.)

THE CALLER



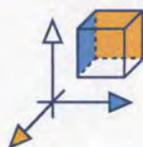
Courageous, sensitive, and skillful in calling individuals on questionable or inappropriate actions or disrespectful behaviors, the board's desired norms of behavior, or the welfare of the organization.

THE OBSERVER



Good at pointing out to the group insights and observations about board dynamics or other issues that illuminate board performance and get disagreements as well as accomplishments out in the open.

THE REFRAMER



Skilled in recasting a complex or divisive issue in a new light, ferreting out and framing the real challenge at hand, and opening up new possibilities to shift attention to fertile new ground for realistic options.

THE ANALYST



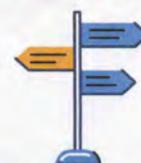
Adept at generating conceptual possibilities, sorting through large amounts of information, considering the consequences of proposed actions, and/or analyzing options strategically, objectively, and dispassionately.

THE HEALTHY SKEPTIC



Enjoys questioning the pros and cons, testing new ideas, playing the devil's advocate, and airing "dissensus" for a good argument that will help surface intelligent doubt and illuminate the issues and the stakes.

THE SYNTHESIZER



Quickly distills patterns, core issues, common themes, and long-range perspectives on complex, contentious, or controversial issues that summarize the discussion to help the board advance to the next step and avoid rehashing old ground.

When these qualities are not present in the chair (and when a board agenda item cries out for open discussion and dialogue), consider asking another more skilled board member to facilitate the board discussion. A skilled facilitator can draw out everyone's input in a safe and respectful manner, especially if the chair lacks the group-process skills or objectivity to create this climate. Additionally, one or more board members can volunteer to play any roles that may be missing from your current board composition.

LEADERS DETAILED AGENDA – 4 NOVEMBER 2017 - 10 AM TO 4 PM
VOICES FROM THE MARGINS: A Jesus Movement Response to Oppression

Activity	Est. Time	Description	Responsible	Notes
Registration	1 hour 9 am to 10 am	Registration table – name tags, check in and check off	Teina, Karl, Tom	Capture contact information, Robin create evaluation parking lot.
Prelude/Warm Up	10 mins 9:50 to 10 am	Learning the song - <i>What Does the Lord Require of You?</i>	Michal Anne, Jan and Craig to lead	Michal Anne will bring music
Welcome /Opening	10 mins 10 am to 10:10	<ul style="list-style-type: none"> Bishop welcomes everyone <i>What this gathering means to the Diocese</i> Judy introduces planning Team and who they all represent Brief review of Agenda 	+Bishop & Judith	
Liturgy Opens with Prayer	15 mins. 10:10 to 10:25	<ul style="list-style-type: none"> 4- directional prayer 	Dn. Dorothy/Dn. Vivian	No cameras during any of the liturgy.
Worship / Eucharist	50 minutes 10:25 to 11:15	<p>Hebrew bible: Amos 5: 10-13 Jan Magnificat: Song of Mary leader TBD Epistle: Galatians 3: 27-29 Tom Gospel : Luke 4:16-21 Robin 5 “ silence Prayers of the People (Spanish) Andrea Leyva Confession Passing the Peace Eucharist Blessing Recessional</p>	+Bishop, et al.	Bp Smith Celebrant Dn. Myra will arrange for the Eucharist and “set the table” for it.
Break	20 mins. 11:15 to 11:35 am	<ul style="list-style-type: none"> 15 minute break, Teina sings a gathering song: On Eagle’s Wings 	Judy announces break Teina sings a song to bring us back	It would be nice if we could find a guitarist or keyboard person for Teina. Anyone?
Three stories.	30 mins. 11:35 to 12:05 am	<ul style="list-style-type: none"> We hear three stories—models for next section. Directions for lunch, continued stories 	1.Craig Daniels 2.Jan Wethers 3.Andre Bonillas Dn. David will introduce stories and table talk/lunch	
Table Talk—story telling over Lunch (& Break)	50 mins 12:05 to 12:55 pm	<ul style="list-style-type: none"> Lunch blessing Table talk Cafeteria style, eat at tables & continue story telling Brief restroom break 	Tom—prayers over the food Each member of design team sits at table and facilitates	Try to use the same table used for altar.

LEADERS DETAILED AGENDA – 4 NOVEMBER 2017 - 10 AM TO 4 PM
VOICES FROM THE MARGINS: A Jesus Movement Response to Oppression

Activity	Est. Time	Description	Responsible	Notes
Voices from the Margins – sharing and dreaming	1 hr. 20 mins 12:55 to 2:15 pm	<ul style="list-style-type: none"> • 10" Video from PB (1 to 2 mins) • Introduce exercise (10 mins) • Small group sharing (1 hour) 	Judy intros video Michal Anne introduces questions ¹ and exercise, and monitors the timing of the small groups	Judy will obtain video. We will ask one recorder at each group.
Plenary— Discerning our Call	1 hour 2:15 to 3:15 pm	<ul style="list-style-type: none"> • Collect all ideas from each group. • Large group identifies 3-5 concrete resolutions for going forward. 	Dn. Robin will lead us. Mirelle is scribe	Robin, can you bring materials?.
Invitation to Leadership.	30 mins. 3:25 to 3:45 pm	<ul style="list-style-type: none"> • Invitation to join new Voices from the Margins Steering Committee • Sing “What Does the Lord Require of You” while people think about it. Ask them to come forward at the end of the song. • Collect volunteers in front and give them a charge. • Steering committee surrounded by community with prayers and blessing 	Michal Anne Group singing Dn. David Matt leads the community in blessing the group.	
Closing	15 mins. 3:45 to 4 pm	<ul style="list-style-type: none"> • Peace circle; shaking hands • Dismissal 	Dn. Dorothy Dn. Myra	
Design Team and Steering Committee Debrief	TBD	Design team and new steering committee have brief debrief and plan next steps		

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¹ 1. Share how we are personally impacted by current environment. 2. How are we called to embody hope—as body of Christ, as individuals?



Liturgy Helps

Includes Litany, Prayers of the People for all seasons

For use 4 November 2017

Episcopal Diocese of Arizona

Voices from the Margin:

A Jesus Movement Response to Oppression

Prayers of the People with Confession

Let us pray for the Church and for the world.

God of love, we pray for your church: For *N.*, our Presiding Bishop; *N. (and N)*, our bishop(s); for all lay and ordained ministers; and for all who seek you in the community of the faithful. Equip us with compassion and love, to carry out your work of reconciliation in the world.
God of love,

Hear our prayers for the church.

Silence — Add your prayers, silently or in your hearts

God of freedom, we pray for our nation, and all the nations of the world: For peace and unity across barriers of language, color, and creed; for elected and appointed leaders, that they would serve the common good. Inspire all people with courage to speak out against hatred, to actively resist evil. Unite the human family in bonds of love.

God of freedom,

Hear our prayers for the world.

Silence — Add your prayers, silently or in your hearts

God of justice, we pray for the earth, your creation entrusted to our care: For the animals and birds, the mountains and oceans, and all parts of your creation that have no voice of their own. Stir up in us a thirst for justice that protects the earth and all its resources, that we may leave to our children's children the legacy of beauty and abundance that you have given us.

God of justice,

Hear our prayers for the earth.

Silence — Add your prayers, silently or in your hearts

God of peace, we pray for this community: For our local leaders; for our schools and markets; for our neighborhoods and workplaces. Kindle in every heart a desire for equality, respect, and opportunity for all. Give us courage to strive for justice and peace among all people, beginning here at home.

God of peace,

Hear our prayers for this community.

Silence — Add your prayers, silently or in your hearts

God of mercy, we pray for all in any kind of need or trouble: For those whose lives are closely linked with ours, and those connected to us as part of the human family. For refugees and prisoners; for the sick and suffering, the lonely and despairing; for those facing violence; for all held down by prejudice or injustice. Awaken in us compassion and humility of spirit, as we seek and serve Christ in all persons.

God of mercy,

Hear our prayers for all who are in need.

Silence — Add your prayers, silently or in your hearts

God of grace, we pray for those who have died: For the faithful in every generation who have worked for justice; for prophets who called us to racial reconciliation; for martyrs who died because of hatred; and for all the communion of saints. Make us faithful to your call to proclaim your Good News, by word and example, and bring us at last into the glorious company of the saints in light.

God of grace,

Hear our prayers for those who have died.

Silence — Add your prayers, silently or in your hearts

Concluding Collect

Hear our prayers, Holy God. Breathe your Spirit over us and all the earth, that barriers would crumble and divisions cease. Make us more fully your co-healers of the broken world. Unite us with all people in bonds of love, that the whole earth and all its peoples may be at peace; through Jesus Christ our Lord. *Amen.*

(or this)

Grant, O God, that your holy and life-giving Spirit may so move every human heart [and especially the hearts of the people of this land], that barriers which divide us may crumble, suspicions disappear, and hatreds cease; that our divisions being healed, we may live in justice and peace; through Jesus Christ our Lord. *Amen. (BCP p. 823)*

(or this)

O God, you made us in your own image and redeemed us through Jesus your Son: Look with compassion on the whole human family; take away the arrogance and hatred which infect our hearts; break down the walls that separate us; unite us in bonds of love; and work through our struggle and confusion to accomplish your purposes on earth; that, in your good time, all nations and races may serve you in harmony around your heavenly throne; through Jesus Christ our Lord. *Amen. (BCP p. 815)*

CONFESSION

One: Let us confess our sins against God and one another.

Many: Almighty God, Source of all that is, Giver of every good gift:

You create all people in your image and call us to love one another as you love us.

We confess that we have failed to honor you in the great diversity of the human family.

We have desired to live in freedom,
while building walls between ourselves and others.

We have longed to be known and accepted for who we are,
while making judgements of others based on the color of skin, or the shape of features, or
the varieties of human experience.

We have tried to love our neighbors individually
while yet benefitting from systems that hold those same neighbors in oppression.
Forgive us, Holy God.
Give us eyes to see you as you are revealed in all people.
Strengthen us for the work of reconciliation rooted in love.
Restore us in your image, to be beloved community,
united in our diversity,
even as you are one with Christ and the Spirit,
Holy and undivided Trinity, now and for ever.
Amen.

Prayers of the People for Advent

Deacon or other leader

The people who walked in darkness have seen a great light; those who lived in a land of deep darkness—on them light has shined. *Isaiah 9:2*

You who dwell in darkness and light, in silence and sound, dwell in the hearts of your people. In hope, peace, and joy may we await with anticipation the coming of Christ the Morning Star.

Silence

Christ, be our light
Shine in our hearts.

You who framed the brightness of the first light in creation, dispel the arrogance, animosity, and anger that shatter the unity of your holy Church. Fill your faithful people with the radiant light of truth.

Silence

Christ, be our light
Shine in our hearts.

You who delivered your people from the misery of bondage in slavery to the land of promise, set us free from enslavement to division, disunity, and distrust in our public life and labor. Illumine those in authority with the light of vision.

Silence

Christ, be our light
Shine in our hearts.

You who patterned the stars and called the sun into being, who appointed the moon and chartered the cosmos, pattern the hearts of people everywhere to see in each other the beauty of the universe and the splendor of creation, that divisions of race, class, gender, and ethnicity may be recreated into one common humanity.

Silence

Christ, be our light
Shine in our hearts.

You who shower comfort and hope to the lowest, the lost, and the least, shower the light of compassion on the sick, the sorrowful, and the suffering [especially _____]. Help us to be your compassion and hope in the world.

Silence

Christ, be our light
Shine in our hearts.

You who welcome into the brilliant light of eternity those who have died, welcome those whose lives have been cut short by violence, warfare, and strife [especially _____]. Shine the light of hope.

Silence

Christ, be our light
Shine in our hearts.

You who delight in the complexity and splendor of creation, help us to delight in the diversity of this earth, our island home. Inspire your people to care for all you have made.

Silence

Christ, be our light
Shine in our hearts.

Presider

May Christ, the Morning Star who knows no setting, find us ever burning with the light of love, the spirit of truth, and the wellspring of hope. *Amen.*

Prayers of the People for Christmas

Deacon or other leader

The light shines in the darkness, and the darkness did not overcome it. *John 1:5*

You who fashioned this holy time with the radiance of the Christ Child, fill our hearts with the song of the angels that we may be makers and pursuers of peace.

Silence

Christ, be our light
Shine in our hearts.

You who framed the brightness of the first light in creation, dispel the arrogance, animosity, and anger that shatter the unity of your holy Church. Fill your faithful people with the radiant light of truth.

Silence

Christ, be our light
Shine in our hearts.

You who delivered your people from the misery of bondage in slavery to the land of promise, set us free from enslavement to division, disunity, and distrust in our public life and labor. Illumine those in authority with the light of vision.

Silence

Christ, be our light
Shine in our hearts.

You who patterned the stars and called the sun into being, who appointed the moon and chartered the cosmos, pattern the hearts of people everywhere to see in each other the beauty of the universe and the splendor of creation, that divisions of race, class, gender, and ethnicity may be recreated into one common humanity.

Silence

Christ, be our light
Shine in our hearts.

You who shower comfort and hope to the lowest, the lost, and the least, shower the light of compassion on the sick, the sorrowful, and the suffering [especially _____]. Help us to be your compassion and hope in the world.

Silence

Christ, be our light
Shine in our hearts.

You who welcome into the brilliant light of eternity those who have died, welcome those whose lives have been cut short by violence, warfare, and strife [especially _____]. Shine the light of hope.

Silence

Christ, be our light
Shine in our hearts.

You who delight in the complexity and splendor of creation, help us to delight in the diversity of this earth, our island home. Inspire your people to care for all you have made.

Silence

Christ, be our light
Shine in our hearts.

Prsider

May Christ, the Morning Star who knows no setting, find us ever burning with the light of love, the spirit of truth, and the wellspring of hope. *Amen.*

Prayers of the People for Epiphany

Arise, shine; for your light has come, and the glory of the LORD has risen upon you. *Isaiah 60:1*

Deacon or other leader

You who by the leading of a star, guided the Magi to the brightness of the Holy Child of Bethlehem, lead us to the light of revelation, that we may value and honor the varied gifts of our sisters and brothers.

Silence

Christ, be our light
Shine in our hearts.

You who framed the brightness of the first light in creation, dispel the arrogance, animosity, and anger that shatter the unity of your holy Church. Fill your faithful people with the radiant light of truth.

Silence

Christ, be our light
Shine in our hearts.

You who delivered your people from the misery of bondage in slavery to the land of promise, set us free from enslavement to division, disunity, and distrust in our public life and labor. Illumine those in authority with the light of vision.

Silence

Christ, be our light
Shine in our hearts.

You who patterned the stars and called the sun into being, who appointed the moon and chartered the cosmos, pattern the hearts of people everywhere to see in each other the beauty of the universe and the splendor of creation, that divisions of race, class, gender, and ethnicity may be recreated into one common humanity.

Silence

Christ, be our light
Shine in our hearts.

You who shower comfort and hope to the lowest, the lost, and the least, shower the light of compassion on the sick, the sorrowful, and the suffering [especially _____]. Help us to be your compassion and hope in the world.

Silence

Christ, be our light
Shine in our hearts.

You who welcome into the brilliant light of eternity those who have died, welcome those whose lives have been cut short by violence, warfare, and strife [especially _____]. Shine the light of hope.

Silence

Christ, be our light
Shine in our hearts.

You who delight in the complexity and splendor of creation, help us to delight in the diversity of this earth, our island home. Inspire your people to care for all you have made.

Silence

Christ, be our light
Shine in our hearts.

Presider

May Christ, the Morning Star who knows no setting, find us ever burning with the light of love, the spirit of truth, and the wellspring of hope. *Amen.*

Litany of Repentance

Dear people of God, our history is marred by oppression, by the enslavement of those who differ from us, and by the forces of racism that attack human dignity. The sin of racism is woven into our lives and our cultures, in small and great ways, in things done and things left undone.

As followers of Christ, we reject racism and the oppression of other human beings. In building Christ's beloved community, we must strive to love all people, respect all people, and work for the good of all people. We must stand alongside God's children of every race, language, and culture, and work together as agents of justice, peace, and reconciliation.

In the assurance of our forgiveness, let us kneel before God and humbly confess our sins: our participation in racism, our privilege based on racism, and our perpetuation of racism.

Silence is then kept for a time, all kneeling.

God the Father, you freed your people from slavery in Egypt, yet the legacy of slavery deforms our lives today.

Have mercy on us.

God the Son, you prayed that all would be united in your love and service, yet the divisions among us rend your body.

Have mercy on us.

God the Holy Spirit, you inspire us to live peaceably with all, yet the stain of genocide and internment mars our striving for justice.

Have mercy on us.

We have harmed one another and the earth through negligence, greed, and self-interest.

Have mercy on us.

We have failed to condemn discrimination that leads to unrest.

Have mercy on us.

We have decried violence, while overlooking inequity and frustration from which it rises.

Have mercy on us.

We have practiced injustice for economic gain and have oppressed others to make a false peace.

Have mercy on us.

We have sought comfort in advantage for ourselves at the cost of injustice for others.

Have mercy on us.

We have welcomed solace over conflict and ignored the cries of those harmed by our comfort.

Have mercy on us.

We have grasped for this world's goods, and been arrogant toward those who have little.
Have mercy on us.

We have not shared the good things we have been given, and blamed the poor for their poverty.
Have mercy on us.

We have been fearful and distrustful of those who are different from us.
Have mercy on us.

We have divided ourselves from others, and refused to listen to or believe their experience.
Have mercy on us.

We have been indifferent to the pain and suffering of our sisters and brothers.
Have mercy on us.

We have held in contempt those who need our help, and not loved them with our whole hearts.
Have mercy on us.

We have been self-satisfied in our privilege, and denied our oppression of others.
Have mercy on us.

We have preferred order over justice, and isolation over the struggle for peace.
Have mercy on us.

We have quietly held good intentions, and kept silent the message of reconciliation.
Have mercy on us.

We have failed to act with courage for the sake of love.
Have mercy on us.

Lord have mercy.
Christ have mercy.
Lord have mercy.

May Almighty God have mercy on us, grant us courage and conviction, and strengthen us to love others who are unlike us. May God, the Holy and Undivided Trinity, make us compassionate in our actions and courageous in our works, that we may see Christ's Beloved Community in our own day. *Amen.*

Commissioning for the Ministry of Justice and Reconciliation

Dear People of God, we stand in the shadow of the prophets crying out for justice and peace. God calls us to be a people of reconciliation, serving a world in need. Courageous women and men have taken the risk of standing up and speaking out for the least and the lowest. This work involves risking ourselves for the sake of God's love, moving beyond ourselves in order to seek and serve Christ and one another. We are all called to the work and ministry of social justice and reconciliation.

Presider Will you persevere in prayer and fellowship?

People ***I will, with God's help.***

Presider Will you proclaim the good news of reconciliation in both word and deed?

People ***I will, with God's help.***

Presider Will you strive to see Christ in all persons, both with whom you agree and disagree?

People ***I will, with God's help.***

Presider Will you seek to mend what is broken by human sin and greed?

People ***I will, with God's help.***

Presider Will you work toward dismantling the sin of abuse of power?

People ***I will, with God's help.***

The Presider concludes

In the name of God and of this Church, I commission you to stand up, speak out and live into the reign of Christ our Savior. *Amen.*



TEN WAYS TO FIGHT HATE

A COMMUNITY RESOURCE GUIDE

SPLC



Southern Poverty Law Center

HS
N ੨੩
ARITY

PRAYING
♥ FOR ੨੩
ORLANDO

SIK
੨੩ ੨੩
STAND
ORLANDO

NEVER FORGET
WHO YOU ARE AND
WHAT YOU REPRESENT!
#LOVE NOT HATE



TEN WAYS TO FIGHT HATE

Hate in America has become commonplace. A presidential candidate wins election after denigrating Muslims, Latinos, women and people with disabilities. A young white man opens fire and kills nine African Americans who welcomed him into Bible study at a church in Charleston, South Carolina, telling his victims, “I have to do it.” A Muslim woman is seated on a bench in front of a coffee shop in Washington, D.C., when a woman begins screaming anti-Muslim epithets. A swastika and other anti-Semitic graffiti appear at an elementary school in Stapleton, Colorado. A lone gunman carrying an assault rifle and a handgun storms a well-known gay club in Orlando, Florida, killing 49 people and wounding 53 others. What can we do to STOP THE HATE?

Bias is a human condition, and American history is rife with prejudice against groups and individuals because of their race, religion, disability, sexual orientation, or other characteristics. As a nation, we’ve made a lot of progress, but stereotyping and unequal treatment persist.

When bias motivates an unlawful act, it is considered a hate crime. Most hate crimes are inspired by race and religion, but hate today wears many faces. Bias incidents (eruptions of hate where no crime is committed) also tear communities apart and can escalate into actual crimes.

Since 2010, law enforcement agencies have reported an average of about 6,000 hate crime incidents per year to the FBI. But government studies show that the real number is far higher — an estimated 260,000

per year. Many hate crimes never get reported, in large part because the victims are reluctant to go to the police. In addition, many law enforcement agencies are not fully trained to recognize or investigate hate crimes, and many simply do not collect or report hate crime data to the FBI.

THE GOOD NEWS IS ...

All over the country people are fighting hate, standing up to promote tolerance and inclusion. More often than not, when hate flares up, good people rise up against it — often in greater numbers and with stronger voices.

This guide sets out 10 principles for fighting hate in your community.



1 ACT

Do something. In the face of hatred, apathy will be interpreted as acceptance by the perpetrators, the public, and — worse — the victims. Community members must take action; if we don't, hate persists. **page 4**



2 JOIN FORCES

Reach out to allies from churches, schools, clubs, and other civic groups. Create a diverse coalition. Include children, police, and the media. Gather ideas from everyone, and get everyone involved. **page 7**



3 SUPPORT THE VICTIMS

Hate crime victims are especially vulnerable. If you're a victim, report every incident — in detail — and ask for help. If you learn about a hate crime victim in your community, show support. Let victims know you care. Surround them with comfort and protection. **page 8**



4 SPEAK UP

Hate must be exposed and denounced. Help news organizations achieve balance and depth. Do not debate hate group members in conflict-driven forums. Instead, speak up in ways that draw attention away from hate, toward unity. **page 10**



5 EDUCATE YOURSELF

An informed campaign improves its effectiveness. Determine if a hate group is involved, and research its symbols and agenda. Understand the difference between a hate crime and a bias incident. [page 13](#)



6 CREATE AN ALTERNATIVE

Do not attend a hate rally. Find another outlet for anger and frustration and for people's desire to do something. Hold a unity rally or parade to draw media attention away from hate. [page 17](#)



7 PRESSURE LEADERS

Elected officials and other community leaders can be important allies. But some must overcome reluctance — and others, their own biases — before they're able to take a stand. [page 19](#)



8 STAY ENGAGED

Promote acceptance and address bias before another hate crime can occur. Expand your comfort zone by reaching out to people outside your own groups. [page 22](#)



9 TEACH ACCEPTANCE

Bias is learned early, often at home. Schools can offer lessons of tolerance and acceptance. Host a diversity and inclusion day on campus. Reach out to young people who may be susceptible to hate group propaganda and prejudice. [page 25](#)



10 DIG DEEPER

Look inside yourself for biases and stereotypes. Commit to disrupting hate and intolerance at home, at school, in the workplace and in faith communities. [page 28](#)



Preparing to Become the
**BELOVED
COMMUNITY**

the Episcopal church 

Welcome

*And a voice came from heaven, "You are my Son, the Beloved; with you I am well pleased."
And the Spirit immediately drove him out into the wilderness.*

—Mark 1

This Lent, the Diocesan Community is invited into a journey to commit in new ways to becoming Beloved Community and growing loving, liberating, life-giving relationships across the human family of God. We make the journey not only as individual Christians and congregations, but as a whole church. Presiding Bishop Michael Curry and President of the House of Deputies Gay Clark Jennings and their supporting officers share "Becoming Beloved Community," a new vision document that lays out the Episcopal Church's long-term commitment to racial healing, reconciliation, and justice. A second resource — "Becoming Beloved Community Where You Are" — details many ways for individuals and congregations to take concrete steps toward change and healing. The Program Group for Ecumenical and Interreligious Life has adapted this resource from its original Advent setting to a Lenten one.

The journey is framed around the labyrinth. Why?

In the ministry of racial healing and justice, none of us walks a straight line. We enter the labyrinth wherever God has provided an opening – telling the truth about our church's story around race; discerning and proclaiming God's dream of Beloved Community where we are; learning and practicing Jesus' way of healing and love; and bravely working to transform systemic racial injustice. We keep moving from one quadrant to another and back. No one is ever really finished. That is the way of ongoing spiritual formation. As you "walk" sections of this labyrinth, gather a group, and together engage the scriptures, reflections, and activities.

Beginning the Journey...

Designate a facilitator who will carefully preview the session. Set aside at least 45 minutes for each session, and consider these

Conversation Tips:

- Speak from your own experience.
- Be genuinely curious about what others share.
- Imagine you can disagree without someone being wrong.
- Avoid debate and stay with the story.
- Seek Christ in others and seek to embody his loving, liberating, life-giving way.

Presiding Bishop Michael Curry regularly welcomes us to live not just as the church but as the Episcopal branch of the Jesus Movement: the ongoing community that follows Jesus into loving, liberating, life-giving relationship with God, each other, and creation.

May God bless and grow us into vibrant embodiments of the Christ we welcome and follow, this Lent and always.

Prayerfully offered,

The Program Group on Ecumenical and Interreligious Life in the Diocese of Los Angeles

The Episcopal Church's Racial Reconciliation Team

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