

CHRIST EPISCOPAL CHURCH

# Dismantling Racism Task Force

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## Resource Materials

10/25/2020

The Dismantling Racism Task Force has compiled a list of recommended educational materials in the form of books, film, videos, podcasts, et.al. These materials are categorized based on their subject matter using a legend of color-coded, geometric icons which is included with this collection. For convenience, a terminology section is also included.

*History, despite its wrenching pain,  
Cannot be unlived, and if faced with courage,  
Need not be lived again.*

- Maya Angelou, "On the Pulse of Morning"

# Books

## **Caste: The Origins of Our Discontents**

Author: Isabel Wilkerson (2020)  
388 pages (469 pages with notes, etc.)



Brilliant, revealing, and impressively-researched, *Caste: The Origins of Our Discontents* is an eye-opening story of people and history and how lives and behaviors are influenced by the rigid hierarchy of caste. Pulitzer Prize winning author, instructor and lecturer Isabel Wilkerson uses the stories of real people to show how America throughout its history, and still today, has been shaped by a hidden caste system. This rigid hierarchy of human rankings not only influences people's lives but the nation's fate. She shows us that racism, which resides within the invisible caste structure in America, is so ingrained that it is autonomic in expression and mostly goes unnoticed or unchallenged.

Gifted with great narrative and literary power, Isabel Wilkerson offers a new perspective on American history while linking and illustrating the caste systems of America, India and Nazi Germany. That Germany used America as a model for its treatment of Jewish people is chilling.

Wilkerson ends on a hopeful note and encourages us to envision a world without caste by making use of "radical empathy" and connecting "with the humanity of each person in front of us." This is work, she says, that the dominant caste must undertake to fix the problem. I highly recommend this book which is already considered a classic.

-Charlotte Wooten

*additional –review*

I've read a number of books over the past few months, all helpful but none quite as impactful as *Caste: The Origins of Our Discontents*. Wilkerson describes systemic racism in America as a caste system, akin to that of the Hindu-based castes in India and the structure of race and religious preference from Nazi Germany. (In fact, the Nazi Party studied the American South when attempting to determine their own lines and categories.) For those who may have trouble recognizing their intrinsic place in the system that we as Americans are born into, this book combines historical details, individual narratives and Wilkerson's own personal history into a web of connections that are often left out of or actively expunged from our collective knowledge. Wilkerson does not shy from the gruesome details when considering all three caste systems, nor does she shrink from bringing current events to the reader's contemplation.

-Lacy Parrish

## **The Color of Law**

Richard Rothstein (2017)

217 pages (345 pages with notes)



Heralded as a “masterful” (Washington Post) and “essential” (Slate) history of the modern American Metropolis, *The Color of Law* is a groundbreaking investigation into how US Governments in the 20<sup>th</sup> century deliberately imposed racial segregation on metropolitan areas nationwide. Richard Rothstein has painstakingly documented how our cities – from San Francisco to Boston – became so divided. Rothstein describes how federal, state, and local governments systematically imposed residential segregation: with undisguised racial zoning, public housing that purposefully severed previously mixed communities, subsidies for builders to create Whites-only suburbs, tax exemptions for prejudiced institutions, and support for violent resistance to African Americans in White neighborhoods. Rothstein demonstrates how police and prosecutors brutally upheld these standards, and how such policies still influence tragedies in places like Ferguson and Baltimore. With painstaking research, *The Color of Law* forces us to face the obligation to remedy our unconstitutional past.

*“What I liked about this book is that the facts are indisputable and objectively demonstrate the systematic oppression of Black people. Looking at the objective facts will bring you to the unmistakable conclusion that systematic racism has resulted in a segregated America.”*

Richard Rothstein is a research associate of the Economic Policy Institute and a Fellow at the Thurgood Marshall Institute of the NAACP Legal Defense Fund.

-Graham Shirley

## **White Rage: The Unspoken Truth of Our Racial Divide**

Author: Carol Anderson (2016)

164 pages (304 pages with notes)



In *White Rage: The Unspoken Truth of Our Racial Divide*, Carol Anderson gives a jolting account of America’s history since the Civil War. In her clear-eyed, heavily researched analysis of the 150+ year period since emancipation, she brings us face-to-face with the U.S. presidents, Supreme Court justices, governors, U.S. attorneys general, elected officials and private citizens - in their own words and actions, by laws enacted, and with physical brutality - who have time after time moved to systematically erase African American gains in accessing the rights of full citizenship. In a narrative of unusual clarity and grace, the author shows the unrelenting effect of race on the present. In the end she implores us to imagine a new future. We have a choice.

This is one of the best historical studies that I have read on the topic of race in America. It lays bare the racial divide that has persisted for over four hundred years. It is sobering, informing and eye-opening. I highly recommend it.

Carol Anderson is a historian, educator and the Charles Howard Candler Professor of African American Studies at Emory University.

-Charlotte Wooten

### **How to be an Antiracist**

Ibram X. Kendi (2019)

238 pages (305 pages with notes and index)



In his journey to address his long term approach toward racism in America, Kendi uses his own story from the New York City area, to Manassas Virginia, to Florida A&M University, to graduate school in Philadelphia, to his own academic career in Washington DC. To show the complexities of racism, he uses autobiographical episodes that reflect on the nature of the discrimination that he experienced. However, he also discusses some racist issues and pitfalls of his own relationships with others, including Black people in new locations, women, other classes, and LGBTQ + he met, studied with, and worked with over the years. The discussion of the many aspects of racism is very helpful in understanding the complexities and impact of racism and a general path forward for our society. I found this book both helpful throughout and challenging in places. It leaves me with a more hopeful view that with rational minds our country can make substantial progress addressing racism.

Ibram Kendi is the founding director of the Antiracist Research and Policy Center at American University.

-Andrew Givens

### **Just Mercy**

Bryan Stevenson (2014)

352 pages



In 2018, I listened to an interview with Bryan Stevenson, attorney, activist, founder and executive director of the Equal Justice Initiative, which was so compelling that it immediately prompted me to order and read his book, *Just Mercy*. *Just Mercy* examines the criminal justice system in America, particularly mass incarceration and extreme punishment and the disproportionate impact it has on the poor, the disadvantaged, and people of color. I was gripped by Stevenson's accounts of defending the wrongfully accused, mentally ill, juveniles sentenced to life in prison, and the like, interspersed with staggering statistics that clearly illustrate the systemic racism that permeates our criminal justice system. This book made me

acutely aware of how oblivious I was to the injustice that occurs in our country, and that it was my own privilege that had enabled my ignorance. How easy it is to tune out inequality when you're not part of the group of people who are impacted. For me, reading this book was a personal awakening. For the first time in my adult life, I sat with and faced the discomfort of just how inequitable the fabric of our society is for people of color, and I vowed that I would no longer sit idly by and watch it happen.

-Katie Bratton

## **White Fragility**

Robin J. DiAngelo (2018)

192 pages



This book explains why Black people are angry and why White people do not feel comfortable having conversations about slavery and its aftermath. The book does not lay blame or try to shame anyone but rather seeks to educate readers about how to have meaningful conversations about race. The author's most important message is that well-intentioned White people should understand the impact that their actions (or non-actions) and words have on Black people.

-Mary Anne Grabarek

*additional -review*

Get out your pencil and highlighter... If you are interested in learning more about combatting racism, this is required reading! In *White Fragility*, Robin DiAngelo, a White female consultant and trainer on issues of racial and social injustice, addresses White people and their difficulty with honestly and effectively discussing racism. Based on her experience, she defines the concept of "white fragility" as the defensive reactions many of even the most well-meaning and open-minded White people have when our racial outlooks, positions, or advantages are questioned or challenged. She explains that this defensiveness, white fragility, serves to prevent the discomfort of exploring racism and to preserve our positions in a racially inequitable society from which we benefit. While the book does not provide a solution for racism, DiAngelo challenges us to consider the phenomenon of white fragility, how it develops, how it protects racial inequality and what could be done about it.

-Kacey Ragsdale

## **The Inner Work of Racial Justice: Healing Ourselves and Transforming Our Communities Through Mindfulness**

Rhonda V. Magee (2019)

353 Pages



Rhonda Magee, an African American, San Francisco University law professor, and mindfulness-based stress reduction teacher, grew up in a racially segregated area of Kinston, NC as part of a family that had been traumatized by the legacies and ongoing dynamics of racial and economic subordination. Magee's career, mission in life, and this book are the outgrowths of her personal experiences and journey of healing through mindfulness and compassion practices and of her pondering the larger societal question: how can we begin to explore, understand, and finally undo the painful injustice of racism that is so deeply embedded within us? In Magee's own words, "Inner work is about addressing this—really looking within to see how we've been trained and conditioned through lenses of race, gender, and the intersections of those two, day after day, living in cultures that constantly feed the sense that we are different from and even should be afraid of each other. By inner work, I mean practices of mindfulness-based awareness and compassion. These practices help us unpack a deeper sense of who we are in ways that redress what I see as a poverty of imagination around what it means to be human, to be alive."

In *The Inner Work of Racial Justice*, exuding practicality and realism balanced with hope and optimism, Magee offers specific mindfulness practices and outlines the practical uses of these practices with an eye toward racial justice. I look forward to engaging with a group at Christ Church that will form to explore the practices presented in this book and the intersection of the "inner" and the "outer" journeys as they relate to racial justice. I encourage you to order the book and join us if you feel so inclined!

-Martha Mason

## **Love is the Way: Holding on to Hope in Troubling Times**

Bishop Michael Curry (2020)

264 Pages



In the Introduction to his recently-published book, Bishop Curry says, "*Love Is the Way* ...is a journey into the holy and hidden heart of my own life – those people and experiences that led to my conviction that the way of love can change each of us, and all of us, for the better." I've just finished this book and feel inclined to write what immediately comes up for me from my heart as opposed to offering a more intellectual reflection. I feel that I've been sitting beside Bishop Curry on a long international flight, where I have had the privilege not only to listen to him, but also to engage in an authentic conversation with him, where he is just as curious about me and my life and my faith journey as I am about his. His generosity of spirit in this way pervades this book.

For me, before embarking on this “flight” with Bishop Curry, I must confess that I falsely assumed that I already “knew” this man and what he would have to say about the way of love, having heard him preach over the years here in Raleigh when he served as Bishop of our Diocese of NC and having heard broadcasts of his preaching since then. To the contrary, I learned so much more than I thought I knew about Bishop Curry personally and about the vitality and substance of his message and will greatly benefit from his hard-won wisdom and advice about how to navigate these troubling times in which we live. In this book, Bishop Curry invites us to walk with him during excruciatingly difficult passages in his life and ministry during which he has chosen to “kneel and stand at the same time” (i.e., to pray and to take prayerful, courageous action). In closing, I leave you with Bishop Curry’s words: “To love, my brothers and sisters, does not mean we have to agree. But maybe agreeing to love is the greatest agreement. And the only one that ultimately matters, because it makes a future possible.”

- Martha Mason

## Film and Video

### 1. **Racism in America: A History in Three Acts**

2016

1 hour (Video)



An academic lecture on the origins, causes, and changing nature of racism and race ideology in the United States from 1619 to the present - in three acts - is delivered by Professor James Dator. This lecture provides a good treatise of America's history on race. I recommend this lecture for its extensive view of American history and analyses.

-Charlotte Wooten

<https://www.youtube.com/watch?v=QaqW0IDIDgo>

### 2. **13<sup>th</sup>**

2016

1 hour: 10 minutes (Documentary Film)



Ava DuVernay's documentary is a history lesson, packed with ideas and information, linking American slavery to our modern penal system. It is an unflinching account of the politics and policies that have shaped our Nation and it serves to debunk, as myth, the idea of racial equality in America. I found it to be an extremely powerful and thought provoking film.

-Steven Sartorio

<https://www.youtube.com/watch?v=krfcq5pF8u8>

### 3. **The Hate U Give**

2018

2 hours: 13 minutes (Movie)



The movie *The Hate U Give* was written by Angie Thomas. While this fictional movie was derived from the young adult book of the same name, it is a well-acted depiction of racism in our country. It provides a good basis for discussion both among groups of adults or among adults and older children.

-Mary Anne Grabarek

### 4. **Race in America**

17 minutes (video)



This video presentation, *Race in America*, from Holy Post is a short description of the ways that institutional racism has prevented Black people from accumulating wealth in the same ways that White people have been able to do for centuries. The presentation of facts and figures is handled in a way that is easy to watch and understand. As a companion piece to other resources, it provides an excellent working knowledge of the inequities in our financial systems.

-Mary Anne Grabarek

*additional -review*

This video was presented at a Conference on Contemplative Conversation on Race. It stimulated quite a conversation and is one of the best presentations of systemic racism that I have seen. It helps me understand what systemic racism is.

-Judy Charles

<https://www.youtube.com/watch?v=AGUwcs9qJXY>

5. **White Savior: Racism in the American Church**

2019

1 hour (Documentary film, Available on Amazon)



This documentary explores “the historic roots and ongoing relationship between racism and American Christianity.”

-The Rev Mary Davila

Detailed summary/review on:

<https://www.journeywithjesus.net/faithandfilm/2653-white-savior-racism-in-the-american-church>

6. **Wilmington on Fire**

2015

1 hour: 29 minutes (Documentary film)



This documentary film “gives a compelling historical and present day look at this event showing how the violent overthrow of an existing government not only cemented white supremacy in the city of Wilmington and the state of North Carolina but also throughout the United States of America.” This is an almost lost history of a coup d’etat that was a bloody attack on the African-American community by a heavily armed White mob on November 10, 1898. This is a very informative film and I recommend it for its unvarnished telling of a difficult point in North Carolina history.

-Charlotte Wooten

[Available on Amazon](#)

7. **The True Story of the Confederacy in the United States**

2017

1 hour: 40 minutes (Video)



Jeffery Robinson, the ACLU’s top racial justice expert, discusses the dark history of Confederate symbols across the country and outlines what we can do to learn from our past and combat systemic racism. Robinson acknowledges that it is a difficult subject when asking someone to reject what they have learned as the truth, what they were taught as our history in schools, etc. what has become so ingrained that we don’t even notice it. But, Robinson notes, if we don’t look at where, and how, we started as a country and acknowledge the truth of our past, it will continue to tear our country

apart. Robinson presents in a compelling narrative of our history, what we were not taught in school, especially as it relates to the Confederacy. In this time when public debate and outcry surrounds taking down Confederate monuments – this video gives the viewer the tools to understand and engage. Taking down the monuments, he states, won't solve our country's racial issues, but it will at least indicate that we are beginning to deal honestly with our past. He ends on an encouraging note – that the discussions taking place now around race are deeper, more intense, and revealing than any he has experienced in his lifetime, and as a country we are at a tipping point. He encourages us to know that we have more influence than we realize, and that sometimes it just takes one person, or two people to start a movement that others will join – that when it appears hopeless and people try anyway – that is the most human thing we can do.

While difficult to examine truths around the history of white supremacy in our country, this video is an important piece to understanding the issues we are facing today and that we are being given an opportunity for a radical new future.

-Kim Shirley

<https://www.youtube.com/watch?v=QOPGpE-sXh0&app=desktop>

## 8. **The Lie that Invented Racism**

18 minutes (TED Talk)



John Biewen is a journalist and the Audio Program Director at the Center for Documentary Studies at Duke University and host/producer of the Peabody-nominated podcast, *Scene on Radio*. In this TED Talk he outlines the perspective that many "good White people" hold" around racism, especially in recent years, and outlines how that perspective creates a mystery around the persistence of racism. Biewen pulls back the curtain to explain how racism has remained so persistent by connecting history to the present to explain why racism is a White people problem to fix. I highly recommend this TED Talk.

- Peter J. Connelly

*additional -review*

With each film, book, podcast etc. that I absorb, I continue to learn about our country's history, which holds true for this TED talk as well. But what I found most valuable about this TED talk was John Biewen's closing as he addresses White people, "the biggest lesson of all...once we understand that people who look like us invented the very notion of race in order to advantage themselves and us, isn't it easier to see it's our problem to solve. It's a White people problem." It is not about shame or guilt, it is about responsibility to do something.

-Kim Shirley

[https://www.ted.com/talks/john\\_biewen\\_the\\_lie\\_that\\_invented\\_racism](https://www.ted.com/talks/john_biewen_the_lie_that_invented_racism)

## 9. Racism has a Cost for Everyone

14 minutes (TED Talk)



Public policy analyst Heather McGhee plainly explains how racism shows up in unexpected places and how it hurts everyone, regardless of skin color or economic background. She explains that the myth of racism is enacted intentionally and affects everyone, from public infrastructure funding to the 2008 financial crisis. She makes the argument to White America that it's always in their/our best interest to end racism and join in the fight to actually invest in the American people. I highly recommend this TED Talk.

- Peter J. Connelly

*additional -review*

What I liked about this TED talk was that Heather McGhee shows how racism, and the policies that support it, are harmful to everyone. We ALL suffer when racism is present in our communities and our policies. Our society's racism actually backfires on the very people it was set up to advantage. She cites a White man who admitted to being prejudiced but wanted to change "to become a better American". A worthy goal for each of us to become a better American, and McGhee points out that it is also in everyone's best interest to do so.

-Kim Shirley

[https://www.ted.com/talks/heather c mcghee racism has a cost for everyone](https://www.ted.com/talks/heather_c_mcghee_racism_has_a_cost_for_everyone)

## 10. How Racism Makes Us Sick

17 minutes (TED MED Talk)



In this talk, David Williams examines the striking levels of early death and poor health that are due to the color of one's skin. He developed a scale to measure the impact of discrimination on well-being, going beyond traditional measures like income and education to reveal how factors like implicit bias, residential segregation and negative stereotypes create and sustain inequality. It is eye-opening and well worth the time to learn more about on how racism impacts health.

David R. Williams has played a visible national leadership role in raising awareness levels about health disparities and identifying interventions to address them. As the author of more than 400 scientific papers, he developed the Everyday Discrimination Scale, which is currently one of the most widely used measures to assess perceived discrimination in health studies. Williams is currently the Norman Professor of Public Health at Harvard's T. H. Chan School of Public Health and Professor of African and African American Studies and of Sociology.

-Kim Shirley

[https://www.ted.com/talks/david r williams how racism makes us sick](https://www.ted.com/talks/david_r_williams_how_racism_makes_us_sick)

## Podcasts and News Media

1. ● NPR's **CodeSwitch** is a weekly podcast where the hosts tackle the ways in which people of color must adjust their individual culture and actions to navigate life in an America where white is supreme and normalized. Gene and Shereen, the co-hosts, bring diverse topics to life and I like the words used on the show's site to describe their objective – "We're a multi-racial, multi-generational team of journalists fascinated by the overlapping themes of race, ethnicity and culture, how they play out in our lives and communities, and how all of this is shifting."  
-Lacy Parrish
2. ● **Dear White Women** is a weekly podcast hosted by Sara and Misasha, who have been friends since there were undergrads at Harvard. They are multiracial women, raising children in multiracial families and there seems to be no topic that they will not cover in their show. They actively challenge their audience to "get uncomfortable" with the discussions, which they hope will encourage the listener to seek out more information and to begin to have those hard, but meaningful, conversations in their own lives. The ladies know that joining the conversation is daunting for some, so their show site has some lists of episodes curated by theme (Why White People Should Care, Women's Rights, Native American Voices, Living While Black to share a few) to assist the new listener.  
-Lacy Parrish
3. ▲ **1619** is a limited-series podcast and is part of a much larger endeavor that the New York Times produced in 2019 for the 400th anniversary of the first ship landing in Virginia with enslaved Africans onboard. I will acknowledge that the project has been the source of controversy and feedback since it was published. It is a piece of journalism that has at its core, the endeavor to expand our understanding of history and how the act of enslaving those first "20 and odd" captives began a series of events which would shape the founding of America. Episodes use individual narrative and historical landmarks to discuss Black Americans' influence on politics, economics, music and medicine. None of the episodes is easy and they shouldn't be – they do, however, challenge the listener to reconsider each social studies lesson from kindergarten through to high school and college.  
-Lacy Parrish
4. ● **Nice White Parents** - How do parent organizations, like the PTA, influence a school? More explicitly, how do White parents change the trajectory of schools, both for better and worse? Listen to the story of this NYC public school and its changes through the influences of well-meaning parents, administrators, and the school board in its 60 year history. Chana Joffe-Walt challenges perceptions through tough questions and meaningful conversations. Listen as she delves into the history of her neighborhood public school and its population shifts.  
-Stacy Arch

*additional -review*

*Nice White Parents* is a limited-series podcast produced by the New York Times which focuses on one public school in Brooklyn, I.S. 293, from its establishment in the 1960s as an attempt to

integrate New York City schools, through decades of persistent segregation to current day dynamics when White (and wealthy) parents see it as a potential alternative to the ultra-competitive admissions conundrum of the NYC system. This podcast is also enthralling because the host is investigating the topic while beginning the same process of finding a school for her own child and encountering the same roadblocks and pitfalls on which she is reporting. As a child of two public school teachers, I related to many of the voices in the podcast and fullness of the reporting challenged me to reconsider my own public education experiences.  
-Lacy Parrish

5. ● **Still Processing** is a weekly podcast where Wesley and Jenna, consider culture at large, where no topic seems to escape their astute and shrewd examination. There are two seasons per calendar year, and as of the summer, the podcast is on hiatus, so you can catch up on the last few seasons before the new one begins. The format is different from most podcasts, with a stream of consciousness structure that reminds me of two friends in conversation. They are not concerned if you have not heard of a movie or read the latest book, but the show notes are detailed to allow the listener to seek out the referenced material. The heaviness of an episode will ebb and flow depending on when it was recorded, so make sure you listen to several episodes before you decide that the format is disconcerting.  
-Lacy Parrish

6. ● ◆ **Who We Are** is a limited-series podcast from VOX where “host Carvell Wallace and ACLU Deputy Director Jeffery Robinson reach back to tipping points in American history, to examine the white supremacist foundation on which the nation’s legal, political and social systems were built.”  
- Charlotte Wooten  
<https://podcasts.apple.com/us/podcast/who-we-are-a-chronicle-of-racism-in-america/id1529667681>

7. ● **Race/Related** is a weekly New York Times digest. Each Saturday, *The New York Times* sends an email that is a compilation of articles from the previous week that touch on or center on race. I find this to be a helpful means of engaging the topic from a variety of angles, without having to search for articles.

Readers need to have a subscription to *NYT* (online or paper), and then you can sign up for this digest.  
-The Reverend Mary Davila

## Legend

Historical



Historical/Church



Legal/Justice System



Societal/Economic/  
Environmental



Contemplative  
Practices/ Inspirational



## Terminology

**Anti-racist** is a new name for a person or a community that develops an analysis of systemic racism, becomes committed to *dismantling racism*, and will not rest until ultimately escaping from the prison of racism. (Source: REI)

**Gerrymandering** is the manipulation of an electoral constituency's boundaries to establish an unfair political advantage for a particular party or group. ORIGIN: early 19th century: from the name of Governor Elbridge Gerry of Massachusetts + salamander, from the supposed similarity between a salamander and the shape of a new voting district on a map drawn when he was in office (1812), the creation of which was felt to favor his party; the map (with claws, wings, and fangs added) was published in the Boston Weekly Messenger, with the title The Gerry-Mander.

**Implicit Bias** is a concept based on an emerging body of cognitive and neural research. It identifies ways in which unconscious patterns that people inevitably develop in their brains to organize information impact their attitudes and actions, even though individuals may not even be aware that those biases exist within themselves. Years of exposure to structural and cultural racialization and privilege have embedded stereotypes and biases in our individual psyches and the broader culture. Implicit bias is one piece of a broader set of understandings about how bias, racism and privilege operate systemically and together. However, research has shown that individual neural associations **can** be changed through specific practices (de-biasing). And, if those biases can be changed at the individual level, by definition they can be changed at the societal level given sufficient will and investment.

**Jim Crow** typically refers to repressive laws and customs once used to restrict Blacks' rights, but the origin of the name itself actually dates back to the early 1830s, before the Civil War. A White actor Thomas Dartmouth "Daddy" Rice was propelled to stardom for performing minstrel routines as the fictional "Jim Crow," a caricature he claimed to have created from observing a "clumsy, elderly Black man singing a tune called 'Jump Jim Crow' in Louisville, Kentucky." The term became a widely used derogatory term for Black people. In the late 19th century the phrase found new life as a blanket term for a wave of anti-Black laws laid down after Reconstruction. Some of the most common laws included restrictions on voting rights, bans on interracial relationships and clauses that allowed businesses to separate their Black and White clientele.

**Race** is a specious classification of human beings, created during a period of worldwide colonial expansion, by Europeans (Whites), using themselves as the model for humanity for the purpose of assigning and maintaining white skin access to power and privilege. (Source: REI)

**Racism** refers to social and institutional power combined with race prejudice. It is a system of advantage created for those considered White, and a system of oppression for those who are not considered so in order to end cross-racial labor solidarity. (Source: REI)

**Racial equity** refers to what a genuinely non-racist society would look like. In a racially equitable society, the distribution of society's benefits and burdens would not be skewed by race. In other words, racial equity would be a reality in which a person is no more or less likely to experience society's benefits or

burdens just because of the color of their skin. This is in contrast to the current state of affairs in which a person of color is more likely to live in poverty, be imprisoned, drop out of high school, be unemployed and experience poor health outcomes like diabetes, heart disease, depression and other potentially fatal diseases. Racial equity holds society to a higher standard. It demands that we pay attention not just to individual-level discrimination, but to overall social outcomes. (Source: REI)

**Reconstruction** refers to the turbulent period following the Civil War (1865-1877) in which the federal government sought to reintegrate Southern states from the Confederacy and 4 million newly-freed slaves into the United States and to establish order once again. The period was plagued with different plans which varied wildly between leniency to the confederate leaders and interest in punishing them for their treason. Freed Africans made good social, economic and political progress for a time. They served in elective offices of state and local government. Later during that period, land that had been assigned to freed Africans was taken away and returned to former plantation owners and other Whites. This era also saw the beginning of the white supremacist Ku Klux Klan group. When the last of the Union troops left the South, Reconstruction ended and so did the promise of forming a new progressive South. States enacted increasingly restrictive laws which virtually re-imposed conditions of slavery, a.k.a. Jim Crow laws.

**Redlining** was the legal discriminatory policy of outlining areas, typically with sizeable Black populations, in red ink on maps as a warning to mortgage lenders, effectively isolating Black people in areas that would suffer lower levels of investment than their white counterparts. These maps, used by the government sponsored Home Owners' Loan Corporation (HOLC) from 1933 to 1977, were used as tools making it difficult or impossible for people in those areas to access mortgage financing and thus become homeowners. Redlining involves ideas about creditworthiness that have little or nothing to do with the mortgage applicant and everything to do with the location of the property. Redlining ultimately directed both public and private capital to White families and away from African Americans and Immigrant families. As home ownership was arguably the most significant means of building intergenerational wealth in the United States, redlining practices have long-term effects in creating wealth inequalities.

### **Supreme Court (Landmark Decisions):**

**Plessy v. Ferguson** - This case tested a law passed in 1890 that required railroads to have separate railroad cars for Black and White people. In 1892 Homer Adolph Plessy bought a ticket on a train from New Orleans bound for Covington, Louisiana, and took a vacant seat in a "whites-only" car. After refusing to leave the car at the conductor's insistence, he was arrested and jailed. After conviction of violating that 1890 law by a New Orleans court, Plessy filed a petition against the presiding judge John H. Ferguson claiming that the law violated the Equal Protection Clause of the 14th Amendment. The segregationist philosophy of "separate but equal" was upheld in the 1896 ruling by the U.S. Supreme Court. The Court ruled that the state of Louisiana had the right to require different railroad cars for Black and White people. The Plessy v. Ferguson verdict enshrined the doctrine of "separate but equal" as a constitutional justification for segregation, thereby ensuring the survival of the Jim Crow South for the next 60 years. (Source: History.com)

**Brown v. Board of Education** - Brown v. Board of Education was a landmark 1954 Supreme Court case in which the justices ruled unanimously that racial segregation of children in public schools was unconstitutional. After initial failure of an earlier, singular case in a Kansas court, similar cases were

collected under the name *Brown v. Board of Education of Topeka* and taken before the U.S. Supreme Court. Thurgood Marshall, who would later become a Supreme Court justice, was the plaintiffs' attorney who won the argument before the Court. By overturning the "separate but equal" doctrine, legal precedent was set that would lead to the overturning of laws enforcing segregation in public facilities. (Source: History.com)

**Systemic racism** refers to dimensions of our history and culture that have allowed privilege associated with "whiteness" and disadvantages associated with "color" to endure and adapt over time. It is not something that a few people or institutions choose to practice, but instead it has been and remains a feature of the social, economic and political systems in which we all exist.

**Voter Suppression** – In U.S. history and politics, this term refers to any legal or extralegal measure or strategy whose purpose or practical effect is to reduce voting, or registering to vote, by members of a targeted racial group, political party, or religious community. The overwhelming majority of victims of voter suppression in the United States have been African Americans.

**White Privilege** is the automatic, taken-for-granted, often unrealized, advantage bestowed upon White people as a result of living in a society based on the premise of white as the human ideal, and that from its founding established white advantage as a matter of law and today as a matter of policy and practice. This term is NOT intended to mean that White people **have not experienced hardships or oppression**. **What the term DOES mean, is that being White, you have not faced hardships or oppression *based on the color of your skin*.**

*“Our long-term commitment to racial justice and reconciliation is embedded in our identity as baptized followers of Jesus. We will still be doing it when the news cameras are long gone.”*

-Presiding Bishop Michael Curry