

Skin In The Game- Equipping Congregations to Battle Racism

Presentation Handouts

Presented by:

Rev. Felicia Howell LaBoy, MBA, M.Div., Ph.D.

felicialaboy@outlook.com

Guiding Principles

The world is unprincipled. It's dog-eat-dog out there! The world doesn't fight fair. But we don't live or fight our battles that way—never have and never will. The tools of our trade aren't for marketing or manipulation, but they are for demolishing that entire massively corrupt culture. We use our powerful God-tools for smashing warped philosophies, tearing down barriers erected against the truth of God, fitting every loose thought and emotion and impulse into the structure of life shaped by Christ. Our tools are ready at hand for clearing the ground of every obstruction and building lives of obedience into maturity. (2 Corinthians 10: 3- 6, The Message Bible)

"The tendency to by-pass the other person's facts in a head-on drive to relate is the great besetting sin of those who work for healthy human relations out of detached incentives or out of compulsions inspired by commitments in which the other person is not involved." Howard Thurman, The Growing Edge

Key Definitions and Terms

Racism: The **individual and institutional expression** of the superiority of one group's cultural heritage (Whites), its arts/crafts, traditions, language, religion, history, and values over all other groups (non -White).

Individual racism is **associated with personal acts of racial prejudice and discrimination** that may be manifest in violent hate crimes toward people of color to less dramatic and more subtle forms such as refusing to rent an apartment or sell a house to a Black couple or discouraging sons or daughters from marrying outside of their race.

Institutional racism: **resides in the very institutional policies, practices, and structures** of governments, businesses, courts, law enforcement agencies, schools, unions, churches, and other organizations. It unfairly subordinates groups of color while allowing White European American groups to profit or to be advantaged.

Institutional structures and practices are designed to regularize procedures, to increase efficiency, and to allow for application of fairness, but in reality they often contribute to oppression and discrimination.

Cultural racism is the **overarching umbrella under which both individual and institutional racism flourish**. It is composed of a **worldview that contains a powerful belief: the superiority of one group's cultural heritage over another**. There is a collective sense of superiority in a White Western European way of life that possesses elements of "chosenness" and "entitlement": individualism is perceived as more desirable than collectivism, and the Protestant work ethic, capitalism, Christianity (heaven), use of English, written traditions, and European physical features are seen as normal and ideal.

Aversive/Colorblind Racism (Racism 2.0): More covert, has become implicit, and is not under conscious control. According to the aversive racism theory, individuals who believe in equality and embrace democratic ideals may continue to harbor nonconscious racist attitudes and beliefs toward people of color. In predicting what facilitates or impedes the expression of modern racism, they identified several guiding principles derived from their research.

First, egalitarian beliefs of most Whites generally operate on a conscious level where deliberate and careful thought can be used to guide their actions related to race-related situations. Open displays of bias, prejudice, and racism are unlikely to occur when conscious cognitive processes and awareness can be brought to bear on actions or decisions.

Second, if one does harbor unconscious negative attitudes toward people of color, they are most likely to occur when more spontaneous responses are called for and/or when careful cognitive deliberation is not possible. (Mindbugs and Microaggressions)

- See individuals as social groups even if unrecognized. The research from Harvard University's Racial Implicit Bias Test has demonstrated that "**almost 75% of Americans have a preference for Whiteness:**

Whiteness: like 'color' and 'Blackness,' are essentially social constructs applied to human beings rather than veritable truths that have universal validity. The power of Whiteness, however, is manifested by the ways in which racialized Whiteness becomes transformed into social, political, economic, and cultural behavior. White culture, norms, and values in all these areas become normative natural. They become the standard against which all other cultures, groups, and individuals are measured and usually found to be inferior.

White Privilege: A transparent preference for whiteness that saturates our society. White skin privilege serves several functions. First, it **provides white people with "perks" that we do not earn and that people of color do not enjoy**. Second, it **creates real advantages** in that White people are **immune to a lot of challenges**. Finally, white privilege shapes the world in which we live — the way that we navigate and interact with one another and with the world.

White Fragility: **White people in North America live in a social environment that protects and insulates them from race-based stress. This insulated environment of racial protection builds white expectations for racial comfort while at the same time lowering the ability to tolerate racial stress, leading to what I refer to as White Fragility. White Fragility is a state in which even a minimum amount of racial stress becomes intolerable, triggering a range of defensive moves.** These moves include the **outward display of emotions such as anger, fear, and guilt, and behaviors such as argumentation, silence, and leaving the stress-inducing situation.** These behaviors, in turn, **function to reinstate white racial equilibrium.**

Internalized Racism: The **internalization by people of racist attitudes towards members of their own ethnic group, including themselves.** This can include the belief in ethnic stereotypes relating to their own group. In her study *The Psychology of Racism*, Robin Nicole Johnson writes that this definition does 'not provide a sense of the complexities or dynamics of racism', and proposes the definition be '**an individual's conscious and unconscious acceptance of a racial hierarchy in which whites are consistently ranked above people of color.**' This definition is notable in that it does not take a 'colorblind' approach to racism, and articulates an uneven power dynamic between white and non-white people (people of **color**).

Internalized oppression (also called “self-hate”): when **a member of an oppressed group believes and acts out the stereotypes created about their group.** In addition to race, gender, and class, internalized oppression to **how we see ourselves as activist** (“client” v. “citizen”). Four ways that internalized oppression negatively affects the function of a group:

- **Damaged self-respect:** *When people don't respect themselves they may substitute self-righteousness.*
- **Irrational attacks on leaders:** *The more oppressed a group is, the harder it is on its leaders. People project their negativity on those most visible and their own feelings of powerlessness in those in their group acting more powerfully.*
- **Divisiveness in the group:** *This shows up as complaining rather than taking responsibility to give feedback or correct situations, making nonnegotiable demands, turning conflicts into win/lose situations, gossiping, and backbiting.*
- **Pessimism:** *Experiments won't work, bold action will backfire, social betterment is impossible anyway, and we might as well just talk about our beliefs rather than expect real change.*

Additionally, when it comes to **strategy**, internalized oppression allows folks to **settle for much less than real change.**

Other Important Terms and Definitions

Microaggressions:

Discontinuous Change

Homogenous Unit Principle (HUP)

Urban Church Plantations

Converts

Proselyte

Guilt

Shame

Lament

Understanding Invitational, Inclusive and Radically Welcoming (Incarnational) Churches¹

	Inviting	Inclusive	Radically Welcoming
Message	“Come ... join us ... and share our cultural values and heritage	“Help us to be diverse”	Bring your culture, your voice, your whole self, we want to engage in mutual relationship
Goal	<u>Assimilation:</u> community invites new people to adopt dominant identity	<u>Incorporation:</u> community welcomes marginalized group, but nothing changes in congregation’s cultural identity and practices.	<u>Incarnation:</u> community embodies and expresses the full range of voices and gifts present, including the Other
Effort	Systems and programs in place to invite and incorporate newcomers into existing structures and identity. Rejection of those who do not assimilate.	Stated commitment to inclusivity, but less attention to ongoing programs , systemic analysis or power; emphasis on individual efforts.	Systems and programs to invite and welcome, including those in the margin, to ensure their presence, gifts and perspective will be visible.
Result	Healthy numbers, but institution and membership overwhelmingly monocultural. Proselytes (HUP)	Revolving door. People coming from the margin only to stay on fringe or leave. Institutional structure remains monocultural, with pockets of difference Proselytes (HUP)	Transformed and transforming community with open doors, and open hearts. Different groups share power, and shape identity, mission, leadership, worship and ministries. Converts – outsiders, insiders, church

¹ Information taken from *Radical Welcome: Embracing God, The Other and the Spirit of Transformation* by Stephanie Spellers.

From Jerusalem to to the Ends of the Earth

Jerusalem – Judea

Acts 2 – 7
Invitational



- 1) Includes Hebraic and Grecian Jews
- 2) Even though culturally diverse, everyone still is “Jewish”
- 3) Acknowledge an issue: “get like to minister to like”
- 4) Texts still emphasize male

To Samaria

Acts 8
Inclusive



- 1) Outreach to others deemed as “less than”
- 2) Still “Jew” (**Proselyte**)
- 3) Eunuch’s conversion important sign, but not significant enough to change structure
Tokenism?

To Ends of The Earth

Acts 10
Inclusive/Incarnational



- 1) Openness has to be cultivated
- 2) “Giftive Encounter” in context of the other that is open to see operation of Holy Spirit in the other
- 3) Allows other to maintain culture (**Convert**)
- 4) Causes a change at institutional level
- 5) Still has more to go

Skin In The Game- Equipping Congregations to Battle Racism

Presentation Handouts

Presented by:
Rev. Felicia Howell LaBoy, MBA, M.Div., Ph.D.
felicialaboy@outlook.com

Key Resources

Racial Bias Test (Implicit Association Test – IAT):

(<https://implicit.harvard.edu/implicit/user/agg/blindspot/indexrk.htm>)

Movies: View in Order:

- *Africans In America: Journey through Slavery -- Brotherly Love*
(<https://www.youtube.com/watch?v=WunAcDioFY>)
- *Slavery By Another Name* (<http://www.pbs.org/tpt/slavery-by-another-name/watch/>)
- *Pruitt-Igoe Myth: An Urban History* (<https://www.youtube.com/watch?v=ZNpDr9uV8aA&t=5s>)
- *The House I Live In/America's War on Drugs*: <http://www.thehouseilivein.org/>
- *My Brooklyn*: <http://www.mybrooklynmovie.com/>
- *13th: Ava DuVernay*: <http://www.avaduvernay.com/13th/>

Quick Overview Videos:

- Katrina Brown, *Traces of the Trade: A Story from the Deep North*:
(<https://www.youtube.com/watch?v=5vQB8PCTPT4>)
- Verge Network, *Racial Justice Series*: (<http://www.vergenetwork.org/racial-justice-series/>)
- James Cone and Bill Moyer: *The Cross and the Lynching Tree*
(<https://www.youtube.com/watch?v=BVyo5dzYs44&t=1858s>)
- Tim Wise: *White Privilege, Racism, White Denial & The Cost of Inequality*
(https://www.youtube.com/watch?v=uPiGMP-_B3I)
- Ian Haney Lopez: *On the Dog Whistle Politics of Race – Parts 1*
(https://www.youtube.com/watch?v=SnOGFdGY_vw) and *Parts 2*:
(<https://www.youtube.com/watch?v=Z35eyFFHlbA>)
- Soong Chan Rah: *Racialization and Nationalization of the Image*:
(<https://www.youtube.com/watch?v=YW3dkJKjuEc&t=184s>)
- Kelly Brown Douglas: *What It Means To Be The Church*
(https://www.youtube.com/watch?v=Gh13OWF_aOs)
- TED Talk: *The Urgency of Intersectionality With Kimberle' Crenshaw*
(<https://www.youtube.com/watch?v=akOe5-UsQ2o>)

Sermons and Audio Addresses:

- Keri Day: *Sermon: Just Call Me Nasty* (https://www.youtube.com/watch?v=eEKZox_bTr8&t=25s)
- Felicia Howell LaBoy, *The Cost to Change: What It Really Takes To Be and Do Something Different*, <http://caldwellchapel.blogspot.com/2016/09/the-cost-to-change-what-it-really-takes.html>
- F. Bruce Williams, *When the Church Gets Troubled*, <http://caldwellchapel.blogspot.com/2017/02/when-church-gets-troubled.html>
- Debra Mumford, *Stay Woke*, (<http://caldwellchapel.blogspot.com/2017/05/stay-woke.html>)
- Ashley Hicks White, *Honesty and Humility, The Prerequisites for Growth*, (<http://caldwellchapel.blogspot.com/2016/>)

Book Resources

Must Reads:

- Thurman, Howard. *Jesus and the Disinherited*. Beacon Press, 2013.
- Arbinger Institute. *Leadership and Self Deception: Getting Out of the Box, 2nd Ed.*, Berrett-Koehler Publishers, 2010
- Anderson, Carol: *White Rage: The Unspoken Truth About Our Racial Divide*. Bloomsbury USA Publishing, 2016.
- Banaji, Mahzarin R. and Anthony G. Greenwald, *Blindspots: Hidden Biases of Good People*. Delacourt Press, 2013.
- Bonilla-Silva, Eduardo. *Racism Without Racists: Color-Blind Racism and the Persistence of Racial Inequality in America 5th Edition*, Rowman and Litchfield, 2017
- Cashin, Sheryll. *Loving: Interracial Intimacy in America and the Threat to White Supremacy*. Beacon Press 2017
- Cleveland, Christena. *Disunity in Christ: Uncovering the Hidden Forces that Keep Us Apart*, IVP Books, 2013
- D'Angelo, Robin. *White Fragility*. (<http://www.overcomingracism.org/resources/White-Fragility.pdf>)
- Douglas, Kelly Brown. *Stand Your Ground: Black Bodies and the Justice of God*. Orbis Books, 2015.
- McMickle, Marvin, *Be My Witness: The Great Commission for Preachers*. Judson Press, 2016
- Rothstein, Richard. *The Color of Law: A Forgotten History of How Our Government Segregated America*. Liveright Publishing, 2017
- Rah, Soong Chan. *How Segregation Fueled the Evangelical Mega-Church Movement*. (http://www.huffingtonpost.com/deborah-jian-lee/how-segregation-fueled-the-evangelical-mega-church-movement_b_8447340.html)
- Rah, Soong Chan. *Prophetic Lament: A Call For Justice In Troubled Times*. Downers Grove: IVP Books, 2015
- Sue, Derald Wing. *Race Talk and the Conspiracy of Silence. Understanding and Facilitating Difficult Conversations on Race*. Wiley Press 2016.

- Tune, Romal. *God's Graffiti: Inspiring Stories for Teens*, Judson Press, 2013
- Wise, Tim. *Colorblind: The Rise of Post-Racial Politics and the Retreat from Racial Equity*. City Lights Publishers, 2010.

Additional Resources:

- Baptist, Edward E. *The Half Never Was Told: Slavery and the Making of American Capitalism*. Basic Books, 2016
- Barber, Leroy. *Red, Brown, Yellow, Black, White—Who's More Precious In God's Sight?: A call for diversity in Christian missions and ministry*, Jericho Books, 2014
- Day, Keri. *Unfinished Business: Black Women, the Black Church, and the Struggle to Thrive in America*. Orbis Books, 2012.
- Cone, James H. *The Cross and the Lynching Tree*. Maryknoll, New York: Orbis Books, 2011.
- Linthicum, Robert. *Transforming Power: Biblical Strategies for Making A Difference in Your Community*. IVP Books, 2003
- McMickle, Marvin. *Preaching to the Black Middle Class: Words of Challenge and Hope*. Judson Press, 2000.
- Ruether, Rosemary. *Liberation Theology: Human History Confronts Christian History and American Power*. Paulist Press, 1972
- Sider, Ronald J. *The Scandal of the Evangelical Consciousness: Why Are Christians Living Like the Rest of the World?* Baker Books 2005.
- Sue, Derald Wing. *Microaggressions in Everyday Life: Race, Gender, and Sexual Orientation 1st Edition*, Wiley Press 2010.
- Wallis, Jim. *America's Original Sin: Racism, White Privilege, and the Bridge to a New America*. Brazos Press, 2016

Blog Posts:

- Chris Newman: *A message to Charlottesville about Lee Park From Your Local Black Farmer:* (<http://www.nbc29.com/story/35465848/albe-co-farm-owner-offers-insight-on-race-in-viral-facebook-post>)
- Christena Cleveland, *Urban Church Planting Plantations:* (<http://www.christenacleveland.com/blogarchive/2014/03/urban-church-plantations>)
- Michael Loudon: *Thinking Out Loud: On the Repentance of Whiteness:* (<http://www.lpts.edu/about/our-leadership/president/thinking-out-loud/thinking-out-loud/2017/07/25/on-the-repentance-of-whiteness>)
- David Potter (Sojourners): *White Supremacy V. The Gospel in Charlottesville* (<https://sojo.net/articles/white-supremacy-versus-gospel-charlottesville>)
- Felicia LaBoy, *Why Selma Still Matters 50 Years Later:* <https://davidwatson.me/2015/03/10/why-selma-still-matters-50-years-later-guest-post-by-dr-felicia-laboy/>
- Felicia LaBoy, *Thinking Out Loud: Black Church Studies is for Everyone:* <http://www.lpts.edu/about/our-leadership/president/thinking-out-loud/thinking-out-loud/2015/08/10/black-church-studies-is-for-everyone>