
RACIAL EQUITY TASK FORCE

SEEKING COVENANT COUNCIL APPROVAL OF
JUSTICE PLAN AND AUDIT TOOL; HAND OFF FOR
ACTION!



Presented by Melinda Sims, Task Force Chair

17 Aug 2021

TASK FORCE BACKGROUND

- Outgrowth of Adult Spiritual Growth's Season of Learning about Racism, Equity in Fall 2020
 - In response to National tensions and protests on race issues following George Floyd's murder
 - ASG hosted White Fragility; 21-Day Race Equity Challenge; Be the Bridge
- Many felt called to DO something more; To DO JUSTICE
- Joint ASG/Church & Society effort; Margaret initial staff advisor (replaced by Kim after Margaret's departure)
- Members fairly evenly split in thirds between two main committees AND "unaffiliated" folks whose hearts yearn for justice (some of those also active in UMW)
- Received CC unanimous approval and prayer to move forward, March 16, 2021
- Advisory Board briefed on FINAL products w/no substantive concerns expressed, July 13, 2021



TASK FORCE VISION:

St. Mark's is a beacon of racial justice and compassion



TASK FORCE MISSION:

To open our hearts and minds to listen, learn and take actions to foster racial justice and social equity

CC APPROVED PLANNED ACTIVITIES



- Create and Execute Audit of St. Mark's on justice and inclusiveness (Church and Society)
 - Prepare audit
 - Annual Reviews
 - Facilitating/Encouraging personal development, with individual justice plans/activities
 - Create Racial Justice Plan
 - Highlight activities and connections that move St. Mark's forward to VISION
 - Goal is that activities will be handed off to standing committees for long-term efforts
- ★ Once Plan “fully developed,” to be presented to Covenant Council for approval; after which TF business will be complete; TF disbanded **We are HERE, now!**
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GENERAL OVERVIEW



- Racial Justice Plan
 - Consists of a variety of suggested activities, “assigned” to various committees, individuals or groups
 - Developed by a couple awesome Task Force members, merging inputs from a variety of TF brainstorming sessions (FYI: reviewed by Julie Ragland, who does racial equity work in the Tucson non-profit world; she was impressed)
 - Racial Equity Self-Assessment Audit Tool
 - Developed by Church and Society, using a tool from MN as a baseline and edited to local needs
 - **NOTE:** through this device, the TF has “directed” that a variety of committees designate a “racial equity advocate” who will participate in quarterly Racial Equity Advocate meetings chaired by C&S
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RACIAL EQUITY ADVOCATES



- Each Committee with an assignment in the Plan or Audit tool designates someone to attend Quarterly meetings, chaired by Church and Society cmte
 - **Introductory meeting Sep 21st; please designate someone to attend (probably via Zoom) – Mark will lead**
 - Purpose
 - Accountability – ensure entities are working toward our Vision
 - Communication – feedback
 - Address “low Assessment tool scores” for improvement
 - Quarterly CC updates along with annual Audit results – provides CC a chance to discuss and remedy low scores and keep focus on moving toward our Vision
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KEY POINTS



- Each is a living document that can be edited and changed to suit circumstances
 - Each group/individual that is assigned a task becomes the owner of the task (though some will be “graded” by C&S via the Audit tool)
 - Job #1 is educating the congregation so their hearts are more attuned and tender to disparities in our communities
 - Long-range vision includes more “out of church” coordination and activities, both in political arena and with allies in white and non-white churches
 - GOAL: to get the church thinking and acting on racial equity issues...to lean into our position as a major, vibrant church and become an example, a beacon reflecting Jesus values of love and compassion for ALL...setting an example for others to follow
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TODAY'S GOAL



- Approve the documents and designate for ACTION to assigned committees, individuals, and groups **(Thank you very much!)**
 - With your Approval, the Task Force will meet one more time to wrap up some odds and ends and share farewells
- Continue to pray for St. Mark's as we embark on this new thing of DOING JUSTICE; that the Task Force vision may become reality

