

# Racial Equity Work

## of the Metro D.C. Congregations

Below is a list of various activities and ministries that congregations from around the Metro D.C. Synod have participated in, to further their racial equity work. Some of these were led by a racial equity team already assembled in the congregation, others were led by dedicated members who wish to make racial equity work integral to the work of the Church. Links to examples and resources have been provided where possible as well.

- Drafted a resolution that the congregation voted on (not just the council so that the whole congregation was engaged / committed)
- Video nights
- Focused on racial equity in an intersectional way to include other justice issues
- Working through journey to become a **Reconciling In Christ congregation**
- Engaged with **European Descent Lutheran Association for Racial Justice**
- Joined local community network engaged in very local justice issues
- Integrated racial equity work in all committees rather than having separate committee that may be isolated in its work
- **Study of Howard Thurman** sermons and devotional series
- Created action plan
- Reviewed educational resources used by the congregation to ensure materials are anti-racist
- Removed images of Jesus as a white person in building spaces, classrooms, materials, worship slides, etc.
- **Lenten focus on Liberation**
  - **Worship bulletin example**
- Members recorded videos about their vision / racial equity work
- Use of / support of music by Black composers along with education about the music and paying fair price for the music
- Started session of **Sacred Ground**
- Creation of / participation in **Emanuel 9 service**
- Engagement in formal coaching sessions
- **Review of other congregations' websites** to cultivate ideas and focus

- Studied the history of the land where the church is located; studied history of county and slavery in this place
- Joint events with neighboring congregations of color
- Study of the **ELCA's 2019 apology to people of African descent[SS3]**
- Formed a ministry team with specific focus on justice
- Engaged in Intercultural Development Inventory / assessment for staff and ministry members
- Created lending library in church of recommended readings
- Focus on expanding group of people involved in justice seeking activities/actions
- Study group engaged **Troubling the Waters curriculum**
- Created worship services focused on racial justice
  - **Worship Bulletin Example 1**
  - **Worship Bulletin Example 2**
- Used coffee hour to brainstorm action items and ways to get involved
- Shared information on how to vote, encouraged people to make a plan to vote
- **Book Study of "I'm Still Here"** by Austin Channing Brown
- **Book study of "My Grandmother's Hands"** by Resmaa Menakem
- **Book Study of "Stamped: Racism, Anti-racism and You,"** by Jason Reynolds and Ibram X. Kendi.
- Webinar discussion of what it means for the church to proclaim that Black Lives Matter
- Brought in speaker
  - **Conversation Among Neighbors: Talking about Racism and Racial Trauma with Dr. Carlton Green**
  - **Embracing the Image of God series**
- **Created list of resources** (readings, podcasts, etc.) and shared on website or via email
- **Created service** with liturgical focus on Indigenous Peoples
  - **ELCA Church-wide Assembly AIAN Worship Service**
- Created calendar of **commemorations and lamentations**
- Hold webinar discussion about Black Lives Matter
- **Created Black Lives Matter mural** on outside wall of church
- Use fellowship hour to lament recent shooting and the individuals who were murdered
- Participated in synod-wide events hosted by **Racial Equity Team**
- Participated in synod **Faith in Action Racial Equity Network**