



Fairmount Presbyterian Church  
**Embracing Diversity and  
Intentional Anti-Racism**

# Working Group

Anjanette Hall  
Alicia Hrubey  
Jewel Williams  
Doris Evans  
Jeri Gype  
Nana Landgraf  
Sally Mortimer  
Alice Weiner

Goal: The development of  
an action-oriented  
proposal for the work of  
anti-racism within  
Fairmount Presbyterian  
Church

# Overview of what was discussed:

- We discussed there is a need for confession and apology regarding historical and/or present acts of racism within FPC.
- We discussed the need for action - oriented work, and we felt there is no need for ongoing study with regards to racism.
- We shared personal stories related to our experiences with racism.
- We agreed that “race” is an artificial social construct.
- We discussed individual definitions of “racism.”
- We discussed what anti-racism work would look like at Fairmount Presbyterian Church.
- We cultivated a sense of community within our group.

## Initial Context

“Racism is a disease that needs treatment every day” - Dorothy E. Holmes, Ph.D.

1. There is an urgency to this work.
2. This is work that cannot go on the “back burner.”
3. This is work that will be ongoing.
4. Our values and commitments surrounding this work will need to be a part of our work in calling a new Pastor.
5. Our values and commitments surrounding this work will intersect with other aspects of church life.

# Items Proposed:

1. There is recognition that this anti-racism work should commence now and be ongoing.
2. This group is proposing the formation of a standing group within the church to continue this work.
3. Individual/personal work that needs to be done to form the collective culture of a standing group within the church.
4. Acknowledgement of past and present harm and apology.
5. Commitment to the work of anti-racism to repair past harm and/or prevent future harm.
6. Critical examination and active dismantling of systems, structures, policies, procedures, and ideologies that have perpetuated racism within FPC

# Individual/Personal Work

- Identified by the group as the prerequisite for the standing group.
- Aspects of individual/personal work:
  - Work for the white people
  - Space for BIPOC (Black Indigenous People of Color) members
  - Goals:
    - Bring awareness.
    - Establish personal commitments and values.
    - Shared language.
    - Cultivate community centered around anti-racism work.
    - Ongoing - multiple opportunities for members
    - Calling in others to do the work to build coalition
- Book discussion(s)?
- Initial cohort led by trained facilitator?

# Individual/Personal Work

- Formation of standing group within the church (i.e. committee, task force etc.)
  - Comprised of individuals from cohort that has done the individual/personal work and BIPOC members.
  - What work \*might\* they do?
    - Critical examination and active dismantling of systems, structures, policies, procedures, and ideologies that have perpetuated racism within FPC .
    - Investigate the intersectionality of this work with other aspects of church life.
    - Constant evaluation
    - Profound sensitivity to identify areas for growth within the church
    - Ongoing decision-making, adapting, changing, and growing.



# Work FPC Leadership is Doing:

1. **Anti-racism and Mental Decolonization Coursework for all FPC staff to begin January 12.**

*Social Identities for Beginners* (Faith Community Edition)

- This is a 28 day immersive experience designed to provide a foundation for the lifelong work of mental decolonization your community is looking to engage in.

2. **William Birkett Williams speaker on May 23 at 4:00, in cooperation with St. Paul's and Plymouth Church: Austin Channing Brown, <http://austinchanning.com/>**

# Resource suggestions:

**This is a preliminary list - to be updated moving forward.**

- *Me and White Supremacy* by Layla Saad
- *Waking Up White* by Debby Irving
- *White Fragility* by Robin Diangelo
- *How to be an Antiracist* by Ibram X. Kendi
- *Stamped* by Ibram X. Kendi
- *The New Jim Crow* by Michelle Alexander
- *Uncomfortable Conversations with a Black Man* by Emmanuel Acho
- *Raising White Kids* by Jennifer Harvey (presented at FPC, Fall 2019)
- *The 1619 Project* from The New York Times (print and podcast)
- *The 13th* (documentary film available on Netflix)
- *I Am Not Your Negro* (film directed by Raoul Peck)

The background features abstract, wavy shapes in shades of orange and red, creating a dynamic and modern aesthetic. The shapes are layered, with some appearing as solid colors and others as outlines or gradients.

**“Not everything that is faced  
can be changed, but nothing  
can be changed until it is  
faced.”**

- James Baldwin