



## **Journey to Racial Justice**

### **Goal One**

Embed and expand racial justice and equity in all our programs, our education initiatives and activities, our community outreach, and in our efforts promoting and supporting spiritual discipline and practice.

**Objective I:** Develop age/developmentally appropriate racial justice education programs encompassing terminology, history, the Bible and etc.

**Strategy:** As a first step toward this objective, Family Ministries implemented the use of Illustrated Ministry Curriculum which integrates intersectional teachings on anti-racism and inclusion.

- **Tactic (Completed):** Family ministry made a switch from Spark Bibles and Curriculum to Tiny Truths Bible because it is more intersectional and inclusive. This also includes Illustrated Ministry Curriculum — for children's ministry which integrates intersectional teachings on anti-racism and inclusion. This change took place September of 2021. It impacts approximately 15-20 kids regularly present in person for Sunday education hour.

**Strategy:** Develop technology training to educate youth and families on how to support racial justice with our actions online.

- **Tactic (Completed):** In October 2021, Family Ministries hosted Technology training with youth including specifics on online posting and confronting racist content and trauma. Discussed content warnings and ways to be sensitive by not re-sharing content even if calling it out. Approximately 20 youth in attended via Zoom.

**Strategy:** Build intention and awareness of how Methodist spiritual practices of mutual accountability, prayer, fasting, and communion, shape us personally and socially for racial justice and equity.

- **Tactic (Completed):** During the 2022 Lenten Season Family Ministry engaged an anti-racism study called "Reclaiming Covenant: A Lenten Experience of Scripture, UMC Social Principles and Antiracist Action to Build Beloved Community."

**Objective II:** Establish periodic programs which tell the story and experience of people of color in creative ways.

- Tactic 1 (Completed): Social Justice and Discipleship Ministries facilitated Fall reading groups using the book "Chocolate City: A History of Race and Democracy in the Nation's Capital." Additional programs supported the learnings through the Kirk Symposium and reading guide developed with community partners at the Jewish Community Center.
- Tactic 2 (Completed): Led by the Music Ministry and Worship Teams, a new emphasis on the Black Composers Series including worship guide write-ups about composers in addition to verbal mentions on Sunday mornings.

## Goal Two

Embed racial justice and equity in all operational management and decisions.

**Objective I:** Ensure that annual budget supports diversity, equity, and inclusion activities.

- Tactic 1: As of May 30, 2022, \$166,608 of our Building and Communications budget has been allocated to BIPOC and woman-owned companies.
- Tactic 2: We offer reduced or free building use rates to BIPOC, woman-owned, and ASL vendors.
- Tactic 3: Partnered with BIPOC, woman-owned company for hospitality offerings
- Tactic 4: Create practices that embed our vision of racial justice, equity, and diversity with our vendors, banking, and investments.

**Objective II:** Make education about Foundry's racial justice and equity commitments and practices part of the staff onboarding process.

- Tactic 1: Added Religion and Racial Justice Charter to new employee onboarding packet.
- Tactic 2: Made recommendations to Personnel Handbook for Personnel Review.
- Tactic 3: Embed racial justice and equity in the Staff-Parish Relations Committee charter.
- Tactic 4: Solidify as policy, existing or amended staff performance management system practices that reflect transparency in relation to salaries and bonuses.
- Tactic 5: Build DEI fulfillment into the staff position descriptions and reporting/accountability process.
- Tactic 6: Give clergy and staff the tools to be equipped to incorporate racial justice and equity into their work and teaching.
- Tactic 7: Regularly participate and disseminate racial justice and equity best practices from resources developed by Society for Human Resource Management (SHRM)
- Tactic 8: Create and adhere to a plan to ensure diversity in hiring.
- Tactic 9: Continue working with boutique temping firm that values diversity in hiring
- Tactic 10: Maintain minimum 60% threshold of ethnically diverse staff

**Objective III:** Ensure that the church physical structure—interior and exterior spaces—effectively reflects our commitment to racial justice, diversity, and equity.

- Tactic 1: Engaged Mission Possible general contractors for Glass Commons repairs, update space to reflect proper naming.
- Tactic 2: Directly engage BIPOC vendors for building maintenance and repairs