

**New Hampshire Conference  
United Church of Christ**



# **The Process for Becoming a Racial Justice Church**

Provided by the Racial Justice Mission Group of the  
NH Conference United Church of Christ  
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# The Process for Becoming a Racial Justice Church

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## The Process for Becoming a Racial Justice Church

**T**he New Hampshire Conference of the United Church of Christ (NHCUCC) and the Racial Justice Mission Group welcome your congregation as you engage in an ongoing process of **Becoming a Racial Justice Church** in accordance with the resolution passed at Annual Meeting 2018: *Resolution of Christian Witness in Support of New Hampshire Conference United Church of Christ Congregations Awakening to Racial Justice* (see the Appendix, pages 14-17, for the full text of the resolution).

Our UCC denomination as a whole embraces this same intentional awakening. In outlining both the strength and urgency of our commitment to racial justice and to confronting racism in all its manifestations, the UCC, via its website ([https://www.ucc.org/justice\\_racism\\_racial-justice-in-the-ucc](https://www.ucc.org/justice_racism_racial-justice-in-the-ucc)), states:

*For all of you are the children of God. —Galatians 3:28*

Each person is created in the image of God. But whenever we devise, maintain or perpetuate systems and structures that oppress people based on race and/or ethnicity, we interfere with God's purpose and the opportunity for all God's children to be fully who they are created to be. Racism is an affront to God.

Racism is racial prejudice plus power. It is rooted in the belief that one group has racial superiority and entitlement over others. Its power is manifested in every institution and system, both nationally and internationally, which was historically established and continues to function to benefit one group of people to the disadvantage of other groups. Awareness and education will help us to become anti-racist individuals and foster the development of anti-racist systems and institutions that can eliminate privilege for some and oppression for others.

The United Church of Christ and its predecessor churches have made a priority commitment to supporting policies and structures that make real our Christian commitment to racial justice. The UCC's emphasis means more than simply challenging personal prejudices, but involves a commitment to in-depth analysis of societal policies and structures that either work toward the elimination of racism or perpetuate it.

During General Synod 23 an addendum was added to the 1993 Pronouncement calling the UCC to become a Multiracial, Multicultural Church. The addendum called the UCC to also become an "Anti-Racist" denomination. In doing so, we encourage all Conferences and Associations and local churches of the UCC to adopt anti-racism mandates, including policy that encourages anti-racism programs for all UCC staff and volunteers.

[1993 Multiracial Multicultural Church Pronouncement](#)  
[2003 Anti-Racist Church Addendum to the Pronouncement](#)

## **GOALS FOR THE PROCESS OF BECOMING A UCC RACIAL JUSTICE CHURCH IN NH**

- Congregations decide to participate in an ongoing learning and action process. This includes responding to specific questions at the end of the initial learning period and naming ways the congregation intends to continue to be an interrupter of the cycle of racism and an ally with People of Color in challenging race-based injustice. (See “**Then What? Responding to What You Have Learned Together**” on pages 9-10.)
- Congregations that are Open and Affirming share with the Racial Justice Mission Group what they are doing specifically in regard to racial inclusion and justice.
- Congregations develop an annual celebration of racial diversity and share information about their celebration with the Racial Justice Mission Group and with the wider NHCUCC via the NH Conference UCC Facebook page.
- Pastors take racial sensitivity training and/or implicit bias training provided by the NH Conference with financial support and organizing from the Racial Justice Mission Group.

## **BACKGROUND: A RESOLUTION CALLS US TO BEGIN A JOURNEY**

In October 2018, the New Hampshire Conference of the United Church of Christ adopted the *Resolution of Christian Witness in Support of New Hampshire Conference United Church of Christ Congregations Awakening to Racial Justice*. This landmark vote in the UCC made New Hampshire the first UCC conference to become a Racial Justice Conference. But, of course, passing this resolution is only the very beginning of the journey of our congregations becoming Racial Justice Churches. Now we embark on the holy work of living into our resolution to make the church more whole through racial justice.

The Racial Justice Mission Group (RJMG) believes that New Hampshire churches are fertile ground for this important work. As a predominantly white state, we are in a crucial position to wake up to the reality of white privilege in our churches and communities and to look more deeply into the racism embedded in the history of New England. We need to ask ourselves: what do we need to learn in order to understand racism in our society? Why are there not more people of color in the state and in our congregations? And then, what can we do about it?

We hope this program will help you explore these questions and the ways God is calling your congregation to address white supremacy and racism in the church. The Racial Justice Mission Group developed this Guide out of its core mission to awaken the NH Conference to issues of racial justice and equality within our churches, state, and nation. We in the RJMG are called to be:

- **LEARNERS** in a community of mutual accountability studying the historic and continuing impact of white privilege and slavery on racism;
- **INTERRUPTERS** of the continued cycle of racism; and
- **ALLIES** with People of Color in challenging race-based injustice in the areas of criminal justice, environmental degradation, economic deprivation, and exclusion from full participation in our communities of faith.

*Embarking on the process of becoming a Racial Justice Church is a journey. We expect this process of learning and discernment to take at least a year of prayer, study and conversation. We believe, after engaging in this study, you will agree that living into what you have learned as a Christian and a citizen is a lifelong pursuit. We recommend starting with the sections inviting you to “Explore” and to “Learn.”*

*Take your time discussing each category under “Learn.” There are several learning options from which to choose, and it is not expected that you will do every one. Prayerfully consider the content and decide which options will relate to your life and church community. If you feel called to go deeper, study the “Go Deeper” sections as individuals or as a group. Then pick several lessons that you feel most apply to your church and take action to “Involve Your Whole Church.”*

*The Racial Justice Mission Group (RJMG) believes that New Hampshire churches are fertile ground for this important work. As a predominantly white state, we are in a crucial position to wake up to the reality of white privilege in our churches and communities and to look more deeply into the racism embedded in the history of New England.*

It is our hope that, through this program, UCC Pastors and Members will feel more equipped to address the realities of racism in our communities and our country.

## WHERE TO BEGIN: EXPLORE!

- Form a *Diversity/Racial Justice Team*. If your pastor is not a member of the team, establish from the beginning how she or he will be kept in the loop regarding the team's efforts so that the team's work can inform sermons and worship services throughout the year.
- As a team, review the NHCUCC "Awaking to Racial Justice" resolution (included in the Appendix) in depth and discuss the background information, theological foundation and action steps called for in the resolution.
- Complete *Welcoming Diversity: An Inventory for Congregations* as a team or even as a congregation (this can be found in the Appendix).
- If your congregation has officially declared itself to be Open and Affirming, begin a sacred conversation about your ONA statement and how racial diversity is included in your open and affirming congregation.
- Examine the unconscious racial messages your church sends:
  - ✓ Look at your church with the eyes of a visitor who is a Person of Color. What pictures are present on your walls or in your worship materials? How is Jesus imaged? Who is included in your prayer concerns? Where is your mission giving focused? Do you include images of People of Color and give to OCWM and other offerings that include supports for People of Color?
  - ✓ Explore your church school and nursery. Do children use multicultural crayons? Do the story books and coloring pages portray Jesus and his followers as white or as Palestinian? Could children of color see themselves in your toys, books, and activities? Are there opportunities to learn about race and celebrate diversity?

## MOVING FORWARD: LEARN!

- **Learn About White Privilege**, with an invitation to all groups or members of your congregation to join you. Choose several options from among the following – or supplement with additional resources noted in the Appendix or from among new resources you discover in your exploration process.
  - Read the book *Waking Up White* by Debby Irving and discuss the questions at the end of each chapter.
  - Review the UCC "White Privilege: Let's Talk: A Resource for Transformational Dialogue" curriculum at <http://privilege.uccpages.org/> for resources that can help your team with its own education.

- Watch and discuss the video *White Like Me* with Tim Wise: <https://www.youtube.com/watch?v=-gXXKng1hKs>
- Read and discuss the article, “No, I Won’t Stop Saying “White Supremacy,” by Robin DiAngelo: <https://www.yesmagazine.org/people-power/no-i-wont-stop-saying-white-supremacy-20170630>.
- Read and discuss the novel *Small Great Things*, by Jodi Picoult.

## GO DEEPER – AND INVOLVE THE CONGREGATION!

### ➤ Keep Reading and Discussing

- Read and discuss *White Fragility*, by Robin DiAngelo.
- Read and discuss *Deep Denial* by Daniel Billings.
- Explore the resources and follow the resource links found at [https://www.ucc.org/justice\\_racism](https://www.ucc.org/justice_racism).

### ➤ Learn About the History of Slavery in New Hampshire (and beyond)

- If available, watch and discuss *Shadows Fall North* (for more information about the film, including details about screenings and DVD availability, see [www.blackhistorynh.com](http://www.blackhistorynh.com) or the Center for the Humanities at [humanities.center@unh.edu](mailto:humanities.center@unh.edu) ; the trailer is also available at <https://www.youtube.com/watch?v=sieqKwTsvJw>).
- Read and discuss *Slavery & the Underground Railroad in New Hampshire* by Michelle Arnosky Sherburne.
- Read and discuss *Never Caught: the Washingtons’ Relentless Pursuit of their Runaway Slave ONA JUDGE* by Erica Armstrong Dunbar.
- Read *Color Me Included*, by Deborah Knowlton which brings to light the lives and conditions of the forgotten people of color who were part of the First Congregational Church of Hampton, New Hampshire.
- Take a Black Heritage Trail walking tour in Portsmouth (contact: <http://blackheritagetrailnh.org/> or call 603-570-8469).
- Watch and discuss *Slavery by Another Name* (see <http://www.pbs.org/tpt/slavery-by-another-name/watch/>)
- Watch and discuss *Reconstruction: America After the Civil War* by Henry Louis Gates (PBS 4 hour documentary available at <https://www.pbs.org/weta/reconstruction/> )

➤ **Plan Meaningful Sunday Worship and Related Congregational Activities Around Racism and Racial Justice**

- Invite a speaker to your church from the NHCUCC Racial Justice Mission Group to either give the sermon on Sunday or an educational event after worship (email [dcbnh@comcast.net](mailto:dcbnh@comcast.net) to secure a speaker or guest preacher).
- Include information and illustrations about systemic racism in sermons throughout the year. Lift up the concern of racism in prayers and how the lives of people of color matter.
- Do a Lenten Series based on the Black Heritage Trail Lenten Program (see “Programs” at <http://blackheritagetrailnh.org/>).
- Do a Lenten Study of African American Spirituals *Plenty Good Room*, by Marilyn E. Thornton and Lewis V. Baldwin, [www.uccresources.org](http://www.uccresources.org)
- Include information about the contributions of the enslaved to the economy of New Hampshire in sermons during Black History Month in February.
- Contact your local historical society for information regarding enslaved persons who may have lived in or near your own community. Can you find their graves? Are they maintained? (Contact Rev. Renée Rouse at [worship1st@gmail.com](mailto:worship1st@gmail.com) or 603-820-6590 for information on how to go about honoring such gravesites in worship or via special activities.)
- Examine where your congregation’s offerings are designated; the UCC’s “Our Church’s Wider Mission” (OCWM) offerings support many aspects of the Church, including the UCC’s racial justice and anti-racism work nationally and globally.

➤ **Learn About Racial Bias and Disparities Today**

Commit to engaging in at least three of the following activities:

- In the privacy of your own home, take the Implicit Bias Inventory from Harvard University <https://implicit.harvard.edu/implicit/takeatest.html>
- Watch Anderson Cooper’s vimeos on Subconscious Racial Bias in Children <https://www.bing.com/videos/search?q=anderson+cooper+implicit+bias+&view=detail&mid=26DD57C592814822270726DD57C5928148222707&FORM=VIRE> and <https://www.bing.com/videos/search?q=anderson+cooper+implicit+bias+&view=detail&mid=BA1AA39A40E5F2C1DFoFBA1AA39A40E5F2C1DFoF&rvs=mid=26DD57C592814822270726DD57C5928148222707&FORM=VDQVAP>

- Explore what it means to be an Interrupter in your community. (See the Appendix for a resource on what it means to be an Interrupter.)
- Follow Shay Steward-Bouley's blog *Black Girl in Maine*, <https://blackgirlinmaine.com/>
- Use the US Census *American Community Survey* to learn about the current demographics of New Hampshire and your community and/or request a community profile from *MissionInsite* which is a demographic resource available to local churches via the NH Conference UCC. (Contact Associate Conference Minister Richard Slater at [RSlater@nhcucc.org](mailto:RSlater@nhcucc.org) to request a *MissionInsite* community profile.)
- Form a book group on *Biased: Uncovering Hidden Prejudice that Shapes What We See, Think, and Do* by Jennifer Eberhardt
- Form a book group on *Between the World and Me* by Ta-Nehisi Coates
- Be a catalyst for forming a parent and teacher book group on *Raising White Kids: Bringing Up Children in a Racially Unjust America* by Jennifer Wise

## **MAKE A CONGREGATIONAL DECISION TO BECOME A RACIAL JUSTICE CHURCH**

When your *Diversity/Racial Justice Team* and Pastor conclude that you have undertaken enough learning, discernment and congregational engagement to prepare your church as a whole to formally declare itself to be a Racial Justice Church, it is time to codify this declaration through a congregational vote or consensus-building process. Your vote or consensus should affirm your commitment to racial justice action as follows:

*We as the (name of church) covenant to engage in an ongoing process of being: **Learners**, in a community of mutual accountability, about slavery, white privilege, implicit bias and all aspects of racism in our midst; **Interrupters** of the continued cycle of racism; and **Allies** with People of Color in challenging race-based injustice in all its manifestations.*

## **THEN WHAT?**

### **RESPONDING TO WHAT YOU HAVE LEARNED TOGETHER**

- Those who took the *Welcoming Diversity: An Inventory for Congregations* should take it again. Then discuss: Has anything changed?
- Report your church's declaration to the NH Conference UCC Racial Justice Mission Group (via [dcbnh@comcast.net](mailto:dcbnh@comcast.net)). As you share your declaration and covenant, the

Racial Justice Mission Group requests that you also briefly describe the following aspects of your journey toward *Becoming a Racial Justice Church*:

- Realizations about how your group or congregation experience white privilege in your everyday life.
- Instances of encounters with racial prejudice and racism (please describe one or two).
- What surprised your group regarding slavery in colonial NH? (Also, share your thoughts about how slavery's legacy impacts our living together today in NH.)
- What touched your group the most during your process of *Becoming a Racial Justice Church*?
- Perhaps most important, how do your group and your congregation intend to live into your racial justice covenant beyond your congregational declaration?

### **ACTIONS FOR INTERRUPTERS AND ALLIES**

As part of your congregation's commitment to becoming a Racial Justice Church, by your formal vote you committed yourselves to acting in the world as Interrupters of Racism and Allies with People of Color? Here are just a few suggested action steps for getting started:

- As Interrupters, stay aware of incidents of racial injustice in your community, in New Hampshire and nationwide; acknowledge these incidents in worship, prayer and discussion.
- Intentionally watch for news reports and local discussion of race-related incidents and promote discussion within your congregation from the point of view of what you have learned about systemic racism.
- Go to [https://www.ucc.org/justice\\_racism\\_black\\_lives\\_matter](https://www.ucc.org/justice_racism_black_lives_matter) to discover the position of the UCC and the theological reasons for it.
- Discover what your schools are teaching in the fourth grade about NH history and what is covered in high school US history about slavery, the Civil War, Reconstruction, the Jim Crow era and Civil Rights struggles in the 1950's, 1960's and beyond.
- Challenge racist jokes and racial stereotypes whenever you hear them. Share or role play how to do this as part of your *Diversity/Racial Justice Team's* ongoing work.
- Invite the Police Chief of your community to coffee and discuss training on implicit bias/diversity and what your congregation has been learning and doing.
- Connect with other community organizations that are aware of and responding to incidents of racial injustice locally.

- Get information about the NAACP branch in New Hampshire that is closest to you (based in the Seacoast and Manchester) and other racial justice groups in your area – and join!
- Organize or participate in community responses to incidents of racial injustice.
- Based on what you have learned, talk to the local School Board to share curriculum ideas about our racial history and about racial justice.
- Be intentional about seeking out relationships with Persons of Color and Congregations whose membership is predominately People of Color and listen to their stories.
- Support bi-racial families.
- Engage in ongoing exploration of what it means to be an Interrupter and an Ally and share your thoughts and ideas continually.



### **THANK YOU FOR ENGAGING IN THIS PROCESS!**

The Racial Justice Mission Group celebrates your congregation’s engagement in the process of becoming a Racial Justice Church. As you embark on this journey, you will form a *Diversity/Racial Justice Team* and then patiently explore, learn and engage your congregation as you all grow together in awareness and understanding. By following the learning prompts and utilizing the resources referenced in this Guide, you’ll learn about our racial history in New Hampshire, in the church and in our country. You’ll explore the impact of racial bias and white privilege and the ways white supremacy poisons our relationships in and out of the pews. You’ll walk through your church, opening yourselves to changes that will make your place of worship more inclusive for all.

*Working through this process may not always be easy, but we hope this Guide gives you some of the tools you need to become more awake to the racial injustice around us and more equipped to address it in daily life – as individuals and as a community of faith.*

Working through this process may not always be easy, but we hope this Guide gives you some of the tools you need to become more awake to the racial injustice around us and more equipped to address it in daily life – as individuals and as a community of faith. Once you have spent time engaging in the process of becoming a Racial Justice Church, the journey to live into this discernment can begin! Only your team

and your congregation can know the specific gifts and challenges of your community that will inform this ongoing effort.

As you continue to determine how to live into this call, we encourage you to always:

- **Pray** – As people of faith, we believe that God is still speaking, and so we need to be sure to listen! Pray about the ways God is calling you to act on what you now know. Stay connected as a *Diversity/Racial Justice Team*, pray together about the racial injustice you see in the world and the ways you can address it, big and small. Remember, this work cannot be done alone.
- **Listen** – We believe that impact is always more important than intent. Before we can change the world, we need to know what needs to be different! Part of dismantling white supremacy is putting marginalized voices front and center.
- **Act** – We know, this is a lot of information! But don't let analysis paralysis keep you from taking the next right step. Simply move forward with a pace and a resolve that works for your congregation but that also keeps the momentum going and the racial justice consciousness growing.

Chinese philosopher Lao-tzu is quoted as saying “A journey of a thousand miles begins with a single step.” So too does the journey of *Becoming a Racial Justice Church* begin with taking the first steps and then continuing the quest with open minds and hearts and an unwavering commitment to take action based on what you learn.

May blessings be with you on this important journey.

*Racial Justice Mission Group, NH Conference United Church of Christ*



# **The Process for Becoming a Racial Justice Church**

## **APPENDIX/RESOURCE MATERIALS**

**Resolution of Christian Witness in Support of  
New Hampshire Conference United Church of Christ Congregations  
Awakening to Racial Justice**

**Welcoming Diversity: An Inventory for Congregations**

**How to be an Interrupter**

**Seven Practices for Moving Beyond Implicit Bias**

**Resource Materials – Articles, On-line Resources, Books**

# New Hampshire Conference United Church of Christ



## Resolution of Christian Witness in Support of New Hampshire Conference United Church of Christ Congregations Awakening to Racial Justice

**Adopted on October 20, 2018**

Contact: Racial Justice Mission Group of the Justice and Witness Ministry of New Hampshire Conference United Church of Christ; Dawn C. Berry, Chair, dcbnh@concast.net

Summary: This resolution is a call to the churches of the New Hampshire Conference to take action in undoing racism, including both individual acts of racial bigotry and systemic racism.

Background: There is an illusion that New Hampshire does not have a race problem since the percentage of residents of European descent (White) 93.8% vastly outnumbers people of color, particularly, people of African descent (Black) 1.5%. In fact, according to the USA census, in New Hampshire, the total percentage of people of color (minorities) in NH is 8.6% which includes biracial and multiracial children and adults. Yet, there are ongoing incidences of racism in New Hampshire both documented and ignored, such as:

- ✓ the death threats against a teen of African descent at Merrimack Valley Regional High School because he kneeled during the National Anthem;
- ✓ the attempted hanging of a biracial child in Claremont;
- ✓ the bullying and physical abuse against a biracial child on the bus in Oyster River School District;
- ✓ letters to the editor questioning the existence of White Privilege;
- ✓ people of color being followed in stores and considered suspicious and often being asked to leave (some stories have made the newspapers, but many more instances are not publicized);
- ✓ disproportionate incarceration of people of color in New Hampshire (the rate of incarceration per 100,000 people by race is 336 White; 954 Hispanic; 1143 American Indian and Native Alaskan; 2241 Black);

- ✓ a UCC pastor of African American descent being denied officiating at a funeral in the church she serves;
- ✓ and the visible absence of people of color in our congregations and in the leadership of our congregations in the New Hampshire Conference.

In New Hampshire, racism is pervasive in ways White people do not always see because it has been so much a part of our predominant White culture. This resolution invites us to go deeper into the implicit biases and cultural White supremacy that feed the illusion that New Hampshire does not have a race problem since there are not many people of color in our congregations and state. How can we more fully become the inclusive Beloved Community of Jesus' Kin-dom?

#### Definitions:

- ✓ Prejudice is belief about other races based on incomplete and inaccurate information learned from a culture of White supremacy.
- ✓ Bigotry is a form of prejudice paired with individual actions that carry the negative side of prejudgment contrary to our Baptismal vows.
- ✓ Racism is prejudice coupled with power to oppress or discriminate against a people. Racism exists to maintain power and control of one group over another; to determine who is normal and who is abnormal; and to decide who gets resources and who does not.

#### Rationale

Whereas in Genesis 1:26, 27 God said, "Let us bring forth humanity in our image, according to our likeness...so God created humankind in [God's] image, in the image of God [God] created them; male and female [God] created them," and there is nothing in our foundational understanding of humanity created by God that excludes any human being from being made in the image of God, and there is no reference to skin color;

Whereas in Galatians 3:27-28 Paul writes: "As many of you as were baptized into Christ have clothed yourselves with Christ. There is no longer Jew or Gentile; there is no longer slave or free; there is no longer male and female; for all of you are one in Christ Jesus;"

Whereas the second commandment in the Gospels (Matthew 22:39, Mark 12:31, Luke 10:27) is "Love your neighbor as yourself," and throughout the Hebrew Scriptures and New Testament, there are numerous verses about loving others, and none of these verses consider anyone made in the image of God as "The Other," and othering is never promoted by the Scriptures;

Whereas the Sacrament of Baptism is the universal acceptance into the Church of Jesus Christ that makes all of us in the New Hampshire Conference part of a wider ecumenical family, and Christians are bound to receive as a brother or sister in Christ with full

equality and participation in the leadership of the church all people, regardless of how much melanin in their skin which determines color;

Whereas our baptismal vows include the promises “to be Christ’s disciple, to follow in the way of our Savior, to resist oppression and evil, and to show love and justice;”

Whereas race is a societal construct dividing people into distinct groups based on the amount of melanin in our skin, regardless of human ability or need, and is meant to maintain the power of White people;

Whereas we have not understood the role of New Hampshire in the slave trade and as enslavers, nor appreciated the contributions of African Americans to the economy and culture of NH over hundreds of years;

Whereas if one suffers from racism, we all suffer because our humanity is bound together;

Therefore, be it resolved that the churches of the New Hampshire Conference United Church of Christ be encouraged to make intentional efforts to become informed about and engage in ongoing study of White privilege, systemic racism, and the hidden history of the presence of African Americans in New Hampshire and their contributions to our communities.

Be it further resolved the New Hampshire Conference calls upon all United Church of Christ Churches in New Hampshire and congregants to become Interrupters in the continued cycle of prejudice, bigotry, and racism. To be an Interrupter is to take action including, but not limited to:

- Learning with white friends and family about White privilege, White fragility, and White supremacy,
- Learning with your own children through children’s stories about racism in age appropriate ways,
- Lifting up stories of African Americans and the Black Heritage of New Hampshire,
- Forming partnerships with congregations of People of Color,
- Learning about the history of the NAACP in New Hampshire and supporting it,
- Speaking up whenever you hear a comment or joke that marginalizes People of Color,
- Writing op-eds or letters to the editor about issues of bigotry or racism in your communities,
- Putting a Black Lives Matter sign at your church or on your lawn,
- Doing an inventory of your church to include images of multi-racial people,
- Using your money to support businesses and ministries of People of Color,
- Inviting a member of the Racial Justice Mission Group to present a program in your congregation. The program could include many options from a selected movie with reflection to a programmed discussion or guest sermon.

Be it further resolved the churches of the New Hampshire Conference United Church of Christ be encouraged to become allies with People of Color in challenging race-based injustices in New Hampshire in criminal justice, environmental degradation, economic deprivation, and exclusion from full participation in our communities of faith.

Be it further resolved that the New Hampshire Conference United Church of Christ declare itself to be a Racial Justice Conference and charge the Racial Justice Mission Group to create a process, approved by the Board of Directors, by which local congregations can be designated as Racial Justice Churches of the United Church of Christ.

Implementation:

The Racial Justice Mission Group of the New Hampshire Conference United Church of Christ will take the lead in supporting and monitoring implementation of this Resolution as part of its annual programmatic action plan and budget and also calls upon the Board of Directors, Conference Ministers and Association leaders to play an active role in building awareness of this Resolution and encouraging and guiding its implementation throughout the Conference. ♪

# Welcoming Diversity: An Inventory for Congregations

As our communities become more diverse, every congregation is faced with the challenge of how to reach out to people of different racial/ethnic backgrounds. We believe an important step in meeting that challenge is to ask whether our congregation is truly welcoming to all people. While our initial answer may be "Yes, of course," focused introspection might reveal hidden barriers that may hinder people of other racial/ethnic backgrounds from feeling at home in our congregation.

A sub-committee of the Religion Sector of the GRACE Summit on Racism created this Inventory in 2007 to aid congregations seeking to embrace and welcome the diversity of its community. The Inventory focuses on six areas: Perceptions, Leadership, Worship, Visual, Educational, and Events. The sub-committee recommends that this Inventory be used by a committee or a team of interested persons.

*To stimulate your discussion, using a 1-3 scale, read each statement and place your most appropriate response to the left in the space provided.*

**NA=** not applicable    **DK=** don't know

**1** = not at all true    **2** = sometimes true    **3** = true, most of the time

## **PERCEPTIONS, ATTITUDES, VALUES – WHAT WE HOLD IN OUR MINDS AND HEARTS AFFECTS OUR ACTIONS.**

1. ____	The healing of racism and an appreciation for racial/ethnic diversity are values of the leadership of our congregation.
2. ____	Opportunities for dialogue are provided about these values between our congregation and our leadership.
3. ____	Our leaders comprehend and communicate the way in which ethnic, economic, social and political justice makes visible the reign of God.
4. ____	Our congregation is receptive to preaching, teaching, and dialogue about the harm of racism and the value of diversity.
5. ____	Our congregation is open to the ideas that people from other racial/ethnic traditions bring about worship, education, community, and outreach.
6. ____	Our congregation is aware of our denomination's position on issues of racism, poverty, and violence because the positions are consistently
7. ____	Members who reflect our congregations ' racial/ethnic diversity are being recruited and equipped for leadership.

8. ____	Our congregation addresses root causes of poverty, racism, and other forms of discrimination, while also relieving immediate needs through ministries of charity, compassion, and mercy.
9. a. ____  b. ____	Past attitudes/actions of prejudice and discrimination have been addressed in our congregation forthrightly and healing is taking place around these issues.  We have a process of reconciliation in place, when needed.
10. ____	Our congregation's leadership promotes anti-racism and diversity.
11. ____	The Leadership is conscious of diversity when selecting vendors for supplies and services.
12. a. ____  b. ____  c. ____	Our congregation has a team that works with the leadership to address issues of congregation and society.  The team has developed a strategy for addressing racism within the congregation.  The resources of our congregation support this team.
13. ____	People outside our congregation 's primary racial group are consulted about how we might address unintentional racism and become more inclusive.
14. a. ____  b. ____  c. ____	We have a system of greeting in place so that all those who attend receive a warm welcome.  Members of the "greeting team" are educated to be welcoming to a wide variety of people.  The members of the "greeting team" are representative of the racial/ethnic make-up of our congregation.

**WORSHIP – DOES OUR WORSHIP INSPIRE US TO GREATER UNDERSTANDING AND APPRECIATION FOR THE DIVERSITY OF GOD'S PEOPLE?**

15. ____	Our liturgies and music incorporate a variety of racial/ethnic traditions.
16. ____	We invite speakers, dramatists, musicians, etc. who represent a variety of racial/ethnic traditions.

17. ____	Our preaching addresses the sin of racism and challenges the congregation to examine themselves in light of Scriptures and religious vows.
18. ____	The Gospel message is expressed in ways relevant to diverse people.
19. ____	We give voice in worship to issues important to diverse people.
20. ____	As a congregation we welcome and befriend all visitors before, during and after worship.

**VISUAL – VISUALS ARE STRONG MESSAGES. WHAT DO WE SEE AROUND US?**

21. ____	A wide variety of racial/ethnic people are represented in our windows, pictures, wall hangings, etc.
22. ____	The classrooms for young children are supplied with dolls, books, games, and other toys that represent a wide variety of racial/ethnic people.
23. ____	All classrooms and libraries have books, videos, etc. that represent a wide variety of racial/ethnic people.
24. ____	Our displays, brochures and publicity pieces reflect diversity.
25. ____	The staff and leadership visually reflect a commitment to multicultural ministry.
26. ____	We strive to teach a respect for diversity.
27. a. ____  b. ____	Our educational materials reflect a variety of racial/ethnic people (and language groups if appropriate to our congregation.)  Racial/ethnic people are consulted when new curriculum or educational materials are developed.
28 a. ____  b. ____  c. ____	We regularly offer classes that give insight into different racial/ethnic people.  We are sensitive to the differences in teaching and learning styles among people from a variety of cultures and traditions.  Our faith is presented in terms of the history, tradition, and contribution of minority cultures as well as the dominant culture.

29	
a. _____	We offer on-site racism and diversity sensitivity training.
b. _____	We promote off-site racism and diversity sensitivity training for members of our congregation.
c. _____	We offer our site for racism and diversity sensitivity training.

**EVENTS – DO WE SCHEDULE EVENTS TO BROADEN OUR EXPERIENCES AND PERSPECTIVES?**

30. _____	Our congregation invites other congregations representing different racial and/or ethnic groups to share in opportunities for outreach, recreation, and worship.
31. _____	Our congregation promotes times for members to visit or to participate in other racial/ethnic groups' work, play or worship experiences.
32. _____	We hold activities to celebrate the diversity already among us and to become familiar with a variety of racial, ethnic, and cultural traditions.

Thank you for your efforts with this Inventory. Racism is a serious and often subtle problem in our country and in our congregations and must be addressed. This Inventory is intended to help a congregation engage in conversation about its own reality of racism. Then, from that discussion, the congregation can design ongoing healing actions that will serve as a guide for planning and annual evaluation.

*If you would like more information, please contact the Partners for a Racism-Free Community: [www.prfc-gr.org](http://www.prfc-gr.org)*

*The Welcoming Diversity Inventory for Congregations material is available under Resources at [www.prfc-gr.org](http://www.prfc-gr.org) and is to be used as a resource and awareness tool. Reproduction of these materials is encouraged for congregations and other non-profit organizations for educational purposes. Please acknowledge:*

**Partners for a Racism-Free Community  
250 Commerce Ave. SW, Grand Rapids, MI 49503-4126  
(616) 466-6187 • [www.prfc-gr.org](http://www.prfc-gr.org)**

# How to be an interrupter

## A white person's guide to activism

By Aaryn Belter (From *San Diego City Beat*, July 20, 2015)

*"The battle is and always has been a battle for the hearts and minds of white people in this country. The fight against racism is our issue. It's not something that we're called on to help people of color with. We need to become involved with it as if our lives depended on it because really, in truth, they do." – Anne Braden*

Dead is final. And Sandra Bland is dead.

The 28-year-old black activist was driving to her new job in Texas on July 10 when she was stopped by police for changing lanes without indicating. Truth: Black people have zero margin for error. This ridiculous traffic stop ended with Bland's arrest and, two days later, what police claim was her suicide. Setting aside her controversial death, what preceded Bland's detainment is itself an urgent human rights issue.

If you haven't watched the video of her arrest, you should (and don't miss the vids of her alive and vibrant, speaking out against police brutality, remembering while you watch that she's dead because of it). If you haven't watched Walter Scott being shot in the back; or Freddie Gray having his neck broken; or the unambiguous assault and harassment – first by grown adults and then by a police officer – of children (let's not get that point twisted) who did nothing more than attend an end-of-school pool party; if you have chosen to avert your eyes because it hurts too much, I invite you to get up and over yourself and schedule a date night with YouTube.

Such videos are calamitous but crucial in helping deniers, dismissers and apologists acknowledge as real the experiences of black people. We must then become allies, or – as anti-racist activist Dr. JaeRan Kim recently framed it – interrupters.

During the Underground Railroad, a light in the window of a home signified a safe "station." After hearing from many white friends and acquaintances who have had quite enough but are unsure of how to channel their despair and grief, I decided to list a few ways to put the light in the window:

1. Put a Black Lives Matter sign in your yard. Yes, it will get stolen and defaced. Get another one. Encourage neighbors to do the same.
2. Engage with your white friends and family about racism, white fragility and white supremacy. These will be uncomfortable, daunting, treacherous conversations. Will you get it right every time? No. Will people drop out of your life? Yes. But you can learn, adjust, move forward. What is important is staying in the conversation.
3. Get informed. Read *The Warmth of Other Suns* by Isabel Wilkerson – or *The Half*

*Has Never Been Told* by Edward Baptist – or *The New Jim Crow* by Michelle Alexander. Get knocked out with *Between The World And Me*, by Ta-Nehisi Coates. Read anything by Coates for that matter. Start reading. The well is deep.

4. Talk with your children about racism, skipping the sunshiny lie of colorblindness. Include discussions of who has privilege, who doesn't and why. Talk frankly about who you eat with, who you pray with, who you love; discuss who is and isn't part of those intimate groups and why that is. Provide books that feature black characters and characters of color and talk about them. A few of so many greats: *Please, Baby Please*; *Shades of Black*; *Amazing Grace*; *Black is Brown is Tan*; and *Tar Beach* are beautiful options for the littles. *Brown Girl Dreaming*, *One Crazy Summer*, and any of the Ruby and the Booker Boys series for the middles and olders.
5. Form partnerships with people of color at your child's school and agitate for equity.
6. Speak up whenever you hear a comment or joke that disparages any marginalized community.
7. Write op-eds and/or letters to the editor. The ever-present story of injustice and violence equals endless opportunities to take a public stance. Let the sparks fly from your fingertips and hit that send button to correct the abundant and widely-accepted use of sanitized and coded language under the pretense of fair and balanced reporting.
8. Urge your local and national LGBTQ organizations to bring their energy and activism to the *Black Lives Matter* movement. The hard-won right to marry didn't happen without the support of the privileged majority. Pressure them to pay it forward.
9. Call/write the local city officials in any of the cities where violence against black people is documented (there are so many). Urge them toward systemic change and accountability.
10. Get involved with *Showing Up for Racial Justice (SURJ)*, a national network of white people who stand for black and brown lives. There are local contacts in every city.
11. Seek out your local black-led organizations to find out what they are doing, and more importantly, what they need. Talk less, listen more. Attend rallies and protests, but don't take the mic. Don't co-opt the message. Follow their lead.

***Whatever you do, don't do nothing.***

***Be an up-stander, not a bystander. Be an interrupter. Leave your porch light on. For Sandra Bland.***

***For the Sandra Blands to come.***

*Aaryn blogs at [aarynbelfer.com](http://aarynbelfer.com) and you can follow her on Twitter @theaarynb.*

# Seven Practices for Moving Beyond Implicit Bias

**Implicit Bias** refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. These biases, which encompass both favorable and unfavorable assessments, are activated involuntarily and without an individual's awareness or intentional control. Residing deep in the subconscious, these biases are different from known biases that individuals may choose to conceal for the purposes of social and/or political correctness. Rather, implicit biases are not accessible through introspection.

The implicit associations we harbor in our subconscious cause us to have feelings and attitudes about other people based on characteristics such as race, ethnicity, age, and appearance. These associations develop over the course of a lifetime beginning at a very early age through exposure to direct and indirect messages. In addition to early life experiences, the media and news programming are often-cited origins of implicit associations.

## A Few Key Characteristics of Implicit Biases

- Implicit biases are **pervasive**. Everyone possesses them, even people with avowed commitments to impartiality such as judges.
- Implicit and explicit biases are **related but distinct mental constructs**. They are not mutually exclusive and may even reinforce each other.
- The implicit associations we hold **do not necessarily align with our declared beliefs** or even reflect stances we would explicitly endorse.
- We generally tend to hold implicit biases that **favor our own ingroup**, though research has shown that we can still hold implicit biases against our ingroup.
- Implicit biases are **malleable**. Our brains are incredibly complex, and the implicit associations that we have formed can be gradually unlearned through a variety of debiasing techniques. (Kirwan Institute for the Study of Race and Ethnicity, OSU)

## Seven Practices:

1. Recognizing a Stereotype – be mindful that you can have a set of stereotypes that can be triggered.
2. Stereotype Replacement with counter-stereotype imaging – when aware of a negative stereotype, replace the negative image with a positive image.
3. Individuation – studies show that it is difficult for people of different racial groups to identify individual features and to differentiate between people of another racial group; they tend to see them as a singular one. Practice being more intentional about looking closely to identify the unique features and qualities that make a person who they are.

4. Perspective Taking – think outside your own personal perspective to take on another’s perspective; walk in their shoes.
5. Increasing Opportunities for Contact – be intentional about being in a peer relationship with someone of another race, ethnicity, gender orientation, etc. Listen to their stories.
6. Doubt Objectivity - people who think they don’t have a bias or think they can be fair are often the most dangerous because they do not check themselves. The same is true with organizations.
7. Count – individually, with whom do you interact on a daily basis? Are they only people who think, look, and believe the same as yourself? As an organization, is there something that is benefitting, favoring, or harming one group?

If we are ever to see our world and others in it differently, we need to see others face-to-face and experience them personally. In really getting to know other people, the voice of fear fades and the space for love grows.

Take one or both of the following online tests regarding implicit bias.

<https://www.implicit.harvard.edu/implicit>

<https://www.understandingprejudice.org/iat/>

From: Rachel D. Godsil: *Beyond Bias: Ending Racism through and Explicit Strategy Focused on Implicit Bias* (webinar), printed in *3 1/2 Minutes, Ten Bullets*, Group Curriculum, PICO

# Selected Resources

## Racism, Racial Justice, White Privilege, Implicit Bias – *and more*

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### Articles, Blogs, Web-based Resources (just a sampling)

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*There are a wide variety of web-accessible resources listed here, and certainly more could be added. This is not meant to be either a comprehensive or an overwhelming list but rather is simply an effort to share links that others have found instructive. Over time, you may find that some of these resources will enrich your own study and ongoing life together as a Racial Justice Church. Remember, this is a life-long journey!*

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**See the variety of UCC resources on racism, racial justice and white privilege**

[https://www.ucc.org/justice\\_racism](https://www.ucc.org/justice_racism)

[https://www.ucc.org/sacred\\_conversations\\_to\\_end\\_racism](https://www.ucc.org/sacred_conversations_to_end_racism)

<http://privilege.uccpages.org/>

**Helpful “local” Facebook Pages and a Blog**

- SURJ UV VT NH (Showing Up for Racial Justice)
- Black Lives Matter NH
- Black Girl in Maine Blog <https://blackgirlinmaine.com>

**Why Racial Justice is Critical to Economic Justice**

<https://www.youtube.com/watch?v=caarVAS40jQ&feature=youtu.be>

**Ways to Bridge the Racial Wealth Divide**

<https://portside.org/2019-04-19/ten-solutions-bridge-racial-wealth-divide>

**Climate Action as Antithesis of White Supremacy**

<https://portside.org/2019-03-19/why-climate-action-antithesis-white-supremacy>

### **Racism as Public Health Crisis**

[https://www.theroot.com/milwaukee-county-declares-racism-a-public-health-crisis-1834917218?utm\\_medium=sharefromsite&utm\\_source=theroot\\_facebook&utm\\_campaign=sharebar&/setsession](https://www.theroot.com/milwaukee-county-declares-racism-a-public-health-crisis-1834917218?utm_medium=sharefromsite&utm_source=theroot_facebook&utm_campaign=sharebar&/setsession)

### **Racism isn't real?**

<https://medium.com/@Shesreallyfat/race-isnt-real-d69d0fbee7d>

### **Everyday Racism**

[https://www.filmsforaction.org/watch/everyday-racism-what-should-we-do/#.XL-gJTq8\\_H0.facebook](https://www.filmsforaction.org/watch/everyday-racism-what-should-we-do/#.XL-gJTq8_H0.facebook)

### **Every Day Racism**

<https://www.theguardian.com/us-news/2018/jun/06/everyday-racism-in-america-how-to-fix-it>

### **It's Time to Talk about our own Racism**

<https://www.dailykos.com/stories/2018/8/26/1789029/-Hey-progressive-white-people-it-is-time-to-talk-about-our-own-racism?detail=emaildkre>

### **Confronting Racism**

[https://www.theguardian.com/commentisfree/2019/mar/28/confronting-racism-is-not-about-the-needs-and-feelings-of-white-people?CMP=share\\_btn\\_fb](https://www.theguardian.com/commentisfree/2019/mar/28/confronting-racism-is-not-about-the-needs-and-feelings-of-white-people?CMP=share_btn_fb)

### **The Need to Confront our History of Racism**

<https://www.concordmonitor.com/Confronting-my-history-in-Montgomery-23102804>

### **Confronting Systemic Racism**

<http://antiracismcollaborative.org/courses-and-workshops/>

### **The Myth of “Unintentional” Racism**

[http://blackyouthproject.com/myth-unintentional-implicit-racism/?utm\\_campaign=crowdfire&utm\\_content=crowdfire&utm\\_medium=social&utm\\_source=social#66464745-tw%231512964827859%2366464745-tw%231512964926581%2366464745-tw%231512964927004%2366464745-tw%231512965285602%2366464745-tw%231512965318596%2366464745-tw%231513017814735](http://blackyouthproject.com/myth-unintentional-implicit-racism/?utm_campaign=crowdfire&utm_content=crowdfire&utm_medium=social&utm_source=social#66464745-tw%231512964827859%2366464745-tw%231512964926581%2366464745-tw%231512964927004%2366464745-tw%231512965285602%2366464745-tw%231512965318596%2366464745-tw%231513017814735)

### **Hard Truth about Fighting Racism**

<http://blackgirlinmaine.com/racial-and-cultural/believe-in-something-and-get-uncomfortable-the-truth-about-fighting-racism/>

### **Colorblind Ideology Is a Form of Racism**

<https://www.psychologytoday.com/blog/culturally-speaking/201112/colorblind-ideology-is-form-racism?eml>

### **Why People of Color Need Spaces Without White People**

<https://arrow-journal.org/why-people-of-color-need-spaces-without-white-people/#.XZkeibm4mQQ.mailto>

### **Racial Illiteracy of White People**

</think/opinion/white-people-are-still-raised-be-racially-illiterate-if-we-ncna906646>  
<https://www.nbcnews.com>

### **The Need for Anti-racist White People**

<https://notetomywhiteself.wordpress.com/2019/07/14/the-myth-of-the-non-racist-white-person/>

### **Envisioning an Anti-racist America**

<https://www.theguardian.com/commentisfree/2018/dec/06/antiracism-and-america-white-nationalism>

### **Solidarity, Not Altruism**

<https://www.thenation.com/article/white-anti-racism-must-be-based-in-solidarity-not-altruism/>

### **What is White Supremacy?**

<https://www.theatlantic.com/politics/archive/2017/10/the-language-of-white-supremacy/542148/>

### **Whiteness as Proxy for American**

<https://www.theatlantic.com/politics/archive/2014/07/a-florida-representatives-indian-american-gaffe-is-revealing/375121/>

### **White Supremacy Culture**

[http://www.cswsworkshop.org/PARC\\_site\\_B/dr-culture.html](http://www.cswsworkshop.org/PARC_site_B/dr-culture.html)

### ***Me and White Supremacy Workbook***

<https://www.meandwhitesupremacybook.com/>

"Part education, part activation, the *Me and White Supremacy Workbook* is a first-of-its-kind personal anti-racism tool for people holding white privilege to begin to examine and dismantle their complicity in the oppressive system of white supremacy."

### **Teaching the Truth about White Supremacy**

<https://www.discriminology.org/news-1/2017/2/15/we-need-to-start-telling-the-truth-about-white-supremacy-in-our-schools>

### **What White Supremacists Know**

<http://bostonreview.net/race/roxanne-dunbar-ortiz-what-white-supremacists-know#.XAEinJ71KiY.twitter>

### **Appreciation as Antidote to White Supremacy**

<https://medium.com/@mmmikayla/building-the-future-by-building-a-culture-of-appreciation-43d61566e819>

### **Seeing White Podcast Transcripts**

<http://podcast.cdsporch.org/seeing-white/seeing-white-transcripts/>

### **White Racial Bullying**

<https://www.facebook.com/BigThinkScience/videos/272757440243386/>

### **Deprogramming Whiteness**

<https://www.yesmagazine.org/happiness/my-life-changing-switch-to-only-tv-shows-that-feature-real-black-lives-20180607>

### **When They See Us**

<https://newsone.com/3853906/why-white-people-must-watch-when-they-see-us/#.XP58LgmBi8c.facebook>

### **Why Racism Against White People Does NOT Exist**

<https://www.yahoo.com/lifestyle/racism-against-white-people-doesn-010019077.html>

### **Explaining White Privilege**

<http://www.yesmagazine.org/people-power/my-white-friend-asked-me-on-facebook-to-explain-white-privilege-i-decided-to-be-honest-20170809>

### **The Measure of White Privilege**

[https://www.theroot.com/yes-you-can-measure-white-privilege-1794303451?utm\\_medium=sharefromsite&utm\\_source=The Root facebook](https://www.theroot.com/yes-you-can-measure-white-privilege-1794303451?utm_medium=sharefromsite&utm_source=The+Root+facebook)

### **Understanding & Dismantling Privilege**

<http://www.wpcjournal.com/issue/view/1404>

### **Learning About White Privilege**

<http://foreignpolicy.com/2017/12/27/2017-was-the-year-i-learned-about-my-white-privilege/amp/>

### **Talking about White Privilege with Children**

<http://www.raceconscious.org/2017/07/race-matters-story-white-privilege/>

### **Anti-Racist Books for Teachers**

<http://culturallyresponsiveleadership.com/24books/>

### **Children's Books on Racism**

<https://www.embracerace.org/blog/26-childrens-books-to-support-conversations-on-race-racism-resistance?fbclid=IwAR3VKzeBpKGxh0fkaObir4VZ-2Dic0z9T02HFpMFW3qMAklUFmwsqmL2b1E>

### **What White Children Need to Know about Race**

<https://www.nais.org/magazine/independent-school/summer-2014/what-white-children-need-to-know-about-race/>

### **Teaching White Kids about Race**

[https://www.theatlantic.com/family/archive/2018/09/white-kids-race/569185/?utm\\_source=fb](https://www.theatlantic.com/family/archive/2018/09/white-kids-race/569185/?utm_source=fb)

### **On Teaching Black Children**

<https://teachingwhilewhite.org/blog/2019/6/21/a-letter-to-white-teachers-of-my-black-children>

### **Teaching for Black Lives**

<https://docs.google.com/document/d/18SMwaDf - MLV8yLsjPKG30JPJJeQrcLvIPMvUQsgJ7E/edit>

### **Books about Black Boys**

<https://medium.com/@katieishizukastephens/black-boy-fly-53-childrens-books-centering-and-celebrating-the-humanity-of-black-boys-cd880ecf9f10>

### **Fighting White Supremacy in Schools**

<https://www.zinnedproject.org/if-we-knew-our-history/fight-white-supremacy-in-schools/>

### **Dangers of Fighting White Supremacy**

<https://www.theroot.com/nyc-top-educators-efforts-to-battle-white-supremacy-cul-1835009484>

### **Racial Expulsion History**

<https://www.history.com/news/georgia-racial-expulsion-stacey-abrams>

### **Black Pride Series**

<https://www.pbs.org/articles/2019/02/say-it-loud-tells-us-what-it-means-to-have-black-pride/>

### **In Celebration of Black Brilliance**

<https://www.npr.org/2019/04/02/708821115/this-is-for-the-undefeated-a-new-picture-book-celebrates-black-brilliance>

### **The “Optimism” of Ta-Nahesi Coates**

[http://nymag.com/intelligencer/2019/03/ta-nehisi-coates-race-politics-2020-elections.html?utm\\_source=fb](http://nymag.com/intelligencer/2019/03/ta-nehisi-coates-race-politics-2020-elections.html?utm_source=fb)

### **Native Resistance Acts**

<https://www.yesmagazine.org/peace-justice/7-acts-of-native-resistance-they-dont-teach-in-school-20180102>

### **Working While Black**

<https://www.dailykos.com/stories/2018/11/17/1813633/-Washington-frozen-yogurt-shop-calls-police-on-black-man-who-was-literally-doing-his-job?detail=emaildkre>

### **Walking While Black**

<https://www.youtube.com/watch?v=4LgOu1-RpRs&feature=youtu.be&t=10m56s>

### **Talking with Young Black Men about Survival**

<https://www.youtube.com/watch?v=IXgfX1y60Gw>

### **Interracial But Not Integrated (about New England churches in the 1700s)**

[https://www.youtube.com/watch?v=A\\_jKtNRD4XI](https://www.youtube.com/watch?v=A_jKtNRD4XI)

### **Black History Beyond Slavery & Civil Rights**

[https://www.nbcnews.com/news/nbcblk/beyond-slavery-civil-rights-movement-teachers-should-be-integrating-black-n976161?cid=sm\\_npd\\_nn\\_fb\\_blk](https://www.nbcnews.com/news/nbcblk/beyond-slavery-civil-rights-movement-teachers-should-be-integrating-black-n976161?cid=sm_npd_nn_fb_blk)

### **Reconstruction**

<https://www.pbs.org/weta/reconstruction/episodes/>

### **From Enslavement to Mass Incarceration**

<https://eji.org/legacy-museum>

### **Teaching Hard History about Slavery**

<https://www.splcenter.org/20180131/teaching-hard-history#.WnzpFDv3HNV.facebook>

### **Black History Matters**

<https://www.facebook.com/730768557046363/posts/1932660480190492>

### **Where Would We Be Without Black History?**

<https://www.youtube.com/watch?v=nHDj4DH4mJw>

### **Why No White History Month?**

[https://www.vox.com/identities/2017/2/7/14503144/white-history-month-black-history-month-white-pride-nationalism-racism?fbclid=IwAR3qF9cJb-9eNsxPTRVTZ5h2rog\\_SGq8x5d\\_nxwNLI\\_TKb\\_zMZeR4lLumkY](https://www.vox.com/identities/2017/2/7/14503144/white-history-month-black-history-month-white-pride-nationalism-racism?fbclid=IwAR3qF9cJb-9eNsxPTRVTZ5h2rog_SGq8x5d_nxwNLI_TKb_zMZeR4lLumkY)

### **Will Slavery Never End?**

[https://www.vice.com/en\\_us/article/437573/blacks-were-enslaved-well-into-the-1960s?utm\\_campaign=sharebutton](https://www.vice.com/en_us/article/437573/blacks-were-enslaved-well-into-the-1960s?utm_campaign=sharebutton)

### **Mass Slavery Apology**

<http://racialjusticerising.org/mass-slavery-apology/> (read and sign!)

### **We Built This!**

<https://www.theroot.com/watch-we-built-this-1816408576>

### **The Radical MLK**

<https://www.teenvogue.com/story/mlk-more-radical-than-we-remember>

### **Historical Black Women**

<https://www.nbcnews.com/news/nbcblk/nbcblk-launches-she-thrives-black-women-making-history-today-n965331>

### **Unsung Black Sheroes**

<https://www.jetmag.com/life/unsung-sheroes-10-historical-black-women-figures/>

### **4 Myths about Black Lives Matter**

<https://www.vox.com/policy-and-politics/2016/7/17/12198616/black-lives-matter-franchesca-ramsey>

### **The Hate U Give?**

<https://lasentinel.net/why-the-hate-u-give-is-not-a-black-lives-matter-movie.html>

### **Ta Naheisi Coates on Reparations**

<https://www.facebook.com/watch/?v=903221116680724>

### **Nothing Less than Reparations**

<https://blackgirlinmaine.com/current-events/reparations-are-required-anything-less-is-an-insult/>

### **Primary Debate over Reparations**

[https://www.vox.com/policy-and-politics/2019/3/11/18246741/reparations-democrats-2020-inequality-warren-harris-castro?fbclid=IwAR2tBhZjKE3iQDhhXruJmH5KDkmjAEWmelwPGx7LotdN\\_c11AaiU3-6G2UU](https://www.vox.com/policy-and-politics/2019/3/11/18246741/reparations-democrats-2020-inequality-warren-harris-castro?fbclid=IwAR2tBhZjKE3iQDhhXruJmH5KDkmjAEWmelwPGx7LotdN_c11AaiU3-6G2UU)

### **Juneteenth Reparations Hearing**

[https://www.yesmagazine.org/peace-justice/juneteenth-slavery-reparations-hearing-how-when-20190619?utm\\_medium=email&utm\\_campaign=YTW\\_20190621&utm\\_content=YTW\\_20190621+CID\\_35c3dff0d8f2b6e4081c7fce7d9daeb2&utm\\_source=CM&utm\\_term=new%20discussion](https://www.yesmagazine.org/peace-justice/juneteenth-slavery-reparations-hearing-how-when-20190619?utm_medium=email&utm_campaign=YTW_20190621&utm_content=YTW_20190621+CID_35c3dff0d8f2b6e4081c7fce7d9daeb2&utm_source=CM&utm_term=new%20discussion)

### **When Enslavers Got Reparations**

<https://www.nytimes.com/2019/04/16/opinion/when-slaveowners-got-reparations.html>

### **Danny Glover on Reparations**

<https://pjmedia.com/news-and-politics/2016/04/05/danny-glover-societies-must-apologize-for-slavery-with-reparations/?print=true&singlepage=true>

### **Reparations Timeline**

<https://guides.library.umass.edu/reparations>

### **Reparations Challenges**

<https://www.dailykos.com/stories/2019/3/10/1838324/-The-difficulty-of-the-question-of-reparations?detail=emaildkre>

### **On Paying Reparations**

<http://www.pbs.org/wgbh/point-taken/watch/episode-should-us-pay-reparations-black-americans/>

### **Martin Luther King on “Reparations”**

<https://www.youtube.com/watch?v=NNvzVCVhIM&feature=share>

### **Reparations as Apologizing**

<https://www.houstonchronicle.com/local/gray-matters/article/How-to-heal-racism-It-starts-with-an-apology-12510316.php>

### **The Souls of Poor Folk**

<https://ips-dc.org/wp-content/uploads/2018/04/PPC-Audit-Full-410835a.pdf>

### **Powerful Black Documentaries**

[http://www.pbs.org/black-culture/explore/10-black-history-documentaries-to-watch/?fbclid=IwAR2sGUiqTIOzj\\_PEGMN8wvzO7a4gH5ZWfyYWkPIkfbcc8GCBcty8slk\\_HY#.XN7uBFDjRPG.facebookEssential](http://www.pbs.org/black-culture/explore/10-black-history-documentaries-to-watch/?fbclid=IwAR2sGUiqTIOzj_PEGMN8wvzO7a4gH5ZWfyYWkPIkfbcc8GCBcty8slk_HY#.XN7uBFDjRPG.facebookEssential)

### **Racial Justice Reading**

<http://www.yesmagazine.org/9-essential-reads-for-your-racial-justice-conversations-20171219>

**Anti-Racism Bibliography**

<http://podcast.cdsporch.org/seeing-white/seeing-white-bibliography/>

**Road to Racial Justice Board Game**

<http://www.roadtoracialjustice.org/>



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**Books – and more books (just a sampling)**

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*These book lists have come to us from a variety of sources, and we regret that we cannot give full attribution to all who have compiled these lists. The intent here is not to overwhelm you with long lists of titles but rather simply to share a wealth of resources that others have found helpful – over time.*

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**Adapted from a Suggested Book List by Black AmericaWeb.com**

*Annie Allen* by Gwendolyn Brooks

*Assata: An Autobiography* by Assata Shakur

*Beloved* by Toni Morrison

*Blessed Life: My Surprising Journey of Joy, Tears and Tales from Harlem to Hollywood* by Kim Fields

*Breath, Eyes, Memory* by Edwidge Danticat

*Dreams from My Father* by Barack Obama

*Hacks: The Inside Story of the Break-Ins and Breakdowns that Put Donald Trump in the White House* by Donna Brazile

*Hidden Figures* by Margot Lee Shetterly

*I Know Why the Caged Bird Sings* by Maya Angelou

*I'm Still Here: Black Dignity in a World Made for Whiteness* by Austin Channing Brown

*Invisibles: The Untold story of African American Slaves in the White House* by Jesse J. Holland

*Kindred* by Octavia E. Butler

*Narrative of the Life of Frederick Douglass* by Frederick Douglass

*Roll of Thunder, Hear My Cry* by Mildred D. Taylor

*The Autobiography of an Ex-Colored Man* by James Weldon Johnson

*The Autobiography of Martin Luther King, Jr.* by Martin Luther King, Jr., Edited by Clayborne Carson

*The Blacker the Berry* by Wallace Thurman

*The Bluest Eyes* by Toni Morrison

*The Help* by Kathryn Stockett

*The Hollywood Commandments: A Spiritual Guide to Hollywood Success* by

*The Secret Life of Bees* by Sue Monk Kidd

*Their Eyes Were Watching God* by Zora Neale Hurston

*Up from Slavery* by Booker T. Washington

*We're Gonna Need More Wine* by Gabrielle Union



### **Young Adult Books that Tackle Racism**

Adapted from a resource list compiled by Dhonielle Clayton

*All American Boys* by Jason Reynolds and Brendan Kiely

*Dear Martin* by Nic Stone

*How It Went Down* by Kekla Magoon

*I Am Alfonso Jones* by Tony Medina (Author), Stacey Robinson and John Jennings (Illustrator)

*Monster* by Walter Dean Myers

*Out of Darkness* by Ashley Hope Perez

*The Hate U Give* by Angie Thomas

*The Lines We Cross* by Randa Abdel-Fattah

*The March Trilogy* by John Lewis and Andrew Aydin (Co-authors) and Nate Powell, Illustrator

*Tyler Johnson Was Here* by Jay Coles



## **Book List for Parents Raising Children of Color (and for others!)**

*My Brown Baby: On the Joys and Challenges of Raising African American Children*  
(Denene Millner Books)

*Please, Baby, Please* (Classic Board Books) by Spike Lee and Tonya Lewis Lee

*Peekaboo Morning* by Rachel Isadora

*One Love* by Cedella Marleyh

*The Adventures of Little Missy Crazy Hair* by Christopher Garcia-Halenaar

*I Am Enough* by Grace Byers

*Skin Like Mine* by Latashia Perry

*When God Made You* by Matthew Paul Turner

*Hope* by Isabell Monk, Illustrated by Janice Lee Porter

*Family* by Isabell Monk, Illustrated by Janice Lee Porter

*Raising Black Children: Two Leading Psychiatrists Confront the Educational, Social and Emotional Problems facing Black Children* by James P. Comer, M.D. and Alvin Poussaint, M.D.

*Developing Positive Self-Images & Discipline in Black Children* by Dr. Jawanza Kunjufu

*Countering the Conspiracy to Destroy Black Boys Vol. 1* by Dr. Jawanza Kunjufu

*Countering the Conspiracy to Destroy Black Boys, Vol. 2* by Dr. Jawanza Kunjufu

*Raising Black Boys* by Dr. Jawanza Kunjufu

*Understanding Black Male Learning Style* by Dr. Jawanza Kunjufu

*The Warrior Method, Updated Edition: A Parent's Guide to Rearing Healthy Black Boys* by Raymond Winbus, PhD

*Promises Kept: Raising Black Boys to Succeed in School and Life* by Dr. Joe Brewster



## **Books Every Black Teen Should Read (others, too!)**

By Donovan X. Ramsey (Newsone)

*A People's History of the United States* by Howard Zinn

*A Raisin in the Sun* by Lorraine Hansberry

*Assata: An Autobiography* by Assata Shakur

*Blues People* by Amiri Baraka

*Down These Mean Streets* by Piri Thomas  
*Dreams from My Father* by Barack Obama  
*Feminist Theory: From Margin to Center* by bell hooks  
*Flyy Girl* by Omar Tyree  
*Good to Great* by Jim Collins  
*I Am Not Sidney Poitier* by Percival Everett  
*I Know Why the Caged Bird Sings* by Maya Angelou  
*If Beale Street Could Talk* by James Baldwin”  
*Interiors: A Black Woman’s Healing. . . in Progress* by Iyanla Vanzant  
*Invisible Life* by E. Lynn Harris  
*Invisible Man* by Ralph Ellison  
*Kaffir Boy* by Mark Mathabane  
*Kindred* by Octavia Butler  
*Letter to My Daughter* by Maya Angelou  
*Makes Me Wanna Holler: A Young Black Man in America* by Nathan McCall  
*Manchild in the Promised Land* by Claude Brown  
*Miles: The Autobiography* by Miles Davis  
*Mis-Education of the Negro* by Carter G Woodsen  
*Monster* by Walter Dean Myers  
*Nile Alley Contributions to Civilization* by Tony Browder  
*Our Kind of People* by Lawrence Otis Graham  
*Outliers* by Malcolm Gladwell  
*Picking Cotton* by Jennifer Thompson-Cannino  
*Purple Cow* by Seth Godin  
*Rich Dad, Poor Dad* by Robert Klyosaki  
*Roots* by Alex Haley  
*Sag Harbor* by Colson Whitehead  
*Soledad Brother* by George Jackson  
*Song of Solomon* by Toni Morrison  
*Sula* by Toni Morrison

*Summer of My German Soldier* by Bette Greene  
*The Alchemist* by Paulo Coelho  
*The Autobiography of Malcolm X* as told to Alex Haley  
*The Bluest Eyes* by Toni Morrison  
*The Brief Wondrous Life of Oscar Wao* by Junot Diaz  
*The Coldest Winter Ever* by Sister Souljah  
*The Color Purple* by Alice Walker  
*Their Eyes Were Watching God* by Zora Neale Hurston  
*Things Fall Apart* by Chinua Achebe  
*Twelve Years a Slave* by Solomon Northup  
*Visions for Black Men* by Na'im AkbarBarak  
*What is the What* by Dave Eggers  
*When Chickenheads Come Home to Roost* by Joan Morgan  
*Who Am I Without Him* by Sharon Flake  
*Your Blues Ain't Like Mine* by Bebe Moore Campbell



### **Books Every Black Person Should Read/2018 Version (others, too!)**

*All the Pieces Matter: The Inside Story of the Wire* by Jonathan Abrams  
*Black Fortunes: A story of 6 African American slaves who escaped slavery and became millionaires*  
*Feminist in (White) America* by Morgan Jerkins  
*Lifestorming* by Alan Weiss and Marshall Goldsmith  
*Policing Black Bodies* by Angela J. Hattery and Earl Smith  
*Speak No Evil* by Uzodinma Iweala  
*The Color of Hope: People of Color Mental Health Narratives* by Vanessa Hazzard  
*The Cross and The Lynching Tree* by James H. Cone  
*This Will Be My Undoing: Living at the Intersection of Black, Female, and*  
*When They Call You a Terrorist: A Black Lives Memoir* by Patrisse Cullors and Asha Bandele



## **Books by Age for Children (great for parents and teachers, too!)**

*A Piece of Home* by Jeri Watts, Illustrated by Hyewon Yum, ages 3-8

*A Poem for Peter* by Andrea Davis Pinkney, Illustrated, ages 3-8

*American Born Chinese* by Gene Luen Yang, ages 8-12

*Can I Touch Your Hair?: Poems of Race, Mistakes, and Friendship* by Charles Waters and Irene Latham, ages 8 and up

*Freedom Over Me* by Ashley Bryan, ages 6 and up

*Last Stop on Market Street* by Matt de la Pena, Illustrated by Christian Robinson, ages 4 and up

*Not My Idea: A Book About Whiteness* by Anastasia Higginbotham, ages 6 and up

*Pancho Rabbit and the Coyote* by Duncan Tonatiuh, ages 3-8

*The Birchbark House* (a series) by Louise Erdrich, ages 8-12

*The Crossover* by Kwame Alexander, ages 8-12

*The Other Side* by Jacqueline Woodson, Illustrated by E. B. Lewis, ages 4 and up

*The Snowy Day* by Ezra Jack Keats, ages 3-6

*This is the Rope: A Story from the Great Migration* by Jacqueline Woodson, Illustrated by James Ransome, ages 3-8

*Thunder Boy Junior* by Sherman Alexie, Illustrated by Yuyi Morales, ages 3-8





## **Racial Justice Mission Group New Hampshire Conference United Church of Christ**

This Guide is a collaborative work product of the  
NHCUCC Racial Justice Mission Group.  
As of the initial publication of this document (10/2019), the members of the  
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