



Virginia Synod
Racial Justice Workshop

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Virginia Synod Racial Justice Workshop Segment



- **Common Terms & Concepts**
- **Guidelines For A Healthy Discussion**
- **Video: Systemic Racism**
- **Open Discussion**
- **Video: Difficult Conversations About Race**
- **Open Discussion**
- **Video: Uncomfortable Conversation about Race & Religion**
- **Open Discussion**
- **Final Question for the evening**
- **End of workshop**

DIVERSITY



Socially, it refers to the wide range of identities. It includes race, ethnicity, gender, age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, veteran status, physical appearance, etc. It also involves different ideas, perspectives, and values.

DIVERSITY

is
being
invited
to the
Party

INCLUSION

is
being
asked
to
Dance

BELONGING

is
dancing
like
no one's
Watching

Inclusion: The act of creating environments in which any individual or group can be and feel welcomed, respected, supported and valued as a fully participating member. An inclusive and welcoming climate embraces differences and offers respect in words and actions for all people.

Equity

EQUALITY VERSUS EQUITY



In the first image, it is assumed that everyone will benefit from the same supports. They are being treated equally.



In the second image, individuals are given different supports to make it possible for them to have equal access to the game. They are being treated equitably.



In the third image, all three can see the game without any supports or accommodations because the cause of the inequity was addressed. The systemic barrier has been removed.

The fair treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups. The principle of equity acknowledges that there are historically underserved and underrepresented populations and that fairness regarding these unbalanced conditions is needed to assist in the provision of adequate opportunities to all groups.

Implicit Bias



Stereotypes and negative associations expressed automatically that people unknowingly hold and that affect our understanding, actions, and decisions; also known as unconscious or hidden bias.

Microaggression

The verbal, nonverbal, and environmental slights, snubs, insults, or belittlement, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon discriminatory belief systems.



PRIVILEGE IS
THE RIGHT
TO REMAIN
SILENT
WHEN
OTHERS
CAN'T.

-RICHIE NORTON

Privilege

Exclusive access or availability to material and immaterial resources based on the membership to a dominant social group.

ALLY

Someone who supports a group other than one's own (in terms of multiple identities such as race, gender, age, ethnicity, sexual orientation, religion, etc.). An ally acknowledges oppression and actively commits to reducing their own complicity, investing in strengthening their own knowledge and awareness of oppression.



In this house we believe:
BLACK LIVES MATTER
LOVE IS LOVE
WOMEN'S RIGHTS
ARE HUMAN RIGHTS
we are all immigrants
KINDNESS IS NEVER WASTED

GUIDELINES FOR A HEALTHY DISCUSSION

Be present and respect the space. Acknowledge the importance of each conversation

Not everyone sees this time as one of growth and reckoning. Use empathy and agree to give each other grace

This step requires vulnerability, transparency, compassion and a desire for understanding which leads to stronger results

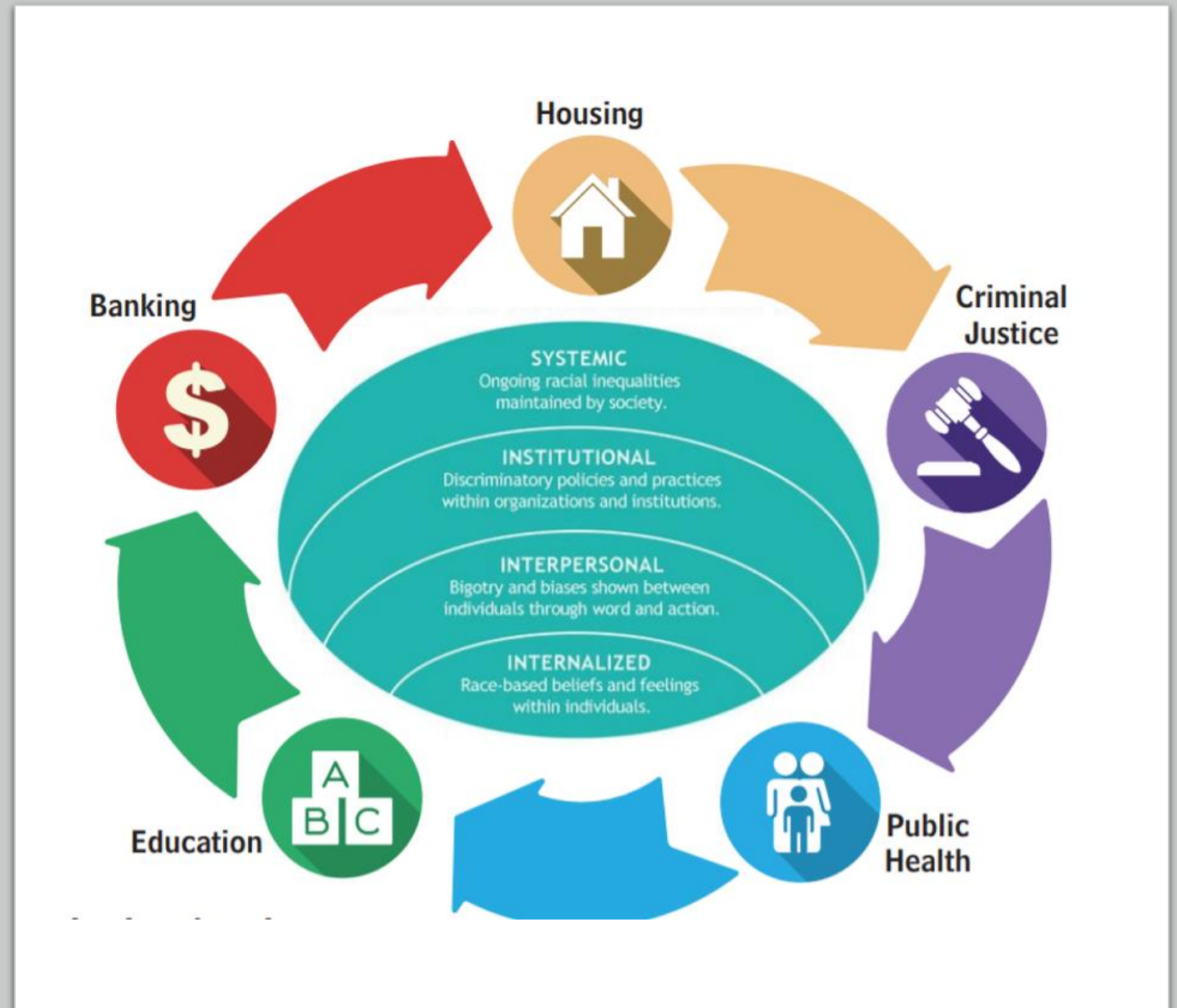
The stories of others are theirs to share, maintain confidentiality and trust among the group

Remember that everyone is on an individual DEI journey. Allow people to learn at different speeds. Give opportunity to allow others to speak if you are comfortable in this space

Allow conflicting views to emerge. Validate the fact that everyone is experiencing emotions in the discussion

Systemic Racism

A policy, system of government, etc., that is associated with or originated in such a doctrine, and that favors members of the dominant racial or ethnic group, or has a neutral effect on their life experiences, while discriminating against or harming members of other groups, ultimately serving to preserve the social status, economic advantage, or political power of the dominant group.





What thoughts or questions do you have after watching the video?

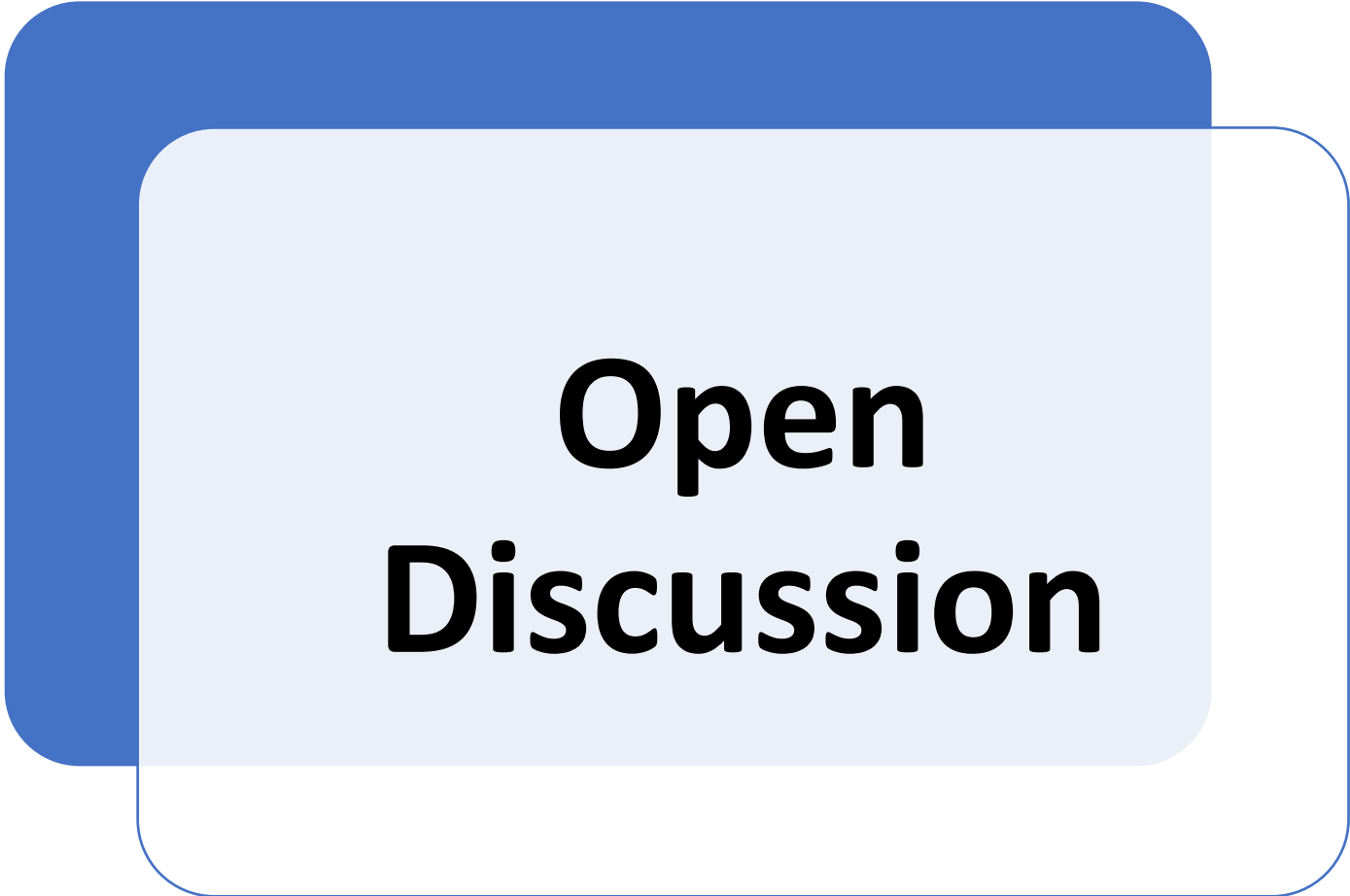
A graphic consisting of two overlapping rounded rectangles. The background rectangle is dark blue. The foreground rectangle is light blue and contains the text "Open Discussion" in bold black font.

**Open
Discussion**

A Conversation With White People On Race



What is your reaction to the video?



**Open
Discussion**

Let's Talk about Race & Religion

UNCOMFORTABLE CONVERSATIONS WITH A BLACK MAN

FRANK
Castro



What resonated with you after watching the video?

The graphic consists of two overlapping rounded rectangles. The background rectangle is dark blue. The foreground rectangle is light blue and contains the text "Open Discussion" in a bold, black, sans-serif font. The text is centered within the light blue rectangle.

**Open
Discussion**

What is your hope for the church as it relates to race and ethnicity?

**Last Open
Discussion of
the evening**

Thank you!

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