



**Tactical Teams-Inclusion/Diversity/Multiculturalism/Affiliation/Immigration Relations
January 22, 2021
Zoom Meeting**

**People Present: Terrell McTyer, Michelle Beech, Bernice Rivera, April Johnson,
Sharon Stanley-Rea**

Video Playback: https://youtu.be/apk_r65Mmjg

- Talked about the difference between diversity and equity and how they relate to each other. (Terrell and April)
- Physical diversity vs. psychological diversity (April)
- Equal is not the same as equity. (Bernice)
- Feels Diversity, Equity and Inclusion (DEI) and secular and the church shouldn't touch it. (April)
- Sees equity is an ethos and in the world it is a parameter. (April)
- Equity moves us in the direction of always thinking about who is missing and is not at the table and the church should always be doing that. (April)
- Challenge of the offering of the general church and offerings of the regional church and are those offerings provided in an equal way? (Terrell)
- Can expect people to be critical of a system that puts their viability at risk. (April)
- Having commitments to coordinate ways to root out where we are continuing to embody and perpetuate structural racism within the Christian Church (Disciples of Christ). (Sharon)
- A vision to be added: All new church teams on the regional level go through racism training, not assuming the members of those teams are clergy. Hopefully this training will encourage them to scrutinize their policies and procedures within their region. (Terrell)
- How can New Church offer Anti-Racism training to congregations rather than just the new church leaders? (Terrell)
- Discussed the misuse of anti-racism funds from special offerings and how that is a major issue. (April)
- Discussed funding for the congregations to attend anti-racism training, it would be under \$10,000.00. (April and Terrell)



- The funding system is broken and needs to be addressed. (Terrell)
- Michelle talked about how she hasn't received anything from the region regarding anti-racism/pro-reconciliation as a new church.
- Economic inequalities with immigrant congregations and causes problems with building trust. (Sharon)
- Terrell reminded everyone to think about who is missing from this team.

A handwritten signature in black ink that reads "Terrell L McTyer".

Terrell L McTyer
Minister of New Church Strategies