Minutes
Task Force to Study Sexism in The Episcopal Church and Develop Anti-Sexism Training
10:30-12:30 Monday, November 4, 2019
Zoom

Attending:
Laura Russell, chair
   J. Scott Mayer, vice-chair
   Helen Svoboda-Barber, secretary
   Mark Beckwith
   John Harris
   Spencer Hatcher
   Michael Hunn
   Tracy Johnson Russell
   Yein Kim
   Alexandra (Sasha) Killewald
   Katie Sherrod
Absent: Katherine Karr-Cornejo
        Brooks Cato
        Sophia Kitch-Peck
        Jennifer Reddall

We began by stating that Executive Council has extended our mandate and has given us until June of 2020 to present the trainings to them.

We then started to discuss the 2 subcommittees.

**Spencer introduce the work from the Why do we Do This? Sub Group**

They have three launching modules for every group.
They imagine the same group participating in these 3 modules together.
   First few modules 25-40 minutes each. Then 15-20 minutes for other modules
   Facilitator information will give different ideas for different groups (vestry, search co, etc).
   Facilitator info will also discuss how to make it useful for those taking the training again

**Module One: Context setting Intersectional sexism**
   Invitation into discomfort
      video or reading
      reflections about biases
      think beyond individual biases
      frame discomfort as a spiritual discipline
      acknowledge/examine your discomfort
      not all will feel discomfort equally.
   Setting group norms
John highlighted crosscultural group norms
Offer examples
Ask who is not present, why does that matter?

Module Two: The Baptismal Covenant Part 1 of 2
Patriarchy and theology so mixed together. We need to tease apart these two things.
Michael moving through salvation history, 5 minute video
Baptismal Covenant: affirms who we are, who God is, and who we hope to be
First question of Baptismal Covenant
what spoke to you?
cought your attention?
surprised you?

Break into small groups
what are you hopeful for in this work?
what are you afraid of or makes you nervous

Do you believe in God
How is God the Creator related to anti-sexism?
Jesus Christ
Incararnation/humanity impacts your faith?
Holy Spirit...life everlasting
what is the call of the church/saints given reality of sin and sexism?

closing prayer

Module Three: Baptismal Covenant Part 2 of 2
Video: of Baptism, baptismal vows
Voice over: Baptism marks us as Christ’s own, holds us to high standards,
offers a framework for self examination, charges us to be agents for change.
Baptism is framed in love, not coercion
Renew baptismal vows
Read final 5 questions
Invite conversations around the topics
What does it mean to be marked as Christ’s own forever?
What does this mean re: sexism in the church?
Set-up for what comes next

Spencer’s group’s next steps:
How to engage folks taking it the 2nd and 3rd time
Additional facilitators notes
Possibility of packaging as a single event, 3 events, 6 events

All documentation is on the Google Drive, Will go into extranet
Task Force Discussion

Tell us more about the Videos
   Also offer scripts for whomever is leading this session
   +Michael talks through salvation history
   Short vignettes are cheap and easy to produce.
   Animation at beginning of Black Panther. (Very expensive.)
   Opening video we may want to have done professionally 3 min intro

Task Force Reflection on these modules
   First 3 sessions not really talking about sexism in church, society, etc
   Some folks will see this training as a left-wing agenda with no theological basis.
   Thus first 3 modules
   This training is a spiritual discipline, not an HR training or political statement
   How do we encourage vestries/search co to take the amount of time this will take?
   Maybe present different/flexible ways to do this

Remember: Tools for Institutional Change are NOT convenient
   HR tools are to protect the institution
   THIS is about changing the institution, and will be difficult

How does this become doable for the person who least wants to do it?
How does this play with folks who think they already know all this stuff?
Goal: Whatever group is using this can find some way to grow through it
2 questions:
   a) How do we get people to engage at all?
   b) How do we get people to engage deeply?

Crisis of Confidence
   what are we doing? Is it feasible?
   fear of working hard on something that doesn't matter.
   Legislation isn't the way to create culture change from a few zoom meetings
   Feelings of urgency, and really ready to give it a try
   We are developing a good tool, thoughtful.
   Concern with strategy about where the tool goes.
   Vestrys aren't actually going to use this. (could be like Decade of Evangelism)

We should be strategic about where this can have the greatest impact:
   Executive Council, Search Consultants, Transition Officers
   Diocesan Executive Council, Diocesan Council

It is also required for most groups in the church

Easy Win: Training Consultants in Best Practices in Hiring
   Talk to Meghan Froelich
   Advocate for policy about this (but how does this play in all settings of TEC)
Helen’s Group, “What Is Sexism”
Created 3 modules: Glossary, Scripture and Gender Roles, Gender Bias and Sexism

Feedback from the 3 modules by this group
- It would help this group to have an outline like 1st group
- Some sort of organizing uniformity, even if it's just the pedagogical approach
- Finished product should look like it should hang together
- Include different mechanisms for learning
- All modules should be face to face, holding one another accountable

Glossary
- as flashcard quiz could be a module
- should include face-to-face work, discussion
- add theology to it (opening prayer, apostles creed in other gender etc)
- If you want to dive deeper, go here online to learn more, take this quiz etc
- KATIE and HELEN will work on making sure this isn’t plagiarism

The other two modules seem to be bookends of ways of working
- One is “we are coming up with this together.” The other is more didactic
- Probably ways to combine these in a more fulsome way

Scripture and Gender Roles
- swapping genders is effective. Reading out loud would be interesting.
- (how would Prodigal Daughter be different than Prodigal Son?)
- Careful not to fall into our/author's own experiences

Gender Bias and Sexism
- more didactic

Task Force Discussion

Moving forward:
HELPFUL: Put everything into the same Module Shape
FORMAT similarly, Content not necessarily similar
When do we get to the discomfort?
What are the priorities?
What type of conversation, experience is essential for these governing bodies to have whether or not they have a specific task in front of them?

Idea:
- Every group takes all modules
- Different facilitator instructions for different groups
1. 3 Modules from “Why Do We Do This?” (Spencer’s group)
2. 3 Modules from “What is sexism?” (Helen’s group)
3.: Some Real life applications
Next Meeting/Next Steps
December meeting
Meghan Froelich
For December Meeting:
Spencer’s Group
   working on what they have
Helen’s Group
   putting the 3 they did into the format Spencers’ used
   Post each Module on Google Drive
For January meeting:
   Different small groups work on each module
Close with prayer: Spencer