

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?

caught 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

Incarnation/humanity impacts your faith?

Holy Spirit...life everlasting

what is the call of the church/saints given reality of sin and sexism?

closing prayer

conclusion

video or run-through by facilitator of upcoming stuff

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.

Vestries 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