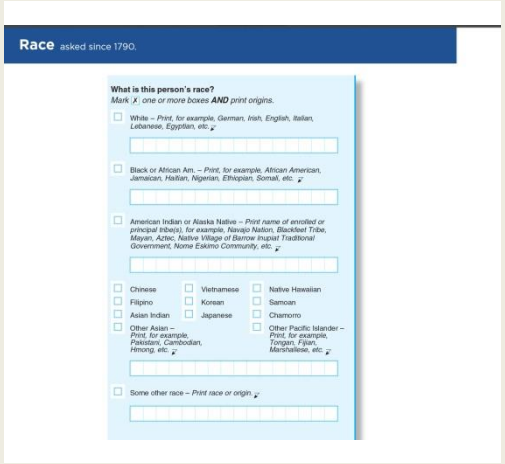
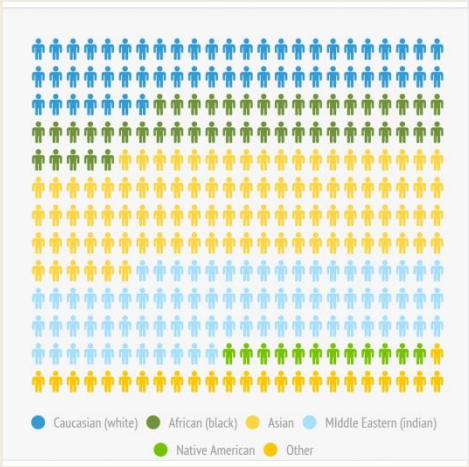
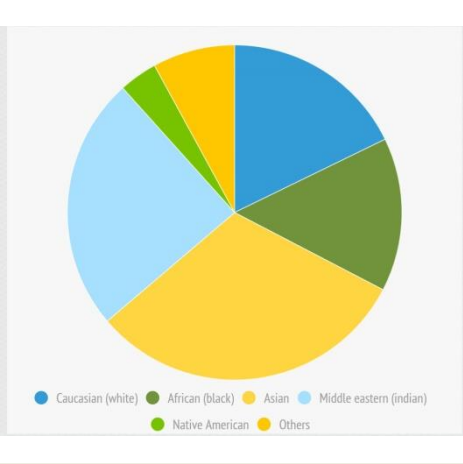
04/07/2018
Carpinteriaa,
Santa Barbara, CA\
(Updated 04/09/18)

Embracing God's Diversity







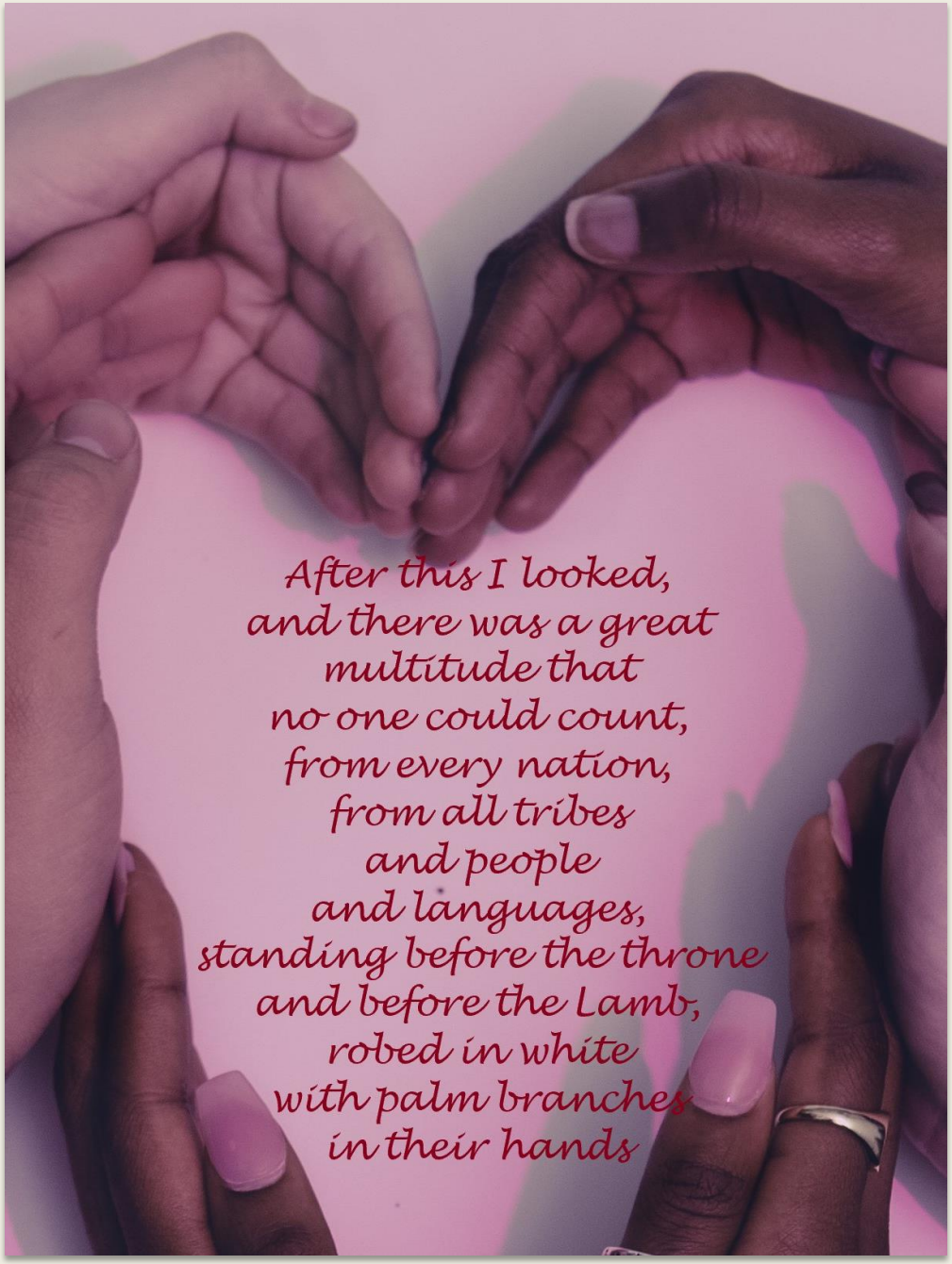
Beyond the Color Labels / Building an Anti-racist Identity / Biblical Diversity

Anita Coleman / Anti-racism Digital Library

The Science of Skin Color

- "While visible human traits like height, hair texture and eye color, vary in degree from person to person, skin color is the trait most often used when describing people."
- "When ultraviolet sunlight hits our skin, it affects each of us differently. Depending on skin color, it'll take only minutes of exposure to turn one person beetroot-pink, while another requires hours to experience the slightest change. What's to account for that difference, and how did our skin come to take on so many different hues to begin with? Angela Koine Flynn describes the science of skin color."
- "However, one refers to human skin color today, language historically used in the United States has incorrectly called certain shades of human skin "red," "white," "black," and "yellow." None of these actually represent the palette of human skin color and was usually used in a derogatory way. Unfortunately, much of this language persists today and helps to contribute to the misunderstanding of the biology of skin color."

Watch: https://ed.ted.com/lessons/the-science-of-skin-color-angela-koine-flynn or: https://youtu.be/_r4c2NT4naQ



A Vision – *NO RACE!*

After this I looked and there was a great multitude that no one could count, from every nation, from all tribes and people and languages, standing before the throne and before the Lamb, robed in white with palm branches in their hands.

Revelation 7: 9

The underlined words, when translated correctly from the original language, reveal no race!

Nation = *ethnos*

Tribe = *phylē*

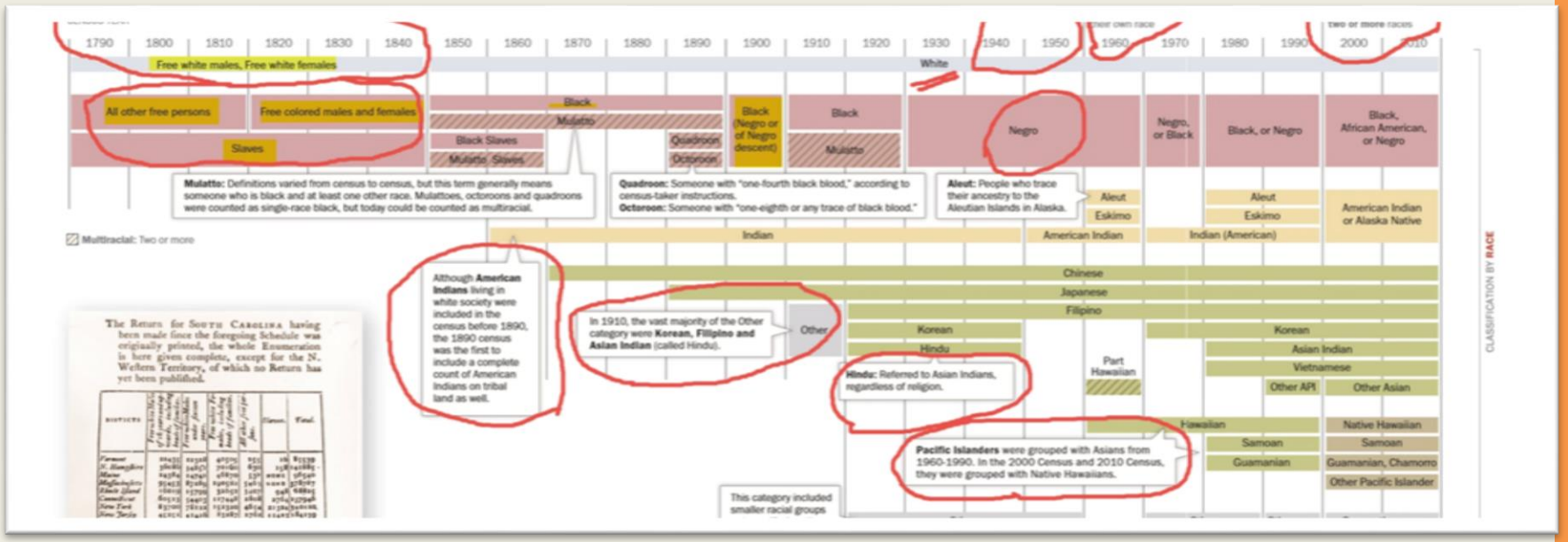
People = *laos*

Language = *glossa.*

Genesis also makes it clear that humans are created Imago Dei (in the image of God).

So where does race come from?

- Race is a social construction
  - Economics, Science, Religion (Christianity – Doctrine of Discovery (see Theology, Race and Libraries, in ADL)
- Biblical Account of Dark Skin Color
  - Noah's curse on Ham's son Canaan (Genesis 9)
  - Lamentations (4 & 5) skin becoming dark due to famine
- Scientific accounts of skin color
  - 17th century Response to the heat of sun; Bile theory; Optic theory; New World: first major study in 1744; "degenerate races"; 20th century Vit D, folic acid, cold tolerance.
- Creation of racial categories (and skin color labels) by the Office of Budget and Management to use in the Census – to count Property (free vs. slave)

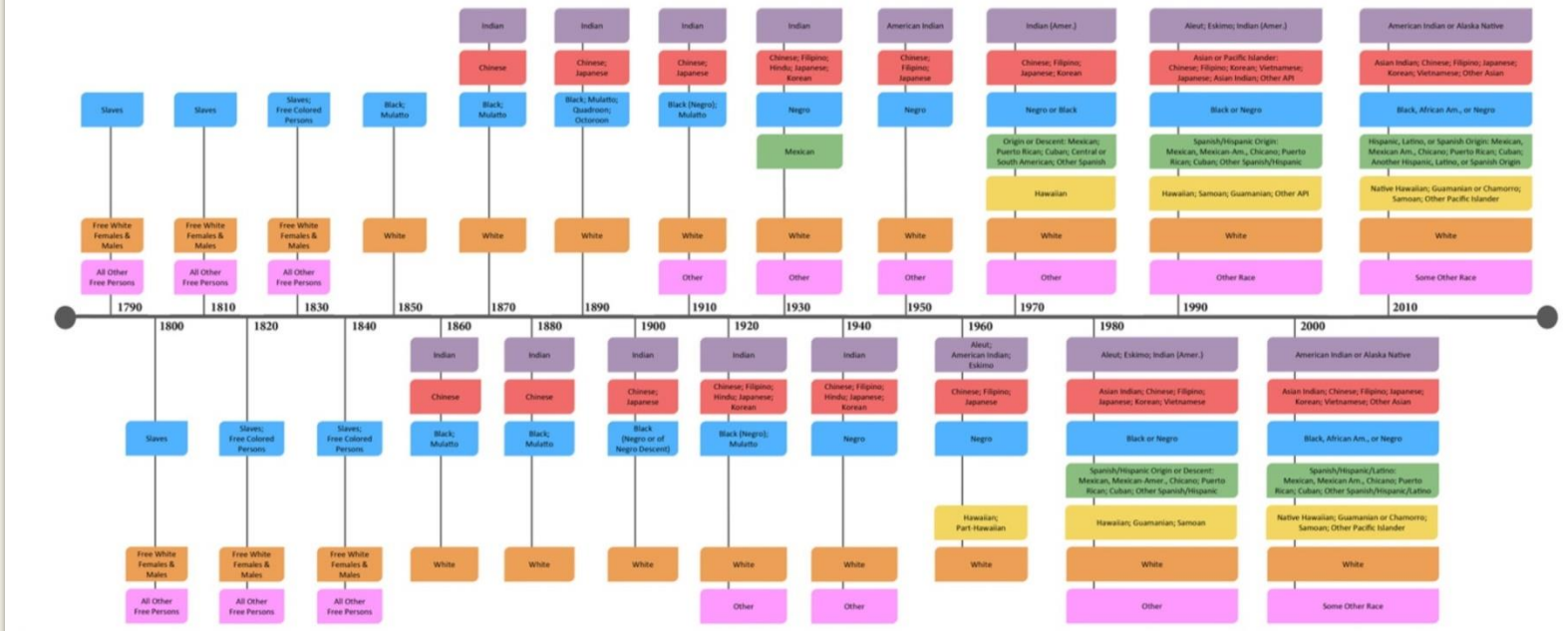


Human Identity in God's Kingdom

Vs. What the Census Call Us

Made in God's Image

Vs. Blacks, Whites, People of Color



Gibson, Campbell, and Kay Jung. 2002. "Historical Census Statistics on Population By Race, 1790 to 1990, and By Hispanic Origin, 1790 to 1990, For The United States, Regions, Divisions, and States."
Humes, Karen, and Howard Hogan. 2009. "Measurement of Race and Ethnicity in a Changing, Multicultural America."
Humes, Karen R., Nicholas A. Jones, and Roberto R. Ramirez. 2011. "Overview of Race and Hispanic Origin: 2010."
Office of Management and Budget. 1978. "Statistical directive no. 15: Race and ethnic standards for federal agencies and administrative reporting."
Office of Management and Budget. 1997. "Revisions to the standards for the classification of federal data on race and ethnicity."
U.S. Census Bureau History Questionnaires. (2014, March 31).

Construction and confusion of race continues: 2020 Census will add a new category MENA Middle Eastern and North African to already existing racial categories of White; Black/African American; American Indian/Alaska Native; Asian; Native Hawaiian or Other Pacific Islander; Mixed; Hispanic (ethnicity not race) – See https://www.census.gov/newsroom/press-kits/2018/2020-census.html

jasper texas 1998

jasper texas 1998

BY LUCILLE CLIFTON

for j. byrd

i am a man's head hunched in the road.
i was chosen to speak by the members
of my body. the arm as it pulled away
pointed toward me, the hand opened once
and was gone.

why and why and why
should i call a white man brother?
who is the human in this place,
the thing that is dragged or the dragger?
what does my daughter say?

the sun is a blister overhead.
if i were alive i could not bear it.
the townsfolk sing we shall overcome
while hope bleeds slowly from my mouth
into the dirt that covers us all.
i am done with this dust. i am done.

#BlackLivesMatter

Skin Color Identity Labels Cause

*Cooperation

*Conflict

*Confusion

#BLM

- **Criminalization**
- **Violence**

“Leaderful”

Not Using “White America’s” Language

Not Mobilizing the Church

Black men make up just 6% of the nation's population.
But 40% of police killings in 2015.

How can Christians use language that sees and respects the Imago Dei? (Decrease Implicit Bias; Increase our awareness - woke)

How great a forest is set ablaze by a small fire! And the tongue is a fire - a restless evil, full of deadly poison. With it we bless the Lord and Father, and with it we curse those who are made in the likeness of God. From the same mouth come blessing and cursing. James 3: 5b – 10a (NRSV)

Some Definitions and Another Story

- Anti-racism
- Blackness, Whiteness are constructions.
- Diversity / Intersectionality
- White Fragility/Guilt
- Privilege / White Privilege
  - Skin Color. Class. Education. Faith. What else?
- Race, Racism, Racialization – *Coming to America*
  - Woke: Becoming aware *Rise, Shine, Be Woke*

Race is EVIL. How can we stop perpetuating the evils of race if we continue to use the language of race?

Anti-Racism Digital Library

The Anti-racism Digital Library serves as a clearinghouse for information resources about people, groups, and projects who are building inclusive and caring communities. Anti-racism can be defined as some form of focused and sustained action, which includes inter-cultural, inter-faith, multi-lingual and inter-abled (i.e. differently abled) communities with the intent to change a system or an institutional policy, practice, or procedure which has racist effects. Read more...

Featured Item

Using the Anti-racism Digital Library and Thesaurus to Understand Information Access, Authority, Value and Privilege

The new ACRL Framework for Information Literacy, specifically the six threshold concepts about information mirror the experiences of the author as a...

Recently Added Items

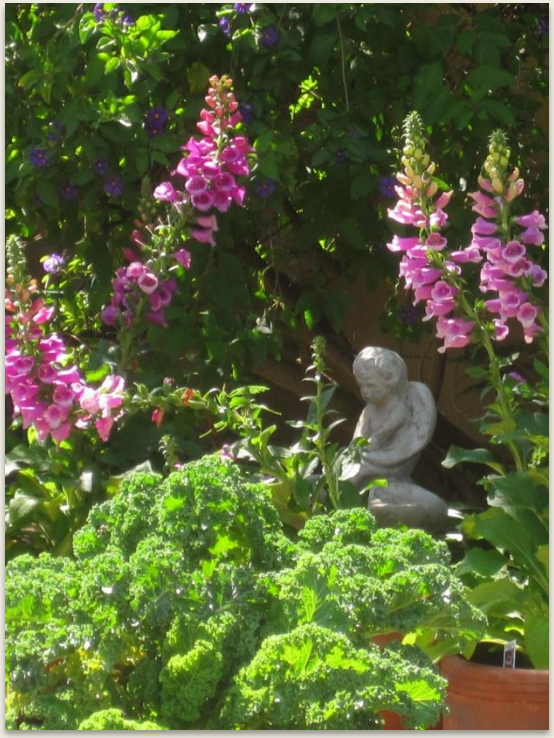
What Can We Do? Becoming Part of the Solution

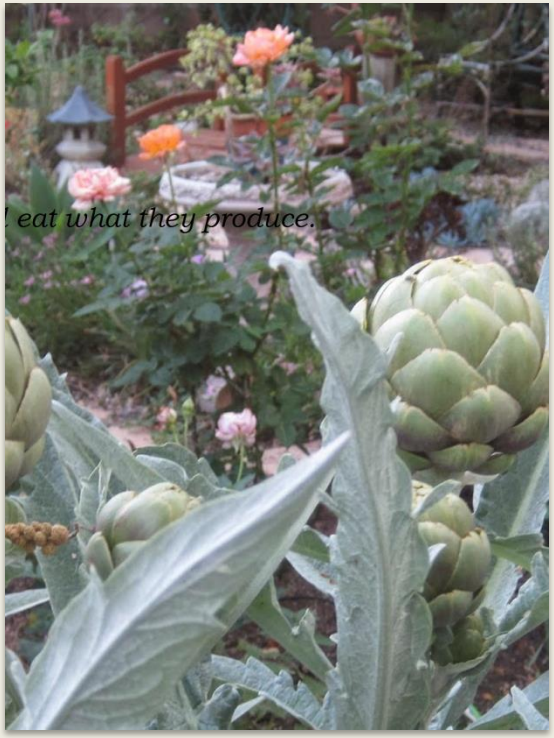
Featured Collection

The Christian Imagination

The Christian Imagination collection brings together resources that can be used to engage people and communities to embody Jesus' way of compassion...

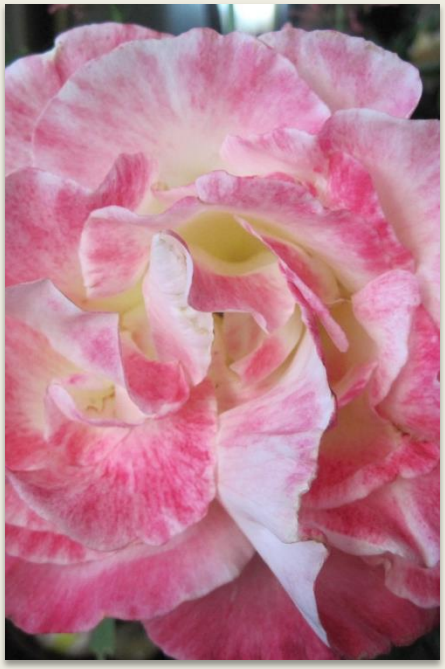
Featured Exhibit





Diversity in the plant kingdom; Kingdom of God/Heaven for Humankind

Plant species – shows us we live in the Economy of Grace. Jesus' Kingdom of God is among us. If only we have eyes to see and ears to hear.



ask the plants of the
earth, and they will
teach you; ...Who
among all these does
not know that the
hand of the Lord has
done this?
Job 12: 8a, 9

A Small Needful Fact

A Small Needful Fact

Ross Gay

Is that Eric Garner worked
for some time for the Parks and Rec.
Horticultural Department, which means,
perhaps, that with his very large hands,
perhaps, in all likelihood,
he put gently into the earth
some plants which, most likely,
some of them, in all likelihood,
continue to grow, continue
to do what such plants do, like house
and feed small and necessary creatures,
like being pleasant to touch and smell,
like converting sunlight
into food, like making it easier
for us to breathe.

Caught in the Cross-fire
By Anita Coleman

Not black
Not white
Not quite
Not Hindu
Not Muslim
Not Indian
Not American.

Defined by what I'm not.
Desired for IQ, IT.
Mistaken.

ABCD
Brownie
Colored
Dot-buster
Indo-nigger
Oreo
Sambo
Towel-head

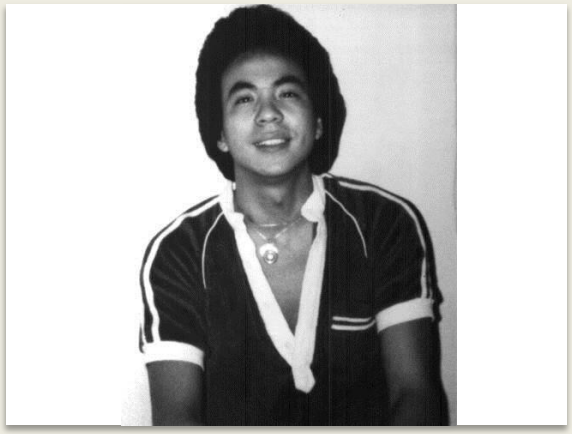
Which tribe should I choose?
Do I belong here?

We gon' be alright!

Oh, America! We, your people
Vincent Chin
Trayvon Martin
Srinivas Kuchibotla
Baseball bat beaten
Gunshot at The Retreat
Murdered in Kansas.

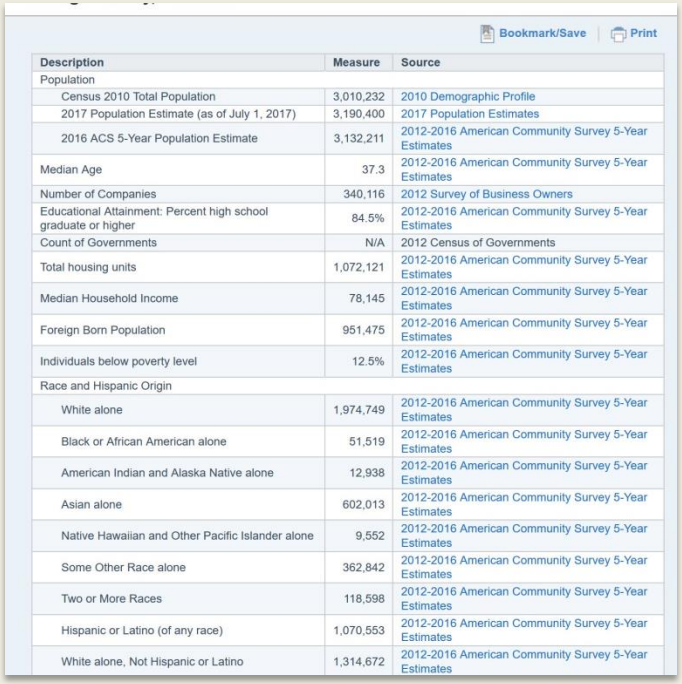
Accidental activist anti-racist
Chant Coerce Cajole
No more incarceration
No more ravishing in the Midwest
No burying genocide in California
No re-segregating in the East.

See me
Love me
Yearning to be
Human and free.



See me. Love me. Yearning to be. Human and Free.

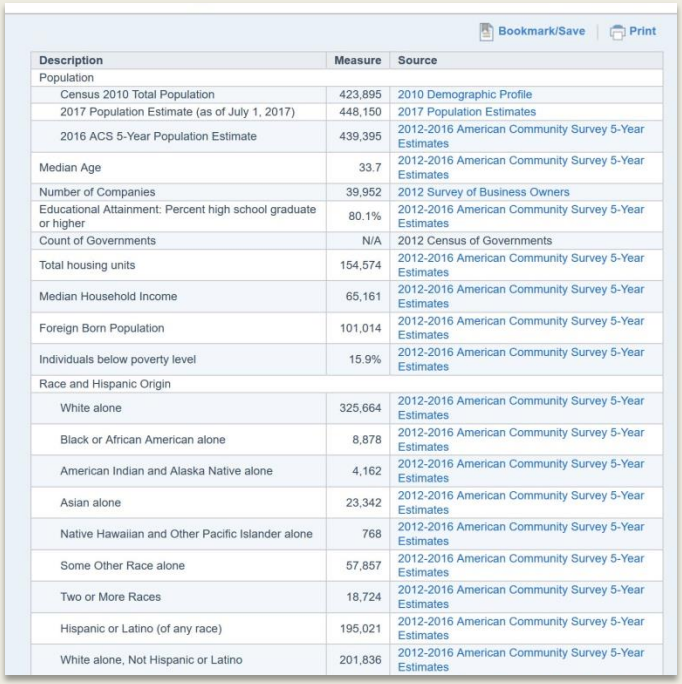
Sunrise in the Suburbs: A Case Study ☺



Bookmark/Save | Print

Description	Measure	Source
Population		
Census 2010 Total Population	3,010,232	2010 Demographic Profile
2017 Population Estimate (as of July 1, 2017)	3,190,400	2017 Population Estimates
2016 ACS 5-Year Population Estimate	3,132,211	2012-2016 American Community Survey 5-Year Estimates
Median Age	37.3	2012-2016 American Community Survey 5-Year Estimates
Number of Companies	340,116	2012 Survey of Business Owners
Educational Attainment: Percent high school graduate or higher	84.5%	2012-2016 American Community Survey 5-Year Estimates
Count of Governments	N/A	2012 Census of Governments
Total housing units	1,072,121	2012-2016 American Community Survey 5-Year Estimates
Median Household Income	78,145	2012-2016 American Community Survey 5-Year Estimates
Foreign Born Population	951,475	2012-2016 American Community Survey 5-Year Estimates
Individuals below poverty level	12.5%	2012-2016 American Community Survey 5-Year Estimates
Race and Hispanic Origin		
White alone	1,974,749	2012-2016 American Community Survey 5-Year Estimates
Black or African American alone	51,519	2012-2016 American Community Survey 5-Year Estimates
American Indian and Alaska Native alone	12,938	2012-2016 American Community Survey 5-Year Estimates
Asian alone	602,013	2012-2016 American Community Survey 5-Year Estimates
Native Hawaiian and Other Pacific Islander alone	9,552	2012-2016 American Community Survey 5-Year Estimates
Some Other Race alone	362,842	2012-2016 American Community Survey 5-Year Estimates
Two or More Races	118,598	2012-2016 American Community Survey 5-Year Estimates
Hispanic or Latino (of any race)	1,070,553	2012-2016 American Community Survey 5-Year Estimates
White alone, Not Hispanic or Latino	1,314,672	2012-2016 American Community Survey 5-Year Estimates

Orange County



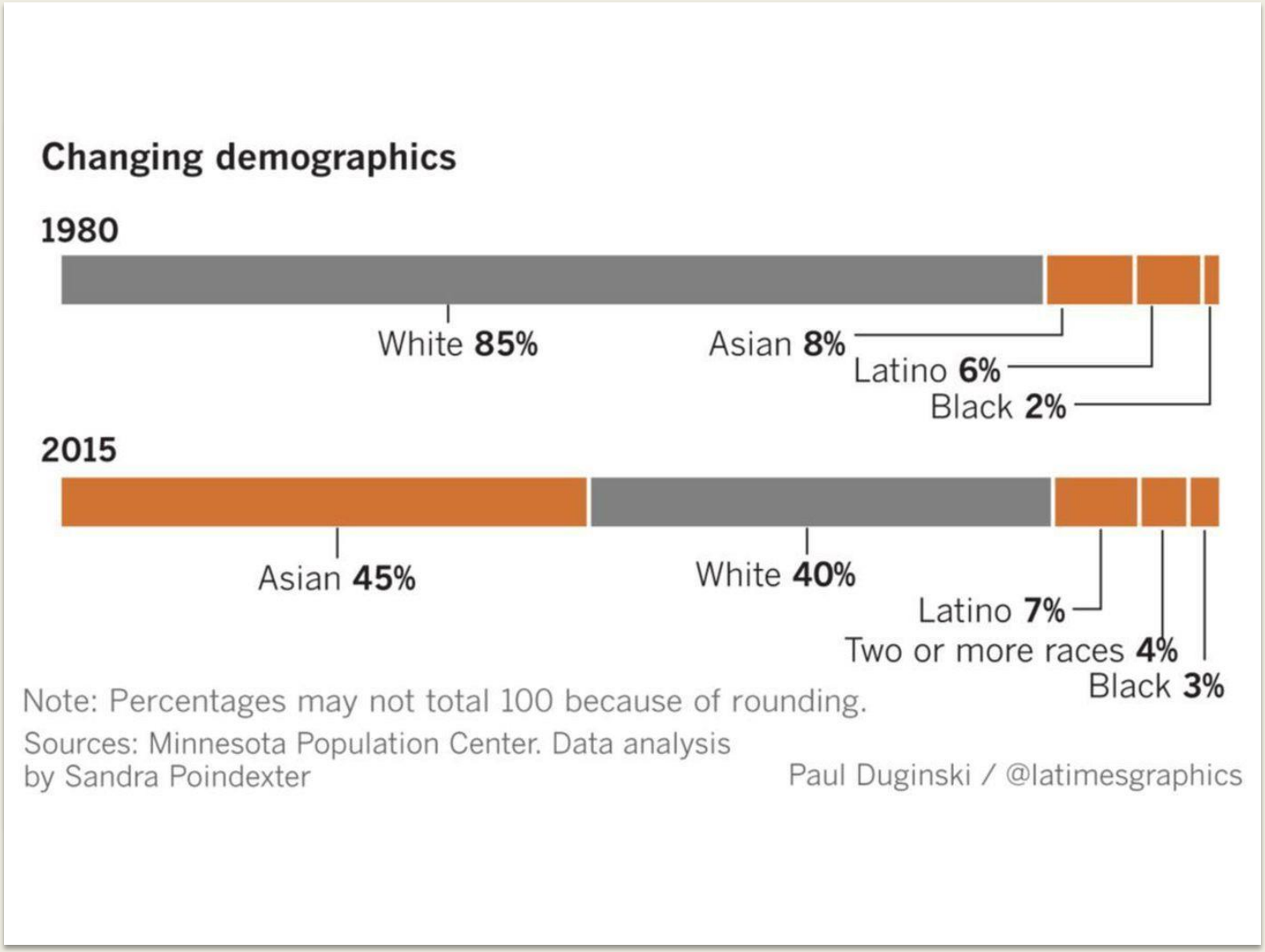
Bookmark/Save | Print

Description	Measure	Source
Population		
Census 2010 Total Population	423,895	2010 Demographic Profile
2017 Population Estimate (as of July 1, 2017)	448,150	2017 Population Estimates
2016 ACS 5-Year Population Estimate	439,395	2012-2016 American Community Survey 5-Year Estimates
Median Age	33.7	2012-2016 American Community Survey 5-Year Estimates
Number of Companies	39,952	2012 Survey of Business Owners
Educational Attainment: Percent high school graduate or higher	80.1%	2012-2016 American Community Survey 5-Year Estimates
Count of Governments	N/A	2012 Census of Governments
Total housing units	154,574	2012-2016 American Community Survey 5-Year Estimates
Median Household Income	65,161	2012-2016 American Community Survey 5-Year Estimates
Foreign Born Population	101,014	2012-2016 American Community Survey 5-Year Estimates
Individuals below poverty level	15.9%	2012-2016 American Community Survey 5-Year Estimates
Race and Hispanic Origin		
White alone	325,664	2012-2016 American Community Survey 5-Year Estimates
Black or African American alone	8,878	2012-2016 American Community Survey 5-Year Estimates
American Indian and Alaska Native alone	4,162	2012-2016 American Community Survey 5-Year Estimates
Asian alone	23,342	2012-2016 American Community Survey 5-Year Estimates
Native Hawaiian and Other Pacific Islander alone	768	2012-2016 American Community Survey 5-Year Estimates
Some Other Race alone	57,857	2012-2016 American Community Survey 5-Year Estimates
Two or More Races	18,724	2012-2016 American Community Survey 5-Year Estimates
Hispanic or Latino (of any race)	195,021	2012-2016 American Community Survey 5-Year Estimates
White alone, Not Hispanic or Latino	201,836	2012-2016 American Community Survey 5-Year Estimates

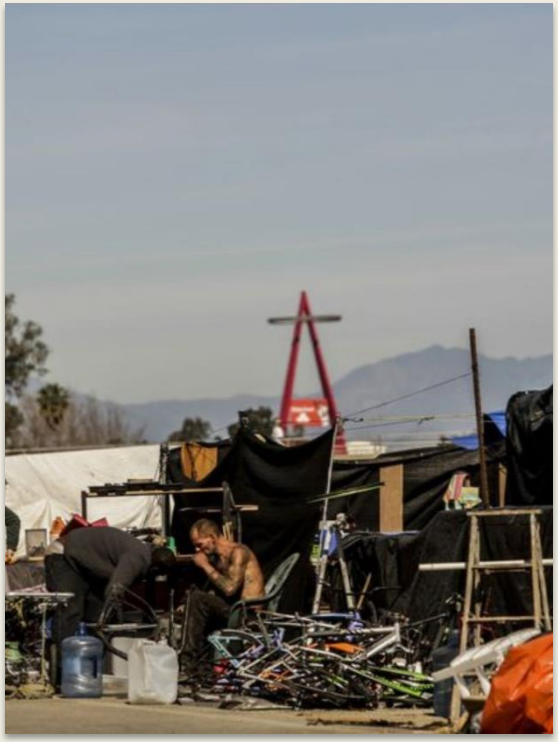
Santa Barbara County

Mural at an elementary school in Irvine Unified School District – a lot of diversity

Orange County Great Park – a lot of land



Changing Demographics



No Homeless in Irvine

No Homeless Shelter in Irvine

Myths, Stereotypes, Labels

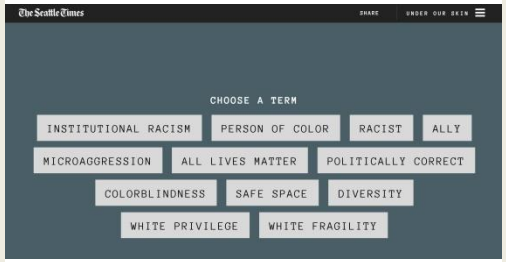
The First Amendment

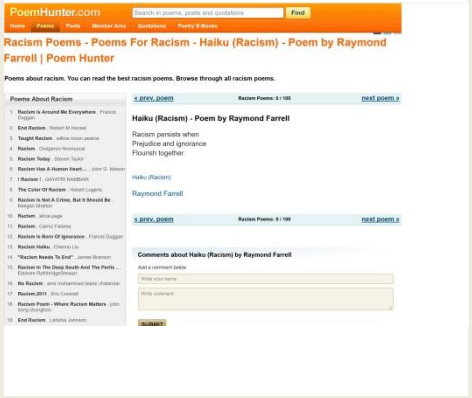
FEAR HAS
NO PLACE IN
OUR SCHOOLS
ayers and condolences
are not enough!
Our government officials
need to
TAKE ACTION or
STEP DOWN
FEAR HAS
PLACE IN

NORTHEASTERN
UNIVERSITY

Responding through ART, LANGUAGE, PHOTOGRAPHY

Audience Responses to Embracing God's Diversity (afternoon)





The Anti-Racism Experiment that Transformed an Oprah Winfrey Show Audience /Where Are They Now? (Blue eyes/Brown eyes experiment)

https://youtu.be/5NHeFgaVWs8 (watch this video from YouTube)

Options (choose one or more)

- **Art:** Use colored pencils to draw portraits of people. Artistic proficiency not required.
- **Poetry:** Using the haiku format, write a poem about a person(s) in a photograph.
- **Writing:** Respond to pictures and questions using writing.
- **Collage:** Make a group collage of terminology that makes you cringe.
- **Photography:** Using cell phones, take pictures of various people noting light and shadow on different skin tones.

Haiku

Which picture attracts your attention the most? Describe the person in the picture using haiku. What do believe about the person? Who are they? What's their story?

This is My son
What do you see, this is My son
that is what I see

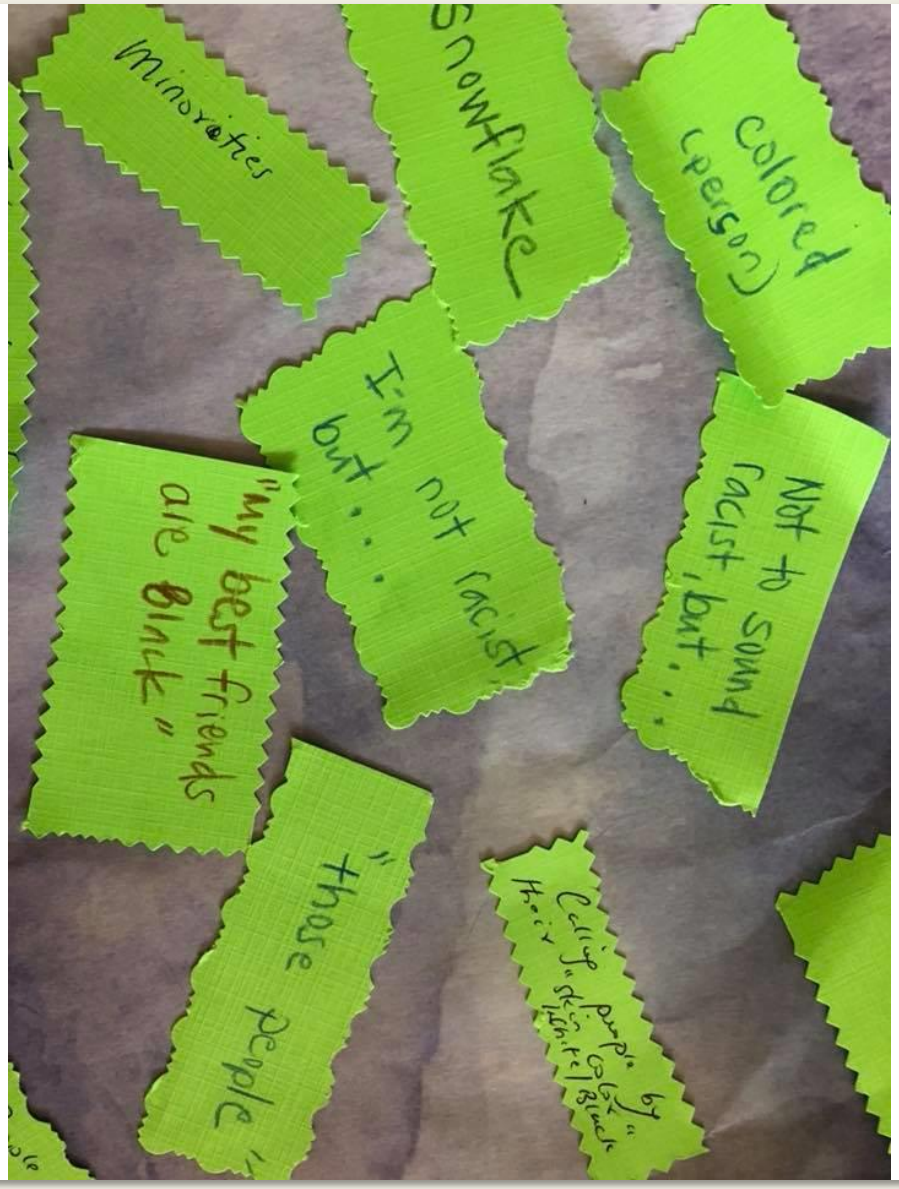
Now write a description using only what you actually see.

I see My son
He Looks like me because
This is My son

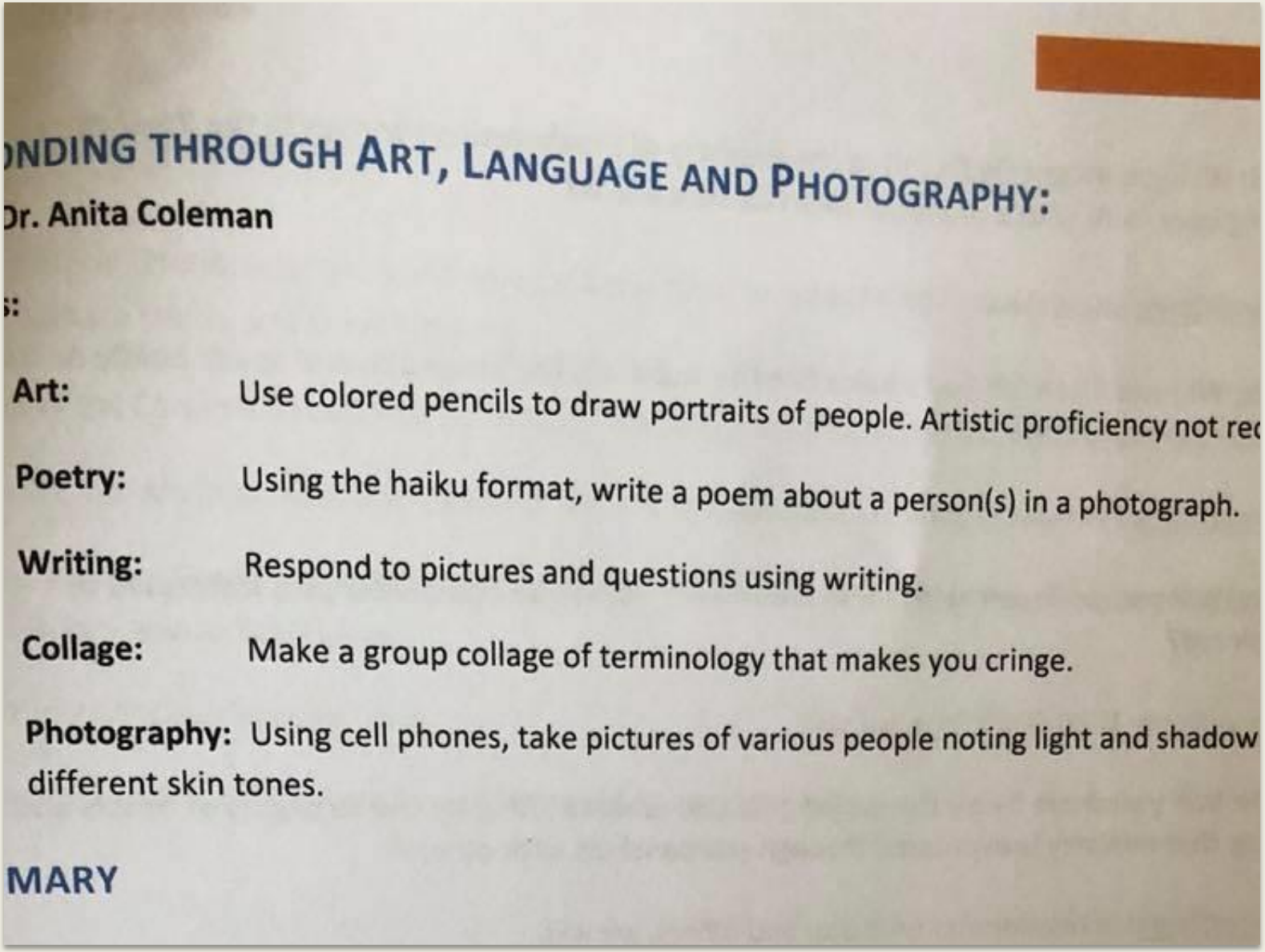
One of the most powerful responses was this haiku poem written in response to this picture. Photo credits on this slide and the next: Aundre Larrow

This picture shows a variety of people - in common they are all smiling & of a fairly young age —
In contrast they are each very different looking with a variety of skin color, face shapes, and quite individual smiles & They are dressed differently also. Each person is unique yet all are human - made in God's image.

This is one of the writing responses to an image (as shown). The writer's comments challenge us to think about self presentation and human character beyond the skin color. What and how do clothes and smiles tell us about people (all are created *Imago Dei)*?



This impactful and provocative response is a collage of words and phrases (in blue) that make Ann cringe! A few more from other respondents were added in black ink during the open debriefing session.



Afternoon activities (collaboratively created by Anita & Noni Patchell

Yet another response, this time from Judith Muller, helped us all learn about Shirley cards - see more https://www.npr.org/2014/11/13/363517842/for-decades-kodak-s-shirley-cards-set-photography-s-skin-tone-standard

Another response to one of the images (Embracing God's Diversity). Carol talks about the injustices posed by redlining / housing segregation for returning WWII veterans and its effects on their American dream

Facing Racism: A Vision of the Intercultural Community Churchwide Antiracism Policy

Title
Facing Racism: A Vision of the Intercultural Community Churchwide Antiracism Policy

Identifier
https://www.presbyterianmission.org/wp-content/uploads/Facing-Racism-new-2016-antiracism-policy-for-GA-222-approval.pdf

Description
This is the new churchwide anti-racism policy of the Presbyterian Church (USA) submitted for approval at the 222nd General Assembly (2016). 21 pages (with blank pages at end for Notes).

Statements include:
The Bible insistently reveals that God loves diversity and justice.
God's purpose for us: The Intercultural Community
Racism is the opposite of what God intends for humanity.
Racism is nurtured and sustained by systemic power.
The spiritual dimension of racism requires a spiritual solution.

Concepts include: Contemporary Racism; White Supremacy; Systemic Racism; Internalized Oppression; Addiction and Privilege;

Date Added
July 14, 2016

Collection
Tools

Citation
Presbyterian Church (U.S.A.), "Facing Racism: A Vision of the Intercultural Community Churchwide Antiracism Policy," *Anti-Racism Digital Library*, accessed July 16, 2016, http://sacred.omeka.net/items/show/49.

Thank you!

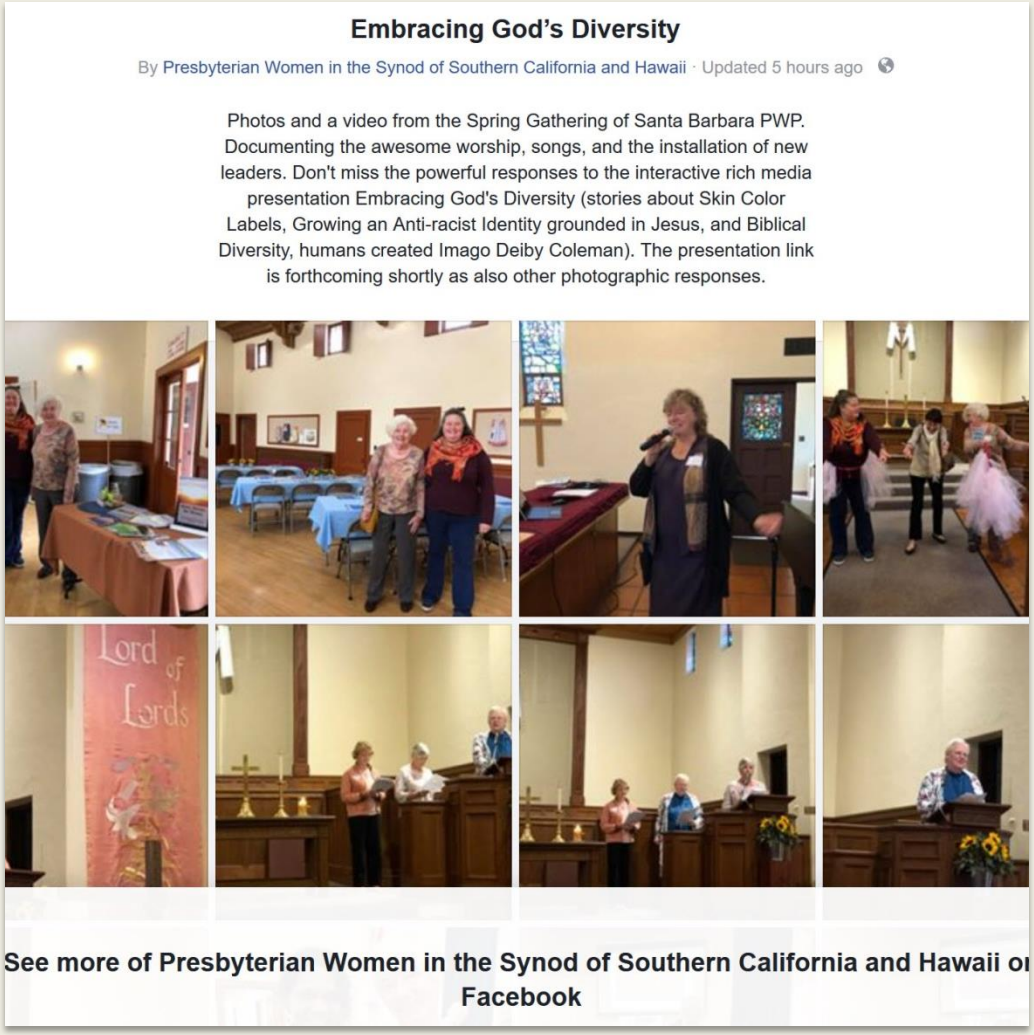
- **Thanks also to** SB PWP & Carpinteria Community Leadership Teams
- **Photo credits:** Most of the pictures are mine; Homelessness in the OC are from *OC Register, LA Times*, and *Voice of OC; Shirley cards and a few others from Adobe Create Magazine,* Tips for photographing dark skin tones by Aundre Larrow of http://www.aundrelarrow.com/.
- Noni, Bobbi & Jerry, Steve: I couldn't have done it w/o you!
- **References:**
  - ***Anti-Racism Digital Library*** – endracism.info
  - Origin of 'race' see Theology, Race and Libraries
  - To commit, read Growing a personal anti-racist voice and identity
  - To learn, check out the various collections: e.g. The Christian Imagination; Presbyterian Women; PC (USA); Reclaiming Ourselves as well as the *Anti-racism Glossary* - http://endracism.info/glossary

Q & A

- What language should we use? How do we avoid using skin color labels?
  - Often, it is not necessary to use skin color labels (white, black, people of color) to describe people; consider the context and use what it requires or geographic origins
  - Listen to how people describe themselves and use that
  - Use descriptors that respect essential humanity and bring hope; de-stigmatize (*unsheltered vs. homeless*)
  - Describe neutral or striking markers, e.g. clothes, hair
  - Continously grow a personal anti-racist voice and identity using Christian values, beliefs, and behaviors

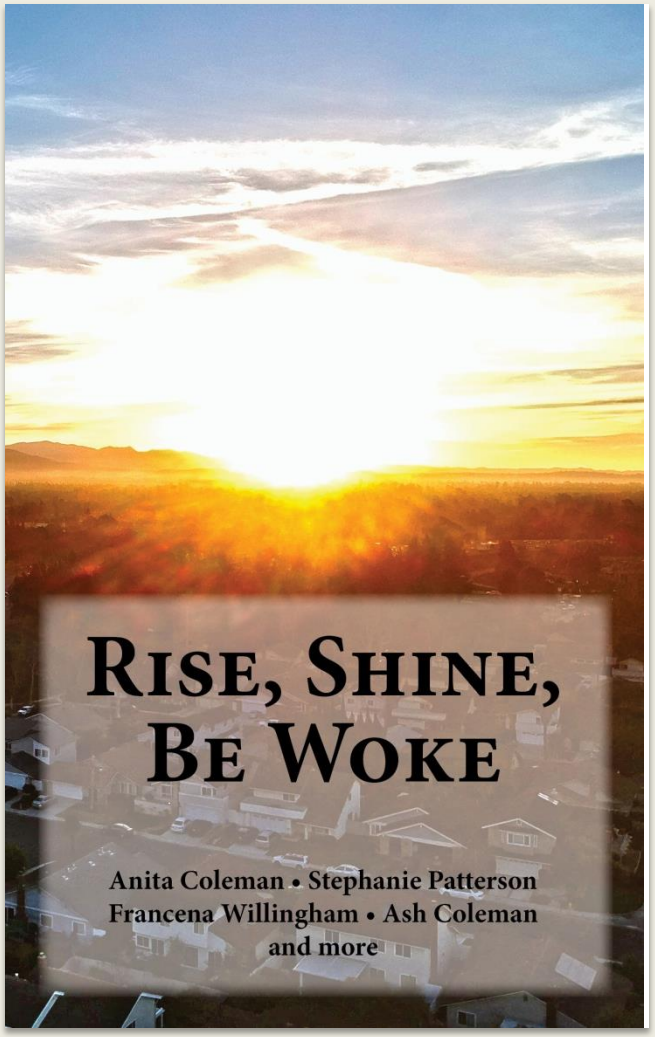
Christian Beliefs, Values, and Actions (for anti-racism practice)

- **Some Beliefs and Values are:**
  - Compassion
  - Community
  - Diversity
  - Empathy
  - Equality and Equity
  - Hospitality
  - Human Rights
  - Inclusion
  - Justice
  - Non-violence
  - Peace
  - Respect
  - Tolerance
  - Unity
- **Some Anti-racist Actions are:**
  - Advocacy
  - Practicing Cultural Humility
  - Acknowledging White (Skin) Privilege
  - Active Listening
  - Woke (aware that race as evil)
  - Interfaith Dialog
  - Christian Witnessing
  - Faithful Rhetoric
  - Civic Engagement
  - Standing in Solidarity
  - Radical Hospitality
  - Original Purpose/Divine Calling (for everybody not just clergy)
  - Silence (Christian discipline)



See the photo album of the entire day (no audience pics): https://www.facebook.com/media/set/?set=a.2342255872466720.1073741844.1483748561650793&type=1&l=14b4dcbafc

This is a 18-page 90 minutes anti-racism study about racialization. It includes a glossary with terms and definitions for 16 words, three poems, and several reflection questions. It can be done individually, with a friend, small group or large group. Download and complete the study from the Anti-racism Digital Library: Growing a personal anti-racist voice and identity



Coming in June 2018

Contact: charis.coleman@gmail.com

Anti-racism Digital Library: endracism.info