

Welcome to Racism, Crime and Community

A UMW RACIAL JUSTICE EVENT

WE ARE GLAD YOU ARE HERE!





POP

QUIZ!

In one minute...

Write down as many people as you can that Jesus interacted with who was from a different ethnicity, nationality, or racial group.



Our Plans for Today

- ☐ Explore the relationship between racism and crime in a community
- ☐ Make our unconscious bias more conscious
- ☐ Develop a greater understanding of each other
- ☐ Mobilize our love for one another toward greater racial justice

To Achieve Today's Goals

- ☐ Be **Curious** about self & others
- ☐ Be **Compassionate** toward self & others as we tell truths about lived experiences
- ☐ Be **Caring** about what happens after we leave here today

Establishing a Safe, Grace Zone

Curiosity, compassion, and care compel us to lay down our **assumptions and judgments** about **ourselves, others, and the situations** we face for the sake of **understanding better** who is before us.



Establishing a Safe Grace Zone

psy·cho·log·i·cal safe·ty
/ ,sīkə'läjək(ə)l/ / 'sāftē/

Psychological safety describes people's perceptions of the consequences of taking interpersonal risks in a particular context such as a workplace—bringing their full, whole self.

Establishing a Brave Zone

**In this
space...**

- ❖ We face our fears and name them.
- ❖ We choose curiosity over judgment.
- ❖ We lean into discomfort, recognizing it as a space of growth.
- ❖ We acknowledge our collective imperfections so that we can make mistakes.
- ❖ We forgive often.
- ❖ We call people “in” rather than call people “out.”
- ❖ We seek authenticity.
- ❖ We embody our truths.

BRAVE, SAFE
GRACE ZONES
REQUIRE US TO
BECOME AWARE
OF OUR OWN
UNCONSCIOUS
BIAS

What is
unconscious
or implicit
bias?



Unconscious Bias:

A tendency or preference towards a particular perspective, ideology, or result, which interferes with our ability to be impartial, unprejudiced, or objective, and of which we are *unaware*.



Unconscious or Implicit Bias Is Part of Being Human

Unconscious or implicit bias is not inherently bad. It's *natural and a part of our biological make up.*

Relationship undermines implicit bias.

– Dr. Tia Martinez

It is hard to hate up close. It is easier to hate when you are hating a person through a filter.

– Michelle Obama

“

One doesn't have to operate with great malice to do great harm. The absence of empathy and understanding are sufficient.”

-- CHARLES M. BLOW



Racism, Crime and Community

Open Discussion

Write down a word or phrase that describes how you are feeling right now? If you like, write why you feel that way? Greet your neighbor and share how you are feeling.

Open Discussion

Recall the first memory you have of your parents/family teaching you about people that are a different ethnic group than you are. Reflect on any feelings you may have had at that time. Share with your neighbor.

Open Discussion

Think about a time that you have experienced racism and how you reacted to the situation. Write down how you felt in that moment and what your reaction was. Faced with the same situation, how would you want yourself to react today?

Panel Discussion #1: Racism, Crime and the Greater Community



Terry Green

Founder/CEO
ThinkMakeLive
Social Justice
Advocate



Teri Ferguson

Hamilton County
Ohio
Veteran Elementary
Educator



Mike Davis

Religious Services
Coordinator for the
Ohio Department of
Rehabilitation and
Corrections

in · ter · sec · tion · al · i · ty

/,in(t)ə'sekʃHə'nælədē/

The interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.

When did you first become aware that you were being treated differently than your Euro-American peers?

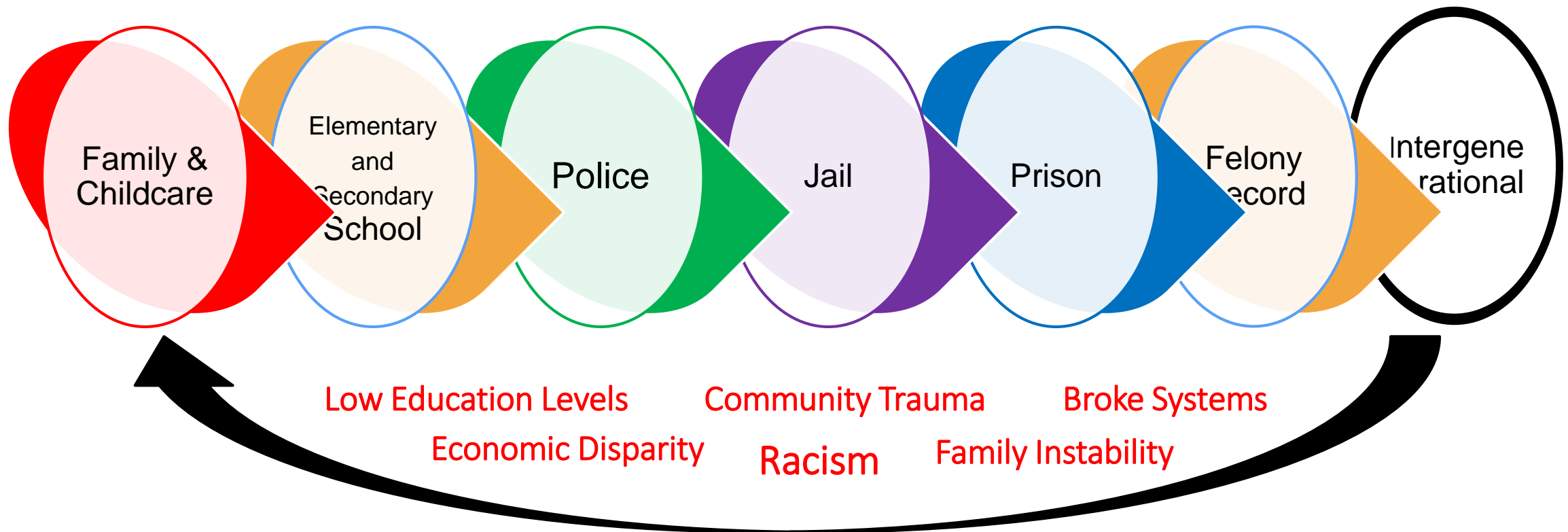
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What was the messaging you received in school as a person of color growing up?

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***What are some of the messages you've received,
either directly or indirectly, over the years about
where you “fit” in the community wherever
you've lived and worked?***

SCHOOL-TO-PRISON PIPELINE





Terry Green Video:

<https://www.youtube.com/watch?v=sqpYBjjdORo>

Panel Discussion #1: Racism, Crime and the Greater Community



Terry Green

Is it fair to say that you eventually got caught up in the school-to-prison pipeline? When you look back over your childhood and what was going on in your community, how much influence did racism have in the decisions you made that landed you in prison? Were you even aware of historical racism's influence on your situation?

Panel Discussion #1: Racism, Crime and the Greater Community



Terry Green

How are you building community in the face of these underlying systemic and institutional forces that have created “survive at all costs,” disconnected communities?

How can church communities use their institutional presence to address racial injustice in their own communities?

Panel Discussion #1: Racism, Crime and the Greater Community



**Teri
Ferguson**

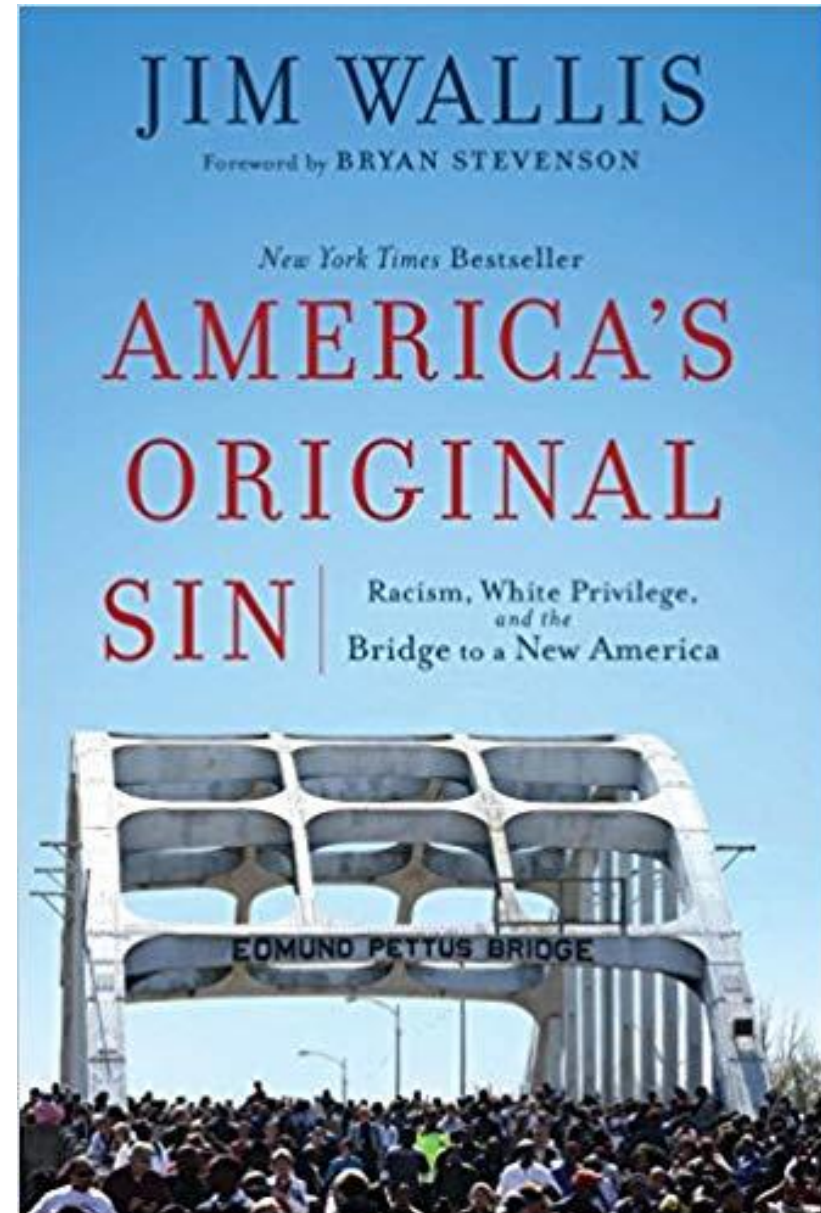
As an educator and person of faith, what do you do to disrupt the pipeline?

What do you see being done to change educational systems so that more black and brown boys and girls don't intersect with the criminal justice system?

How can church communities use their institutional presence to provide alternative support for school suspensions and arrests?

“The criminal justice system in this country perpetuates racial injustice at every level, as the statistics on stops, arrest, sentences, and recidivism show. Reform of the system is urgent and necessary for racial justice and healing.”

-- Jim Wallis



Panel Discussion #1: Racism, Crime and the Greater Community

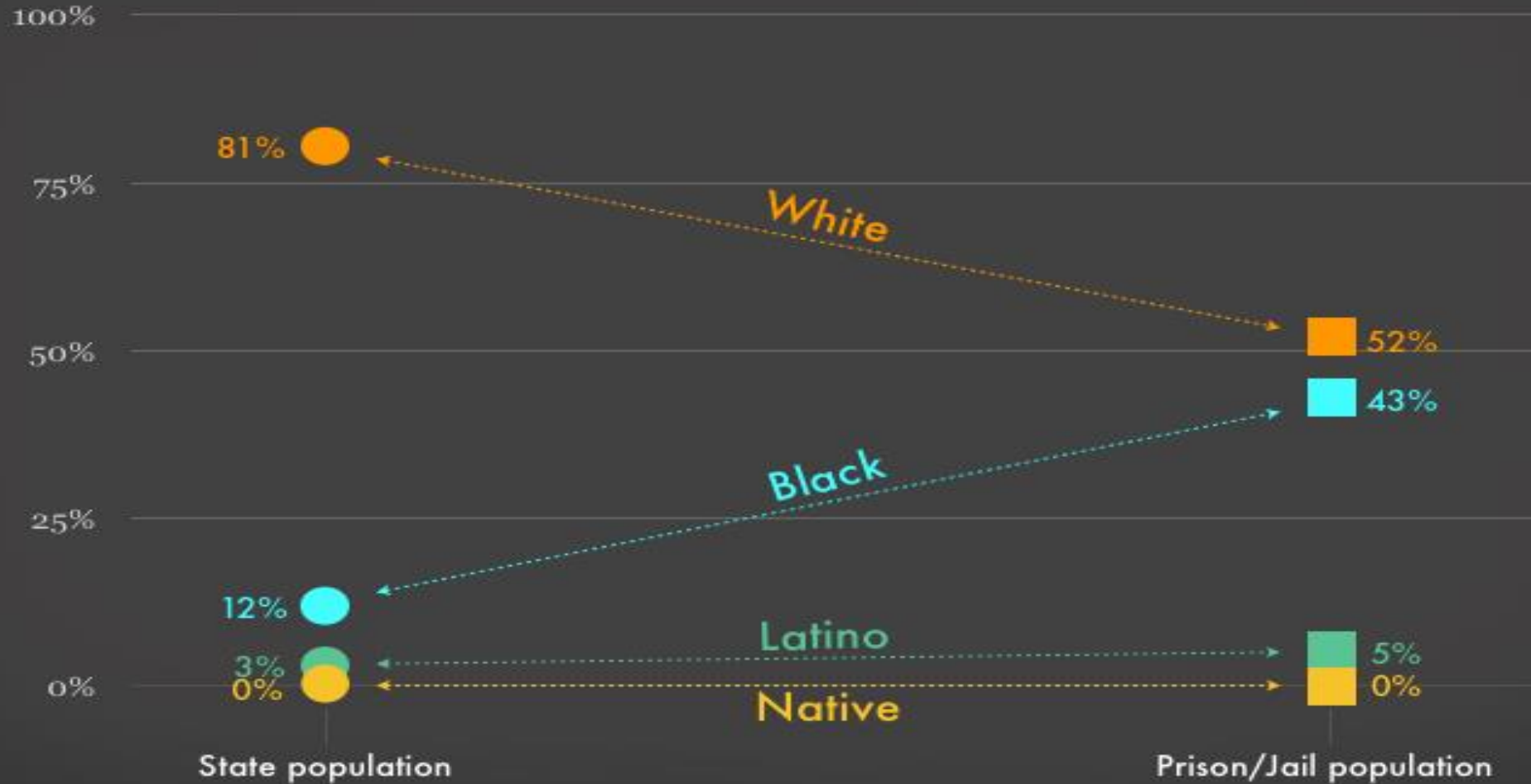


Mike Davis

As someone who works in the system, how have you seen systemic racism or racial injustice surface and perpetuate continued involvement in the criminal justice system?

Racial and ethnic disparities in prisons and jails in Ohio

Whites are underrepresented in the incarcerated population while Blacks and Latinos are overrepresented.



Panel Discussion #1: Racism, Crime and the Greater Community



Mike Davis

As someone who works in the system, how have you seen systemic racism or racial injustice surface and perpetuate continued involvement in the criminal justice system?

How did/does racism look differently within the criminal justice system in rural communities at the local level and within state institutions setting in more rural counties?

Panel Discussion #1: Racism, Crime and the Greater Community



Mike Davis

Top 5 counties that
send people to
Ohio's state prison
system are:

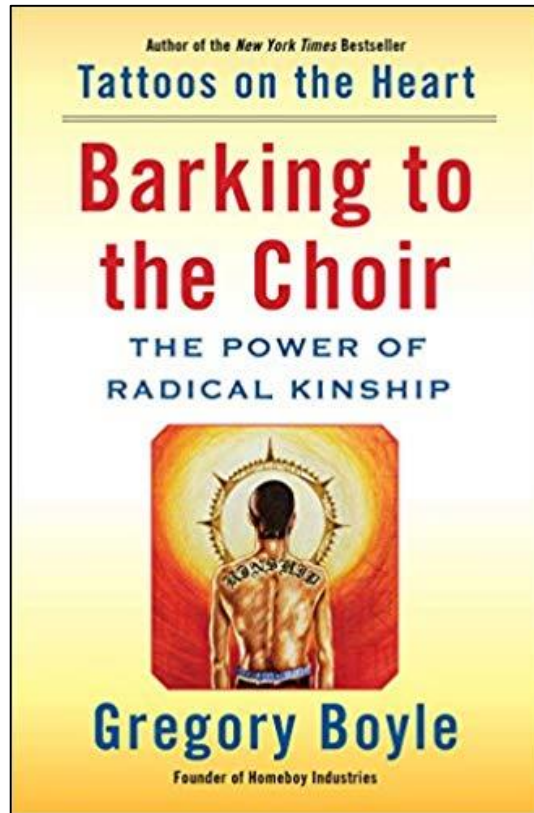
1. Cuyahoga
2. Hamilton
3. Franklin
4. Summit
5. Montgomery

*Tell us what is going on in these communities and
how is present day racism contributing to the
institutional handoff from community to prison.*

UNCONSCIOUS BIAS



What are some of the racial messages and myths that you see that disconnect us from each other, that keep us from building community across different ethnicities, and that, in effect, perpetuate the school-to-prison pipeline for disproportionate number of African-Americans?




Final Thoughts?
Questions?

“No hopeful boy has ever joined a gang. Not in the history of gangs, and not in the history of kids. Gang involvement is about a lethal absence of hope. No kid is seeking anything when he joins a gang. He’s always fleeing something...

Gangs are the places kids go when they have realized their life as a misery. And who doesn’t know by now that misery loves company? But in thirty years of walking with gang members, I’ve never met a bad guy. One would think that I would have by now.”

-- Father Gregory Boyle



“ God, help us to recognize your aching heart, your weary soul, and your suffering body in the lives of those around us who are attacked, dismissed, criminalized, or patronized. As we offer our resources and the service of our lives to you, guide ” us in the work of showing up with and for all your people. Amen.





Open Discussion

Write down a few words or phrases that describe your childhood feelings toward the criminal justice system? Now share with your neighbor.

Open Discussion

Reflect on what your parents taught you about the police growing up. Reflect on how many of these “teachings” you have taught your own children. Share with your neighbor.

The Talk

When any part of the American family does not feel like it is being treated fairly, that's problem for all of us.

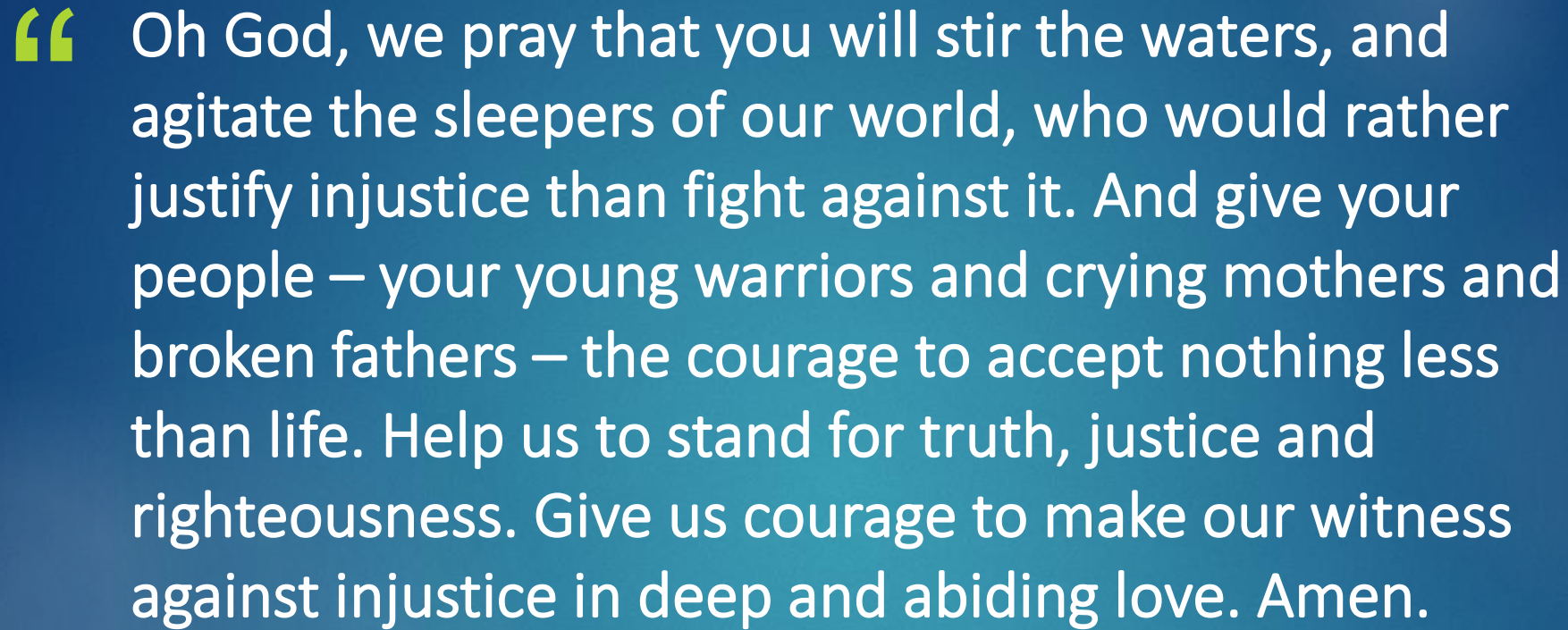
-- President Barack Obama

African-Americans are....

- ▶ **31%** more likely to be pulled over
- ▶ **2xs** as likely to be subjected to a police search
- ▶ **nearly twice** as likely to not be given any reason for a traffic stop.
- ▶ **3xs** more likely to be arrested
- ▶ Receive sentences **10xs longer**
- ▶ **21%** more likely to receive mandatory minimum sentences
- ▶ **20%** more likely to be sentenced for a drug offense

... than Euro-American counterparts

Source: America's Original Sin, by Jim Wallis. Various cited sources



“ Oh God, we pray that you will stir the waters, and agitate the sleepers of our world, who would rather justify injustice than fight against it. And give your people – your young warriors and crying mothers and broken fathers – the courage to accept nothing less than life. Help us to stand for truth, justice and righteousness. Give us courage to make our witness against injustice in deep and abiding love. Amen. ”



About “The Talk”



The Talk Video

<https://www.vox.com/2016/8/8/12401792/police-black-parents-the-talk>

Panel Discussion #2: A Talk About “The Talk”

**Rev. Roland &
Kathy Moore**



**Pastor
Vaughn &
Pavanne
Cook**

Panel Discussion #2: A Talk about “The Talk”

Would each of you talk about your personal experiences with law-enforcement throughout your life, positive and/or negative. How have these experiences shaped your interpretation of the criminal justice system with your children?

When you see on the news a person of color killed or aggressively treated by the police, what goes through your mind as a parent?

Panel Discussion #2: A Talk about “The Talk”

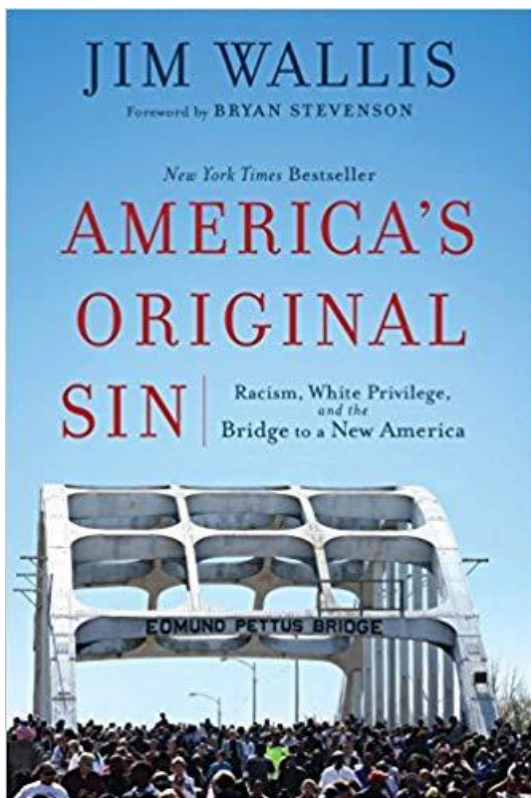
When your children are very young, how did you begin talking to them about diverse peoples? What would you like Euro-American parents to tell their children?

Have you had “The Talk” with your children? If so, what did you tell them? If not, what have you told your children about police officers, law enforcement, or the pathways into prison for “people like us?”

Panel Discussion #2: A Talk about “The Talk”

Have you ever discussed “The Talk” with a parent or someone of another ethnic group or ethnic background?

What are some of the unintentional ways that Euro-American white congregations have exhibited unconscious racial bias that communicates to the African-American community “we are not one with you?”



Final Thoughts?
Questions?

“From Ferguson, Missouri, to Charleston, South Carolina, communities are suffering the lethal consequences of our collective silence about racial injustice. The church should be a source of truth in a nation that has lost its way. As the dominate religion in the United States, Christianity is directly implicated when we Christians fail to speak more honestly about the legacy of racial inequality.... We expect too little of the church when we accept its silence in the face of these tragedies.

--Bryan Stevenson

Open Discussion

Its' Time to Start Talking

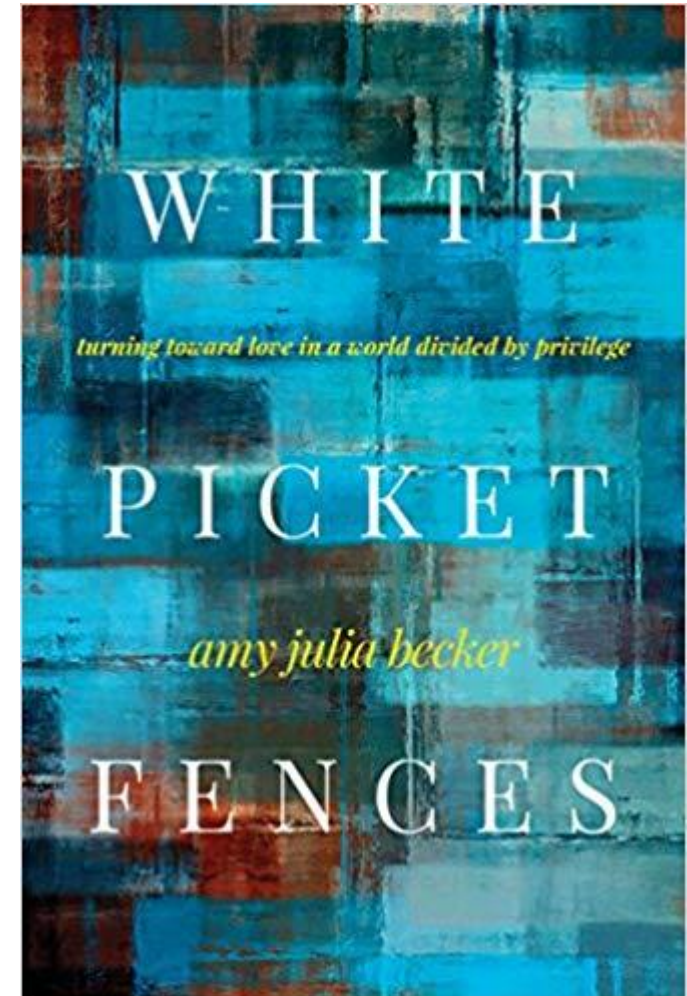
Tell your neighbor what made the most impact on you today.

Recall an opportunity you have had to address a racial injustice in your community and you didn't. How might you address that injustice now? Share with your neighbor.

Name someone in your community who is not of your ethnic background that you will approach about having a talk about "The Talk."

The Lord loves righteousness and justice; the earth is full of his unfailing love. -- Psalm 33:5

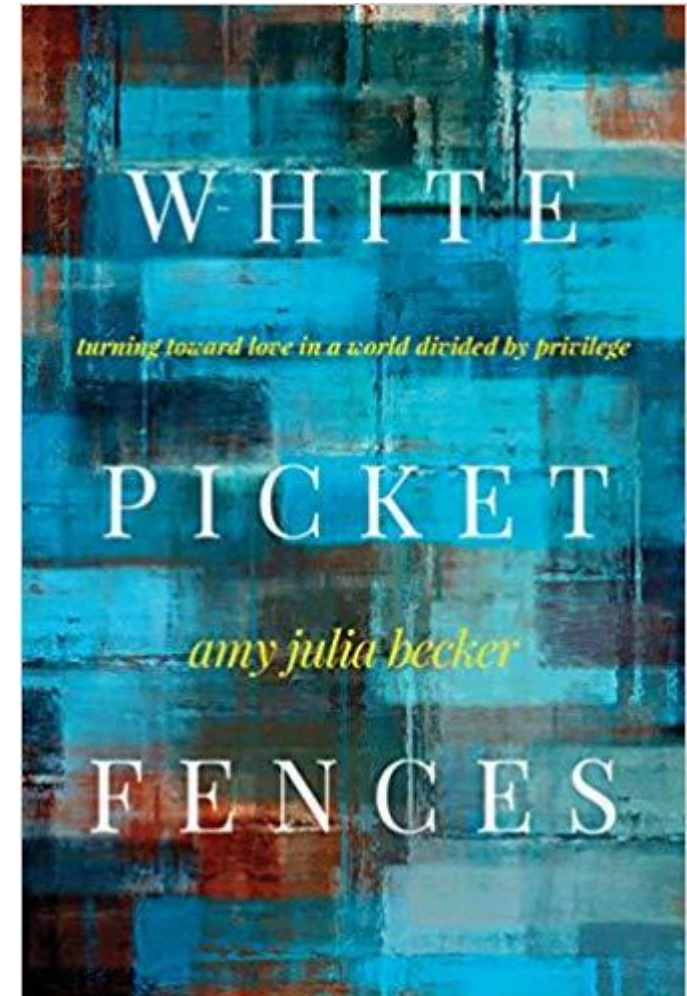
Love draws the vulnerable out of suffering and draws the powerful out of isolation. And yet our individual actions are drops in an ocean when entire systems and institutions perpetuate injustice and division... while I want to be someone who loves others – and not only those within my own family and social network but also those outside my typical sphere – I also need to connect to others in order for the act of love to be transformative.



The Lord loves righteousness and justice; the earth is full of his unfailing love. -- Psalm 33:5

I need to invest myself in and entrust myself to institutions – churches, schools, nonprofit organizations – that involve whole groups of people united by common concerns. Love by its nature is relational, and the power of love wields is not through isolated individuals but through institutions and communities that band together on behalf of one another.

-- Amy Julia Becker





What We Know...

- Research demonstrates that repeated minor acts of misbehavior by a young African American child are more likely to be perceived as misbehavior and punished than the exact same behavior in Euro-American students.
- Since 1972, the probability of being suspended during the school year doubled for Latino children and nearly tripled for African Americans.
- The kid who gets suspended is two times as likely to have to repeat a grade the following year.
- That same kid also is three times as likely to show up in the juvenile justice system database following their suspension.
- In schools where there are police present, research finds higher overall suspension rates and larger Black/White disparities in suspensions and arrests.



What We Know...

- Juvenile incarceration increases school disengagement and the likelihood of dropping out from a 1 in 10 chance to a 1 in 4 chance.
- Dropping out of high school doubles to quadruples the probability of going to prison over your lifetime.
- Nationally, 68% of African American men without a high school degree go to prison by age 35.
- 1 in 6 African American men can expect to be incarcerated before the age of 25.
- Two generations ago this was not the reality that most black men faced. In the 1970's an African American man without a high school degree faced only a 15% likelihood of going to prison over his lifetime.



What We Know...

- From 1972 to 2010 the number of people in prison increased by 430%. When local jails populations are included, the increase is 800%.
- Upon release from prison, felony status makes all the outlawed old forms of discrimination legal.
- Unsurprisingly, legal discrimination increases the probability of low earnings, housing instability, and untreated health problems.
- Having a felony on one's record decreases lifetime earnings by 30%
- Research has shown that two decades after release from prison, 75% remain in the bottom 20% of the income distribution.
- Dozens of studies show that children of incarcerated parents –especially boys – are more likely to display “externalizing behavior.”



Next Steps

- ☐ Step forward in your **confidence**
- ☐ Step up your **competence**
- ☐ Step into your **curiosity & consciousness**
- ☐ Step toward each other in **community**
- ☐ **Love** one another like the whole world depends on it.



Hilliard UMC Hosts & Staff
Our Panelists
Our Participants
UMW Racial Justice Team

