

**Welcome:** Dr. Chelsea Bennett, MARCC President

**Prayer:** Reverend Thomas Barnes, Disciples of Christ of Southwest Ohio

**Minutes:** Delegates Council Minutes of May 9 – approved.

**Agenda:** Delegates Council Agenda for 13 June 2018 – approved.

**Today's Attendance: 26**

**AMERICAN BAPTIST CHURCHES, USA, Miami Association: *Absent.***

**ARCHDIOCESE:** Rachel Anderson, Bob Ehram, Karen Martin, Tony Stieritz, Connie Widmer

**BAPTIST MINISTERS CONFERENCE: *Absent***

**CINCINNATI ISLAMIC COMMUNITY CENTER: *Absent***

**DISCIPLES OF CHRIST:** Thomas Barnes, David Tietsort

**DIOCESE OF SOUTHERN OHIO (EPISCOPAL):** Marilyn Logan

**EVANGELICAL LUTHERAN CHURCH IN AMERICA: *Absent***

**FRIENDS RELIGIOUS SOCIETY (Quakers):** J.P. Lund

**INTERDENOMINATIONAL MINISTERS ALLIANCE: *Absent***

**JEWISH COMMUNITY RELATIONS COUNCIL:** Jason Cook, Justin Kirschner, Margie Meyer, Ben Ruskin, Kathy Wise

**MARCC:** Margaret Fox, Angela Wright

**PRESBYTERY OF CINCINNATI:** Patricia Brown, Bob Clary

**UNITED METHODIST ORV DIST:** Mary Beth Owens, Nancy Walters

**UNITED CHURCH OF CHRIST/SONKA:** Ellen Abel, Linda Overholt

**UNITARIAN UNIVERSALIST COUNCIL:** Joy Haupt, Lee Meyer

**VOLUNTEERS OF AMERICA:** Chelsea Bennett

**Guests: *Diane Jordan*, National Underground Railroad Freedom Center; *Tara Reily*, National Underground Railroad Freedom Center**

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**OPENING PRAYER and Comments - Reverend Thomas Barnes, Disciples of Christ**

Good afternoon. I am pastor of the Kemper Road Disciples of Christ Christian Church in Forest Park, Ohio, but an implant from the great state of Kentucky. Home is very important to me. That is where the church I am part of was established. Walter Scott, who had the same beliefs and understanding. He came from a Baptist background. We owe our consistence and coming together to two different denominations coming together in unity to form what we now know as the Christian church, Disciples of Christ. The Disciples have had a long heritage of openness and Christian traditions. Looking back over our history, one of the precursors of what occurred during the 60s of the Civil Rights Movement, Lyndon B. Johnson was a DOC member. I must believe that his upbringing and teaching of community and justice. I must believe this led his direction. We are still fighting a moral battle. One of the examples of today, Rev. William Barber, pastor of Greenlea Christian Church out of North Carolina, and co-chair of the current Poor Peoples Campaign, a continuation of the 1968 Poor People's

Campaign which began by MLK, Jr. This campaign is committed to lifting and deepening the leadership of those most affected by systemic racism, poverty, the war economy, ecological devastation, and the nation's distorted morality. We Disciples strive to adhere to the movement of wholeness in a fragmented world. As a part of one body in Christ, we must walk toward this movement as we gather around people. This simple mission: to be and share the good news of Jesus Christ, to be faithful, to be a growing church that demonstrates true community and a passion for justice.

**Prayer:** "Dear God. In our efforts to dismantle biases, racism, we understand we struggle not against mere flesh and blood mortals, but against the powers of the darkness of this world. These institutions and systems that perpetuate the lies that some are inferior and some superior, please create in us a new mind, a heart that will enable us to see our brothers and sisters. Lord, give us the grace and strength to rid ourselves of stereotypes. Help us create a nation that embraces hope and a sense of understanding that we will improve our situation. Heal our nation. Make us one with you with a power to go forward and be our brother's keeper, I pray, Amen."

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### **MARCC UPDATES – Margaret A. Fox, Executive Director**

- **Festival of Faiths** – Sunday, June 24, 1-5 PM, Xavier Cintas Center. Free admission. MARCC will have a booth there and private room to do a registration drive for ID's. Volunteers are needed. Please contact Fox if you have interest in volunteering at this event.
  - **Letter to City Council** – In May, Cincinnati City Council received our letter requesting independent legal counsel for the West End Community Coalition. We also requested that they commit funding for a legal counsel retainer, as part of the Community Benefits Agreement. As you read in the paper, the deal went through with FCC for a Major League Soccer stadium. There will be displacement. We will stay on top of this. The Port Authority will be the private negotiator for the West End community. Port Authority did not receive everything they wanted but negotiated as far as they could go. Thanks to Kathy Wise for initiating the motion that MARCC send a letter to City Council as a unified body and that we fully support the best Community Benefits Agreement requested by the West End Community. The letter will be posted on MARCC's website for your reading and sent out with the minutes from today's meeting.
  - **MARCC Anniversary Luncheon** – MARCC turns 50! Our celebration will be Wednesday, October 3<sup>rd</sup>, 11:30 AM – 1:30 PM. You will be receiving a SAVE THE DATE within the next few weeks. The event will take place at Xavier's Cintas Center. We hope all of you can attend.
  - **Next Delegates Council** – As is custom during this time of year, we will be on Summer hiatus the months of July and August. Enjoy your Summer. We will reconvene Wednesday, September 12th, 12 Noon, St. Peter in Chains Cathedral, Synod Room.
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**INTRODUCTION OF SPEAKER - Dr. Chelsea Bennett, MARCC President.** (Please see attached bio of Ms. Jordan. Thank you.)

### **TODAY'S PRESENTATION**

***'Implicit Bias: Now That We Know What Are We Going to Do with It?'***

Diane Jordan, M.Ed., Consultant on Implicit Bias  
National Underground Railroad Freedom Center

### **Ms. Jordan**

I am very excited to be here. We've had lots of opportunities to talk with different groups, and we're happy to talk to the faith-based group. I'm going to walk through some things, so you'll have time for discussions in your groups, and skateboard through other things. We will talk about implicit bias and helping you to understand it. We will discuss the implicit bias test, and how the feedback you received from taking the test can impact your work and your role in the faith-based organization which you operate, and we'll discuss braking biases (Not a typo error).

I want you to think about when you've listened to the news the past several days about the summit meeting in Singapore between leaders Donald Trump and Kim Jong-un. Anytime anything like that happens, there will be a camp of people

very excited, a camp that feels more marginalized, and a camp of people somewhere in the middle (i.e. whatever. I've got to feed the kids, pay the rent, and the car has gas in it to get to work tomorrow). Depending on the camp a person is in, they pay attention to the news accordingly, making assumptions and decisions about their lives accordingly.

**Implicit Bias.** These are the things we are raised with, 'learning at the knee,' and are reinforced by many things that happen in our environment. One point of view over another. We were implicitly learning things because these were the messages being taught. We also implicitly learn things being taught from our faith-based organizations of what we believe in God, or whatever another name we call God. These are the ways we develop our points of view about the world. When reared with these points of view through family, school, faith-based, etc., they become engrained in us and wired into our thinking. We have many opportunities to think differently when we make conscious choices as adults, but that wiring as a child does not actually go away. It may get buried but never completely goes away and sometimes raises its head. Everyone has an implicit bias of some kind.

**Q: At what age do these biases come up?**

A: As young as six years old. By then children know whether they like this and don't like that, also having their biases lean toward the people they are around.

How many have heard of the 'ear worm effect'? This is a catchy piece of music that continually repeats in a person's mind after it is no longer playing. This is the same as hearing, i.e. grandmother, an uncle, minister or rabbi that says something, and we begin to engrain those thoughts into our consciousness. These showed up on that test you took. When we turn on the news, it feeds these 'mind bugs.' It is of no surprise that we have our choices of what's on the stations - Fox, CNN, MSNBC. There is something one of these says that reinforces mind bugs we have, that causes us to prefer one channel, one journalist over another. Here is one example - the Katrina flood and New Orleans. If you were there, you had to find food, somewhere to eat. The shelves were empty, or food spoiled. A journalist from Yahoo news reported: White people find food; Black people loot for food. What? If you already had a point of view, even if everybody had the exact same circumstance they were trying to live. If you had the view that some people get what they get by doing something illegal, problematic, or hurts another person, those people will react one way. The other people who didn't have that view were hoping people could just find food.

**Echo Chambers.** A communication space that feeds the views you already have, an echo. It reverberates. Take Facebook and Cambridge Analytica. Cambridge Analytica, a political data firm, was reportedly hired by President Trump's 2016 election campaign, and gained access to private information on more than 50 million Facebook users. The firm offered tools that could identify the personalities of American voters and influence their behavior, simply by the user pressing the 'Like' button on that social media platform. An algorithm was created that you liked this or that. From this, many commercials started channeling back to you that same point of view, reinforcing what you already knew. Say, I was looking for a pair of shoes on the internet. Within the hour, those shoes are on every newsfeed I get. I could later look up another company, and right beside it, those shoes are there.

**ACTIVITY #1:**

**Discuss with your neighbor for 2 minutes, sitting next to you, what mind bugs do you think you might be carrying about others, and what echo chambers you are part of. You define which 'others' you have in mind...**

The nature of implicit bias is that it's effortless and involuntary. That is how the test was determined. Explicit is with consideration, has a plan or structure, requires work. When Tyra and I were coming into this building, we decided there was implicit bias on how to get to this room. We found ourselves in church mass service and tried not to disrupt it. So, we wandered a bit until we got here.

**Braking Biases.** There are 11 million pieces of information that we all have access to on a regular basis. I don't have A.D.D., but I have sympathy for them. Everything happening in the environment is overwhelming them. They have a limited ability to sort things out and are easily distracted. Because of our minds being bombarded with information, we find ways to sort things out, otherwise we'd be crazy and unable to process this much information on a regular basis. We have these brain filing cabinets that help us naturally sort through the information, so we can handle it. Back to the news - when many of us wake up in the morning, especially during the weekday, there are usually two things everyone wants to know from the news: weather & traffic. I must know this before I leave the house because I use I-75. Any previous or

following info is selectively tuned out as white noise. There are days I do not want to know who got shot last night. It's too much all the time. Then there are those things we all have perceptions about and preferences about. An immediate sort. When it comes to hiring or advancing people – there's a way professional looks like in my company; a preferred way of operating a meeting, etc.

**Implicit Association Tests Taken.** (Ms. Jordan took the two tests on: 1) gender; 2) who's a leader/who's a support) I was not surprised that I have a slight preference of women over men in the gender test because I have a passion for women leaders and I coach women executives. I was much surprised that I had a preference of men as leaders and women supporting! As I thought about my rearing, I had 5 uncles and a father that were very instrumental in shaping me to be who I am. As a kid, I thought they were the biggest, giant men in my life – black, strong men. One marched with Martin Luther King in Selma. Whether I agree with a candidate or not, I cannot not vote because of him. He believed in the Democratic process. Unconsciously, when I took that test, my Uncle Scotty was standing in spirit with me. This does not mean that I don't also have strong affinity of support and encouragement and do work that furthers women and their advancement. It does mean that I am now cognizant that this little thing pops up and my uncle is in the back of my mind, that I must make sure I'm driving my conscious decisions and thinking, as opposed to letting that unconscious thing pop up and unknowingly, causing me to follow it. Think about that last statement as you break out into your groups, discussing your results.

### **ACTIVITY #2:**

**Break yourselves into groups, and for 5 minutes, discussing -**

- 1) What struck you about the test;**
- 2) How the results of your IAT consciously and unconsciously influence your thinking and decision-making in your church, temple, synagogue, and faith-based organization.**

**(Ms. Jordan)** What insights did you have?

**(Lee Meyer, Unitarian-Universalists)** We don't need to be ashamed of revealing biases. The important thing is to be aware of them.

( ? ) I should not allow my biases to be in the driver's seat of my thoughts when making decisions. Realize the difference between implicit and explicit

**(Connie Widmer, Archdiocese)** We focused more on the test itself, its legitimacy. We wondered if we did a practice test first, would our answers be the same. Taking the test was a physical thing.

**(Ms. Jordan)** If you still have the email MARCC

sent to you – you'll find two links. One was from Dr. Benaji, a social psychologist and the creator of the actual test. As a human being, I don't personally like either/or. I've got to have options and choices. If you're wired that way, the binary nature of the test will frustrate you. When we were created as primates, our brain, in survival mode, found a way to sort connected to our flight, fight, or freeze instinct. When danger is coming, you won't get to see, "oh, how many options do I have?" If you were to research the test, you would probably find as many that say, 'it's a race predictor,' or those who say, 'it's not a predictor at all.' What we have decided at the Freedom Center doing this work, is to realize it is information about how you might have a preference of one over the other and could cause you to unconsciously make a choice that you otherwise would not. Putting brakes on our biases is an opportunity we all have.

Does anyone remember this statement by Dr. Martin Luther King, Jr: "*It is one of the most shameful tragedies of our nation, that the 11 o'clock hour on Sunday morning is one of, if not the most segregated hour in Christian America*". How do you feel about that statement today? (audience) Still true in many areas. A lot of people are saying it is truer today, particularly around certain ages. I've seen research that says younger people want to see more diversity, and the 'boomers' kind of don't. This is how people are where they are comfortable about their environment where they worship.

**(Marilyn Logan, Episcopal Diocese)** I have an awful memory being at the Christ Church of Glendale, approximately 70 years ago (1948), a man named Marvin Gentry was going around reading this thing in churches. They were so terrified about that that they packed the church so there was no room. Marvin and his group were told that they had to go to the Hall. At the time, I didn't understand why they did that. As time went on, things got worse. **(Ms. Jordan)** To pack a church so you can't come in to sit is explicit.

**(Margaret Meyer, Jewish Community Relations Council)** I've been in many churches in the Cincinnati community, and thirty years ago, many would not have had any racial diversity, and now they do. A lot of good has happened, but there is work to do.

The question of 'What if a talented human, presenting as female, and requesting the use of the pronoun 'they', applied for the position of musical director of your congregation? How well are 'others' welcomed and incorporated' came up at a meeting Tara and I recently attended. The pastoral leader of the church said they had just hired a choral director who presented, as female, and asked them to use the pronoun 'they' about that human being. How ready are we to use the 'whosoever let them come' into our congregations? How do we welcome people? How do we help them find their tribe inside the church? I saw research that reported some pastors speak of it 3 or 4 times a year; while others speak about it once a year. How well do people walk across the faiths for the common good?

I was very impressed by the conversation you (MARCC delegates) were having about the FC (Futbol – soccer- Club) Cincinnati and the West End. Your use of the word 'displacement' was correct. A word the city doesn't like to use. Your stock and points went way up for me.

### **ACTIVITY #3:**

**Please answer one or all three of the following questions in your small group, with special attention the third question:**

- 1) How often does your pastoral leader, Imam, Priest, Rabbi speak to, encourage, or advocate for racial and ethnic diversity in your congregation and outside your congregation?**
- 2) Do different faiths have the will to work together for a common good? Examples? Challenges?**
- 3) What if a talented human, presenting as female, and requesting the use of the pronoun 'they', applied for the position of musical director of your congregation? How well are 'others' welcomed and incorporated?**

**(Jason Cook, JCRC)** I don't think it's as easy as saying we are all going to be more accepting as faiths go on. It can be really challenging to be confronted with somebody who chooses to use the pronoun 'they' as female, and for us to get out of the mentality of calling that person a 'she.' Even though we want to be welcoming and inclusive, her gender will put 'she' to the forefront of our thinking. **(Ms. Jordan)** With us implicitly placing 'she' there in the presentation, is in fact, implicit. That's how our brain works.

**(Lee Meyer, Unitarian Universalist)** We have one individual in our church that presents themselves as 'ambiguous.' If you can't remember what the he/she pronoun that is currently invoked, you must use this persons' name. This person is very involved with the youth education at our church, and she is wonderful.

**(Marilyn Logan, Episcopal Diocese)** The Episcopal Church of the United States has a Black presiding bishop who was a rector of St. Simons in Lincoln Heights. It's a WOW to see this and so exciting when it happened.

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Following Ms. Jordan's presentation (and in lieu of numeration for her presentation), Tyra Reily gave a brief presentation on information about the National Underground Railroad Freedom Center, current exhibits, leaflets, and how to become a member of the NURFC.

Museum hours: Tuesday – Saturday, 11 AM – 5 PM.

Admission: Adults, \$15; Children, \$10.50; Seniors, \$13.

Membership levels: Individual, 1-year/\$40; Seniors, 1 year/\$35; Family, 1-year/\$65 (2 adults, 4 children)

For further information, please visit their website, at: <http://www.freedomcenter.org>

### **REMINDERS**

**Festival of Faiths, Sunday, June 24, 1-5 PM**, Xavier University Cintas Center. Free admission.

To learn more, visit [www.cincifestivaloffaiths.org](http://www.cincifestivaloffaiths.org)

**Next Delegates Council meeting, Wednesday, September 9<sup>th</sup> at 12 Noon**

St. Peter in Chains Cathedral, 325 W. Eighth Street, Downtown, 45202

*Save the Date* **MARCC 50<sup>th</sup> Anniversary Celebratory Luncheon**,  
Wednesday, October 3<sup>rd</sup>, 11:30 AM, Cintas Center at Xavier University

**Attachments:** Diane Jordan bio