

Be the Bridge

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Racial Reconciliation

The Bridge to Racial Unity

Be the Bridge Book

<https://beabridgebuilder.com/start-a-group/>

“We build too many walls and not enough bridges.”

Even if we didn't break it, we are all responsible to fix it

Reconciliation is difficult (may not see it in our lifetime)

We want to lay the foundation for the future generation to pave the way

We have to add to the foundation, so they can continue to work of racial reconciliation

If you have a brain you have bias, everyone has them

have honesty in our hearts, we don't even tell the full truth of our history in America

you don't want has been broken, because you have never been told.

It starts in truth, and the truth sets (or makes) us free.

Belt of Truth, the whole armor can't be put together

Thursday, April 26, 2018

Truth is messy, doesn't feel good, and makes us uncomfortable

Answer to a call we have been given to racial reconciliation, we have to be our best selves and the body of Christ being its best self

Individual culture so we process individually, and not always in the big picture
individual v collectivist thinking

“We build too many walls and not enough bridges.”

Lies cause walls

Understand the truth of our history, the impact from those decisions and how they impacted generations

We have to have bridge builders willing to take risks

people can get upset about bringing up this issue (it divides us)

The church should be at the forefront of this effort, showing them how we do it

Yet, we are in the background letting culture dictate our path and what to say so, the church is not complicit but have helped in the building of its structure.

Understand what has been broken..

segregation of churches by race and culture

We couldn't worship with our white brothers and sisters because we weren't allowed to

White/Black is the social construct for which to understand the problem, but we are more than that

Where has the harm been caused and who caused it? Historically?

I am willing to get uncomfortable and go to a church that looks differently to me

You must be willing to reach out to other people

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Technique of bridge building is passed down from generation to generation and is dangerous work.

The story of how to build bridges is passed on

Truth, Justice, Reconciliation (restorative justice, not retribution)

We have to confess that we are sinners (ministry of reconciliation) Jesus brought a way for us to be reconciled, process of forgiveness, to make things right

Bring the truth, and confess that

When conversations become hard, we want to bail out

Give Grace and Receive Grace in the work of racial reconciliation (give one another grace to help one another get to the goal)

True unity begins in our personal relationship in Christ

Bridge of Hope

Reconciliation won't happen outside of the Gospel

Racism and a systemic issues

Bridges of Hope

even as tough things happen, we have hope, because we serve a God of Hope!

We hang out to Hope, embedded in Christ

Critical comments to racial bridge building

Understand Culture

A shared pattern of beliefs, values, assumptions and behaviors that distinguish one group from one another

White people (wish they had a culture)

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It helps you navigate the society you live in and provides guidelines for your interaction with others

What do you love about your culture?

We all have a culture. White is an ethnicity and means something. There is a white culture... discover it and understand it, the history of it and helps to build bridges

SO WHAT DOES IT MEAN TO BE WHITE IN AMERICA?

Adventure, risk-taking, warrior spirit, in white culture... things for good and things for bad

In the midst of all the different cultures, God is at work in them.

Start saying to them that they are an image bearer of Christ, it misses their identity

Fears and stereotypes (God created Him/Her and it helps us to reset our minds)

They are an image bearer, if you can't get used to it now, you won't be used to it later.

Individualism v Collectivism

diverse churches, difference between diversity and reconciliation

reconciliation is what you do as the church

aim for reconciliation, you'll get diversity

leadership structure isn't diverse? that is not diversity. invite them to the table and empower them, give them a voice at that table

People started their own tables, because they weren't welcome, weren't empowered and weren't given a voice at the tables of others.

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Worship is vertical v worship as a collective. Me & God & my neighbor The COMMUNITY EXPERIENCE, neither is right or wrong, we have to appreciate the cultures of other people. None of it is wrong, we have to appreciate and learn from each others cultures and the only way to do that is to be in relationship with one another.

TRUE RELATIONSHIP with someone, you understand the culture of one another

Understand Cultural Difference and Improving our Cultural Intelligence (CQ) exposes our biases

Racism is a system, misuse of power, plus racial prejudice of systems and institutions

Power and Systems are bad, but must be used for good.

All black high school - systemic issue

when we think racism, we think individual, not the system, we must begin to make a shift

Bias builds and creates beliefs, which can become racial prejudices

Acting out on those prejudices becomes discrimination, and when that is applied it becomes a system of racism.

Race is a political and social construct to create a hierarchy (race is made up to divide us)

Genetic difference between 'races' is nothing

Relationship

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Unconscious bias increased awareness helps prevent unfair judgments and actions —>

CQ - changes behavior and improves intercultural effectiveness

Unpacking unconscious bias

How can I address my biases if I don't know that I have them?

DON'T DENY THEM, we have them but are embarrassed to have them so we stay silent on them

We are conditioned to have narratives on each ethnic group (asia-americans are the model minority)

Confession

We have these thoughts and think these thoughts... but I want to change that
God can't heal and reconcile what we don't recognize

No group is better, we all have crazy people, all broken and all simple

Unconscious bias

unintended subtle and unconscious thought that happens to most people most of the time

attitudes and stereotypes of

Unpacking Unconscious bias

The questions isn't "Am I bias?"

The correct question is "What are my biases?"

You have to talk about this

Where does that come from?

Spiritual battle we are in

if i haven't reconciled that, I wont have a problem with it

Prejudices we

Most common types of Unconscious Biases

Not always white/black binary

Affinity Bias - warm up to people who are like us (can impact our hiring processes, names, resumes)

Confirmation Bias - tendency to see information that confirms pre-conceived notions and generalizations, and ignores information against the opposite (individual vs collectivism) because white people internalize individually, we group white individually, but group others collectively

preexisting belief, one person does something, confirms to the collectives

Perception Bias - tendency to form stereotypes so you cant make objective decision

Halo Effect Bias - judgement based on overall positive impression

Racial Narratives - one for whiteness (innocent until proven guilty, guilty until innocent for blackness) presumption of guilt and innocent

We all have biases

To be bridge builders we must understand the biases

the assumptions about things, pay more attention

ask questions, given one another grace