

W O R K B O O K



Written by
LTR Ministries, Inc.

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Introduction

Welcome to Let's Talk Race: a Beginner's Guide to Conversations About Race. We are so honored that you are willing to take a class that puts race and racism out on the table so that we can all take a good look at it. We believe that learning about the effects of racism in America is the only way we can move forward and it is at the center of God's mission in the world to tear down the wall of hostility and create one new humanity (Eph. 2:15).

We also strongly believe in the power of conversation. Coming together, listening to each other, committed to learn, to believe, and to grow....this is how the ministry of reconciliation starts (2 Cor. 5:17-19).

Expect blessings,

Shelley & David Park

What to expect in a Let's Talk Race class

We believe in the power of conversation. In any good conversation, there are ground rules that people intuitively agree to. Usually these are unspoken, but in the interest of creating healthy, nuanced dialogue, we have created a few that help govern our time together.

These are the rules you agreed to when you registered:

- **Be Present** — Consistent attendance and limited distractions
- **Use "I" Statements** — Speak personally, not universally
- **Show Respect** — Disagree without being disagreeable
- **Listen Actively** — Seek to understand, then make space for every voice
- **Maintain Confidentiality** — What is said in class stays in class



Week 1: Identity

KEY WORDS:

- ▶
- ▶
- ▶

● ETHNICITY

Ethnicity is a social classification of humans based on their common culture, heritage, nationality, religion, language, and/or other similar categories. Biblically translated: nations, tribes, people groups.

● RACE

Race is the social classification of humans into categories based on a broad range of physical characteristics such as skin color, facial features, and hair texture.

"Behold, I will do a new thing!" Isaiah 43:19 (KJV)

Underline the words/phrases that stand out to you.

Therefore, if anyone is in Christ, the new creation has come: The old has gone, the new is here! All this is from God, who reconciled us to himself through Christ and gave us the ministry of reconciliation: that God was reconciling the world to himself in Christ, not counting people's sins against them. And he has committed to us the message of reconciliation.

2 Corinthians 5:17-19 (NCV)

His purpose was to create in himself one new humanity out of the two, thus making peace, and in one body to reconcile both of them to God through the cross, by which he put to death their hostility. His intent was that now, through the church, the manifold wisdom of God should be made known to the rulers and authorities in the heavenly realms, according to his eternal purpose that he accomplished in Christ Jesus our Lord.

Ephesians 2:15-16; 3:10-11 (NIV)

What we see from these verses is:

The church has been entrusted with the ministry of reconciliation.
Reconciliation of the _____ to Himself, as well as the
reconciliation of formerly _____ communities to one another.

Racial reconciliation is not an _____ aspect of the church.

Racial reconciliation is not JUST a _____ topic. It is
not a niche issue reserved only for more “liberal” congregations.

Racial reconciliation is a spiritual issue and is _____ to the
church’s mission in this world.



MARKUS LLOYD WITH THREADED DISCUSSES
BIBLICAL ARC OR MULTI-ETHNIC



Vocabulary (*see Glossary at the end of this section*)

SYSTEMIC RACISM

Underline the words that stick out to you the most.

Refers to the complex interactions of large scale societal systems, practices, ideologies, and programs that produce and perpetuate inequities for racial minorities. The key aspect of structural or systematic racism is that these macro-level mechanisms operate independent of the intentions and actions of individuals, so that even if individual racism is not present, the adverse conditions and inequalities for racial minorities will continue to exist (Gee & Ford, 2011)



How Race Was Created

Humans enslaving other humans was the driving force behind the creation of the idea of different races of humans.

- Slavery has always existed.
- Prince Henry the Navigator & Gomez de Zurara
- Bacon's Rebellion
- Johann Frederick Blumenbach
- Scientific Racism
- Human Genome Project

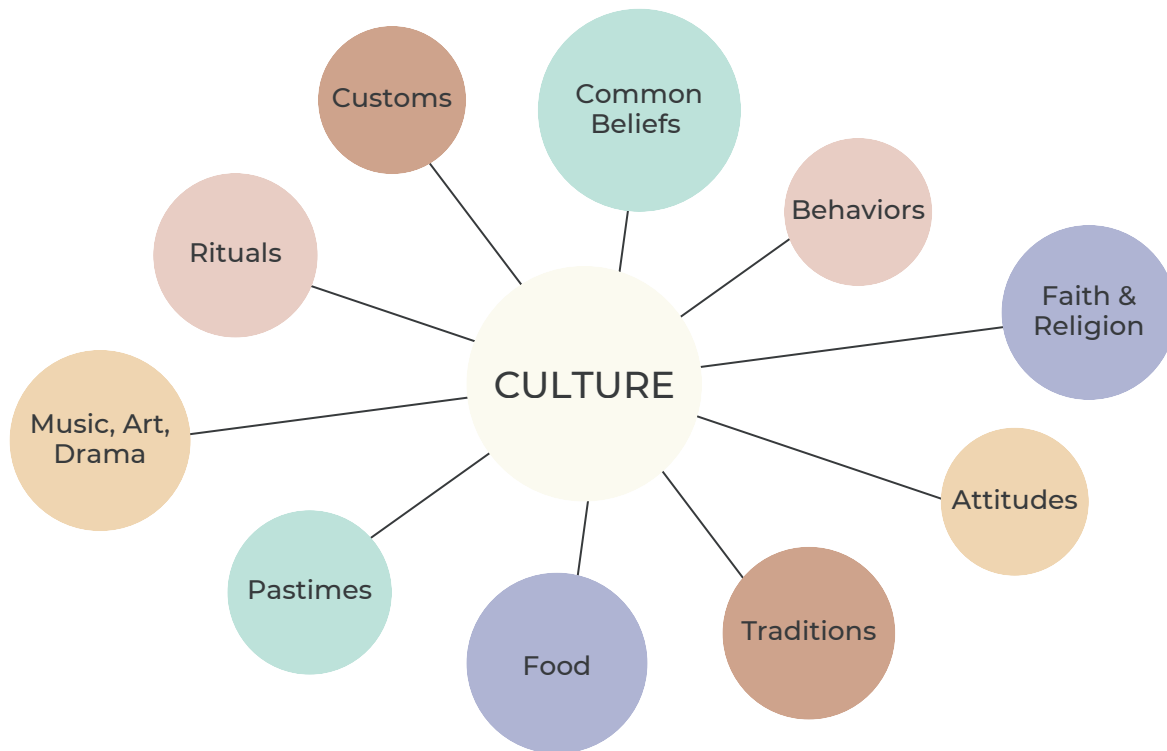
Changing Definition of Race:

(Write down any words from the census you didn't know and look them up later. Add definitions below.)

What is my First Order Identity:

What are my Second Order Identities:

What is Culture?



What are Characteristics of White Culture?

"IF YOU ARE WHITE, WHAT DOES THAT MEAN FOR YOU?
WHEN LIVING IN THE AMERICAN SOCIETY, HOW IS YOUR
EXPERIENCE DISTINCTIVE BECAUSE YOU ARE WHITE?"



Week 1 Homework

THIS WEEK, THINK ABOUT WHAT IT MEANS FOR YOU TO BE WHITE. WHEN LIVING IN THE AMERICAN SOCIETY, HOW IS YOUR EXPERIENCE DIFFERENT BECAUSE YOU ARE WHITE? WRITE SOME IDEAS HERE:

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Week 1 Homework

REQUIRED:

Two empty rectangular boxes with a light yellow border, intended for required homework.

CHOOSE YOUR OWN ADVENTURE:

A large empty rectangular box with a light brown border, intended for 'Choose Your Own Adventure' homework.

Glossary of Terms

WHAT DO YOU MEAN WHEN YOU SAY THAT?

Colorblind	Term used over the last several decades by white people to imply that they are seeing someone for who they really are and not their skin color.
Culture	Culture is the set of shared meanings or the ways people agree to be (behave, act, respond) in order to respond to new and familiar situations in their lives. Culture becomes the filter through which people interpret reality and perceive their future. As such, any particular culture represents a coherent but distinctive way of looking at the world.
Discrimination	The unequal or unfair treatment of a person based upon one or more personal characteristics
Ethnicity	Ethnicity is a social classification of humans based on their common culture, heritage, nationality, religion, language, and/or other similar categories. Biblically translated tribe, nation, tongue, or "people group."
Implicit Bias	Negative associations that people unknowingly hold, sometimes known to override an individuals' stated commitments to equality and fairness
People of Color	People of color (often abbreviated "POC") is the common term for non-white people or communities. Another common term is BIPOC (Black, Indigenous & People of Color).
Prejudice	Preconceived judgment or opinion about a person or group of people, based on stereotyped generalizations
Race	Race is the social classification of humans into categories based on a broad range of physical characteristics such as skin color, facial features, and hair texture. Racial categorization is not based on science, but on arbitrary distinctions which have shifted over time.
Racism	Racism is a system of social advantage based on race, involving cultural messages, misuses of power, and institutional bias, in addition to the racist beliefs and actions of individuals. <i>Racism = Prejudice + Power</i>
Systemic Racism	Refers to the complex interactions of large scale societal systems, practices, ideologies, and programs that produce and perpetuate inequities for racial minorities. The key aspect of structural or systematic racism is that these macro-level mechanisms operate independent of the intentions and actions of individuals, so that even if individual racism is not present, the adverse conditions and inequalities for racial minorities will continue to exist.

Week 2: Privilege

In whatever you do, don't let selfishness or pride be your guide. Be humble, and honor others more than yourselves. Don't be interested only in your own life, but care about the lives of others too.

Philippians 2:3&4 (ERV)

WHITE PRIVILEGE DOESN'T MEAN YOUR LIFE HASN'T BEEN HARD; IT MEANS YOUR SKIN COLOR ISN'T ONE OF THE THINGS MAKING IT HARDER.

● DEFINITION 1

The privilege to be able to navigate daily life in the American culture without having to think about race.

● DEFINITION 2

Living in America in the absence of discrimination, systemic oppression or micro-aggressions.

PEGGY MCINTOSH "UNPACKING THE INVISIBLE KNAPSACK"
(jot down some privileges that stood out to you)

- ▶
- ▶
- ▶
- ▶
- ▶
- ▶

THE TALK:

The conversation Black families have with their children to prepare them for WHEN they encounter police.

Search

black families the talk



get home safely



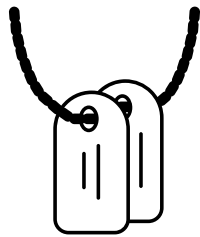
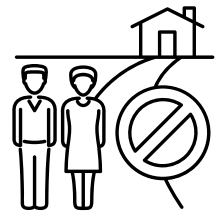
Emmett Till

Write down key dates and players in the Emmett Till story:



Redlining

Write a definition in your own words:



Serviceman's Readjustment Act of 1944 aka the GI Bill

-  Education
-  Home Loans
-  Small Business Loans
-  Job Placement

How did these injustices affect
Ralph Black and James White differently?
How did it affect their children and grandchildren?

The Bible & Systemic Sin

RESISTING INDIVIDUAL FAVORITISM

- ▶ Romans 12:11
- ▶ Acts 10:34-35
- ▶ Ephesians 6:9

RESISTING SYSTEMIC FAVORITISM

- ▶ Exodus 23
- ▶ Matthew 21
- ▶ Leviticus 23
- ▶ Acts 6

IF WE JUST MOVE FORWARD FROM HERE, WHO HAS THE ADVANTAGE?

Microaggressions

"The everyday comment, action, slight, or insult that communicates prejudice or maybe even hostility to someone in a marginalized group. These messages can be verbal or non-verbal; intentional or unintentional."

- Dr. Chester Pierce

"Micro-aggressions hold their power because they are invisible, and therefore they don't allow whites to see that their actions and attitudes may be discriminatory. Therein lays the dilemma. The person of color is left to question what actually happened. The result is confusion, anger and an overall draining of energy."

- Dr. Derald Wing Sue

Examples of Microaggressions

(Write down examples that you may not have thought of before. How do they affect conversations about race?)

Impact
Intent

Guilt is feeling bad about something you've done.
Shame is feeling bad about who you are.
- Brené Brown

Week 2 Homework

EXPLORE HOW THE IDEA OF WHITE PRIVILEGE
MAKES YOU FEEL OR WAYS YOU'VE SEEN IT PLAY
OUT IN YOUR OWN LIFE. WRITE ABOUT IT HERE:



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Week 2 Homework

REQUIRED:

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CHOOSE YOUR OWN ADVENTURE:

A large empty rectangular box with a light brown border, intended for 'Choose Your Own Adventure' homework. The box is a single large rectangle with a slightly irregular, hand-drawn appearance.

Glossary of Terms

WHAT DO YOU MEAN WHEN YOU SAY THAT?

Code-switching

The ability to change the way one speaks, dresses, behaves, and writes in order to fit into the dominant culture

Microaggression

The everyday comment, action, slight, or insult that communicates prejudice or hostility to someone in a marginalized group. These messages can be verbal or non-verbal; intentional or unintentional.

Socialization

The process of internalizing the norms and ideologies of a society

White Privilege

- 1) The privilege to be able to navigate daily life in the American culture without having to think about race.
- 2) Living in America in the absence of discrimination, systemic oppression or micro-aggressions.

Week 3: Blocking



INSTITUTIONAL CONTROL:

I pray not only for these followers, but also for those who will believe in me because of their teaching. Father, I pray that all who believe in me can **be one**. You are in me and I am in you. I pray that they can also **be one** in us. Then the world will believe that you sent me. I have given them the glory that you gave me. I gave them this glory so that they can **be one**, just as you and I are one. I will be in them, and you will be in me. So they will **be completely one**. Then the world will know that you sent me and that you loved them just as you loved me.

John 17: 20-23

► -ISTS VS -ISMS

- -ist = _____
- -ism = _____

Racialized Society:

a society wherein race matters profoundly for differences in:

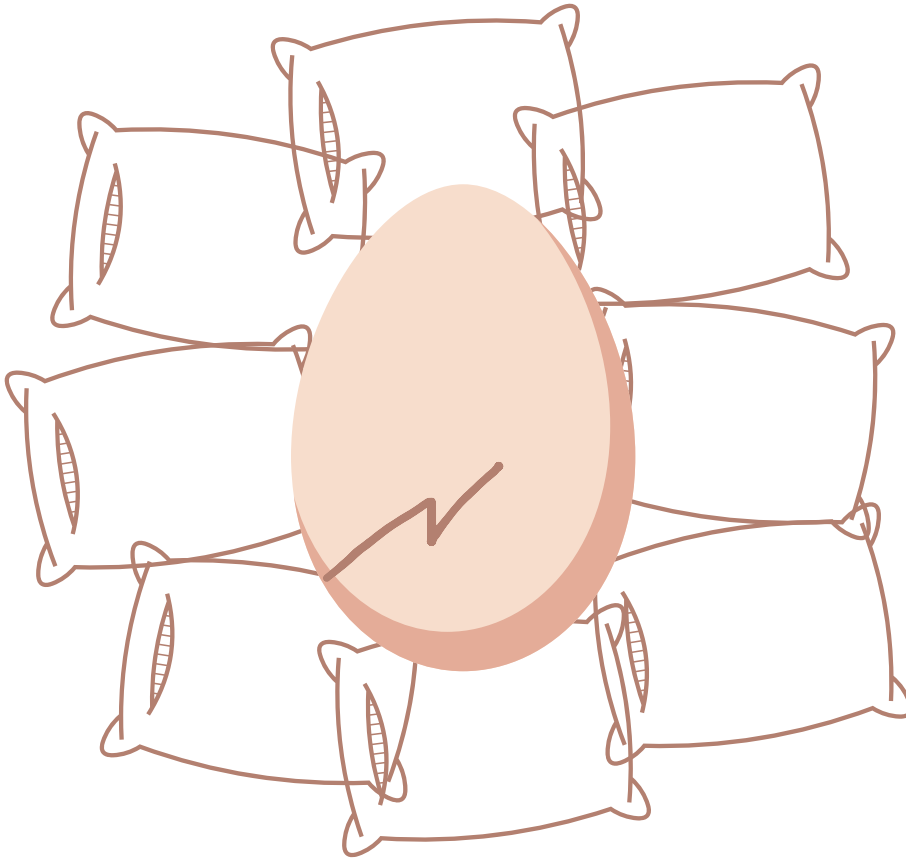
- _____
- _____
- _____

-Michael Emerson & Christian Smith
"Divided by Faith"

Socialization:
the process of
internalizing the _____
and _____
of a society

Pillows Used to Restore Comfort

WRITE THE NAMES OF THE PILLOWS BELOW



WHICH ONES STAND
OUT TO YOU?

101010
010101
101010
010101

Good/Bad Binary

What is it? How does it affect the conversation about race?

"WE CONSIDER A CHALLENGE TO OUR RACIAL WORLDVIEW AS A CHALLENGE TO OUR
VERY IDENTITIES AS GOOD, MORAL PEOPLE."

White Fragility:

is a common, almost _____ response to a minimal amount of racial stress or _____.

This triggers a range of defensive moves.

These moves include the outward display of emotions, such as

_____, _____ & _____ and

behaviors such as argumentation, silence, deflection, or

leaving the stress-inducing situation.

Bingo:

write down which statements stand out to you

- ☐ _____
- ☐ _____
- ☐ _____
- ☐ _____
- ☐ _____
- ☐ _____
- ☐ _____
- ☐ _____

COLORBLIND: what does it mean and why is it harmful?

Key Factors Involved:

1

SEGREGATED LIVING

LITTLE OR NO
AUTHENTIC INFO RE:
RACISM

INABILITY TO TALK OR
THINK CRITICALLY ABOUT
THE COMPLEXITIES OF
RACISM

FEAR AND DISCOMFORT
WHEN FACED WITH NON-
WHITE PERSPECTIVES ON
RACISM

2

ENTITLED TO A RACIALLY COMFORTABLE STATE

UNREASONED RESPONSE
TO RACIAL DISCOMFORT

STRONG DESIRE TO
IGNORE OR REMOVE THE
CAUSE OF DISCOMFORT

NO FEELING OF LOSS AT
ABSENCE OF POC; A
PREFERENCE FOR A
SEGREGATED LIFE AND
CONVERSATIONS

Conversational Challenges:

We have _____, but don't realize or aren't willing to admit that they may be uninformed.

We see ourselves as _____ individuals, unaffected by the culture we live in.

We are socialized to think that if we don't _____ it, it isn't there.

We use our _____ as a way out, which goes back to the pillows we discussed earlier.

We don't understand institutional control and therefore don't see racism as a _____.

Goal: Reconciliation

- Must be able to _____ about race.
- Recognize how we _____ these conversations.
- Offer _____, especially to ourselves.
- Be ready to get _____.

Week 3 Homework

SELF-REFLECTION: HAVE YOU USED THE PILLOWS TO BLOCK CONVERSATIONS RATHER THAN PUSH INTO THEM? WRITE ABOUT IT HERE.



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Week 3 Homework

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CHOOSE YOUR OWN ADVENTURE:



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Glossary of Terms

WHAT DO YOU MEAN WHEN YOU SAY THAT?

Gaslighting

A form of psychological manipulation in which a person seeks to sow seeds of doubt in a targeted individual or in members of a targeted group, making them question their own memory, perception, or sanity.
Examples: That's not what happened. You're being too sensitive.
Stop taking everything so seriously.

Racialized Society

A society where race matters profoundly for life experiences, opportunities, and interpersonal relationships.

White Fragility

A common, almost scripted response to a minimal amount of racial stress or discomfort. This triggers a range of defensive moves.
These moves include the outward display of emotions, such as anger, fear, or guilt, and behaviors such as argumentation, silence, deflection or leaving the stress-inducing situation.

Week 4: Supremacy

Your eyes saw my unformed body; all the days ordained for me were written in your book before one of them came to be.

Psalm 139:16

▶ Galatians 3:28

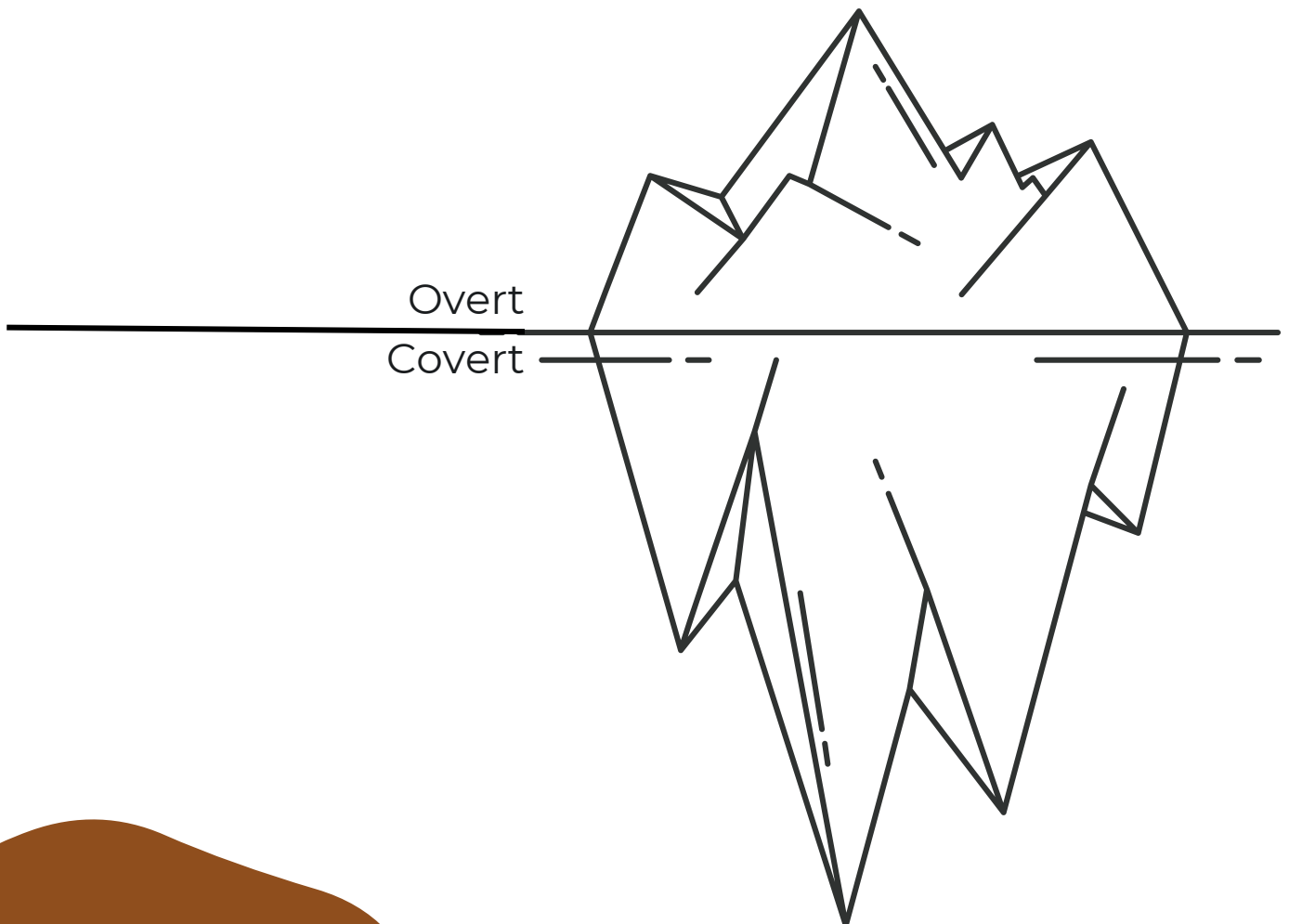
▶ Acts 15:8&9

▶ Romans 10:11&12

▶ Colossians 3:11

● WHITE SUPREMACY

A sociopolitical economic system of domination based on racial categories that benefits those defined and perceived as white. This system of structural power privileges, centralizes, and elevates white people as a group.



REVIEW OF History

Notes:

Recounting important dates in History

1619 The first kidnapped Africans arrive in Virginia

Bacon's Rebellion:
white indentures &
African slaves revolt

1676

1705 Virginia Slave Codes
giving rights to whites
and making Africans
slaves by birth

"All men are
created equal and
endowed by their
Creator ..."

1776

1808 Importation of
kidnapped Africans
ends. Enslaved
workforce will become
entirely US born.

Civil War: 650,000
killed in battle.

1861-1865

1867-1877 Reconstruction:
Passage of Civil War
Amendments (13th, 14th &
15th)

Plessy vs. Ferguson:
Separate but Equal
IS constitutional

1896

Jim Crow Era

Brown vs Board of Education:
Separate but Equal
IS NOT constitutional

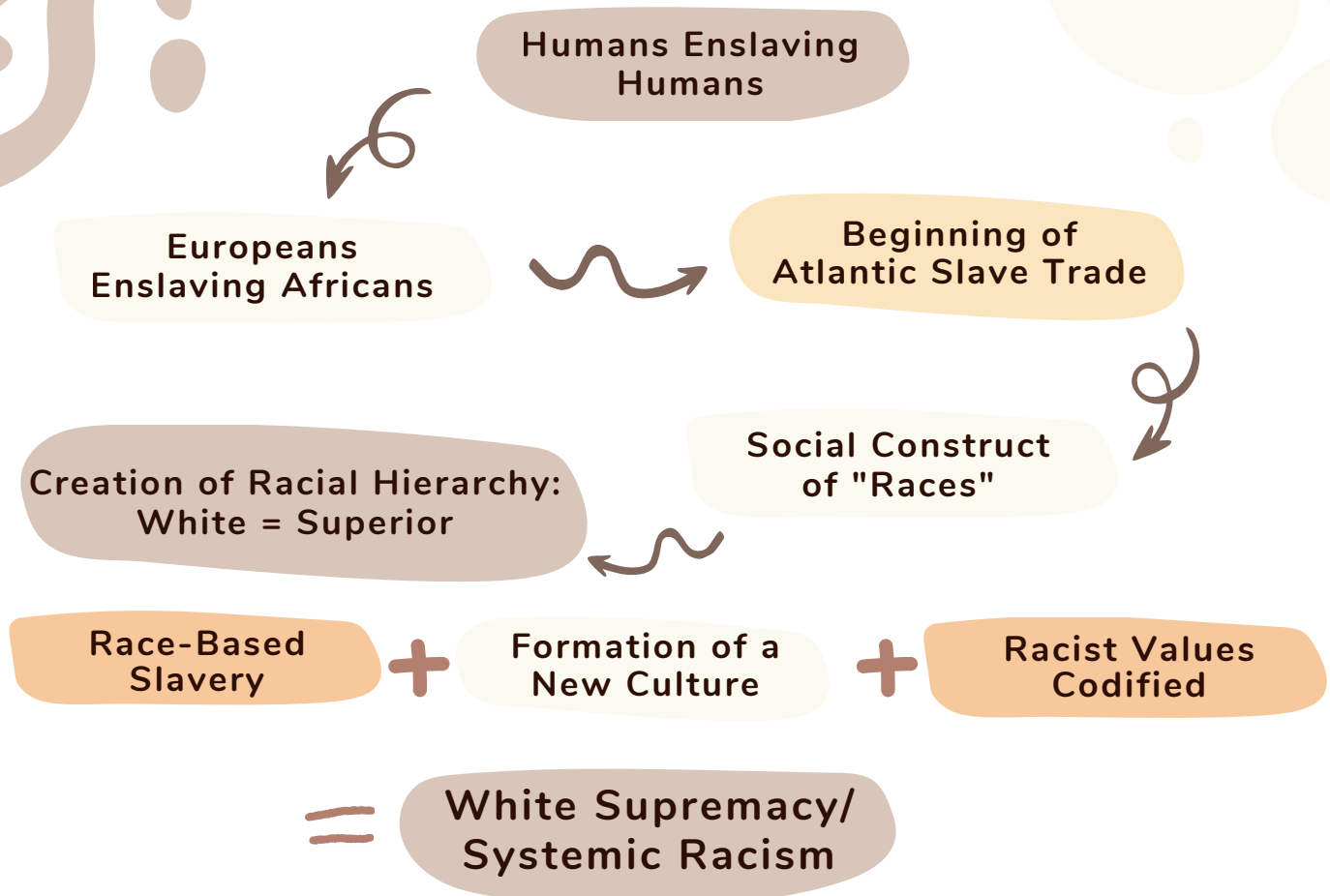
1954

1964 Civil Rights Act

Begin era of mass
incarceration, sometimes
called the New Jim Crow

1980

Historical Sequence that Led Us Here

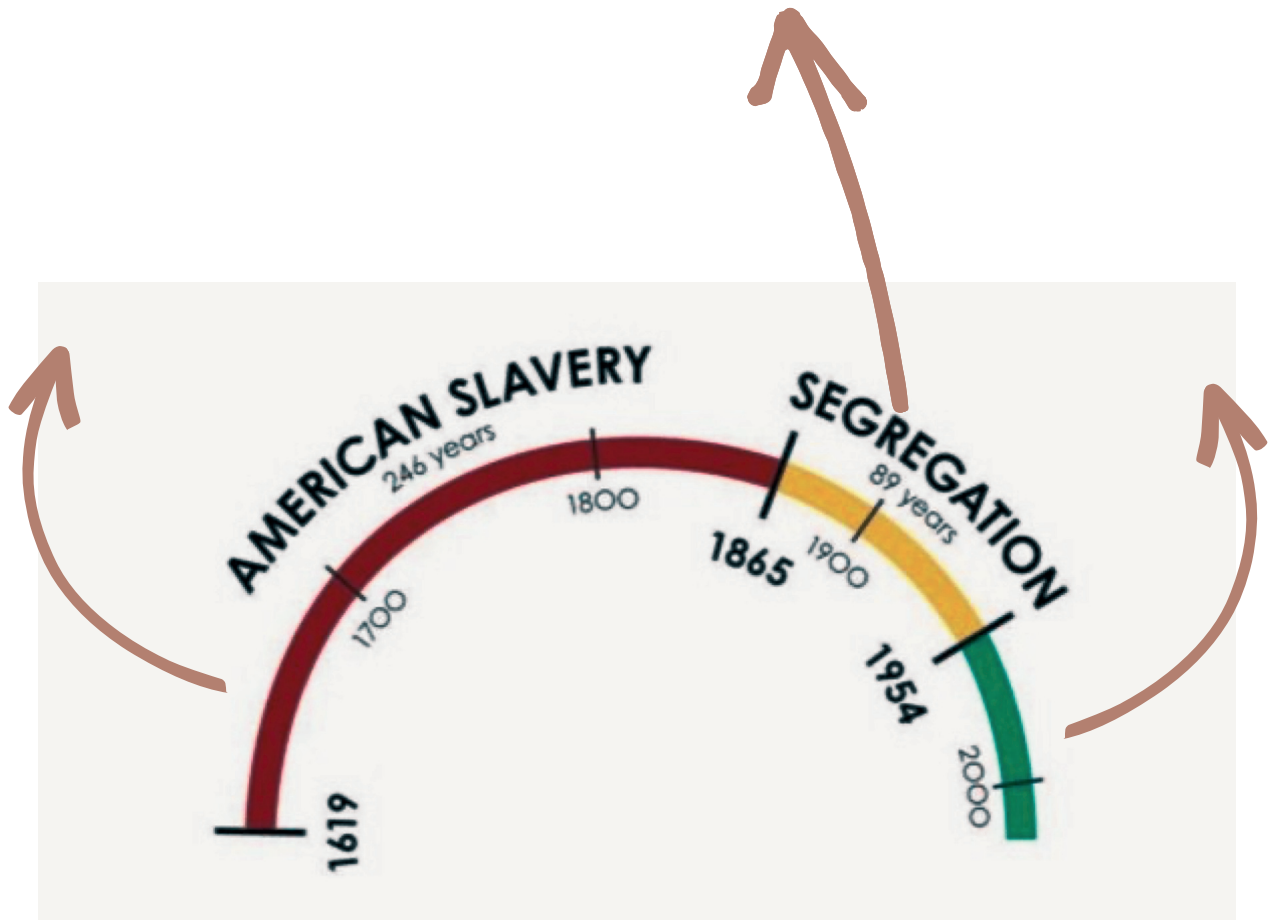


Examples of How White Supremacy has Played Out Over the Years

- Jim Crow
- Lynchings and Terrorism
- Confederate Monuments & Iconography
- Media & TV (whitewashing)
- Police Brutality
- Mass Incarceration
- School to Prison Pipeline
- Hair Discrimination
- Organizational Leadership

Search

James Marion Sims	🔍
Latif Test	🔍
Bob Jones University	🔍
Crown Act	🔍



How Long Is Long Enough?

Week 4 Homework

FOR FOUR WEEKS, WE'VE TALKED A LOT ABOUT SYSTEMIC RACISM. THIS WEEK, THINK ABOUT SYSTEMS YOU'VE SEEN OR BEEN A PART OF IN YOUR LIFE THAT ADVANTAGE WHITE PEOPLE OVER PEOPLE OF COLOR. WRITE ABOUT IT HERE AND BE PREPARED TO DISCUSS NEXT WEEK.

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Systemic Racism:

Refers to the complex interactions of large scale societal systems, practices, ideologies, and programs that produce and perpetuate inequities for racial minorities. The key aspect of structural or systematic racism is that these macro-level mechanisms operate independent of the intentions and actions of individuals, so that even if individual racism is not present, the adverse conditions and inequalities for racial minorities will continue to exist (Gee & Ford, 2011)

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Glossary of Terms

WHAT DO YOU MEAN WHEN YOU SAY THAT?

Allyship

Aligning with and supporting a person or people group.
An active, consistent, and arduous practice of unlearning and re-evaluating, in which a person in a position of privilege and power seeks to operate in solidarity with a marginalized group. It's important to note that allyship is not self-defined—our work and our efforts must be recognized by the people we seek to ally ourselves with.

Cultural Appropriation

Assuming the right to take, for yourself, the cultural art, artifacts, music, and attire of other cultures for your own use as if they came from you. This is most commonly seen in a white person dressing up in someone else's cultural attire (halloween, Cinco de Mayo, etc.) but also can include yoga studios, rap music, hairstyles, etc.
Please note: There is a difference between appropriation and appreciation.

White Supremacy

A sociopolitical economic system of domination based on racial categories that benefits those defined and perceived as white. This system of structural power privileges, centralizes, and elevates white people as a group.

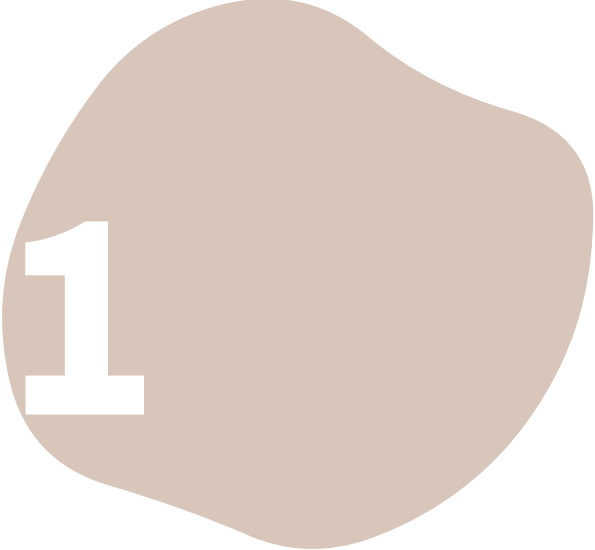
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[non-rey-sist] noun

has a few friends of color and this is proof that they are not racist

Next Steps:

INDIVIDUAL



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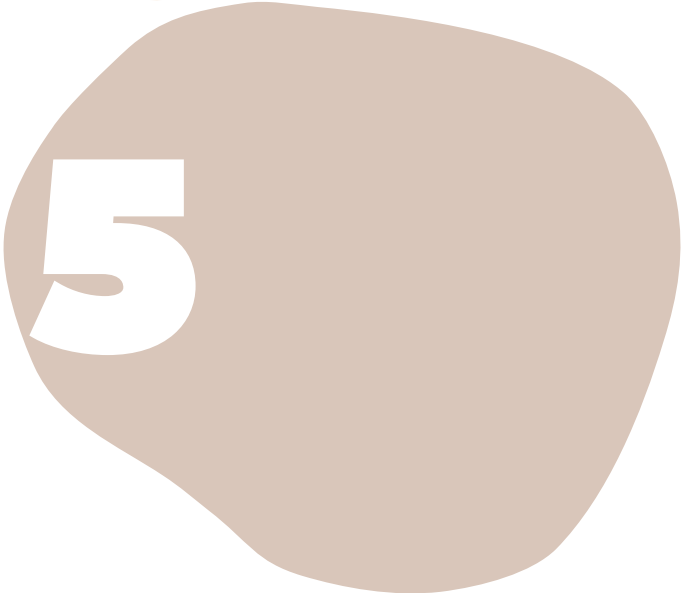
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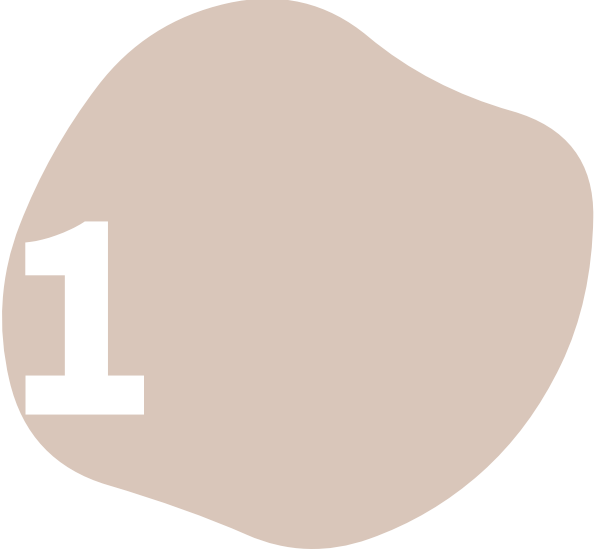
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Next Steps:

SYSTEMIC/COMMUNAL



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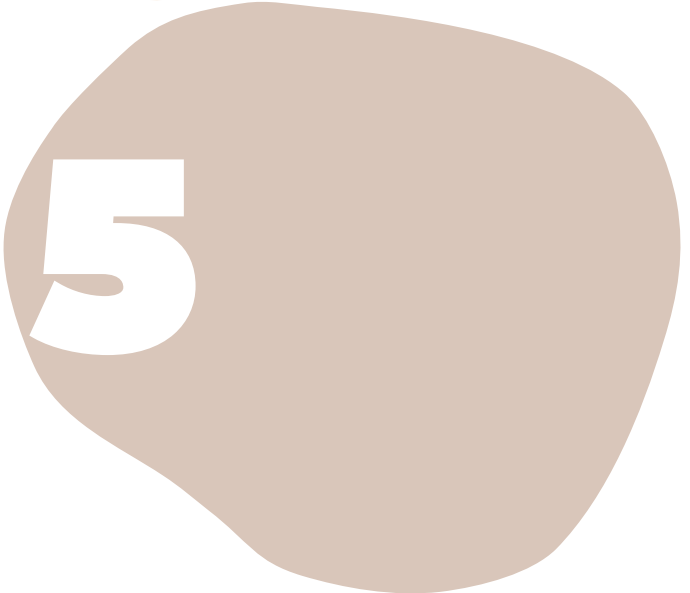
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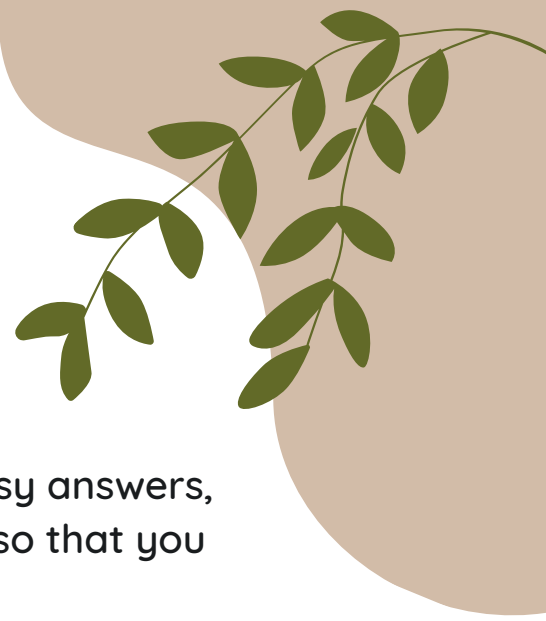
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Benediction



May God bless you with discomfort at easy answers, half truths, and superficial relationships, so that you may live deep within your heart.

May God bless you with anger at injustice, oppression, and exploitation of people, so that you may work for justice, freedom, and peace.

May God bless you with tears to shed for those who suffer from pain, rejection, starvation, and war, so that you may reach out your hand to comfort them and turn their pain to joy.

May God bless you with enough foolishness to believe that you really CAN make a difference in this world, so that you are able, with God's grace, to do what others claim cannot be done.

And the blessing of God, the Supreme Majesty and our Creator, Jesus Christ, the Incarnate Word who is our brother and Savior, and the Holy Spirit, our Advocate and Guide, be with you and remain with you, this day and forevermore. Amen.

Franciscan Prayer



NEED MORE INSIGHT?

How to Continue Your Learning Journey

1. Continue to work your way through the homework on the LTR Ministries website.
2. Invite your friends who you think might be interested in learning to join a Let's Talk Race class. Consider taking it again with them so that you can begin having conversations with others about this important topic.
3. Consider joining a Threaded Journey group. A Journey group is a great way for you to take what you've learned the last 5 weeks and put it into practice by having meaningful conversations with people of color.
4. See if others in your church might be interested in coming together to form your own Racial Reconciliation Ministry. Contact us if you'd like support in this journey.
5. KEEP LISTENING!

