

Racial Equity Team Report

The mission of the ECSW Racial Equity Team is to educate, equip, and empower individuals and congregations to work for racial justice.

May 2023 - The synod assembly opened with a land acknowledgement and commitment led by Pastor Paul Johnson. The assembly adopted a resolution to encourage all congregations to create their own land acknowledgement as a first step toward truth and healing.

June 2023 - A bus trip to Milwaukee was co-sponsored by the Racial Equity Team and the ECSW Women of the ELCA. Thirty-seven people visited the Greater Galilee Missionary Baptist Church and America's Black Holocaust Museum.

September / October 2023 - Led by Racial Equity Team members, two racial justice resolutions were adopted by both the synod Women of the ELCA Biennial Convention and the churchwide Women of the ELCA Triennial Convention. The first was to encourage all Women of the ELCA to participate in the Truth and Healing Movement, make use of the ELCA Indigenous Peoples Resources, and create their own land acknowledgement as ways to start the healing. The second was to encourage all Women of the ELCA to engage in *Now is the Time: A Study Guide for the Declaration of the ELCA to People of African Descent*. The synod WELCA also voted to set aside \$2500 to co-sponsor a racial justice conference with the Racial Equity Team.

January - February 2024 - Racial Equity team members Randy Johnson, Pastor Barb Girod, and Shirley Paulson led the five-session *Now is the Time: A Study of the Declaration of the ELCA to People of African Descent* study for rostered leaders to fulfill the 2022 resolution of six hours of Bishop-approved racial equity training. There were three online sections with a total of 51 participants.

March 2024 - Pastor Barb Girod and Shirley Paulson attended the ELCA European Descent Lutheran Association for Racial Justice (EDLARJ) Assembly in Minneapolis. The highlight of the assembly was the tour of George Floyd Square. The assembly voted to change the name to the ELCA Association for White Lutherans for Racial Justice and to consider restructuring to include synod chapters. Pastor Angela IKhabebe reminded us that there are only two ways to do this work: imperfectly or not at all.



April 2024 - Racial Equity Team members Pastor Barb Girod, Paul Jerks, Pastor Paul Johnson, Randy Johnson, and Pastor Jenn Pockat were joined by new members Mary Kay Baum, Lori Hartz, Charlene Kuenzi, Rev. Cath Mode, Erin (Jody) Seegert, and George M. Swamp (Oneida).

Coming Events:

April 5, 2025: Racial Justice Conference co-sponsored by the ECSW Women of the ELCA at Ascension Lutheran Green Bay. Speakers will include Vance Blackfox (Cherokee), ECLA Director for Indigenous Ministries and Tribal Relations.

Fall 2025: Civil Rights Heritage Tour will include Montgomery and several other cities and emphasize learning and reflection to lead to action.

Continuing Projects:

- Complete Land Acknowledgement Panel video
- Build a team of liaisons - one from each congregation
- [Offer Now is the Time and other studies](#)
- Promote the ELCA's [Truth and Healing Movement](#)