ANTI-RACISM EQUIPPING 1.0
"What Lies Between Us"

In order to assist you with this experience, we have compiled a list of frequently asked questions (FAQ):

What is the purpose of the Anti-Racism Equipping 1.0?

- As members of the Presbytery of Charlotte, *we are called by God to discover and address the systemic and individual racism found within our Presbytery [and the world]. We seek to encourage and equip our churches and individuals to engage in interracial dialogue, relationship building, and dismantling of racism efforts in the communities throughout our seven counties* (from 2018 Document by Jason Haas).
- To that end, in 2021, the Presbytery voted to require anti-racism equipping — every 3 years — for all Ministers of the Word and Sacrament, all Presbytery staff members, and all Presbytery committee members.

Who in the Presbytery is responsible for the equipping sessions?

- The Presbytery's Anti-Racism Cohort (ARC) and the Presbytery's Stated Clerk / Administrative Coordinator Tamara Williams.

Why do you use the term equipping instead of training?

- In the first years of conducting these sessions, the Cohort realized that "equipping" was a better word since Black, Indigenous, and People of Color (BIPOC) experience anti-racism regularly and do not need "training" in it.

What are the curriculum materials for the equipping?

- The primary curriculum for the equipping is *What Lies Between Us* by Dr. Lucretia Berry, co-founder of Brownicity, which is based in Charlotte, NC and was launched in 2015 with the purpose of making important, scholarly-informed, anti-racism education accessible.
- *What Lies Between Us* includes the video, *Race - The Power of an Illusion* [located through links below].
- A timeline of the Presbytery of Charlotte's racial history [located through accountability quiz #2].
- A video history of the Catawba Presbytery and short essay [located through accountability quiz #2

What if I am interested in other resources from Brownicity?

- If you are interested in other resources that are available through Brownicity, you can access their homepage with this link: https://brownicity.com/

Why was this curriculum chosen?

- We chose this curriculum because (1) its pedagogy is community building; (2) it works very well within the church and other group settings; (3) its printed and digital form was reasonably priced; (4) it is the hope of the Cohort that ministers, and church leaders would use this resource within their congregations.
- We are grateful to Dr. Berry for providing free online access to these materials.

How often am I required to do the equipping?

- You are required to take this course within the first three years of your entry into the Presbytery of Charlotte or of your participation as a staff or committee member in the Presbytery.
- You will only take this course once, and it is valid for three years. After three years, you are required to participate in Anti-Racism Equipping 2.0.

What is the cost of this equipping?

- Due to the generosity of Dr. Berry, the only cost to you is the purchase of the *What lies Between Us* journal. If you would like to support her work or give a donation to Brownicity because of their generosity in making these materials easily accessible, you may do so via the Brownicity website. https://brownicity.com/ There is a Donate option at the bottom of the website.

How do I receive a certificate of completion?

- After you have read Chapters 1-4 in the journal and watched the first two episodes of the video *Race — The Power of An Illusion*, you are required to score 80% on two accountability quizzes. Once you have submitted and passed the two quizzes, a certification of completion will be emailed to you.
- The Presbytery of Charlotte maintains a record of who has completed the equipping.

What happens if I don't get a passing score on one or both of the accountability quizzes?

- You, along with Presbytery Office, will receive a score from each accountability quiz as soon as you submit it. If you do not pass, then you will need to retake the quiz and submit again, until you meet the requirement of an 80% or better score.

How long do I have to take read the materials, watch the video, and take the accountability quizzes? What if I do not have time to do everything in one day?

- You can determine how you would like to pace the taking of this equipping. You can do it over a day, multiple days, weeks.
- Once you have entered your email address into the quiz, it will save your answers. This will assist you if you only have time to complete part of a quiz.
- Remember, you cannot get started until you order a copy of the *What Lies Between Us* Journal.
- One possible scenario: Once you have the *What Lies Between Us* Journal, you could read chapters 1-3 and watch the first episode (which lasts approximately an hour) and then take the first accountability quiz. On another day, you could read chapter 4, watch the second episode (which also lasts approximately an hour), reference the two resources on the Presbytery of Charlotte's webpage for the Anti-Racism Cohort, and take the second accountability quiz.

How do I access the materials and begin?

- You will need to order a copy of *What Lies Between Us*. You can use this link.
- Once you have a copy of *What Lies Between Us*, read the chapters 1 and 2.
- When you are ready to watch the videos, use this link to go directly to Brownicity *"What Lies Between Us"* (WLBU) Resources and click the "Enroll for Free" box.
- When you get to chapter 3, you are required to watch Episode 1 of the video *Race - The Power of an Illusion.* The video and other resources can be found at *What Lies Between Us Resources (brownicity.com).*
- When you get to chapter 4, you are required to watch Episode 2 of the video *Race - The Power of an Illusion.* The video and other resources can be found at *What Lies Between Us Resources (brownicity.com).*
- Although it is not required, we strongly encourage you to read chapter 5 and watch the final episode of the video at *What Lies Between Us Resources (brownicity.com).*

What are the requirements of the equipping?

- Read Chapters 1-4 in Journal. We encourage you to do the reflection questions, but they are not required.
- Watch Episode 1 ("The Difference Between Us") of the video *Race - The Power of an Illusion*. Once you have watched the video, use the link on the Presbytery website page to locate the first accountability quiz for the reading and video. Take the quiz and submit it. You must attain a 80% accuracy on the quiz.
- Watch Episode 2 ("The Story We Tell") of the video *Race - The Power of an Illusion*. Once you have watched the video, use this link to locate the accountability quiz for this video. Take the quiz and submit it. You must attain a 80% accuracy on the quiz.
- Although watching the final episode of *Race - The Power of an Illusion* is not required, we hope you will make time to watch Episode 3 ("The House We Live In"), which you can access through Chapter 5.

What if I have questions or trouble access the materials or completing the equipping?

- If you experience any difficulties in completing this educational experience, please contact Tamara Williams, Stated Clerk / Administrative Coordinator of the Presbytery **tamara.williams@presbyofcharlotte.org**

We hope this is a positive experience for you and that you will consider sharing the *What Lies Between Us* curriculum with your church and other colleagues.

Grace and peace,

The Presbytery of Charlotte's Anti-Racism Cohort