

**ITEM D. 104
FOR ACTION**

FOR PRESBYTERIAN MISSION AGENCY EXECUTIVE DIRECTOR’S OFFICE USE ONLY					
	A. Resource Allocation & Stewardship	X	D. Coordinating Committee		G. Outreach to the World
	B. Personnel & Nominating		E. Mid-Councils		H. Ministerial Teams
	C. Property/Legal		F. Nurture the Body		P. Plenary
FINANCIAL IMPLICATIONS – TO BE COMPLETED BY SUBMITTING OFFICE					
COST (explain in the Rationale section):					
	Within Per Capita Budget _____		Within Mission Budget _____		New Funds _____

Subject: Power & Privilege Recommendation to PMAB in response to Marian Vasser’s Report

Recommendation:

That the PMAB seek the services of a trainer/consultant to help board members and staff address implicit biases and microaggressions at our Oct. 6-8, 2021 board meeting. The trainings will require 2 two-hour time slots.

Rationale:

Ms. Vasser’s year-long observations of the board brought to the surface behaviors and biases among both board members and staff during our board meetings. Below are some of Ms. Vasser’s findings of implicit biases and microaggressions.

*While there were several occurrences, most notably were white women who repeatedly inserted themselves in the space designated for the consultant, offering tips and advice. While the intent may have been good, there was a clear assumption that the consultant was not skilled or wise enough to identify power and privilege without assistance.

*While folk of Asian descent are clearly not monolithic, perpetuating narratives of Asians being “model minorities” is concerning. Within this community, it would be advantageous to explore how explicit or implicit efforts to present as anything other than a racialized community serves to reinforce white supremacy.

How do we uplift and foster a true appreciation and acknowledgement of the Asian community in these spaces? Incorporate presenters who are experts in Asian studies with the goal of increasing awareness and cultural sensitivity around this community. PMAB should begin with those within this particular agency.

*During a conversation around hate speech via social media, there was more conversation around not upsetting dominant groups, instead of reaffirming a commitment to PC(USA)’s commitment to racial justice.

*I would also be remiss if I did not share my concern for the perceived lack of commitment to this work. While adequate resources were committed to this effort, the consultant was rarely provided details in

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advance, nor adequate guidance in several areas. There were many times where it was clear this effort was an afterthought.

If we, the PC(USA), are going to live into our Matthew 25 mission, the work has to begin in all spheres of our denomination. The board has the opportunity to provide testimony to the broader church about the hard work and dedication needed to overcome the evils of racism. We cannot take lightly these observations and assume we will behave better. We must provide a pathway toward self-awareness and the implications of these harmful behaviors.

Given these findings and our commitment to Matthew 25, the power and privilege task force recommends to the board that we acquire the services of Rosetta Lee, a consultant and trainer from the Seattle Girl's School. Ms. Lee's bio is attached. Ms. Lee offers several modules of which the task force recommends **Implicit and Unconscious Bias: Bridging the Distance Between Professed Values and Daily Behaviors and Navigating Microaggressions.**

Notes on Financial Implication:

Travel Expenses: \$800

Speaking Fee:

Minimum - One full day \$2500

Additional 1/2 day increments \$1300