

Anti- Racism Issue Team Report

October, 2004

Chair: Ted Cassidy, SM

List your active issue team members

Ted Cassidy SM, Jean Canning, Nancy DeHonoros, Bill Grundish SM, Jesse Hernandez, Pati Krasensky, Paul Landolfi SM, Paul Marshall SM, Franklin Pao SM, Len Roberts, Rudy Vela SM, Bob Wiethorn SM

What are the goals and objectives that your team is working on, particularly in the past year (Oct. 2003-Oct. 2004)?

Our mission is - *to invite the members of the Marianist Family into a process of exchange, reflection and prayer about racism and culture.*

Our vision is - *that our Marianist Family operate as a part of the Body of Christ that is free from the constructs of racism.*

Goals and Objectives

Goal 1: Develop a Marianist Family policy statement, in collaboration with the Marianist Family Council, to work against racism and toward cultural solidarity in the US.

Objective 1: Elevate the awareness of racism in our society in a statement to the Marianist Family.

Objective 2: Describe how corporately the U.S. is predominantly a “white culture” and how this “white culture” permeates every fiber of American society including our own Marianist communities.

Objective 3: Define requirements and responsibilities for a Marianist approach to assist our institutions and communities achieve this goal.

Objective 4: Help the Marianist Family be liberated and healed from patterns of denial about racism and take a stand against it.

Goal 2: Assist the Marianist Family in determining corporate strategies to become racism free.

Objective 1: Encourage collaboration among the three branches of the Marianist Family with anti-racism programs and processes.

Objective 2: Meet with Faith and Culture Task Force.

Objective 3: Help the Marianist Family acquire skills for personal and institutional liberation and healing from patterns of racism.

Objective 4: Help Marianists understand the need to include minorities in decision-making processes.

Goal 3: Provide ways and means for the Marianist Family to experience racial and cultural solidarity within our communities.

Objective 1: Provide workshops on racism that will help transform the Marianist Family. Ask some Marianists to attend the Mexican American Cultural Center's (MACC) level 2 workshop on racism and the “Recovery from Racism Workshop” by Clarence Williams (both training and 10 sessions).

Objective 2: Encourage the use of the Cultural Audit in collaboration with the Faith and Culture Task Force.

Objective 3: Collaborate with MLNNA on the 'Just Do It' III on multiculturalism.

Objective 4: Identify plans and resources for Marianist ministries and communities to achieve racial and cultural solidarity.

**What activities have you engaged in to attain these goals? (Include the costs for these activities.)
Who has been your target audience - general public, youth, Marianist parishes or schools, etc?**

Since October 2003 our major project has been to set up our goals and objectives until 2006 and to begin implementing them. We have done the following:

- Five of our team met for a weekend in St. Louis in February 2004 to set up the goals and objectives, at a cost of \$1200.00.
- Two members participated in the Cultural Audit Workshop, at a cost of \$1000.00.
- We sponsored two Marianist Brothers to participate in the Fr. Clarence Williams Sobriety Workshop, at a cost of \$700.00.
- Four members of the team - Paul Landolfi, Paul Marshall, Jesse Hernandez and Ted Cassidy - have begun writing a corporate statement on racism for the Marianist Family with Myles McCabe and Jim Vogt.
- Three members of the team - Rudy Vela, Franklin Pao and Ted Cassidy - have begun a process to have a team of Marianists, lay and religious, attend the Cultural Audit Workshop in January 2005 and then present this workshop in various locations around the country for Marianists.
- One member of the team, Pati Krasensky, is preparing a list of anti-racism workshops offered by the Mexican American Cultural Center and Fr. Clarence Williams that Marianists can attend.
- One member of the team, Jean Canning, has helped set up the Anti-Racism section of the MSJC website.

What has been the impact of these activities, i.e., what difference have you made as an issue team in the past year?

The effect of the planning we have made to set up goals and objectives and their implementation has not yet been seen. On the level of the team participation there has been strong involvement and interest.

What are your plans for the coming year?

This coming year we will seek to do the following:

1. Have the Corporate Anti-Racism statement approved by the Marianist Family Council of North America and send it to all Marianist Communities in the country asking them to pledge to it by action steps.
2. Present the Cultural Audit workshop in various locations around the country for the Marianist Family.
3. Invite Marianists to attend other anti-racism workshops given by the Mexican American Cultural Center and Fr. Clarence Williams.