



UNDIVIDED

A RACIAL SOLIDARITY MOVEMENT

PROGRAM CURRICULUM



Our goal is to move the conversation about race from an intensely heated or shamefully hushed topic, to an environment where what people say and feel is doused in grace and becomes a catalyst for the kind of growth that can heal the racial divide.

A MOVEMENT WITH A PLAN

UNDIVIDED has become the manifestation of that hope. With a program that spans six sessions, the journey is designed for individuals to grow within the context of a diverse group setting.

UNDIVIDED

SESSION 1

Our journey begins with a simple, yet profound, personal reflection around the question:

When were you first aware of race, yours or others?

This is different for everyone, so hearing and sharing stories helps establish a baseline of understanding and trust amongst the group.

From there, the group experiences the History of Race presentation, that for many, is an eye-opening opportunity to discover some important, unlearned contents of US history. UNDIVIDED sees this opportunity for growth and creates an environment for many revelations to occur and be acknowledged without a response of shame and/or fear.

Instead, we leave with a call to action: Our differences don't need to divide us. Differences can be reconciled, and communities can be empowered. Individuals are attracted to an environment where differences can be discussed with grace, authenticity and understanding. Continued racial tensions in our nation can hold us hostage. However, seeking to understand one another can move us forward. Individuals, families, and communities can grow toward greater racial understanding and unity. Reconciliation goes from feeling impossible to inevitable.

"My first conscious recognition about race came when I was a high school sophomore."

I had begun to get interested in a girl I'd met through a church camp. She was black, but all I knew was that she was cute and we liked each other. Somehow my older brothers caught wind of this, took me aside, and told me in no uncertain terms that Dad would kill me if he found out I was dating a black girl...I've co-facilitated UNDIVIDED 6 times. Each time grew me, each group was unique and good."



– Mike Ploucha

RELATIONSHIP

SESSION 2

This session focuses heavily on training in the relational skill of empathy because

you can't understand someone until you've walked a mile in their shoes.

Between sessions, participants are encouraged to meet with someone of a different race, from their small group, to reflect on a personal level how race has impacted their relationships with others. The training is punctuated with a powerful shared moment where through art, participants are able to share their story, while their partner practices the skills of empathetic listening. Each person is able to engage their curiosity by open-heartedly connecting with empathetic language.

"UNDIVIDED unsurfaced years of shame I carried over rejection and unconscious self-hatred I experienced as a woman of color. I remember the embarrassment I felt during one of the exercises, admitting to another black woman that I was more comfortable and gravitated toward white people.

I began to heal from the years of racial wounds I was unaware of carrying.



– Petra Hostetler

Since then, I began the journey of fostering deep relationships with other women of color. I am experiencing a wholeness and love for myself and my heritage that I was unable to experience before."

REALLY

SESSION 3

Sometimes we don't see the truth until it's right in front of us.

In this session, participants are provided with data that exposes the racial inequality in their local community. Each person is encouraged to examine how they may have been complicit, victimized or embittered by the data. At that point, they are challenged to a spiritual exercise to pray and fast with a focus on deepening their understanding of the racial inequality in their local community.

Reconcilers are then asked to examine their own biases, by confronting the echo chambers that exist around them, looking specifically to identify what views might have been marginalized or absent. We use an activity called the Web of Disparity, which is an interactive form of storytelling that allows us to produce a visual representation of the connectedness of different life areas. In seeing the web that forms, participants can grow in understanding of how the dynamics of disparity can have implications across multiple areas of a person's life.



SESSION 4

This session begins with an Identity Development Survey designed to measure and help bring self-awareness to individual participants. The results of the survey are used to help people identify their current stage of racial identity development. The objective is to show that a positive racial identity, not based on assumed superiority or inferiority, is healthy for all.

The next part of the journey is pivotal, as participants again pair off to do a Repentance Exercise where individuals are given the opportunity to turn away from fear/guilt/shame/past perceptions and lean into grace. Looking eye-to-eye, the skill is practiced in 3 steps:

1. Admit where you've been wrong
2. Receive words of forgiveness
3. Be affirmed

"Repentance is freeing. I am white and blessed to have a beautiful, strong black woman as a co-worker, confidant, and friend. She has show me love and honesty in conversations about race (and marriage, and family, and lots of other things) and always extends grace to me when I realize that I need to repent.

I was afraid at first, that confessing my mistakes would damage our friendship,

but I was wrong, we have grown closer. Through the intentional change of repentance and practicing empathy, I see the people around me in a new way, and although I'm sure I have more to learn, UNDIVIDED has led me to be a kinder, more loving version of myself, who tries to choose love over fear whenever possible."



– Denise Solaria

RECONCILIATION

SESSION 5

In this session, groups discuss their individual results from an Implicit Association Test designed to reveal implicit biases embedded in the subconscious. As a full community, the groups all convene and face one another in a large circle for an activity created to demonstrate the inaccuracy of biases.

A final moment in this session is an affirmation of the call to be in the army of reconcilers. UNDIVIDED challenges them to take their change hearts to their individual spheres of influence and to take bold next steps to bridge divides within their communities. The impacts are great when hearts turn and choose to live UNDIVIDED.

"UNDIVIDED has matured me to be bolder not only with my voice around race, but around discipleship. Usually when topics about race, religion or politics come up, I am silenced.

I have found myself speaking out to model grace, and also call out injustices.

UNDIVIDED has provided an opportunity for me to join the conversation on race at an individual and community level."



– Cameron Smedley

THE M G R E

SESSION 6

The most profound moment of UNDIVIDED happens around a dinner table. Groups meet at each other's homes for a shared meal and celebration of the journey. This potluck is a time to reconvene to share "ahas," new learning or experiences, and simply enjoy the company of one another. The experience also tangibly and practically combats segregation, when individuals invite people different from them into their homes. The intimacy of sharing a meal, breaking bread and praying together around the table, is true fellowship – when everyone has a seat at the table.

"Our eyes were opened when we realized that we had never had a person of color into our home for dinner. We soon realized that was the norm in this town. Human beings, by their very nature, tend to associate with others that look and think like them.

I decided that I had to make some changes. I needed more cultures in my life.

Everywhere I looked: my family, my friends, my job, all I saw was white. My life was homogeneous...we all came to the table with our personal baggage as a result of life's experiences. The various lenses, which each person provided, were invaluable. Everyone had a different story to tell and was encouraged to share."



– Matt Yung

