

PAX CHRISTI USA ANTI-RACISM TEAM

PCART is comprised of people of color and white folk who have been trained as anti-racist, peace and justice activist-teachers. The work of PCART—deepening an analysis of racism, raising consciousness and consciences, and suggesting paths of change—is accomplished by three working groups: strategic planners, team life, and researchers. PCART members teach in PCUSA regions and local groups, presenting a PCART-designed seven-hour anti-racism workshop tailored to each group to which it presents. PCART serves as a resource to transform the racism inherent in the organization and its structures as a result of the sinful history of personal and systemic racism and the ongoing effects of internalized oppression experienced by people of color and internalized white supremacy by white folk.

WHO IS PAX CHRISTI USA?

Pax Christi USA is the national Catholic peace and justice movement reaching over one half-million U.S. Catholics annually. Pax Christi USA strives to create a world that reflects the Peace of Christ by exploring, articulating, and witnessing to the call of Christian nonviolence. This work begins in personal life and extends to communities of reflection and action to transform structures of society. Pax Christi USA rejects nuclear weapons, war, preparations for war, and every form of violence and domination. It advocates primacy of conscience, economic, interracial, and social justice, and respect for all life and creation.



PAX CHRISTI USA

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BECOMING AN ANTI-RACIST, MULTICULTURAL CATHOLIC MOVEMENT FOR PEACE WITH JUSTICE: CONFRONTING THE PERSISTENT, DESTRUCTIVE, PERSONAL, INSTITUTIONAL, AND SYSTEMIC EVIL OF RACISM

a one-day workshop of the *Brothers and Sisters*
All initiative presented by the
Pax Christi Anti-Racism Team

WORKSHOP GOALS

- To explore a faith-based understanding of anti-racism rooted in Scripture and Catholic Social Teaching
- To introduce definitions of racism that will enable Pax Christi USA and its members to dismantle racism in their structures and culture
- To present a critical analysis of the “powers” of racism
- To provide concrete ways to build an anti-racist, multicultural Catholic movement for peace with justice
- To explain the work of the Pax Christi Anti-Racism Team and invite commitment to anti-racism

WORKSHOP STRUCTURE AND PRESENTERS

Two members of the anti-racism team (one a person of color, the other white) lead the workshop, engaging participants in a series of interactive small group and large group exercises that facilitate an understanding of the legacy of racist violence and a commitment to anti-racism.

WORKSHOP COST

The cost of the workshop includes travel expenses, room and board for the two team members, and printing materials for participants. No stipend is required, but donations for the continued work of the Pax Christi Anti-Racism Team are encouraged.

SCHEDULING A WORKSHOP

Please contact PCART at least three months in advance. The workshop is a one-day (eight hours with a meal and breaks) event. Contact Bill Marx at 716-462-4877 or pcartbill@aol.com.



*The Pax Christi USA
Anti-Racism Initiative*

**TRANSFORMING
PAX CHRISTI USA
INTO AN
ANTI-RACIST,
MULTI-CULTURAL
CATHOLIC MOVEMENT
FOR PEACE WITH JUSTICE**

ANTI-RACISM VISION

Brothers and Sisters All is a 20-year initiative to transform Pax Christi USA into an anti-racist, multicultural Catholic peace and justice movement. Pax Christi USA seeks to embrace this new identity and do all its work from an anti-racist perspective, in the conviction that personal and systemic racism continues to perpetrate deep spiritual and social brokenness and endangers creation.

Pax Christi USA is committed to establishing strong, honest, caring relationships—both personal and institutional—across racial lines in order that together, with the whole Body of Christ, we can transform structures and cultures of violence and domination. To accomplish this transformation, Pax Christi USA is committed to transforming its organizational structures, policies, practices, and forms of decision-making to include participation of, and accountability to, people of color.

WHY ANTI-RACISM?

Because racism inflicts violence on people of color; because violence anywhere is injustice everywhere; and because injustice is a sin against humanity and against the God who creates, redeems, and sanctifies us, racism is contrary to who we are called to be: brothers and sisters all.

THE BEGINNING OF PAX CHRISTI USA'S COMMITMENT TO ANTI-RACISM: CREATING "BROTHERS AND SISTERS ALL"

The seeds for *Brothers and Sisters All* were planted in 1991 when a national membership survey showed that PCUSA was over 95% white while the U.S. Catholic Church was over 35% people of color. To extend PCUSA's focus on peace with justice to include the violent injustices and sins of racism, the National Council (the governing body) responded by calling for PCUSA to prioritize economic and interracial justice. Organizational leaders began seeking ways to advocate for

and implement an organization-wide plan on racial justice, recognizing that the organization cannot fully reflect the peace of Christ if it does not look like the body of Christ. In 1999 PCUSA leaders participated in an anti-racism training conducted by Crossroads Anti-Racism Organizing & Training. Following this workshop, the National Council developed the *Brothers and Sisters All* initiative and formed (in 2000) the Pax Christi Anti-Racism Team (PCART) to facilitate this transformation. *Brothers and Sisters All* is a commitment to see-judge-act with our sisters and brothers for anti-racist peace with justice.

PAX CHRISTI USA AND INSTITUTIONAL RACISM

Until slavery was legally abolished, every social system in the United States was constituted to serve the interests of European-Americans. While legal racial exclusion has ended, people of color have yet to realize full access to the resources and power of economic, legal, political, religious, and social institutions. Because PCUSA operates within this larger social context, and because it was founded by European-American peacemakers, PCUSA, despite its best intentions, is party to a legacy of white power and privilege. This legacy contributes to the lie that white folks are superior while people of color are inferior. And this lie perpetuates and perpetrates the violence, domination, and injustice of racism in the insidious forms of internalized racial superiority (for white people) and the comorbid internalized racial oppression (for people of color). Both the Catholic Church and Pax Christi USA have recognized that racism—and these internalized beliefs—is a sin; by its violence and injustice, racism offends the human dignity of both the oppressed and the oppressor. Moreover, since Pax Christi USA is an institution with organizational policies, procedures, decision-making processes, and a mission, the legacy of racism in its personal, institutional, and systemic incarnations persists even here.

THE GOAL OF ANTI-RACIST MULTICULTURALISM

The goal of anti-racism is personal, institutional, and systemic transformation. This transformation cannot be achieved by simply adding people of color to a sea of white folk, nor is it enough to be multicultural by adding ethnic foods, music, or dress. Rather, it requires that Pax Christi USA stand against the violence and injustice of racism and for the peace, justice, and full human dignity that are the birthright of all. How can PCUSA become this anti-racist, multicultural organization? By being accountable to people of color: if the Church's social teaching on the preferential option for the poor and oppressed is to have effect in PCUSA, then people of color, whose oppression in the United States remains scandalous, need to help shape PCUSA's agenda and to determine its organizational structure, constituency, and mission as an anti-racist, multicultural Catholic movement for peace with justice.

BUILDING AN ANTI-RACIST IDENTITY FOR PAX CHRISTI USA

God created one human family. The sin of racism—like those of ableism, ageism, heterosexism, militarism, sexism, etc.—divides this family. With God's help, this division can be healed. Fortunately, U.S. history is filled with resistance to racist oppression; likewise, histories of the Catholic Church and Pax Christi USA reveal pockets of anti-racist commitment. The *Brothers and Sisters All* initiative continues this work by transforming PCUSA from its founding documents to its policies and practices to its on-the-ground and grassroots efforts for peace with justice. The initiative is led by a team of PCUSA members dedicated to the work of dismantling racism in the organization. As this work filters through the leadership and members of PCUSA, the twenty-year vision of an anti-racist multicultural movement for peace with justice will be the leading and most recognizable identity of PCUSA. If the initiative is to have full effect, if the family is to come together as God created, if the sin is to lose its hold on us, we need your help in transforming structures and cultures of violence and domination into structures and cultures of peace with justice.