



**BROTHERS SISTERS ALL**

*The Pax Christi USA Anti-Racism Initiative*

*PCART Application 2012*

## PAX CHRISTI USA

### PCART APPLICATION 2012



#### **Pax Christi USA's 20-year Anti-Racism Vision** (revised 12/2005)

Grounded in our baptismal promise to resist all evil, and committed to denouncing the sin of racism, Pax Christi USA has made a preferential option to transform itself into an anti-racist, multi-cultural movement for peace with justice.

This transformation can only be accomplished with intentional relationships and full participation across cultural communities in our work through:

- ✦ Organizational structures that foster mutual respect and dialogue and which create accountability to people of color
- ✦ Policies which affirm the dignity and utilize the talents of every person
- ✦ Practices which hold multiple and at times conflicting perspectives in creative tension
- ✦ Decision-making processes which depend on and incorporate the multi-cultural identity that is the Church, the Body of Christ.

We have chosen this identity in order to confront the persistent, destructive personal and systemic racism that perpetuate violence in our communities and result in deep spiritual and social brokenness. We are confident that a spirituality of nonviolent anti-racism makes our transformative vision a reality.

## *Consider,*

- ✓ *Are you being called to become a member of the Pax Christi USA Anti Racism Team (PCART)?*
- ✓ *Are you interested in putting your PCUSA values and vision to work for the common good of dismantling racism in PCUSA, the Church, and the world?*
- ✓ *Can you join PCART's October 11-14, 2012 meeting to be trained in order to work for the transformation of PCUSA into a multicultural anti-racist Catholic movement of peace with justice?*

If you answered yes to these questions then you are encouraged to apply to become a member of the Pax Christi Anti Racism Team.

With a mandate from the National Council of PCUSA, PCART has been in existence since 2000 and has been working on dismantling racism in PCUSA through work on the policies, procedures, and structures of the institution and by offering one-day anti-racism workshops throughout PCUSA, in regions and local groups as well as in conjunction with other national Catholic organizations, like Catholic Charities, Catholics in Alliance for the Common Good, Mexican American Catholic College, National Black Catholic Congress, NETWORK, and Tekakwitha Conference.

PCART is currently in need of new members. Retirement from PCART has resulted in a critical shortage of trained workshop facilitators and other workers to make real the vision of an anti-racist PCUSA. When you become a member of PCART you agree to serve for three years, you may renew your membership annually following this 3-year tenure (recruitment in subsequent years may follow an annual open application period seeking one or two new members per year).

To apply to the PCUSA Anti Racism Team please complete this application and send it along with a copy of your resume or curriculum vitae and a short personal history via email to:

Isaac Chandler, Chair *ad hoc recruitment committee*: [scholar3\\_06@hotmail.com](mailto:scholar3_06@hotmail.com).

**Application due date: May 15, 2012.**

Applications will be acknowledged upon receipt.  
Decisions will be complete and applicants notified of their status by mid September.

Minimum requirements:

1. A member in good standing with PCUSA.
2. Understanding of the personal, institutional, and systemic reach of racism.
3. Commitment to dismantling racism in its personal, institutional, and systemic expressions *especially as it is found in PCUSA*.
4. Three-year commitment to the twice annual (spring and fall) meetings and ongoing work (10-12 hours per month) of PCART.
5. Available to attend the PCART training October 11, 2012 and through the remainder of the weekend for the Team's fall meeting (expenses covered by PCUSA).
6. Commitment to being accountable and respectful to PCART members and its mission.

Application materials:

1. Completed application form.
2. Current resume or *curriculum vitae* and a short personal history.
3. Familiarity with the readings included with and directed to in the application packet.
4. Answers to the questions of the application based on the readings.

Send completed application via email to Isaac Chandler, Chair *ad hoc recruitment committee* no later than May 15, 2012. You may direct any inquires to Isaac: [scholar3\\_06@hotmail.com](mailto:scholar3_06@hotmail.com)  
(that email is: scholar3 underscore 06 @ hotmail . com)

Thank you,  
*Your PCUSA Anti-Racism Team*

**PCART Application 2012**

Applications must be received by **May 15, 2012.**

Send application via email to Isaac Chandler, [scholar3\\_06@hotmail.com](mailto:scholar3_06@hotmail.com).

Name: \_\_\_\_\_

Mailing Address: \_\_\_\_\_

E-mail Address: \_\_\_\_\_ FAX: \_\_\_\_\_

Telephone: (w) \_\_\_\_\_; (c) \_\_\_\_\_; (h) \_\_\_\_\_

Since PCUSA is committed to maintaining an anti-racism team that is as diverse as possible, the following information will be helpful in discerning the demographic diversity of the 2010 applicant pool:

Age: \_\_\_\_; Race/Ethnicity: \_\_\_\_\_; Gender: \_\_\_\_\_

*Answer the following with a 'yes' or 'no' (where yes, please answer the follow-up question):*

Have you attended a PCUSA regional or local group one-day anti-racism workshop? \_\_\_\_\_  
Where and when? \_\_\_\_\_

Have you attended any other PCUSA/PCART anti-racism presentation (e.g., Convention Workshop, Plenary, Summer Institute, Youth Retreat, Regional or Group)? \_\_\_\_\_  
Where and when? \_\_\_\_\_

Have you attended any other anti-racism workshop/s? \_\_\_\_\_  
Where and when? \_\_\_\_\_

Have you attended any other formal anti-racism training workshop or program, or been employed to address claims of discrimination or racism? \_\_\_\_\_  
Where, when, and model or organization? \_\_\_\_\_

If you are invited to join PCART, are you able to attend the PCART training meeting October 11-14, 2012? \_\_\_\_\_

Have you read the requirements for PCART membership, and are you able to fulfill the obligations and responsibilities for Team membership? \_\_\_\_\_

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

*In order for the Recruitment Committee to understand your interest and qualifications for the Team, please answer the following questions based on your commitment to peace with justice.*

1. Why are you interested in joining the PCUSA Anti racism team? Include in your response any experiences or passion you have for anti racism work, the gifts you would bring to the Team, and any other information you think would be helpful in our discerning your call.
2. Please offer an experience in which you witnessed or experienced racism. How did you respond or how would you have responded differently? Consider in your answer: recognition of racism personally, institutionally, and systemically; the meaning of the term anti-racism; and a vision of an anti racist Catholic movement for peace with justice.
3. Of the readings required and those recommended with the application, please explain what impressed you most and why?

*If you have any questions regarding the application, contact Isaac Chandler, [scholar3\\_06@hotmail.com](mailto:scholar3_06@hotmail.com)*

*When submitting your application, please include the completed application form along with a copy of your resume or c.v., and your responses to the questions. Documents must be submitted by **May 15, 2012.***

## **Required Reading**

PCART Member Expectations (Appended below)

Bonilla-Silva, Eduardo. *Racism without Racists: Color-Blind Racism and the Persistence of Racial Inequality in the United States* (Lanham, MD: Rowman and Littlefield, revised 2006).

Martinez, Elizabeth. "Looking for Color in the Anti-War Movement," *ZMagazine* (2003), <http://www.zcommunications.org/looking-for-color-in-the-anti-war-movement-by-elizabeth-martinez>.

Massingale, Bryan. *Racial Justice and the Catholic Church* (Maryknoll, NY: Orbis Books, 2010).

USCCB, "Brothers and Sisters to Us" (1979 Pastoral Letter on Racism), <http://www.usccb.org/issues-and-action/cultural-diversity/african-american/brothers-and-sisters-to-us.cfm>.

USCCB, "Welcoming the Stranger among Us: Unity in Diversity" (Pastoral Statement, 2000), <http://www.usccb.org/issues-and-action/cultural-diversity/pastoral-care-of-migrants-refugees-and-travelers/welcoming-the-stranger-among-us-unity-in-diversity.cfm>.

### **Additional Recommended Resources for your Consideration**

Archdiocese of Chicago, "Moving Beyond Racism" (2000),  
[http://www.archchicago.org/catholic\\_values/catholic\\_teaching/moving\\_beyond\\_racism.shtm](http://www.archchicago.org/catholic_values/catholic_teaching/moving_beyond_racism.shtm).

Cassidy, Laurie and Alex Mikulich, *Interrupting White Privilege: Catholic theologians break the silence* (Maryknoll, NY: Orbis Books, 2007).

Dias, Robette Ann. "Historical Development of Institutional Racism," A Working Paper, Crossroads Ministries (25 May 2006), pp. 35-61 (appendices pp. 1-27),  
[http://crossroadsantiracism.org/wp-content/themes/atahualpa/PDFs/Crossroads\\_Anti-Racism\\_Documentation\\_w-Appendices.pdf](http://crossroadsantiracism.org/wp-content/themes/atahualpa/PDFs/Crossroads_Anti-Racism_Documentation_w-Appendices.pdf).

Gracia, Jorge J. E. *Surviving Race, Ethnicity, and Nationality: a challenge for the twenty-first century* (Lanham, MD: Rowman & Littlefield, 2005).

Hobgood, Mary E. *Dismantling Privilege: An Ethics of Accountability* (Cleveland, OH: Pilgrim Press, Revised Edition, 2009).

Jacobsen, Matthew Frye. *Whiteness of a Different Color: European Immigrants and the Alchemy of Race* (Cambridge, MA: Harvard University Press, 1998).

Kate, "A Beginner's Guide to Anti-Racism for White People, by a fellow white person" (Irene's Daughters: women exploring race relations, systemic racism, and prejudice, 2009),  
<http://irenesdaughters.wordpress.com/2009/09/20/a-beginner%E2%80%99s-guide-to-anti-racism-for-white-people-by-a-fellow-white-person/>.

Olsson, Jona. "Detour-Spotting for White Anti-Racists" (1997),  
<http://www.racialequitytools.org/resourcefiles/olson.pdf>.

Parwatar, Beatrice. "Anti-Racism Training for White Activists" (Pax Christi USA, 2000),  
<http://paxchristiusa.org/programs/brothers-and-sisters-all/anti-racism-training-for-white-activists/>.

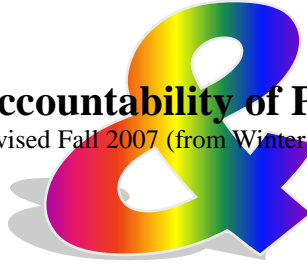
Spring Hill College, "Racism Free Zone: Racial Justice" (links to numerous resources),  
<http://www.shc.edu/theolibrary/race.htm>.

USCCB, *Love Thy Neighbor as Thyself: US Catholic Bishops speak against racism* [January 1997-June 2000] (Washington, DC: USCC, 2001). This single text is a collection of statements issued by the USCCB, Diocesan Bishops, and Vatican officials.

Villanova University, Office for Mission Effectiveness, "Catholic Social Teaching and Racism" (updated 2009), <http://www3.villanova.edu/mission/CSTresource/racism.htm>.

# Expectations/Accountability of PCART Members

Revised Fall 2007 (from Winter 2004)



## Commitment to Work

- # We agree to commit to attending **2 meetings per year** (apart from National Assembly) for PCART (usually Thursday p.m.-Sunday noon) generally in Fall and Spring). PCART will cover our travel and room and board costs when 30 days advance notice is given, though if we are able to donate these; it makes our resources go much further. (\*Note: If 30 days notice is not given you will have to reimburse PCART for any travel and/or room and board costs.)
- # Attendance at annual National Assembly is strongly encouraged (costs are usually covered by individual PCART members but if money is an issue for you PCUSA tries to provide scholarships and we can look at ways to help support you, e.g., having you help with a workshop if possible).
- # In addition to meetings, we agree to working an average of 8 hours/month on PCART/committee work or the Teaching Team – this is essential in order for us to actually accomplish our goal of dismantling racism within Pax Christi
- # We agree we will serve on one of the operational committees:
  - ✓ Team Life plans our meetings and focuses on the internal team matters
  - ✓ Organizers focus on leadership development within the team and membership development. Organizers also work with the National Staff and Regional groups to incorporate our anti-racism analysis into all leadership development programs. They also work to develop recruitment and training plans for the entire movement.
  - ✓ Communicators/Researchers focus on deepening the structural and historical analysis of racism within PCUSA and developing financial support for the work of the Team
  - ✓ The Teaching Team can use people with strong teaching skills for those who feel called to be part of this Team to conduct workshops with Pax Christi groups around the country. The Teaching Team is responsible for the institutionalization of an anti-racist identity in PCUSA through training, educating, and writing. Pax Christi covers Teaching Team expenses, although PCART members do not receive stipends from Pax Christi groups that invite us to do workshops.
- # We will review the analysis before we meet each time
- # We will pray for our work
- # We will regularly communicate with Team members (at least once a month) and check and respond to email at least weekly.
- # If we are not able to follow-through for whatever reason, we will communicate this to our Team leaders and other Team members.

## Commitment to Pax Christi USA

Pax Christi has invested a lot of time, personnel, and money into this process and we realize our actions (our lack of them) will have a major impact on Pax Christi for good or otherwise. Many organizations are watching to see how authentic we (PCUSA) are in our stated goals to dismantle racism within our organization. As PCART, we are providing the leadership for this work – so we are key players in shaping the future of Pax Christi and our relationships with many other groups, particularly groups of People of Color.

### **Commitment to Further Training**

- # We are committed to on-going education and willing to keep learning on a regular basis about the dynamics of racism and how we can be more effective in our work to dismantle racism.
- # We will pursue 10-day training if we are new to the Team as outlined previously.

### **Commitment to Struggle in Community**

- # We acknowledge that this work isn't easy. We recognize that we will not always agree with or understand one another. We know will make mistakes along the way. We agree to be patient with and to support one another.
- # We also agree to speak our minds, to loving challenge one another – to *carefront* rather than confront, to hold one another accountable, and to help each other to grow. We agree to ask questions we may feel are stupid questions. We agree to be honest with one another when we don't understand or agree or when we feel offended in any way.
- # We agree to remember that we are Pax Christi and we must also model the spirit of nonviolence in our relationships with one another.

### **Accountability to One Another and the Team:**

- # If we are unable to fulfill our commitment to the Team on an on-going basis, we agree that we will prayerfully discern whether or not we should continue as a member of PCART. We agree to take responsibility for ourselves and to take seriously our previous commitments. We realize it is not about any of us as individuals but about being accountable to each other, Pax Christi, and others who were willing to do the work but we were not able to accept.
- # We recognize that we will all likely face times when we are dealing with family emergencies, heavy workloads, health issues, etc. Because each of us is critical to the Team functioning well and accomplishing its work, it is essential that we notify our Team Leader/Team immediately if we know we will not be able to meet a commitment we've made and to share how long we expect "to be out of commission." We also will communicate with other PCART members who are expecting work from us.
- # Our goal is not to lose people but to be accountable to one another so our work gets done. We are encouraged to let PCART members know when we need support and prayers.
- # If we are not able or willing to use email to communicate, we agree to use the phone to stay in touch with people.

### **Decision-making Processes**

- # We agree to seek Consensus whenever feasibly possible in making decisions about significant PCART matters. We agree to seek to understand one another's concerns when making decisions and to not just argue for our own positions. We agree to seek solutions that promote the common good of all within PCART and Pax Christi as a whole.
- # Given the nature of racism and the racism inherent in PCUSA, we agree to take special note of the concerns of People of Color and to address those concerns in any discussion or solutions. We will also work to avoid situations in which subtle pressure is exerted to achieve consensus when one or two Persons of Color have a different opinion from the rest of the group in effect encouraging a situation of de facto "majority rules."
- # Team Leaders are encouraged to seek the input of their team members whenever possible. Team Leaders also agree to keep team members informed and to be a conduit for informing team members of activities of other teams unless another system is set up for doing so.

### **Evaluation of PCART Events**

- ✦ All PCART meeting/events ought to be evaluated if feasible so we can reflect on what worked well and how we might do things differently in the future. Both oral and written evaluation is encouraged where appropriate. To provide time for thoughtful evaluation, it is suggested that evaluation forms be given out at the beginning of an event so people can evaluate as they go and think about evaluation questions.
- ✦ It is important to evaluate at least daily during our meetings or periodically during longer events
- ✦ As we can sometimes have very different perceptions of the same event, it would be helpful if whoever organized an activity or event will collate results and distribute to the entire Team.
- ✦ If a formal evaluation is not done or is not feasible due to the particular event – the organizer(s) of the event are encouraged to seek feedback from other Team members and others as appropriate so that this feedback and any suggestions can be incorporated into planning of future events.

### **Representing PCART**

- ✦ We agree that any communication with National Staff, Council members or Pax Christi leadership about PCART matters needs to be done in conjunction with the work of the Staff Liaison, Organizers Team, Leadership Team, or other Teams as appropriate
- ✦ We agree that any public document or writing that will be distributed publicly be distributed for review by the entire PCART Team. If this is not possible, it is expected that at a minimum, the PCART Leadership Team, will review anything that will go beyond the Team. In keeping with our desire to be accountable to People of Color, it is particularly important that People of Color review any public documents.
- ✦ If asked to make a presentation or to represent PCART, we agree to seek the approval of the Leadership Team.

### **Conflict Resolution Process**

- ✦ We agree we will first speak with the person with whom we have a conflict
- ✦ If a conflict still exists after talking to someone, we agree to seek the help of another PCART member, or a member of Team Life who might provide counsel or serve as a mediator.
- ✦ If a conflict is still unresolved after this, we will raise the issue with our team leader, our caucus, or a member of Team Life about raising the issue within our specific team or all of PCART if appropriate.
- ✦ We agree that any PCART member can call a caucus at any time they feel is necessary. At longer meetings we will attempt to schedule 2 opportunities for caucus meetings and discussions by the whole group about these meetings.
- ✦ We acknowledge that we do not help a situation when we talk about, but not with, someone with whom we have a conflict. We recognize it is one thing to seek counsel, it is another to vent with no intention of following through with the person with whom we have a conflict.
- ✦ As PCART members, we need to be aware of ways we discourage true conflict resolution and to actively promote that which encourages healthy dialogue and reconciliation. Helpful things to remember:
  - ✓ Manage the stress in yourself and in others.
  - ✓ Use polarity management method and think “both/and” as a way toward a resolution
  - ✓ Allow others to own their feelings and perceptions and openly own yours

- ✓ Use interest based conflict resolution approach
- ✓ Try to think “Under what conditions might the other person’s point of view be valid”
- ✓ Frequently summarize what you hear the other person saying
- ✓ Always remember: facts, feelings, and opinions are 3 very different things, but MY feelings and opinions are facts about ME
- ✓ Use “I” statements.

### **Transition on Team**

- ✚ We’ve all made a three-year commitment to PCART. **After our 3-year term is complete it** will be assumed that we are making a one-year commitment if we choose to continue with PCART. Once a year we will be asked if we wish to continue as a member of PCART.
- ✚ We want to encourage some continuity on PCART. As with any venture, we also need new people to bring new ideas and perspectives so we also recognize the need to make room for new people. New members will be paired with experienced members.
- ✚ We also want to encourage emeritus PCART members to be creative in thinking about ways they can continue to contribute to the work of the Brothers and Sisters All Initiative (e.g., being part of an Advisory Group, serving as mentors, donating or raising funds on our behalf, writing of articles and book reviews for the CPV, representing PCART or Pax Christi at relevant meetings, encouraging our Pax Christi regions to host a PCART workshop, sending resource materials to Team members, etc). We need as many people as possible to contribute to our work.
- ✚ It is hoped that Team Life will provide some kind of exit ritual for those transitioning off PCART.

### **Accountability to People of Color**

We recognize that racism is the root cause of many of the problems we face today and that racism is essentially a white problem perpetuated by European Americans. White PCART members need to continue to ask how they can change their own behavior and to challenge white privilege, institutional and systemic racism, and to educate other European Americans.

- ✚ We will schedule time at each meeting for caucusing but anyone can ask to caucus at anytime. At longer meetings we will attempt to schedule 2 opportunities for caucus meetings and discussions by the whole group about these meetings.
- ✚ We agree that it is important to have work groups that are multicultural whenever feasibly possible.
- ✚ We will encourage leadership within PCART based on needs and capabilities of Team members. We also recognize the importance of leadership by People of Color if we are to be effective in working to dismantle racism. We will strive to have at least equal numbers of People of Color in leadership positions as those from European-American backgrounds. We also encourage co-leaders from different backgrounds.
- ✚ When we have a difficult time coming to an agreement about a particular matter, we are encouraged to take special note of the power dynamics of a situation and the concerns of People of Color and to address those concerns in any discussion and solutions.
- ✚ In order to refrain from putting individual Persons of Color in the situation of trying to speak for an entire group of people for all People of Color, we will do our best to include more than one Person of Color in a group when possible.

- ✚ Some helpful questions to continually ask include: Who is making the decision? How was the decision reached? Who will benefit from the decision? Who might be disadvantaged by the decision?
- ✚ As we continue to do this work, we need to continually ask, suggest, and be open to ways that we as PCART and Pax Christi can be better at being accountable to People of Color.

### **Spiritual Formation for the Team**

- ✚ Because our spirituality permeates who we are, how we see ourselves as God's creation, and what we perceive our role to be in the world, we will seek to become more aware of how our spirituality affects our lives and the lives of the entire PCART team. Therefore any and all work that PCART endeavors to do will be deeply rooted in our spirituality. We must seek spiritual discernment in our commitment to Pax Christi and the PCART team. This will require a lot of our time and energy.
- ✚ Decisions will be made in a thoughtful and prayerful way and take into consideration how it will affect our team members, especially POC.
- ✚ We will encourage all members to adhere closely to the points recommended in our conflict resolution policy for resolving conflict or struggle in the community. As members of Pax Christi we are called to follow the teachings of the Non-violent Jesus and therefore must approach all conflict and struggle with open, compassionate minds and hearts.
- ✚ Each of us has different spiritual needs, mostly based on our up-bringing, and experience, which differs greatly according to our race and culture. Therefore in our accountability to POC we must listen carefully and closely to their needs. Many times white citizens of the U.S. may overlook the fact that POC express themselves differently, and fail to recognize that their culture and spiritual needs are different. In their hurry to fix things, white people may adopt a "get over it" attitude, alienate POC, and commit the sin of neglect or omission.
- ✚ We will always have time for caucusing, and if anyone expresses a need to caucus, we will make time. We will not intimidate or make that person feel like it is a waste of time for the team. Nor will we take lightly the call to caucus. Our spiritual call as Pax Christi members is to listen to every single member with patience, love, compassion, and kindness.
- ✚ We will make time at all our gatherings for prayer, and provide liturgy wherever possible.
- ✚ We will encourage all members to recommend or provide articles, prayers, videos, readings, etc. that will enhance our spiritual growth. Especially those that give us a better understanding or awareness of our anti-racism work at any level.
- ✚ As members of the spiritual team, we commit to help with any and all work of the PCART team, to provide prayer when none has been prepared for, to provide counsel in conflict resolution, to listen to anyone's needs, be a good sounding board, not spread gossip, and hopefully provide prayerful compassionate advice.

### **The Need to be Flexible**

It is understood that we will never be able to anticipate all situations that will arise. We agree to check with other PCART members when we have questions and that we will suggest changes to these expectations as needed.

Revised 2007