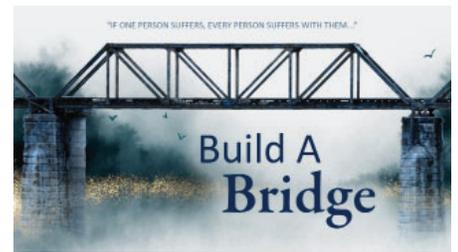


NEXT STEPS



Week of February 28, 2021
Build a Bridge: Seeing
Mark 8:22-25

Next Steps for Racial Reconciliation

In recent months, many of us have felt a renewed call to work toward a more just, loving, equitable society: to act as God's hands and feet in our world. If you are ready to take some first steps... or some next steps... on the journey toward racial reconciliation, we invite you to join the POP for Justice community and walk side by side with one another. We know that each of us finds ourselves in our own, individual place on this journey of introspection, prayer, listening, learning, and thoughtful action.

The action items we suggest below are designed to be practical opportunities that you can try right away—this week—to learn about cultures and life experiences that are different from your own or to use your voice to amplify voices that are calling out for justice and peace. Some of these next steps will be interesting and maybe even fun, but some may make you a little uncomfortable... and that's okay. Discomfort isn't necessarily a bad thing; it can be a sign that we are growing. As we take our next steps, our discomfort reminds us to focus on our true goal, which is not maintaining our own comfort, but instead lifting up those who suffer injustice and joining our voices with their eloquent calls to action. We invite you to join us each week in prayerfully selecting next steps that both interest you and push you just a little.

Small Step:

Learn more about the experience of people of color in America by watching a few movies that focus on black characters. Visit the website listed below for a list of 115 highly-acclaimed black movies from the last 20 years that focus thoughtfully on a black main character and/or are directed by a black filmmaker. The list includes documentaries, blockbuster hits, and a few family films that kids will love.

<https://editorial.rottentomatoes.com/guide/best-black-movies-21st-century/>

Medium Step:

Try this online background reflections quiz to learn more about ways that not all Americans start life on a level playing field. Then take some time to reflect: how can we dismantle the policies and practices that make the playing field artificially uneven?

Go to popmn.org/justice and click on "Discover Racial Reconciliation Resources" to find the Background Reflections Activity pdf.

Large Step:

A study from Northwestern University found that even if there are applicants who are people of color in the interview pool, white applicants are 2.5 times more likely to get hired in the end. Yet companies with gender and racial diversity in the leadership team are 33% more likely to be industry leaders in profit. If you are in a position to make or influence hiring decisions, you can help increase diversity in the applicant pool by recruiting at a historically black college or university and making sure that the people who make the final hiring decisions have been trained in up-to-date non-discriminatory hiring practices.

Visit popmn.org/justice for more information.