

ANTIRACISM

SEMINARY-WIDE EFFORTS & DEVELOPMENTS

**LATE SPRING &
SUMMER 2020**

THE COMMISSION

With a commitment to the ongoing commitment of ending racism in our community and beyond, an Antiracism Task Force was commissioned by the Executive Council. The goal of the Antiracism Task Force was to develop an action plan for and with all constituencies in the Seminary Community. This task force consisted of students, administrators, faculty, and a member of the Board of Trustees.

SEPTEMBER 2020

IMPLEMENTATION PROCESS

The Seminary developed online, asynchronous pre-orientation materials for incoming students, and an antiracism focus was included widely in the Student Orientation. An [Antiracism Implementation Team](#) (AIT) is recruited to prioritize and formalize an implementation strategy. The AIT is composed of students, faculty, administrators, and a member of the Board of Trustees. Princeton Seminary enters a contractual agreement with the [Majors Leadership Group](#) for consultation and training. An Alumni Survey is disseminated with the purpose of recruiting Alumni Partners and for the formation of an antiracism alumni network.

NOVEMBER 2020

ROLL-OUT & CALL

The Antiracism Implementation Team will roll-out the Asynchronous Site as a precursor for the synchronous training in the Spring 2021 semester. The Alumni Partners, identified through the Alumni Survey, will have their first meeting with The Majors Leadership Group to examine this venture's responsibilities. Students are exploring opportunities with the Chapel Office to continue weaving threads of Antiracism reflection and racial healing in our community's worshipping life. The AIT will issue a call for Antiracism Advocates among all constituencies of the Seminary community. With training forecasted in the Spring semester to increase leadership capacity and build awareness, skill, and advocacy, the Antiracism Advocates will serve as small group leaders for the 2021-2022 academic year.

JANUARY 2021

DEVELOPING A RACIAL EQUITY LENS

In collaboration with the AIT, the Majors Leadership Group will begin to operationalize the Seminary's commitment to antiracism work by providing tools to the Antiracism Advocates, Antiracism Partners, and all constituencies through synchronous formational training. The Majors Leadership Group will meet with the Board of Trustees to discuss the Implicit Bias Assessment and matters of power dynamics at the January Board meeting. A meeting with the Alumni Association Executive Council is organized to overview the antiracism process and seek continuing support from their unique perspectives.



AUGUST 2020

THE SUBMISSION

The Antiracism Task Force submits the Antiracism Formational Platform [action plan](#) to the Executive Council. The action plan contained [five design principles](#) to guide our efforts, the development of an [Antiracism microsite](#), a [Glossary](#) and [Resource List](#), and the development of an Alumni Survey. The action plan also called for accessing an external partner specializing in antiracism work for the development of the action plan for the 2020-2021 academic year.

OCTOBER 2020

AN EQUITY LENS

With the Majors Leadership Group and the Office of Digital Learning, the Antiracism Implementation Team develops an asynchronous presentation for all Seminary constituencies including the Board of Trustees, as a precursor to the synchronous training in the Spring 2021 semester. The Executive Council is the first constituency of the Seminary community, engaged in an Implicit Bias Assessment. A curriculum is being created that will incorporate adult learning principles, actively elevate the voices of historically marginalized groups, and unpack implicit biases, assumptions, and racialized behaviors.

DECEMBER 2020

ASSESSMENT & FORECASTING

The Faculty will have its first conversations with The Majors Leadership Group to discuss institutional racism, historical oppression, and marginalized groups' experiences. An initial meeting with the Antiracism Advocates is organized to examine the role, responsibilities, and learning objectives for the training held during the Spring 2021 semester. The AIT will meet to assess the antiracism work's development to date and forecast the next steps for Spring 2021.

Spring 2021

SUSTAINABLE RACIAL EQUITY

Through training, leadership development, and capacity-building, all constituencies will continue to expand an understanding of our own biases, assumptions, and racialized behaviors through synchronous (live) trainings throughout the Spring semester.

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For you formed my inward parts; you knitted me together in my mother's womb. I praise you, for I am fearfully and wonderfully made. Wonderful are your works; my soul knows it very well. (Psalm 139:13-14)