

What, if anything, is missing from the map of the counternarrative?



If you were allowed to choose which narrative would best describe the CTS community, which would you prefer?



What could we do to make sure nothing changes?

Nothing. Change is gonna come.

Maintain White Authority

Not hiring faculty that represent the full diversity of CTS

Continue the distrust.

Continue to tokenize students of color

drop the ball after this work (TCC) has begun something real

not talk to each other
not celebrate
not share our best work
not collaborate
scapegoat each other
never cross departments, roles, or silos

Dig our heels in and get defensive

Not adding curriculum that reflects student body - such as African studies, Queer Theology, etc

What could we do to make sure nothing changes?

Stop the conversation.

Pretend it's done. Refrain from creating measurable results.

Alienating Black students

Continue to separate and isolate based on assumed identities and values

We can expect a small number of individuals to make the changes we want and need rather than investing significant time and money in structures that support change over a period of time.

Centering whiteness

Stop engaging in the conversation.

Not continuing the work agreed to today

Stop engaging in conversation. Getting distracted by other things.

What could we do to make sure nothing changes?

do nothing more

continue performative responses to individual needs/concerns

Have zilch follow up to this meeting

Maintain primary allegiance to the institutional structure rather than the needs of students, faculty, staff, & families

Not consciously seek out new relationships to develop if you are not one naturally inclined to do so. May require that you go outside of comfort zone.

If I am made invisible without voice, nothing will change. If we forget our history, if I do not teach history seriously while uplifting the vision, nothing will change. If the white faculty members only perform and not commit, nothing will change.

Continue to wallow in the past as determinative.

Don't forget about the past, the problematic issues while staying committed to the process of transformation. And have the courage to do the exterior and interior work required along the journey.

Do not provide alumni any information besides donation requests and campus highlights

What could we do to make sure nothing changes?

Continue to tokenize

Using white scholarship exclusively in the curriculum

Centering white theology

Finger-pointing
Fear
Narrative of scarcity

Maintain the idea that we are not all one, but each are on a scale that we have created in our culture.

Always look forward and never look back

continue demonizing Black people

Act like we have "done enough"

Continuing to hoard information

What could we do to make sure nothing changes?

Maintain siloed work styles.

Cling to past systems or ways of doing things.

Plow forward without acknowledgment or apology for past wrongs.

Conversations remain among those "favorite" or token students, faculty, & staff rather than including others

Avoid community events.

Stay performative.

Make decisions without consulting all affected constituencies.

Us against them mentality

doing nothing to increase trust

What could we do to make sure nothing changes?

Not sure I'm clear about this question

continuing to demonize or heroize Black administrators

Maintain defensive posture

by problematizing the centering of Blackness, Black people, and Black voices.

Failing to realize that the Black-white binary is generative (Moten) and essential to the liberation of all.

continue to keep barriers within the various community groups

Not advocating for change in PCUSA and COTE

keep doing good work on the side and mediocre work shared with all

We have to change, and stay focused

What could we do to make sure nothing changes?

Maintaining the Board's commitment to be apolitical

continue to allow supervisors and staff to ignore opportunities for education and engagement with issues surrounding race on campus

If we do not revisit the recent turmoil (2019-2020) about letting go of REM faculty staff members and ensuing protests from Coalition and keep silence, and denigrate these protesting voices, no change. The whites never give up privileges, &no change.

Not follow through on commitments we've already made (such as faculty teaching and learning commitment, EDI Council)

Continuing to ignore the complexity of our history

What specific action will you take to make your preferred narrative the dominant narrative?

Maintain relationships at CTS as an alumni

lean into difficult conversations

refuse to harden our hearts

develop better boundaries

therapy

Pray for an open mind and heart

Be quiet, listen and learn from others

embrace intersectionality

decolonize

What specific action will you take to make your preferred narrative the dominant narrative?

Truest welcoming discussion and education regardless of last hurt

President's council listen to faculty, staff, and students in transparent, open, regular way

Be present and engaged

Be a part of the change

Acknowledge and repent of where I've fallen into the pattern of the toxic narrative we're trying to heal (including reaching out directly to those I've hurt).

develop real relationships with Black people - not just when it is convenient to do so, but when it is uncomfortable. allyship is hard work that is built outside of moments of crisis...

eat more meals together

Different model for Imagination and Resilience class.

resist all binaries (race, gender, denomination, citizenship, etc.)

What specific action will you take to make your preferred narrative the dominant narrative?

Changing Pedagogy of ineffective professors

Seek out opportunities to partner with people I haven't partnered with before.

Listen with openness to each person's truth

Advocate for student involvement in all levels of decision making (and not just one student on the Board)

Listen for the quieter voices and value them as equal to the loud voices

Start assuming positive intent. Look for and celebrate the good.

LISTEN---then act.

I will keep teaching history so that we read and write history representing diverse voices, privileging the hitherto silenced or forgotten. I will continue to work with all members of the faculty and staff professionally if not socially,

lead with curiosity and compassion

What specific action will you take to make your preferred narrative the dominant narrative?

coalition building

learn the difference between responding and reacting.

Reform Imagination and Resilience Class

Advocate for cross-disciplinary conversation and education

Focus on intercultural engagement along with interracial conversations

Support and encourage the work of Black faculty

build intentional communities of care

require that every student, faculty, and staff member takes Dr. Riggs's course on nonviolent communication

choose and expect kindness and benefit of the doubt

What specific action will you take to make your preferred narrative the dominant narrative?

expect respect

expect transparency

Educate myself and not rely on the Black community to educate me

educate others who inquire

Have midterm evaluations for professors not just final evaluations of the course

Require supervised ministries in unfamiliar, diverse contexts from students life experience.

Do my internal work

Make way for unheard voices

Imagine how the collective power gain from the new narrative will exceed the individual/group power loss from loss of the old narrative.

What specific action will you take to make your preferred narrative the dominant narrative?

talk and listen to each other regularly

Hold CTS accountable

Open and clear communication

Assume chapel, forum and gatherings are PART OF staff work.

Unsure. Only interactions with CTS are when I run into folx at conferences or CTS is an exhibitor at conferences.

Construct team projects among diverse groups of students.

Develop checks and balances system to check the work of OSACL and the dean so no one has too much power

Continue to ask questions

grow and change! better habit forming

What specific action will you take to make your preferred narrative the dominant narrative?

Chaplin on Campus for Christ's sake - exhaustion / spiritual care needed for all

As an alum, advocate more and support the current students more

Remember the difference between humility vs. humiliation.

Encourage REM students to network across black-Asian and intro-Asian divides. Encourage them to be connected with outside communities of racial justice work and ministry.

Change the name of Explorations! So that we are not "explorers."

Change the way BIPOC texts and voices are presented from "other" to central, and equal.

Welcome and celebrate individual differences

Black voices leading some of the Office Hours offerings!

If I see something I will say something.

What specific action will you take to make your preferred narrative the dominant narrative?

Act with intentionality to engage others, listen, listen, listen with respect.

Make a purposeful path for these conversations to reach the churches we serve... as models, invitations, etc.

Reform the I&R, Explorations, Capstone program to more directly engage in intercultural work

Reform the MDiv curriculum so there's space for PC(USA) students to take more racially-focused classes as part of the program

Structures/resources I would make more diverse courses/theologies/programs in place.

Continued discussions on tough issues like white privilege and how marginalization affects everyone.

Continue to be in conversation with each other about how white privilege affects the marginalized.

Being intentional about listening to persons whose lives experience the institution is leaning into, resisting the urge to assume understanding without conversation

EDI reconvene with accountability

What specific action will you take to make your preferred narrative the dominant narrative?

more diverse donor base

Change curriculum/academic programs

more diverse advancement and alumni relations team

increase feedback practices and see feedback as opportunity not threat

Change the curriculum

I love the informal-ness, but if you invite one student to your house, you should also offer the entire class the opportunity.

learn to value the both-and

Scrap I&R and start over!

Stop participating in the racist IDI

What specific action will you take to make your preferred narrative the dominant narrative?

Leadership to think through upward mobility for administration so that everyone can continue to grow if they like

Hire a chaplain

Recognize that black identity can come in different cultural and religious experiences. Not all black people have "black church" experience

Try to representing CTS in my publications and academic conferences without a sense of shame. Keep studying the current BLM discourses and learn from them. Go beyond the Count Our Days and encourage William Yoo' as new generation Americanist.

Give cleaning staff a raise. Treat them as equals.