



# Latino Anti-Racism Strategy - Final Report

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## **Name of Project:**

Latino Anti-Racism Strategy and Confronting Internalization

## **Location:** < Location: >

A nationwide program administered from Crossroads offices in Chicago and Racine

## **Starting/Ending Dates of Grant:**

7-1-01 to 6-30-04

## **Sponsoring Organization:**

< Organization: Sponsoring>Crossroads Ministry

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Rev. Chuck Ruehle

## < report: this Date>**Date of this report:**

July 2004

## **PLEASE GIVE AN HONEST GENERAL ASSESSMENT OF THE DEGREE TO WHICH THIS PROJECT WAS SUCCESSFUL IN FULFILLING ITS ORIGINAL VISION AND PURPOSE.**

Overall we are pleased with the achieved outcomes of this project. It provided us with the support needed to initiate our Latino strategy work and to advance our work in the area of internalization of racism. Since these two topics are central to our continuing anti-racism training and organizing ministry, the impact of the grant will continue to be experienced for many years.

## **List each of the goals and objectives that appeared in the original grant proposal. Beneath each goal and objective, state the degree to which it has been accomplished. < Strategy Latino>**

To initiate Latino anti-racism work that will:

- Impact the development and application of Crossroads training and organizing models used in Latino contexts. < in used models organizing and training Crossroads application development Impact>

This goal was accomplished and exceeded. The work carried out provided a solid foundation for our continuing organizing and training work in Latino contexts. In addition we have developed a much better understanding of the impact of Colonialism on the development of Racism in the Americas. This understanding is now being shared in all organizing and training contexts - bringing the Latino/a reality into many more communities. As

noted in previous reports, this work has helped us see that by including multiple People of Color realities and experiences in our analysis (i.e.: Latino/a, Native, Asian, Arab American, and African American) understanding and training creates a cultural shift in the way we work with all groups.

- < develop agencies funding judicatories, Crossroads, that ways>Impact the ways that Crossroads, judicatories, and funding agencies develop Latino strategies.

This goal has been partially accomplished. The project has had a significant impact on Crossroads work and an important impact on some judicatories and communities (i.e.: Lutheran, Roman Catholic, and communities in northwest Washington state). It has not had an impact on funding agencies since we have not been able to draw any of them into specific dialogue on this issue.

### **Strategy Objectives:**

- < for considerations central are culture reality a where institutions based community or faith six least at initiated be will work anti-racism>Crossroads anti-racism work will be initiated in at least six faith and/or community based institutions where a Latino reality and culture are central considerations for the training and organizing work.

This objective has been accomplished. We have worked with the following institutions:

The Southern California Classis of the Christian Reformed Church  
 The Metropolitan Chicago Synod of the ELCA  
 Three community groups in Seattle: Casa Latina, Consejo, and EI Centro de la Raza  
 The Catholic Archdiocese of Chicago  
 St. Gall School, Chicago  
 The North Central Washington Coalition for Dismantling Racism

- < into translated to adapted etc., manuals, participant brochures, descriptions, program i.e.: Resources, Organizing Training>Crossroads Training and Organizing Resources; i.e.; program descriptions, brochures, participant manuals, etc., will be adapted to Latino reality and translated into Spanish.

This objective has been partially accomplished at this time. As noted in previous reports, Latino/a leadership in Crossroads has provided a step-by-step plan for accomplishing this goal. This plan suggests that direct translation work be preceded by interpretation and re- framing of the materials in a Latino cultural context. Although this process has necessitated extending the time line, it has also greatly improved the final product in accomplishing this goal. As noted below, there are four accomplishments:

- < Spanish all with complete Spanish, model introductory three-hour testing Development>development and testing of a three-hour introductory model in Spanish, complete with all Spanish language resources;
- < day 2 2-1 bi-lingual Completion>completion of a bi-lingual 2-1/2 day training event;
- approximately 1/4 of the material in the Participant's Manual used in

the 2-1/2 day workshop has been translated into Spanish; and

- < organizer Trainer Core bilingual more three identifying include plans future Trainer; English) (Spanish as preparation completed has Rodriguez Victor Dr.>Dr. Victor Rodriguez has completed preparation as a bilingual (Spanish/English) Core Trainer; future plans include identifying and training at least three more bilingual Core Trainer/organizer apprentices.

< Racism Internalization>

**Internalization of Racism Goals:**

To initiate work on the internalization of racism that will:

- < currently resources deepen>Impact and deepen models and resources currently used in Crossroads training and organizing models.

This goal has been accomplished. The focus on internalization has been deepened, documented, and implemented in all of our training models. In addition a special two-day training event was offered in August of 2003 dealing solely with internalization, and a number of teams have sponsored one-day events for members to address internalization and caucusing issues.

- < antiracism other teams institutional by use new share Shape>Shape and share new models and resources for use by institutional anti-racism teams and other anti-racism groups.

An eight-page document on internalization and caucusing is available to all teams and participants in our training (please see attached paper *Racial Identity Caucusing: A Strategy for Building AntiRacist Collectives*). It has been shared broadly with other training networks and groups, i.e.: The People's Institute for Survival and Beyond, Change Works, and the North Carolina Ant-Racism Organizing Network.

<>**Internalization of Racism Objectives:**

- < racism internalization understand New>New resources and models to understand the internalization of racism will be used in all Crossroads training settings.

This objective has been accomplished.

- < antiracism other teams 100 shared topic edge cutting on Work>Work on this cutting edge topic will be shared with at least 100 anti-racism teams and other anti-racism groups.

This objective has been accomplished.

< the and new approved. was grant since established objectives goals any List>**LIST ANY NEW GOALS AND OBJECTIVES ESTABLISHED SINCE THE GRANT WAS APPROVED.**

No new goals were established during the grant period.

**WHAT MAJOR CHANGES (IF ANY) IN PROCEDURES AND ACTIVITIES ESTABLISHED AT THE BEGINNING OF THE PROJECT DID YOU MAKE?**

No major changes were made during the grant period.

**WHAT WERE THE UNEXPECTED SUCCESSES, STRENGTHS, AND BENEFITS OF THE PROJECT?**

Our work on the Latino/a Anti-Racism Strategy has helped us reframe how we do our training in relationship to all communities, especially in the ways we talk about the impact of culture on participants. In our 2-1/2 day analysis and team training curriculum, we have deepened and expanded the training analysis and application in regard to colonialism, history, and the lived realities of Native, Latino, Asian, African, and Arab Americans. (Again, please refer to attached chart: *Development of Racism in the United States*).

Our work on the Internalization of Racism project refocused our team development work to a "relationship" centered process and away from a "technical skills" centered process. We have learned that internalization of racism issues must be addressed at the team level as they are also addressed at the institutional level.

**WHAT MAJOR OBSTACLES OR PROBLEMS DID YOU ENCOUNTER?**

A major obstacle has been in developing sufficient funding for these projects. These two initiatives are a priority of Crossroads, and therefore a priority in our resource development. As indicated previously, a modest portion of the funds from a Charles Stewart Mott Foundation General Purposes Grant were used to support this work. However, funding from foundations and partners was a constant challenge. We encountered a general lack of understanding by foundations of the importance of this work in the race relations field. In addition, during the past two years there has been a severe loss of funds by many partner judicatories that support our work, which in turn left fewer funds available to support these projects. A major disappointment occurred when we received word that we were awarded and would be receiving a \$10,000 grant, only to find out later that the grant program was de-funded due to churchwide budget cuts in that particular denomination.

**WHAT NEW IDEAS FOR IMPROVING THIS PROJECT OR IDEAS FOR OTHER PROJECTS SURFACED AS YOU LEARNED FROM THIS PROJECT?**

The method of writing/creating the Racial Identity Caucusing paper helped us appreciate a collective style of working with other colleagues and groups in our network. Now that we've identified a need to develop tools and resources to help teams struggle with authentic accountability relationships with People/Communities of Color, we are attempting to use a similar writing/creation process of broad participation with our many partners.

**OVERALL, WHAT HAVE YOU LEARNED FROM THIS PROJECT? WHAT ADVICE OR ENCOURAGEMENT CAN YOU OFFER TO OTHERS WHO MAY ATTEMPT A SIMILAR EFFORT?**

This project has made a significant contribution to the training and organizing work of Crossroads. It has enabled us to deepen and expand our anti-racism analysis, and it has helped us to improve the methods and materials we use to train others in institutional settings.

**PLEASE SHARE ANY OPPORTUNITIES YOU HAD SINCE THIS PROJECT BEGAN TO SHARE INFORMATION ABOUT IT WITH OTHER CONGREGATIONS, ORGANIZATIONS, OR AGENCIES.**

As noted above in question 2, these resources have been shared with many individuals and institutions participating in a wide variety of anti-racism networks.

**IF THIS PROJECT WAS INTENDED TO CONTINUE BEYOND THE TERM OF THE WHEAT RIDGE GRANT, WHAT PLANS < ITS ASSURE PLACE NOW>< ITS ASSURE PLACE NOW>**

< its assure place now>Crossroads core budget supported these two initiatives during the grant period, and it will continue to undergird our work in these areas.

**SHARE THE STORY OF AT LEAST ONE INDIVIDUAL WHO HAS BEEN DIRECTLY IMPACTED THROUGH THIS PROJECT. HOW HAS THE PROJECT MADE A DIFFERENCE IN THE LIFE OF THIS PERSON?**

On an individual level a colleague participating in our apprentice trainer/organizer program shared that our development of internalization resources was an important opportunity for him to grow in his self-understanding of how internalized racist oppression affects him. He said the journey of discovery has made him stronger in his daily life, as well as better prepared to be an anti-racism organizer/trainer.

On a collective and/or institutional level, we have had a number of anti-racism teams that have shared the significant impact that caucusing and internalization work has had on their team. It has created a possibility of authentic relationships across racial lines, and it has helped to develop intentional accountability relationships on the team and in the institution.

**PLEASE COMMENT ON YOUR PARTNERSHIP WITH WHEAT RIDGE MINISTRIES DURING THE COURSE OF THIS GRANT.**

We have felt affirmed and supported in our relationship with Wheat Ridge. We are grateful that even though the funds available for the project were limited, you encouraged us to continue with the dual focus of the project. It would have been challenging to complete one of the sets of proposed objectives without completing the other. We appreciate the partnership relationship that Wheat Ridge has consistently maintained with us.

[Contact Wheat Ridge Ministries](#)